



IMPORTANT INFORMATION

Effective date of change

- Changes submitted between the 1st and 15th of the month by 5 p.m. (PT) will be effective the 1st of the same month.
- Changes submitted between the 16th and the last business day of the month by 5 p.m. (PT) will be effective the 1st of the following month or a future effective month, if desired.
- Requests submitted after 5 p.m. (PT) will be considered to be received the following business day.
- If the 15th or the last day of the month falls on a Saturday or Sunday, the form is due the next business day.

It may take up to 2 billing cycles for any plan changes to be reflected on your bill.

Medical plan changes

- To add a PPO plan, you must use and complete the Employer Application found on account.kp.org/business/forms-and-documents.
- If you're making a midyear plan change, you must also complete and return the Summary of Benefits and Coverage (SBC) Attestation on page 5. SBCs for all our plans are available at account.kp.org/business/california/small-business/summary-benefits-coverage. Also, see the Kaiser Permanente Small Business Guidelines at account.kp.org/business/forms-and-documents for more information about eligibility and enrollment.
- You can replace an existing plan with a less rich plan once a year outside your renewal.
 - All employees on the richer plan are moved to the less rich plan.
 - You can make a plan change only if your account is paid up to date.
 - This change must occur at least 120 days prior to the renewal.
 - Kaiser Permanente reserves the right to decline a plan change.

Employee medical plan changes – Census

- If you're canceling one of your current medical plans, complete Section 5, "Employee medical plan changes – Census," on page 3 of this form, and provide the requested information for each employee who'll be transferred to another plan.
- For mergers/acquisitions: If you're adding an additional medical plan(s), provide an enrollment application for anyone who's not currently enrolled and list all new and existing employees in Section 5, "Employee medical plan changes – Census," on page 3 of this form.

Dental plan change

You can add a new plan or change your current plan only at renewal, excluding child dental.

Chiropractic/acupuncture coverage change (grandfathered [nonmetal] plans only)

You can add a new plan or change your current plan only at renewal.

Fertility change (Metal plans only)

You can add or cancel this benefit only at renewal. **This optional benefit is only available to groups with 20 or more eligible employees where Kaiser Permanente is the sole carrier, and will be added to all HMO plans offered.**

If you have questions, call our Account Management Support Team at **800-790-4661, option 3.**



California Small Group
2025 PLAN ADD/CHANGE REQUEST

Midyear changes are subject to approval.
Plan changes aren't permitted within 120 days of your renewal date.

1 COMPANY INFORMATION

Company name		Group ID
Phone () -	Ext.	

2 EFFECTIVE DATE OF CHANGE

Make changes effective the first day of _____ / _____ .
(month) (year)

If you're making a midyear plan change (material modification), the Affordable Care Act (ACA) requires you to provide new Summary of Benefits and Coverage (SBC) documents to your employees and their dependents at least 60 days before the new plan's effective date. (This requirement doesn't apply for renewal cycle changes.) Only one SBC is required to be sent if an employee and their dependent(s) reside at the same address, otherwise, a separate SBC must be sent to each address.

3 CANCEL MEDICAL PLAN(S)

Select the plan(s) you would like to cancel.

Metal plan(s)

Platinum	<input type="checkbox"/> Platinum 90 HMO 0/10 PCP + Child Dental Alt* <input type="checkbox"/> Platinum 90 HMO 0/20 PCP + Child Dental <input type="checkbox"/> Platinum 90 HMO 250/30 PCP + Child Dental Alt*	<input type="checkbox"/> Platinum 90 PPO 0/15 PCP + Child Dental
Gold	<input type="checkbox"/> Gold 80 HMO 0/35 PCP + Child Dental Alt* <input type="checkbox"/> Gold 80 HMO 250/35 PCP + Child Dental <input type="checkbox"/> Gold 80 HMO 1000/40 PCP + Child Dental Alt* <input type="checkbox"/> Gold 80 HDHP HMO 1750/15% PCP + Child Dental Alt <input type="checkbox"/> Gold 80 HRA HMO 2250/35 PCP + Child Dental	<input type="checkbox"/> Gold 80 PPO 350/25 PCP + Child Dental
Silver	<input type="checkbox"/> Silver 70 HMO 1900/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HMO 2300/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HMO 2500/55 PCP + Child Dental <input type="checkbox"/> Silver 70 HMO 2900/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HDHP HMO 2850/25% PCP + Child Dental	<input type="checkbox"/> Silver 70 PPO 2500/55 PCP + Child Dental
Bronze	<input type="checkbox"/> Bronze 60 HMO 5800/60 PCP + Child Dental <input type="checkbox"/> Bronze 60 HDHP HMO 6650/0 PCP + Child Dental	<input type="checkbox"/> Bronze 60 PPO 5800/60 PCP + Child Dental

Child Dental: We're required to include child dental benefits with your medical plan(s). When employees and their dependents enroll in the HMO medical plan(s) you've chosen, we'll also enroll them in a separate child dental plan underwritten by Delta Dental of California. PPO medical plan members receive child dental benefits as part of their medical coverage and not as a separate plan. Child dental services apply to all members under 19 years old.

*Chiropractic and acupuncture benefits are included with these plans.

If you have a grandfathered (nonmetal) plan, you may cancel the plan. Grandfathered (nonmetal) plans can't be added to a plan portfolio.

Grandfathered (nonmetal) plan(s)

Copayment HMO plans	<input type="checkbox"/> \$5	<input type="checkbox"/> \$15	<input type="checkbox"/> \$20	<input type="checkbox"/> \$30	<input type="checkbox"/> \$50
HSA-qualified HDHP HMO plans	<input type="checkbox"/> \$0/\$2,000 with HSA	<input type="checkbox"/> \$0/\$3,300 with HSA	<input type="checkbox"/> \$30/\$3,300 with HSA		
Deductible HMO plans	<input type="checkbox"/> \$30/\$1,000	<input type="checkbox"/> \$30/\$1,500	<input type="checkbox"/> \$40/\$2,000		
Deductible HMO plans with HRA	<input type="checkbox"/> \$30/\$1,500 with HRA	<input type="checkbox"/> \$30/\$2,500 with HRA			



California Small Group
2025 PLAN ADD/CHANGE REQUEST

Company name (print): _____

Group ID: _____

4 ADD MEDICAL PLAN(S)

Select the plan(s) you'd like to offer. For more information on the plans listed below, contact our Account Management Support Team at **800-790-4661, option 3**, your agent/broker, or visit our website at kp.org/smallbusinessplans/ca.

- Groups with **1 to 5** enrolled subscribers can offer a choice of up to **4 HMO** Kaiser Permanente plans, plus **1 PPO** plan for a maximum of 5 plans.
- Groups with **6** or more enrolled subscribers can offer a choice of **1 or more HMO** Kaiser Permanente plans, plus **2 PPO** plans.
- PPOs can only be offered when Kaiser Permanente is the **sole carrier**.

Platinum	<input type="checkbox"/> Platinum 90 HMO 0/10 PCP + Child Dental Alt* <input type="checkbox"/> Platinum 90 HMO 0/20 PCP + Child Dental <input type="checkbox"/> Platinum 90 HMO 250/30 PCP + Child Dental Alt*	<input type="checkbox"/> Platinum 90 PPO 0/15 PCP + Child Dental
Gold	<input type="checkbox"/> Gold 80 HMO 0/35 PCP + Child Dental Alt* <input type="checkbox"/> Gold 80 HMO 250/35 PCP + Child Dental <input type="checkbox"/> Gold 80 HMO 1000/40 PCP + Child Dental Alt* <input type="checkbox"/> Gold 80 HDHP HMO 1750/15% PCP + Child Dental Alt <input type="checkbox"/> Gold 80 HRA HMO 2250/35 PCP + Child Dental	<input type="checkbox"/> Gold 80 PPO 350/25 PCP + Child Dental
Silver	<input type="checkbox"/> Silver 70 HMO 1900/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HMO 2300/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HMO 2500/55 PCP + Child Dental <input type="checkbox"/> Silver 70 HMO 2900/65 PCP + Child Dental Alt* <input type="checkbox"/> Silver 70 HDHP HMO 2850/25% PCP + Child Dental	<input type="checkbox"/> Silver 70 PPO 2500/55 PCP + Child Dental
Bronze	<input type="checkbox"/> Bronze 60 HMO 5800/60 PCP + Child Dental <input type="checkbox"/> Bronze 60 HDHP HMO 6650/0 PCP + Child Dental	<input type="checkbox"/> Bronze 60 PPO 5800/60 PCP + Child Dental

Child Dental: We're required to include child dental benefits with your medical plan(s). When employees and their dependents enroll in the HMO medical plan(s) you've chosen, we'll also enroll them in a separate child dental plan underwritten by Delta Dental of California. PPO medical plan members receive child dental benefits as part of their medical coverage and not as a separate plan. Child dental services apply to all members under 19 years old.

*Chiropractic and acupuncture benefits are included with these plans.

Groups selecting the Gold 80 HRA HMO 2250/35 PCP plan must fund an HRA for each enrolled employee. The allowable funding range is \$200 to \$400 per employee and \$400 to \$800 per family.

HDHP plans are HSA-qualified. If you've selected an HDHP or HRA plan above, and would like Kaiser Permanente to administer your health payment account, you **MUST** contact our Account Management Support Team at **800-790-4661, option 3**, as additional documents are required and administration fees will apply.

To help you make an informed choice, click to view the **Summary of Benefits and Coverage (SBC)** documents for all our plans. SBCs summarize important information about our health coverage options in a standard format, so you can easily compare benefits and coverage offered by Kaiser Permanente and other carriers.

5 EMPLOYEE MEDICAL PLAN CHANGES – CENSUS (add additional sheets if needed)*

If your company is changing from one plan to another, you don't need to provide this information; we'll transfer all enrolled employees to your new plan automatically. Provide enrollment applications for any new employees. If your company offers multiple plan options, **list only the employees changing plans and their new plan selection**. Be sure to include all COBRA and COBRA subsidy members.

First name	MI	Last name	Date of birth (mm/dd/yyyy)	New plan selection
			/ /	
			/ /	
			/ /	
			/ /	
			/ /	
			/ /	

*All fields must be filled out completely to process this form.



California Small Group
2025 PLAN ADD/CHANGE REQUEST

Company name (print): _____

Group ID: _____

6 SUPPLEMENTAL FAMILY DENTAL PLAN CHANGES

Supplemental Family Dental plans are available only when purchased with a medical plan and cover all enrolled members, including adults and dependent children up to age 26. These plans are not substitutes for the child dental coverage as required by the Affordable Care Act for members under 19 years old. A medical PPO plan member living outside California isn't eligible for the DeltaCare HMO family dental plan.

- Cancel dental plan. Dental plan name:** _____
- Add dental plan***

Check the dental plan you would like to add.

KPIC Fee-for-service (Premier)	<input type="checkbox"/> Plan C	<input type="checkbox"/> Plan D	<input type="checkbox"/> Plan E	<input type="checkbox"/> Plan E with Ortho (requires at least 10 subscribers)	
KPIC PPO	<input type="checkbox"/> PPO AG 1500	<input type="checkbox"/> PPO AH 2000	<input type="checkbox"/> PPO D 1500	<input type="checkbox"/> PPO E 1000	<input type="checkbox"/> PPO E 1500
DeltaCare HMO	<input type="checkbox"/> 10A HMO	<input type="checkbox"/> 13B HMO			

7 CHIROPRACTIC/ACUPUNCTURE CHANGES (GRANDFATHERED [NONMETAL] PLANS ONLY)

Important to note: Chiropractic/acupuncture coverage can't be offered alongside any HSA-qualified plans.

- Cancel chiropractic/acupuncture coverage for grandfathered (nonmetal) copay, deductible HMO, and deductible HMO with HRA plans.
- Add chiropractic/acupuncture for grandfathered copay, deductible HMO, and deductible HMO with HRA plans.

8 FERTILITY BENEFIT CHANGES (METAL PLANS ONLY)

The optional fertility benefit is available only to groups with 20 or more eligible employees where Kaiser Permanente is the sole carrier. If you select this benefit, it'll be added to all the metal HMO plans you offer, and the cost will be included in the medical plan rate.

- Cancel fertility benefit
- Add fertility benefit

9 EMPLOYER PREMIUM CONTRIBUTION CHANGES

Your contribution to employee coverage can be a percentage or a fixed dollar amount. **Your minimum contribution must be at least 50% of the "employee only" monthly premium for the lowest-priced Kaiser Permanente medical plan offered by you, the employer.**

Percentage of the premium is based on the following (select 1 only):

- Lowest plan offered
- All plans offered
- Specific plan offered: _____

Employer contribution (50%-100%): _____ % per employee _____ % per dependent (optional)

Employer contribution (fixed \$): \$ _____ per employee \$ _____ per dependent (optional)

*If you have 50 or more full-time or full-time-equivalent employees, you must offer dependent coverage. For more information about Employer Shared Responsibility, see section 4980(H)(C)(2) of the Internal Revenue Code.

10 READ AND SIGN (REQUIRED)

I affirm that I have authority to contract with Kaiser Foundation Health Plan, Inc., and Kaiser Permanente Insurance Company on behalf of the group. I acknowledge that adding or changing plans may increase my rates and that I am responsible for the additional premium.

I understand that a Summary of Benefits and Coverage (SBC) for each of my medical plans is available at kp.org/smallbusiness-sbc/ca. I agree to provide my eligible employees with SBCs for any plan(s) I've chosen or will change to in the future.

Authorized company signer (print name)	Company title (print)
Signature X	Date

The copay HMO plans, HSA-qualified high deductible health plans, deductible HMO plans, and the deductible HMO plans with HRA are underwritten by Kaiser Foundation Health Plan, Inc. (KFHP). The PPO and Fee-for-service dental plans are underwritten by Kaiser Permanente Insurance Company (KPIC), a subsidiary of Kaiser Foundation Health Plan, Inc. (KFHP), and administered by Delta Dental of California (Delta Dental). The chiropractic/acupuncture benefit is administered by American Specialty Health Plans of California, Inc.



California Small Group
**SUMMARY OF BENEFITS AND COVERAGE
 ATTESTATION**

COMPANY INFORMATION

Company name	Group ID
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REQUIRED FOR MIDYEAR PLAN CHANGES

If you're making a midyear plan change (material modification), the Affordable Care Act (ACA) requires you to provide new Summary of Benefits and Coverage (SBC) documents to your employees and their dependents at least 60 days before the new plan's effective date. (This requirement doesn't apply for renewal cycle changes.) You can send a single SBC to an employee and their dependents if they live at the same address. If any dependents live at a different address, you must also send them an SBC.

Midyear changes are subject to approval. Plan changes aren't permitted within 120 days of your renewal date. Providing SBCs to your employees and their dependents doesn't bind Kaiser Permanente to approve your plan change request. If your plan change is approved, we'll send you a confirmation with the effective date of your change. If the change isn't approved, we'll contact you with the reason why.

SUMMARY OF BENEFITS AND COVERAGE NOTIFICATION DATES

Current renewal month	Request effective month	Date SBCs provided to employees
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You now have access to **Summary of Benefits and Coverage (SBC)** documents to help you make an informed choice about your health plan(s). These documents summarize important information about your health coverage options, so you can easily compare Kaiser Permanente benefits and coverage with those of other carriers. Provide your eligible employees with SBCs for your renewal plan(s) or for any plan(s) you change to in the future.

READ AND SIGN (REQUIRED)

I affirm that I have authority to contract with Kaiser Foundation Health Plan, Inc., and Kaiser Permanente Insurance Company on behalf of the group. I acknowledge that I have or will provide copies of the SBC to my employees and their dependents 60 days before the effective date listed above.

Authorized company signer (print name)	Company title (print)
Signature X	Date

CONTACT INFORMATION

If you have questions, call our Account Management Support Team at **800-790-4661, option 3**.