

RFP 2342 On-Site Clinic for Anderson County

Clarification Questions

1. Is there a formal pre-bid meeting scheduled?

Answer: No.

2. Please provide the expected schedule for finalist presentations (if requested) and notification of award.

Answer: A schedule is not set. The time the initial evaluations will take will depend on the number of responses the County receives. However, the plan is for the evaluations to begin as soon as the responses are opened.

3. Please confirm the proposed contract date and/or transition date targets for the health center.

Answer: The current contract expires 2/26/2024.

4. Who is the County's employee benefits broker/consultant? If yes, will the broker/consultant participate in the RFP vendor selection process?

Answer: CBIZ. The County may ask the consultant to review/participate.

5. If a vendor does not offer a clinical service (e.g. Retail market solution for after hours care) outlined in Section 2 of the Scope of Work, will they be automatically eliminated from consideration for the award?

Answer: This will not disqualify a vendor.

6. What are the County's primary goals for putting the Onsite Health Clinic services out for RFP?

Answer: The current contract has no remaining renewals. The County's goal is to continue to provide these services to covered employees.

7. Please confirm the following information for the County:

- | | | |
|--|-----------------------|-------------------|
| <input type="radio"/> Medical Carrier/TPA | <u>BCBS of TN</u> | Self insured? Yes |
| <input type="radio"/> Workers Compensation/TPA | <u>TNRMT/SEC</u> | Self insured? No |
| <input type="radio"/> Pharmacy Carrier (PBM) | <u>RxBenefits</u> | Self insured? Yes |
| <input type="radio"/> Wellness Vendor | <u>Premise Health</u> | |

- Wellness Requirements and incentives

Current wellness program requirements related to incentives are as follows:

- HRA (biometric screening) OR Coaching

To receive a \$30 monthly premium discount effective 7/1, employees who are members of the County's health plan are required to complete either an HRA or Coaching program between the prior months of January – May.

- In accordance with ACA, the Tobacco Cessation Program has no end date.

An employee and/or spouse who are on the County's health plan, must complete tobacco cessation coaching to not receive a \$25 per member surcharge to their monthly premium.

- Wellness compliance rate for the population for 2022 (i.e. 60% achieved incentive)

- HRA / Coaching: Estimated 55%
- Tobacco Cessation: Estimated 18%

8. What percentage of the eligible employees/retirees utilized the onsite health center in 2022 (engagement rate)?

Answer: Estimated 68%.

9. What percentage of the eligible spouses/dependents utilized the onsite health center in 2022 (engagement rate)?
Answer: Estimated 11%.
10. What is the age range of dependents to be treated in the clinic (e.g. 2 -17 years)?
Answer: The current age range is 2 years old and up.
11. What percentage of the 142 telehealth visits in 2022 were for behavioral health?
Answer: Estimated 30%.
12. Please provide the number of part time employees that were eligible to access to telehealth and massage services in 2022? Please provide the utilization of these services for this cohort for 2022.
Answer: Estimated 211 Part-time and Full-time non-enrolled members were eligible to access telehealth and occupational/massage services.
13. Please provide Excel document including de-identified member information, home zip code data, work zip code data and relationship (EE, SP, DEP, etc.)
Answer: Attached.
14. What level of medical professional dispenses medication in the clinic and what days/hours is it dispensed?
Answer: Onsite Center Dispensary is open and meds are dispensed by the Nurse Practitioner with physician oversight during regular clinic hours: Monday – Wednesday – Thursday from 7:30 am -4: 30 pm, and Friday 7:30 am to Noon.
15. Are Occ Visits included on the provider visits listed for 2022? If yes, what heading did they fall under?
Answer: No.
16. Average number of provider patient visits per day?
Answer: It varies. Appointments are set at 15-minute intervals.
17. Average number of clinical support staff visits per day?
Answer: This information is not available. Most visits start with the LPN but sometimes a patient may go directly to the NP.
18. Would the County entertain alternative staffing models?
Answer: The vendor may propose any value-added services that are not specified in the Scope of Work.
19. Please confirm the electronic health record platform currently utilized by the County? Is the license held by the County or the current vendor?
Answer: Springbuck is owned by Premise and is utilized as an electronic database of combined aggregate data for County use. EPIC is the EMR utilized by the medical staff, which is also owned by Premise.
20. Other than no show fees, does the clinic charge a copay for services on any plan? If so, which ones and how much is charged?
Answer: No other fees are charged.
21. Please specify who will be responsible for providing the following:
- | | |
|----------------------------------|----------------|
| Network connectivity and service | Answer: Vendor |
| Telephone systems and service | Answer: Vendor |
| Copier/Fax machines | Answer: Vendor |

Medical waste
Janitorial services

Answer: Vendor

Answer: County

22. Is the center equipped to provide the full scope of services?

Answer : The Center currently provides all the services listed in the RFP Scope of Work.

23. Does the current vendor have non-competes in place for staff?

Answer: None known.

24. Please specify if the County will accept an annual percentage contract escalator or if it requires a fixed fee for the over the three year initial term?

Answer: The vendor shall explain how cost adjustment requests are facilitated.

25. Are there any union contracts that need to be contemplated around the delivery of health care services?

Answer: No.

26. Please describe any cultural or language considerations that should be contemplated in the program design.

Answer: None required. Spanish is an employee spoken language.

UTILIZATION DATA

1. Please provide 24 months of health plan utilization data

Member Months (07/2020)-(06/2022)

		Annual	
Total Medical Claims Cost		\$6,020,800	
Total Pharmacy Claims Cost		\$2,000,794	
Category			
Primary Care Office	# of Visits	3,189	
	Plan Paid	\$405,571	
Specialty Care	# of Visits	6,319	
	Plan Paid	\$870,643	
Emergency Room+Urgent Care	# of Visits	936	
	Plan Paid	\$268,704	
Inpatient hospital	Total # of Admissions	222	
	Total # of Days	1348	
	Plan Paid	\$2,631,283	
Outpatient Lab Services	# of Services	9,890	
	Total Paid for Office Based Labs (POS 11 & 81)	\$1,271,914	
Pharmacy	Total # of Generic Scripts	13,166	
	Total Paid for Generics	\$208,204	
	Total # of Brand Scripts	2,537	
	Total Paid for Brands	\$1,798,755	
Musculoskeletal	# of Visits	231	
	Plan Paid	\$206,898	
Behavioral Health	# of Visits	303	
	Plan Paid	\$116,401	
Other services/Telemedicine	# of Visits	262	
	Plan Paid	\$29,650	
Total			

2. Please provide a list of occupational health services (non-injury) and the estimated annual volumes each.

Answer: This information is not available.

Currently the onsite health and wellness center does not provide OHS. The County does not currently administer a self-insured OJI. The worker's compensation aggregate data can be found in question #3 below.

Service	Estimated Annual Volume	Provided Onsite or Off Site	Average Cost (Off site only)	Notes
Drug and Alcohol Screening				
Urine Drug Screen (Non-Regulated)				
Urine Drug Screen (Regulated)				
Hair Test				
Breath Alcohol Test				
Breath Alcohol Test (Regulated)				
Physical Examinations				
Preplacement Annual/Periodic (Employer)				
DOT (New/Recertifications)				
Police Officer				
Fire Fighter				
Return to Work/Fitness for Duty				
Other (Specify)				
Other (Specify)				
Screening and Testing				
Audiogram				
Pulmonary Function Testing				
Respirator Fit Testing				
OSHA Respiratory Clearance Questionnaire				
TB Skin Test				
Other (Specify)				
Other (Specify)				
Vaccination, Titters and Lab				
Vaccination/Titer- (Specify)				
Other (Specify)				
Other (Specify)				

Ancillary Services

- Preemployment Occupational Employee Testing (POET)
- Physical Therapy Services
- Prevention and Early Intervention Programming
- Other (Specify)
- Other (Specify)

3. Please provide 12 – 24 months of summary of work injury and illness claims data to include:

- Total number of cases
- Total cost of cases
- Number and cost of medical only claims
- Number and cost of medical & indemnity claims
- Lost Time Days
- Restricted Duty Days
- Injury Type/Diagnosis
- Job Type
- Time of Injury/Shift

Note: If the requested claims data is not readily accessible, please complete the Workers Compensation Information table below to the best of your ability based on the most recent 12 months of healthcare utilization and expenses

	Number of Claims	Cost of Claims - Incurred	Cost of Claims - Paid	Lost Time Days	Restricted Duty Days	Average Medical Visits Per Case	#/% of Cases Requiring Physical Therapy	Average Physical Therapy Visits Per Case
Medical Only Claims								
Medical + Indemnity Claims								
Totals								

Diagnosis (Injury /Illness Type) *
 Department/Job Type*
 Time of Injury/Shift*

Most Frequent Injury/Illnesses	%/# Cases	Departments/ Job Types	%/# of Cases	Time of Injury/ Shift	%/# Cases
1.					
2.					

3.					
4.					
5.					

□ Answer: 2022 Data Listed

- Total number of cases: 45
- Total cost of cases: \$237,090
- Number and cost of medical only claims: \$38,497
- Number and cost of medical & indemnity claims: \$198,593
- Lost Time Days: 459
- Restricted Duty Days: 204

Top 5 Data Points Listed for 2022

- Injury Type/Diagnosis:
 - Injury Location:
 - Hand/Wrist
 - Lower Extremities – Legs, Knee, Foot, Ankle
 - Back
 - Head/Face
 - Arm/Shoulder
 - Cause of Injury:
 - Misstep – Slip & Fall
 - Combative Inmate/Suspect
 - Exposures
 - Moving Patient
 - Miscellaneous – Cuts, Animal Bites, etc.
- Job Type:
 - Corrections Officer
 - EMT
 - Paramedic
 - Patrol Officer
 - Office Staff
- Time of Injury/Shift:
 - Morning
 - Afternoon
 - Night
 - Evening

Relation	Zip
EMPLOYEE	37754
SPOUSE	37754
CHILD	37754
CHILD	37754
EMPLOYEE	37757
SPOUSE	37757
EMPLOYEE	37912
EMPLOYEE	37849
SPOUSE	37849
CHILD	37849
CHILD	37849
CHILD	37849
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
CHILD	37705
EMPLOYEE	37754
SPOUSE	37754
CHILD	37754
CHILD	37754
CHILD	37754
CHILD	37754
EMPLOYEE	37938
SPOUSE	37938
CHILD	37938
CHILD	37938
EMPLOYEE	37840
EMPLOYEE	37716
EMPLOYEE	37769
SPOUSE	37769
EMPLOYEE	37716
EMPLOYEE	37716

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Anderson County Government
Group Parent No: 604999
BlueCross BlueShield of Tennessee, Inc., an Independent

SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37766
EMPLOYEE	37870
EMPLOYEE	37769
SPOUSE	37769
CHILD	37769
CHILD	37769
EMPLOYEE	37729
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
EMPLOYEE	37716
EMPLOYEE	37716
CHILD	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37766
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37705
SPOUSE	37705
EMPLOYEE	37705
EMPLOYEE	37769

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EMPLOYEE	37830
EMPLOYEE	37716
EMPLOYEE	37769
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37921
EMPLOYEE	37840
EMPLOYEE	37766
CHILD	37766
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37830
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716

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CHILD	37716
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37757
SPOUSE	37757
EMPLOYEE	37714
SPOUSE	37714
EMPLOYEE	37716
EMPLOYEE	37757
EMPLOYEE	37807
CHILD	37807
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37716
EMPLOYEE	37710
CHILD	37710
CHILD	37710
CHILD	37710
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37769
EMPLOYEE	37721
EMPLOYEE	37920
SPOUSE	37920
CHILD	37920
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37717
EMPLOYEE	37830
SPOUSE	37830

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CHILD	37830
EMPLOYEE	37769
CHILD	37769
CHILD	37769
EMPLOYEE	37716
EMPLOYEE	37769
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37777
EMPLOYEE	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37828
EMPLOYEE	37716
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
CHILD	37766

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EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37938
CHILD	37938
CHILD	37938
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37716
EMPLOYEE	37716
EMPLOYEE	37755
EMPLOYEE	37754
EMPLOYEE	37714
EMPLOYEE	37769
CHILD	37769
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37710
SPOUSE	37710
CHILD	37710
CHILD	37710
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37769

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SPOUSE	37769
CHILD	37769
EMPLOYEE	37840
SPOUSE	37840
CHILD	37840
CHILD	37840
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37840
SPOUSE	37840
CHILD	37840
CHILD	37840
CHILD	37840
CHILD	37840
CHILD	37840
EMPLOYEE	37705
CHILD	37705
EMPLOYEE	37716
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37849
SPOUSE	37849
CHILD	37849
EMPLOYEE	37950

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SPOUSE	37950
CHILD	37950
EMPLOYEE	37931
SPOUSE	37931
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
EMPLOYEE	37828
SPOUSE	37828
CHILD	37828
CHILD	37828
CHILD	37828
CHILD	37828
EMPLOYEE	37748
SPOUSE	37748
CHILD	37748
CHILD	37748
EMPLOYEE	37710
SPOUSE	37710
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37840
SPOUSE	37840
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37849
SPOUSE	37849
CHILD	37849
CHILD	37849

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CHILD	37849
EMPLOYEE	37828
SPOUSE	37828
CHILD	37828
CHILD	37828
EMPLOYEE	37716
EMPLOYEE	37716
CHILD	37716
CHILD	37716
CHILD	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37931
SPOUSE	37931
CHILD	37931
CHILD	37931
CHILD	37931
CHILD	37931
EMPLOYEE	37716
CHILD	37716
CHILD	37716
SPOUSE	37716
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
CHILD	37705
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37830
SPOUSE	37830

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EMPLOYEE	37909
SPOUSE	37909
EMPLOYEE	37757
SPOUSE	37757
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37705
EMPLOYEE	37716
EMPLOYEE	37716
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
CHILD	37705
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830

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EMPLOYEE	37716
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37931
SPOUSE	37931
CHILD	37931
CHILD	37931
CHILD	37931
CHILD	37931
EMPLOYEE	37705
SPOUSE	37705
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37909
CHILD	37909
EMPLOYEE	37828
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37849
CHILD	37849
SPOUSE	37849
CHILD	37849
CHILD	37849
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830

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CHILD	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37923
SPOUSE	37923
CHILD	37923
CHILD	37923
EMPLOYEE	37754
SPOUSE	37754
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37705
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37918
SPOUSE	37918
EMPLOYEE	37938
SPOUSE	37938
EMPLOYEE	37769
EMPLOYEE	37714
CHILD	37714
EMPLOYEE	37716
EMPLOYEE	37921
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37912
SPOUSE	37912
CHILD	37912
CHILD	37912

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EMPLOYEE	37716
CHILD	37716
EMPLOYEE	37920
EMPLOYEE	37716
EMPLOYEE	37830
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37849
SPOUSE	37849
CHILD	37849
CHILD	37849
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37840
SPOUSE	37840
CHILD	37840
EMPLOYEE	37716
EMPLOYEE	37415
EMPLOYEE	37769
SPOUSE	37769
EMPLOYEE	37714
SPOUSE	37714
CHILD	37714
CHILD	37714
EMPLOYEE	37716
SPOUSE	37716

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CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37757
EMPLOYEE	37924
CHILD	37924
CHILD	37924
SPOUSE	37924
CHILD	37924
EMPLOYEE	37716
EMPLOYEE	37932
EMPLOYEE	37830
EMPLOYEE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37766
EMPLOYEE	37748
SPOUSE	37748
EMPLOYEE	37754
SPOUSE	37754
CHILD	37754
CHILD	37754
EMPLOYEE	37769
CHILD	37769
EMPLOYEE	37912
EMPLOYEE	37705
SPOUSE	37705
EMPLOYEE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37705
EMPLOYEE	37862

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EMPLOYEE	37716
EMPLOYEE	37757
SPOUSE	37757
CHILD	37757
CHILD	37757
EMPLOYEE	37887
SPOUSE	37887
CHILD	37887
CHILD	37887
CHILD	37887
EMPLOYEE	37849
EMPLOYEE	37769
EMPLOYEE	37830
EMPLOYEE	37847
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37931
EMPLOYEE	37769
EMPLOYEE	37716
EMPLOYEE	37769
EMPLOYEE	37716
EMPLOYEE	37716
EMPLOYEE	37748
SPOUSE	37748
EMPLOYEE	37716
EMPLOYEE	37705
CHILD	37705
SPOUSE	37705
EMPLOYEE	37716
EMPLOYEE	37716
SPOUSE	37716

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CHILD	37716
EMPLOYEE	37754
SPOUSE	37754
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37714
SPOUSE	37714
EMPLOYEE	37921
EMPLOYEE	37769
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
EMPLOYEE	37804
EMPLOYEE	37849
SPOUSE	37849
EMPLOYEE	37830
EMPLOYEE	37938
EMPLOYEE	37716
EMPLOYEE	37938
CHILD	37938
CHILD	37938
CHILD	37938
SPOUSE	37938
CHILD	37938
EMPLOYEE	37931
CHILD	37931
CHILD	37931

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EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37709
SPOUSE	37709
CHILD	37709
CHILD	37709
CHILD	37709
CHILD	37709
EMPLOYEE	37849
EMPLOYEE	37766
EMPLOYEE	37716
EMPLOYEE	37840
SPOUSE	37840
EMPLOYEE	37801
SPOUSE	37801
CHILD	37801
CHILD	37801
CHILD	37801
EMPLOYEE	37830
EMPLOYEE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37918
SPOUSE	37918
CHILD	37918
CHILD	37918
EMPLOYEE	37716
EMPLOYEE	37938
EMPLOYEE	37748
EMPLOYEE	37748

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EMPLOYEE	37921
SPOUSE	37921
EMPLOYEE	37803
EMPLOYEE	37830
EMPLOYEE	37766
EMPLOYEE	37830
EMPLOYEE	37748
SPOUSE	37748
CHILD	37748
CHILD	37748
EMPLOYEE	37709
EMPLOYEE	37887
SPOUSE	37887
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
EMPLOYEE	37919
CHILD	37919
EMPLOYEE	37828
EMPLOYEE	37830
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37840
EMPLOYEE	37830
EMPLOYEE	37920
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
EMPLOYEE	37909
EMPLOYEE	37714

This report shows members eligible for the group on our system as of the end of the selected date.
Anderson County Government
Group Parent No: 604999
BlueCross BlueShield of Tennessee, Inc., an Independent

SPOUSE	37714
EMPLOYEE	37922
EMPLOYEE	37714
EMPLOYEE	37769
SPOUSE	37769
CHILD	37769
EMPLOYEE	37763
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
CHILD	37766
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
CHILD	37766
CHILD	37766
CHILD	37766
EMPLOYEE	37705
EMPLOYEE	37871
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37918
CHILD	37918
EMPLOYEE	37862
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
CHILD	37766
CHILD	37766
EMPLOYEE	37830
EMPLOYEE	37705
SPOUSE	37705

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Anderson County Government
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BlueCross BlueShield of Tennessee, Inc., an Independent

EMPLOYEE	37757
EMPLOYEE	37756
SPOUSE	37756
CHILD	37756
CHILD	37756
CHILD	37756
EMPLOYEE	37716
EMPLOYEE	37724
EMPLOYEE	37918
SPOUSE	37918
CHILD	37918
CHILD	37918
EMPLOYEE	37716
EMPLOYEE	40769
EMPLOYEE	38504
EMPLOYEE	37716
EMPLOYEE	37932
CHILD	37932
EMPLOYEE	37923
EMPLOYEE	37771
EMPLOYEE	37807
EMPLOYEE	37766
SPOUSE	37766
EMPLOYEE	37714
EMPLOYEE	37931
SPOUSE	37931
EMPLOYEE	37754
EMPLOYEE	37932
CHILD	37932
CHILD	37932
EMPLOYEE	37830
SPOUSE	37830
EMPLOYEE	37766

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Anderson County Government
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BlueCross BlueShield of Tennessee, Inc., an Independent

EMPLOYEE	37716
EMPLOYEE	37754
SPOUSE	37754
EMPLOYEE	37840
EMPLOYEE	37920
SPOUSE	37920
EMPLOYEE	37710
EMPLOYEE	37830
EMPLOYEE	37909
CHILD	37909
EMPLOYEE	37917
CHILD	37917
EMPLOYEE	37849
EMPLOYEE	37932
SPOUSE	37932
CHILD	37932
CHILD	37932
EMPLOYEE	37769
CHILD	37769
EMPLOYEE	37914
SPOUSE	37914
EMPLOYEE	37766
SPOUSE	37766
CHILD	37766
EMPLOYEE	37716
EMPLOYEE	37912
SPOUSE	37912
CHILD	37912
CHILD	37912
CHILD	37912
CHILD	37912
EMPLOYEE	37830
EMPLOYEE	37830

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Anderson County Government
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BlueCross BlueShield of Tennessee, Inc., an Independent

SPOUSE	37830
EMPLOYEE	37716
SPOUSE	37716
EMPLOYEE	37716
EMPLOYEE	37830
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
EMPLOYEE	37716
EMPLOYEE	37754
EMPLOYEE	37716
EMPLOYEE	37840
EMPLOYEE	37716
EMPLOYEE	37830
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37716
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37754
SPOUSE	37754
EMPLOYEE	37830
SPOUSE	37830
CHILD	37830
CHILD	37830
CHILD	37830
EMPLOYEE	37754
EMPLOYEE	37716

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Anderson County Government
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CHILD	37716
CHILD	37716
EMPLOYEE	37830
EMPLOYEE	37931
SPOUSE	37931
CHILD	37931
CHILD	37931
EMPLOYEE	37716
SPOUSE	37716
CHILD	37716
CHILD	37716
EMPLOYEE	37931
SPOUSE	37931
CHILD	37931
CHILD	37931
EMPLOYEE	37769
SPOUSE	37769
CHILD	37769
CHILD	37769
EMPLOYEE	37705
SPOUSE	37705
CHILD	37705
CHILD	37705
EMPLOYEE	37918
EMPLOYEE	37716
EMPLOYEE	37874
EMPLOYEE	37920
EMPLOYEE	37714
EMPLOYEE	37828
EMPLOYEE	37934

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