

June 28, 2022

The Transparency in Coverage (TiC) Rules are part of the Affordable Care Act (ACA) and are enforced by the Departments of Labor (DOL), Health and Human Services (HHS) and the Treasury. The goal of TiC is to address wide price variations, reduce healthcare waste and help individuals make informed choices.

Non-grandfathered group health plans, such as those offered by Goodwill of Central and Coastal Virginia, (GCCVA), will be required to disclose on their public website information regarding different healthcare costs such as in-network rates and historical out-of-network allowed amounts. At the bottom of this communication, you will find the link that Anthem has provided. Please note that there are several milestones for implementing the components of TiC.

July 1, 2022

By this date, health plans are required to display “machine readable files” (files that can be imported or are readable by computer systems) on their public websites. *Please keep in mind that there will be a significant amount of information and at this early stage this will not be a useable tool for associates.* Members can use the Find Care function on the Anthem website or Sydney Health to compare care options.

January 1, 2023

TiC regulations require insurers and group health plans to make an internet-based self-service tool available to enrollees beginning on January 1, 2023, that contains personalized out-of-pocket cost information and the underlying negotiated rates for 500 covered health care items and services. Health plans must expand those tools to cover all items and services by January 1, 2024.

There is the possibility that Anthem’s team may move through the development process ahead of the dates specified above. However, we do want to communicate what is required and when so that you know what to expect.

Link to Anthem TiC site

Anthem has provided us with the following link to use to access information for the three medical plans offered by GCCVA. Information on their site will be updated on the first day of each month. Please use this link to access their site: **Error! Hyperlink reference not valid.**<https://www.anthem.com/machine-readable-file/search/>.

We will post this document which contains the link on GoodPoint/Support/Human Resources/Benefits and <https://goodwillvirginia.org/associate-resources/>.

Please reach out to the Goodwill benefits team with any questions. Thank you.