



DATE: September 8, 2014
TO: Bethany Benefit Customers
FROM: Elliott Johnson & Paul Hawkinson
RE: Bethany Benefit Service Year 2015 Rates

We are pleased to announce that **Bethany Benefit Service medical rates for 2015 will increase only 3.9%. Our 2014 rates were held flat with 2013.**

Medical Rate Development

Rates are a function of (1) the plan's current claims experience/financial status and (2) projections for medical, dental and prescription drug claims for the coming year.

Our rates are based on the independent work of a health insurance actuary, an outside consultant and Bethany Benefit Service staff. These rate projections are reviewed by the Health Insurance Committee and approved by the full Covenant Board of Pensions and Benefits.

We are able to keep our medical rate to a minimum due to:

- (1) better than expected claim results, even with an increasing medical cost trend of 10%
- (2) low operating costs, even though we are absorbing some new ACA costs in our rates
- (3) a strong current financial position for the plan

Our medical coverage is part of the Blue Cross Blue Shield family. Dental coverage is provided through Delta Dental. The prescription drug provider is Express Scripts. The vision benefit provider is DeltaVision, an affiliate of Delta Dental.

Bethany Benefit Service Objectives

- To provide quality benefits on a cost-effective basis for our pastors, church workers and missionaries, including their respective dependents.
- To preserve the financial viability of the benefit program.

In comparing your plan with others, it is important to note the **wide variety of benefits** that are included in the health insurance rate:

- ✧ **medical insurance**
-approximately 70% of the health rate

✧ **dental/vision insurance (including orthodontia)**

-approximately 10% of the health rate

✧ **prescription drug benefit**

-approximately 20% of the health rate

(Note: For Medicare Supplement retiree coverage these percentages are approximately 30% medical, 50% prescription and 20% dental/vision, as Medicare covers much of medical claim costs.)

Life and Long-Term Disability Coverage

There will be no changes in UNUM life or long-term disability (LTD) insurance rates.

For Covenant pastors enrolled with Bethany, our long-term disability insurance coverage pays into the Covenant Pension Plan until normal Social Security retirement age as long as the pastor continues to be disabled and pays Bethany the medical/dental coverage cost for the first 24 months of a disability that qualifies for long-term disability benefits.

2015 Bethany Benefit Rates

Effective January 1, 2015:

Single PPO	\$ 574
Family PPO	\$1,541
Medicare Supplemental	\$ 357
Life Insurance & AD&D	\$ 23
LTD/thousand of annual earnings	
-pastors in Covenant Pension Plan	\$1.06
-all other LTD participants	\$0.91

We thank you for your continued participation. Additional contact information for the Bethany Benefit Service providers is on the following page.

On behalf of the Covenant Board of Pensions and Benefits,



Elliott Johnson
Assistant Director of Pensions



Paul Hawkinson
Director of Pensions

Contact information for Bethany Benefit Service providers:

Highmark BC/BS www.highmarkbcbs.com

1-866-267-3231

- To find a physician or hospital in our network
- To resolve a medical claim

1-800-452-8507

- To report a planned or actual hospital admission

Delta Dental www.deltadentalil.com

1-800-323-1743

- To find a dentist in our network (PPO or Premier networks)
- To resolve a dental claim

Express Scripts www.express-scripts.com

1-800-892-5130

- Begin or opt out of prescription home delivery

DeltaVision (EyeMed) www.eyemed.com

1-866-723-0513

- To find an in-network provider (Access network)

Bethany Benefit Service www.covchurch.org/benefits/insurance

email: Bethany@covchurch.org

1-800-313-8955 Fax #: 1-773-784-2249

- To enroll a new employee or new dependent
- To receive assistance in resolving unpaid claims
- To open a UNUM life or long-term disability claim
- To discuss premium payment

Your representatives at the ECC for Bethany Benefits:

Christina Kempe, benefits coordinator 1-773-907-3376

Phil Gonzalez, claims specialist 1-773-907-3363

Daisy Echevarria, administrative assistant 1-773-442-6589