

State: VermontGMCB **Filing Company:** MVP Health Insurance Company
TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO
Product Name: VT LG HIC Existing Products 3Q/4Q 2015
Project Name/Number: /

Filing at a Glance

Company: MVP Health Insurance Company
Product Name: VT LG HIC Existing Products 3Q/4Q 2015
State: VermontGMCB
TOI: H16G Group Health - Major Medical
Sub-TOI: H16G.002A Large Group Only - PPO
Filing Type: GMCB Rate
Date Submitted: 01/31/2015
SERFF Tr Num: MVPH-129877690
SERFF Status: Pending State Action
State Tr Num:
State Status:
Co Tr Num:

Implementation: 07/01/2015
Date Requested:
Author(s): Kristen Marsh, Matt Lombardo, Eric Bachner
Reviewer(s): Thomas Crompton (primary), Kelly Macnee, David Dillon, Judith Henkin, Jacqueline Lee
Disposition Date:
Disposition Status:
Implementation Date:

State Filing Description:

State: VermontGMCB **Filing Company:** MVP Health Insurance Company
TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO
Product Name: VT LG HIC Existing Products 3Q/4Q 2015
Project Name/Number: /

General Information

Project Name:	Status of Filing in Domicile:
Project Number:	Date Approved in Domicile:
Requested Filing Mode: Review & Approval	Domicile Status Comments:
Explanation for Combination/Other:	Market Type: Group
Submission Type: New Submission	Group Market Size: Large
Group Market Type: Employer	Overall Rate Impact:
Filing Status Changed: 02/16/2015	
State Status Changed:	Deemer Date:
Created By: Kristen Marsh	Submitted By: Matt Lombardo
Corresponding Filing Tracking Number:	

PPACA: Non-Grandfathered Immed Mkt Reforms, Grandfathered Immed Mkt Reforms

PPACA Notes: null

Include Exchange Intentions: No

Filing Description:

The proposed manual rates and addendum values included within this filing are for employer groups with 51+ employees in the state of Vermont with coverage dates beginning between July 1, 2015 and December 31, 2015.

Company and Contact

Filing Contact Information

Matt Lombardo,	mlombardo@mvphealthcare.com
625 State Street	518-388-2483 [Phone]
Schenectady, NY 12305	

Filing Company Information

MVP Health Insurance Company	CoCode: 11125	State of Domicile: New York
625 State Street	Group Code: 1198	Company Type: Health
Schenectady, NY 12305	Group Name:	Insurance
(518) 388-2469 ext. [Phone]	FEIN Number: 14-1827918	State ID Number:

Filing Fees

Fee Required?	Yes
Fee Amount:	\$150.00
Retaliatory?	No
Fee Explanation:	

SERFF Tracking #:

MVPH-129877690

State Tracking #:**Company Tracking #:****State:**

VermontGMCB

Filing Company:

MVP Health Insurance Company

TOI/Sub-TOI:

H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO

Product Name:

VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number:

/

Correspondence Summary

Objection Letters and Response Letters

Objection Letters

Status	Created By	Created On	Date Submitted
Pending Response	Jacqueline Lee	02/12/2015	02/12/2015

Response Letters

Responded By	Created On	Date Submitted
Matt Lombardo	02/16/2015	02/16/2015

Amendments

Schedule	Schedule Item Name	Created By	Created On	Date Submitted
Supporting Document	Actuarial Memorandum	Matt Lombardo	03/10/2015	03/10/2015

Filing Notes

Subject	Note Type	Created By	Created On	Date Submitted
Request for Confidentiality - Response to Objection #1	Note To Reviewer	Matt Lombardo	02/16/2015	02/16/2015

State: VermontGMCB **Filing Company:** MVP Health Insurance Company
TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO
Product Name: VT LG HIC Existing Products 3Q/4Q 2015
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Objection Letter

Objection Letter Status	Pending Response
Objection Letter Date	02/12/2015
Submitted Date	02/12/2015
Respond By Date	02/19/2015

Dear Matt Lombardo,

Introduction:

Please see attached inquiry letter.

Conclusion:

Sincerely,
Jacqueline Lee

Dallas

Glenn A. Tobleman, F.S.A., F.C.A.S.
 S. Scott Gibson, F.S.A.
 Cabe W. Chadick, F.S.A.
 Michael A. Mayberry, F.S.A.
 David M. Dillon, F.S.A.
 Gregory S. Wilson, F.C.A.S.
 Steven D. Bryson, F.S.A.
 Bonnie S. Albritton, F.S.A.
 Brian D. Rankin, F.S.A.
 Wesley R. Campbell, F.C.A.S., F.S.A.
 Jacqueline B. Lee, F.S.A.
 Xiaoxiao (Lisa) Jiang, F.S.A.
 Brian C. Stentz, A.S.A.
 J. Finn Knox-Seith, A.S.A.
 Jennifer M. Allen, A.S.A.
 Josh A. Hammerquist, A.S.A.
 Sujaritha Tansen, A.S.A.
 Sergei Mordovin, A.S.A.
 Johnathan L. O'Dell, A.S.A.
 Robert B. Thomas, Jr., F.S.A., C.F.A. (Of Counsel)

**Kansas City**

Gary L. Rose, F.S.A.
 Terry M. Long, F.S.A.
 Leon L. Langlitz, F.S.A.
 D. Patrick Glenn, A.S.A., A.C.A.S.
 Christopher H. Davis, F.S.A.
 Karen E. Elsom, F.S.A.
 Jill J. Humes, F.S.A.
 Christopher J. Merkel, F.S.A.
 Kimberly S. Shores, F.S.A.
 Michael A. Brown, F.S.A.
 Thomas L. Handley, F.S.A. (Of Counsel)

London / Kansas City

Roger K. Annin, F.S.A.
 Timothy A. DeMars, F.S.A.
 Scott E. Morrow, F.S.A.

Baltimore

David A. Palmer, C.F.E.

February 12, 2015

Matt Lombardo
 MVP Health Insurance Company
 625 State Street
 Schenectady, NY 12305

Re: MVP Health Insurance Company
 3Q/4Q 2015 Large Group HIC rate filing
 SERFF Tracking #: MVPH-129877690

Dear Mr. Lombardo:

We have been retained by the Green Mountain Care Board (“GMCB”) to review the above referenced group product filing submitted on 1/31/2015. The following additional information is required for this filing. We request that you restate the original question in your response.

Rx Trend

1. We note a steep increase in allowed pharmacy trends in this filing when compared to 1Q15/2Q15 filing:

Year	1Q/2Q15 filing	3Q/4Q15 filing
2014	6.5%	14.5%
2015	6.7%	16.9%

In the 1Q/2Q15 filing (SERFF #: MVPH-129662230), MVP had indicated that the PBM will be able to provide more robust customized trend projections with actual MVP claim utilization. Provide a detailed exhibit showing all adjustments made in deriving the assumed Rx trends in this filing.

- a. If no such adjustments were made in this filing, comment on the appropriateness of using unadjusted vendor recommended Rx trends, given that the Rx trend by drug category clearly shows negative trends for generic and brand drugs.

- b. In addition, if any adjustment to specialty trend was made to account for the impact of Sovaldi and other high cost specialty drugs based on MVP's own experience, please quantitatively detail the methodology in your response.

Rate Development

2. Please update Exhibit 4a with current membership by product type and reconcile the average 3Q15/4Q15 annual rate increase in page 1 of the memorandum with Exhibit 4a.
3. In prior 1Q15/2Q15 filing, current membership (as opposed to experience period membership) in Non-HDHP/HDHP plans was used to derive a weighted average rate increase after separately deriving the required rate increase for Non-HDHP and HDHP blocks. The rate development in Exhibit 3a and Exhibit 3b use aggregate Non-HDHP/HDHP experience as opposed to individual experience of these blocks.
 - a. Please provide rationale on why the rate development methodology was changed in this filing.
 - b. Given that the wide variability in membership of these blocks historically, we assess that the proposed rate development methodology does not take into account recent enrollment experience. Please illustrate the required rate increase if these blocks were independently projected and the required rate increase was blended using recent (December 2014) experience as weights.
4. We note that the 2015 inpatient and outpatient hospital trends are higher than the trends assumed in the 1Q15 filing. Please provide quantitative support for the assumed inpatient/out-patient hospital trends by illustrating the Green Mountain Care Board's approved 2015 hospital budget increases weighted by MVP's utilization by facility.
5. Please update the CLA table in page 5 of the VT Experience Rate Addendum to show CLA rates for family contracts as well.

Please be aware that we expect to have further questions regarding the filing as the review continues.

To ensure that the review of your filing has been completed before statutory deadlines, we expect you to respond as expeditiously as possible, but no later than February 19, 2015.

We trust that you understand these forms may not be used in Vermont until they are formally approved by the GMCB.

Sincerely,

A handwritten signature in blue ink that reads "Rita Tansen". The signature is written in a cursive style.

Rita Tansen A.S.A., M.A.A.A.
Consulting Actuary
Lewis & Ellis, Inc.
rtansen@lewisellis.com
(972)850-0850

SERFF Tracking #:

MVPH-129877690

State Tracking #:

Company Tracking #:

State: VermontGMCB **Filing Company:** MVP Health Insurance Company
TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO
Product Name: VT LG HIC Existing Products 3Q/4Q 2015
Project Name/Number: /

Response Letter

Response Letter Status Submitted to State
 Response Letter Date 02/16/2015
 Submitted Date 02/16/2015

Dear Thomas Crompton,

Introduction:

Response 1

Comments:

Please see the attached response to L&E Objection #1 as well as a revised LG Addendum which includes a revision to the NYS Covered Lives Assessment.

Changed Items:

Supporting Document Schedule Item Changes	
Satisfied - Item:	Actuarial Memorandum
Comments:	
Attachment(s):	3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf
<i>Previous Version</i>	
Satisfied - Item:	Actuarial Memorandum
Comments:	
Attachment(s):	3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx

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MVPH-129877690

State Tracking #:**Company Tracking #:****State:**

VermontGMCB

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VT LG HIC Existing Products 3Q/4Q 2015

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Supporting Document Schedule Item Changes

Satisfied - Item:	Actuarial Memorandum
Comments:	
Attachment(s):	3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf
<i>Previous Version</i>	
Satisfied - Item:	Actuarial Memorandum
Comments:	
Attachment(s):	<i>3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx</i>
Satisfied - Item:	Response to Objection #1
Comments:	
Attachment(s):	Response to Objection #1.pdf Response to Objection #1 - LG HIC Redacted for SERFF.pdf

No Form Schedule items changed.

No Rate/Rule Schedule items changed.

Conclusion:

Sincerely,

Matt Lombardo

SERFF Tracking #:

MVPH-129877690

State Tracking #:

Company Tracking #:

State:

VermontGMCB

Filing Company:

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H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO

Product Name:

VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number:

/

Amendment Letter

Submitted Date: 03/10/2015

Comments:

MVP's initial filing submission did not include the manual rates for coplans and riders with original effective dates of 1/1/15. No other changes were made to the filing other than the inclusion of these manual rates.

The coplans that have been added are: VE116L, VEHD-41L, VEHD-42L, VEHD-43L, VEHD-44L, VEHD-45L, VEHD-46L, VEHD-47L, VEHD-48L.

The medical riders that have been added are: VEHD 312j, VHD510-aa, VHD510-ab, VHD510-ac, VHD510-ad, VHD510-ae, VHD510-af, VHD510-ag, VHD510-ah .

Regards,

Matt Lombardo

Changed Items:

No Form Schedule Items Changed.

No Rate Schedule Items Changed.

SERFF Tracking #:

MVPH-129877690

State Tracking #:

Company Tracking #:

State: VermontGMCB

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MVP Health Insurance Company

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Product Name: VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number: /

Supporting Document Schedule Item Changes

Satisfied - Item:	Actuarial Memorandum
Comments:	<p>MVP's initial filing submission did not include the manual rates for coplans and riders with original effective dates of 1/1/15. No other changes were made to the filing other than the inclusion of these manual rates.</p> <p>The coplans that have been added are: VE116L, VEHD-41L, VEHD-42L, VEHD-43L, VEHD-44L, VEHD-45L, VEHD-46L, VEHD-47L, VEHD-48L.</p> <p>The medical riders that have been added are: VEHD 312j, VHD510-aa, VHD510-ab, VHD510-ac, VHD510-ad, VHD510-ae, VHD510-af, VHD510-ag, VHD510-ah</p>
Attachment(s):	<p>3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf VT LG HIC Q3 & Q4 2015 Rate Filing v2 - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing v2 - NO LINKS.xlsx</p>
<i>Previous Version</i>	
Satisfied - Item:	<i>Actuarial Memorandum</i>
Comments:	
Attachment(s):	<p><i>3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf</i></p>
<i>Previous Version</i>	
Satisfied - Item:	<i>Actuarial Memorandum</i>
Comments:	
Attachment(s):	<p><i>3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx</i></p>

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Product Name: VT LG HIC Existing Products 3Q/4Q 2015
Project Name/Number: /

Note To Reviewer

Created By:

Matt Lombardo on 02/16/2015 08:13 AM

Last Edited By:

Matt Lombardo

Submitted On:

02/16/2015 08:13 AM

Subject:

Request for Confidentiality - Response to Objection #1

Comments:

Pursuant to 1 V.S.A. § 317 (c)(9), MVP requests that the designated portions of our Objection Letter response, dated February 12, 2015, remain confidential and not subject to disclosure under Vermont's public records law. The disclosure of this information, which is partly based upon and/or derived from MVP's contractual agreements with providers and facilities would put our organization at a competitive disadvantage. In part, the information reflects reimbursement rates that were the subject of MVP's negotiation with an entity that also negotiates with MVP competitors. The public disclosure of this information will undermine MVP's private negotiations, advantage our competitors, and potentially result in increased premiums for Vermonters.

Regards,
Matt Lombardo

State: VermontGMCB **Filing Company:** MVP Health Insurance Company
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Product Name: VT LG HIC Existing Products 3Q/4Q 2015
Project Name/Number: /

Post Submission Update Request Processed On 02/02/2015

Status: Allowed
Created By: Matt Lombardo
Processed By: Thomas Crompton
Comments: Post submission update allowed for the company to correct the number of lives.

Company Rate Information:

Company Name:MVP Health Insurance Company

Field Name	Requested Change	Prior Value
Product: Preferred Suite EPO	UPDATED	
Number of Covered Lives	105	1
Product: Preferred Suite HD EPO	UPDATED	
Number of Covered Lives	432	1
Product: Preferred Suite HD PPO	UPDATED	
Number of Covered Lives	89	1
Product: Preferred Suite PPO	UPDATED	
Number of Covered Lives	2	1

SERFF Tracking #:

MVPH-129877690

State Tracking #:

Company Tracking #:

State:

VermontGMCB

Filing Company:

MVP Health Insurance Company

TOI/Sub-TOI:

H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO

Product Name:

VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number:

/

Rate Information

Rate data applies to filing.

Filing Method:

SERFF

Rate Change Type:

Increase

Overall Percentage of Last Rate Revision:

0.800%

Effective Date of Last Rate Revision:

07/01/2014

Filing Method of Last Filing:

SERFF

Company Rate Information

Company Name:	Company Rate Change:	Overall % Indicated Change:	Overall % Rate Impact:	Written Premium Change for this Program:	Number of Policy Holders Affected for this Program:	Written Premium for this Program:	Maximum % Change (where req'd):	Minimum % Change (where req'd):
MVP Health Insurance Company	Increase	8.500%	8.500%	\$2,459,292	6	\$28,932,853	32.900%	0.800%

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Rate Review Detail

COMPANY:

Company Name: MVP Health Insurance Company
 HHS Issuer Id: 92802

PRODUCTS:

Product Name	HIOS Product ID	HIOS Submission ID	Number of Covered Lives
Preferred Suite EPO	92802VT004	92802VT004000	105
Preferred Suite HD EPO	92802VT006	92802VT006000	432
Preferred Suite HD PPO	92802VT007	92802VT007000	89
Preferred Suite PPO	92802VT005	92802VT005000	2

Trend Factors:

FORMS:

New Policy Forms:
 Affected Forms:
 Other Affected Forms: VT EPO COC, VT HDEPO COC

REQUESTED RATE CHANGE INFORMATION:

Change Period: Annual
 Member Months: 83,679
 Benefit Change: None
 Percent Change Requested: Min: 0.8 Max: 32.9 Avg: 8.5

PRIOR RATE:

Total Earned Premium: 28,932,853.00
 Total Incurred Claims: 22,972,685.00
 Annual \$: Min: 320.13 Max: 490.26 Avg: 412.08

REQUESTED RATE:

Projected Earned Premium: 31,392,145.00
 Projected Incurred Claims: 24,925,363.00
 Annual \$: Min: 333.21 Max: 555.47 Avg: 447.10

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Product Name: VT LG HIC Existing Products 3Q/4Q 2015

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Supporting Document Schedules

Satisfied - Item:	Actuarial Memorandum
Comments:	<p>MVP's initial filing submission did not include the manual rates for coplans and riders with original effective dates of 1/1/15. No other changes were made to the filing other than the inclusion of these manual rates.</p> <p>The coplans that have been added are: VE116L, VEHD-41L, VEHD-42L, VEHD-43L, VEHD-44L, VEHD-45L, VEHD-46L, VEHD-47L, VEHD-48L.</p> <p>The medical riders that have been added are: VEHD 312j, VHD510-aa, VHD510-ab, VHD510-ac, VHD510-ad, VHD510-ae, VHD510-af, VHD510-ag, VHD510-ah</p>
Attachment(s):	<p>3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf VT LG HIC Q3 & Q4 2015 Rate Filing v2 - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing v2 - NO LINKS.xlsx</p>
Item Status:	
Status Date:	
Bypassed - Item:	Actuarial Memorandum and Certifications
Bypass Reason:	N/A
Attachment(s):	
Item Status:	
Status Date:	
Satisfied - Item:	Civil Union Rating Requirements
Comments:	MVP's forms comply with 8 V.S.A. § 4724.
Attachment(s):	
Item Status:	
Status Date:	
Satisfied - Item:	Consumer Disclosure Form
Comments:	
Attachment(s):	Consumer Disclosure Form about Rate Increases - LG HIC.pdf
Item Status:	
Status Date:	
Satisfied - Item:	Filing Compliance Certification

SERFF Tracking #:

MVPH-129877690

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VT LG HIC Existing Products 3Q/4Q 2015

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/

Comments:	Please see attached.
Attachment(s):	Certification of Compliance - VT.pdf
Item Status:	
Status Date:	

Bypassed - Item:	Third Party Filing Authorization
Bypass Reason:	N/A
Attachment(s):	
Item Status:	
Status Date:	

Bypassed - Item:	Unified Rate Review Template
Bypass Reason:	N/A
Attachment(s):	
Item Status:	
Status Date:	

Satisfied - Item:	Response to Objection #1
Comments:	
Attachment(s):	Response to Objection #1.pdf Response to Objection #1 - LG HIC Redacted for SERFF.pdf
Item Status:	
Status Date:	

SERFF Tracking #:

MVPH-129877690

State Tracking #:

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Attachment Rolling 12 Medical and Rx Data - LG HIC.xlsx is not a PDF document and cannot be reproduced here.

Attachment VT LG HIC Q3 & Q4 2015 Rate Filing v2 - NO LINKS.xlsx is not a PDF document and cannot be reproduced here.



ACTUARIAL MEMORANDUM

3Q and 4Q 2015 Large Group AR42 Manual Rate and Factor Filing

Purpose and Scope of Filing

The purpose of this filing is to demonstrate the development of manual rates in support of MVP Health Insurance Company's Large Group AR42 product portfolio and seek approval of the manual rates and factors used to develop group specific premium rates. The premium rates included in this filing are for group effective dates between 7/1/2015 and 12/31/2015. The rates are effective for 12 months. This rate filing has been prepared to satisfy the requirements of 8 V.S.A § 5104 and is not intended to be used for other purposes.

As of December 2014, there were 6,115 members enrolled in plans impacted by this rate filing. Of those 6,115 members, 99 members have 3Q contract effective dates and 529 have 4Q contract effective dates. Please see below for a summary of historical quarterly manual rate changes and the resulting annual manual rate changes for 3Q and 4Q 2015.

Derivation of Annual Rate Increases Based on Quarterly Rate Changes

	4Q '14 / 3Q '14	1Q '15 / 4Q '14	2Q '15 / 1Q '15	3Q '15 / 2Q '15	4Q '15 / 3Q '15	3Q '15 Annual Increase	4Q '15 Annual Increase
HDHP	1.4%	-7.2%	1.5%	7.9%	1.8%	3.1%	3.5%
Non-HDHP Medical	1.3%	7.8%	1.5%	7.9%	1.8%	19.6%	20.2%
Rx Riders	1.2%	-4.7%	1.9%	7.9%	1.8%	6.1%	6.6%
	Med + Rx Annual Increase for Non-HDHPs					17.5%	18.0%
	Average Rate Change for LG HIC Block Based on Dec-14 Enrollment					8.2%	8.6%

Experience Period Claims

Large group AR42 claims incurred between September 2013 and August 2014, paid through November 2014 was the basis of MVP's rate analysis. Fee-for-service (FFS) medical and pharmacy claims were projected to the 3Q 2015 rating period by applying 22 months of trend to the experience period data. The capitation and non-FFS costs included in the rate development represent MVP's best estimate of these costs during the rating period.

Pooling Charge

To account for volatility in high cost claims, claims in excess of \$100,000 are being removed from the claim projection and being replaced by a pooling charge. The pooling charge of 7.4% is equal to the \$100,000 pooling charge included in MVP's LG Addendum which is included with this SERFF submission. For a summary of the high cost claim ratio in recent time periods, please refer to the attached file, "Rolling 12 Medical and Rx Data - LG HIC".

Development of Base Premium Rates

Exhibit 3a demonstrates the development of the proposed 3rd quarter rate action. Claims adjusted with the pooling charge described above are projected to the rating period. Non-FFS claim expenses, capitation expenses, and an adjustment for the Mental Health and Substance Abuse mandate requiring outpatient and office based claims to be charged the PCP copay are added to the claim projection. Please see the table below for a summary of non-FFS and capitation expenses reflected in MVP's rate development for this filing.

Summary of Capitations and Non-FRDM Claim Expenses	
---	--

Other Medical Expense not in warehouse	\$2.67
ASH Cap	\$0.27
Healthways	\$1.66
Net Reinsurance Expense	\$0.21
Medical Home and PCP Incentive	\$3.81
Total	\$8.61

The expected non-FFS medical expenses added to the claim projection reflect costs associated with net reinsurance expense, Wellstyle Rewards program administrative expense, PCP incentive payments and Medical Home, Healthways capitation expense, and other miscellaneous MVP claim expenses not included in the historical experience period data such as manual checks, FFS write offs and Massachusetts surcharges.

Experience period Rx claims are then projected to the rating period. Rx claims are adjusted for the impact of Bill H559 which is not fully reflected in the experience period data and rebates are removed from the projected claim cost. Bill H559 was effective beginning with October 2012 renewals. Included in this regulation is a new out of pocket maximum for prescription drug expenses.

All of the claim adjustments attributable to Bill H559 were not being processed within MVP's claim system during the experience period for this rate filing. Therefore, an adjustment to the experience period claims was needed. To quantify the impact of this mandate, MVP analyzed member level drug claims over the experience period. MVP captured amounts paid by members in excess of the Rx OOP maximum which will be in effect for 3Q 2015, or \$1,300. The sum of these amounts was trended to the projection period to quantify the impact of this mandate on drug claim expenses in 2015.

The basis of MVP's Rx rebate assumptions is Rx rebates as a % of Rx claim expense over the experience period. This amount was multiplied by MVP's projected gross Rx claim cost to derive a PMPM Rx rebate projection. Please see the table below for a summary of the Rx Rebates received for this block over the experience period.

Rx Rebates Over Experience Period – LG AR42			
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	HDHP	Non-HDHP	Total
Experience Period Rx Expense PMPM	\$30.84	\$52.31	\$39.53
Experience Period Rx Rebates PMPM	(\$7.89)	(\$4.92)	(\$6.69)
Rx Rebate %	-25.6%	-9.4%	-16.9%

Finally, adjustments are made to the projected net claims cost to account for the New York State HCRA surcharge, average age/gender factor, average industry factor, and the impact of membership changes over the experience period.

The New York HCRA Surcharge included in the claim projection is based only on claims paid for services performed by New York hospitals. The New York HCRA load equals 0.25% and is based on historical HCRA fees incurred by Vermont members.

The age/gender and industry normalization factors were computed using MVP's census of subscribers over the experience period along with the age/gender and industry factors included in MVP's Addendum filing for this SERFF submission. MVP is not proposing changes to these factors for 3Q 2015.

The revenue for this block is adjusted to reflect the age/gender profile and industry of the group's purchasing coverage. Because MVP is deriving its proposed rate increase from the 2Q 2015 manual rates which reflect an age/gender and industry factor equal to 1.00, claim costs must be adjusted to be on a 1.00 basis as well. Over the experience period, the average age/gender factor was 1.042 while the average industry factor was 1.005. To neutralize the impact of these factors on the required rate change, MVP is multiplying the 3Q 2015 claim projection times the reciprocal of these factors.

MVP is also making an adjustment to the claim projection for the impact of membership not representing a full 12-month contract over the experience period. Because deductibles are present in most these products, paid claims are suppressed in the early months of a member's contract and are higher than average in later contract months. Therefore if the experience period membership is not evenly distributed by contract month, an adjustment to the claim costs should be made to reflect the expected claim costs for a 12-month contract period.

To determine the adjustment factor for the experience period claims cost, MVP used deductible suppression factors which were developed by analyzing commercial claims for members with 12 months of medical and Rx benefit coverage. MVP assumed that allowed claims were uniformly distributed by month and determined the expected paid claim cost for a given month relative to the average paid amount for 12 months. Factors were developed for a number of different deductible levels, and the factors that aligned most closely with the average deductible of members enrolled over the experience period were chosen. The average deductible for the HDHP block over the experience period was \$3,269 while the average deductible for the EPO/PPO block was \$2,104.

Please see the tables below which contain experience period enrollment for the HDHP and EPO/PPO blocks by contract month as well as the deductible suppression factors which were used to arrive at the blended adjustment factor shown in Exhibit 3a:

	Month of Deductible for HDHP Cohort												Total
	1	2	3	4	5	6	7	8	9	10	11	12	
MMs by Month of Deductible	4,353	4,353	4,340	4,313	4,319	4,253	4,260	4,273	3,709	3,723	3,639	4,253	49,788
% of MMs by Month of Deductible	8.7%	8.7%	8.7%	8.7%	8.7%	8.5%	8.6%	8.6%	7.4%	7.5%	7.3%	8.5%	100.0%
Deductible Suppression Factor	0.27	0.60	0.78	0.91	1.00	1.08	1.13	1.18	1.22	1.25	1.28	1.31	
Avg Ded Suppression Factor	0.989	<i>= Member weighted average deductible suppression factor</i>											
Exp Period Adjustment Factor	1.011	<i>= 1 / Avg Ded suppression factor</i>											
	Month of Deductible for Non-HDHP Cohort												Total
	1	2	3	4	5	6	7	8	9	10	11	12	
MMs by Month of Deductible	2,186	2,216	2,406	2,389	2,316	2,339	2,382	2,353	3,815	3,835	3,890	3,764	33,891
% of MMs by Month of Deductible	6.5%	6.5%	7.1%	7.0%	6.8%	6.9%	7.0%	6.9%	11.3%	11.3%	11.5%	11.1%	100.0%
Deductible Suppression Factor	0.38	0.72	0.88	0.97	1.03	1.07	1.11	1.13	1.15	1.17	1.19	1.20	
Avg Ded Suppression Factor	1.035	<i>= Member weighted average deductible suppression factor</i>											
Exp Period Adjustment Factor	0.966	<i>= 1 / Avg Ded suppression factor</i>											

To arrive at the required rate change for 3Q 2015, the normalized net claim projection is compared to the 2Q 2015 manual rate that would be collected for the experience period enrollment to indicate the suggested quarterly rate change.

MVP has also developed 4Q 2015 premium rates for this rate filing. Please see Exhibit 3b which is identical to Exhibit 3a except for the fact that one more quarter of trend has been applied to the experience period claims. The required quarterly rate change for 4Q 2015 is calculated by comparing the required rate change for 4Q 2015 to the required rate change for 3Q 2015.

Medical Trend Factors

The development of annual medical paid claim trend factors for 3Q 2015 is illustrated in Exhibits 2a. Consistent with recently submitted filings, MVP is applying 0% utilization trend to its data. Regression analysis has been performed on MVP's utilization data in the past, and it was concluded that the predictive ability of the historical utilization trends was weak and not reliable. The assumed unit cost trends reflect known and assumed price increases from MVP's provider network.

In addition to the medical cost inflation rate assumed from the historical experience period to the rating period, an adjustment is needed to reflect the impact of cost share leveraging on the carrier's share of the medical cost. Leveraging is a result of the fixed nature of deductibles and copays in health benefit plans. When there are fixed member deductibles and copays, the carrier bears a greater portion of the cost of medical inflation. Therefore, an additional factor adjustment is made to the trend assumption to capture this cost.

The trend applied to the deductible portion of the experience period was derived using the distribution of claims for MVP's VT book of business. Claims below the average deductible amount over the experience period were trended at the applicable allowed trend rate while claims greater than the deductible were held flat.

Also included in this filing is a paid trend development exhibit for 4Q 2015. Please see Exhibit 2e which is identical to Exhibit 2a except there is one more quarter of trend reflected in the calculation.

Rx Trend Factors

Annual Rx trend factors split by generic, brand and specialty drugs are illustrated in Exhibit 2a. These trend factors were supplied by MVP's pharmacy benefit manager (PBM) and reflect their best estimate of expected changes to pharmacy costs and drug utilization. Supporting documentation illustrating how the Rx trends shown on Exhibit 2a were converted to paid trends for 3Q 2015 can be found in Exhibits 2b-2d.

MVP received an updated trend forecast since the 1Q 2015 filing was submitted which has resulted in a higher annual Rx trend. The trend forecast provided by MVP's PBM accounts for drugs coming off patent, changes in average wholesale price, new drugs being released to the market, and price competitiveness amongst generic and brand drug manufacturers. Because the Rx market is constantly changing and the items listed above are not reflected in historical trends, MVP does not feel that historical Rx trends have any relevance for projecting future increases in Rx costs. The recent and continued explosion of high cost specialty drugs is causing significant increases in expected Rx costs.

Please see the attached file, "Rolling 12 Medical and Rx Data - LG HIC" which contains a rolling 12 month summary of total Rx claim costs as well as Rx data broken out by Generic, Brand, and Specialty. This block's Rx trends have been steadily increasing throughout 2014 and are being driven by Specialty drugs.

Also included in this filing is a paid trend development exhibit for 4Q 2015. Please see Exhibits 2f-2h which is identical to Exhibits 2b-2d except there is one more quarter of 2016 trend reflected in the calculation.

Retention Expenses

Retention expenses are outlined in the attached Addendum. Changes have been made to the following retention items:

- NYS Covered Lives Assessment: New York State has finalized its covered lives assessment values for 2015, and MVP has updated the addendum to reflect these values.
- Federal Temporary Reinsurance Pool Fee (2016): This fee has been revised to \$2.25 PMPM per the Proposed 2016 Notice of Benefit and Payment Parameters. More details on this tax can be found below.

The administrative expense for this block is 9.5%. Please see the table below for a summary of MVP's administrative expenses from 2010 – 2013 for Large Group business in Vermont:

Administrative Expense Summary - Data Taken from Supplemental Health Care Exhibit				
	Member Months	VT Large Group - AR42 & AR44		
		Premium PMPM	Admin PMPM	Expense Ratio
2010	222,832	\$343.13	\$38.74	11.3%
2011	182,773	\$326.54	\$36.06	11.0%
2012	136,049	\$335.21	\$33.62	10.0%
2013	118,563	\$363.04	\$39.18	10.8%

Admin PMPM reflects the following lines from Part I of the SHCE: 6.6, 8.3, 10.1, and 10.4

The following taxes/assessments are included in the attached Addendum:

Temporary Individual Reinsurance Pool

Carriers are being assessed a fee to fund the Temporary Reinsurance Pool which supports the individual reinsurance program both in and out of the exchange from 2014 through 2016. For 2015, the fee is \$3.67 PMPM, and the proposed fee for 2016 is \$2.25 PMPM per the Notice of Benefit and Payment Parameters.

ACA Insurer Tax

Beginning in 2014, carriers will be taxed based on earned premium. Based on estimates from consultants, this tax will be approximately 2.0% for 2015 dates of service.

VT Paid Claim Tax

The State of Vermont charges a 0.999% tax on paid claims.

Comparative Effectiveness Research Fee

A prescribed Federal fee equal to \$0.17 PMPM to fund the Federal Research Fund.

VT Vaccine Pilot

This is a Vermont state assessment based on plan premiums which is used to fund immunizations provided by the state.

Loss Ratio Information

The traditional target loss ratio (claims cost / premium) for the rates proposed in this rate filing is 79.4%. After making adjustments for taxes/assessments and expenses associated with quality improvements, the Federal target loss ratio for the rates proposed in this filing is 85.8%. Please see the table below for more detail:

Target Loss Ratio for LG AR42 in 3Q 2015	
	Large Group AR42
A) Claims Expense	\$348.31
B) Taxes/Assessments	\$26.79
C) Quality Improvement	\$5.27
D) Premium	\$438.75
E) Traditional Loss Ratio = A) / D)	79.4%
F) Federal Loss Ratio = [A) + C] / [D) - B]	85.8%

Over the experience period of September 2013 – August 2014, the actual loss ratio for these products is 89.7%. MVP does not anticipate having to rebate customers for its Large Group AR42 VT block in 2014. For January – October 2014 dates of service, the traditional loss ratio for this block of business is 90.6%. After making adjustments for taxes/assessments and expenses associated with quality improvements, the Federal loss ratio used to determine if this block is in a rebating situation for 2014 is 98.5%.

Supplemental Exhibits

Also included with this filing is a historical claim and membership summary for the past 36 months grouped into rolling 12 month periods. Incurred claims from September 2011 – August 2014 completed through November 30, 2014 are reflected in the data.

Retired Products

No products are being retired at this time.

Actuarial Certification

I, Matthew Lombardo, am a Member of the American Academy of Actuaries. I have examined the assumptions and methods used in determining MVP's requested rates. Based on my review and examination, it is my opinion that the proposed premium rates are reasonable in relation to the benefits provided and that they are not excessive, inadequate, nor unfairly discriminatory. This rate filing conforms to the applicable Standards of Practice as promulgated by the Actuarial Standards Board.



Matthew Lombardo, FSA, MAAA
Actuarial Manager, Commercial Pricing
MVP Health Care, Inc.

01/30/2015

Date

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
111	Wheat	0.90
112	Rice	0.90
115	Corn	0.90
116	Soybeans	0.90
119	Cash Grains, NEC	0.90
131	Cotton	0.90
132	Tobacco	0.90
133	Sugarcane and Sugar Beets	0.90
134	Irish Potatoes	0.90
139	Field Crops, Except Cash Grains, NEC	0.90
161	Vegetables and Melons	0.90
171	Berry Crops	0.90
172	Grapes	0.90
173	Tree Nuts	0.90
174	Citrus Fruits	0.90
175	Deciduous Tree Fruits	0.90
179	Fruits and Tree Nuts, NEC	0.90
181	Ornamental Floriculture and Nursery Products	0.90
182	Food Crops Grown Under Cover	0.90
191	General Farms, Primarily Crop	0.90
211	Beef Cattle Feedlots	0.95
212	Beef Cattle, Except Feedlots	0.95
213	Hogs	0.95
214	Sheep and Goats	0.95
219	General Livestock, Except Dairy and Poultry	1.00
241	Dairy Farms	1.00
251	Broiler, Fryers, and Roaster Chickens	0.95
252	Chicken Eggs	0.95
253	Turkey and Turkey Eggs	0.95
254	Poultry Hatcheries	0.95
259	Poultry and Eggs, NEC	0.95
271	Fur-Bearing Animals and Rabbits	0.95
272	Horses and Other Equines	0.95
273	Animal Aquaculture	0.95
279	Animal Specialities, NEC	0.95
291	General Farms, Primarily Livestock and Animal Specialities	1.00
711	Soil Preparation Services	0.95
721	Crop Planting, Cultivating, and Protecting	0.95
722	Crop Harvesting, Primarily by Machine	0.95
723	Crop Preparation Services For Market, except Cotton Ginning	0.95
724	Cotton Ginning	0.95
741	Veterinary Services For Livestock	0.95
742	Veterinary Services for Animal Specialities	0.95
751	Livestock Services, Except Veterinary	1.00
752	Animal Specialty Services, Except Veterinary	0.95
761	Farm Labor Contractors and Crew Leaders	0.95
762	Farm Management Services	0.95
781	Landscape Counseling and Planning	0.90
782	Lawn and Garden Services	1.10
783	Ornamental Shrub and Tree Services	1.10
811	Timber Tracts	0.90
831	Forest Nurseries and Gathering of Forest Products	0.90
851	Forestry Services	0.95
912	Finfish	1.05
913	Shellfish	1.05

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
919	Miscellaneous Marine Products	0.95
921	Fish Hatcheries and Preserves	0.95
971	Hunting and Trapping, and Game Propagation	0.95
1011	Iron Ores	1.15
1021	Copper Ores	1.15
1031	Lead and Zinc Ores	1.15
1041	Gold Ores	1.15
1044	Silver Ores	1.15
1061	Ferroalloy Ores, Except Vanadium	1.15
1081	Metal Mining Services	1.05
1094	Uranium-Radium-Vanadium Ores	1.15
1099	Miscellaneous Metal Ores, NEC	1.15
1221	Bituminous Coal and Lignite Surface Mining	1.15
1222	Bituminous Coal Underground Mining	1.15
1231	Anthracite Mining	1.15
1241	Coal Mining Services	1.15
1311	Crude Petroleum and Natural Gas	1.05
1321	Natural Gas Liquids	1.05
1381	Drilling Oil and Gas Wells	1.05
1382	Oil and Gas Field Exploration Services	0.95
1389	Oil and Gas Field Services, NEC	1.05
1411	Dimension Stone	1.15
1422	Crushed and Broken Limestone	1.15
1423	Crushed and Broken Granite	1.15
1429	Crushed and Broken Stone, NEC	1.15
1442	Construction Sand and Gravel	1.15
1446	Industrial Sand	1.15
1455	Kaolin and Ball Clay	1.15
1459	Clay, Ceramic, and Refractory Minerals, NEC	1.15
1474	Potash, Soda, and Borate Minerals	1.15
1475	Phosphate Rock	1.15
1479	Chemical and Fertilizer Mineral Mining, NEC	1.15
1481	Nonmetallic Minerals Services Except Fuels	1.05
1499	Miscellaneous Nonmetallic Minerals, Except Fuels	1.15
1521	General Contractors-Single-Family Houses	0.95
1522	General Contractors-Residential Buildings, Other Than Single-Family	1.00
1531	Operative Builders	1.00
1541	General Contractors-Industrial Buildings and Warehouses	1.00
1542	General Contractors-Nonresidential Buildings, Other than Industrial Buildings and Warehouses	1.00
1611	Highway and Street Construction, Except Elevated Highways	1.00
1622	Bridge, Tunnel, and Elevated Highway Construction	1.00
1623	Water, Sewer, Pipeline, and Communications and Power Line Construction	1.00
1629	Heavy Construction, NEC	1.00
1711	Plumbing, Heating, and Air-Conditioning	1.00
1721	Painting and Paper Hanging	1.00
1731	Electrical Work	1.00
1741	Masonry, Stone Setting, and Other Stone Work	1.00
1742	Plastering, Drywall, Acoustical, and Insulation Work	1.00
1743	Terrazzo, Tile, Marble, and Mosaic Work	1.00
1751	Carpentry Work	1.00
1752	Floor Laying and Other Floor Work, NEC	1.00
1761	Roofing, Siding, and Sheet Metal Work	1.00
1771	Concrete Work	1.00
1781	Water Well Drilling	1.00
1791	Structural Steel Erection	1.00

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
1793	Glass and Glazing Work	1.00
1794	Excavation Work	1.00
1795	Wrecking and Demolition Work	1.00
1796	Installation or Erection of Building Equipment, NEC	1.00
1799	Special Trade Contractors, NEC	1.00
2011	Meat Packing Plants	1.05
2013	Sausages and Other Prepared Meats	1.05
2015	Poultry Slaughtering and Processing	1.00
2021	Creamery Butter	0.95
2022	Natural, Processed, and Imitation Cheese	0.95
2023	Dry, Condensed, and Evaporated Dairy Products	0.95
2024	Ice Cream and Frozen Desserts	0.95
2026	Fluid Milk	0.95
2032	Canned Specialties	0.95
2033	Canned Fruits, Vegetables, Preserves, Jams, and Jellies	0.95
2034	Dried and Dehydrated Fruits, Vegetables, and Soup Mixes	0.95
2035	Pickled Fruits and Vegetables, Vegetable Sauces and Seasonings, and Salad Dressings	0.95
2037	Frozen Fruits, Fruit Juices, and Vegetables	0.95
2038	Frozen Specialties, NEC	0.95
2041	Flour and Other Grain Mill Products	0.95
2043	Cereal Breakfast Foods	0.95
2044	Rice Milling	0.95
2045	Prepared Flour Mixes and Doughs	0.95
2046	Wet Corn Milling	0.95
2047	Dog and Cat Food	0.95
2048	Prepared Feed and Feed Ingredients for Animals and Fowls, Except Dogs and Cats	0.95
2051	Bread and Other Bakery Products, Except Cookies and Crackers	0.95
2052	Cookies and Crackers	0.95
2053	Frozen Bakery Products, Except Bread	0.95
2061	Cane Sugar, Except Refining	0.95
2062	Cane Sugar Refining	0.95
2063	Beet Sugar	0.95
2064	Candy and Other Confectionery Products	0.95
2066	Chocolate and Cocoa Products	0.95
2067	Chewing Gum	0.95
2068	Salted and Roasted Nuts and Seeds	0.95
2074	Cottonseed Oil Mills	0.95
2075	Soybean Oil Mills	0.95
2076	Vegetable Oil Mills, Except Corn, Cottonseed, and Soybeans	0.95
2077	Animal and Marine Fats and Oils	1.00
2079	Shortening, Table Oils, Margarine, and Other Edible Fats and Oils, NEC	0.95
2082	Malt Beverages	0.95
2083	Malt	0.95
2084	Wines, Brandy, and Brandy Spirits	0.95
2085	Distilled and Blended Liquors	0.95
2086	Bottled and Canned Soft Drinks and Carbonated Waters	0.95
2087	Flavoring Extracts and Flavoring Syrups NEC	0.95
2091	Canned and Cured Fish and Seafood	0.95
2092	Prepared Fresh or Frozen Fish and Seafoods	0.95
2095	Roasted Coffee	0.95
2096	Potato Chips, Corn Chips, and Similar Snacks	0.95
2097	Manufactured Ice	0.95
2098	Macaroni, Spaghetti, Vermicelli, and Noodles	0.95
2099	Food Preparations, NEC	0.95
2111	Cigarettes	1.05

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
2121	Cigars	1.05
2131	Chewing and Smoking Tobacco and Snuff	1.05
2141	Tobacco Stemming and Redrying	1.05
2211	Broadwoven Fabric Mills, Cotton	0.95
2221	Broadwoven Fabric Mills, Manmade Fiber and Silk	0.95
2231	Broadwoven Fabric Mills, Wool (Including Dyeing and Finishing)	0.95
2241	Narrow Fabric and Other Smallware Mills: Cotton, Wool, Silk, and Manmade Fiber	0.95
2251	Women's Full-Length and Knee-Length Hosiery, Except Socks	1.00
2252	Hosiery, NEC	1.00
2253	Knit Outerwear Mills	1.00
2254	Knit Underwear and Nightwear Mills	1.00
2257	Weft Knit Fabric Mills	0.95
2258	Lace and Warp Knit Fabric Mills	0.95
2259	Knitting Mills, NEC	0.95
2261	Finishers of Broadwoven Fabrics of Cotton	0.95
2262	Finishers of Broadwoven Fabrics of Manmade Fiber and Silk	0.95
2269	Finishers of Textiles, NEC	0.95
2273	Carpets and Rugs	0.95
2281	Yarn Spinning Mills	0.95
2282	Yarn Texturizing, Throwing, Twisting, and Winding Mills	0.95
2284	Thread Mills	0.95
2295	Coated Fabrics, Not Rubberized	0.95
2296	Tire Cord and Fabrics	0.95
2297	Nonwoven Fabrics	0.95
2298	Cordage and Twine	0.95
2299	Textile Goods, NEC	0.95
2311	Men's and Boys' Suits, Coats, and Overcoats	1.00
2321	Men's and Boys' Shirts, Except Work Shirts	1.00
2322	Men's and Boys' Underwear and Nightwear	1.00
2323	Men's and Boys' Neckwear	1.00
2325	Men's and Boys' Trousers and Slacks	1.00
2326	Men's and Boys' Work Clothing	1.00
2329	Men's and Boys' Clothing, NEC	1.00
2331	Women's, Misses', and Juniors' Blouses and Shirts	1.00
2335	Women's, Misses', and Juniors' Dresses	1.00
2337	Women's, Misses' and Juniors' Suits, Skirts, and Coats	1.00
2339	Women's, Misses', and Juniors' Outerwear, NEC	1.00
2341	Women's, Misses', Children's, and Infants' Underwear and Nightwear	1.00
2342	Brassieres, Girdles, and Allied Garments	1.00
2353	Hats, Caps, and Millinery	1.00
2361	Girls', Children's, and Infants' Dresses, Blouses, and Shirts	1.00
2369	Girls', Children's, and Infants' Outerwear, NEC	1.00
2371	Fur Goods	1.00
2381	Dress and Work Gloves, Except Knit and All-Leather	1.00
2384	Robes and Dressing Gowns	1.00
2385	Waterproof Outerwear	1.00
2386	Leather and Sheep-Lined Clothing	1.00
2387	Apparel Belts	1.00
2389	Apparel and Accessories, NEC	1.00
2391	Curtains and Draperies	1.00
2392	Housefurnishings, Except Curtains and Draperies	0.95
2393	Textile Bags	0.95
2394	Canvas and Related Products	0.95
2395	Pleating, Decorative and Novelty Stitching, and Tucking for the Trade	1.00
2396	Automotive Trimmings, Apparel Findings, and Related Products	0.95

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
2397	Schiffli Machine Embroideries	0.95
2399	Fabricated Textile Products, NEC	1.00
2411	Logging	1.15
2421	Sawmills and Planing Mills, General	1.15
2426	Hardwood Dimension and Flooring Mills	1.15
2429	Special Product Sawmills, NEC	1.15
2431	Millwork	1.10
2434	Wood Kitchen Cabinets	0.95
2435	Hardwood Veneer and Plywood	1.00
2436	Softwood Veneer and Plywood	1.00
2439	Structural Wood Members, NEC	1.00
2441	Nailed and Lock Corner Wood Boxes and Shook	1.00
2448	Wood Pallets and Skids	1.00
2449	Wood Containers, NEC	1.00
2451	Mobile Homes	1.00
2452	Prefabricated Wood Buildings and Components	1.00
2491	Wood Preserving	1.00
2493	Reconstituted Wood Products	1.00
2499	Wood Products, NEC	1.00
2511	Wood Household Furniture, Except Upholstered	0.95
2512	Wood Household Furniture, Upholstered	0.95
2514	Metal Household Furniture	0.95
2515	Mattresses, Foundations, and Convertible Beds	0.95
2517	Wood Television, Radio, Phonograph and Sewing Machine Cabinets	0.95
2519	Household Furniture, NEC	0.95
2521	Wood Office Furniture	0.95
2522	Office Furniture, Except Wood	0.95
2531	Public Building and Related Furniture	0.95
2541	Wood Office and Store Fixtures, Partitions, Shelving, and Lockers	0.95
2542	Office and Store Fixtures, Partitions, Shelving, and Lockers, Except Wood	0.95
2591	Drapery Hardware and Window Blinds and Shades	0.95
2599	Furniture and Fixtures, NEC	0.95
2611	Pulp Mills	0.95
2621	Paper Mills	0.95
2631	Paperboard Mills	0.95
2652	Setup Paperboard Boxes	0.95
2653	Corrugated and Solid Fiber Boxes	0.95
2655	Fiber Cans, Tubes, Drums, and Similar Products	0.95
2656	Sanitary Food Containers, Except Folding	0.95
2657	Folding Paperboard Boxes, Including Sanitary	0.95
2671	Packaging Paper and Plastics Film, Coated and Laminated	0.95
2672	Coated and Laminated Paper, NEC	0.95
2673	Plastics, Foil, and Coated Paper Bags	0.95
2674	Uncoated Paper and Multiwall Bags	0.95
2675	Die-Cut Paper and Paperboard and Cardboard	0.95
2676	Sanitary Paper Products	0.95
2677	Envelopes	0.95
2678	Stationery, Tablets, and Related Products	0.95
2679	Converted Paper and Paperboard Products, NEC	0.95
2711	Newspapers: Publishing, or Publishing and Printing	0.90
2721	Periodicals: Publishing, or Publishing and Printing	0.90
2731	Books: Publishing, or Publishing and Printing	0.95
2732	Book Printing	0.90
2741	Miscellaneous Publishing	0.90
2752	Commercial Printing, Lithographic	0.90

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
2754	Commercial Printing, Gravure	0.90
2759	Commercial Printing, NEC	0.90
2761	Manifold Business Forms	0.90
2771	Greeting Cards	0.90
2782	Blankbooks, Loose-leaf Binders and Devices	0.90
2789	Bookbinding and Related Work	0.90
2791	Typesetting	0.90
2796	Platemaking and Related Services	0.90
2812	Alkalies and Chlorine	1.00
2813	Industrial Gases	1.00
2816	Inorganic Pigments	1.00
2819	Industrial Inorganic Chemicals, NEC	1.00
2821	Plastics Material and Synthetic Resins, and Nonvulcanizable Elastomers	1.00
2822	Synthetic Rubber	1.00
2823	Cellulosic Manmade Fibers	1.00
2824	Manmade Organic Fibers, Except Cellulosic	1.00
2833	Medicinal Chemicals and Botanical Products	0.90
2834	Pharmaceutical Preparations	0.90
2835	In Vitro and In Vivo Diagnostic Substances	0.90
2836	Biological Products, Except Diagnostic Substances	0.90
2841	Soaps and Other Detergents, Except Speciality Cleaners	0.90
2842	Speciality Cleaning, Polishing, and Sanitary Preparations	0.90
2843	Surface Active Agents, Finishing Agents, Sulfonated Oils, and Assistants	0.90
2844	Perfumes, Cosmetics, and Other Toilet Preparations	0.90
2851	Paints, Varnishes, Lacquers, Enamels, and Allied Products	0.95
2861	Gum and Wood Chemicals	1.00
2865	Cyclic Organic Crudes and Intermediates, and Organic Dyes and Pigments	1.00
2869	Industrial Organic Chemicals, NEC	1.00
2873	Nitrogenous Fertilizers	1.00
2874	Phosphatic Fertilizers	1.00
2875	Fertilizers, Mixing Only	1.00
2879	Pesticides and Agricultural Chemicals, NEC	1.00
2891	Adhesives and Sealants	0.95
2892	Explosives	1.15
2893	Printing Ink	0.95
2895	Carbon Black	1.00
2899	Chemicals and Chemical Preparations, NEC	0.95
2911	Petroleum Refining	1.05
2951	Asphalt Paving Mixtures and Blocks	1.05
2952	Asphalt Felts and Coatings	1.05
2992	Lubricating Oils and Greases	1.05
2999	Products of Petroleum and Coal, NEC	1.05
3011	Tires and Inner Tubes	0.95
3021	Rubber and Plastics Footwear	0.95
3052	Rubber and Plastics Hose and Belting	0.95
3053	Gaskets, Packing, and Sealing Devices	0.90
3061	Molded, Extruded, and Lathe-Cut Mechanical Rubber Goods	0.95
3069	Fabricated Rubber Products, NEC	0.95
3081	Unsupported Plastics Film and Sheet	0.95
3082	Unsupported Plastics Profile Shapes	0.95
3083	Laminated Plastics Plate, Sheet, and Profile Shapes	0.95
3084	Plastics Pipe	0.95
3085	Plastics Bottles	0.95
3086	Plastics Foam Products	0.95
3087	Custom Compounding of Purchased Plastics Resins	0.95

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
3088	Plastics Plumbing Fixtures	0.95
3089	Plastics Products, NEC	0.95
3111	Leather Tanning and Finishing	1.15
3131	Boot and Shoe Cut Stock and Findings	1.00
3142	House Slippers	0.95
3143	Men's Footwear, Except Athletic	0.95
3144	Women's Footwear, Except Athletic	0.95
3149	Footwear, Except Rubber, NEC	0.95
3151	Leather Gloves and Mittens	1.00
3161	Luggage	0.95
3171	Women's Handbags and Purses	0.95
3172	Personal Leather Goods, Except Women's Handbags and Purses	0.95
3199	Leather Goods, NEC	0.95
3211	Flat Glass	0.95
3221	Glass Containers	0.95
3229	Pressed and Blown Glass and Glassware, NEC	0.95
3231	Glass Products, Made of Purchased Glass	0.95
3241	Cement, Hydraulic	0.95
3251	Brick and Structural Clay Tile	0.95
3253	Ceramic Wall and Floor Tile	0.95
3255	Clay Refractories	0.95
3259	Structural Clay Products, NEC	0.95
3261	Vitreous China Plumbing Fixtures and China and Earthenware Fittings and Bathroom Accessories	0.95
3262	Vitreous China Table and Kitchen Articles	0.95
3263	Fine Earthenware (Whiteware) Table and Kitchen Articles	0.95
3264	Porcelain Electrical Supplies	0.95
3269	Pottery Products, NEC	0.95
3271	Concrete Block and Brick	0.95
3272	Concrete Products, Except Block and Brick	1.05
3273	Ready-Mixed Concrete	0.95
3274	Lime	0.95
3275	Gypsum Products	0.95
3281	Cut Stone and Stone Products	0.95
3291	Abrasive Products	1.05
3292	Asbestos Products	1.05
3295	Minerals and Earths, Ground or Otherwise Treated	1.10
3296	Mineral Wool	0.95
3297	Nonclay Refractories	0.95
3299	Nonmetallic Mineral Products, NEC	1.05
3312	Steel Works, Blast Furnaces (Including Coke Ovens), and Rolling Mills	1.10
3313	Electrometallurgical Products, Except Steel	1.10
3315	Steel Wiredrawing and Steel Nails and Spikes	1.05
3316	Cold-Rolled Steel Sheet, Strip, and Bars	1.10
3317	Steel Pipe and Tubes	1.10
3321	Gray and Ductile Iron Foundries	1.10
3322	Malleable Iron Foundries	1.10
3324	Steel Investment Foundries	1.10
3325	Steel Foundries, NEC	1.10
3331	Primary Smelting and Refining of Copper	1.10
3334	Primary Production of Aluminum	1.10
3339	Primary Smelting and Refining of Nonferrous Metals, Except Copper and Aluminum	1.10
3341	Secondary Smelting and Refining of Nonferrous Metals	1.10
3351	Rolling, Drawing, and Extruding of Copper	1.10
3353	Aluminum Sheet, Plate, and Foil	1.10
3354	Aluminum Extruded Products	1.10

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
3355	Aluminum Rolling and Drawing, NEC	1.10
3356	Rolling, Drawing, and Extruding of Nonferrous Metals, Except Copper and Aluminum	1.10
3357	Drawing and Insulating of Nonferrous Wire	1.00
3363	Aluminum Die-Castings	1.10
3364	Nonferrous Die-Castings, Except Aluminum	1.10
3365	Aluminum Foundries	1.10
3366	Copper Foundries	1.10
3369	Nonferrous Foundries, Except Aluminum and Copper	1.10
3398	Metal Heat Treating	0.95
3399	Primary Metal Products, NEC	1.05
3411	Metal Cans	0.95
3412	Metal Shipping Barrels, Drums, Kegs, and Pails	0.95
3421	Cutlery	0.95
3423	Hand and Edge Tools, Except Machine Tools and Handsaws	0.95
3425	Saw Blades and Handsaws	0.95
3429	Hardware, NEC	0.95
3431	Enameled Iron and Metal Sanitary Ware	0.95
3432	Plumbing Fixture Fittings and Trim	0.95
3433	Heating Equipment, Except Electric and Warm Air Furnaces	0.95
3441	Fabricated Structural Metal	0.95
3442	Metal Doors, Sash, Frames, Molding, and Trim Manufacturing	0.95
3443	Fabricated Plate Work (Boiler Shops)	0.95
3444	Sheet Metal Work	0.95
3446	Architectural and Ornamental Metal Work	0.95
3448	Prefabricated Metal Buildings and Components	0.95
3449	Miscellaneous Structural Metal Work	0.95
3451	Screw Machine Products	0.95
3452	Bolts, Nuts, Screws, Rivets, and Washers	0.95
3462	Iron and Steel Forgings	0.95
3463	Nonferrous Forgings	0.95
3465	Automotive Stamping	0.95
3466	Crowns and Closures	0.95
3469	Metal Stamping, NEC	0.95
3471	Electroplating, Plating, Polishing, Anodizing, and Coloring	0.95
3479	Coating, Engraving, and Allied Services, NEC	0.90
3482	Small Arms Ammunition	0.95
3483	Ammunition, Except for Small Arms	0.95
3484	Small Arms	0.95
3489	Ordnance and Accessories, NEC	0.95
3491	Industrial Valves	0.95
3492	Fluid Power Valves and Hose Fittings	0.95
3493	Steel Springs, Except Wire	0.95
3494	Valves and Pipe Fittings, NEC	0.95
3495	Wire Springs	0.95
3496	Miscellaneous Fabricated Wire Products	0.95
3497	Metal Foil and Leaf	0.95
3498	Fabricated Pipe and Pipe Fittings	0.95
3499	Fabricated Metal Products, NEC	0.95
3511	Steam, Gas, and Hydraulic Turbines, and Turbine Generator Set Units	0.95
3519	Internal Combustion Engines, NEC	0.95
3523	Farm Machinery and Equipment	0.95
3524	Lawn and Garden Tractors and Home Lawn and Garden Equipment	0.95
3531	Construction Machinery and Equipment	0.95
3532	Mining Machinery and Equipment, Except Oil and Gas Field Machinery and Equipment	0.95
3533	Oil and Gas Field Machinery and Equipment	0.95

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
3534	Elevators and Moving Stairways	0.95
3535	Conveyors and Conveying Equipment	0.95
3536	Overhead Traveling Cranes, Hoists, and Monorail Systems	0.95
3537	Industrial Trucks, Tractors, Trailers, and Stackers	0.95
3541	Machine Tools, Metal Cutting Type	0.95
3542	Machine Tools, Metal Forming Type	0.95
3543	Industrial Patterns	0.95
3544	Special Dies and Tools, Die Sets, Jigs and Fixtures, and Industrial Molds	0.95
3545	Cutting Tools, Machine Tool Accessories, and Machinists' Precision Measuring Devices	0.95
3546	Power-Driven Handtools	0.95
3547	Rolling Mill Machinery and Equipment	0.95
3548	Electric and Gas Welding and Soldering Equipment	0.95
3549	Metalworking Machinery, NEC	0.95
3552	Textile Machinery	0.95
3553	Woodworking Machinery	0.95
3554	Paper Industries Machinery	0.95
3555	Printing Trades Machinery and Equipment	0.95
3556	Food Products Machinery	0.95
3559	Special Industry Machinery, NEC	0.95
3561	Pumps and Pumping Equipment	0.95
3562	Ball and Roller Bearings	0.95
3563	Air and Gas Compressors	0.95
3564	Industrial and Commercial Fans and Blowers and Air Purification Equipment	0.95
3565	Packaging Machinery	0.95
3566	Speed Changers, Industrial High-Speed Drives, and Gears	0.95
3567	Industrial Process Furnaces and Ovens	0.95
3568	Mechanical Power Transmission Equipment, NEC	0.95
3569	General Industrial Machinery and Equipment, NEC	0.95
3571	Electronic Computers	0.90
3572	Computer Storage Devices	0.90
3575	Computer Terminals	0.90
3577	Computer Peripheral Equipment, NEC	0.90
3578	Calculating and Accounting Machines, Except Electronic Computers	0.95
3579	Office Machines, NEC	0.90
3581	Automatic Vending Machines	0.95
3582	Commercial Laundry, Drycleaning, and Pressing Machines	0.95
3585	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment	0.95
3586	Measuring and Dispensing Pumps	0.95
3589	Service Industry Machinery, NEC	0.95
3592	Carburetors, Pistons, Piston Rings, and Valves	0.95
3593	Fluid Power Cylinders and Actuators	0.95
3594	Fluid Power Pumps and Motors	0.95
3596	Scales and Balances, Except Laboratory	0.95
3599	Industrial and Commercial Machinery and Equipment, NEC	0.95
3612	Power, Distribution, and Specialty Transformers	0.90
3613	Switchgear and Switchboard Apparatus	0.90
3621	Motors and Generators	0.90
3624	Carbon and Graphite Products	0.90
3625	Relays and Industrial Controls	0.90
3629	Electrical Industrial Apparatus, NEC	0.90
3631	Household Cooking Equipment	0.90
3632	Household Refrigerators and Home and Farm Freezers	0.90
3633	Household Laundry Equipment	0.90
3634	Electric Housewares and Fans	0.90
3635	Household Vacuum Cleaners	0.90

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
3639	Household Appliances, NEC	0.90
3641	Electric Lamp Bulbs and Tubes	0.90
3643	Current-Carrying Wiring Devices	0.90
3644	Noncurrent-Carrying Wiring Devices	0.95
3645	Residential Electric Lighting Fixtures	0.90
3646	Commercial, Industrial, and Institutional Electric Lighting Fixtures	0.90
3647	Vehicular Lighting Equipment	0.95
3648	Lighting Equipment, NEC	0.90
3651	Household Audio and Video Equipment	0.90
3652	Phonograph Records and Prerecorded Audio Tapes and Disks	0.95
3661	Telephone and Telegraph Apparatus	0.90
3663	Radio and Television Broadcasting and Communications Equipment	0.90
3669	Communications Equipment, NEC	0.90
3671	Electron Tubes	0.90
3672	Printed Circuit Boards	0.90
3674	Semiconductors and Related Devices	0.90
3675	Electronic Capacitors	0.90
3676	Electronic Resistors	0.90
3677	Electronic Coils, Transformers, and Other Inductors	0.90
3678	Electronic Connectors	0.90
3679	Electronic Components, NEC	0.90
3691	Storage Batteries	0.90
3692	Primary Batteries, Dry and Wet	0.90
3694	Electrical Equipment for Internal Combustion Engines	0.95
3695	Magnetic and Optical Recording Media	0.90
3699	Electrical Machinery, Equipment, and Supplies, NEC	0.95
3711	Motor Vehicles and Passenger Car Bodies	0.95
3713	Truck and Bus Bodies	0.95
3714	Motor Vehicle Parts and Accessories	0.95
3715	Truck Trailers	0.95
3716	Motor Homes	0.95
3721	Aircraft	0.95
3724	Aircraft Engines and Engine Parts	0.95
3728	Aircraft Parts and Auxiliary Equipment, NEC	0.95
3731	Ship Building and Repairing	1.00
3732	Boat Building and Repairing	1.00
3743	Railroad Equipment	0.95
3751	Motorcycles, Bicycles, and Parts	0.95
3761	Guided Missiles and Space Vehicles	0.95
3764	Guided Missile and Space Vehicle Propulsion Units and Propulsion Unit Parts	0.95
3769	Guided Missile Space Vehicle Parts and Auxiliary Equipment, NEC	0.95
3792	Travel Trailers and Campers	0.95
3795	Tanks and Tank Components	0.95
3799	Transportation Equipment, NEC	0.95
3812	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical Systems and Instruments	0.90
3821	Laboratory Apparatus and Furniture	0.90
3822	Automatic Controls for Regulating Residential and Commercial Environments and Appliances	0.90
3823	Industrial Instruments for Measurement, Display, and Control of Process Variables; and Related Products	0.90
3824	Totalizing Fluid Meters and Counting Devices	0.90
3825	Instruments for Measuring and Testing of Electricity and Electrical Signals	0.90
3826	Laboratory Analytical Instruments	0.90
3827	Optical Instruments and Lenses	0.95
3829	Measuring and Controlling Devices, NEC	0.90
3841	Surgical and Medical Instruments and Apparatus	0.90
3842	Orthopedic, Prosthetic, and Surgical Appliances and Supplies	0.90

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
3843	Dental Equipment and Supplies	0.90
3844	X-Ray Apparatus and Tubes and Related Irradiation Apparatus	0.90
3845	Electromedical and Electrotherapeutic Apparatus	0.90
3851	Ophthalmic Goods	0.90
3861	Photographic Equipment and Supplies	0.95
3873	Watches, Clocks, Clockwork Operated Devices and Parts	0.90
3911	Jewelry, Precious Metal	0.90
3914	Silverware, Plated Ware, and Stainless Steel Ware	0.95
3915	Jewelers' Findings and Materials, and Lapidary Work	0.90
3931	Musical Instruments	0.90
3942	Dolls and Stuffed Toys	0.90
3944	Games, Toys, and Children's Vehicles, Except Dolls and Bicycles	0.95
3949	Sporting and Athletic Goods, NEC	0.90
3951	Pens, Mechanical Pencils, and Parts	0.90
3952	Lead Pencils, Crayons, and Artist's Materials	0.95
3953	Marking Devices	0.90
3955	Carbon Paper and Inked Ribbons	0.90
3961	Costume Jewelry and Costume Novelties, Except Precious Metals	0.90
3965	Fasteners, Buttons, Needles, and Pins	0.90
3991	Brooms and Brushes	0.90
3993	Signs and Advertising Specialties	0.90
3995	Burial Caskets	0.90
3996	Linoleum, Asphalted-Felt-Base, and Other Hard Surface Floor Coverings, NEC	0.95
3999	Manufacturing Industries, NEC	0.95
4011	Railroads, Line-haul Operating	1.05
4013	Railroad Switching and Terminal Establishments	1.05
4111	Local and Suburban Transit	1.10
4119	Local Passenger Transportation, NEC	1.10
4121	Taxicabs	1.15
4131	Intercity and Rural Bus Transportation	1.10
4141	Local Bus Charter Service	1.10
4142	Bus Charter Service, Except Local	1.10
4151	School Buses	1.10
4173	Terminal and Service Facilities for Motor Vehicle Passenger Transportation	1.05
4212	Local Trucking Without Storage	1.00
4213	Trucking, Except Local	1.05
4214	Local Trucking with Storage	1.05
4215	Courier Services Except by Air	1.05
4221	Farm Product Warehousing and Storage	1.05
4222	Refrigerated Warehousing and Storage	1.05
4225	General Warehousing and Storage	1.10
4226	Special Warehousing and Storage, NEC	1.05
4231	Terminal and Joint Terminal Maintenance Facilities for Motor Freight Transportation	1.05
4311	United States Postal Service	0.95
4412	Deep Sea Foreign Transportation of Freight	0.95
4424	Deep Sea Domestic Transportation of Freight	0.95
4432	Freight Transportation on the Great Lakes - St. Lawrence Seaway	0.95
4449	Water Transportation of Freight, NEC	0.95
4481	Deep Sea Transportation of Passengers, Except by Ferry	0.95
4482	Ferries	0.95
4489	Water Transportation of Passengers, NEC	1.00
4491	Marine Cargo Handling	1.05
4492	Towing and Tugboat Services	1.05
4493	Marinas	1.15
4499	Water Transportation Services, NEC	1.05

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
4512	Air Transportation, Scheduled	0.95
4513	Air Courier Services	1.05
4522	Air Transportation, Nonscheduled	1.00
4581	Airports, Flying Fields, and Airport Terminal Services	1.05
4612	Crude Petroleum Pipelines	0.95
4613	Refined Petroleum Pipelines	0.95
4619	Pipelines, NEC	0.95
4724	Travel Agencies	0.95
4725	Tour Operators	0.95
4729	Arrangement of Passenger Transportation, NEC	1.00
4731	Arrangement of Transportation of Freight and Cargo	1.00
4741	Rental of Railroad Cars	1.00
4783	Packing and Crating	1.05
4785	Fixed Facilities and Inspection and Weighing Services for Motor Vehicle Transportation	1.05
4789	Transportation Services, NEC	1.10
4812	Radiotelephone Communications	0.90
4813	Telephone Communications, Except Radiotelephone	0.90
4822	Telegraph and Other Message Communications	0.90
4832	Radio Broadcasting Stations	0.90
4833	Television Broadcasting Stations	0.90
4841	Cable and Other Pay Television Services	0.90
4899	Communications Services, NEC	1.00
4911	Electric Services	0.95
4922	Natural Gas Transmission	0.95
4923	Natural Gas Transmission and Distribution	0.95
4924	Natural Gas Distribution	0.95
4925	Mixed, Manufactured, or Liquefied Petroleum Gas Production and/or Distribution	0.95
4931	Electric and Other Services Combined	0.95
4932	Gas and Other Services Combined	0.95
4939	Combination Utilities, NEC	0.95
4941	Water Supply	0.95
4952	Sewerage Systems	0.95
4953	Refuse Systems	1.05
4959	Sanitary Services, NEC	1.10
4961	Steam and Air-Conditioning Supply	0.95
4971	Irrigation Systems	0.95
5012	Automobiles and Other Motor Vehicles	0.95
5013	Motor Vehicle Supplies and New Parts	1.05
5014	Tires and Tubes	1.05
5015	Motor Vehicle Parts, Used	1.05
5021	Furniture	0.95
5023	Home Furnishings	0.95
5031	Lumber, Plywood, Millwork, and Wood Panels	0.95
5032	Brick, Stone and Related Construction Materials	0.95
5033	Roofing, Siding, and Insulation Materials	0.95
5039	Construction Materials, NEC	0.95
5043	Photographic Equipment and Supplies	0.95
5044	Office Equipment	0.95
5045	Computers and Computer Peripheral Equipment and Software	0.95
5046	Commercial Equipment, NEC	0.95
5047	Medical, Dental, and Hospital Equipment and Supplies	0.95
5048	Ophthalmic Goods	0.95
5049	Professional Equipment and Supplies, NEC	0.95
5051	Metals Service Centers and Offices	0.95
5052	Coal and Other Minerals and Ores	0.95

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
5063	Electrical Apparatus and Equipment Wiring Supplies, and Construction Materials	0.95
5064	Electrical Appliances, Television and Radio Sets	0.95
5065	Electronic Parts and Equipment, NEC	0.95
5072	Hardware	0.95
5074	Plumbing and Heating Equipment and Supplies (Hydronics)	0.95
5075	Warm Air Heating and Air-Conditioning Equipment and Supplies	0.95
5078	Refrigeration Equipment and Supplies	0.95
5082	Construction and Mining (Except Petroleum) Machinery and Equipment	0.95
5083	Farm and Garden Machinery and Equipment	0.95
5084	Industrial Machinery and Equipment	0.95
5085	Industrial Supplies	0.95
5087	Service Establishment Equipment and Supplies	0.95
5088	Transportation Equipment and Supplies, Except Motor Vehicles	0.95
5091	Sporting and Recreational Goods and Supplies	0.95
5092	Toys and Hobby Goods and Supplies	0.95
5093	Scrap and Waste Materials	1.10
5094	Jewelry, Watches, Precious Stones, and Precious Metals	0.95
5099	Durable Goods, NEC	0.95
5111	Printing and Writing Paper	0.95
5112	Stationery and Office Supplies	0.95
5113	Industrial and Personal Service Paper	0.95
5122	Drugs, Drug Proprietaries, and Druggists' Sundries	0.95
5131	Piece Goods, Notions, and Other Dry Goods	0.95
5136	Men's and Boys' Clothing and Furnishings	0.95
5137	Women's, Children's, and Infants' Clothing and Accessories	0.95
5139	Footwear	0.95
5141	Groceries, General Line	0.95
5142	Packaged Frozen Foods	0.95
5143	Dairy Products, Except Dried or Canned	0.95
5144	Poultry and Poultry Products	0.95
5145	Confectionery	0.95
5146	Fish and Seafoods	0.95
5147	Meats and Meat Products	1.00
5148	Fresh Fruits and Vegetables	0.95
5149	Groceries and Related Products, NEC	0.95
5153	Grain and Field Beans	0.95
5154	Livestock	0.95
5159	Farm-Product Raw Materials, NEC	0.95
5162	Plastics Materials and Basic Forms and Shapes	0.95
5169	Chemicals and Allied Products, NEC	0.95
5171	Petroleum Bulk Stations and Terminals	1.00
5172	Petroleum and Petroleum Products Wholesalers, Except Bulk Stations and Terminals	0.95
5181	Beer and Ale	1.05
5182	Wine and Distilled Alcoholic Beverages	1.05
5191	Farm Supplies	0.95
5192	Books, Periodicals, and Newspapers	0.95
5193	Flowers, Nursery Stock, and Florists' Supplies	0.95
5194	Tobacco and Tobacco Products	0.95
5198	Paint, Varnishes, and Supplies	0.95
5199	Nondurable Goods, NEC	1.00
5211	Lumber and Other Building Materials Dealers	0.95
5231	Paint, Glass, and Wallpaper Stores	0.95
5251	Hardware Stores	0.95
5261	Retail Nurseries, Lawn and Garden Supply Stores	0.95
5271	Mobile Home Dealers	1.10

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
5311	Department Stores	0.90
5331	Variety Stores	0.90
5399	Miscellaneous General Merchandise Stores	0.90
5411	Grocery Stores	1.00
5421	Meat and Fish (Seafood) Markets, Including Freezer Provisioners	0.95
5431	Fruit and Vegetable Markets	0.95
5441	Candy, Nut, and Confectionery Stores	0.95
5451	Dairy Products Stores	0.95
5461	Retail Bakeries	1.05
5499	Miscellaneous Food Stores	0.95
5511	Motor Vehicle Dealers (New and Used)	1.10
5521	Motor Vehicle Dealers (Used Only)	1.10
5531	Auto and Home Supply Stores	1.05
5541	Gasoline Service Stations	1.10
5551	Boat Dealers	1.10
5561	Recreational Vehicle Dealers	1.10
5571	Motorcycle Dealers	1.10
5599	Automotive Dealers, NEC	1.10
5611	Men's and Boys' Clothing and Accessory Stores	0.95
5621	Women's Clothing Stores	0.95
5632	Women's Accessory and Specialty Stores	0.95
5641	Children's and Infants' Wear Stores	0.95
5651	Family Clothing Stores	0.95
5661	Shoe Stores	0.95
5699	Miscellaneous Apparel and Accessory Stores	0.95
5712	Furniture Stores	0.95
5713	Floor Covering Stores	0.95
5714	Drapery, Curtain, and Upholstery Stores	0.95
5719	Miscellaneous Homefurnishings Stores	0.95
5722	Household Appliance Stores	0.95
5731	Radio, Television, and Consumer Electronics Stores	1.05
5734	Computer and Computer Software Stores	0.95
5735	Record and Prerecorded Tape Stores	0.95
5736	Musical Instrument Stores	0.95
5812	Eating and Drinking Places	1.15
5813	Drinking Places (Alcoholic Beverages)	1.15
5912	Drug Stores and Proprietary Stores	0.95
5921	Liquor Stores	1.15
5932	Used Merchandise Stores	0.90
5941	Sporting Goods Stores and Bicycle Shops	0.95
5942	Book Stores	0.95
5943	Stationery Stores	0.95
5944	Jewelry Stores	0.95
5945	Hobby, Toy, and Game Shops	0.95
5946	Camera and Photographic Supply Stores	0.95
5947	Gift, Novelty, and Souvenir Shops	0.95
5948	Luggage and Leather Goods Stores	0.95
5949	Sewing, Needlework, and Piece Goods Stores	0.95
5961	Catalog and Mail-Order Houses	0.95
5962	Automatic Merchandising Machine Operator	0.95
5963	Direct Selling Establishments	1.05
5983	Fuel Oil Dealers	1.05
5984	Liquefied Petroleum Gas (Bottled Gas) Dealers	1.05
5989	Fuel Dealers, NEC	1.05
5992	Florists	0.95

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
5993	Tobacco Stores and Stands	0.95
5994	News Dealers and Newsstands	0.95
5995	Optical Goods Stores	0.95
5999	Miscellaneous Retail Stores, NEC	0.95
6011	Federal Reserve Banks	0.90
6019	Central Reserve Depository Institutions, NEC	0.90
6021	National Commercial Banks	0.90
6022	State Commercial Banks	0.90
6029	Commercial Banks, NEC	0.90
6035	Savings Institutions, Federally Chartered	0.90
6036	Savings institutions, Not Federally Chartered	0.90
6061	Credit Unions, Federally Chartered	0.90
6062	Credit Unions, Not Federally Chartered	0.90
6081	Branches and Agencies of Foreign Banks	0.90
6082	Foreign Trade and International Banking Institutions	0.90
6091	Nondeposit Trust Facilities	0.95
6099	Functions Related to Deposit Banking, NEC	0.90
6111	Federal and Federally-Sponsored Credit Agencies	0.90
6141	Personal Credit Institutions	0.90
6153	Short-Term Business Credit Institutions, Except Agricultural	0.90
6159	Miscellaneous Business Credit Institutions	0.90
6162	Mortgage Bankers and Loan Correspondents	0.90
6163	Loan Brokers	0.90
6211	Security Brokers, Dealers, and Flotation Companies	0.95
6221	Commodity Contracts Brokers and Dealers	0.95
6231	Security and Commodity Exchanges	0.95
6282	Investment Advice	0.95
6289	Services Allied With the Exchange of Securities or Commodities, NEC	0.95
6311	Life Insurance	0.90
6321	Accident and Health Insurance	0.90
6324	Hospital and Medical Service Plans	0.90
6331	Fire, Marine, and Casualty Insurance	0.90
6351	Surety Insurance	0.90
6361	Title Insurance	0.90
6371	Pension, Health, and Welfare Funds	0.95
6399	Insurance Carriers, NEC	0.90
6411	Insurance Agents, Brokers, and Service	1.00
6512	Operators of Nonresidential Buildings	1.15
6513	Operators of Apartment Buildings	1.10
6514	Operators of Dwellings Other Than Apartment Buildings	1.10
6515	Operators of Residential Mobile Home Sites	1.10
6517	Lessors of Railroad Property	1.10
6519	Lessors of Real Property, NEC	1.10
6531	Real Estate Agents and Managers	1.10
6541	Title Abstract Offices	1.00
6552	Land Subdividers and Developers, Except Cemeteries	1.00
6553	Cemetery Subdividers and Developers	0.95
6712	Offices of Bank Holding Companies	0.90
6719	Offices of Holding Companies, NEC	0.90
6722	Management Investment Offices, Open-End	0.90
6726	Unit Investment Trusts, Face-Amount Certificate Offices, and Closed-End Management Investment Offices	0.90
6732	Education, Religious, and Charitable Trusts	0.90
6733	Trusts, Except Educational, Religious, and Charitable	0.95
6792	Oil Royalty Traders	0.95
6794	Patent Owners and Lessors	0.90

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
6798	Real Estate Investment Trusts	0.90
6799	Investors, NEC	0.95
7011	Hotels and Motels	1.15
7021	Rooming and Boarding Houses	1.15
7032	Sporting and Recreational Camps	1.15
7033	Recreational Vehicle Parks and Campsites	1.15
7041	Organization Hotels and Lodging Houses, on Membership Basis	1.15
7211	Power Laundries, Family and Commercial	1.15
7212	Garment Pressing, and Agents for Laundries and Drycleaners	1.15
7213	Linen Supply	1.15
7215	Coin-Operated Laundries and Drycleaning	1.15
7216	Drycleaning Plants, Except Rug Cleaning	1.15
7217	Carpet and Upholstery Cleaning	1.10
7218	Industrial Launderers	1.15
7219	Laundry and Garment Services, NEC	1.15
7221	Photographic Studios, Portrait	0.95
7231	Beauty Shops	1.10
7241	Barber Shops	1.05
7251	Shoe Repair Shops and Shoeshine Parlors	1.00
7261	Funeral Services and Crematories	0.95
7291	Tax Return Preparation Services	0.90
7299	Miscellaneous Personal Services, NEC	1.05
7311	Advertising Agencies	1.05
7312	Outdoor Advertising Services	1.05
7313	Radio, Television, and Publishers' Advertising Representatives	1.05
7319	Advertising, NEC	1.05
7322	Adjustment and Collection Services	0.95
7323	Credit Reporting Services	0.95
7331	Direct Mail Advertising Services	1.00
7334	Photocopying and Duplicating Services	0.95
7335	Commercial Photography	0.95
7336	Commercial Art and Graphic Design	0.95
7338	Secretarial and Court Reporting Services	0.95
7342	Disinfecting and Pest Control Services	1.15
7349	Building Cleaning and Maintenance Services, NEC	1.10
7352	Medical Equipment Rental and Leasing	0.95
7353	Heavy Construction Equipment Rental and Leasing	1.00
7359	Equipment Rental and Leasing, NEC	0.95
7361	Employment Agencies	0.95
7363	Help Supply Services	0.95
7371	Computer Programming Services	0.90
7372	Prepackaged Software	0.90
7373	Computer Integrated Systems Design	0.90
7374	Computer Processing and Data Preparation and Processing Services	0.95
7375	Information Retrieval Services	0.95
7376	Computer Facilities Management Services	0.90
7377	Computer Rental and Leasing	0.95
7378	Computer Maintenance and Repair	1.00
7379	Computer Related Services, NEC	0.90
7381	Detective, Guard, and Armored Car Services	1.00
7382	Security Systems Services	1.00
7383	News Syndicates	1.05
7384	Photofinishing Laboratories	0.95
7389	Business Services, NEC	0.95
7513	Truck Rental and Leasing, Without Drivers	1.10

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
7514	Passenger Car Rental	1.10
7515	Passenger Car Leasing	1.10
7519	Utility Trailer and Recreational Vehicle Rental	1.10
7521	Automobile Parking	1.10
7532	Top, Body, and Upholstery Repair Shops and Paint Shops	1.10
7533	Automotive Exhaust System Repair Shops	1.10
7534	Tire Retreading and Repair Shops	1.05
7536	Automotive Glass Replacement Shops	1.10
7537	Automotive Transmission Repair Shops	1.10
7538	General Automotive Repair Shops	1.10
7539	Automotive Repair Shops, NEC	1.10
7542	Carwashes	1.10
7549	Automotive Services, Except Repair and Carwashes	1.10
7622	Radio and Television Repair Shops	1.00
7623	Refrigeration and Air-Conditioning Services and Repair Shops	1.00
7629	Electrical and Electronic Repair Shops, NEC	1.00
7631	Watch, Clock, and Jewelry Repair	1.00
7641	Reupholstery and Furniture Repair	1.00
7692	Welding Repair	1.00
7694	Armature Rewinding Shops	0.95
7699	Repair Shops and Related Services, NEC	1.00
7812	Motion Picture and Video Tape Production	0.95
7819	Services Allied to Motion Picture Production	0.95
7822	Motion Picture and Video Tape Distribution	0.95
7829	Services Allied to Motion Picture Distribution	0.95
7832	Motion Picture Theaters, Except Drive-In	0.95
7833	Drive-In Motion Picture Theaters	0.95
7841	Video Tape Rental	0.95
7911	Dance Studios, Schools, and Halls	1.05
7922	Theatrical Producers (Except Motion Picture) and Miscellaneous Theatrical Services	1.10
7929	Bands, Orchestras, Actors, and Other Entertainers and Entertainment Groups	1.15
7933	Bowling Centers	1.15
7941	Professional Sports Clubs and Promoters	1.15
7948	Racing, Including Track Operations	1.15
7991	Physical Fitness Facilities	1.15
7992	Public Golf Courses	1.15
7993	Coin-Operated Amusement Devices	1.15
7996	Amusement Parks	1.15
7997	Membership Sports and Recreation Clubs	1.15
7999	Amusement and Recreation Services, NEC	1.10
8011	Offices and Clinics of Doctors of Medicine	1.15
8021	Offices and Clinics of Dentists	1.15
8031	Offices and Clinics of Doctors of Osteopathy	1.15
8041	Offices and Clinics of Chiropractors	1.15
8042	Offices and Clinics of Optometrists	1.15
8043	Offices and Clinics of Podiatrists	1.15
8049	Offices and Clinics of Health Practitioners, NEC	1.15
8051	Skilled Nursing Care Facilities	1.15
8052	Intermediate Care Facilities	1.15
8059	Nursing and Personal Care Facilities, NEC	1.15
8062	General Medical and Surgical Hospitals	1.15
8063	Psychiatric Hospitals	1.15
8069	Specialty Hospitals, Except Psychiatric	1.15
8071	Medical Laboratories	1.05
8072	Dental Laboratories	1.00

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SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
8082	Home Health Care Services	1.15
8092	Kidney Dialysis Centers	1.15
8093	Specialty Outpatient Facilities, NEC	1.15
8099	Health and Allied Services, NEC	1.05
8111	Legal Services	0.95
8211	Elementary and Secondary Schools	1.05
8221	Colleges, Universities, and Professional Schools	1.05
8222	Junior Colleges and Technical Institutes	1.05
8231	Libraries	0.90
8243	Data Processing Schools	0.95
8244	Business and Secretarial Schools	0.95
8249	Vocational Schools, NEC	0.95
8299	Schools and Educational Services, NEC	0.95
8322	Individual and Family Social Services	1.00
8331	Job Training and Vocational Rehabilitation Services	1.00
8351	Child Day Care Services	1.00
8361	Residential Care	1.15
8399	Social Services, NEC	1.00
8412	Museums and Art Galleries	1.05
8422	Arboreta and Botanical or Zoological Gardens	1.05
8611	Business Associations	1.15
8621	Professional Membership Organizations	1.15
8631	Labor Unions and Similar Labor Organizations	1.15
8641	Civic, Social, and Fraternal Associations	1.15
8651	Political Organizations	1.15
8661	Religious Organizations	1.15
8699	Membership Organizations, NEC	1.10
8711	Engineering Services	0.90
8712	Architectural Services	0.90
8713	Surveying Services	0.90
8721	Accounting, Auditing, and Bookkeeping Services	0.90
8731	Commercial Physical and Biological Research	0.95
8732	Commercial Economic, Sociological, and Educational Research	0.95
8733	Noncommercial Research Organizations	0.95
8734	Testing Laboratories	0.90
8741	Management Services	0.95
8742	Management Consulting Services	0.90
8743	Public Relations Services	1.05
8744	Facilities Support Management Services	0.95
8748	Business Consulting Services, NEC	0.90
8811	Private Households	1.15
8999	Services, NEC	0.95
9111	Executive Offices	1.15
9121	Legislative Bodies	1.15
9131	Executive and Legislative Offices, Combined	1.15
9199	General Government, NEC	1.15
9211	Courts	1.15
9221	Police Protection	1.15
9222	Legal Counsel and Prosecution	1.15
9223	Correctional Institutions	1.15
9224	Fire Protection	1.15
9229	Public Order and Safety, NEC	1.15
9311	Public Finance, Taxation, and Monetary Policy	1.15
9411	Administration of Educational Programs	1.15
9431	Administration of Public Health Programs	1.15

Appendix A

SIC Codes and Industry Factors		
SIC	SIC Description	SIC Fx
9441	Administration of Social, Human Resource and Income Maintenance Programs	1.15
9451	Administration of Veterans' Affairs, Except Health Insurance	1.15
9511	Air and Water Resource and Solid Waste Management	1.15
9512	Land, Mineral, Wildlife, and Forest Conservation	1.15
9531	Administration of Housing Programs	1.15
9532	Administration of Urban Planning and Community and Rural Development	1.15
9611	Administration of General Economic Programs	1.15
9621	Regulation and Administration of Transportation Programs	1.10
9631	Regulation and Administration of Communications, Electric, Gas, and Other Utilities	1.15
9641	Regulation of Agricultural Marketing and Commodities	1.15
9651	Regulation, Licensing, and Inspection of Miscellaneous Commercial Sectors	1.15
9661	Space Research and Technology	1.15
9711	National Security	1.15
9721	International Affairs	1.15

Appendix B

Demographic Adjustment Factors										
		Male								
TIER	Age	2T S	3T S	4T S	3T D	4T D	4T PC	2T F	3T F	4T F
0 - 24		0.3395	0.3395	0.3395	1.2591	1.3470	1.1866	1.7344	2.5299	2.6538
25 - 29		0.4068	0.4068	0.4068	1.3562	1.4945	1.2398	2.0644	2.6348	2.7746
30 - 34		0.4978	0.4978	0.4978	1.4225	1.6405	1.3087	2.3544	2.6995	2.8419
35 - 39		0.6108	0.6108	0.6108	1.4834	1.7633	1.4269	2.4629	2.6882	2.8284
40 - 44		0.7567	0.7567	0.7567	1.6802	1.9887	1.5347	2.5672	2.7667	2.8966
45 - 49		0.9659	0.9659	0.9659	2.0775	2.3412	1.7290	2.8084	3.0605	3.1845
50 - 54		1.3238	1.3238	1.3238	2.7038	2.8719	2.0546	3.1881	3.5356	3.6443
55 - 59		1.6963	1.6963	1.6963	3.3593	3.4471	2.3802	3.5925	4.0303	4.1194
60 - 64		2.2284	2.2284	2.2284	4.1862	4.2312	2.9050	4.2571	4.6220	4.6850
65 - 199		3.0976	3.0976	3.0976	5.4747	5.4928	3.8257	5.4856	5.6214	5.8211

		Female								
TIER	Age	2T S	3T S	4T S	3T D	4T D	4T PC	2T F	3T F	4T F
0 - 24		0.6814	0.6814	0.6814	1.4047	1.0665	1.7429	1.6468	2.2494	2.2447
25 - 29		0.9275	0.9275	0.9275	1.5599	1.3805	1.8797	1.9704	2.4575	2.5646
30 - 34		1.0772	1.0772	1.0772	1.6990	1.6348	1.9834	2.2917	2.6103	2.7539
35 - 39		1.0984	1.0984	1.0984	1.7268	1.8380	1.9518	2.3761	2.6164	2.7916
40 - 44		1.1528	1.1528	1.1528	1.8389	2.1320	1.9242	2.4839	2.7437	2.9431
45 - 49		1.3235	1.3235	1.3235	2.2498	2.6149	2.0506	2.7930	3.1288	3.3473
50 - 54		1.5560	1.5560	1.5560	2.8582	3.1632	2.2432	3.1900	3.6044	3.8262
55 - 59		1.8065	1.8065	1.8065	3.5479	3.7601	2.4398	3.6957	4.1750	4.3776
60 - 64		2.1569	2.1569	2.1569	4.3871	4.5268	2.7642	4.4182	4.7749	5.0278
65 - 199		2.6198	2.6198	2.6198	5.4825	5.5676	3.3491	5.4819	5.4797	6.4472

Average Contract Size										
		Male								
TIER	Age	2T S	3T S	4T S	3T D	4T D	4T PC	2T F	3T F	4T F
0 - 24		1.000	1.000	1.000	2.000	2.000	2.143	2.521	3.389	3.438
25 - 29		1.000	1.000	1.000	2.000	2.000	2.415	2.944	3.704	3.758
30 - 34		1.000	1.000	1.000	2.000	2.000	2.656	3.456	3.996	4.071
35 - 39		1.000	1.000	1.000	2.000	2.000	2.851	3.779	4.183	4.280
40 - 44		1.000	1.000	1.000	2.000	2.000	2.840	3.793	4.200	4.297
45 - 49		1.000	1.000	1.000	2.000	2.000	2.743	3.544	4.072	4.151
50 - 54		1.000	1.000	1.000	2.000	2.000	2.580	3.060	3.825	3.873
55 - 59		1.000	1.000	1.000	2.000	2.000	2.417	2.548	3.583	3.607
60 - 64		1.000	1.000	1.000	2.000	2.000	2.375	2.233	3.462	3.460
65 - 199		1.000	1.000	1.000	2.000	2.000	2.500	2.114	3.444	3.500

		Female								
TIER	Age	2T S	3T S	4T S	3T D	4T D	4T PC	2T F	3T F	4T F
0 - 24		1.000	1.000	1.000	2.000	2.000	2.227	2.405	3.417	3.500
25 - 29		1.000	1.000	1.000	2.000	2.000	2.415	2.726	3.583	3.706
30 - 34		1.000	1.000	1.000	2.000	2.000	2.674	3.178	3.819	3.972
35 - 39		1.000	1.000	1.000	2.000	2.000	2.816	3.425	3.948	4.147
40 - 44		1.000	1.000	1.000	2.000	2.000	2.750	3.355	3.907	4.084
45 - 49		1.000	1.000	1.000	2.000	2.000	2.602	3.091	3.773	3.904
50 - 54		1.000	1.000	1.000	2.000	2.000	2.433	2.698	3.565	3.638
55 - 59		1.000	1.000	1.000	2.000	2.000	2.259	2.316	3.341	3.368
60 - 64		1.000	1.000	1.000	2.000	2.000	2.143	2.093	3.143	3.167
65 - 199		1.000	1.000	1.000	2.000	2.000	2.500	2.129	3.333	3.500

The demographic factor input into Exhibit A of the Experience Rating Formula is determined by dividing the average subscriber demographic factor by the weighted average number of members per contract (using the demographic factors and average contract size from the tables above).

Appendix C

HRA/HSA Deductible Funding Adjustment Factors				
Single Deductible	51%-75% Funding		76%-100% Funding	
	HRA	HSA	HRA	HSA
\$1,000	1.20%	0.60%	2.40%	1.20%
\$1,250	1.30%	0.70%	2.60%	1.40%
\$1,500	1.30%	0.80%	2.70%	1.60%
\$1,750	1.40%	0.90%	2.80%	1.80%
\$2,000	1.50%	1.00%	2.90%	2.00%
\$2,250	1.90%	1.10%	3.70%	2.20%
\$2,500	2.30%	1.20%	4.50%	2.40%
\$2,750	2.70%	1.30%	5.30%	2.70%
\$3,000	3.10%	1.50%	6.10%	2.90%
\$3,250	3.10%	1.40%	6.10%	2.80%
\$3,500	3.10%	1.30%	6.10%	2.70%
\$3,750	3.10%	1.30%	6.10%	2.60%
\$4,000	3.10%	1.20%	6.10%	2.40%
\$4,250	2.90%	1.20%	5.90%	2.30%
\$4,500	2.80%	1.10%	5.70%	2.20%
\$4,750	2.70%	1.00%	5.40%	2.10%
\$5,000	2.60%	1.00%	5.20%	2.00%

Large Group Historical Medical Claims Summary - EPO/PPO

Rolling 12 End Date	Medical Claim Expense > \$100k PMPM	Medical Claim Expense PMPM	Medical Allowed - COB PMPM	Member Months	Claims > \$100k	Rolling 12 Medical		Rolling 12 Allowed -	Rolling 12	Paid To
					as % of Total Claims	Claim Expense Trend	Paid Trend Removing High Cost	COB Trend	Membership Change	Allowed Ratio
201208	\$21.75	\$305.88	\$360.05	34,695	7.1%	N/A	N/A	N/A	N/A	85.0%
201209	\$30.16	\$322.90	\$378.22	34,313	9.3%	N/A	N/A	N/A	N/A	85.4%
201210	\$42.86	\$343.14	\$400.05	34,091	12.5%	N/A	N/A	N/A	N/A	85.8%
201211	\$53.38	\$350.39	\$407.08	33,825	15.2%	N/A	N/A	N/A	N/A	86.1%
201212	\$44.04	\$341.66	\$398.02	33,593	12.9%	N/A	N/A	N/A	N/A	85.8%
201301	\$42.95	\$339.11	\$399.29	34,636	12.7%	N/A	N/A	N/A	N/A	84.9%
201302	\$41.69	\$326.44	\$389.14	35,570	12.8%	N/A	N/A	N/A	N/A	83.9%
201303	\$41.38	\$315.09	\$379.08	36,268	13.1%	N/A	N/A	N/A	N/A	83.1%
201304	\$36.88	\$311.38	\$378.46	36,958	11.8%	N/A	N/A	N/A	N/A	82.3%
201305	\$35.72	\$307.38	\$375.25	37,870	11.6%	N/A	N/A	N/A	N/A	81.9%
201306	\$35.70	\$305.61	\$373.34	38,846	11.7%	N/A	N/A	N/A	N/A	81.9%
201307	\$36.98	\$299.06	\$366.74	39,761	12.4%	N/A	N/A	N/A	N/A	81.5%
201308	\$39.11	\$298.58	\$367.55	40,658	13.1%	-2.4%	-8.7%	2.1%	17.2%	81.2%
201309	\$31.29	\$289.35	\$359.20	41,566	10.8%	-10.4%	-11.8%	-5.0%	21.1%	80.6%
201310	\$22.23	\$281.46	\$352.78	42,626	7.9%	-18.0%	-13.7%	-11.8%	25.0%	79.8%
201311	\$15.55	\$268.31	\$340.35	43,779	5.8%	-23.4%	-14.9%	-16.4%	29.4%	78.8%
201312	\$17.95	\$270.27	\$343.61	44,917	6.6%	-20.9%	-15.2%	-13.7%	33.7%	78.7%
201401	\$19.34	\$276.30	\$346.08	43,561	7.0%	-18.5%	-13.2%	-13.3%	25.8%	79.8%
201402	\$21.59	\$283.76	\$351.21	42,307	7.6%	-13.1%	-7.9%	-9.7%	18.9%	80.8%
201403	\$21.32	\$288.76	\$354.15	41,095	7.4%	-8.4%	-2.3%	-6.6%	13.3%	81.5%
201404	\$20.60	\$287.97	\$350.77	39,870	7.2%	-7.5%	-2.6%	-7.3%	7.9%	82.1%
201405	\$21.11	\$293.49	\$355.48	38,401	7.2%	-4.5%	0.3%	-5.3%	1.4%	82.6%
201406	\$18.78	\$300.06	\$360.90	36,943	6.3%	-1.8%	4.2%	-3.3%	-4.9%	83.1%
201407	\$20.42	\$305.88	\$366.01	35,356	6.7%	2.3%	8.9%	-0.2%	-11.1%	83.6%
201408	\$22.23	\$307.61	\$365.84	33,891	7.2%	3.0%	10.0%	-0.5%	-16.6%	84.1%

Large Group Historical Medical Claims Summary - HDHP

Rolling 12 End Date	Medical Claim Expense > \$100k PMPM	Medical Claim Expense PMPM	Medical Allowed - COB PMPM	Member Months	Claims > \$100k	Rolling 12 Medical		Rolling 12 Allowed -	Rolling 12	Paid To
					as % of Total Claims	Claim Expense Trend	Paid Trend Removing High Cost	COB Trend	Membership Change	Allowed Ratio
201208	\$11.87	\$239.23	\$329.22	87,775	5.0%	N/A	N/A	N/A	N/A	72.7%
201209	\$11.97	\$235.76	\$325.07	86,004	5.1%	N/A	N/A	N/A	N/A	72.5%
201210	\$11.81	\$235.10	\$325.32	84,240	5.0%	N/A	N/A	N/A	N/A	72.3%
201211	\$12.60	\$234.12	\$325.62	82,457	5.4%	N/A	N/A	N/A	N/A	71.9%
201212	\$11.27	\$227.78	\$319.55	80,734	4.9%	N/A	N/A	N/A	N/A	71.3%
201301	\$11.15	\$229.94	\$320.49	78,052	4.8%	N/A	N/A	N/A	N/A	71.7%
201302	\$10.69	\$228.40	\$317.31	75,579	4.7%	N/A	N/A	N/A	N/A	72.0%
201303	\$12.27	\$227.68	\$316.33	73,074	5.4%	N/A	N/A	N/A	N/A	72.0%
201304	\$14.05	\$230.30	\$318.08	70,600	6.1%	N/A	N/A	N/A	N/A	72.4%
201305	\$13.75	\$224.70	\$311.40	67,756	6.1%	N/A	N/A	N/A	N/A	72.2%
201306	\$12.26	\$221.31	\$308.73	64,978	5.5%	N/A	N/A	N/A	N/A	71.7%
201307	\$11.15	\$221.51	\$309.31	62,605	5.0%	N/A	N/A	N/A	N/A	71.6%
201308	\$10.01	\$218.45	\$306.37	60,398	4.6%	-8.7%	-8.3%	-6.9%	-31.2%	71.3%
201309	\$10.41	\$218.99	\$308.39	58,230	4.8%	-7.1%	-6.8%	-5.1%	-32.3%	71.0%
201310	\$11.31	\$217.23	\$306.90	55,495	5.2%	-7.6%	-7.8%	-5.7%	-34.1%	70.8%
201311	\$14.03	\$217.28	\$306.70	52,781	6.5%	-7.2%	-8.2%	-5.8%	-36.0%	70.8%
201312	\$15.83	\$226.12	\$317.27	50,105	7.0%	-0.7%	-2.9%	-0.7%	-37.9%	71.3%
201401	\$12.50	\$227.66	\$319.46	49,877	5.5%	-1.0%	-1.7%	-0.3%	-36.1%	71.3%
201402	\$19.18	\$233.38	\$325.12	49,669	8.2%	2.2%	-1.6%	2.5%	-34.3%	71.8%
201403	\$22.41	\$244.08	\$336.58	49,488	9.2%	7.2%	2.9%	6.4%	-32.3%	72.5%
201404	\$27.56	\$248.45	\$343.70	49,342	11.1%	7.9%	2.1%	8.1%	-30.1%	72.3%
201405	\$35.43	\$261.87	\$356.69	49,436	13.5%	16.5%	7.3%	14.5%	-27.0%	73.4%
201406	\$36.59	\$266.48	\$362.47	49,538	13.7%	20.4%	10.0%	17.4%	-23.8%	73.5%
201407	\$36.92	\$268.03	\$364.37	49,694	13.8%	21.0%	9.9%	17.8%	-20.6%	73.6%
201408	\$41.36	\$278.28	\$375.41	49,788	14.9%	27.4%	13.7%	22.5%	-17.6%	74.1%

Large Group Historical Medical Claims Summary - AR42 Total

Rolling 12 End Date	Medical Claim Expense > \$100k PMPM	Medical Claim Expense PMPM	Medical Allowed - COB PMPM	Member Months	Claims > \$100k	Rolling 12 Medical		Rolling 12 Allowed - COB Trend	Rolling 12 Membership Change	Paid To Allowed Ratio
					as % of Total Claims	Rolling 12 Medical Claim Expense Trend	Paid Trend Removing High Cost			
201208	\$14.67	\$258.11	\$337.95	122,470	5.7%	N/A	N/A	N/A	N/A	76.4%
201209	\$17.16	\$260.61	\$340.23	120,317	6.6%	N/A	N/A	N/A	N/A	76.6%
201210	\$20.75	\$266.23	\$346.85	118,331	7.8%	N/A	N/A	N/A	N/A	76.8%
201211	\$24.46	\$267.94	\$349.32	116,282	9.1%	N/A	N/A	N/A	N/A	76.7%
201212	\$20.90	\$261.25	\$342.60	114,327	8.0%	N/A	N/A	N/A	N/A	76.3%
201301	\$20.92	\$263.49	\$344.71	112,688	7.9%	N/A	N/A	N/A	N/A	76.4%
201302	\$20.61	\$259.78	\$340.30	111,149	7.9%	N/A	N/A	N/A	N/A	76.3%
201303	\$21.92	\$256.68	\$337.14	109,342	8.5%	N/A	N/A	N/A	N/A	76.1%
201304	\$21.90	\$258.16	\$338.83	107,558	8.5%	N/A	N/A	N/A	N/A	76.2%
201305	\$21.63	\$254.34	\$334.29	105,626	8.5%	N/A	N/A	N/A	N/A	76.1%
201306	\$21.03	\$252.85	\$332.91	103,824	8.3%	N/A	N/A	N/A	N/A	76.0%
201307	\$21.18	\$251.63	\$331.61	102,366	8.4%	N/A	N/A	N/A	N/A	75.9%
201308	\$21.72	\$250.69	\$330.98	101,056	8.7%	-2.9%	-5.9%	-2.1%	-17.5%	75.7%
201309	\$19.11	\$248.30	\$329.56	99,796	7.7%	-4.7%	-5.9%	-3.1%	-17.1%	75.3%
201310	\$16.05	\$245.13	\$326.83	98,121	6.5%	-7.9%	-6.7%	-5.8%	-17.1%	75.0%
201311	\$14.72	\$240.42	\$321.96	96,560	6.1%	-10.3%	-7.3%	-7.8%	-17.0%	74.7%
201312	\$16.83	\$246.99	\$329.72	95,022	6.8%	-5.5%	-4.2%	-3.8%	-16.9%	74.9%
201401	\$15.69	\$250.33	\$331.87	93,438	6.3%	-5.0%	-3.3%	-3.7%	-17.1%	75.4%
201402	\$20.29	\$256.55	\$337.12	91,976	7.9%	-1.2%	-1.2%	-0.9%	-17.2%	76.1%
201403	\$21.91	\$264.35	\$344.55	90,583	8.3%	3.0%	3.3%	2.2%	-17.2%	76.7%
201404	\$24.45	\$266.11	\$346.86	89,212	9.2%	3.1%	2.3%	2.4%	-17.1%	76.7%
201405	\$29.17	\$275.69	\$356.16	87,837	10.6%	8.4%	5.9%	6.5%	-16.8%	77.4%
201406	\$28.99	\$280.83	\$361.80	86,481	10.3%	11.1%	8.6%	8.7%	-16.7%	77.6%
201407	\$30.06	\$283.76	\$365.05	85,050	10.6%	12.8%	10.1%	10.1%	-16.9%	77.7%
201408	\$33.61	\$290.16	\$371.54	83,679	11.6%	15.7%	12.0%	12.3%	-17.2%	78.1%

Large Group Historical Rx Claims Summary - EPO/PPO

Rolling 12 End Date	Rx Claim Expense			Rolling 12 Rx Claim Expense Trend	Rolling 12 Rx Allowed Trend	Rolling 12	
	PMPM	Rx Allowed PMPM	Member Months			Membership Change	Paid To Allowed Ratio
201208	\$51.65	\$63.01	34,577	N/A	N/A	N/A	82.0%
201209	\$51.02	\$62.27	34,191	N/A	N/A	N/A	81.9%
201210	\$51.42	\$62.60	33,962	N/A	N/A	N/A	82.1%
201211	\$50.73	\$61.68	33,689	N/A	N/A	N/A	82.2%
201212	\$50.69	\$61.52	33,450	N/A	N/A	N/A	82.4%
201301	\$49.66	\$60.77	34,486	N/A	N/A	N/A	81.7%
201302	\$48.44	\$59.58	35,428	N/A	N/A	N/A	81.3%
201303	\$47.30	\$58.47	36,135	N/A	N/A	N/A	80.9%
201304	\$46.40	\$57.56	36,835	N/A	N/A	N/A	80.6%
201305	\$46.23	\$57.36	37,757	N/A	N/A	N/A	80.6%
201306	\$45.68	\$56.69	38,743	N/A	N/A	N/A	80.6%
201307	\$45.09	\$56.06	39,673	N/A	N/A	N/A	80.4%
201308	\$44.87	\$55.80	40,584	-13.1%	-11.4%	17.4%	80.4%
201309	\$44.97	\$55.81	41,506	-11.9%	-10.4%	21.4%	80.6%
201310	\$44.80	\$55.45	42,581	-12.9%	-11.4%	25.4%	80.8%
201311	\$44.12	\$54.62	43,749	-13.0%	-11.5%	29.9%	80.8%
201312	\$43.66	\$54.13	44,902	-13.9%	-12.0%	34.2%	80.7%
201401	\$44.24	\$54.48	43,561	-10.9%	-10.4%	26.3%	81.2%
201402	\$45.53	\$55.64	42,307	-6.0%	-6.6%	19.4%	81.8%
201403	\$46.67	\$56.60	41,095	-1.3%	-3.2%	13.7%	82.4%
201404	\$47.95	\$57.77	39,870	3.3%	0.4%	8.2%	83.0%
201405	\$48.77	\$58.46	38,401	5.5%	1.9%	1.7%	83.4%
201406	\$50.84	\$60.58	36,943	11.3%	6.9%	-4.6%	83.9%
201407	\$51.49	\$61.12	35,356	14.2%	9.0%	-10.9%	84.2%
201408	\$52.31	\$61.75	33,891	16.6%	10.7%	-16.5%	84.7%

Large Group Historical Rx Claims Summary - HDHP

Rolling 12 End Date	Rx Claim Expense			Rolling 12 Rx Claim Expense Trend	Rolling 12 Rx Allowed Trend	Rolling 12	
	PMPM	Rx Allowed PMPM	Member Months			Membership Change	Paid To Allowed Ratio
201208	\$25.10	\$45.17	87,775	N/A	N/A	N/A	55.6%
201209	\$24.70	\$44.62	86,004	N/A	N/A	N/A	55.4%
201210	\$24.61	\$44.44	84,240	N/A	N/A	N/A	55.4%
201211	\$24.42	\$44.08	82,457	N/A	N/A	N/A	55.4%
201212	\$24.10	\$43.83	80,734	N/A	N/A	N/A	55.0%
201301	\$24.27	\$43.74	78,052	N/A	N/A	N/A	55.5%
201302	\$24.48	\$43.70	75,579	N/A	N/A	N/A	56.0%
201303	\$24.82	\$43.85	73,074	N/A	N/A	N/A	56.6%
201304	\$24.99	\$43.72	70,600	N/A	N/A	N/A	57.2%
201305	\$25.14	\$43.63	67,756	N/A	N/A	N/A	57.6%
201306	\$25.34	\$43.67	64,978	N/A	N/A	N/A	58.0%
201307	\$25.84	\$44.06	62,605	N/A	N/A	N/A	58.6%
201308	\$25.94	\$44.01	60,398	3.4%	-2.6%	-31.2%	58.9%
201309	\$26.07	\$44.25	58,230	5.5%	-0.8%	-32.3%	58.9%
201310	\$26.18	\$44.35	55,495	6.4%	-0.2%	-34.1%	59.0%
201311	\$25.98	\$44.29	52,781	6.4%	0.5%	-36.0%	58.7%
201312	\$26.28	\$44.35	50,105	9.1%	1.2%	-37.9%	59.2%
201401	\$26.87	\$44.56	49,877	10.7%	1.9%	-36.1%	60.3%
201402	\$27.75	\$44.80	49,669	13.4%	2.5%	-34.3%	61.9%
201403	\$28.31	\$44.97	49,488	14.1%	2.5%	-32.3%	63.0%
201404	\$29.44	\$45.73	49,342	17.8%	4.6%	-30.1%	64.4%
201405	\$30.23	\$46.22	49,436	20.2%	5.9%	-27.0%	65.4%
201406	\$30.51	\$46.36	49,538	20.4%	6.2%	-23.8%	65.8%
201407	\$30.42	\$46.19	49,694	17.8%	4.8%	-20.6%	65.9%
201408	\$30.84	\$46.51	49,788	18.9%	5.7%	-17.6%	66.3%

Large Group Historical Rx Claims Summary - AR42 Total							
Rolling 12 End Date	Rx Claim Expense			Rolling 12 Rx Claim Expense Trend	Rolling 12 Rx Allowed Trend	Rolling 12	
	PMPM	Rx Allowed PMPM	Member Months			Membership Change	Paid To Allowed Ratio
201208	\$32.60	\$50.21	122,352	N/A	N/A	N/A	64.9%
201209	\$32.19	\$49.64	120,195	N/A	N/A	N/A	64.8%
201210	\$32.31	\$49.66	118,202	N/A	N/A	N/A	65.1%
201211	\$32.05	\$49.19	116,146	N/A	N/A	N/A	65.2%
201212	\$31.89	\$49.01	114,184	N/A	N/A	N/A	65.1%
201301	\$32.05	\$48.96	112,538	N/A	N/A	N/A	65.5%
201302	\$32.13	\$48.77	111,007	N/A	N/A	N/A	65.9%
201303	\$32.26	\$48.69	109,209	N/A	N/A	N/A	66.2%
201304	\$32.33	\$48.46	107,435	N/A	N/A	N/A	66.7%
201305	\$32.69	\$48.55	105,513	N/A	N/A	N/A	67.3%
201306	\$32.94	\$48.53	103,721	N/A	N/A	N/A	67.9%
201307	\$33.31	\$48.72	102,278	N/A	N/A	N/A	68.4%
201308	\$33.55	\$48.75	100,982	2.9%	-2.9%	-17.5%	68.8%
201309	\$33.93	\$49.06	99,736	5.4%	-1.2%	-17.0%	69.2%
201310	\$34.26	\$49.17	98,076	6.0%	-1.0%	-17.0%	69.7%
201311	\$34.20	\$48.97	96,530	6.7%	-0.4%	-16.9%	69.8%
201312	\$34.50	\$48.97	95,007	8.2%	-0.1%	-16.8%	70.4%
201401	\$34.97	\$49.18	93,438	9.1%	0.5%	-17.0%	71.1%
201402	\$35.93	\$49.78	91,976	11.8%	2.1%	-17.1%	72.2%
201403	\$36.64	\$50.25	90,583	13.6%	3.2%	-17.1%	72.9%
201404	\$37.71	\$51.11	89,212	16.7%	5.5%	-17.0%	73.8%
201405	\$38.33	\$51.57	87,837	17.3%	6.2%	-16.8%	74.3%
201406	\$39.20	\$52.43	86,481	19.0%	8.0%	-16.6%	74.8%
201407	\$39.18	\$52.40	85,050	17.6%	7.6%	-16.8%	74.8%
201408	\$39.53	\$52.68	83,679	17.8%	8.1%	-17.1%	75.0%

Summary of Historical Rx Claims Broken Out by Rx Category - HDHP

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed Trend
AR42	Large	HDHP	201208	1 Generic	\$1,580,755	87,775	\$18.01	N/A
AR42	Large	HDHP	201209	1 Generic	\$1,496,202	86,004	\$17.40	N/A
AR42	Large	HDHP	201210	1 Generic	\$1,477,232	84,240	\$17.54	N/A
AR42	Large	HDHP	201211	1 Generic	\$1,452,825	82,457	\$17.62	N/A
AR42	Large	HDHP	201212	1 Generic	\$1,400,829	80,734	\$17.35	N/A
AR42	Large	HDHP	201301	1 Generic	\$1,349,649	78,052	\$17.29	N/A
AR42	Large	HDHP	201302	1 Generic	\$1,293,896	75,579	\$17.12	N/A
AR42	Large	HDHP	201303	1 Generic	\$1,233,877	73,074	\$16.89	N/A
AR42	Large	HDHP	201304	1 Generic	\$1,175,205	70,600	\$16.65	N/A
AR42	Large	HDHP	201305	1 Generic	\$1,102,759	67,756	\$16.28	N/A
AR42	Large	HDHP	201306	1 Generic	\$1,040,721	64,978	\$16.02	N/A
AR42	Large	HDHP	201307	1 Generic	\$994,824	62,605	\$15.89	N/A
AR42	Large	HDHP	201308	1 Generic	\$934,601	60,398	\$15.47	-14.1%
AR42	Large	HDHP	201309	1 Generic	\$880,123	58,230	\$15.11	-13.1%
AR42	Large	HDHP	201310	1 Generic	\$820,222	55,495	\$14.78	-15.7%
AR42	Large	HDHP	201311	1 Generic	\$756,762	52,781	\$14.34	-18.6%
AR42	Large	HDHP	201312	1 Generic	\$702,447	50,105	\$14.02	-19.2%
AR42	Large	HDHP	201401	1 Generic	\$689,768	49,877	\$13.83	-20.0%
AR42	Large	HDHP	201402	1 Generic	\$681,992	49,669	\$13.73	-19.8%
AR42	Large	HDHP	201403	1 Generic	\$673,100	49,488	\$13.60	-19.4%
AR42	Large	HDHP	201404	1 Generic	\$665,805	49,342	\$13.49	-18.9%
AR42	Large	HDHP	201405	1 Generic	\$666,659	49,436	\$13.49	-17.1%
AR42	Large	HDHP	201406	1 Generic	\$666,748	49,538	\$13.46	-16.0%
AR42	Large	HDHP	201407	1 Generic	\$670,436	49,694	\$13.49	-15.1%
AR42	Large	HDHP	201408	1 Generic	\$679,004	49,788	\$13.64	-11.9%
AR42	Large	HDHP	201208	2 Brand	\$1,890,383	87,775	\$21.54	N/A
AR42	Large	HDHP	201209	2 Brand	\$1,857,694	86,004	\$21.60	N/A
AR42	Large	HDHP	201210	2 Brand	\$1,781,922	84,240	\$21.15	N/A
AR42	Large	HDHP	201211	2 Brand	\$1,704,273	82,457	\$20.67	N/A
AR42	Large	HDHP	201212	2 Brand	\$1,647,431	80,734	\$20.41	N/A
AR42	Large	HDHP	201301	2 Brand	\$1,571,911	78,052	\$20.14	N/A
AR42	Large	HDHP	201302	2 Brand	\$1,506,872	75,579	\$19.94	N/A
AR42	Large	HDHP	201303	2 Brand	\$1,448,435	73,074	\$19.82	N/A
AR42	Large	HDHP	201304	2 Brand	\$1,379,002	70,600	\$19.53	N/A
AR42	Large	HDHP	201305	2 Brand	\$1,303,806	67,756	\$19.24	N/A
AR42	Large	HDHP	201306	2 Brand	\$1,235,175	64,978	\$19.01	N/A
AR42	Large	HDHP	201307	2 Brand	\$1,171,468	62,605	\$18.71	N/A
AR42	Large	HDHP	201308	2 Brand	\$1,115,183	60,398	\$18.46	-14.3%
AR42	Large	HDHP	201309	2 Brand	\$1,053,858	58,230	\$18.10	-16.2%
AR42	Large	HDHP	201310	2 Brand	\$985,527	55,495	\$17.76	-16.0%
AR42	Large	HDHP	201311	2 Brand	\$930,186	52,781	\$17.62	-14.7%
AR42	Large	HDHP	201312	2 Brand	\$840,812	50,105	\$16.78	-17.8%
AR42	Large	HDHP	201401	2 Brand	\$827,651	49,877	\$16.59	-17.6%
AR42	Large	HDHP	201402	2 Brand	\$814,464	49,669	\$16.40	-17.8%
AR42	Large	HDHP	201403	2 Brand	\$815,424	49,488	\$16.48	-16.9%
AR42	Large	HDHP	201404	2 Brand	\$803,302	49,342	\$16.28	-16.7%
AR42	Large	HDHP	201405	2 Brand	\$805,239	49,436	\$16.29	-15.4%
AR42	Large	HDHP	201406	2 Brand	\$807,654	49,538	\$16.30	-14.2%
AR42	Large	HDHP	201407	2 Brand	\$813,830	49,694	\$16.38	-12.5%
AR42	Large	HDHP	201408	2 Brand	\$818,709	49,788	\$16.44	-10.9%

Summary of Historical Rx Claims Broken Out by Rx Category - HDHP

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed Trend
AR42	Large	HDHP	201208	3 Specialty	\$493,695	87,775	\$5.62	N/A
AR42	Large	HDHP	201209	3 Specialty	\$483,568	86,004	\$5.62	N/A
AR42	Large	HDHP	201210	3 Specialty	\$484,781	84,240	\$5.75	N/A
AR42	Large	HDHP	201211	3 Specialty	\$477,927	82,457	\$5.80	N/A
AR42	Large	HDHP	201212	3 Specialty	\$490,577	80,734	\$6.08	N/A
AR42	Large	HDHP	201301	3 Specialty	\$492,686	78,052	\$6.31	N/A
AR42	Large	HDHP	201302	3 Specialty	\$502,269	75,579	\$6.65	N/A
AR42	Large	HDHP	201303	3 Specialty	\$522,198	73,074	\$7.15	N/A
AR42	Large	HDHP	201304	3 Specialty	\$532,080	70,600	\$7.54	N/A
AR42	Large	HDHP	201305	3 Specialty	\$549,885	67,756	\$8.12	N/A
AR42	Large	HDHP	201306	3 Specialty	\$561,618	64,978	\$8.64	N/A
AR42	Large	HDHP	201307	3 Specialty	\$592,388	62,605	\$9.46	N/A
AR42	Large	HDHP	201308	3 Specialty	\$608,502	60,398	\$10.07	79.1%
AR42	Large	HDHP	201309	3 Specialty	\$642,740	58,230	\$11.04	96.3%
AR42	Large	HDHP	201310	3 Specialty	\$655,675	55,495	\$11.82	105.3%
AR42	Large	HDHP	201311	3 Specialty	\$650,764	52,781	\$12.33	112.7%
AR42	Large	HDHP	201312	3 Specialty	\$679,035	50,105	\$13.55	123.0%
AR42	Large	HDHP	201401	3 Specialty	\$705,062	49,877	\$14.14	123.9%
AR42	Large	HDHP	201402	3 Specialty	\$728,674	49,669	\$14.67	120.8%
AR42	Large	HDHP	201403	3 Specialty	\$737,004	49,488	\$14.89	108.4%
AR42	Large	HDHP	201404	3 Specialty	\$787,244	49,342	\$15.95	111.7%
AR42	Large	HDHP	201405	3 Specialty	\$813,112	49,436	\$16.45	102.7%
AR42	Large	HDHP	201406	3 Specialty	\$822,092	49,538	\$16.60	92.0%
AR42	Large	HDHP	201407	3 Specialty	\$811,270	49,694	\$16.33	72.5%
AR42	Large	HDHP	201408	3 Specialty	\$818,149	49,788	\$16.43	63.1%

Summary of Historical Rx Claims Broken Out by Rx Category - EPO/PPO

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed
AR42	Large	EPO/PPO	201208	1 Generic	\$724,844	34,577	\$20.96	N/A
AR42	Large	EPO/PPO	201209	1 Generic	\$721,367	34,191	\$21.10	N/A
AR42	Large	EPO/PPO	201210	1 Generic	\$718,809	33,962	\$21.17	N/A
AR42	Large	EPO/PPO	201211	1 Generic	\$711,819	33,689	\$21.13	N/A
AR42	Large	EPO/PPO	201212	1 Generic	\$701,210	33,450	\$20.96	N/A
AR42	Large	EPO/PPO	201301	1 Generic	\$724,792	34,486	\$21.02	N/A
AR42	Large	EPO/PPO	201302	1 Generic	\$738,183	35,428	\$20.84	N/A
AR42	Large	EPO/PPO	201303	1 Generic	\$743,636	36,135	\$20.58	N/A
AR42	Large	EPO/PPO	201304	1 Generic	\$747,742	36,835	\$20.30	N/A
AR42	Large	EPO/PPO	201305	1 Generic	\$756,754	37,757	\$20.04	N/A
AR42	Large	EPO/PPO	201306	1 Generic	\$767,841	38,743	\$19.82	N/A
AR42	Large	EPO/PPO	201307	1 Generic	\$780,238	39,673	\$19.67	N/A
AR42	Large	EPO/PPO	201308	1 Generic	\$788,728	40,584	\$19.43	-7.3%
AR42	Large	EPO/PPO	201309	1 Generic	\$799,918	41,506	\$19.27	-8.7%
AR42	Large	EPO/PPO	201310	1 Generic	\$820,591	42,581	\$19.27	-8.9%
AR42	Large	EPO/PPO	201311	1 Generic	\$830,918	43,749	\$18.99	-10.1%
AR42	Large	EPO/PPO	201312	1 Generic	\$851,429	44,902	\$18.96	-9.5%
AR42	Large	EPO/PPO	201401	1 Generic	\$814,874	43,561	\$18.71	-11.0%
AR42	Large	EPO/PPO	201402	1 Generic	\$786,051	42,307	\$18.58	-10.8%
AR42	Large	EPO/PPO	201403	1 Generic	\$754,726	41,095	\$18.37	-10.8%
AR42	Large	EPO/PPO	201404	1 Generic	\$720,607	39,870	\$18.07	-11.0%
AR42	Large	EPO/PPO	201405	1 Generic	\$687,846	38,401	\$17.91	-10.6%
AR42	Large	EPO/PPO	201406	1 Generic	\$662,519	36,943	\$17.93	-9.5%
AR42	Large	EPO/PPO	201407	1 Generic	\$628,778	35,356	\$17.78	-9.6%
AR42	Large	EPO/PPO	201408	1 Generic	\$597,179	33,891	\$17.62	-9.3%
AR42	Large	EPO/PPO	201208	2 Brand	\$1,035,168	34,577	\$29.94	N/A
AR42	Large	EPO/PPO	201209	2 Brand	\$1,009,403	34,191	\$29.52	N/A
AR42	Large	EPO/PPO	201210	2 Brand	\$984,645	33,962	\$28.99	N/A
AR42	Large	EPO/PPO	201211	2 Brand	\$937,053	33,689	\$27.81	N/A
AR42	Large	EPO/PPO	201212	2 Brand	\$921,010	33,450	\$27.53	N/A
AR42	Large	EPO/PPO	201301	2 Brand	\$922,229	34,486	\$26.74	N/A
AR42	Large	EPO/PPO	201302	2 Brand	\$911,577	35,428	\$25.73	N/A
AR42	Large	EPO/PPO	201303	2 Brand	\$904,613	36,135	\$25.03	N/A
AR42	Large	EPO/PPO	201304	2 Brand	\$895,240	36,835	\$24.30	N/A
AR42	Large	EPO/PPO	201305	2 Brand	\$894,946	37,757	\$23.70	N/A
AR42	Large	EPO/PPO	201306	2 Brand	\$890,168	38,743	\$22.98	N/A
AR42	Large	EPO/PPO	201307	2 Brand	\$887,255	39,673	\$22.36	N/A
AR42	Large	EPO/PPO	201308	2 Brand	\$896,757	40,584	\$22.10	-26.2%
AR42	Large	EPO/PPO	201309	2 Brand	\$896,042	41,506	\$21.59	-26.9%
AR42	Large	EPO/PPO	201310	2 Brand	\$894,081	42,581	\$21.00	-27.6%
AR42	Large	EPO/PPO	201311	2 Brand	\$909,989	43,749	\$20.80	-25.2%
AR42	Large	EPO/PPO	201312	2 Brand	\$917,471	44,902	\$20.43	-25.8%
AR42	Large	EPO/PPO	201401	2 Brand	\$877,407	43,561	\$20.14	-24.7%
AR42	Large	EPO/PPO	201402	2 Brand	\$843,769	42,307	\$19.94	-22.5%
AR42	Large	EPO/PPO	201403	2 Brand	\$799,379	41,095	\$19.45	-22.3%
AR42	Large	EPO/PPO	201404	2 Brand	\$768,113	39,870	\$19.27	-20.7%
AR42	Large	EPO/PPO	201405	2 Brand	\$723,571	38,401	\$18.84	-20.5%
AR42	Large	EPO/PPO	201406	2 Brand	\$696,070	36,943	\$18.84	-18.0%
AR42	Large	EPO/PPO	201407	2 Brand	\$656,147	35,356	\$18.56	-17.0%
AR42	Large	EPO/PPO	201408	2 Brand	\$613,612	33,891	\$18.11	-18.1%

Summary of Historical Rx Claims Broken Out by Rx Category - EPO/PPO

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed
AR42	Large	EPO/PPO	201208	3 Specialty	\$418,624	34,577	\$12.11	N/A
AR42	Large	EPO/PPO	201209	3 Specialty	\$398,474	34,191	\$11.65	N/A
AR42	Large	EPO/PPO	201210	3 Specialty	\$422,557	33,962	\$12.44	N/A
AR42	Large	EPO/PPO	201211	3 Specialty	\$429,148	33,689	\$12.74	N/A
AR42	Large	EPO/PPO	201212	3 Specialty	\$435,494	33,450	\$13.02	N/A
AR42	Large	EPO/PPO	201301	3 Specialty	\$448,616	34,486	\$13.01	N/A
AR42	Large	EPO/PPO	201302	3 Specialty	\$461,002	35,428	\$13.01	N/A
AR42	Large	EPO/PPO	201303	3 Specialty	\$464,703	36,135	\$12.86	N/A
AR42	Large	EPO/PPO	201304	3 Specialty	\$477,375	36,835	\$12.96	N/A
AR42	Large	EPO/PPO	201305	3 Specialty	\$514,181	37,757	\$13.62	N/A
AR42	Large	EPO/PPO	201306	3 Specialty	\$538,496	38,743	\$13.90	N/A
AR42	Large	EPO/PPO	201307	3 Specialty	\$556,413	39,673	\$14.02	N/A
AR42	Large	EPO/PPO	201308	3 Specialty	\$579,209	40,584	\$14.27	17.9%
AR42	Large	EPO/PPO	201309	3 Specialty	\$620,382	41,506	\$14.95	28.3%
AR42	Large	EPO/PPO	201310	3 Specialty	\$646,473	42,581	\$15.18	22.0%
AR42	Large	EPO/PPO	201311	3 Specialty	\$648,484	43,749	\$14.82	16.4%
AR42	Large	EPO/PPO	201312	3 Specialty	\$661,532	44,902	\$14.73	13.2%
AR42	Large	EPO/PPO	201401	3 Specialty	\$680,762	43,561	\$15.63	20.1%
AR42	Large	EPO/PPO	201402	3 Specialty	\$724,055	42,307	\$17.11	31.5%
AR42	Large	EPO/PPO	201403	3 Specialty	\$771,926	41,095	\$18.78	46.1%
AR42	Large	EPO/PPO	201404	3 Specialty	\$814,557	39,870	\$20.43	57.6%
AR42	Large	EPO/PPO	201405	3 Specialty	\$833,510	38,401	\$21.71	59.4%
AR42	Large	EPO/PPO	201406	3 Specialty	\$879,445	36,943	\$23.81	71.3%
AR42	Large	EPO/PPO	201407	3 Specialty	\$876,165	35,356	\$24.78	76.7%
AR42	Large	EPO/PPO	201408	3 Specialty	\$881,938	33,891	\$26.02	82.3%

Summary of Historical Rx Claims Broken Out by Rx Category - AR42 Total

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed
AR42	Large	Total	201208	1 Generic	\$2,305,599	122,352	\$18.84	N/A
AR42	Large	Total	201209	1 Generic	\$2,217,569	120,195	\$18.45	N/A
AR42	Large	Total	201210	1 Generic	\$2,196,040	118,202	\$18.58	N/A
AR42	Large	Total	201211	1 Generic	\$2,164,643	116,146	\$18.64	N/A
AR42	Large	Total	201212	1 Generic	\$2,102,039	114,184	\$18.41	N/A
AR42	Large	Total	201301	1 Generic	\$2,074,441	112,538	\$18.43	N/A
AR42	Large	Total	201302	1 Generic	\$2,032,079	111,007	\$18.31	N/A
AR42	Large	Total	201303	1 Generic	\$1,977,513	109,209	\$18.11	N/A
AR42	Large	Total	201304	1 Generic	\$1,922,947	107,435	\$17.90	N/A
AR42	Large	Total	201305	1 Generic	\$1,859,513	105,513	\$17.62	N/A
AR42	Large	Total	201306	1 Generic	\$1,808,563	103,721	\$17.44	N/A
AR42	Large	Total	201307	1 Generic	\$1,775,062	102,278	\$17.36	N/A
AR42	Large	Total	201308	1 Generic	\$1,723,329	100,982	\$17.07	-9.4%
AR42	Large	Total	201309	1 Generic	\$1,680,041	99,736	\$16.84	-8.7%
AR42	Large	Total	201310	1 Generic	\$1,640,813	98,076	\$16.73	-10.0%
AR42	Large	Total	201311	1 Generic	\$1,587,680	96,530	\$16.45	-11.7%
AR42	Large	Total	201312	1 Generic	\$1,553,876	95,007	\$16.36	-11.2%
AR42	Large	Total	201401	1 Generic	\$1,504,642	93,438	\$16.10	-12.6%
AR42	Large	Total	201402	1 Generic	\$1,468,043	91,976	\$15.96	-12.8%
AR42	Large	Total	201403	1 Generic	\$1,427,826	90,583	\$15.76	-13.0%
AR42	Large	Total	201404	1 Generic	\$1,386,411	89,212	\$15.54	-13.2%
AR42	Large	Total	201405	1 Generic	\$1,354,505	87,837	\$15.42	-12.5%
AR42	Large	Total	201406	1 Generic	\$1,329,267	86,481	\$15.37	-11.8%
AR42	Large	Total	201407	1 Generic	\$1,299,214	85,050	\$15.28	-12.0%
AR42	Large	Total	201408	1 Generic	\$1,276,183	83,679	\$15.25	-10.6%
AR42	Large	Total	201208	2 Brand	\$2,925,551	122,352	\$23.91	N/A
AR42	Large	Total	201209	2 Brand	\$2,867,097	120,195	\$23.85	N/A
AR42	Large	Total	201210	2 Brand	\$2,766,567	118,202	\$23.41	N/A
AR42	Large	Total	201211	2 Brand	\$2,641,327	116,146	\$22.74	N/A
AR42	Large	Total	201212	2 Brand	\$2,568,441	114,184	\$22.49	N/A
AR42	Large	Total	201301	2 Brand	\$2,494,140	112,538	\$22.16	N/A
AR42	Large	Total	201302	2 Brand	\$2,418,449	111,007	\$21.79	N/A
AR42	Large	Total	201303	2 Brand	\$2,353,049	109,209	\$21.55	N/A
AR42	Large	Total	201304	2 Brand	\$2,274,241	107,435	\$21.17	N/A
AR42	Large	Total	201305	2 Brand	\$2,198,752	105,513	\$20.84	N/A
AR42	Large	Total	201306	2 Brand	\$2,125,344	103,721	\$20.49	N/A
AR42	Large	Total	201307	2 Brand	\$2,058,723	102,278	\$20.13	N/A
AR42	Large	Total	201308	2 Brand	\$2,011,940	100,982	\$19.92	-16.7%
AR42	Large	Total	201309	2 Brand	\$1,949,900	99,736	\$19.55	-18.0%
AR42	Large	Total	201310	2 Brand	\$1,879,608	98,076	\$19.16	-18.1%
AR42	Large	Total	201311	2 Brand	\$1,840,175	96,530	\$19.06	-16.2%
AR42	Large	Total	201312	2 Brand	\$1,758,284	95,007	\$18.51	-17.7%
AR42	Large	Total	201401	2 Brand	\$1,705,058	93,438	\$18.25	-17.7%
AR42	Large	Total	201402	2 Brand	\$1,658,234	91,976	\$18.03	-17.2%
AR42	Large	Total	201403	2 Brand	\$1,614,804	90,583	\$17.83	-17.3%
AR42	Large	Total	201404	2 Brand	\$1,571,415	89,212	\$17.61	-16.8%
AR42	Large	Total	201405	2 Brand	\$1,528,809	87,837	\$17.41	-16.5%
AR42	Large	Total	201406	2 Brand	\$1,503,724	86,481	\$17.39	-15.1%
AR42	Large	Total	201407	2 Brand	\$1,469,977	85,050	\$17.28	-14.1%
AR42	Large	Total	201408	2 Brand	\$1,432,321	83,679	\$17.12	-14.1%

Summary of Historical Rx Claims Broken Out by Rx Category - AR42 Total

LOB	Size	Product Type	Rolling 12 End Date	Rx Category	Allowed	Member Months	Allowed PMPM	Rolling 12 Allowed
AR42	Large	Total	201208	3 Specialty	\$912,319	122,352	\$7.46	N/A
AR42	Large	Total	201209	3 Specialty	\$882,041	120,195	\$7.34	N/A
AR42	Large	Total	201210	3 Specialty	\$907,338	118,202	\$7.68	N/A
AR42	Large	Total	201211	3 Specialty	\$907,074	116,146	\$7.81	N/A
AR42	Large	Total	201212	3 Specialty	\$926,071	114,184	\$8.11	N/A
AR42	Large	Total	201301	3 Specialty	\$941,302	112,538	\$8.36	N/A
AR42	Large	Total	201302	3 Specialty	\$963,271	111,007	\$8.68	N/A
AR42	Large	Total	201303	3 Specialty	\$986,901	109,209	\$9.04	N/A
AR42	Large	Total	201304	3 Specialty	\$1,009,455	107,435	\$9.40	N/A
AR42	Large	Total	201305	3 Specialty	\$1,064,066	105,513	\$10.08	N/A
AR42	Large	Total	201306	3 Specialty	\$1,100,115	103,721	\$10.61	N/A
AR42	Large	Total	201307	3 Specialty	\$1,148,801	102,278	\$11.23	N/A
AR42	Large	Total	201308	3 Specialty	\$1,187,710	100,982	\$11.76	57.7%
AR42	Large	Total	201309	3 Specialty	\$1,263,122	99,736	\$12.66	72.6%
AR42	Large	Total	201310	3 Specialty	\$1,302,149	98,076	\$13.28	73.0%
AR42	Large	Total	201311	3 Specialty	\$1,299,247	96,530	\$13.46	72.3%
AR42	Large	Total	201312	3 Specialty	\$1,340,567	95,007	\$14.11	74.0%
AR42	Large	Total	201401	3 Specialty	\$1,385,824	93,438	\$14.83	77.3%
AR42	Large	Total	201402	3 Specialty	\$1,452,729	91,976	\$15.79	82.0%
AR42	Large	Total	201403	3 Specialty	\$1,508,930	90,583	\$16.66	84.3%
AR42	Large	Total	201404	3 Specialty	\$1,601,801	89,212	\$17.95	91.1%
AR42	Large	Total	201405	3 Specialty	\$1,646,622	87,837	\$18.75	85.9%
AR42	Large	Total	201406	3 Specialty	\$1,701,538	86,481	\$19.68	85.5%
AR42	Large	Total	201407	3 Specialty	\$1,687,436	85,050	\$19.84	76.6%
AR42	Large	Total	201408	3 Specialty	\$1,700,086	83,679	\$20.32	72.7%

MVP Health Insurance Company (“MVP”) Experience Rated Addendum – 3Q/4Q 2015 Effective Dates

This document is an Addendum to MVP’s 3Q/4Q 2015 Manual Rate Filing and Experience Rating Formula for products sold to employer groups with 51 or more eligible employees in the State of Vermont. This addendum and its appendices outline the rating factors discussed in the Experience Rating Formula. These factors are being filed as an addendum to the Manual Rate and Formula filings so they can be updated as deemed necessary by MVP without having to re-file the rating methodology.

Whenever possible, the rating factors contained herein will be based on actual MVP experience or they will be normalized to MVP’s population.

BASE MANUAL RATES

Please see Exhibits 4a (base manual rates), 4b (medical riders), and 4c (Rx riders) of the accompanying manual rate filing for the net PMPMs of plans and riders being offered by MVP for 3Q/4Q 2015 effective dates.

SIC FACTORS

The industry factors in Appendix A will be applied to the manual rates based on the employer’s industry.

DEMOGRAPHIC FACTORS

To more closely resemble the health risk of the employer’s insured population, the manual pure premium will be adjusted to reflect differences in the demographic characteristics of a specific employer group compared to MVP’s community pool for the chosen product. This demographic factor will be applied to both the base rate and riders.

With respect to the employer specific experience rate, there may be a situation where MVP will be the sole health plan offering and be required to adjust the experience to reflect anticipated health characteristics of the entire group versus just MVP’s members who were enrolled in the previous year under a slice product offering. In this situation, MVP will develop a demographic factor relative of the entire group and compare that to the demographics of their existing employer membership.

The demographic factors are in Appendix B. A per member demographic factor is calculated as the weighted average subscriber age/sex factor / weighted average subscriber average contract size.

HRA/HSA DEDUCTIBLE FUNDING FACTORS

The additional risk charge applies when a group funds a plan deductible. The charge is intended to account for the anticipated increase in utilization of services due to the resulting ‘first dollar’ coverage provided. The manual rate adjustment factors are in Appendix C.

POOLING CHARGES

Each group is charged a pooling charge and all claims above the applicable attachment point are removed from their claim data. The charge is based on the following table:

Pooling Point	Pooling Charge
\$75,000	10.6%
\$80,000	9.8%
\$85,000	9.1%
\$90,000	8.5%
\$100,000	7.4%
\$125,000	5.5%
\$150,000	4.2%
\$175,000	3.3%
\$200,000	2.7%
\$250,000	1.9%
\$300,000	1.3%
\$350,000	1.0%
\$400,000	0.7%
\$450,000	0.6%
\$500,000	0.5%

Group size will be considered when selecting the appropriate pooling charge. The Max pool level is the maximum amount MVP will allow for a given group size:

Avg. Subscribers	Max Pool Level
Up to 100	\$100,000
100-299	\$150,000
300-499	\$200,000
500-999	\$250,000
1,000-1,499	\$300,000
1,500-2,499	\$400,000
2,500 and up	\$500,000

TREND FACTORS

The following trends are used to project historical experience of the group to the proposed rating period. Exhibit 1 and Exhibit 2 are developed by applying the appropriate pro-rated calendar year trend factors from the midpoint of the experience period to the midpoint of the rating period. Paid trends are calculated by multiplying the applicable allowed trend times the leveraging factor for a given product type.

Year	Allowed Medical Trend	Pharmacy Trend
2013	4.8%	3.0%
2014	8.6%	14.5%
2015	5.3%	16.9%
2016 & Beyond	5.3%	16.3%

	HDHP	Non-HDHP
Annual Leveraging Factor	1.0%	0.7%

NETWORK ADJUSTMENT FACTOR

This adjustment reflects changes with respect to the differences in network providers, contractual provider reimbursement rates, the degree of medical management for MVP versus other carriers, gatekeeper versus no

gatekeeper, and referral versus open access. For those accounts enrolled in MVP, this factor will primarily represent differences in provider contractual arrangements. If the experience is coming from another carrier, the adjustment may reflect all of the items above. MVP will make every effort to develop actuarial adjustments that properly determine the appropriate factor to reflect the expected experience of the group.

The development of such a factor will be documented in the underwriter's group file and will be made available to in Insurance Department's actuaries and/or examiners on request.

BENEFIT ADJUSTMENT FACTOR

The purpose of the benefit adjustment is to reflect any difference between the benefits inherent in the group's historical claims experience period and the groups expected benefit plan for the prospective benefit period. This includes medical benefits and pharmacy benefits.

Based on filed manual rates, the underwriter will determine the value of the benefit adjustment factor by analyzing the actuarial equivalent difference in benefits. As it relates to a new group having experience from another carrier, the underwriter will use their best efforts to match up prior benefits to a currently filed benefit to determine the actuarial equivalent difference in benefits. In some cases, this may require interpolating between two manual rates, extrapolating from the filed manual rates, using other sources such as the Milliman USA guidelines, or other internal pricing models.

Other adjustments in this category may include benefit mandates. That is, mandated benefits that will be included in the future benefits, but not reflected in the group's experience.

The development of such a factor will be documented in the underwriter's group file and will be made available to in Insurance Department's actuaries and/or examiners on request.

PHARMACY REBATE FACTOR

Pharmacy rebates are received periodically. The pharmacy rebate factor of 0.91 is used to account for this reduction in pharmacy costs. This reduction will only apply if the paid pharmacy claims do not already reflect pharmacy rebates. In the case where the employer group is not a MVP group, the underwriter will determine if the claims data provided includes or excludes rebates from the other carrier.

PERIOD WEIGHT

Period Weight is determined by the underwriter. The underwriters follow a general protocol for deriving the weights to apply for the Period Weight portion of the experience rating formula. Most groups are rated using 12 months of historical data and therefore, the period weights are not applicable. For the smaller of the large groups, the underwriter will consider extending the historical look back to 24 months, if the data is available, in order to provide a more stable block of data from which to do the rating. In these cases, the underwriter will generally give an 80% weight to the most recent 12 months of data and a 20% weight to the prior period of data. These weights may vary, however, and could be 50% / 50% if the underwriter feels more weight should be given to the older data. This may be the case if the current 12 months are exceptionally higher or lower than the prior period.

CREDIBILITY WEIGHT

Based on MVP's product guidelines for offering a prospective experience rate, an employer must have (or project) a minimum of 51 eligible employees for the proposed rating period. However, consistent with industry rating practices, a smaller sized experience rated groups should not be considered as producing 100% credible claims information. To protect the employer from significant rate fluctuation from year to year, MVP will be applying a credibility weight to the group's claim experience.

In determining a group's quoted rate, a weight will be given to the group's claims experience based on the number of member months in the experience period. The complement of the weight will be applied to the manual rate. The blended rate is one that will be quoted to the employer group. Below are the base credibility weightings:

Member Month Range	Credibility Factor
0 to 599	0%
600 to 2,400	20%
2,401 to 3,700	30%
3,701 to 4,900	40%
4,901 to 6,100	50%
6,101 to 7,300	60%
7,301 to 8,500	70%
8,501 to 9,700	80%
9,701 to 12,200	90%
12,201 and over	100%

These experience credibility weightings can be adjusted downward based on underwriter's judgment in the following circumstances:

The employer group has provided less than 12 months of incurred claims data or data is not provided for all services or employees – Generally, a minimum of one full calendar year of incurred claims data for all populations and covered services included in the quote is desired to underwrite a case. In the event less than 12 months of data is available, the underwriter can adjust the credibility table downward, not to be less than 0%.

The employer group has had membership change by 50% or more since the experience period – With a significant membership change, the historical claims experience may no longer represent the group's current population. If the membership has changed by more than 50% from the experience period to the rating period, the underwriter may override the table above to reduce credibility downward, not to be less than 0%.

The most recent experience data provided is too old – Generally, from the mid-point of the experience period to the mid-point of the rating period should not be older than 24 months. If the more recent period of data is older than 24 months, the underwriter may adjust the credibility table downward, not to be less than 0%.

MVP may also make an upward adjustment to the table if the group has a favorable group risk assessment. The credibility percentage will never exceed 100%.

UNDERWRITING JUDGMENT/GROUP RISK ASSESSMENT

Underwriting judgment will be used by the underwriter in determining inputs to the rating formula or to modify the result depending on the circumstances of the case, the data available, or the quality of the available data.

Adjustments may be made due to items such as poor claim and enrollment experience data being presented for new groups, the group's claim trend being historically different than the averages, variability in claims experience, participation levels/group size changes, plan sponsor contribution levels, number of plan offerings, plan sponsor and covered population stability, and plan sponsor persistency. Adjustments may be both positive and negative, but will not be larger than 10% in either direction.

NETWORK ACCESS FEES AND OTHER FEES

MVP has a contracted network access fee with a rental network in the event a group has members that live outside of MVP's service area. The net access fee is \$0 PEPM for just those subscribers who live outside of the service area.

COVERED LIVES ASSESSMENT

This is a New York State assessment passed on to groups in premium rates. The 2015 CLA rates are obtained from the Department of Financial Services (DFS) website.

Region	2015 Actual	
	Individual	Family
New York City	\$16.49	\$54.43
Long Island	\$5.36	\$17.68
Northern Metro	\$3.42	\$11.30
Northeastern	\$3.42	\$11.30
Utica/Watertown	\$0.76	\$2.51
Central	\$4.59	\$15.14
Rochester	\$8.75	\$28.86
Western	\$3.16	\$10.44

MVP will calculate the CLA with the group information that is available. For example, on a new business case, the number of single contracts by location may not be available. In that case, the CLA may have to be estimated based on the group's overall number single and family contracts and assume the same ratio exists in each region.

HCRA ASSESSMENT

This is another New York State assessment based on Hospital claims. A charge of 0.25% will be applied to the experience of new business quotes; this is consistent with the amount reflected in the manual portion of the rate.

RETENTION EXPENSES

Non-claim cost expenses must be added to the premium rates and can be per member per month (PMPM) charges, percent of paid claim charges, or percent of premium charges. The following tables reflect the retention loads:

Percent of Premium Retention:

General Administration = 9.5%

Bad Debt = 0.25%

Premium Tax = 2.0%

Contribution to Surplus = 2.0%

VT Vaccine Assessment = 0.6%

Broker Loads = group specific

Percent of Paid Claim Surcharges:

VT Paid Claims Surcharge = 0.999%

Fixed Dollar Retention

PMPM = \$0

Percent of Premium ACA Assessments:

Insurer Tax – 2.0%

PMPM ACA Assessments:

Federal ACA Reinsurance/Treasury Assessment: 2015 coverage dates = \$3.67, 2016 coverage dates = \$2.25

Comparative Effectiveness Research Tax - \$0.17

EMPLOYER SPECIFIC PREMIUM RATES

The experience rating formula filing details the calculation of employer specific premium rates by using employer specific information. In the event the employer group cannot supply sufficient information to calculate employer specific conversion factors, the following community load ratios will be used:

- Single=1.0
- Double=2.0
- Family 2 tier=2.5
- Family 3 tier=2.6
- Family 4 tier= 2.8
- Parent Child 4 tier= 1.9

RETROSPECTIVE RATING

The risk charges for a group choosing to be rated retrospectively are outlined below:

(No DEFICIT CARRY FORWARD/80% SURPLUS REFUND FOR GROUPS 251+, 50% REFUND FOR GROUPS LESS THAN 251)

- Groups with 1,000+ enrolled subscribers = 1.01
- Groups with 251-999 enrolled subscribers = 1.01
- Groups with 51-250 enrolled subscribers = 1.01

MINIMUM PREMIUM FUNDING ARRANGMENTS

The following table shows the Claims Fluctuation Margin (CFM) available for groups of different sizes. The appropriate level of CFM will depend on the group’s size and risk assessment. Groups that are smaller with a higher risk assessment will have a higher CFM. Because of the risk involved with minimum premium funding, at the smaller group size, the underwriter will use judgment to determine if minimum premium funding is allowed.

Group Size	CFM
100-249	120%, 125%, or 130%
249-499	115%, 120%, or 125%
500-999	110%, 115%, or 120%
1,000+	105%, 110%, or 115%

ACTUARIAL CERTIFICATION

I believe the rating factors described herein are consistent with industry norms, follows sound actuarial and underwriting principals, and the rating factors used and documented in the Experience Rating Addendum are reasonable relative to MVP’s book of business and industry norms.

I have reviewed the provisions of Vermont Insurance Law. It is my opinion that this rating formula complies with the requirements of those provisions.



Matthew Lombardo, FSA, MAAA
Actuarial Manager, Commercial Pricing
MVP Health Insurance Company



MVP Health Care -- Q3 & Q4 2015 LG HIC Rate Filing

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

- Exhibit 1 -- Summary of Medical Coplans Offered
- Exhibit 2a -- 3Q 2015 Pricing Trend Assumptions
- Exhibits 2b-2d -- 3Q 2015 Rx Paid Trend Development
- Exhibit 2e -- 4Q 2015 Pricing Trend Assumptions
- Exhibits 2f-2h -- 4Q 2015 Rx Paid Trend Development
- Exhibit 3a -- 3Q 2015 Claim Projection and Proposed Rate Change
- Exhibit 3b -- 4Q 2015 Claim Projection and Proposed Rate Change
- Exhibit 4a -- Medical Manual Rates
- Exhibit 4b -- Medical Riders
- Exhibit 4c -- Rx Riders

Exhibit 1 -- Summary of Medical Coplans Offered

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Coplan	Product Type	In-Network Benefits										Out-of-Network Benefits			Pharmacy
		PCP	SCP	IP (Med/Surg)	ER	OP Surg	DME	Amb	Ded	Coins.	OOP Max	Coins	Ded	OOP Max	
VE021L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE054L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$6,000	N/A	N/A	N/A	Riders Available
VE060L	HYEPO	\$25	\$25	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE085L	EPO	\$20	\$20	\$500	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE087L	EPO	\$25	\$40	\$500	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE088L	EPO	\$25	\$40	\$1,000	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE089L	EPO	\$30	\$50	\$1,000	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE090L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE091L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE092L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	N/A	N/A	N/A	Riders Available
VE093L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE095L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE096L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE100L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE101L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE102L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	N/A	N/A	N/A	Riders Available
VE103L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE105L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	N/A	N/A	N/A	Riders Available
VE106L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE107L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE108L	EPO	\$75	\$75	\$1,000	\$200	\$200	50%	\$200	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE109L	HYEPO	\$25	\$25	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE110L	HYEPO	\$30	\$30	20%	\$200	20%	50%	20%	\$2,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE111L	HYEPO	\$30	\$30	\$0	\$200	\$0	0%	\$0	\$3,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE114L	HyEPO	\$30	\$60	\$150	\$400	\$75	50%	\$400	\$1,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE115L	HyEPO	\$30	\$60	\$200	\$400	\$100	50%	\$400	\$3,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE116L	HyEPO	\$30	\$50	\$0	\$200	\$0	50%	\$0	\$5,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VP015L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	40%	\$1,000	\$3,000	Riders Available
VP017L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$6,000	40%	\$4,000	\$12,000	Riders Available
VP019L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,000	40%	\$1,000	\$3,000	Riders Available
VP020L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	40%	\$2,000	\$6,000	Riders Available
VP060L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	40%	\$1,000	\$3,000	Riders Available
VP061L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP062L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP063L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,000	40%	\$1,000	\$3,000	Riders Available
VP065L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP066L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP067L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	40%	\$6,000	\$18,000	Riders Available
VP071L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP072L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP073L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	40%	\$6,000	\$18,000	Riders Available
VT08LA	EPO	\$15	\$40	\$300	\$75	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VT08LB	EPO	\$20	\$40	\$0	\$100	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VT08LC	EPO	\$25	\$40	\$300	\$100	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VEHD-01L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$1,500	0%	\$2,500	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-02L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,500	0%	\$3,500	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-03L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-06L	HDEPOagg	10%	10%	10%	10%	10%	10%	10%	\$2,500	10%	\$5,000	N/A	N/A	N/A	10%/10%/30%
VEHD-07L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$1,500	20%	\$3,000	N/A	N/A	N/A	20%/20%/40%
VEHD-08L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	20%/20%/40%
VEHD-09L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	20%/20%/40%
VEHD-15L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	50%
VEHD-17L	HDEPOagg	\$30	\$50	\$500	\$150	\$200	50%	\$150	\$2,500	0%	\$5,000	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-19L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-20L	HDEPO	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	20%/20%/40%
VEHD-31L	HDEPOagg	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	\$4,000	20%	\$5,950	N/A	N/A	N/A	20%/20%/40%
VEHD-41L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,600	0%	\$2,600	N/A	N/A	N/A	\$0 after Deductible
VEHD-42L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$3,000	0%	\$3,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-43L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$4,000	0%	\$4,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-44L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$6,450	0%	\$6,450	N/A	N/A	N/A	\$0 after Deductible
VEHD-45L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,600	0%	\$2,600	N/A	N/A	N/A	\$0 after Deductible
VEHD-46L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$3,000	0%	\$3,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-47L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$4,000	0%	\$4,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-48L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$6,450	0%	\$6,450	N/A	N/A	N/A	\$0 after Deductible
VPHD-03L	HDPPPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	20%	\$10,000	\$20,000	\$0 after Deductible
VPHD-05L	HDPPPOagg	10%	10%	10%	10%	10%	10%	10%	\$2,000	10%	\$4,000	30%	\$4,000	\$8,000	10%/10%/30%
VPHD-07L	HDPPPOagg	20%	20%	20%	20%	20%	20%	20%	\$1,500	20%	\$3,000	40%	\$3,000	\$6,000	20%/20%/40%
VPHD-09L	HDPPPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	40%	\$5,000	\$10,000	20%/20%/40%
VPHD-15L	HDPPPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	40%	\$5,000	\$10,000	50%

Exhibit 2a -- Pricing Trend Assumptions -- 3Q Projection

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Experience Period: September 1, 2013 - August 31, 2014
Rating Period: July 1, 2015 - June 30, 2016

Medical Trend Summary**2014 Annual Trend**

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	5.8%	0.0%	5.8%
OP and Other Med	47.2%	5.4%	0.0%	5.4%
PHY	31.5%	15.3%	0.0%	15.3%
Medical Total		8.6%	0.0%	8.6%

2015 & 2016 Annual Trend

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	6.7%	0.0%	6.7%
OP and Other Med	47.2%	5.9%	0.0%	5.9%
PHY	31.5%	3.5%	0.0%	3.5%
Medical Total		5.3%	0.0%	5.3%

Leveraging Impact - Large Group Non-HDHP Fee-For-Service Medical Claims

Member Months	33,891				
IBNR Factor	1.008				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$365.84	\$6.25	\$11.62	\$40.36	\$307.61
22 Months of Trend:	1.111	1.111	1.000	1.031	1.126
Projection Period:	\$406.41	\$6.94	\$11.62	\$41.61	\$346.24
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.7%				
Leveraging (Annual)	0.7%				

Leveraging Impact - Large Group HDHP Fee-For-Service Medical Claims

Member Months	49,788				
IBNR Factor	1.014				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$375.41	\$5.58	\$0.03	\$91.52	\$278.28
22 Months of Trend:	1.111	1.111	1.000	1.050	1.131
Projection Period:	\$417.05	\$6.20	\$0.03	\$96.13	\$314.68
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.9%				
Leveraging (Annual)	1.0%				

Leveraging Impact - Large Group Fee-For-Service Medical Claims

	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$371.54	\$5.85	\$4.72	\$70.80	\$290.16
22 Months of Trend:	1.111	1.111	1.000	1.050	1.127
Projection Period:	\$412.74	\$6.50	\$4.72	\$74.37	\$327.14
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.8%				
Leveraging (Annual)	0.8%				

*Ignores impact of removing high cost claims and replacing with pooling charge. Paid projection will not tie out to FFS claim projection on Tab 3a unless these adjustments are taken into account.

Rx Trend Summary

	2014 Trend		2015 Trend		2016 Trend	
	Unit Cost	Utilization	Unit Cost	Utilization	Unit Cost	Utilization
Generic	5.3%	4.2%	2.3%	3.5%	4.3%	3.2%
Brand	15.0%	-11.0%	12.6%	-4.0%	15.0%	-3.9%
Specialty	22.0%	6.0%	25.3%	5.0%	17.0%	7.0%

Exhibit 2b -- Rx Trend Development

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August

Paid Through: November 30, 2014

Member Months with Rx Benefit: 83,679

Rx Claim Information	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	9,064	1,153	93	10,310
Experience Period Allowed PMPM	\$15.25	\$17.12	\$20.32	\$52.68
Experience Period Deductible PMPM	\$4.14	\$3.35	\$0.71	\$8.21
Experience Period Copay PMPM	\$2.30	\$1.32	\$0.10	\$3.71
Experience Period Coinsurance PMPM	\$0.30	\$0.79	\$0.14	\$1.24
Experience Period Cost Sharing PMPM	\$6.74	\$5.46	\$0.95	\$13.15
Experience Period Paid PMPM	\$8.51	\$11.66	\$19.37	\$39.53
Annual Util Trend	1.035	0.947	1.057	1.026
Annual Unit Cost Trend	1.034	1.137	1.224	1.133
Annual Deductible Trend	1.016	1.018	1.022	1.017
Annual Paid Trend	1.105	1.107	1.304	1.207
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	9,662	1,044	103	10,808
Projected Allowed PMPM as of Q3 2015	\$17.28	\$19.60	\$32.59	\$69.47
Projected Deductible PMPM	\$4.27	\$3.46	\$0.74	\$8.47
Projected Copay PMPM	\$2.45	\$1.19	\$0.11	\$3.74
Projected Coinsurance PMPM	\$0.34	\$0.91	\$0.23	\$1.48
Projected Cost Sharing PMPM as of Q3 2015	\$7.05	\$5.56	\$1.07	\$13.69
Projected Paid PMPM as of Q3 2015	\$10.23	\$14.04	\$31.51	\$55.78

Annual Allowed Trend Calculation for Large Group Addendum
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	2014	2015	2016
Generic PMPM	\$15.73	\$16.66	\$17.28
Brand PMPM	\$17.25	\$18.64	\$19.60
Specialty PMPM	\$22.13	\$29.12	\$32.59
Total Allowed PMPM	\$55.11	\$64.42	\$69.47
Annualized Allowed Trend	14.5%	16.9%	16.3%

Exhibit 2c -- Rx Trend Development - Non-HDHP
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MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August

Paid Through: November 30, 2014

Member Months with Rx Benefit: 33,891

Rx Claim Information	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	9,830	1,183	84	11,097
Experience Period Allowed PMPM	\$17.62	\$18.11	\$26.02	\$61.75
Experience Period Deductible PMPM	\$0.13	\$0.34	\$0.04	\$0.51
Experience Period Copay PMPM	\$4.43	\$2.40	\$0.20	\$7.03
Experience Period Coinsurance PMPM	\$0.52	\$1.14	\$0.24	\$1.91
Experience Period Cost Sharing PMPM	\$5.08	\$3.88	\$0.48	\$9.44
Experience Period Paid PMPM	\$12.54	\$14.22	\$25.54	\$52.31
Annual Util Trend	1.035	0.947	1.057	1.027
Annual Unit Cost Trend	1.034	1.137	1.224	1.140
Annual Deductible Trend	1.071	1.077	1.294	1.092
Annual Paid Trend	1.083	1.097	1.296	1.194
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	10,479	1,071	93	11,642
Projected Allowed PMPM as of Q3 2015	\$19.97	\$20.73	\$41.74	\$82.44
Projected Deductible PMPM	\$0.15	\$0.39	\$0.06	\$0.60
Projected Copay PMPM	\$4.72	\$2.17	\$0.22	\$7.11
Projected Coinsurance PMPM	\$0.59	\$1.31	\$0.39	\$2.29
Projected Cost Sharing PMPM as of Q3 2015	\$5.46	\$3.87	\$0.67	\$10.00
Projected Paid PMPM as of Q3 2015	\$14.51	\$16.86	\$41.07	\$72.44

Exhibit 2d -- Rx Trend Development - HDHP
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MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August
Paid Through: November 30, 2014
Member Months: 49,788

Rx Claim Information	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	8,542	1,133	99	9,774
Experience Period Allowed PMPM	\$13.64	\$16.44	\$16.43	\$46.51
Experience Period Deductible PMPM	\$6.87	\$5.41	\$1.17	\$13.45
Experience Period Copay PMPM	\$0.85	\$0.58	\$0.03	\$1.45
Experience Period Coinsurance PMPM	\$0.15	\$0.55	\$0.07	\$0.78
Experience Period Cost Sharing PMPM	\$7.87	\$6.54	\$1.27	\$15.68
Experience Period Paid PMPM	\$5.77	\$9.91	\$15.16	\$30.84
Annual Util Trend	1.035	0.947	1.057	1.026
Annual Unit Cost Trend	1.034	1.137	1.224	1.126
Annual Deductible Trend	1.015	1.015	1.015	1.015
Annual Paid Trend	1.138	1.116	1.314	1.221
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	9,105	1,025	109	10,240
Projected Allowed PMPM as of Q3 2015	\$15.45	\$18.83	\$26.36	\$60.64
Projected Deductible PMPM	\$7.07	\$5.56	\$1.20	\$13.83
Projected Copay PMPM	\$0.90	\$0.52	\$0.03	\$1.45
Projected Coinsurance PMPM	\$0.17	\$0.63	\$0.12	\$0.92
Projected Cost Sharing PMPM as of Q3 2015	\$8.14	\$6.71	\$1.35	\$16.20
Projected Paid PMPM as of Q3 2015	\$7.31	\$12.12	\$25.01	\$44.44

Exhibit 2e -- Pricing Trend Assumptions -- 4Q Projection

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014
Rating Period: October 1, 2015 - September 30, 2016

Medical Trend Summary**2014 Annual Trend**

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	5.8%	0.0%	5.8%
OP and Other Med	47.2%	5.4%	0.0%	5.4%
PHY	31.5%	15.3%	0.0%	15.3%
Medical Total		8.6%	0.0%	8.6%

2015 & 2016 Annual Trend

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	6.7%	0.0%	6.7%
OP and Other Med	47.2%	5.9%	0.0%	5.9%
PHY	31.5%	3.5%	0.0%	3.5%
Medical Total		5.3%	0.0%	5.3%

Leveraging Impact - Large Group Non-HDHP Fee-For-Service Medical Claims

Member Months	33,891				
IBNR Factor	1.008				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$365.84	\$6.25	\$11.62	\$40.36	\$307.61
25 Months of Trend:	1.125	1.125	1.000	1.035	1.142
Projection Period:	\$411.71	\$7.04	\$11.62	\$41.79	\$351.26
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.6%				
Leveraging (Annual)	0.7%				

Leveraging Impact - Large Group HDHP Fee-For-Service Medical Claims

Member Months	49,788				
IBNR Factor	1.014				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$375.41	\$5.58	\$0.03	\$91.52	\$278.28
25 Months of Trend:	1.125	1.125	1.000	1.057	1.148
Projection Period:	\$422.48	\$6.28	\$0.03	\$96.75	\$319.42
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.8%				
Leveraging (Annual)	1.0%				

Leveraging Impact - Large Group Fee-For-Service Medical Claims

	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$371.54	\$5.85	\$4.72	\$70.80	\$290.16
25 Months of Trend:	1.125	1.125	1.000	1.057	1.144
Projection Period:	\$418.12	\$6.59	\$4.72	\$74.85	\$331.96
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.7%				
Leveraging (Annual)	0.8%				

*Ignores impact of removing high cost claims and replacing with pooling charge. Paid projection will not tie out to FFS claim projection on Tab 3a unless these adjustments are taken into account.

Rx Trend Summary

	2014 Trend		2015 Trend		2016 Trend	
	Unit Cost	Utilization	Unit Cost	Utilization	Unit Cost	Utilization
Generic	5.3%	4.2%	2.3%	3.5%	4.3%	3.2%
Brand	15.0%	-11.0%	12.6%	-4.0%	15.0%	-3.9%
Specialty	22.0%	6.0%	25.3%	5.0%	17.0%	7.0%

Exhibit 2f -- Rx Trend Development -- 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months with Rx Benefit: 83,679

<u>Rx Claim Information</u>	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	9,064	1,153	93	10,310
Experience Period Allowed PMPM	\$15.25	\$17.12	\$20.32	\$52.68
Experience Period Deductible PMPM	\$4.14	\$3.35	\$0.71	\$8.21
Experience Period Copay PMPM	\$2.30	\$1.32	\$0.10	\$3.71
Experience Period Coinsurance PMPM	\$0.30	\$0.79	\$0.14	\$1.24
Experience Period Cost Sharing PMPM	\$6.74	\$5.46	\$0.95	\$13.15
Experience Period Paid PMPM	\$8.51	\$11.66	\$19.37	\$39.53
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.134
Annual Deductible Trend	1.017	1.019	1.023	1.018
Annual Paid Trend	1.106	1.110	1.299	1.206
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	9,738	1,034	105	10,876
Projected Allowed PMPM as of Q4 2015	\$17.60	\$20.10	\$34.47	\$72.17
Projected Deductible PMPM	\$4.29	\$3.49	\$0.75	\$8.53
Projected Copay PMPM	\$2.47	\$1.18	\$0.11	\$3.75
Projected Coinsurance PMPM	\$0.35	\$0.93	\$0.24	\$1.52
Projected Cost Sharing PMPM as of Q4 2015	\$7.11	\$5.60	\$1.09	\$13.80
Projected Paid PMPM as of Q4 2015	\$10.49	\$14.50	\$33.38	\$58.37

Exhibit 2g -- Rx Trend Development - Non-HDHP 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months with Rx Benefit: 33,891

Rx Claim Information

	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	9,830	1,183	84	11,097
Experience Period Allowed PMPM	\$17.62	\$18.11	\$26.02	\$61.75
Experience Period Deductible PMPM	\$0.13	\$0.34	\$0.04	\$0.51
Experience Period Copay PMPM	\$4.43	\$2.40	\$0.20	\$7.03
Experience Period Coinsurance PMPM	\$0.52	\$1.14	\$0.24	\$1.91
Experience Period Cost Sharing PMPM	\$5.08	\$3.88	\$0.48	\$9.44
Experience Period Paid PMPM	\$12.54	\$14.22	\$25.54	\$52.31
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.140
Annual Deductible Trend	1.071	1.080	1.289	1.094
Annual Paid Trend	1.084	1.101	1.290	1.194
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	10,561	1,060	95	11,716
Projected Allowed PMPM as of Q4 2015	\$20.34	\$21.26	\$44.15	\$85.74
Projected Deductible PMPM	\$0.16	\$0.40	\$0.06	\$0.61
Projected Copay PMPM	\$4.75	\$2.15	\$0.22	\$7.13
Projected Coinsurance PMPM	\$0.60	\$1.34	\$0.41	\$2.35
Projected Cost Sharing PMPM as of Q4 2015	\$5.51	\$3.89	\$0.70	\$10.10
Projected Paid PMPM as of Q4 2015	\$14.83	\$17.37	\$43.45	\$75.64

Exhibit 2h -- Rx Trend Development - HDHP 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months: 49,788

Rx Claim Information

	Generic	Brand	Specialty	Total
Experience Period Scripts / 1000	8,542	1,133	99	9,774
Experience Period Allowed PMPM	\$13.64	\$16.44	\$16.43	\$46.51
Experience Period Deductible PMPM	\$6.87	\$5.41	\$1.17	\$13.45
Experience Period Copay PMPM	\$0.85	\$0.58	\$0.03	\$1.45
Experience Period Coinsurance PMPM	\$0.15	\$0.55	\$0.07	\$0.78
Experience Period Cost Sharing PMPM	\$7.87	\$6.54	\$1.27	\$15.68
Experience Period Paid PMPM	\$5.77	\$9.91	\$15.16	\$30.84
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.127
Annual Deductible Trend	1.016	1.016	1.016	1.016
Annual Paid Trend	1.138	1.120	1.308	1.219
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	9,177	1,015	111	10,304
Projected Allowed PMPM as of Q4 2015	\$15.74	\$19.31	\$27.88	\$62.92
Projected Deductible PMPM	\$7.11	\$5.59	\$1.21	\$13.92
Projected Copay PMPM	\$0.91	\$0.52	\$0.03	\$1.45
Projected Coinsurance PMPM	\$0.18	\$0.65	\$0.12	\$0.95
Projected Cost Sharing PMPM as of Q4 2015	\$8.20	\$6.76	\$1.36	\$16.32
Projected Paid PMPM as of Q4 2015	\$7.54	\$12.55	\$26.52	\$46.61

Exhibit 3a -- Claim Projection & Proposed Rate Change
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

LG HIC Claim Projection and Proposed Rate Change

Experience Period: September 1, 2013 - August 31, 2014
Paid Through: November 30, 2014

Experience Period Member Months	83,679
1) Experience Period Medical Claims PMPM	\$286.87
1a) Claims in Excess of \$100k over Experience Period	\$33.20
1b) Pooling Charge	1.074
2) IBNR Factor	1.011
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$275.56
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.068
5) Months of Trend to Q3 2015*	22
6a) Capitations and Non-FFS Claim Expenses	\$8.61
6b) Mental Health/Substance Abuse Mandate	\$0.04
7) Trended Incurred Medical Claims PMPM as of Q3 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$319.33
8) Experience Period Rx Claims PMPM	\$39.53
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.207
10) Months of Trend to Q3 2015*	22
11) Trended Gross Rx Claims PMPM as of Q3 2015 = 8) * [9) * 9a)] ^ [10) / 12]	\$55.78
11a) Impact of Bill H559	\$2.03
11b) Rx Rebates	(\$9.44)
12) Trended Net Rx Claims PMPM as of Q3 2015 = 11) + 11a) + 11b)	\$48.37
13) Age/Gender Normalization Factor	0.959
13a) Industry Normalization Factor	0.995
13b) NY State HCRA Surcharge	0.25%
13c) Impact of Membership Growth/Decline on Experience Pd Clai	0.990
14) Total Claim Cost as of Q3 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b) * 13c)]	\$348.34
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$322.96
16) Proposed Quarterly Rate Change = 14) / 15) - 1	7.9%

Exhibit 3b -- Claim Projection & Proposed Rate Change
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

LG HIC Claim Projection and Proposed Rate Change

Experience Period: September 1, 2013 - August 31, 2014
Paid Through: November 30, 2014

Experience Period Member Months	83,679
1) Experience Period Medical Claims PMPM	\$286.87
1a) Claims in Excess of \$100k over Experience Period	\$33.20
1b) Pooling Charge	1.074
2) IBNR Factor	1.011
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$275.56
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.067
5) Months of Trend to Q4 2015*	25
6a) Capitations and Non-FFS Claim Expenses	\$8.63
6b) Mental Health/Substance Abuse Mandate	\$0.04
7) Trended Incurred Medical Claims PMPM as of Q4 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$323.93
8) Experience Period Rx Claims PMPM	\$39.53
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.206
10) Months of Trend to Q4 2015*	25
11) Trended Gross Rx Claims PMPM as of Q4 2015 = 8) * [9) * 9a)] ^ [10) / 12]	\$58.37
11a) Impact of Bill H559	\$2.03
11b) Rx Rebates	(\$9.89)
12) Trended Net Rx Claims PMPM as of Q4 2015 = 11) + 11a) + 11b)	\$50.51
13) Age/Gender Normalization Factor	0.959
13a) Industry Normalization Factor	0.995
13b) NY State HCRA Surcharge	0.25%
13c) Impact of Membership Growth/Decline on Experience Pd Clai	0.990
14) Total Claim Cost as of Q4 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b) * 13c)]	\$354.71
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$322.96
16) Proposed Quarterly Rate Change Relative to Q2 2015 Rates = 14) / 15) -1	9.8%
17) Q4 2015 Proposed Rate Change	1.8%

Exhibit 4a -- Medical Manual Rates (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change	Changes Due to Mandates on Annual Change
VE021L	HyEPO	\$355.96	7.9%	21.7%	0.0%
VE054L	HyEPO	\$327.34	7.9%	27.5%	0.0%
VE060L	HYEPO	\$374.53	7.9%	19.3%	0.0%
VE085L	EPO	\$441.04	7.9%	13.3%	0.3%
VE087L	EPO	\$431.56	7.9%	15.1%	0.3%
VE088L	EPO	\$426.26	7.9%	15.3%	0.3%
VE089L	EPO	\$418.30	7.9%	17.9%	0.3%
VE090L	HyEPO	\$378.51	7.9%	18.1%	0.0%
VE091L	HyEPO	\$340.04	7.9%	28.3%	1.1%
VE092L	HyEPO	\$389.12	7.9%	17.7%	0.0%
VE093L	HyEPO	\$355.96	7.9%	21.7%	0.0%
VE095L	HyEPO	\$373.20	7.9%	21.1%	0.0%
VE096L	HyEPO	\$342.69	7.9%	25.0%	1.2%
VE100L	HyEPO	\$350.65	7.9%	24.2%	0.0%
VE101L	HyEPO	\$334.17	7.9%	27.3%	0.7%
VE102L	HyEPO	\$397.08	7.9%	21.6%	0.0%
VE103L	HyEPO	\$367.89	7.9%	22.7%	0.0%
VE105L	HyEPO	\$379.83	7.9%	22.6%	0.0%
VE106L	HyEPO	\$346.67	7.9%	25.3%	0.0%
VE107L	HyEPO	\$330.75	7.9%	28.9%	1.0%
VE108L	EPO	\$393.10	7.9%	20.2%	0.7%
VE109L	HYEPO	\$374.53	7.9%	19.3%	0.0%
VE110L	HYEPO	\$340.04	7.9%	24.8%	1.1%
VE111L	HYEPO	\$355.96	7.9%	23.8%	0.4%
VE114L	HyEPO	\$377.18	7.9%	20.3%	0.4%
VE115L	HyEPO	\$338.71	7.9%	29.7%	0.0%
VE116L	HyEPO	\$331.89	7.9%	n/a	0.0%
VP015L	HyPPO	\$423.89	7.9%	15.9%	0.0%
VP017L	HyPPO	\$353.61	7.9%	22.0%	0.0%
VP019L	HyPPO	\$435.04	7.9%	16.1%	0.0%
VP020L	HyPPO	\$404.68	7.9%	17.8%	0.0%
VP060L	HyPPO	\$423.89	7.9%	15.9%	0.0%
VP061L	HyPPO	\$393.65	7.9%	18.2%	0.0%
VP062L	HyPPO	\$356.31	7.9%	22.9%	0.0%
VP063L	HyPPO	\$435.04	7.9%	16.1%	0.0%
VP065L	HyPPO	\$388.13	7.9%	21.2%	0.0%
VP066L	HyPPO	\$349.55	7.9%	25.1%	0.0%
VP067L	HyPPO	\$337.51	7.9%	31.3%	0.0%
VP071L	HyPPO	\$382.61	7.9%	22.8%	0.0%
VP072L	HyPPO	\$345.49	7.9%	26.2%	0.0%
VP073L	HyPPO	\$334.06	7.9%	32.9%	0.0%
VT08LA	EPO	\$438.97	7.9%	14.7%	0.0%
VT08LB	EPO	\$438.97	7.9%	14.7%	0.0%
VT08LC	EPO	\$438.97	7.9%	14.7%	0.0%
VEHD-01L	HDEPOagg	\$390.96	7.9%	2.1%	0.0%
VEHD-02L	HDEPOagg	\$338.52	7.9%	3.2%	0.0%
VEHD-03L	HDEPOagg	\$267.03	7.9%	3.1%	0.0%
VEHD-06L	HDEPOagg	\$315.06	7.9%	3.6%	0.0%
VEHD-07L	HDEPOagg	\$349.01	7.9%	0.8%	0.0%
VEHD-08L	HDEPOagg	\$320.05	7.9%	2.3%	0.0%
VEHD-09L	HDEPOagg	\$299.45	7.9%	4.5%	0.0%
VEHD-15L	HDEPOagg	\$301.84	7.9%	6.5%	0.0%
VEHD-17L	HDEPOagg	\$314.84	7.9%	5.3%	0.0%
VEHD-19L	HDEPO	\$286.72	7.9%	5.2%	0.0%
VEHD-20L	HDEPO	\$308.38	7.9%	0.2%	0.0%
VEHD-31L	HDEPOagg	\$264.61	7.9%	4.1%	0.0%
VEHD-41L	HDEPO	\$350.38	7.9%	n/a	0.0%

Exhibit 4a -- Medical Manual Rates (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change	Changes Due to Mandates on Annual Change
VEHD-42L	HDEPO	\$337.25	7.9%	n/a	0.0%
VEHD-43L	HDEPO	\$307.40	7.9%	n/a	0.0%
VEHD-44L	HDEPO	\$261.55	7.9%	n/a	0.0%
VEHD-45L	HDEPOagg	\$339.18	7.9%	n/a	0.0%
VEHD-46L	HDEPOagg	\$323.42	7.9%	n/a	0.0%
VEHD-47L	HDEPOagg	\$290.93	7.9%	n/a	0.0%
VEHD-48L	HDEPOagg	\$242.87	7.9%	n/a	0.0%
VPHD-03L	HDPPOagg	\$268.24	7.9%	3.0%	0.0%
VPHD-05L	HDPPOagg	\$343.80	7.9%	2.1%	0.0%
VPHD-07L	HDPPOagg	\$358.45	7.9%	0.6%	0.0%
VPHD-09L	HDPPOagg	\$302.16	7.9%	4.4%	0.0%
VPHD-15L	HDPPOagg	\$304.57	7.9%	6.4%	0.0%

Exhibit 4a -- Medical Manual Rates (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Coplan	Product Type	Net Required Revenue	Quarterly	Annual Manual
		PMPM	Change	Rate Change
VE021L	HyEPO	\$362.23	1.8%	22.2%
VE054L	HyEPO	\$333.10	1.8%	28.1%
VE060L	HYEPO	\$381.13	1.8%	19.8%
VE085L	EPO	\$448.81	1.8%	13.9%
VE087L	EPO	\$439.16	1.8%	15.6%
VE088L	EPO	\$433.77	1.8%	15.9%
VE089L	EPO	\$425.67	1.8%	18.4%
VE090L	HyEPO	\$385.18	1.8%	18.6%
VE091L	HyEPO	\$346.03	1.8%	28.9%
VE092L	HyEPO	\$395.97	1.8%	18.2%
VE093L	HyEPO	\$362.23	1.8%	22.2%
VE095L	HyEPO	\$379.77	1.8%	21.6%
VE096L	HyEPO	\$348.72	1.8%	25.5%
VE100L	HyEPO	\$356.82	1.8%	24.7%
VE101L	HyEPO	\$340.05	1.8%	27.9%
VE102L	HyEPO	\$404.07	1.8%	22.1%
VE103L	HyEPO	\$374.37	1.8%	23.2%
VE105L	HyEPO	\$386.52	1.8%	23.1%
VE106L	HyEPO	\$352.77	1.8%	25.8%
VE107L	HyEPO	\$336.57	1.8%	29.5%
VE108L	EPO	\$400.02	1.8%	20.8%
VE109L	HYEPO	\$381.13	1.8%	19.8%
VE110L	HYEPO	\$346.03	1.8%	25.4%
VE111L	HYEPO	\$362.23	1.8%	24.4%
VE114L	HyEPO	\$383.82	1.8%	20.9%
VE115L	HyEPO	\$344.67	1.8%	30.3%
VE116L	HyEPO	\$337.73	1.8%	n/a
VP015L	HyPPO	\$431.35	1.8%	16.4%
VP017L	HyPPO	\$359.84	1.8%	22.5%
VP019L	HyPPO	\$442.70	1.8%	16.6%
VP020L	HyPPO	\$411.81	1.8%	18.4%
VP060L	HyPPO	\$431.35	1.8%	16.4%
VP061L	HyPPO	\$400.58	1.8%	18.8%
VP062L	HyPPO	\$362.58	1.8%	23.5%
VP063L	HyPPO	\$442.70	1.8%	16.6%
VP065L	HyPPO	\$394.96	1.8%	21.8%
VP066L	HyPPO	\$355.71	1.8%	25.6%
VP067L	HyPPO	\$343.45	1.8%	31.9%
VP071L	HyPPO	\$389.35	1.8%	23.4%
VP072L	HyPPO	\$351.57	1.8%	26.8%
VP073L	HyPPO	\$339.94	1.8%	33.5%
VT08LA	EPO	\$446.70	1.8%	15.2%
VT08LB	EPO	\$446.70	1.8%	15.2%
VT08LC	EPO	\$446.70	1.8%	15.2%
VEHD-01L	HDEPOagg	\$397.84	1.8%	2.5%
VEHD-02L	HDEPOagg	\$344.48	1.8%	3.6%
VEHD-03L	HDEPOagg	\$271.73	1.8%	3.4%
VEHD-06L	HDEPOagg	\$320.61	1.8%	3.9%
VEHD-07L	HDEPOagg	\$355.16	1.8%	1.1%
VEHD-08L	HDEPOagg	\$325.69	1.8%	2.7%
VEHD-09L	HDEPOagg	\$304.72	1.8%	4.8%
VEHD-15L	HDEPOagg	\$307.16	1.8%	6.8%
VEHD-17L	HDEPOagg	\$320.38	1.8%	5.7%
VEHD-19L	HDEPO	\$291.77	1.8%	5.6%
VEHD-20L	HDEPO	\$313.81	1.8%	0.6%
VEHD-31L	HDEPOagg	\$269.27	1.8%	4.5%
VEHD-41L	HDEPO	\$356.55	1.8%	n/a

Exhibit 4a -- Medical Manual Rates (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
VEHD-42L	HDEPO	\$343.19	1.8%	n/a
VEHD-43L	HDEPO	\$312.81	1.8%	n/a
VEHD-44L	HDEPO	\$266.16	1.8%	n/a
VEHD-45L	HDEPOagg	\$345.15	1.8%	n/a
VEHD-46L	HDEPOagg	\$329.12	1.8%	n/a
VEHD-47L	HDEPOagg	\$296.05	1.8%	n/a
VEHD-48L	HDEPOagg	\$247.15	1.8%	n/a
VPHD-03L	HDPPOagg	\$272.96	1.8%	3.4%
VPHD-05L	HDPPOagg	\$349.85	1.8%	2.5%
VPHD-07L	HDPPOagg	\$364.76	1.8%	0.9%
VPHD-09L	HDPPOagg	\$307.48	1.8%	4.8%
VPHD-15L	HDPPOagg	\$309.93	1.8%	6.8%

Exhibit 4b -- Medical Riders (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
V301	Vision Exam 1 Every 2 Calendar Yr	EPO/PPO	\$3.49	7.9%	11.0%
V305L	Advanced Infertility Services - (Large Only)	EPO/PPO	\$4.67	7.9%	11.0%
V306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	EPO/PPO	\$4.40	7.9%	10.9%
V307	Exclusion For Elective Abortions	EPO/PPO	(\$0.18)	7.9%	7.9%
V308	Preventive Dental For Kids - \$25 Office Copayment	EPO/PPO	\$2.61	7.9%	11.1%
V309L-a	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 2x OOP Max plans	EPO/PPO	\$2.09	7.9%	10.8%
V309L-b	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 3x OOP Max plans	EPO/PPO	\$2.42	7.9%	10.9%
V309L-c	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 2x OOP Max plans	EPO/PPO	\$3.78	7.9%	10.7%
V309L-d	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 3x OOP Max plans	EPO/PPO	\$4.34	7.9%	10.9%
V309L-e	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 2x OOP Max plans	EPO/PPO	\$8.74	7.9%	11.1%
V309L-f	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 3x OOP Max plans	EPO/PPO	\$9.21	7.9%	11.0%
V309L-g	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000+ Ded; 2x OOP Max plans	EPO/PPO	\$12.45	7.9%	11.0%
V309L-h	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000+ Ded; 3x OOP Max plans	EPO/PPO	\$12.81	7.9%	11.0%
V310	Annual Vision Exam - Per Calendar Yr	EPO/PPO	\$6.44	7.9%	10.9%
V312	Dme, External Pros/Ostomy Buy - Up To 80% In-Network Only	EPO/PPO	\$0.84	7.9%	10.7%
VE313	Rider To Change Outpt Hosp Surg Copay In Copay EPO Plans From \$250 to \$150	EPO/PPO	\$1.89	7.9%	11.1%
V314	Adult Preventative Dental	EPO/PPO	\$14.79	7.9%	11.0%
V315	Adult Prev Dental w/ Family Restorative	EPO/PPO	\$20.14	7.9%	11.1%
V316	Disposable Medical Supplies	EPO/PPO	\$0.96	7.9%	10.4%
V317	Changes Contract Yr To Calendar Year	EPO/PPO	\$0.00	n/a	n/a
V356	Deductible Carryover Rider	EPO/PPO	\$4.08	7.9%	11.1%
V361	Gym Membership Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$2.55	0.0%	0.0%
V362	Youth Sports Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$0.65	0.0%	0.0%
V363	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	EPO/PPO	\$0.21	0.0%	0.0%
V700	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
V702	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
VT314	80% reimbursment for glasses/contacts up to \$160 once every 2 calendar years	EPO/PPO	\$1.73	7.9%	10.7%
V341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	EPO/PPO	\$0.00	n/a	n/a
V342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	EPO/PPO	\$0.00	n/a	n/a
VEHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDEPO	\$2.96	7.9%	11.1%
VEHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDEPO	\$2.71	7.9%	11.0%
VEHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDEPO	\$2.24	7.9%	11.1%
VEHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDEPO	\$1.91	7.9%	11.7%
VEHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDEPO	\$1.64	7.9%	10.8%
VEHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDEPO	\$1.25	7.9%	11.8%
VEHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDEPO	\$1.01	7.9%	10.2%
VEHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDEPO	\$0.43	7.9%	13.6%
VEHD 312j	Exam & Hardware, attaches to \$6600 INN Ded	HDEPO	\$0.83	7.9%	n/a
VPHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDPPPO	\$2.96	7.9%	11.1%
VPHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDPPPO	\$2.71	7.9%	11.0%
VPHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDPPPO	\$2.24	7.9%	11.1%
VPHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDPPPO	\$1.91	7.9%	11.7%
VPHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDPPPO	\$1.64	7.9%	10.8%
VPHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDPPPO	\$1.25	7.9%	11.8%
VPHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDPPPO	\$1.01	7.9%	10.2%
VPHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDPPPO	\$0.43	7.9%	13.6%
VHD305L	Advanced Infertility Services - (Large Only)	HDHP	\$4.61	7.9%	11.3%
VHD306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	HDHP	\$4.68	7.9%	11.2%
VHD307	Exclusion For Elective Abortions	HDHP	(\$0.16)	7.9%	7.9%
VHD316	Disposable Medical Supplies	HDHP	\$0.63	7.9%	9.8%
VHDC317	Changes Contract Yr To Calendar Year	HDHP	\$0.00	n/a	n/a
VHD341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	HDHP	\$0.00	n/a	n/a
VHD342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	HDHP	\$0.00	n/a	n/a
VHDC343	Gym Membership Reimbursement - \$300 Maximum per Subscriber	HDHP	\$2.55	0.0%	0.0%

Exhibit 4b -- Medical Riders (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
VHDC344	Youth Sports Reimbursement - \$300 Maximum per Subscriber	HDHP	\$0.65	0.0%	0.0%
VHDC345	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	HDHP	\$0.21	0.0%	0.0%
VHD356L	Deductible Carryover Rider	HDHP	\$8.18	7.9%	11.1%
VHD700	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD702	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD510-a	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-01)	HDHP	\$1.63	7.9%	12.4%
VHD510-b	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-02)	HDHP	\$4.32	7.9%	53.0%
VHD510-c	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-03 & VPHD-03)	HDHP	\$14.11	7.9%	368.9%
VHD510-e	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-05 & VPHD-05)	HDHP	\$10.03	7.9%	396.8%
VHD510-f	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-06 & VPHD-06)	HDHP	\$4.78	7.9%	82.4%
VHD510-g	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-07 & VPHD-07)	HDHP	\$2.60	7.9%	106.4%
VHD510-h	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-08 & VPHD-08)	HDHP	\$3.43	7.9%	88.5%
VHD510-i	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-09, VPHD-09)	HDHP	\$5.18	7.9%	192.6%
VHD510-o	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-015 & VPHD-015)	HDHP	\$3.45	7.9%	101.9%
VHD510-q	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-17)	HDHP	\$4.32	7.9%	66.6%
VHD510-r	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-18)	HDHP	\$3.95	7.9%	74.0%
VHD510-s	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-19)	HDHP	\$13.76	7.9%	234.7%
VHD510-t	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-20)	HDHP	\$3.99	7.9%	104.7%
VHD510-v	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-31)	HDHP	\$8.80	7.9%	327.4%
VHD510-aa	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-41)	HDHP	\$6.54	7.8%	n/a
VHD510-ab	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-42)	HDHP	\$7.15	7.8%	n/a
VHD510-ac	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-43)	HDHP	\$10.16	7.8%	n/a
VHD510-ad	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-44)	HDHP	\$15.54	7.8%	n/a
VHD510-ae	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-45)	HDHP	\$7.03	7.8%	n/a
VHD510-af	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-46)	HDHP	\$7.65	7.8%	n/a
VHD510-ag	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-47)	HDHP	\$10.90	7.8%	n/a
VHD510-ah	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-48)	HDHP	\$15.18	7.8%	n/a

Exhibit 4b -- Medical Riders (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
V301	Vision Exam 1 Every 2 Calendar Yr	EPO/PPO	\$3.55	1.7%	11.6%
V305L	Advanced Infertility Services - (Large Only)	EPO/PPO	\$4.75	1.7%	11.5%
V306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	EPO/PPO	\$4.48	1.8%	11.4%
V307	Exclusion For Elective Abortions	EPO/PPO	(\$0.18)	0.0%	11.8%
V308	Preventive Dental For Kids - \$25 Office Copayment	EPO/PPO	\$2.66	1.9%	11.8%
V309L-a	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 2x OOP Max plans	EPO/PPO	\$2.13	1.9%	11.5%
V309L-b	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 3x OOP Max plans	EPO/PPO	\$2.46	1.7%	11.3%
V309L-c	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 2x OOP Max plans	EPO/PPO	\$3.85	1.9%	11.3%
V309L-d	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 3x OOP Max plans	EPO/PPO	\$4.42	1.8%	11.4%
V309L-e	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 2x OOP Max plans	EPO/PPO	\$8.89	1.7%	11.4%
V309L-f	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 3x OOP Max plans	EPO/PPO	\$9.37	1.7%	11.5%
V309L-g	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000 Ded; 2x OOP Max plans	EPO/PPO	\$12.67	1.8%	11.5%
V309L-h	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000 Ded; 3x OOP Max plans	EPO/PPO	\$13.04	1.8%	11.5%
V310	Annual Vision Exam - Per Calendar Yr	EPO/PPO	\$6.55	1.7%	11.6%
V312	Dme, External Pros/Ostomy Buy - Up To 80% In-Network Only	EPO/PPO	\$0.85	1.2%	11.7%
VE313	Rider To Change Outpt Hosp Surg Copay In Copay EPO Plans From \$250 to \$150	EPO/PPO	\$1.92	1.6%	11.6%
V314	Adult Preventative Dental	EPO/PPO	\$15.05	1.8%	11.5%
V315	Adult Prev Dental w/ Family Restorative	EPO/PPO	\$20.49	1.7%	11.5%
V316	Disposable Medical Supplies	EPO/PPO	\$0.98	2.1%	11.4%
V317	Changes Contract Yr To Calendar Year	EPO/PPO	\$0.00	n/a	n/a
V356	Deductible Carryover Rider	EPO/PPO	\$4.15	1.7%	11.6%
V361	Gym Membership Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$2.55	0.0%	0.0%
V362	Youth Sports Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$0.65	0.0%	0.0%
V363	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	EPO/PPO	\$0.21	0.0%	0.0%
V700	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
V702	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
VT314	80% reimbursement for glasses/contacts up to \$160 once every 2 calendar years	EPO/PPO	\$1.76	1.7%	11.4%
V341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	EPO/PPO	\$0.00	n/a	n/a
V342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	EPO/PPO	\$0.00	n/a	n/a
VEHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDEPO	\$3.01	1.7%	11.5%
VEHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDEPO	\$2.76	1.8%	11.7%
VEHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDEPO	\$2.28	1.8%	11.2%
VEHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDEPO	\$1.94	1.6%	11.5%
VEHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDEPO	\$1.67	1.8%	11.3%
VEHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDEPO	\$1.27	1.6%	11.4%
VEHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDEPO	\$1.03	2.0%	10.8%
VEHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDEPO	\$0.44	2.3%	12.8%
VEHD 312j	Exam & Hardware, attaches to \$6600 INN Ded	HDEPO	\$0.84	1.2%	11.2%
VPHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDPPPO	\$3.01	1.7%	11.5%
VPHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDPPPO	\$2.76	1.8%	11.7%
VPHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDPPPO	\$2.28	1.8%	11.2%
VPHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDPPPO	\$1.94	1.6%	11.5%
VPHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDPPPO	\$1.67	1.8%	11.3%
VPHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDPPPO	\$1.27	1.6%	11.4%
VPHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDPPPO	\$1.03	2.0%	10.8%
VPHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDPPPO	\$0.44	2.3%	12.8%
VHD305L	Advanced Infertility Services - (Large Only)	HDHP	\$4.69	1.7%	11.7%
VHD306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	HDHP	\$4.76	1.7%	11.7%
VHD307	Exclusion For Elective Abortions	HDHP	(\$0.16)	0.0%	6.7%
VHD316	Disposable Medical Supplies	HDHP	\$0.64	1.6%	12.3%
VHDC317	Changes Contract Yr To Calendar Year	HDHP	\$0.00	n/a	n/a
VHD341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	HDHP	\$0.00	n/a	n/a
VHD342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	HDHP	\$0.00	n/a	n/a
VHDC343	Gym Membership Reimbursement - \$300 Maximum per Subscriber	HDHP	\$2.55	0.0%	0.0%

Exhibit 4b -- Medical Riders (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
VHDC344	Youth Sports Reimbursement - \$300 Maximum per Subscriber	HDHP	\$0.65	0.0%	0.0%
VHDC345	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	HDHP	\$0.21	0.0%	0.0%
VHD356L	Deductible Carryover Rider	HDHP	\$8.32	1.7%	11.5%
VHD700	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD702	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD510-a	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-01)	HDHP	\$1.66	1.8%	12.9%
VHD510-b	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-02)	HDHP	\$4.40	1.9%	53.5%
VHD510-c	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-03 & VPHD-03)	HDHP	\$14.36	1.8%	370.8%
VHD510-e	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-05 & VPHD-05)	HDHP	\$10.21	1.8%	398.0%
VHD510-f	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-06 & VPHD-06)	HDHP	\$4.86	1.7%	82.7%
VHD510-g	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-07 & VPHD-07)	HDHP	\$2.65	1.9%	108.7%
VHD510-h	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-08 & VPHD-08)	HDHP	\$3.49	1.7%	88.6%
VHD510-i	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-09, VPHD-09)	HDHP	\$5.27	1.7%	192.8%
VHD510-o	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-015 & VPHD-015)	HDHP	\$3.51	1.7%	102.9%
VHD510-q	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-17)	HDHP	\$4.40	1.9%	66.9%
VHD510-r	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-18)	HDHP	\$4.02	1.8%	74.8%
VHD510-s	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-19)	HDHP	\$14.00	1.7%	235.7%
VHD510-t	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-20)	HDHP	\$4.06	1.8%	105.1%
VHD510-v	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-31)	HDHP	\$8.95	1.7%	330.8%
VHD510-aa	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-41)	HDHP	\$6.66	1.8%	n/a
VHD510-ab	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-42)	HDHP	\$7.28	1.8%	n/a
VHD510-ac	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-43)	HDHP	\$10.34	1.8%	n/a
VHD510-ad	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-44)	HDHP	\$15.81	1.7%	n/a
VHD510-ae	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-45)	HDHP	\$7.15	1.7%	n/a
VHD510-af	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-46)	HDHP	\$7.78	1.7%	n/a
VHD510-ag	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-47)	HDHP	\$11.09	1.7%	n/a
VHD510-ah	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-48)	HDHP	\$15.45	1.8%	n/a

Exhibit 4c -- Rx Riders (Q3 2015)
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual
			MPPM	Change	Manual Rate Change
V500	\$10/\$30/\$50	EPO/PPO	\$47.17	7.9%	4.1%
V501	\$10/30%/50%	EPO/PPO	\$41.35	7.9%	10.0%
V502	50%	EPO/PPO	\$36.90	7.9%	28.2%
V504	\$0/\$30/\$50	EPO/PPO	\$54.92	7.9%	5.9%
V601	\$5/\$35/\$70	EPO/PPO	\$48.98	7.9%	3.7%
V602	\$5/\$35/\$70 - \$250 Brand Ded	EPO/PPO	\$43.00	7.9%	1.6%
V604	\$5/\$45/\$90	EPO/PPO	\$47.54	7.9%	5.2%
V605	\$5/\$45/\$90 - \$250 Brand Ded	EPO/PPO	\$42.10	7.9%	3.5%
V606	\$5/\$45/\$90 - \$500 Brand Ded	EPO/PPO	\$39.10	7.9%	3.9%
V550L	Removes MAC Pricing	EPO/PPO	\$0.79	8.2%	11.3%
V551L	Change mail copay from 2.5 to 2.0	EPO/PPO	\$0.33	6.5%	10.0%
V611	First \$300 Covered in Full, then \$750 Ded/30% Coins	Bridgewell EPO	\$27.36	7.9%	-23.4%

Exhibit 4c -- Rx Riders (Q4 2015)
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
V500	\$10/\$30/\$50	EPO/PPO	\$48.00	1.8%	4.6%
V501	\$10/30%/50%	EPO/PPO	\$42.08	1.8%	10.6%
V502	50%	EPO/PPO	\$37.55	1.8%	28.8%
V504	\$0/\$30/\$50	EPO/PPO	\$55.89	1.8%	6.5%
V601	\$5/\$35/\$70	EPO/PPO	\$49.84	1.8%	4.3%
V602	\$5/\$35/\$70 - \$250 Brand Ded	EPO/PPO	\$43.76	1.8%	2.1%
V604	\$5/\$45/\$90	EPO/PPO	\$48.38	1.8%	5.7%
V605	\$5/\$45/\$90 - \$250 Brand Ded	EPO/PPO	\$42.84	1.8%	4.0%
V606	\$5/\$45/\$90 - \$500 Brand Ded	EPO/PPO	\$39.79	1.8%	4.4%
V550L	Removes MAC Pricing	EPO/PPO	\$0.80	1.3%	11.1%
V551L	Change mail copay from 2.5 to 2.0	EPO/PPO	\$0.34	3.0%	9.7%
V611	First \$300 Covered in Full, then \$750 Ded/30% Coins	Bridgewell EPO	\$27.84	1.8%	-23.0%



Consumer Disclosure about Proposed Health Insurance Rate Increase Q3 and Q4 2015 Large Group AR42 Rate Filing

MVP Health Insurance Company is a health care payer operating in Vermont and New York. MVP's mission is to provide high quality and affordable health care with a focus on wellness to our members.

MVP must obtain approval from the Green Mountain Care Board for the health insurance premium rates charged. MVP files quarterly manual rates which are guaranteed for 12 months. This rate filing seeks approval of MVP's 3rd and 4th quarter 2015 manual rates (effective dates of coverage beginning between July 1, 2015 and December 31, 2015).

The rates filed for approval each quarter reflect MVP's current estimate of the cost to provide health insurance for that coverage period. The filed manual rates for the current quarter may be higher or lower than the previously filed manual rates. However, manual rates generally increase over time. Increases in rates are driven by many factors including increases in use of medical services by the insured population, increases in hospital and physician required charges for medical care, expanded covered services due to government mandates, fees and assessments charged by the government to insurers, and the exit of healthier individuals from the insurance market place as the cost of insurance increases.

The manual rates included in this rate filing reflect an 8.5% increase over the prior rates. The minimum proposed rate change for members renewing is 0.8% while the maximum rate change is 32.9%. There are 6,115 members in MVP's Large Group AR42 block of business, and 628 of these members renew in Q3 or Q4.

Certification of Compliance

I hereby certify that I have reviewed the applicable filing requirements for this filing and the filing complies with all applicable statutory and regulatory provisions for the state of Vermont.

Print Name: Karla Austen Title: Executive Vice President & Interim CFO

Signature: 

Date: 01/26/15



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February 16, 2015

Ms. Rita Tansen A.S.A., M.A.A.A
Lewis & Ellis, Inc.
P.O. Box 851857
Richardson, TX 75085

Re: 3Q/4Q 2015 Large Group HIC Rate Filing
SERFF Tracking #: MVPH-129877690

Dear Ms. Tansen:

This letter is in response to your correspondence received 02/12/15 regarding the above mentioned rate filing. The verbal responses to your questions are provided below and any numerical examples are included in the attached excel workbook with tabs corresponding to each numbered question.

1. We note a steep increase in allowed pharmacy trends in this filing when compared to 1Q15/2Q15 filing:

Year	1Q/2Q15 filing	3Q/4Q15 filing
2014	6.5%	14.5%
2015	6.7%	16.9%

In the 1Q/2Q15 filing (SERFF #: MVPH-129662230), MVP had indicated that the PBM will be able to provide more robust customized trend projections with actual MVP claim utilization. Provide a detailed exhibit showing all adjustments made in deriving the assumed Rx trends in this filing.

a. If no such adjustments were made in this filing, comment on the appropriateness of using unadjusted vendor recommended Rx trends, given that the Rx trend by drug category clearly shows negative trends for generic and brand drugs.

b. In addition, if any adjustment to specialty trend was made to account for the impact of Sovaldi and other high cost specialty drugs based on MVP's own experience, please quantitatively detail the methodology in your response.

Response: MVP changed its PBM on 01/01/2015. As a result, the new PBM does not have enough MVP data to provide a credible Rx trend forecast. Once the PBM has a credible set of MVP data, the Rx trend forecast used to develop premium rates will reflect the utilization of MVP's population.

The trend forecast provided by MVP's PBM accounts for drugs coming off patent, changes in average wholesale price, new drugs being released to the market, and price competitiveness amongst generic and brand drug manufacturers. Because the Rx market is constantly changing and the items listed above are not reflected in VT historical trends, MVP does not feel that historical Rx trends have any relevance for projecting future increases in Rx costs. MVP is not making any adjustments to the PBM's trend forecast to account for high cost specialty drugs.

In 2014, MVP has experienced Rx trends that outpace the PBM's trend forecast in VT. The rolling 12 month Rx trends by Rx category do not accurately portray the Rx trends MVP has experienced in 2014 as all of the rolling 12



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month time periods included in the file, "Rolling 12 Medical and Rx Data - LG HIC", have 2013 data included in the time periods. Please see the table below for a comparison calendar year 2014 Large Group HIC Rx allowed claims by category compared to calendar year 2013 Rx allowed claims for the same block. MVP is experiencing a 17.2% allowed Rx trend for this block in 2014 compared to a 14.5% allowed Rx trend as proposed in MVP's Large Group Addendum.

Rx Allowed Claim PMPM Summary by Rx Category

	Calendar Year 2013	Calendar Year 2014	Annual Allowed Trend
Generic	\$16.36	\$15.08	-11.4%
Brand	\$18.51	\$17.45	-8.4%
Specialty	\$14.11	\$21.89	93.2%
Total	\$48.97	\$54.43	17.2%

Q2. Please update Exhibit 4a with current membership by product type and reconcile the average 3Q15/4Q15 annual rate increase in page 1 of the memorandum with Exhibit 4a.

Response: Please see the attached Excel file.

Q3. In prior 1Q15/2Q15 filing, current membership (as opposed to experience period membership) in Non-HDHP/HDHP plans was used to derive a weighted average rate increase after separately deriving the required rate increase for Non-HDHP and HDHP blocks. The rate development in Exhibit 3a and Exhibit 3b use aggregate Non-HDHP/HDHP experience as opposed to individual experience of these blocks.

- a. Please provide rationale on why the rate development methodology was changed in this filing.
- b. Given that the wide variability in membership of these blocks historically, we assess that the proposed rate development methodology does not take into account recent enrollment experience. Please illustrate the required rate increase if these blocks were independently projected and the required rate increase was blended using recent (December 2014) experience as weights.

Response: Typically required rate increases are evaluated for the block as a whole and any product specific rate corrections are handled through a sloping of rates. MVP has moved to this approach for this block. A full evaluation of premium rate relativities by product was completed and implemented in the last filing so we are comfortable evaluating the block increase as a whole for this filing and going forward.

Please see the attached Excel file for the requested rate increases by product type weighted by December 2014 membership.

Q4. We note that the 2015 inpatient and outpatient hospital trends are higher than the trends assumed in the 1Q15 filing. Please provide quantitative support for the assumed inpatient/out-patient hospital trends by illustrating the Green Mountain Care Board's approved 2015 hospital budget increases weighted by MVP's utilization by facility.

Response: MVP contracts with facilities throughout its service area and reflects the negotiated unit cost rate change in its trend forecast for those facilities. For facilities that MVP has not yet contracted a 2015 rate, MVP reflects the GMCB approved rate change.



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Please see the attached Excel file for a quantitative derivation of MVP's 2015 inpatient/outpatient unit cost change.

Q5. Please update the CLA table in page 5 of the VT Experience Rate Addendum to show CLA rates for family contracts as well.

Response: MVP has provided a revised VT Experience Rated Addendum in the "Actuarial Memorandum" section of the SERFF tab, "Supporting Documentation".

If you have any questions or require any additional information, please contact me at 518-388-2483.

Sincerely,

A handwritten signature in black ink that reads "Matthew Lombardo".

Matthew Lombardo, FSA, MAAA
Actuarial Manager, Commercial Pricing
MVP Health Insurance Co., Inc.

3Q/4Q 2015 Annual Rate Increase with Dec-14 Membership

Coplan	Product Type	3Q '14 Manual Rate	Proposed 3Q '15 Manual Rate	4Q '14 Manual Rate	Proposed 4Q '15 Manual Rate	Dec-14 Membership
VE021L	EPO/PPO	\$292.57	\$355.96	\$296.37	\$362.23	21
VE054L	EPO/PPO	\$256.66	\$327.34	\$260.00	\$333.10	65
VE060L	EPO/PPO	\$313.95	\$374.53	\$318.03	\$381.13	0
VE085L	EPO/PPO	\$389.13	\$441.04	\$394.19	\$448.81	106
VE087L	EPO/PPO	\$374.99	\$431.56	\$379.87	\$439.16	218
VE088L	EPO/PPO	\$369.57	\$426.26	\$374.37	\$433.77	0
VE089L	EPO/PPO	\$354.80	\$418.30	\$359.42	\$425.67	84
VE090L	EPO/PPO	\$320.56	\$378.51	\$324.73	\$385.18	194
VE091L	EPO/PPO	\$265.05	\$340.04	\$268.50	\$346.03	0
VE092L	EPO/PPO	\$330.62	\$389.12	\$334.92	\$395.97	218
VE093L	EPO/PPO	\$292.57	\$355.96	\$296.37	\$362.23	18
VE095L	EPO/PPO	\$308.28	\$373.20	\$312.29	\$379.77	0
VE096L	EPO/PPO	\$274.22	\$342.69	\$277.78	\$348.72	41
VE100L	EPO/PPO	\$282.38	\$350.65	\$286.05	\$356.82	66
VE101L	EPO/PPO	\$262.42	\$334.17	\$265.83	\$340.05	0
VE102L	EPO/PPO	\$326.63	\$397.08	\$330.88	\$404.07	0
VE103L	EPO/PPO	\$299.89	\$367.89	\$303.78	\$374.37	92
VE105L	EPO/PPO	\$309.91	\$379.83	\$313.94	\$386.52	72
VE106L	EPO/PPO	\$276.72	\$346.67	\$280.32	\$352.77	0
VE107L	EPO/PPO	\$256.66	\$330.75	\$260.00	\$336.57	187
VE108L	EPO/PPO	\$326.97	\$393.10	\$331.22	\$400.02	0
VE109L	EPO/PPO	\$313.95	\$374.53	\$318.03	\$381.13	0
VE110L	EPO/PPO	\$272.48	\$340.04	\$276.03	\$346.03	153
VE111L	EPO/PPO	\$287.49	\$355.96	\$291.23	\$362.23	0
VE114L	EPO/PPO	\$313.44	\$377.18	\$317.51	\$383.82	0
VE115L	EPO/PPO	\$261.19	\$338.71	\$264.59	\$344.67	0
VP015L	EPO/PPO	\$365.83	\$423.89	\$370.59	\$431.35	0
VP017L	EPO/PPO	\$289.93	\$353.61	\$293.70	\$359.84	0
VP019L	EPO/PPO	\$374.87	\$435.04	\$379.74	\$442.70	0
VP020L	EPO/PPO	\$343.43	\$404.68	\$347.90	\$411.81	0
VP060L	EPO/PPO	\$365.83	\$423.89	\$370.59	\$431.35	0
VP061L	EPO/PPO	\$333.01	\$393.65	\$337.33	\$400.58	0
VP062L	EPO/PPO	\$289.93	\$356.31	\$293.70	\$362.58	0
VP063L	EPO/PPO	\$374.87	\$435.04	\$379.74	\$442.70	201
VP065L	EPO/PPO	\$320.19	\$388.13	\$324.35	\$394.96	0
VP066L	EPO/PPO	\$279.52	\$349.55	\$283.15	\$355.71	0
VP067L	EPO/PPO	\$257.10	\$337.51	\$260.44	\$343.45	0
VP071L	EPO/PPO	\$311.47	\$382.61	\$315.52	\$389.35	0
VP072L	EPO/PPO	\$273.75	\$345.49	\$277.31	\$351.57	0
VP073L	EPO/PPO	\$251.29	\$334.06	\$254.56	\$339.94	26
VT08LA	EPO/PPO	\$382.66	\$438.97	\$387.64	\$446.70	5
VT08LB	EPO/PPO	\$382.66	\$438.97	\$387.64	\$446.70	0
VT08LC	EPO/PPO	\$382.66	\$438.97	\$387.64	\$446.70	0
VEHD-01L	HDHP	\$382.95	\$390.96	\$388.32	\$397.84	0
VEHD-02L	HDHP	\$327.99	\$338.52	\$332.58	\$344.48	1,663
VEHD-03L	HDHP	\$259.11	\$267.03	\$262.73	\$271.73	747
VEHD-06L	HDHP	\$304.17	\$315.06	\$308.43	\$320.61	0
VEHD-07L	HDHP	\$346.31	\$349.01	\$351.15	\$355.16	327
VEHD-08L	HDHP	\$312.86	\$320.05	\$317.24	\$325.69	70
VEHD-09L	HDHP	\$286.61	\$299.45	\$290.63	\$304.72	424
VEHD-15L	HDHP	\$283.53	\$301.84	\$287.50	\$307.16	52
VEHD-17L	HDHP	\$299.00	\$314.84	\$303.18	\$320.38	55
VEHD-19L	HDHP	\$272.48	\$286.72	\$276.29	\$291.77	314
VEHD-20L	HDHP	\$307.67	\$308.38	\$311.98	\$313.81	0
VEHD-31L	HDHP	\$254.22	\$264.61	\$257.78	\$269.27	0
VPHD-03L	HDHP	\$260.35	\$268.24	\$264.00	\$272.96	0
VPHD-05L	HDHP	\$336.76	\$343.80	\$341.47	\$349.85	432
VPHD-07L	HDHP	\$356.40	\$358.45	\$361.39	\$364.76	0
VPHD-09L	HDHP	\$289.40	\$302.16	\$293.45	\$307.48	0
VPHD-15L	HDHP	\$286.25	\$304.57	\$290.26	\$309.93	0

Avg Manual Rate Collected Based on Dec-14 Membership

	3Q '14	3Q '15	4Q '14	4Q '15
EPO/PPO	\$321.69	\$384.82	\$325.87	\$391.59
Annual Rate Change		19.6%		20.2%
HDHP	\$308.01	\$317.70	\$312.32	\$323.30
Annual Rate Change		3.1%		3.5%

Claim Projection & Proposed Rate Change by Product Type
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

LG HIC Non-HDHP Claim Projection and Proposed Rate Change
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Experience Period: September 1, 2013 - August 31, 2014
Paid Through: November 30, 2014

Experience Period Member Months	33,891	
1) Experience Period Medical Claims PMPM	\$305.11	
1a) Claims in Excess of \$100k over Experience Period	\$22.05	
1b) Pooling Charge	1.074	
2) IBNR Factor	1.008	
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$306.50	
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.067	
5) Months of Trend to Q3 2015*	22	
6a) Capitations and Non-FFS Claim Expenses	\$8.61	
6b) Mental Health/Substance Abuse Mandate	\$0.10	
7) Trended Incurred Medical Claims PMPM as of Q3 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$353.71	
8) Experience Period Rx Claims PMPM	\$52.31	
8a) % of Non-HDHP Members Purchasing Rx	100.00%	
8b) Experience Period Rx Claims PMPM to Rate Entire Block = 8) * 8a)	\$52.31	
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.194	
10) Months of Trend to Q3 2015*	22	
11) Trended Gross Rx Claims PMPM as of Q3 2015 = 8b) * [9) * 9a)] ^ [10) / 12]	\$72.41	
11a) Impact of Bill H559	\$0.24	
11b) Rx Rebates	(\$6.79)	
12) Trended Net Rx Claims PMPM as of Q3 2015 = 11) + 11a) + 11b)	\$65.86	
13) Age/Gender Normalization Factor	0.944	
13a) Industry Normalization Factor	0.951	
13b) NY State HCRA Surcharge	0.25%	
13c) Impact of Membership Growth/Decline on Experience Pd Claims	0.966	
14) Total Claim Cost as of Q3 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b)] * 13c)	\$364.71	
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$368.24	
16) Proposed Quarterly Rate Change = 14) / 15) - 1	-1.0%	

Claim Projection & Proposed Rate Change by Product Type
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

LG HIC HDHP Claim Projection and Proposed Rate Change
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Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Experience Period Member Months	49,788
1) Experience Period Medical Claims PMPM	\$274.46
1a) Claims in Excess of \$100k over Experience Period	\$40.79
1b) Pooling Charge	1.074
2) IBNR Factor	1.014
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$254.45
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.069
5) Months of Trend to Q3 2015*	22
6a) Capitations and Non-FFS Claim Expenses	\$8.61
6b) Mental Health/Substance Abuse Mandate	\$0.00
7) Trended Incurred Medical Claims PMPM as of Q3 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$296.35
8) Experience Period Rx Claims PMPM	\$30.84
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.220
10) Months of Trend to Q3 2015*	22
11) Trended Gross Rx Claims PMPM as of Q3 2015 = 8b) * [9) * 9a)] ^ [10) / 12]	\$44.42
11a) Impact of Bill H559	\$3.24
11b) Rx Rebates	(\$11.24)
12) Trended Net Rx Claims PMPM as of Q3 2015 = 11) + 11a) + 11b)	\$36.42
13) Age/Gender Normalization Factor	0.972
13a) Industry Normalization Factor	1.033
13b) NY State HCRA Surcharge	0.25%
13c) Impact of Membership Growth/Decline on Experience Pd Claims	1.011
14) Total Claim Cost as of Q3 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b)] * 13c)	\$338.65
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$292.13
16) Proposed Quarterly Rate Change = 14) / 15) - 1	15.9%

Claim Projection & Proposed Rate Change by Product Type
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

LG HIC Claim Projection and Proposed Rate Change

	Current	Projected Net Revenue	Total Normalized Claim	Proposed Change to
	Membership	Collected at Q2 2015 Rate	Cost for Q3 2015	Pure Premium
		Level		
Non-HDHP	1,947	\$368.24	\$364.71	-1.0%
HDHP	4,169	\$292.13	\$338.65	15.9%
Total	6,116	\$316.36	\$346.95	9.7%

2015 Facility Unit Cost Trend

Hospital State	Name	% of IP Utilization	% of OP Utilization	2014 Unit Cost	2015 Unit Cost Increase
VT	Brattleboro Memorial Hospital				
VT	Brattleboro Retreat				
VT	Carlos Otis Health Care				
VT	Central Vermont Physicians Medical Center				
VT	Copley Hospital (VMC)				
VT	Fletcher Allen Hospital				
VT	Gifford Medical Center				
VT	Mt. Ascutney Hospital				
VT	North Country Hospital				
VT	Northeast Vermont Regional Hospital				
VT	Northwestern Medical Center (VMC)				
VT	Porter Hospital				
VT	Rutland Regional				
VT	Southwestern Vermont Medical Center				
VT	Springfield Hospital				
NH	Alice Peck Day Hospital				
NH	Androscoggin Valley Hospital				
NH	Bedford Ambulatory Surgical				
NH	Capital Orthopaedic Surgery Center				
NH	Catholic Medical Center				
NH	Centers for Pain Solutions				
NH	Cheshire Medical Center				
NH	Concord Ambulatory Surgery Center, LLC				
NH	Concord Hospital				
NH	Cottage Hospital, Inc				
NH	Elliot Hospital				
NH	Elliot One-Day Surgery				
NH	Exeter Hospital				
NH	Franklin Regional				
NH	Frisbie Memorial Hospital				
NH	Healthsouth Rehab				
NH	Huggins Hospital				
NH	Lakes Region General Hospital				
NH	Littleton Regional Hospital				
NH	LRGHealthcare ASC at Hillside Medical Park				
NH	Mary Hitchcock Memorial				
NH	Monadnock Community Hospital				
NH	New London Hospital				
NH	Northeast Rehab				
NH	Parkland Medical				
NH	Portsmouth Regional Hospital				
NH	Southern NH Medical Center				
NH	Speare Memorial				
NH	St. Joseph Hospital				
NH	Upper Connecticut Valley Hospital				
NH	Valley Regional Hospital				
NH	Weeks Memorial				
NH	Wentworth Douglass Hospital				
NY	MVP Par NY Hospitals				
MA	Lahey				
	Other, CIGNA and Non-par Hospitals				

Unit Cost Trend 6.7% 5.9%

State: VermontGMCB

Filing Company:

MVP Health Insurance Company

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO

Product Name: VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number: /

Superseded Schedule Items

Please note that all items on the following pages are items, which have been replaced by a newer version. The newest version is located with the appropriate schedule on previous pages. These items are in date order with most recent first.

Creation Date	Schedule Item Status	Schedule	Schedule Item Name	Replacement Creation Date	Attached Document(s)
02/14/2015		Supporting Document	Actuarial Memorandum	03/10/2015	3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf (Superseded) VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx (Superseded) VT Experience Rated Addendum - 3Q 2015 v2 Family CLA Updated.pdf
01/13/2015		Supporting Document	Actuarial Memorandum	02/14/2015	3Q 2015 ACT MEMO HIC Large Group.pdf Appendices A-C.pdf Rolling 12 Medical and Rx Data - LG HIC.pdf Rolling 12 Medical and Rx Data - LG HIC.xlsx VT Experience Rated Addendum - 3Q 2015.pdf (Superseded) VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.pdf VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx

SERFF Tracking #:

MVPH-129877690

State Tracking #:

Company Tracking #:

State:

VermontGMCB

Filing Company:

MVP Health Insurance Company

TOI/Sub-TOI:

H16G Group Health - Major Medical/H16G.002A Large Group Only - PPO

Product Name:

VT LG HIC Existing Products 3Q/4Q 2015

Project Name/Number:

/

Attachment VT LG HIC Q3 & Q4 2015 Rate Filing - NO LINKS.xlsx is not a PDF document and cannot be reproduced here.



MVP Health Care -- Q3 & Q4 2015 LG HIC Rate Filing

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

- Exhibit 1 -- Summary of Medical Coplans Offered
- Exhibit 2a -- 3Q 2015 Pricing Trend Assumptions
- Exhibits 2b-2d -- 3Q 2015 Rx Paid Trend Development
- Exhibit 2e -- 4Q 2015 Pricing Trend Assumptions
- Exhibits 2f-2h -- 4Q 2015 Rx Paid Trend Development
- Exhibit 3a -- 3Q 2015 Claim Projection and Proposed Rate Change
- Exhibit 3b -- 4Q 2015 Claim Projection and Proposed Rate Change
- Exhibit 4a -- Medical Manual Rates
- Exhibit 4b -- Medical Riders
- Exhibit 4c -- Rx Riders

Exhibit 1 -- Summary of Medical Coplans Offered

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Coplan	Product Type	In-Network Benefits										Out-of-Network Benefits			Pharmacy
		PCP	SCP	IP (Med/Surg)	ER	OP Surg	DME	Amb	Ded	Coins.	OOP Max	Coins	Ded	OOP Max	
VE021L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE054L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$6,000	N/A	N/A	N/A	Riders Available
VE060L	HYEPO	\$25	\$25	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE085L	EPO	\$20	\$20	\$500	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE087L	EPO	\$25	\$40	\$500	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE088L	EPO	\$25	\$40	\$1,000	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE089L	EPO	\$30	\$50	\$1,000	\$100	\$150	50%	\$100	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE090L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE091L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE092L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	N/A	N/A	N/A	Riders Available
VE093L	HyEPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE095L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE096L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE100L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE101L	HyEPO	\$25	\$40	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE102L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	N/A	N/A	N/A	Riders Available
VE103L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE105L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	N/A	N/A	N/A	Riders Available
VE106L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	Riders Available
VE107L	HyEPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE108L	EPO	\$75	\$75	\$1,000	\$200	\$200	50%	\$200	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE109L	HYEPO	\$25	\$25	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	N/A	N/A	N/A	Riders Available
VE110L	HYEPO	\$30	\$30	20%	\$200	20%	50%	20%	\$2,000	20%	\$5,300	N/A	N/A	N/A	Riders Available
VE111L	HYEPO	\$30	\$30	\$0	\$200	\$0	0%	\$0	\$3,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE114L	HyEPO	\$30	\$60	\$150	\$400	\$75	50%	\$400	\$1,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE115L	HyEPO	\$30	\$60	\$200	\$400	\$100	50%	\$400	\$3,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VE116L	HyEPO	\$30	\$50	\$0	\$200	\$0	50%	\$0	\$5,000	0%	\$5,300	N/A	N/A	N/A	Riders Available
VP015L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	40%	\$1,000	\$3,000	Riders Available
VP017L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$6,000	40%	\$4,000	\$12,000	Riders Available
VP019L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,000	40%	\$1,000	\$3,000	Riders Available
VP020L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$2,000	40%	\$2,000	\$6,000	Riders Available
VP060L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,500	40%	\$1,000	\$3,000	Riders Available
VP061L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP062L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP063L	HyPPO	\$20	\$20	20%	\$100	20%	50%	20%	\$500	20%	\$1,000	40%	\$1,000	\$3,000	Riders Available
VP065L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP066L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP067L	HyPPO	\$25	\$40	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	40%	\$6,000	\$18,000	Riders Available
VP071L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$1,000	20%	\$3,000	40%	\$2,000	\$6,000	Riders Available
VP072L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$2,000	20%	\$5,300	40%	\$4,000	\$12,000	Riders Available
VP073L	HyPPO	\$30	\$50	20%	\$100	20%	50%	20%	\$3,000	20%	\$5,300	40%	\$6,000	\$18,000	Riders Available
VT08LA	EPO	\$15	\$40	\$300	\$75	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VT08LB	EPO	\$20	\$40	\$0	\$100	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VT08LC	EPO	\$25	\$40	\$300	\$100	\$100	50%	\$40	\$0	0%	\$5,300	N/A	N/A	N/A	Riders Available
VEHD-01L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$1,500	0%	\$2,500	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-02L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,500	0%	\$3,500	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-03L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-06L	HDEPOagg	10%	10%	10%	10%	10%	10%	10%	\$2,500	10%	\$5,000	N/A	N/A	N/A	10%/10%/30%
VEHD-07L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$1,500	20%	\$3,000	N/A	N/A	N/A	20%/20%/40%
VEHD-08L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,000	20%	\$4,000	N/A	N/A	N/A	20%/20%/40%
VEHD-09L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	20%/20%/40%
VEHD-15L	HDEPOagg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	50%
VEHD-17L	HDEPOagg	\$30	\$50	\$500	\$150	\$200	50%	\$150	\$2,500	0%	\$5,000	N/A	N/A	N/A	\$10/\$30/\$50
VEHD-19L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-20L	HDEPO	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	N/A	N/A	N/A	20%/20%/40%
VEHD-31L	HDEPOagg	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	Ded/Coins	\$4,000	20%	\$5,950	N/A	N/A	N/A	20%/20%/40%
VEHD-41L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,600	0%	\$2,600	N/A	N/A	N/A	\$0 after Deductible
VEHD-42L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$3,000	0%	\$3,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-43L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$4,000	0%	\$4,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-44L	HDEPO	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$6,450	0%	\$6,450	N/A	N/A	N/A	\$0 after Deductible
VEHD-45L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$2,600	0%	\$2,600	N/A	N/A	N/A	\$0 after Deductible
VEHD-46L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$3,000	0%	\$3,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-47L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$4,000	0%	\$4,000	N/A	N/A	N/A	\$0 after Deductible
VEHD-48L	HDEPOagg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$6,450	0%	\$6,450	N/A	N/A	N/A	\$0 after Deductible
VPHD-03L	HDPP0agg	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$5,000	0%	\$5,000	20%	\$10,000	\$20,000	\$0 after Deductible
VPHD-05L	HDPP0agg	10%	10%	10%	10%	10%	10%	10%	\$2,000	10%	\$4,000	30%	\$4,000	\$8,000	10%/10%/30%
VPHD-07L	HDPP0agg	20%	20%	20%	20%	20%	20%	20%	\$1,500	20%	\$3,000	40%	\$3,000	\$6,000	20%/20%/40%
VPHD-09L	HDPP0agg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	40%	\$5,000	\$10,000	20%/20%/40%
VPHD-15L	HDPP0agg	20%	20%	20%	20%	20%	20%	20%	\$2,500	20%	\$5,000	40%	\$5,000	\$10,000	50%

Exhibit 2a -- Pricing Trend Assumptions -- 3Q Projection

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Experience Period: September 1, 2013 - August 31, 2014
Rating Period: July 1, 2015 - June 30, 2016

Medical Trend Summary**2014 Annual Trend**

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	5.8%	0.0%	5.8%
OP and Other Med	47.2%	5.4%	0.0%	5.4%
PHY	31.5%	15.3%	0.0%	15.3%
Medical Total		8.6%	0.0%	8.6%

2015 & 2016 Annual Trend

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	6.7%	0.0%	6.7%
OP and Other Med	47.2%	5.9%	0.0%	5.9%
PHY	31.5%	3.5%	0.0%	3.5%
Medical Total		5.3%	0.0%	5.3%

Leveraging Impact - Large Group Non-HDHP Fee-For-Service Medical Claims

Member Months	33,891				
IBNR Factor	1.008				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$365.84	\$6.25	\$11.62	\$40.36	\$307.61
22 Months of Trend:	1.111	1.111	1.000	1.031	1.126
Projection Period:	\$406.41	\$6.94	\$11.62	\$41.61	\$346.24
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.7%				
Leveraging (Annual)	0.7%				

Leveraging Impact - Large Group HDHP Fee-For-Service Medical Claims

Member Months	49,788				
IBNR Factor	1.014				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$375.41	\$5.58	\$0.03	\$91.52	\$278.28
22 Months of Trend:	1.111	1.111	1.000	1.050	1.131
Projection Period:	\$417.05	\$6.20	\$0.03	\$96.13	\$314.68
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.9%				
Leveraging (Annual)	1.0%				

Leveraging Impact - Large Group Fee-For-Service Medical Claims

	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$371.54	\$5.85	\$4.72	\$70.80	\$290.16
22 Months of Trend:	1.111	1.111	1.000	1.050	1.127
Projection Period:	\$412.74	\$6.50	\$4.72	\$74.37	\$327.14
Allowed Trend (Annual)	5.9%				
Paid Trend (Annual)	6.8%				
Leveraging (Annual)	0.8%				

*Ignores impact of removing high cost claims and replacing with pooling charge. Paid projection will not tie out to FFS claim projection on Tab 3a unless these adjustments are taken into account.

Rx Trend Summary

	2014 Trend		2015 Trend		2016 Trend	
	Unit Cost	Utilization	Unit Cost	Utilization	Unit Cost	Utilization
Generic	5.3%	4.2%	2.3%	3.5%	4.3%	3.2%
Brand	15.0%	-11.0%	12.6%	-4.0%	15.0%	-3.9%
Specialty	22.0%	6.0%	25.3%	5.0%	17.0%	7.0%

Exhibit 2b -- Rx Trend Development

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August

Paid Through: November 30, 2014

Member Months with Rx Benefit: 83,679

Rx Claim Information	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	9,064	1,153	93	10,310
Experience Period Allowed PMPM	\$15.25	\$17.12	\$20.32	\$52.68
Experience Period Deductible PMPM	\$4.14	\$3.35	\$0.71	\$8.21
Experience Period Copay PMPM	\$2.30	\$1.32	\$0.10	\$3.71
Experience Period Coinsurance PMPM	\$0.30	\$0.79	\$0.14	\$1.24
Experience Period Cost Sharing PMPM	\$6.74	\$5.46	\$0.95	\$13.15
Experience Period Paid PMPM	\$8.51	\$11.66	\$19.37	\$39.53
Annual Util Trend	1.035	0.947	1.057	1.026
Annual Unit Cost Trend	1.034	1.137	1.224	1.133
Annual Deductible Trend	1.016	1.018	1.022	1.017
Annual Paid Trend	1.105	1.107	1.304	1.207
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	9,662	1,044	103	10,808
Projected Allowed PMPM as of Q3 2015	\$17.28	\$19.60	\$32.59	\$69.47
Projected Deductible PMPM	\$4.27	\$3.46	\$0.74	\$8.47
Projected Copay PMPM	\$2.45	\$1.19	\$0.11	\$3.74
Projected Coinsurance PMPM	\$0.34	\$0.91	\$0.23	\$1.48
Projected Cost Sharing PMPM as of Q3 2015	\$7.05	\$5.56	\$1.07	\$13.69
Projected Paid PMPM as of Q3 2015	\$10.23	\$14.04	\$31.51	\$55.78

Annual Allowed Trend Calculation for Large Group Addendum
--

	2014	2015	2016
Generic PMPM	\$15.73	\$16.66	\$17.28
Brand PMPM	\$17.25	\$18.64	\$19.60
Specialty PMPM	\$22.13	\$29.12	\$32.59
Total Allowed PMPM	\$55.11	\$64.42	\$69.47
Annualized Allowed Trend	14.5%	16.9%	16.3%

Exhibit 2c -- Rx Trend Development - Non-HDHP
--

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August

Paid Through: November 30, 2014

Member Months with Rx Benefit: 33,891

<u>Rx Claim Information</u>	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	9,830	1,183	84	11,097
Experience Period Allowed PMPM	\$17.62	\$18.11	\$26.02	\$61.75
Experience Period Deductible PMPM	\$0.13	\$0.34	\$0.04	\$0.51
Experience Period Copay PMPM	\$4.43	\$2.40	\$0.20	\$7.03
Experience Period Coinsurance PMPM	\$0.52	\$1.14	\$0.24	\$1.91
Experience Period Cost Sharing PMPM	\$5.08	\$3.88	\$0.48	\$9.44
Experience Period Paid PMPM	\$12.54	\$14.22	\$25.54	\$52.31
Annual Util Trend	1.035	0.947	1.057	1.027
Annual Unit Cost Trend	1.034	1.137	1.224	1.140
Annual Deductible Trend	1.071	1.077	1.294	1.092
Annual Paid Trend	1.083	1.097	1.296	1.194
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	10,479	1,071	93	11,642
Projected Allowed PMPM as of Q3 2015	\$19.97	\$20.73	\$41.74	\$82.44
Projected Deductible PMPM	\$0.15	\$0.39	\$0.06	\$0.60
Projected Copay PMPM	\$4.72	\$2.17	\$0.22	\$7.11
Projected Coinsurance PMPM	\$0.59	\$1.31	\$0.39	\$2.29
Projected Cost Sharing PMPM as of Q3 2015	\$5.46	\$3.87	\$0.67	\$10.00
Projected Paid PMPM as of Q3 2015	\$14.51	\$16.86	\$41.07	\$72.44

Exhibit 2d -- Rx Trend Development - HDHP
--

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between July 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August
Paid Through: November 30, 2014
Member Months: 49,788

<u>Rx Claim Information</u>	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	8,542	1,133	99	9,774
Experience Period Allowed PMPM	\$13.64	\$16.44	\$16.43	\$46.51
Experience Period Deductible PMPM	\$6.87	\$5.41	\$1.17	\$13.45
Experience Period Copay PMPM	\$0.85	\$0.58	\$0.03	\$1.45
Experience Period Coinsurance PMPM	\$0.15	\$0.55	\$0.07	\$0.78
Experience Period Cost Sharing PMPM	\$7.87	\$6.54	\$1.27	\$15.68
Experience Period Paid PMPM	\$5.77	\$9.91	\$15.16	\$30.84
Annual Util Trend	1.035	0.947	1.057	1.026
Annual Unit Cost Trend	1.034	1.137	1.224	1.126
Annual Deductible Trend	1.015	1.015	1.015	1.015
Annual Paid Trend	1.138	1.116	1.314	1.221
Months of Trend to Q3 2015**	22	22	22	22
Projected Scripts / 1000 as of Q3 2015	9,105	1,025	109	10,240
Projected Allowed PMPM as of Q3 2015	\$15.45	\$18.83	\$26.36	\$60.64
Projected Deductible PMPM	\$7.07	\$5.56	\$1.20	\$13.83
Projected Copay PMPM	\$0.90	\$0.52	\$0.03	\$1.45
Projected Coinsurance PMPM	\$0.17	\$0.63	\$0.12	\$0.92
Projected Cost Sharing PMPM as of Q3 2015	\$8.14	\$6.71	\$1.35	\$16.20
Projected Paid PMPM as of Q3 2015	\$7.31	\$12.12	\$25.01	\$44.44

Exhibit 2e -- Pricing Trend Assumptions -- 4Q Projection

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014
Rating Period: October 1, 2015 - September 30, 2016

Medical Trend Summary**2014 Annual Trend**

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	5.8%	0.0%	5.8%
OP and Other Med	47.2%	5.4%	0.0%	5.4%
PHY	31.5%	15.3%	0.0%	15.3%
Medical Total		8.6%	0.0%	8.6%

2015 & 2016 Annual Trend

	% of Allowed Claims	Unit Cost	Utilization	Total
IP	21.3%	6.7%	0.0%	6.7%
OP and Other Med	47.2%	5.9%	0.0%	5.9%
PHY	31.5%	3.5%	0.0%	3.5%
Medical Total		5.3%	0.0%	5.3%

Leveraging Impact - Large Group Non-HDHP Fee-For-Service Medical Claims

Member Months	33,891				
IBNR Factor	1.008				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$365.84	\$6.25	\$11.62	\$40.36	\$307.61
25 Months of Trend:	1.125	1.125	1.000	1.035	1.142
Projection Period:	\$411.71	\$7.04	\$11.62	\$41.79	\$351.26
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.6%				
Leveraging (Annual)	0.7%				

Leveraging Impact - Large Group HDHP Fee-For-Service Medical Claims

Member Months	49,788				
IBNR Factor	1.014				
	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$375.41	\$5.58	\$0.03	\$91.52	\$278.28
25 Months of Trend:	1.125	1.125	1.000	1.057	1.148
Projection Period:	\$422.48	\$6.28	\$0.03	\$96.75	\$319.42
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.8%				
Leveraging (Annual)	1.0%				

Leveraging Impact - Large Group Fee-For-Service Medical Claims

	Allowed	Coinsurance	Copay	Deductible	Paid*
Experience Period:	\$371.54	\$5.85	\$4.72	\$70.80	\$290.16
25 Months of Trend:	1.125	1.125	1.000	1.057	1.144
Projection Period:	\$418.12	\$6.59	\$4.72	\$74.85	\$331.96
Allowed Trend (Annual)	5.8%				
Paid Trend (Annual)	6.7%				
Leveraging (Annual)	0.8%				

*Ignores impact of removing high cost claims and replacing with pooling charge. Paid projection will not tie out to FFS claim projection on Tab 3a unless these adjustments are taken into account.

Rx Trend Summary

	2014 Trend		2015 Trend		2016 Trend	
	Unit Cost	Utilization	Unit Cost	Utilization	Unit Cost	Utilization
Generic	5.3%	4.2%	2.3%	3.5%	4.3%	3.2%
Brand	15.0%	-11.0%	12.6%	-4.0%	15.0%	-3.9%
Specialty	22.0%	6.0%	25.3%	5.0%	17.0%	7.0%

Exhibit 2f -- Rx Trend Development -- 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months with Rx Benefit: 83,679

Rx Claim Information	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	9,064	1,153	93	10,310
Experience Period Allowed PMPM	\$15.25	\$17.12	\$20.32	\$52.68
Experience Period Deductible PMPM	\$4.14	\$3.35	\$0.71	\$8.21
Experience Period Copay PMPM	\$2.30	\$1.32	\$0.10	\$3.71
Experience Period Coinsurance PMPM	\$0.30	\$0.79	\$0.14	\$1.24
Experience Period Cost Sharing PMPM	\$6.74	\$5.46	\$0.95	\$13.15
Experience Period Paid PMPM	\$8.51	\$11.66	\$19.37	\$39.53
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.134
Annual Deductible Trend	1.017	1.019	1.023	1.018
Annual Paid Trend	1.106	1.110	1.299	1.206
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	9,738	1,034	105	10,876
Projected Allowed PMPM as of Q4 2015	\$17.60	\$20.10	\$34.47	\$72.17
Projected Deductible PMPM	\$4.29	\$3.49	\$0.75	\$8.53
Projected Copay PMPM	\$2.47	\$1.18	\$0.11	\$3.75
Projected Coinsurance PMPM	\$0.35	\$0.93	\$0.24	\$1.52
Projected Cost Sharing PMPM as of Q4 2015	\$7.11	\$5.60	\$1.09	\$13.80
Projected Paid PMPM as of Q4 2015	\$10.49	\$14.50	\$33.38	\$58.37

Exhibit 2g -- Rx Trend Development - Non-HDHP 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months with Rx Benefit: 33,891

Rx Claim Information	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	9,830	1,183	84	11,097
Experience Period Allowed PMPM	\$17.62	\$18.11	\$26.02	\$61.75
Experience Period Deductible PMPM	\$0.13	\$0.34	\$0.04	\$0.51
Experience Period Copay PMPM	\$4.43	\$2.40	\$0.20	\$7.03
Experience Period Coinsurance PMPM	\$0.52	\$1.14	\$0.24	\$1.91
Experience Period Cost Sharing PMPM	\$5.08	\$3.88	\$0.48	\$9.44
Experience Period Paid PMPM	\$12.54	\$14.22	\$25.54	\$52.31
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.140
Annual Deductible Trend	1.071	1.080	1.289	1.094
Annual Paid Trend	1.084	1.101	1.290	1.194
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	10,561	1,060	95	11,716
Projected Allowed PMPM as of Q4 2015	\$20.34	\$21.26	\$44.15	\$85.74
Projected Deductible PMPM	\$0.16	\$0.40	\$0.06	\$0.61
Projected Copay PMPM	\$4.75	\$2.15	\$0.22	\$7.13
Projected Coinsurance PMPM	\$0.60	\$1.34	\$0.41	\$2.35
Projected Cost Sharing PMPM as of Q4 2015	\$5.51	\$3.89	\$0.70	\$10.10
Projected Paid PMPM as of Q4 2015	\$14.83	\$17.37	\$43.45	\$75.64

Exhibit 2h -- Rx Trend Development - HDHP 4Q

MVP Health Insurance Company 2015 Vermont Large Group Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Experience Period: September 1, 2013 - August 31, 2014

Paid Through: November 30, 2014

Member Months: 49,788

Rx Claim Information	Generic	Brand	Specialty	Total
	1	2	3	
Experience Period Scripts / 1000	8,542	1,133	99	9,774
Experience Period Allowed PMPM	\$13.64	\$16.44	\$16.43	\$46.51
Experience Period Deductible PMPM	\$6.87	\$5.41	\$1.17	\$13.45
Experience Period Copay PMPM	\$0.85	\$0.58	\$0.03	\$1.45
Experience Period Coinsurance PMPM	\$0.15	\$0.55	\$0.07	\$0.78
Experience Period Cost Sharing PMPM	\$7.87	\$6.54	\$1.27	\$15.68
Experience Period Paid PMPM	\$5.77	\$9.91	\$15.16	\$30.84
Annual Util Trend	1.035	0.949	1.059	1.026
Annual Unit Cost Trend	1.035	1.138	1.217	1.127
Annual Deductible Trend	1.016	1.016	1.016	1.016
Annual Paid Trend	1.138	1.120	1.308	1.219
Months of Trend to Q4 2015**	25	25	25	25
Projected Scripts / 1000 as of Q4 2015	9,177	1,015	111	10,304
Projected Allowed PMPM as of Q4 2015	\$15.74	\$19.31	\$27.88	\$62.92
Projected Deductible PMPM	\$7.11	\$5.59	\$1.21	\$13.92
Projected Copay PMPM	\$0.91	\$0.52	\$0.03	\$1.45
Projected Coinsurance PMPM	\$0.18	\$0.65	\$0.12	\$0.95
Projected Cost Sharing PMPM as of Q4 2015	\$8.20	\$6.76	\$1.36	\$16.32
Projected Paid PMPM as of Q4 2015	\$7.54	\$12.55	\$26.52	\$46.61

Exhibit 3a -- Claim Projection & Proposed Rate Change
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

LG HIC Claim Projection and Proposed Rate Change

Experience Period: September 1, 2013 - August 31, 2014
Paid Through: November 30, 2014

Experience Period Member Months	83,679
1) Experience Period Medical Claims PMPM	\$286.87
1a) Claims in Excess of \$100k over Experience Period	\$33.20
1b) Pooling Charge	1.074
2) IBNR Factor	1.011
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$275.56
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.068
5) Months of Trend to Q3 2015*	22
6a) Capitations and Non-FFS Claim Expenses	\$8.61
6b) Mental Health/Substance Abuse Mandate	\$0.04
7) Trended Incurred Medical Claims PMPM as of Q3 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$319.33
8) Experience Period Rx Claims PMPM	\$39.53
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.207
10) Months of Trend to Q3 2015*	22
11) Trended Gross Rx Claims PMPM as of Q3 2015 = 8) * [9) * 9a)] ^ [10) / 12]	\$55.78
11a) Impact of Bill H559	\$2.03
11b) Rx Rebates	(\$9.44)
12) Trended Net Rx Claims PMPM as of Q3 2015 = 11) + 11a) + 11b)	\$48.37
13) Age/Gender Normalization Factor	0.959
13a) Industry Normalization Factor	0.995
13b) NY State HCRA Surcharge	0.25%
13c) Impact of Membership Growth/Decline on Experience Pd Clai	0.990
14) Total Claim Cost as of Q3 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b) * 13c)]	\$348.34
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$322.96
16) Proposed Quarterly Rate Change = 14) / 15) - 1	7.9%

Exhibit 3b -- Claim Projection & Proposed Rate Change
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

LG HIC Claim Projection and Proposed Rate Change

Experience Period: September 1, 2013 - August 31, 2014
Paid Through: November 30, 2014

Experience Period Member Months	83,679
1) Experience Period Medical Claims PMPM	\$286.87
1a) Claims in Excess of \$100k over Experience Period	\$33.20
1b) Pooling Charge	1.074
2) IBNR Factor	1.011
3) Experience Period Incurred Medical Claims = [1) - 1a)] * 1b) * 2)	\$275.56
4) Annual Medical Trend <i>Includes Paid Leveraging</i>	1.067
5) Months of Trend to Q4 2015*	25
6a) Capitations and Non-FFS Claim Expenses	\$8.63
6b) Mental Health/Substance Abuse Mandate	\$0.04
7) Trended Incurred Medical Claims PMPM as of Q4 2015 = [3) * 4) ^ [5) / 12] + 6a) + 6b)]	\$323.93
8) Experience Period Rx Claims PMPM	\$39.53
9) Annual Rx Trend <i>Includes Paid Leveraging</i>	1.206
10) Months of Trend to Q4 2015*	25
11) Trended Gross Rx Claims PMPM as of Q4 2015 = 8) * [9) * 9a)] ^ [10) / 12]	\$58.37
11a) Impact of Bill H559	\$2.03
11b) Rx Rebates	(\$9.89)
12) Trended Net Rx Claims PMPM as of Q4 2015 = 11) + 11a) + 11b)	\$50.51
13) Age/Gender Normalization Factor	0.959
13a) Industry Normalization Factor	0.995
13b) NY State HCRA Surcharge	0.25%
13c) Impact of Membership Growth/Decline on Experience Pd Clai	0.990
14) Total Claim Cost as of Q4 2015 = [7) + 12)] * 13) * 13a) * [1+ 13b) * 13c)]	\$354.71
15) Projected Net Revenue Collected at Q2 2015 Rate Level <i>Based on distribution of experience period members</i>	\$322.96
16) Proposed Quarterly Rate Change Relative to Q2 2015 Rates = 14) / 15) -1	9.8%
17) Q4 2015 Proposed Rate Change	1.8%

Exhibit 4a -- Medical Manual Rates (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change	Changes Due to Mandates on Annual Change
VE021L	HyEPO	\$355.96	7.9%	21.7%	0.0%
VE054L	HyEPO	\$327.34	7.9%	27.5%	0.0%
VE060L	HYEPO	\$374.53	7.9%	19.3%	0.0%
VE085L	EPO	\$441.04	7.9%	13.3%	0.3%
VE087L	EPO	\$431.56	7.9%	15.1%	0.3%
VE088L	EPO	\$426.26	7.9%	15.3%	0.3%
VE089L	EPO	\$418.30	7.9%	17.9%	0.3%
VE090L	HyEPO	\$378.51	7.9%	18.1%	0.0%
VE091L	HyEPO	\$340.04	7.9%	28.3%	1.1%
VE092L	HyEPO	\$389.12	7.9%	17.7%	0.0%
VE093L	HyEPO	\$355.96	7.9%	21.7%	0.0%
VE095L	HyEPO	\$373.20	7.9%	21.1%	0.0%
VE096L	HyEPO	\$342.69	7.9%	25.0%	1.2%
VE100L	HyEPO	\$350.65	7.9%	24.2%	0.0%
VE101L	HyEPO	\$334.17	7.9%	27.3%	0.7%
VE102L	HyEPO	\$397.08	7.9%	21.6%	0.0%
VE103L	HyEPO	\$367.89	7.9%	22.7%	0.0%
VE105L	HyEPO	\$379.83	7.9%	22.6%	0.0%
VE106L	HyEPO	\$346.67	7.9%	25.3%	0.0%
VE107L	HyEPO	\$330.75	7.9%	28.9%	1.0%
VE108L	EPO	\$393.10	7.9%	20.2%	0.7%
VE109L	HYEPO	\$374.53	7.9%	19.3%	0.0%
VE110L	HYEPO	\$340.04	7.9%	24.8%	1.1%
VE111L	HYEPO	\$355.96	7.9%	23.8%	0.4%
VE114L	HyEPO	\$377.18	7.9%	20.3%	0.4%
VE115L	HyEPO	\$338.71	7.9%	29.7%	0.0%
VP015L	HyPPO	\$423.89	7.9%	15.9%	0.0%
VP017L	HyPPO	\$353.61	7.9%	22.0%	0.0%
VP019L	HyPPO	\$435.04	7.9%	16.1%	0.0%
VP020L	HyPPO	\$404.68	7.9%	17.8%	0.0%
VP060L	HyPPO	\$423.89	7.9%	15.9%	0.0%
VP061L	HyPPO	\$393.65	7.9%	18.2%	0.0%
VP062L	HyPPO	\$356.31	7.9%	22.9%	0.0%
VP063L	HyPPO	\$435.04	7.9%	16.1%	0.0%
VP065L	HyPPO	\$388.13	7.9%	21.2%	0.0%
VP066L	HyPPO	\$349.55	7.9%	25.1%	0.0%
VP067L	HyPPO	\$337.51	7.9%	31.3%	0.0%
VP071L	HyPPO	\$382.61	7.9%	22.8%	0.0%
VP072L	HyPPO	\$345.49	7.9%	26.2%	0.0%
VP073L	HyPPO	\$334.06	7.9%	32.9%	0.0%
VT08LA	EPO	\$438.97	7.9%	14.7%	0.0%
VT08LB	EPO	\$438.97	7.9%	14.7%	0.0%
VT08LC	EPO	\$438.97	7.9%	14.7%	0.0%
VEHD-01L	HDEPOagg	\$390.96	7.9%	2.1%	0.0%
VEHD-02L	HDEPOagg	\$338.52	7.9%	3.2%	0.0%
VEHD-03L	HDEPOagg	\$267.03	7.9%	3.1%	0.0%
VEHD-06L	HDEPOagg	\$315.06	7.9%	3.6%	0.0%
VEHD-07L	HDEPOagg	\$349.01	7.9%	0.8%	0.0%
VEHD-08L	HDEPOagg	\$320.05	7.9%	2.3%	0.0%
VEHD-09L	HDEPOagg	\$299.45	7.9%	4.5%	0.0%
VEHD-15L	HDEPOagg	\$301.84	7.9%	6.5%	0.0%
VEHD-17L	HDEPOagg	\$314.84	7.9%	5.3%	0.0%
VEHD-19L	HDEPO	\$286.72	7.9%	5.2%	0.0%
VEHD-20L	HDEPO	\$308.38	7.9%	0.2%	0.0%
VEHD-31L	HDEPOagg	\$264.61	7.9%	4.1%	0.0%
VPHD-03L	HDPPOagg	\$268.24	7.9%	3.0%	0.0%
VPHD-05L	HDPPOagg	\$343.80	7.9%	2.1%	0.0%

Exhibit 4a -- Medical Manual Rates (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change	Changes Due to Mandates on Annual Change
VPHD-07L	HDPPPOagg	\$358.45	7.9%	0.6%	0.0%
VPHD-09L	HDPPPOagg	\$302.16	7.9%	4.4%	0.0%
VPHD-15L	HDPPPOagg	\$304.57	7.9%	6.4%	0.0%

Exhibit 4a -- Medical Manual Rates (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
VE021L	HyEPO	\$362.23	1.8%	22.2%
VE054L	HyEPO	\$333.10	1.8%	28.1%
VE060L	HYEPO	\$381.13	1.8%	19.8%
VE085L	EPO	\$448.81	1.8%	13.9%
VE087L	EPO	\$439.16	1.8%	15.6%
VE088L	EPO	\$433.77	1.8%	15.9%
VE089L	EPO	\$425.67	1.8%	18.4%
VE090L	HyEPO	\$385.18	1.8%	18.6%
VE091L	HyEPO	\$346.03	1.8%	28.9%
VE092L	HyEPO	\$395.97	1.8%	18.2%
VE093L	HyEPO	\$362.23	1.8%	22.2%
VE095L	HyEPO	\$379.77	1.8%	21.6%
VE096L	HyEPO	\$348.72	1.8%	25.5%
VE100L	HyEPO	\$356.82	1.8%	24.7%
VE101L	HyEPO	\$340.05	1.8%	27.9%
VE102L	HyEPO	\$404.07	1.8%	22.1%
VE103L	HyEPO	\$374.37	1.8%	23.2%
VE105L	HyEPO	\$386.52	1.8%	23.1%
VE106L	HyEPO	\$352.77	1.8%	25.8%
VE107L	HyEPO	\$336.57	1.8%	29.5%
VE108L	EPO	\$400.02	1.8%	20.8%
VE109L	HYEPO	\$381.13	1.8%	19.8%
VE110L	HYEPO	\$346.03	1.8%	25.4%
VE111L	HYEPO	\$362.23	1.8%	24.4%
VE114L	HyEPO	\$383.82	1.8%	20.9%
VE115L	HyEPO	\$344.67	1.8%	30.3%
VP015L	HyPPO	\$431.35	1.8%	16.4%
VP017L	HyPPO	\$359.84	1.8%	22.5%
VP019L	HyPPO	\$442.70	1.8%	16.6%
VP020L	HyPPO	\$411.81	1.8%	18.4%
VP060L	HyPPO	\$431.35	1.8%	16.4%
VP061L	HyPPO	\$400.58	1.8%	18.8%
VP062L	HyPPO	\$362.58	1.8%	23.5%
VP063L	HyPPO	\$442.70	1.8%	16.6%
VP065L	HyPPO	\$394.96	1.8%	21.8%
VP066L	HyPPO	\$355.71	1.8%	25.6%
VP067L	HyPPO	\$343.45	1.8%	31.9%
VP071L	HyPPO	\$389.35	1.8%	23.4%
VP072L	HyPPO	\$351.57	1.8%	26.8%
VP073L	HyPPO	\$339.94	1.8%	33.5%
VT08LA	EPO	\$446.70	1.8%	15.2%
VT08LB	EPO	\$446.70	1.8%	15.2%
VT08LC	EPO	\$446.70	1.8%	15.2%
VEHD-01L	HDEPOagg	\$397.84	1.8%	2.5%
VEHD-02L	HDEPOagg	\$344.48	1.8%	3.6%
VEHD-03L	HDEPOagg	\$271.73	1.8%	3.4%
VEHD-06L	HDEPOagg	\$320.61	1.8%	3.9%
VEHD-07L	HDEPOagg	\$355.16	1.8%	1.1%
VEHD-08L	HDEPOagg	\$325.69	1.8%	2.7%
VEHD-09L	HDEPOagg	\$304.72	1.8%	4.8%
VEHD-15L	HDEPOagg	\$307.16	1.8%	6.8%
VEHD-17L	HDEPOagg	\$320.38	1.8%	5.7%
VEHD-19L	HDEPO	\$291.77	1.8%	5.6%
VEHD-20L	HDEPO	\$313.81	1.8%	0.6%
VEHD-31L	HDEPOagg	\$269.27	1.8%	4.5%
VPHD-03L	HDPPOagg	\$272.96	1.8%	3.4%
VPHD-05L	HDPPOagg	\$349.85	1.8%	2.5%

Exhibit 4a -- Medical Manual Rates (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Coplan	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
VPHD-07L	HDPPPOagg	\$364.76	1.8%	0.9%
VPHD-09L	HDPPPOagg	\$307.48	1.8%	4.8%
VPHD-15L	HDPPPOagg	\$309.93	1.8%	6.8%

Exhibit 4b -- Medical Riders (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
V301	Vision Exam 1 Every 2 Calendar Yr	EPO/PPO	\$3.49	7.9%	11.0%
V305L	Advanced Infertility Services - (Large Only)	EPO/PPO	\$4.67	7.9%	11.0%
V306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	EPO/PPO	\$4.40	7.9%	10.9%
V307	Exclusion For Elective Abortions	EPO/PPO	(\$0.18)	7.9%	7.9%
V308	Preventive Dental For Kids - \$25 Office Copayment	EPO/PPO	\$2.61	7.9%	11.1%
V309L-a	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 2x OOP Max plans	EPO/PPO	\$2.09	7.9%	10.8%
V309L-b	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 3x OOP Max plans	EPO/PPO	\$2.42	7.9%	10.9%
V309L-c	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 2x OOP Max plans	EPO/PPO	\$3.78	7.9%	10.7%
V309L-d	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 3x OOP Max plans	EPO/PPO	\$4.34	7.9%	10.9%
V309L-e	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 2x OOP Max plans	EPO/PPO	\$8.74	7.9%	11.1%
V309L-f	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 3x OOP Max plans	EPO/PPO	\$9.21	7.9%	11.0%
V309L-g	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000+ Ded; 2x OOP Max plans	EPO/PPO	\$12.45	7.9%	11.0%
V309L-h	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000+ Ded; 3x OOP Max plans	EPO/PPO	\$12.81	7.9%	11.0%
V310	Annual Vision Exam - Per Calendar Yr	EPO/PPO	\$6.44	7.9%	10.9%
V312	Dme, External Pros/Ostomy Buy - Up To 80% In-Network Only	EPO/PPO	\$0.84	7.9%	10.7%
VE313	Rider To Change Outpt Hosp Surg Copay In Copay EPO Plans From \$250 to \$150	EPO/PPO	\$1.89	7.9%	11.1%
V314	Adult Preventative Dental	EPO/PPO	\$14.79	7.9%	11.0%
V315	Adult Prev Dental w/ Family Restorative	EPO/PPO	\$20.14	7.9%	11.1%
V316	Disposable Medical Supplies	EPO/PPO	\$0.96	7.9%	10.4%
V317	Changes Contract Yr To Calendar Year	EPO/PPO	\$0.00	n/a	n/a
V356	Deductible Carryover Rider	EPO/PPO	\$4.08	7.9%	11.1%
V361	Gym Membership Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$2.55	0.0%	0.0%
V362	Youth Sports Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$0.65	0.0%	0.0%
V363	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	EPO/PPO	\$0.21	0.0%	0.0%
V700	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
V702	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
VT314	80% reimbursement for glasses/contacts up to \$160 once every 2 calendar years	EPO/PPO	\$1.73	7.9%	10.7%
V341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	EPO/PPO	\$0.00	n/a	n/a
V342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	EPO/PPO	\$0.00	n/a	n/a
VEHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDEPO	\$2.96	7.9%	11.1%
VEHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDEPO	\$2.71	7.9%	11.0%
VEHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDEPO	\$2.24	7.9%	11.1%
VEHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDEPO	\$1.91	7.9%	11.7%
VEHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDEPO	\$1.64	7.9%	10.8%
VEHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDEPO	\$1.25	7.9%	11.8%
VEHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDEPO	\$1.01	7.9%	10.2%
VEHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDEPO	\$0.43	7.9%	13.6%
VPHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDPPPO	\$2.96	7.9%	11.1%
VPHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDPPPO	\$2.71	7.9%	11.0%
VPHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDPPPO	\$2.24	7.9%	11.1%
VPHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDPPPO	\$1.91	7.9%	11.7%
VPHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDPPPO	\$1.64	7.9%	10.8%
VPHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDPPPO	\$1.25	7.9%	11.8%
VPHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDPPPO	\$1.01	7.9%	10.2%
VPHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDPPPO	\$0.43	7.9%	13.6%
VHD305L	Advanced Infertility Services - (Large Only)	HDHP	\$4.61	7.9%	11.3%
VHD306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	HDHP	\$4.68	7.9%	11.2%
VHD307	Exclusion For Elective Abortions	HDHP	(\$0.16)	7.9%	7.9%
VHD316	Disposable Medical Supplies	HDHP	\$0.63	7.9%	9.8%
VHDC317	Changes Contract Yr To Calendar Year	HDHP	\$0.00	n/a	n/a
VHD341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	HDHP	\$0.00	n/a	n/a
VHD342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	HDHP	\$0.00	n/a	n/a
VHDC343	Gym Membership Reimbursement - \$300 Maximum per Subscriber	HDHP	\$2.55	0.0%	0.0%
VHDC344	Youth Sports Reimbursement - \$300 Maximum per Subscriber	HDHP	\$0.65	0.0%	0.0%

Exhibit 4b -- Medical Riders (Q3 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
VHDC345	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	HDHP	\$0.21	0.0%	0.0%
VHD356L	Deductible Carryover Rider	HDHP	\$8.18	7.9%	11.1%
VHD700	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD702	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD510-a	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-01)	HDHP	\$1.63	7.9%	12.4%
VHD510-b	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-02)	HDHP	\$4.32	7.9%	53.0%
VHD510-c	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-03 & VPHD-03)	HDHP	\$14.11	7.9%	368.9%
VHD510-e	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-05 & VPHD-05)	HDHP	\$10.03	7.9%	396.8%
VHD510-f	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-06 & VPHD-06)	HDHP	\$4.78	7.9%	82.4%
VHD510-g	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-07 & VPHD-07)	HDHP	\$2.60	7.9%	106.4%
VHD510-h	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-08 & VPHD-08)	HDHP	\$3.43	7.9%	88.5%
VHD510-i	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-09, VPHD-09)	HDHP	\$5.18	7.9%	192.6%
VHD510-o	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-015 & VPHD-015)	HDHP	\$3.45	7.9%	101.9%
VHD510-q	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-17)	HDHP	\$4.32	7.9%	66.6%
VHD510-r	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-18)	HDHP	\$3.95	7.9%	74.0%
VHD510-s	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-19)	HDHP	\$13.76	7.9%	234.7%
VHD510-t	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-20)	HDHP	\$3.99	7.9%	104.7%
VHD510-v	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-31)	HDHP	\$8.80	7.9%	327.4%

Exhibit 4b -- Medical Riders (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
V301	Vision Exam 1 Every 2 Calendar Yr	EPO/PPO	\$3.55	1.9%	11.6%
V305L	Advanced Infertility Services - (Large Only)	EPO/PPO	\$4.75	1.7%	11.5%
V306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	EPO/PPO	\$4.48	1.8%	11.4%
V307	Exclusion For Elective Abortions	EPO/PPO	(\$0.19)	3.6%	11.8%
V308	Preventive Dental For Kids - \$25 Office Copayment	EPO/PPO	\$2.66	1.9%	11.8%
V309L-a	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 2x OOP Max plans	EPO/PPO	\$2.13	1.8%	11.5%
V309L-b	Outpatient X-Ray Covered At 100% (Not High Tech) - \$500 Ded; 3x OOP Max plans	EPO/PPO	\$2.46	1.8%	11.3%
V309L-c	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 2x OOP Max plans	EPO/PPO	\$3.84	1.7%	11.3%
V309L-d	Outpatient X-Ray Covered At 100% (Not High Tech) - \$1000 Ded; 3x OOP Max plans	EPO/PPO	\$4.41	1.7%	11.4%
V309L-e	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 2x OOP Max plans	EPO/PPO	\$8.89	1.7%	11.4%
V309L-f	Outpatient X-Ray Covered At 100% (Not High Tech) - \$2000 Ded; 3x OOP Max plans	EPO/PPO	\$9.38	1.8%	11.5%
V309L-g	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000 Ded; 2x OOP Max plans	EPO/PPO	\$12.67	1.8%	11.5%
V309L-h	Outpatient X-Ray Covered At 100% (Not High Tech) - \$3000 Ded; 3x OOP Max plans	EPO/PPO	\$13.03	1.7%	11.5%
V310	Annual Vision Exam - Per Calendar Yr	EPO/PPO	\$6.56	1.8%	11.6%
V312	Dme, External Pros/Ostomy Buy - Up To 80% In-Network Only	EPO/PPO	\$0.86	2.2%	11.7%
VE313	Rider To Change Outpt Hosp Surg Copay In Copay EPO Plans From \$250 to \$150	EPO/PPO	\$1.92	1.7%	11.6%
V314	Adult Preventative Dental	EPO/PPO	\$15.05	1.7%	11.5%
V315	Adult Prev Dental w/ Family Restorative	EPO/PPO	\$20.50	1.8%	11.5%
V316	Disposable Medical Supplies	EPO/PPO	\$0.98	2.1%	11.4%
V317	Changes Contract Yr To Calendar Year	EPO/PPO	\$0.00	n/a	n/a
V356	Deductible Carryover Rider	EPO/PPO	\$4.15	1.8%	11.6%
V361	Gym Membership Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$2.55	0.0%	0.0%
V362	Youth Sports Reimbursement - \$300 Maximum per Subscriber	EPO/PPO	\$0.65	0.0%	0.0%
V363	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	EPO/PPO	\$0.21	0.0%	0.0%
V700	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
V702	Domestic Partners (Same And Opp Sex)	EPO/PPO	\$0.00	n/a	n/a
VT314	80% reimbursement for glasses/contacts up to \$160 once every 2 calendar years	EPO/PPO	\$1.76	1.9%	11.4%
V341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	EPO/PPO	\$0.00	n/a	n/a
V342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	EPO/PPO	\$0.00	n/a	n/a
VEHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDEPO	\$3.01	1.8%	11.5%
VEHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDEPO	\$2.76	1.9%	11.7%
VEHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDEPO	\$2.28	1.6%	11.2%
VEHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDEPO	\$1.94	1.6%	11.5%
VEHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDEPO	\$1.67	1.8%	11.3%
VEHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDEPO	\$1.27	1.5%	11.4%
VEHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDEPO	\$1.03	1.6%	10.8%
VEHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDEPO	\$0.44	1.9%	12.8%
VPHD 312a	Exam & Hardware, attaches to \$1250 INN Ded	HDPPPO	\$3.01	1.8%	11.5%
VPHD 312b	Exam & Hardware, attaches to \$1500 INN Ded	HDPPPO	\$2.76	1.9%	11.7%
VPHD 312c	Exam & Hardware, attaches to \$2000 INN Ded	HDPPPO	\$2.28	1.6%	11.2%
VPHD 312d	Exam & Hardware, attaches to \$2500 INN Ded	HDPPPO	\$1.94	1.6%	11.5%
VPHD 312e	Exam & Hardware, attaches to \$3000 INN Ded	HDPPPO	\$1.67	1.8%	11.3%
VPHD 312f	Exam & Hardware, attaches to \$4000 INN Ded	HDPPPO	\$1.27	1.5%	11.4%
VPHD 312g	Exam & Hardware, attaches to \$5000 INN Ded	HDPPPO	\$1.03	1.6%	10.8%
VPHD 312h	Exam & Hardware, attaches to \$10000 INN Ded	HDPPPO	\$0.44	1.9%	12.8%
VHD305L	Advanced Infertility Services - (Large Only)	HDHP	\$4.69	1.8%	11.7%
VHD306	60 Visits Outpatient Physical/Speech/Occupational Therapy (In/Out Of Network Combined)	HDHP	\$4.77	1.9%	11.7%
VHD307	Exclusion For Elective Abortions	HDHP	(\$0.16)	-1.1%	6.7%
VHD316	Disposable Medical Supplies	HDHP	\$0.64	2.3%	12.3%
VHDC317	Changes Contract Yr To Calendar Year	HDHP	\$0.00	n/a	n/a
VHD341L	Removes PPACA ER Svces & Prev Svces -- Grandfathered Groups Only	HDHP	\$0.00	n/a	n/a
VHD342L	Eligibility definition for dependent to 26 for Large Grandfathered Groups	HDHP	\$0.00	n/a	n/a
VHDC343	Gym Membership Reimbursement - \$300 Maximum per Subscriber	HDHP	\$2.55	0.0%	0.0%
VHDC344	Youth Sports Reimbursement - \$300 Maximum per Subscriber	HDHP	\$0.65	0.0%	0.0%

Exhibit 4b -- Medical Riders (Q4 2015)

Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue PMPM	Quarterly Change	Annual Manual Rate Change
VHDC345	Weight Loss Program Reimbursement - \$100 Maximum per Subscriber	HDHP	\$0.21	0.0%	0.0%
VHD356L	Deductible Carryover Rider	HDHP	\$8.32	1.7%	11.5%
VHD700	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD702	Domestic Partners (Same And Opp Sex)	HDHP	\$0.00	n/a	n/a
VHD510-a	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-01)	HDHP	\$1.66	1.9%	12.9%
VHD510-b	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-02)	HDHP	\$4.39	1.7%	53.5%
VHD510-c	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-03 & VPHD-03)	HDHP	\$14.36	1.7%	370.8%
VHD510-e	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-05 & VPHD-05)	HDHP	\$10.21	1.7%	398.0%
VHD510-f	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-06 & VPHD-06)	HDHP	\$4.86	1.7%	82.7%
VHD510-g	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-07 & VPHD-07)	HDHP	\$2.65	1.9%	108.7%
VHD510-h	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-08 & VPHD-08)	HDHP	\$3.49	1.7%	88.6%
VHD510-i	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-09, VPHD-09)	HDHP	\$5.27	1.8%	192.8%
VHD510-o	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-015 & VPHD-015)	HDHP	\$3.51	1.7%	102.9%
VHD510-q	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-17)	HDHP	\$4.39	1.7%	66.9%
VHD510-r	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-18)	HDHP	\$4.02	1.8%	74.8%
VHD510-s	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-19)	HDHP	\$14.00	1.8%	235.7%
VHD510-t	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-20)	HDHP	\$4.06	1.7%	105.1%
VHD510-v	Safe Harbor preventative Rx list for qualified HDHP's (VEHD-31)	HDHP	\$8.96	1.8%	330.8%

Exhibit 4c -- Rx Riders (Q3 2015)
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between July 1, 2015 - September 30, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual
			MPPM	Change	Manual Rate Change
V500	\$10/\$30/\$50	EPO/PPO	\$47.17	7.9%	4.1%
V501	\$10/30%/50%	EPO/PPO	\$41.35	7.9%	10.0%
V502	50%	EPO/PPO	\$36.90	7.9%	28.2%
V504	\$0/\$30/\$50	EPO/PPO	\$54.92	7.9%	5.9%
V601	\$5/\$35/\$70	EPO/PPO	\$48.98	7.9%	3.7%
V602	\$5/\$35/\$70 - \$250 Brand Ded	EPO/PPO	\$43.00	7.9%	1.6%
V604	\$5/\$45/\$90	EPO/PPO	\$47.54	7.9%	5.2%
V605	\$5/\$45/\$90 - \$250 Brand Ded	EPO/PPO	\$42.10	7.9%	3.5%
V606	\$5/\$45/\$90 - \$500 Brand Ded	EPO/PPO	\$39.10	7.9%	3.9%
V550L	Removes MAC Pricing	EPO/PPO	\$0.79	8.2%	11.3%
V551L	Change mail copay from 2.5 to 2.0	EPO/PPO	\$0.33	6.5%	10.0%
V611	First \$300 Covered in Full, then \$750 Ded/30% Coins	Bridgewell EPO	\$27.36	7.9%	-23.4%

Exhibit 4c -- Rx Riders (Q4 2015)
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Large Group VT HIC AR42 Rate Filing
For Effective Dates Beginning Between October 1, 2015 - December 31, 2015

Rider	Description	Product Type	Net Required Revenue	Quarterly	Annual Manual
			PMPM	Change	Rate Change
V500	\$10/\$30/\$50	EPO/PPO	\$48.00	1.8%	4.6%
V501	\$10/30%/50%	EPO/PPO	\$42.08	1.8%	10.6%
V502	50%	EPO/PPO	\$37.55	1.8%	28.8%
V504	\$0/\$30/\$50	EPO/PPO	\$55.89	1.8%	6.5%
V601	\$5/\$35/\$70	EPO/PPO	\$49.84	1.8%	4.3%
V602	\$5/\$35/\$70 - \$250 Brand Ded	EPO/PPO	\$43.76	1.8%	2.1%
V604	\$5/\$45/\$90	EPO/PPO	\$48.38	1.8%	5.7%
V605	\$5/\$45/\$90 - \$250 Brand Ded	EPO/PPO	\$42.84	1.8%	4.0%
V606	\$5/\$45/\$90 - \$500 Brand Ded	EPO/PPO	\$39.79	1.8%	4.4%
V550L	Removes MAC Pricing	EPO/PPO	\$0.80	1.3%	11.1%
V551L	Change mail copay from 2.5 to 2.0	EPO/PPO	\$0.34	3.0%	9.7%
V611	First \$300 Covered in Full, then \$750 Ded/30% Coins	Bridgewell EPO	\$27.84	1.8%	-23.0%

MVP Health Insurance Company (“MVP”) Experience Rated Addendum – 3Q/4Q 2015 Effective Dates

This document is an Addendum to MVP’s 3Q/4Q 2015 Manual Rate Filing and Experience Rating Formula for products sold to employer groups with 51 or more eligible employees in the State of Vermont. This addendum and its appendices outline the rating factors discussed in the Experience Rating Formula. These factors are being filed as an addendum to the Manual Rate and Formula filings so they can be updated as deemed necessary by MVP without having to re-file the rating methodology.

Whenever possible, the rating factors contained herein will be based on actual MVP experience or they will be normalized to MVP’s population.

BASE MANUAL RATES

Please see Exhibits 4a (base manual rates), 4b (medical riders), and 4c (Rx riders) of the accompanying manual rate filing for the net PMPMs of plans and riders being offered by MVP for 3Q/4Q 2015 effective dates.

SIC FACTORS

The industry factors in Appendix A will be applied to the manual rates based on the employer’s industry.

DEMOGRAPHIC FACTORS

To more closely resemble the health risk of the employer’s insured population, the manual pure premium will be adjusted to reflect differences in the demographic characteristics of a specific employer group compared to MVP’s community pool for the chosen product. This demographic factor will be applied to both the base rate and riders.

With respect to the employer specific experience rate, there may be a situation where MVP will be the sole health plan offering and be required to adjust the experience to reflect anticipated health characteristics of the entire group versus just MVP’s members who were enrolled in the previous year under a slice product offering. In this situation, MVP will develop a demographic factor relative of the entire group and compare that to the demographics of their existing employer membership.

The demographic factors are in Appendix B. A per member demographic factor is calculated as the weighted average subscriber age/sex factor / weighted average subscriber average contract size.

HRA/HSA DEDUCTIBLE FUNDING FACTORS

The additional risk charge applies when a group funds a plan deductible. The charge is intended to account for the anticipated increase in utilization of services due to the resulting ‘first dollar’ coverage provided. The manual rate adjustment factors are in Appendix C.

POOLING CHARGES

Each group is charged a pooling charge and all claims above the applicable attachment point are removed from their claim data. The charge is based on the following table:

Pooling Point	Pooling Charge
\$75,000	10.6%
\$80,000	9.8%
\$85,000	9.1%
\$90,000	8.5%
\$100,000	7.4%
\$125,000	5.5%
\$150,000	4.2%
\$175,000	3.3%
\$200,000	2.7%
\$250,000	1.9%
\$300,000	1.3%
\$350,000	1.0%
\$400,000	0.7%
\$450,000	0.6%
\$500,000	0.5%

Group size will be considered when selecting the appropriate pooling charge. The Max pool level is the maximum amount MVP will allow for a given group size:

Avg. Subscribers	Max Pool Level
Up to 100	\$100,000
100-299	\$150,000
300-499	\$200,000
500-999	\$250,000
1,000-1,499	\$300,000
1,500-2,499	\$400,000
2,500 and up	\$500,000

TREND FACTORS

The following trends are used to project historical experience of the group to the proposed rating period. Exhibit 1 and Exhibit 2 are developed by applying the appropriate pro-rated calendar year trend factors from the midpoint of the experience period to the midpoint of the rating period. Paid trends are calculated by multiplying the applicable allowed trend times the leveraging factor for a given product type.

Year	Allowed Medical Trend	Pharmacy Trend
2013	4.8%	3.0%
2014	8.6%	14.5%
2015	5.3%	16.9%
2016 & Beyond	5.3%	16.3%

	HDHP	Non-HDHP
Annual Leveraging Factor	1.0%	0.7%

NETWORK ADJUSTMENT FACTOR

This adjustment reflects changes with respect to the differences in network providers, contractual provider reimbursement rates, the degree of medical management for MVP versus other carriers, gatekeeper versus no

gatekeeper, and referral versus open access. For those accounts enrolled in MVP, this factor will primarily represent differences in provider contractual arrangements. If the experience is coming from another carrier, the adjustment may reflect all of the items above. MVP will make every effort to develop actuarial adjustments that properly determine the appropriate factor to reflect the expected experience of the group.

The development of such a factor will be documented in the underwriter's group file and will be made available to in Insurance Department's actuaries and/or examiners on request.

BENEFIT ADJUSTMENT FACTOR

The purpose of the benefit adjustment is to reflect any difference between the benefits inherent in the group's historical claims experience period and the groups expected benefit plan for the prospective benefit period. This includes medical benefits and pharmacy benefits.

Based on filed manual rates, the underwriter will determine the value of the benefit adjustment factor by analyzing the actuarial equivalent difference in benefits. As it relates to a new group having experience from another carrier, the underwriter will use their best efforts to match up prior benefits to a currently filed benefit to determine the actuarial equivalent difference in benefits. In some cases, this may require interpolating between two manual rates, extrapolating from the filed manual rates, using other sources such as the Milliman USA guidelines, or other internal pricing models.

Other adjustments in this category may include benefit mandates. That is, mandated benefits that will be included in the future benefits, but not reflected in the group's experience.

The development of such a factor will be documented in the underwriter's group file and will be made available to in Insurance Department's actuaries and/or examiners on request.

PHARMACY REBATE FACTOR

Pharmacy rebates are received periodically. The pharmacy rebate factor of 0.91 is used to account for this reduction in pharmacy costs. This reduction will only apply if the paid pharmacy claims do not already reflect pharmacy rebates. In the case where the employer group is not a MVP group, the underwriter will determine if the claims data provided includes or excludes rebates from the other carrier.

PERIOD WEIGHT

Period Weight is determined by the underwriter. The underwriters follow a general protocol for deriving the weights to apply for the Period Weight portion of the experience rating formula. Most groups are rated using 12 months of historical data and therefore, the period weights are not applicable. For the smaller of the large groups, the underwriter will consider extending the historical look back to 24 months, if the data is available, in order to provide a more stable block of data from which to do the rating. In these cases, the underwriter will generally give an 80% weight to the most recent 12 months of data and a 20% weight to the prior period of data. These weights may vary, however, and could be 50% / 50% if the underwriter feels more weight should be given to the older data. This may be the case if the current 12 months are exceptionally higher or lower than the prior period.

CREDIBILITY WEIGHT

Based on MVP's product guidelines for offering a prospective experience rate, an employer must have (or project) a minimum of 51 eligible employees for the proposed rating period. However, consistent with industry rating practices, a smaller sized experience rated groups should not be considered as producing 100% credible claims information. To protect the employer from significant rate fluctuation from year to year, MVP will be applying a credibility weight to the group's claim experience.

In determining a group's quoted rate, a weight will be given to the group's claims experience based on the number of member months in the experience period. The complement of the weight will be applied to the manual rate. The blended rate is one that will be quoted to the employer group. Below are the base credibility weightings:

Member Month Range	Credibility Factor
0 to 599	0%
600 to 2,400	20%
2,401 to 3,700	30%
3,701 to 4,900	40%
4,901 to 6,100	50%
6,101 to 7,300	60%
7,301 to 8,500	70%
8,501 to 9,700	80%
9,701 to 12,200	90%
12,201 and over	100%

These experience credibility weightings can be adjusted downward based on underwriter's judgment in the following circumstances:

The employer group has provided less than 12 months of incurred claims data or data is not provided for all services or employees – Generally, a minimum of one full calendar year of incurred claims data for all populations and covered services included in the quote is desired to underwrite a case. In the event less than 12 months of data is available, the underwriter can adjust the credibility table downward, not to be less than 0%.

The employer group has had membership change by 50% or more since the experience period – With a significant membership change, the historical claims experience may no longer represent the group's current population. If the membership has changed by more than 50% from the experience period to the rating period, the underwriter may override the table above to reduce credibility downward, not to be less than 0%.

The most recent experience data provided is too old – Generally, from the mid-point of the experience period to the mid-point of the rating period should not be older than 24 months. If the more recent period of data is older than 24 months, the underwriter may adjust the credibility table downward, not to be less than 0%.

MVP may also make an upward adjustment to the table if the group has a favorable group risk assessment. The credibility percentage will never exceed 100%.

UNDERWRITING JUDGMENT/GROUP RISK ASSESSMENT

Underwriting judgment will be used by the underwriter in determining inputs to the rating formula or to modify the result depending on the circumstances of the case, the data available, or the quality of the available data.

Adjustments may be made due to items such as poor claim and enrollment experience data being presented for new groups, the group's claim trend being historically different than the averages, variability in claims experience, participation levels/group size changes, plan sponsor contribution levels, number of plan offerings, plan sponsor and covered population stability, and plan sponsor persistency. Adjustments may be both positive and negative, but will not be larger than 10% in either direction.

NETWORK ACCESS FEES AND OTHER FEES

MVP has a contracted network access fee with a rental network in the event a group has members that live outside of MVP's service area. The net access fee is \$0 PEPM for just those subscribers who live outside of the service area.

COVERED LIVES ASSESSMENT

This is a New York State assessment passed on to groups in premium rates. The 2015 CLA rates are obtained from the Department of Financial Services (DFS) website.

Region	2015 Actual	
	Individual	Individual
New York City	\$16.49	\$16.49
Long Island	\$5.36	\$5.36
Northern Metro	\$3.42	\$3.42
Northeastern	\$3.42	\$3.42
Utica/Watertown	\$0.76	\$0.76
Central	\$4.59	\$4.59
Rochester	\$8.75	\$8.75
Western	\$3.16	\$3.16

MVP will calculate the CLA with the group information that is available. For example, on a new business case, the number of single contracts by location may not be available. In that case, the CLA may have to be estimated based on the group's overall number single and family contracts and assume the same ratio exists in each region.

HCRA ASSESSMENT

This is another New York State assessment based on Hospital claims. A charge of 0.25% will be applied to the experience of new business quotes; this is consistent with the amount reflected in the manual portion of the rate.

RETENTION EXPENSES

Non-claim cost expenses must be added to the premium rates and can be per member per month (PMPM) charges, percent of paid claim charges, or percent of premium charges. The following tables reflect the retention loads:

Percent of Premium Retention:

General Administration = 9.5%

Bad Debt = 0.25%

Premium Tax = 2.0%

Contribution to Surplus = 2.0%

VT Vaccine Assessment = 0.6%

Broker Loads = group specific

Percent of Paid Claim Surcharges:

VT Paid Claims Surcharge = 0.999%

Fixed Dollar Retention

PMPM = \$0

Percent of Premium ACA Assessments:

Insurer Tax – 2.0%

PMPM ACA Assessments:

Federal ACA Reinsurance/Treasury Assessment: 2015 coverage dates = \$3.67, 2016 coverage dates = \$2.25

Comparative Effectiveness Research Tax - \$0.17

EMPLOYER SPECIFIC PREMIUM RATES

The experience rating formula filing details the calculation of employer specific premium rates by using employer specific information. In the event the employer group cannot supply sufficient information to calculate employer specific conversion factors, the following community load ratios will be used:

- Single=1.0
- Double=2.0
- Family 2 tier=2.5
- Family 3 tier=2.6
- Family 4 tier= 2.8
- Parent Child 4 tier= 1.9

RETROSPECTIVE RATING

The risk charges for a group choosing to be rated retrospectively are outlined below:

(NO DEFICIT CARRY FORWARD/80% SURPLUS REFUND FOR GROUPS 251+, 50% REFUND FOR GROUPS LESS THAN 251)

- Groups with 1,000+ enrolled subscribers = 1.01
- Groups with 251-999 enrolled subscribers = 1.01
- Groups with 51-250 enrolled subscribers = 1.01

MINIMUM PREMIUM FUNDING ARRANGMENTS

The following table shows the Claims Fluctuation Margin (CFM) available for groups of different sizes. The appropriate level of CFM will depend on the group’s size and risk assessment. Groups that are smaller with a higher risk assessment will have a higher CFM. Because of the risk involved with minimum premium funding, at the smaller group size, the underwriter will use judgment to determine if minimum premium funding is allowed.

Group Size	CFM
100-249	120%, 125%, or 130%
249-499	115%, 120%, or 125%
500-999	110%, 115%, or 120%
1,000+	105%, 110%, or 115%

ACTUARIAL CERTIFICATION

I believe the rating factors described herein are consistent with industry norms, follows sound actuarial and underwriting principals, and the rating factors used and documented in the Experience Rating Addendum are reasonable relative to MVP’s book of business and industry norms.

I have reviewed the provisions of Vermont Insurance Law. It is my opinion that this rating formula complies with the requirements of those provisions.



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