

Compliance Crossword Puzzle Winners Rewarded

🕒 October 24, 2014 📁 Uncategorized

We are pleased to share that the first two rounds of winners from the Compliance Crossword Puzzle contest have been rewarded with their hosted meal and visit from the Compliance Team. Stay tuned for the announcement of the Round Three winner and final steps for the exciting Round Four and Contest Finale.



Golden LivingCenter – Shafter won Round One of the Compliance Crossword Puzzle Contest. Their team is pictured here with Keri Oviedo, Kristine LeBlanc-Williams, Julianne Williams, Wanda Prince, Mike Karicher and Amy Brantley.



The Round Two winner of the Crossword Puzzle Contest was Director of Healthcare Reimbursement Greg LeRoy at the Fort Smith Administrative Center. He won a catered event for the Medicaid Reimbursement Department courtesy of the Compliance Department. From Compliance: Lisa Spears, Chief Information and Security Officer, Erin Pope, Chief Privacy Officer and Ashley Money, Executive Assistant Compliance.

Federal Employment Posters Coming: Please Hang Them in Your LivingCenter

🕒 October 24, 2014 📁 Uncategorized

- Executive Directors

Within the next week each LivingCenter will receive two federal employment posters. One is required of all employers in the United States. The other is for employers who have contracts with the US Government. Golden Living has contracts with the Veteran's Administration. The posters provide your employees information they may need. These posters, laminated 11" x 14" must be hung in a prominent location within the center – by time clocks, employee break rooms or another prominent location your employees see everyday. Your state also may require you to post notices in order to maintain compliance with state labor laws. To determine what your state requirements are please contact Labor Law Posters (800) 745-9940 or e-mail SusanW@laborlaw.com. Labor Law is an expert in required state & federal posters. Mention you are with a Golden LivingCenter to take advantage of the discounted price of \$6 each for the state poster.

Questions? Contact Jennifer Eide, HR Regulatory, 479-201-3140, Jennifer.EideCorp@GoldenLiving.com.

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[Safety Awards Announced for Second Quarter 2014](#)

Complete Your Required Compliance and HR Training by Upcoming Deadlines

🕒 October 24, 2014 📁 Uncategorized

- All Employees

A Message from Amy Brantley, Senior Vice President and Chief Compliance Officer, and Michael Karicher, Senior Vice President and Chief Human Resources Officer

The end of 2014 will be quickly upon us. As you know, Golden Living has several regulatory training requirements that employees must complete each year. Please take the time in your schedule to complete your training requirements as soon as possible. These trainings are available on the Golden Living Learning Management System (LMS).

Failure to complete this required training affects Golden Living's ability to comply with Medicare, Medicaid, VA, and other government programs, so it is imperative that all employees meet this requirement by the end of the year.

All Employees *MUST* Read and Acknowledge Our Code of Conduct

Every employee also is required to read the company's Code of Conduct and acknowledge reading this handbook.

This book is located in PeopleSoft, which can be accessed on the "Facilities" or "Corporate" tabs on the intranet.

Click on the PeopleSoft icon on the right side of the page. Once you sign in to PeopleSoft, click on: Self-Service > Employee > Tasks > Code of Conduct.

COMPLIANCE

Golden Living employees are required to complete **General Compliance** and **HIPAA** training by **Monday, Dec. 1.**

The deadline for **Aegis Therapies** was **Aug. 31.** If you are an Aegis employee who has not completed the required courses, do so at your earliest convenience.

AseraCare employees are required to complete these courses by **Friday, Oct. 31.**

All new hires are required to complete General Compliance and HIPAA training within 30 days of hire.

LivingCenters can conduct the trainings in a group setting and use the instructor-led process to validate that the employees completed their training. The Director of Clinical Education or the designated person in your location can launch the training for a group of employees and enter the attendance in the LMS. Aegis and AseraCare managers can use the instructor-led training by obtaining authorization from the Vice President of Compliance.

In the LMS, these sessions are identified as instructor-led (ILT) courses. An e-learning module has been developed to show you the steps to complete this process. Under “Software Application” in the LMS, click on “Learning Management System” and then “LMS – Managing Instructor-Led Training” to launch the e-learning module.

HUMAN RESOURCES

Harassment and **SLRT** training is required for supervisors and above. Each person should complete the training individually, i.e. logging into the LMS and completing each module.

Items of note for the SLRT training are:

- Requirements for GLC nursing staff to take SLRT training changed late last year. Only nursing staff in the following job codes are required to complete SLRT: **399, 401, 402, 404, 405, and 3392.**
- Union buildings are required to take Chapter 4 only of the SLRT training.

EMAIL ALERTS

Alert notifications will be sent in an email to employees who have not completed their required trainings for the year. The alerts will continue to escalate to management levels until the employee has completed the training.

LMS REPORTS

A report is available for tracking completion rates for required training. The report is titled “Blending Learning Progress Report.” This report combines completion rates for training that is done in groups as well as training completed through e-learning. If you are responsible for tracking required trainings and do not see this report, please e-mail LearningManagementSystem@goldenliving.com.

RESOURCES

For questions regarding SLRT or Harassment training sessions, send an email to HR_Training@goldenliving.com.

For questions regarding General Compliance and HIPAA training sessions, send an email to Compliance@goldenliving.com.

For general LMS questions, send an email to Learningmanagementsystem@goldenliving.com or contact the Support Center at 1-800-866-6636 for technical issues.

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Related

[Compliance Reminders from Amy Brantley](#)

[Compliance Is By Your Side In "Compliance"](#)

[Aegis Offers COTA Training In "Aegis"](#)

November Business Office Training Schedule Announced

🕒 October 24, 2014 📁 Uncategorized

- Executive Directors
- Facility Business Office Coordinators
- Business Office Managers
- Admissions Directors
- CBO Medicare Billers
- CBO Managers
- CBO Directors
- Business Office Consultants
- Directors of Business Office Operations

Instructor-led training sessions will be provided in November on the following business office topics:

- Medicaid Pending
- Direct Deposit
- Resident Trust
- Deferral Strategies
- Bad Debt
- Authorizations and Notifications
- Missing Documents

Business Office Consultants will be conducting the training sessions on the dates provided in the “November Training Schedule” attachment. Employees (excluding employees located in Georgia LivingCenters) can sign up for the sessions by going to the company website and accessing them through the Learning Management System (LMS).

LivingCenter employees in the state of Georgia can sign up for the sessions by going to the company website and accessing them in the new Learning Center.

Resident Trust

Resident Trust was broken into two parts (Part 1 and Part 2) for the online (self-paced) training sessions. The ILT session will include information from both parts; therefore, employees need only to sign up for the **Resident Trust Part 1** ILT session.

Questions:

Contact your Business Office Consultant or Director of Business Office Operations

Attachment:

November Training Schedule

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[Business Training Schedule Announced for August](#)

[September Training Schedule Announced for Various Business Office Topics](#)

[Business Office Training Schedule for October](#)

BUSINESS OFFICE TOPICS TRAINING SCHEDULE

Training session times are provided in the Learning Management System (LMS) and new Learning Center.

November		
Topic	Frequency	Date
<ul style="list-style-type: none">• Bad Debt• Deferral Strategies	2 nd Tuesday of the Month	November 11
<ul style="list-style-type: none">• Authorizations and Notifications• Missing Documents	2 nd Wednesday of the Month	November 12
<ul style="list-style-type: none">• Direct Deposit	2 nd Thursday of the Month	November 13
<ul style="list-style-type: none">• Medicaid Pending	4 th Tuesday of the Month	November 25
<ul style="list-style-type: none">• Resident Trust (Part 1 and 2)	4 th Wednesday of the Month	November 26

Medicare Amounts for 2015 Announced

🕒 October 24, 2014 📁 Uncategorized

- Executive Directors
- Facility Business Office Coordinators
- Business Office Managers
- Admissions Directors
- CBO Medicare Billers
- CBO Managers
- CBO Directors
- Business Office Consultants
- Directors of Business Office Operations

The Medicare Part A SNF coinsurance and Part B deductible amounts for 2015 are as follows:

- Part A – \$157.50 will be the daily coinsurance amount for days 21–100 in each SNF benefit period (up from \$152.00 in 2014)
- Part B – \$147.00 will be the annual deductible amount (same as in 2014)

PART A PREMIUM

Approximately 99 percent of Medicare beneficiaries do not have to pay a premium for Part A services because they have at least 40 quarters of Medicare-covered employment (or they are widowed spouse).

Most people who choose Part A in 2015 will pay a monthly premium of \$407.00 (down from \$426.00 in 2014). Higher-income consumers may pay more.

PART B PREMIUM

The monthly Part B premium is based on a beneficiary's yearly income. Part B premiums for 2015 can be found in the attached document titled "Part B Monthly Premiums for 2015".

Attachment(s):

[Part B Monthly Premiums for 2015](#)

Questions:

Contact your CBO Medicare Manager

PART B MONTHLY PREMIUMS FOR 2015

The standard Part B premium in 2015 will be \$104.90 for most beneficiaries. Some beneficiaries will pay a higher premium amount, based on his/her income (same amounts as in 2014).

Filed an individual tax return in 2013 with income:	Filed a joint tax return in 2013 with income:	Total monthly premium
\$85,000 or less	\$170,000 or less	\$104.90
\$85,001 - \$107,000	\$170,001 - \$214,000	\$146.90
\$107,001 - \$160,000	\$214,001 - \$320,000	\$209.80
\$160,001 - \$214,000	\$320,001 - \$428,000	\$272.70
Above \$214,000	Above \$428,000	\$335.70

Married (lived with spouse at any time during the year) but filed a separate 2013 tax return from his/her spouse with income:	Total monthly premium
\$85,000 or less	\$104.90
\$85,001 - \$129,000	\$272.70
Above \$129,000	\$335.70

Benefits News



Quick Links

[Golden Perks Online Shopping Portal](#)
(use Referral Code 7DYSTZ)

[YourGoldenBenefits.com](#)

24/7 access to benefit plan information, Open Enrollment Details, Claim Forms, links to vendor websites, and more.

[Open Enrollment Newsletter](#)

Provides information about the plan changes for 2015 and important reminders and deadlines.

[PeopleSoft Self Service Guide](#)

Provides “how to” instructions on personal information employees can update/change in PeopleSoft including your mail/email address.

Share Benefits News with others
and stay informed.

October 27, 2014

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Events

Preparing for Open Enrollment coming November 3 - 14!

Here's what's coming to you in the mail:

- Personalized Benefits Statement mailed mid-October.
- Open Enrollment conference Calls.

Oct 24, 27, 31, Nov 3, 7	9 am CT
Oct 29, Nov 5	3 pm CT
Call: 800-926-2991 (dial 8888 if calling from the Fort Smith or Plano offices)	Meeting ID #1089

Enroll today to receive your W-2 online up to a week before mailed statements.

Questions?

Speak with a Benefit Specialist by calling the HR Service Center at 800-777-2363 options 2, 2, 1. Hours are 7:30 a.m. to 5:30 p.m. CT, Monday - Friday.

Reasons to Get Your Know Your Numbers (KYN) Health Screening

If a doctor can stop or locate a health problem before it gets serious, you'll save a lot of money on medical bills down the road. According to the Partnership to Fight Chronic Disease, 46.7% of all deaths in the U.S. could have been avoided by simply getting an annual physical exam. **Your KYN screening will:**

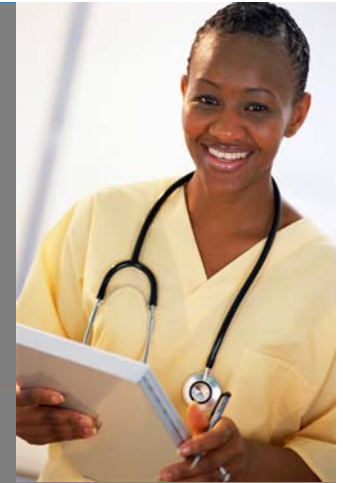
- 1. Establish baselines.** Getting a physical will establish baselines for things like weight, blood pressure, and cholesterol. Using these baselines, your doctor can gauge your health's subsequent progression or regression.
- 2. Detect health problems early.** According to the CDC, 133 million Americans are currently living with an undiagnosed chronic disease. Are you one of them?
- 3. Stop diabetes before it starts.** Diabetes has been linked to heart disease, obesity, stroke, Alzheimer's, metabolic disorder and many other diseases. Diabetes Type 2 can be avoided completely in most cases, and in some, even reversed. Not seeing your doctor for an annual physical increases your risk by 2/3.

4. Decrease risk of cancer. For men, getting PSA checked; for women, getting a mammogram and regular pap test can help avoid or at least detect cancer early on.

- 5. Plan members who get the KYN screening can:**
- Save money on your medical costs
 - Qualify for 20% coinsurance (50% coinsurance for non-participants).
 - Qualify for \$500 up to \$2,000 Employer contribution to your HRA (\$0 contribution for non-participants)

[Click here](#) to link to KYN program participation details.

KYN Health Screening Deadline Is November 15, 2014.



A benefit for Golden Health Plan members (Golden PPO, HRA and HSA).

How to Get Screened by Your Doctor

Take the Wellness Screening Results Form to your health care provider.

[Click here](#) to access the form on YourGoldenBenefits.com or call the HR Service Center and ask for a form.

Remember — the deadline to submit your form to Provant is November 15, 2014.

New to the plan?

It is never too late to participate! If you are a plan member and never participated or a new plan enrollee, the sooner you participate, the sooner you start saving money on your health care costs.

For more information about the KYN FREE Health Screening, go to YourGoldenBenefits.com and click on I WANT TO / Get a Know Your Numbers Health Screening.

Questions?

HR Service Center


888-777-2363 options 2,2,1 or


HRSC@goldenliving.com.


Open Enrollment Checklist

Open Enrollment Will be November 3 – 14, 2014

We have made changes and enhancements to the 2015 benefits program including changes to the medical plans. Be sure to review your Open Enrollment information kit and be ready for Open Enrollment. Here's your Open Enrollment checklist:

 Review your Open Enrollment kit for an overview of the changes and enhancements for 2015. To access your Open Enrollment informational kit online, click here to visit YourGoldenBenefits.com / 2015 Open Enrollment.

 If enrolling any new dependents for coverage for the first time during Open Enrollment, complete your dependent relationship verification form NOW! [Click here](#) for the Dependent Relationship Verification form with instructions.

 Participate on one of the Open Enrollment Information Conference Calls for details about the coverages and changes for 2015.

Conference Call Schedule	
Dates	Times in CT
Monday, Oct. 27 & Nov. 3	9 am
Wednesday, Oct. 29 & Nov. 5	3 pm
Friday, Oct. 31 & Nov. 7	9 am
Call Information: 800-926-2991/Meeting ID #1089 (dial 8888 if calling from the Fort Smith or Plano offices)	

 Enroll and make changes starting November 3 and ending November 14 through PeopleSoft Self Service at work or from any computer at <http://openenroll.goldenliving.com>.

For questions, contact the HR Service Center 800-777-2363 options 2, 2, 1

Delta Dental Offers New Website Features

Employees enrolled in the Delta Dental plan can track and monitor their dental claims online. Delta Dental has enhanced the appearance of their home page at www.deltadental.com. Here's what you'll experience on the new site:

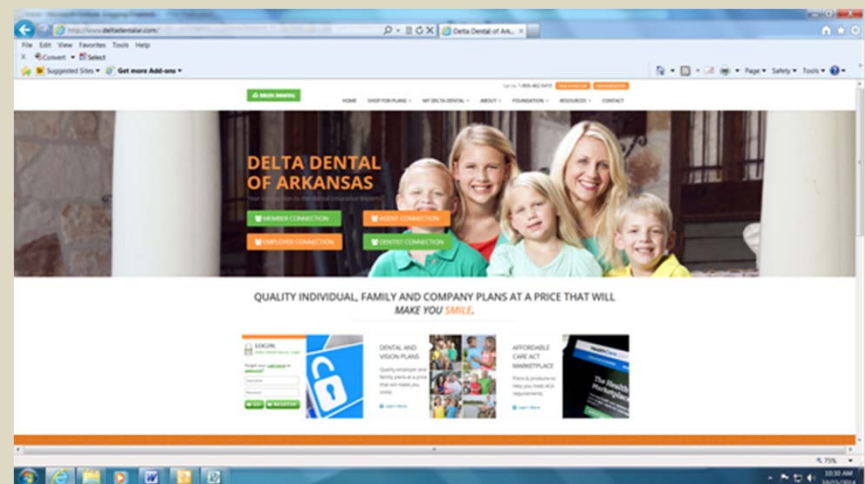
- User-friendly and easier to navigate
- Enhanced security features
- View and access eligibility and claims information

Delta plan members can visit the site at www.deltadental.com.

Be sure to bookmark the new site in your favorites and remove the old site.

For more information about Delta Dental benefits and or finding what you need on the new website, contact Delta Dental at 800-462-5410.

For information about all of your benefits, visit YourGoldenBenefits.com or call the HR Service Center at 800-777-2363, options 2, 2, 1 or email HRSC@goldenliving.com.



Golden Perks Offer — Medical Air Transportation Membership

Our Golden Perks online shopping discount program offers all employees and their family members access to over 100,000 name brands at hundreds of your favorite retailers, local offers, as well as tickets and events.

To access Golden Perks online shopping program for more discounts, visit www.GoldenPerks.benefithub.com and use Referral Code 7DYSTZ.



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In an emergency, every second counts. As a member of the Air Evac Lifeteam, you will be able to benefit from advanced medical treatment. No one knows that better than the flight crew of Air Evac Lifeteam, an emergency air ambulance program with nearly three decades of experience.

Air Evac Lifeteam responds to scene calls, hospital-to-hospital transports, and search and rescue, carrying seriously ill or injured patients to the nearest appropriate medical facility. One flight can save thousands of dollars, and may not be covered in full by your insurance plan.

Air Evac Lifeteam is happy to offer a membership plan that covers the remaining balance of your insurance after your insurance plan has paid, leaving you with the cost of actual air medical transport expenses. And, as a member of the AirMedCareNetwork, an Air Evac Lifeteam reciprocal partner, you will be able to access more than 220 helicopter and airplane base locations across 27 states. This program is not for sale by any one of the AirMedCareNetwork partners and is not a replacement for the full-scope of services for a medically necessary flight.

Membership Plan	Annual Cost
Individual	\$1,200
Family	\$2,400
Corporate	\$4,800
Life	\$96,000

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Our newest addition to the program is a Medical Air Transportation membership. If you are concerned about the cost of medical air transportation, you might be interested in Air Evac Lifeteam.

Medical Air Transportation Membership in Air Evac Lifeteam provides you with:

- Fast response to scene calls
- Hospital-to-hospital transports
- Search and rescue
- Carrying seriously ill or injured patients to the nearest appropriate medical facility
- No out-of-pocket expenses for medically necessary air transport expenses
- Reciprocity among more than 220 helicopter and airplane base locations across 27 states

For more information and Air Evac Lifeteam membership costs, click on the flyer or contact:

Air Evac Lifeteam
800-793-0010
www.AirMedCareNetwork.com

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Want to learn how to achieve two goals with one loan?
Wells Fargo is offering a free financial education webinar so you can learn about their Refinance & RenovateSM loan and Purchase & RenovateSM loan.

If you are planning to make home improvements or thinking about buying a home and making renovations, then a Wells Fargo mortgage with built-in renovation financing might be just what you need.

Click on the flyer for information to register for the webinar where you can learn about Wells Fargo's loan programs and how you can receive a \$500 free gift!

Advanced registration is required for the FREE financial education webinar.

Date: Wed., Nov. 12th
Time: Noon – 1 pm Central
RSVP: wellsfargo.com/rsvp
Access Code: RENO

