

Brokerage Services Provided

What's Needed to Quote

Why Self-Funding?

Self-Funding VS. Fully Insured

Who Should Self-Fund?



- Groups currently self-insured
- Groups with favorable claims experience
- Groups with favorable age distribution
- Groups who like flexibility
- Groups favoring managed care
- Groups favoring cost sharing/coinsurance
- Groups looking for long-term (3-5 year) cost management
- Groups with a growing or stable work force
- Groups with financial stability



Brokerage Services Provided



Client Education

- HIPAA Privacy Officer Training
- On-site HIPAA Privacy Consulting
(free of charge to group clients over 100 employees)
- Informative Educational Seminars
- Payroll Stuffers
- Employee Benefits Newsletters
- Human Resources Training and Outsourcing

Legislative Activities

- Active and Proactive in Legislative Matters
Involving Employee Benefits
- National Public Speakers on Legislative and Regulatory Matters
- Published Writers on Pending and Current Legislative Concerns
- Industry Experts on HIPAA, ERISA, COBRA, and other Legislation

Self-Funded Specialized Services

- Plan Document and SPD Preparation
- Customized Plan Design
- Amendment Preparation and Filings
- Network Analysis
- Administrative Set-up and Coordination
- Excess Loss Marketing for Each Renewal
- Operational Reviews and Analysis
- Monthly, Quarterly and Year-End Reporting
- Administrative Analysis
- 5500 Preparation and Assistance

Specialized Consulting and Brokerage Services

- HIPAA Consulting and Privacy Officer Training
- Superior Customer Service and Account Management
- Compliance Assistance
- Group Enrollment Assistance
- Employee Communication Materials



What's Needed to Quote



- Census, including employee name, dependent status (single, 2-Pty or family), employee sex, employee date of birth
- If quoting life insurance based on 1 x salary, 2 x salary, etc, need salaries (names may be eliminated from census for confidentiality reasons if preferred)
- If quoting disability, need job titles and salaries (names may be eliminated from census for confidentiality reasons if preferred)
- Current rates (copy of current bills for all plans preferred) for all in-force plans
- Renewal rates, if available, and 3 years rate history, if available
- Benefit schedules or copy of employee summary plan descriptions for medical dental, vision, disability plans, or description of coverages
- Amount of current life insurance
- Renewal date
- Employer contribution/employee contribution amounts
- Do you have a cafeteria plan? If so, is it a premium only, or does it include flexible spending accounts (dependent care and/or unreimbursed medical)?
- Current health conditions (including pregnancies), de-identified
- Is anyone disabled or out on work comp?
- Claims experience, month-by-month preferred, if PPO plans are in place; loss ratios are somewhat helpful. 2+ years preferred
- If HMO, limited claims experience for hospitalizations may be available, depending on carrier
- If currently self-insured, copy of excess loss contract schedule page, or specific and aggregate terms, run-out or run-in contracts, specific stop loss threshold level (deductible), aggregate factors (monthly), terminal liability or other contract terms and fees, if applicable, current TPA administrative fees, PPO access fees, UR fees and other fees (copy of TPA billing preferred)



Why Self-Funding?



CLIENT ADVANTAGES:

- Increased cash flow for many employer groups
- Freedom of plan design
 - Custom plan design
 - Freedom to amend as necessary
- Exemption from state mandates (ERISA qualified - all states except Hawaii)
- Plan continuity
- Control over claim reserves
- Rewards for favorable claims experience
- Administrative flexibility
 - Choice of third party administrator (TPA)
 - Choice of reporting and administrative terms
 - Choice of billing formats for locations and other concerns
- Client risk selection via excess loss
- Client selection of claims turnaround time, depending on TPA chosen
- Individual attention and personalized serviced with chosen TPA
- Competitive bids from multiple stop loss carriers at each renewal
- Field service and superior account management



Self-Funding VS. Fully Insured



SELF-FUNDING:

- Complete plan design flexibility
- Plan continuity
- Freedom to show excess loss at renewal
- Choice of networks (PPO, EPO, etc.) by region
- Good claims experience, profits go to employer
- Fixed and variable costs (with known maximums)

FULLY INSURED:

- Packaged products
- Chance of losing continuity
- Change plans for more competitive rates
- Network tied to product
- Good claims experience, profits go to insurance carrier or HMO
- Fixed costs



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