

LIFEX Q&A

LifeX is an alternative solution to ACA for the healthy and wealthy. It falls under ERISA which is governed by the Department of labor. LifeX hires healthy people to answer surveys about healthy people and this employment arrangement allows them access the group health benefits.

QUESTION	ANSWER
Who is a qualified customer?	Any prospective individual who meets the employment standards and agrees to the terms of employment (very broad scope here). Employment Standards have some health questions as they are hiring healthy people to answer healthy people surveys. But, they aren't underwriting, only hiring based on their answers, if they get hired the insurance is GI and Pre-X is covered day 1.
We know it's level for life comp, but do the plans auto renew at years end?	Yes
Explain the W2 Factor?	LifeX can hire any prospective individual who meets the employment standards and agrees to the terms of employment. LifeX then makes them a W2 employee which gives them access to group health benefits.
With ERISA, you typically have to work 1,000 hours a year for benefit. How does a few 15 minute surveys qualify?	The 1,000 hours a year requirement is in aggregate across the entire part time employee base.
If they do not do the surveys and/or are non-renewed on an ERISA plan, are they entitled to COBRA?	LifeX will not terminate employees for not doing surveys. However, lying on employment application is cause for term and would not be eligible for cobra.

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If the plan somehow gets cancelled or shut down, would that create an SEP for an ACA plan?	Yes, if COBRA is not available.
If LifeX goes bankrupt who steps in. Dept of Labor or Dept of insurance?	The Dept. of labor in the event of LifeX going out of business, then, of course, the stoploss carrier would come in and pick up all the claims.