In September 2019, employees who were enrolled in a College medical plan for any portion of 2018 received a notice from Independence Blue Cross advising that they will be rebating a portion of 2018 health insurance premiums. This is a requirement of the Affordable Care Act, which requires insurers to rebate part of the premiums received if the insurer does not spend at least 85% of the premiums on health insurance services and activities to improve health care quality.

In aggregate, Independence Blue Cross (IBC) spent only 82.0% of premiums on Personal Choice enrollees and 82.9% on Keystone Health Plan East enrollees during calendar year 2018. This medical loss ratio is based upon IBC’s overall book of business and is not specific to Bryn Mawr’s experience. The difference between 85% and these percentages of premiums was refunded to employers including Bryn Mawr. Employers are then to reimburse employees for the portion of this rebate that is attributable to employee contributions.

Employees who were currently employed as of September 12, 2019 and who were enrolled in the same medical plan for all twelve months of 2018 will receive the following refunds:

- Personal Choice PPO: $102.15
- Personal Choice HDHP: $ 20.72
- Keystone POS: $ 27.04
- Keystone HMO: $ 21.49

Employees who were enrolled in these plans for part of the year will receiving a refund in proportion to the number of months of enrollment.

The refund will be processed during the first pay in November. For hourly paid employees this will occur on November 8. For salaried employees this will occur on November 29. The rebate will occur on your pay under the earnings code “MLR” for Medical Loss Ratio.