

We're in this together

COVID-19 AGENT RESPONSE MANUAL

Thank you for your continued support and professionalism, especially during these uncertain times. You play a critical role in helping our members achieve their best health, and they'll be looking to you for guidance—perhaps now more than ever.

As part of our commitment to our agents and those we serve, we've developed this guide to help you as you help our members. In here you'll find Humana's policy regarding waiving member payments for COVID-19 treatment, tips for helping to keep members safe and maintain their health and a list of agent resources.

Because the COVID-19 crisis is dynamic, we recommend reviewing CDC guidelines and other reputable sources frequently for the best ways to prevent infection and the latest science on how the disease is transmitted.



We're waiving COVID-19related out-of-pocket costs





Humana will waive out-of-pocket costs for members for all diagnostic testing or treatment related to COVID-19. That means:

- Testing is covered with no out-of-pocket costs for members who meet CDC guidelines at approved laboratory locations. This includes any member cost share for the related medical services during which testing for COVID-19 was performed or ordered.
- Medical costs associated with any COVID-19 treatment, including inpatient hospital stays, out-of-pocket costs and FDA-approved medications are waived.
- Vaccinations, when they become available, will also be covered at no out-of-pocket cost.

The member's cost share will be covered by Humana whether the treatment is administered by an in-network or out-of-network provider, and there is currently no end date for these waivers.

COVID-19 waiver FAQs

- Q. Who qualifies?
- A. This applies to Humana Individual and Group Medicare Advantage, Medicare Supplement, Medicaid, fully insured commercial, and Humana employee health plan members. There are a few ASO groups that have opted out of expanded coverage, so expanded coverage messaging will not apply to those groups.
- Q. What's being waived?
- A. Member copays, deductibles, and coinsurance cost sharing will be waived for covered services related to COVID-19, regardless of where they take place. Telehealth, primary care physician visits, specialty physician visits, facility visits, labs, home health and ambulance services could be included.
- Q. When is this effective?
- A. This coverage decision will be retroactive to March 6, 2020.
- Q. Is a confirmed COVID-19 diagnosis required for these waivers?
- A. No. Because of the limited availability of testing for COVID-19, costs will be waived for testing and treatment of suspected or confirmed cases, as indicated by the diagnosis codes submitted on the claim.
- Q. Will these costs be included or apply to the member's MOOP?
- A. Since the member's cost share for COVID-19-related treatment is being waived, the waived amount will not be applied to MOOP.

HOW WE HELP: PHARMACY & TELEMEDICINE

We're making pharmacy changes and covering telemedicine



Members can get early refills at their pharmacy

In order to help ensure our members' safety in the current situation, we're offering the following:

- At members' local pharmacies: We are allowing early refills of prescriptions to meet extended supply needs. Members can contact their pharmacy to get started.
- At Humana Mail-Order Pharmacy: Members may be interested in using a mail-order pharmacy, so they don't have to leave their homes and risk being among crowds. Humana is the preferred cost-sharing mail-order pharmacy under many Humana prescription drug benefit plans. Humana Pharmacy has an automated dispensing process that limits human handling of prescriptions and they couple that with regular cleaning of open spaces and disinfecting of equipment to help minimize any disruption to member care. Members can contact Humana Pharmacy to get started with mail-order prescriptions.

Humana Pharmacy FAQs

- Q. Are pharmacists available to answer questions and address concerns?
- A. Humana Pharmacy has over 500 pharmacists in its pharmacies in Ohio, Arizona, Texas and Florida available to answer questions over the phone—so members can get the information they need without having to leave their homes.
- Q. What medications are available?
- A. Humana Pharmacy administers only FDA-approved drugs in tamper-resistant packaging.
- Q. Does Humana Pharmacy have enough medicine on hand?
- A. Humana Pharmacy has plans in place to protect medication inventory and prevent shortages, and it's regularly monitoring its suppliers so it can increase its inventory when needed.

HOW WE HELP: PHARMACY & TELEMEDICINE

We're covering out-of-pocket telemedicine costs

For the next 90 days, beginning March 6, 2020:

We're temporarily waiving member out-of-pocket costs for telehealth visits (also known as telemedicine) with participating in-network providers, including routine visits for primary and specialty care and behavioral health services.

This expanded coverage includes audio-only telephone consultations as well as online visits with your current healthcare providers if they are set up to offer telehealth services.

These expanded benefits also apply to telehealth care through MDLIVE®, a nationwide in-network telemedicine provider for our Medicare Advantage members, and through Doctor On Demand® for our employer group members.

If you need care now and want to take advantage of this coverage, call your healthcare provider to ask about arranging a telehealth visit.

HOW WE HELP: PHARMACY & TELEMEDICINE: RESOURCES

Humana Pharmacy¹



MDLIVE²







DOWNLOAD

Humana Pharmacy flyer* DOWNLOAD

MDLIVE flyer

DOWNLOAD

MDLIVE FAQ

DOWNLOAD

MDLIVE educational
PPT deck

¹Humana Pharmacy flyers are for use in communicating to current HP users or MAPD/PDP members in which HP is the preferred cost-sharing pharmacy for that member's plan. Do not market Humana Pharmacy.

²For the next 90 days, beginning March 6:

Expanded benefits also apply to telehealth care through MDLIVE, a nationwide in-network telemedicine provider for our Medicare Advantage members, and through Doctor On Demand for our employer group members. Do not market MDLIVE.

HOW WE HELP: CALLS AND COMMUNITIES

How Humana assists during COVID-19





On calls

- Our specially trained team answers COVID-19-related calls.
- Members have access to a toll-free support line, found on the back of their I.D. card, where they're connected directly to a dedicated team of professionals. Concierge teams perform with high satisfaction scores and resolution rates.



In our communities

- We partner with Tivity to deliver pre-packaged, nutritious meals to members in need who are experiencing food insecurity due to COVID-19.
- The Humana Foundation has pledged substantial financial support of COVID-19 relief and recovery efforts and continues to do so.

OUTREACH SCRIPT

Now's the time to reach out Here's what to say

This script is to be used by agents to provide support and resources to our members during this difficult time. This outreach must not include any marketing or sales activity by the agent at any time.





"Hello, my name is <First Name> <Last Name>, and I am a/your licensed sales agent calling from/on behalf of Humana. May I please speak with <Member First Name> <Last Name>?"

If no: "Okay, thank you. I will try again at another time."

If yes: "<Mr./Ms. Last Name> this is just a courtesy call to check in on our members. We understand that there is a lot going on right now and we want to assure you of Humana's commitment to continue to serve our members in the community. Additionally, we want to see what questions you have or if there is anything we can do to provide you with assistance or support during this time?"



Answer the member's questions and listen for cues that could trigger the need for additional follow-up or resources provided to the member.

Note: If a member indicates they have received calls from other departments:

"Thank you for sharing that, <Mr./Ms. Last Name>. Please pardon the duplication of effort. We care about you and are doing everything we can to ensure we are able to talk with you during this difficult time."

"It is important to Humana that you have access to the care you need without risk of exposing yourself to COVID-19. Humana is helping to remove barriers to diagnosis and treatment of the virus in the following ways:

- COVID-19 testing is covered with no out-of-pocket costs for patients who meet CDC guidelines at approved laboratory locations.
- Humana is waiving member cost share for all telehealth services delivered by participating/ in-network providers. You can contact your provider to see whether they are able to conduct visits using telehealth. Humana also has a nationwide provider for telehealth services, which is another way you can access a telehealth visit.
- For Humana members with prescription drug coverage, early prescription refills are allowed, for an extra 30 or 90-day supply as appropriate. If needed, contact your pharmacy. You can also contact Humana Pharmacy for Mail Order Prescription.
- Our member support line is available. Members can call Humana's toll-free customer support line, which can be found on the back of their member I.D. card, to be connected to this dedicated team of professionals."

OUTREACH SCRIPT (CONTINUED)



Required statement to member prior to asking the questions below:

"I'd like to ask you a few questions about your social health needs so we can better serve you and provide you with resources to help address these needs, if available. Please know that answering any of these questions is optional and not required. Should you choose to respond, your responses will be kept private and will not have any impact on your coverage, benefits or premium. Are you comfortable with me beginning to ask you questions?"

Note: If the member states no, or expresses any hesitation or discomfort with participating, do not proceed with the questions. The same is applicable at any time during the assessment. If the member wishes to stop, you should move to the Closing section below.

- 1. "Do you have any concerns about having enough of your medications at home for the next 30 days?"
 - **If yes,** share the following information: Humana's allowance for early refills, and contact Humana Pharmacy for mail-order prescription delivery if the member is on a Humana plan in which Humana Pharmacy is the preferred cost-sharing pharmacy.
- 2. "Do you have any concerns about meeting your basic needs like food for the next 30 days?"
 - **If yes,** ask the member if they would like to be transferred to Customer Service for additional help. If yes, connect member to COVID-19 service team through Customer Service.
- 3. "Do you have concerns with loneliness, isolation or depression and how to cope with these feelings?"
 - **If yes,** ask the member if they would like to be transferred to Customer Service for additional help. If yes, connect the member to Customer Service:
 - Complete a Transfer to Customer Service or
 - Use the Service Inquiry Tool in Vantage

Remind the member about the benefits included in their plan and Humana services:

- Health educator one on one meetings (by phone appointment)
- Virtual SilverSneakers classes for SilverSneakers members, and virtual health education classes
- Up to date personalized benefit answers on Humana.com or the MyHumana app.
- And as always, Customer Care specialists are available to answer any plan benefit questions you might have (by phone appointment).



Closina

"Thank you for your time today. In order to protect yourself from the COVID-19, remember to follow CDC guidelines and wash your hands often for 20 seconds at a time, maintain social distancing, wear cloth face coverings in public settings and stay at home if you can. And if you have any symptoms that may require treatment, please contact a doctor. As always, please don't hesitate to contact me at <phone number, days, times> if there is anything I can do to be of assistance."

Connecting with more help



If you become aware of issues related to their insurance coverage or cues that social determinants may be negatively impacting a member's health during a COVID-19 call, it may be time to escalate it. You can submit a Vantage Service inquiry if the matter is less pressing, or for a more urgent issue requiring an immediate response, you can contact Member Services directly. Agents can also get support using the concierge line.



For less pressing matters

- Create a Vantage Service Inquiry using the "General Inquiries" form
- Indicate COVID-19 or COVID in the Summary of Issue section of the form
- Expect a turnaround of approximately 2 business days



For more urgent needs

- Contact Member Services directly at 800-457-4708
- State "COVID-19" when IVR asks the reason for the call
- You'll be routed directly to a dedicated COVID-19 specialty team



For agent support

• Call the Agent Support Unit at 800-309-3163

Tips to help members maintain their health during COVID-19



Below are practices members can follow to help protect themselves during this crisis.

- Frequent handwashing, with soap and water, for at least twenty seconds
- Not touching their faces—this reduces the opportunity for the virus to enter the body through the eyes, nose, or mouth
- Following social distancing guidelines of not gathering in large groups and maintaining a distance of six feet from other individuals
- Eating a variety of fresh fruits, vegetables and lean proteins to help ensure a balanced diet and keep the immune system strong
- If they are seniors, shop during "Seniors Only" hours, offered by many larger retailers—ask them to check their local stores for details
- Wear cloth face coverings in public settings

BOLD GOAL

We're focused on our members' total well-being, now more than ever

At Humana we know good health is more than visiting the doctor regularly. It's about eating well, staying active and being engaged in the world around you. That's why we have a Bold Goal—our population health strategy focused on improving the clinical and social health outcomes of our members. In our current situation, much of what is helping to keep our members safe from COVID-19 may be compromising other areas of their health. Social distancing can lead to feelings of isolation. Fewer trips out can lead to food insecurity and less physical activity.

As a frontline contact for our members, you may learn firsthand how the outbreak of COVID-19 is affecting their health. Now you can play a more active role by discussing members' social health needs with them, creating deeper, more meaningful relationships. Remember, this is for members only and these conversations should only take place after enrollment.

Social determinants of health



Social determinants of health are also called conditions that influence health in a person's daily life. Food insecurity, loneliness and social isolation are social determinants of health. Food insecurity refers to limited or uncertain access to enough food to live a healthy, active life. Loneliness refers to the quality of relationships within a person's network, while social isolation refers to the quantity and structure of a person's social network.

What to look—and listen—for

Members may give you cues that they are experiencing social determinants of health. Below are some of the circumstances and comments you should be paying special attention to.

Food insecurity cues

- "I want to start meal planning and find healthier recipes, but it's too expensive."
- "I want to lower my cholesterol and improve my diet, but I can't afford healthy foods."
- "I had to choose between food and medication this month, and I chose medication."
- "I have a difficult time grocery shopping and finding healthy foods that won't break my budget."
- They talk about skipping meals or having a difficult time making meals stretch.

Loneliness cues

- "I don't want to hang around old people who have nothing better to do than compare health problems."
- · They made you aware of an anxiety attack they had during an everyday activity.
- They made you aware that they recently lost their spouse or a close family member and have been feeling sad lately.
- · They live alone or they have kids who are leaving the house.
- They rarely leave their home.
- They experience a major life event such as retirement, divorce or moving to a new home or area.
- They have recently been diagnosed with a chronic condition.
- They have a physical or mobility impairment.
- They are a caregiver for a family member or friend.
- They have a culture/language barrier.
- They live in a rural area.
- They live in an unsafe community.
- They are experiencing financial issues.

WHAT TO DO WHEN YOU'RE PICKING UP ON SOCIAL HEALTH CUES

Bold Goal









DOWNLOAD

Food insecurity consumer flyer



Loneliness consumer flyer

Social determinants of health assessment



Keep connecting for your health

DOWNLOAD

Keeping up with healthy food



DOWNLOAD

Bold Goal Whole Health Toolkit

DOWNLOAD

SDH assessment form

Staying in, but staying active

SilverSneakers is not available on all plans, so make sure this is only discussed with members that have SS on their plan.



Members can maintain their exercise routines—or start a new one—using Humana's SilverSneakers On-Demand™ videos. It's a benefit with their health plan at no extra cost. Videos include easy, low-impact exercises as well as cardio workouts.

How to access SilverSneakers videos:

- Go to SilverSneakers.com and click "LOGIN."
- Enter your email address and password. Click "LOGIN." From here, you'll be taken to the SilverSneakers "Member" page.
- If you haven't created your online account, click "Create one!" and follow the simple instructions to set up your account.
- · Click "VIDEOS."

SilverSneakers





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Co-branded flyer

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On-demand flyer

Go365



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Social activities form



DOWNLOAD

Medicare paper workout tracker



DOWNLOAD

Medicare rewards flyer



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Member presentation deck

Better support for you so you can better support our members



We're improving our processes to serve you like never before, relying less on paper and providing more sales training, tools and learning opportunities. The result is better visibility for our agents, a more seamless enrollment experience for our members and greater satisfaction for everyone.

We've greatly reduced paper application submissions. If you have to make one, follow these steps:

- Use the Vantage Upload Paper Application Form
- Use the Humana Enrollment Document Transmitter App
- Fax both to 1-877-889-9936

Sales tech tools, health resources and agent support can be found here and on the next page.

Sales technology tools



Ignite agent site—sales tech informational and training landing pages

- Sales Tech informational page
- <u>Digital Marketing Materials</u>
- Enrollment Hub
- COVID-19 Agent Resources Page on Ignite
- Agent Online Application

DOWNLOAD

Telephonic presentations

DOWNLOAD

Vantage paper application upload process

AGENT RESOURCES (CONTINUED)

Note: You must be signed in to the MRC to link directly to these materials

Other resources



I can still help flyer



Member orientation cancellation folder

FAQs





COVID-19 Member FAQs



DOWNLOAD

COVID-19 Fraud FAQs