

CBIZ, Inc.
Frequently Asked Questions for
Value Based Prescription Drug Program

Question: Which medical plans is this program available for?

Answer: The \$1,000 and \$500 deductible plans.

Question: Who is eligible for the program?

Answer: CBIZ employees, spouses and children who are covered under the applicable medical plans.

Question: What medical conditions are covered by this program?

Answer: Asthma, coronary artery disease and diabetes.

Question: How can I obtain a list of the prescription drugs covered under this program?

Answer: You may print a copy from the CBIZ Employee Service Center website (www.cbizesc.com).

Question: How are the prescription drugs included in this program covered?

Answer: The separate prescription drug deductible (\$100 individual / \$300 family) will be waived for all drugs in this program. The copayments will then be as follows:

	Retail	Mail Order (90-day supply)
Tier 1	\$5 (normally \$10)	\$12.50 (normally \$25)
Tier 2	\$15 (normally \$30)	\$37.50 (normally \$75)
Tier 3	\$50 (no discount)	\$125 (no discount)

Question: What do I (or my dependents) need to do **RIGHT NOW** to qualify for the discount?

Answer: Nothing. If you take one of the medications on the list, you will automatically receive the reduced copayment in 2010. However, in order to be eligible to continue receiving your medication for the reduced copayment in 2011, there are certain actions that you need to take during 2010.

Question: What do I (or my dependents) need to do in 2010 to qualify for the reduced copayment in 2011?

Answer: Individuals must demonstrate compliance through timely refills of medication being taken for one of these conditions. They must also take the CBIZ Health Risk Assessment (HRA) during the 2011 open enrollment period (November 2010). Additionally, there are specific medical requirements based upon the condition(s) for which the individual is taking a prescription medication. Those requirements are as follows:

Asthma

- Physician visit 2 times per year
- Individuals on a controller medication like Advair must fill 9 prescriptions in a 12 month period
- Annual fast acting inhaler refill
- Yearly flu shot

Diabetes

- Physician visit 2 times per year
- Yearly check of cholesterol; lipids, total cholesterol, HDL/LDL
- Yearly urine microalbumin check
- Twice annually hemoglobin A1C tests
- Yearly dilated retinal exam
- If taking medication, must fill 9 months supply of diabetic medication in a 12 month period
- If applicable, must fill 9 months supply of hypertension drugs; ACE inhibitor, ARB in a 12 month period
- Yearly flu shot

Coronary Artery Disease

- Physician visit 2 times per year
- Yearly check of cholesterol; lipids, total cholesterol, HDL/LDL
- If taking medication, must fill 9 months supply of lipid drugs (e.g. Lipitor) in a 12 month period
- If applicable, must fill 9 months supply of hypertension drugs, ACE inhibitor, ARB in a 12 month period
- Yearly flu shot

Question: If my child is taking a medication for one of these conditions, does he also need to meet these requirements in 2010 to be eligible for the program in 2011?

Answer: No. Only employees and spouses are required to meet the criteria. Children will not be reviewed for compliance.

Question: If **both** the employee and the spouse take medication for one (or more) of these conditions, who needs to meet the requirements in 2010 to be eligible for the program in 2011?

Answer: In this situation, UHC will review compliance for both the employee and the spouse and only if both meet the criteria will the entire family be eligible to continue in the program in 2011. (If **only** the employee or the spouse is taking prescription medication for one of the conditions, then only that member will need to meet the criteria to continue the program for the entire family in 2011.)

Question: How will notification of the requirements that must be met in 2010 be provided to me?

Answer: You will receive a mailing at your home towards the end of 2009 (the exact date has not yet been determined).

Question: Who is going to keep track of the various requirements that I have met during the course of the year?

Answer: UHC will keep track of these requirements in their systems (assuming that you utilize your CBIZ medical insurance coverage to meet the requirements). Completion of the CBIZ Health Risk Assessment will be reported to UHC by the HRA vendor.