Synchrony Health Initiatives

Contingencies & Requirements

1) Minimum enrollment of 51 people or 75% of eligible employees, whichever is greater.
2) All enrollees must be approved by underwriting prior to coverage being added including newly eligible throughout the Plan Year.
3) All applicants will be required to submit Medical Questionnaires. Missing data will result in a denial of coverage or delay in effective date.
4) The employer may not offer a competing plan.
5) The plan is available to all full time employees. Full time is considered 30 hours per week.
6) The employer must contribute at least 50% of the employee premium. The employer is responsible for compliance with ACA contribution requirements.
7) Coverage may be canceled retroactively if employer or employee are found to have misrepresented medical conditions on the enrollment forms.
8) Contributions must be submitted on or before the 1st of the month in which benefits are being provided. If not received by the 5th of the month in which coverage is provided then coverage will be suspended.
9) Due to the nature of the program no retroactive coverage can be approved.
10) The plan does not offer an annual open enrollment. All potential enrollees must complete a medical questionnaire prior to coverage becoming effective.