

# Athena

## Health Care Systems

TO: Athena Healthcare Associates, Inc. Health Plan participants  
FROM: Larry Santilli, President & CEO  
RE: Update on Health Insurance  
DATE: November 27, 2023

Valued employees:

Previously I informed you that Athena was working diligently to address the employee health insurance payment issues. Unfortunately, the employee health plan currently has a significant funding shortfall.

Athena has not been able to promptly meet all the funding requirements of the employee health plan. As a result, we are approximately 6 months behind in paying submitted health claims. In our continuing efforts to address shortfalls with funding the health plan, we have hired outside personnel to assist us to properly administer the health plan moving forward.

I provide you with this information so that you are fully informed and can make appropriate healthcare decisions for yourself and your family.

In the event (1) your health care claims have been sent to a collection agency, or (2) your personal credit has been damaged due to delinquent claims, or (3) you have paid "out-of-pocket" medical expenses which exceed any amounts you are required to pay under the employee health plan, please contact our Benefits Manager, Karen Dooley at [kdooley@athenahealthcare.com](mailto:kdooley@athenahealthcare.com).

You should provide Ms. Dooley with documents or information regarding any collection actions against you, proof of payment of out-of-pocket medical expenses beyond your responsibility, and/or proof of credit damage.

It is our intention to fully fund all outstanding claims in the upcoming new year.

I appreciate your continued dedication to your center, your co-workers, and your residents. Thank you for your patience as we continue to work through these issues with your health plan.

Sincerely,



Lawrence Santilli, President & CEO