

March 24, 2011

To All Full Time Team Members;

May 2011 is open enrollment for Carespring Medical/Dental benefits! Any plan changes must be submitted to your Administrative Assistant prior to May 1st.

Carespring is a partially self insured company in regards to health insurance. This means that Carespring funds all of the Administrative fees as well as all of your claims up to what's called a Specific Stop Loss. Our Specific Stop Loss is \$75,000 per covered person. This means that for a plan year, if you accumulate \$70,000 in claims and prescriptions, Carespring pays for all \$70,000 of that, less any co-pays, deductibles or co-insurance you may have paid. "Why aren't we with an individual insurance company?" It is actually even more expensive with the industry we are in. For the plan year of May 2010 through May 2011, Carespring is estimated to have funded nearly \$4.3 Million towards team member's insurance claims and premiums.

Carespring will need to increase the cost of a Single Plan for Plan E and Plan D this year in order to help offset the rising cost of health insurance. Plan E will increase to \$75 per month and Plan D will increase to \$100 per month. Your increase in premiums will automatically take effect on your first paycheck in May 2011.

How can YOU help us save money so we can pass the savings along to you?

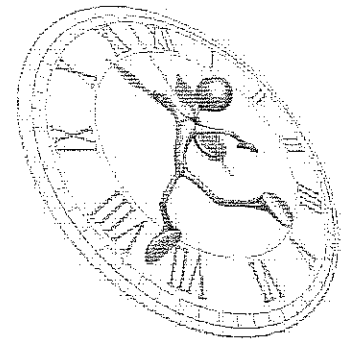
- Preventative Care – Carespring's Health Insurance Routine Well Adult Care is covered at 100% (Office visit co-pay may apply). This includes annual pap smears, mammograms, prostate screenings, and routine physicals. Sigmoidoscopies are allowed every 5 years. So why aren't you using these free screening services to care for yourself?
- Only use the Emergency Room in an emergency! Use your regular physician for illnesses and the Urgent Care whenever possible.
- Live a healthy lifestyle! Exercise, don't smoke, limit alcohol, and eat nutritious meals.
- Participate in the Free Health Screening! If you do so, you can receive \$15 off your monthly insurance premium starting in May 2012. 126 team members participated last year. *(See the attached sheet for further details.)*

If you have any questions, please ask your Administrative Assistant and they will be happy to help you in any way they can!

Sincerely,
Barry N. Bortz, CEO



15 Minutes to Save Your Life!



Are you one of the 126 Carespring Team Members that will be getting \$15 off their monthly health insurance premium for the May 2011 plan year? Why Not?!

Care for Your Health! (126 of your team members did last year!)

- Discover your state of health and help ensure a healthy future
- Receive personalized valuable health information
- Receive continued support and coaching

HealthSpan is pleased to offer all Carespring Health Plan Participants a thorough, convenient, on-site health evaluation through Interactive Health Solutions. Your health evaluation is 100% confidential and 100% covered by your Carespring health insurance.

In the month of May, you will be given the opportunity to enroll in the HealthSpan Wellness Program. You will receive a comprehensive health evaluation which includes a state of the art blood screening that includes, but is not limited to:

- Anemia
- Diabetes
- Liver and kidney disease
- Cardiovascular disease risks (high blood pressure, high cholesterol)
- Blood, bone and muscle disease (including certain types of cancer)

Your health evaluation is conveniently provided at your facility and typically takes about 15 minutes to complete. This program is completely confidential. Your personal health information will be handled according to the national privacy laws (HIPAA) and will not be shared with anyone without your permission. **This health evaluation is a \$160 value but is yours FREE!** Your Personal Health Report will be mailed to you within 2 weeks after testing – plus – you will be able to go on-line and check your lab tests within 3 business days! You will also be able to consult with health experts to get personal and private answers to questions on virtually any health topic.

Remember, this program is confidential and voluntary! However, **if you participate in the May 2011 Health Evaluation and actively participate throughout the plan year, you will be eligible to receive a \$15 credit off of your monthly premium for the following plan year (May 2012 – April 2013). That's a savings of \$180!** Just like 126 team members did last year! **You must continue in the program each year with the annual health screen in order to receive the premium discount for the following year.**

DID YOU KNOW??? The Carespring Health Insurance's Routine Well Adult Care is covered at 100% (Office visit co-pay may apply). This includes annual pap smears, mammograms, prostate screenings, and routine physicals. Sigmoidoscopies are allowed every 5 years. So why aren't you using these free screening services to care for yourself? **Open enrollment is May 1st!** Now is the time to make any plan changes or enroll if you've declined it in the past.

Carespring cares about your health!



**CARESPRING HEALTH CARE MANAGEMENT
BENEFIT PLAN CONTRIBUTION CHART**

Effective May 1, 2011

	Plan E	Plan D	Plan B	Plan F (dental only)
Single Deductible	\$1,500.00	\$750.00	\$500.00	\$50.00
Family Deductible	\$1,500 x 3	\$750 x 3	\$500 x 3	\$100.00
In-Network Co-Payment	70% / 30% of \$20,000.00	80% / 20% of \$15,000.00	80% / 20% of \$10,000.00	Preventative paid @ 100%
Out-of-Network Co-Payment	50% / 50% of \$25,000.00	50% / 50% of \$25,000.00	50% / 50% of \$10,000.00	Basic Services paid @ 80%
In-Network Office Visit Co-Pay	\$35.00 then 100%	\$25.00 then 100%	\$20.00 then 100%	Major Services paid @ 50%
Emergency Room**	\$150 copay	\$150 copay	\$150 copay	N/A
Urgent Care	\$45 copay	\$45 copay	\$45 copay	N/A
Life Insurance ***	Included	Included	Included	Included
Prescription Card****	\$20 / \$35 / \$55	\$5 / \$30 / \$50	\$15 / \$30 / \$40	N/A
Dental Coverage	Included (partial)	Included	Included	Included
Single Cost	\$75.00	\$100.00	\$230.00	\$0.00
Employee & Spouse Cost	\$230.00	\$320.00	\$430.00	\$60.00
Employee & Children Cost	\$210.00	\$255.00	\$390.00	\$50.00
Family Cost	\$240.00	\$375.00	\$580.00	\$75.00

Cost Per Month

Cost Per Month

* Full-time team members are eligible for coverage the first of the month following 90 days from their date of hire.

(Full-time Licensed Staff, experienced S.T.N.A.'s, and Supervisors are eligible the first of the month following 30 days from their date of hire).

** Emergency room due to illness will be subject to network co-pay in addition to \$150 ER copay if not admitted to hospital within 24 hours.

*** Life Insurance includes Accidental Death & Dismemberment. (\$30,000 employee, \$5,000 spouse, \$2,000 Child 6 mos.+; \$100 child 4 days to 6 mos.).

**** Prescription costs are broken down by generic / preferred / non-preferred and vary by plan. Effective 01/01/07, generics are MANDATORY if available.

NOTE: SPOUSAL COVERAGE: If you have a working spouse who has health insurance coverage available at his/her place of employment, it will be necessary for him/her to be covered under that employer's plan. Effective 05/01/07.

WELLNESS PROGRAM: If you enroll May, 2011 in the Health Span Wellness Program and actively participate, you will receive a \$15 monthly credit on your May 1, 2012 through April 30, 2013 health insurance premiums. (Participation to be monitored by Health Span.) **You must participate every year to continue receiving the discount each year.**