

Group Health Benefits

● **Evaluate Premium Renewals for Fully Insured Plans**

- Medical, HMO/POS, PPO, Dental and LTD Benefit Plans
- Does claims experience support the renewal premium
- Evaluate carrier reserve calculations
- Analyze historical claims experience
- Assess underwriting assumptions (trend, expenses, credibility factors, etc.)

● **Financial Analysis for Self-Insured Health Plans**

- Calculate self-funded budget rates for active and retired groups
- Actuarial certified COBRA rates as required by ERISA
- Incurred But Not Reported (IBNR) claim reserve
- Assess current use of specific and aggregate stop-loss
- Identify risk in terms of probabilities and compare to client's risk tolerance
- Illustrate financial impact of various levels of stop-loss reinsurance
- Evaluate tax implications of various funding vehicles (VEBAs and other trusts)
- LTD claimant reserves

● **Measure Impact of Plan Design Changes**

- Deductible, coinsurance, copays, out-of-pocket maximums

Anti-Selection When Offering Multiple Options	Option 1	Option 2	Option 3	Total
Type of User	High	Medium	Low	All
A. Enrollment Distribution	60.9%	26.4%	12.7%	100.0%
B. Expected Claims Distribution	74.8%	18.4%	6.8%	100.0%
C. Expected Relative Utilization (B / A)	122.8%	69.7%	53.5%	100.0%
D. Actual Claims Distribution	72.8%	19.9%	7.3%	100.0%

- Consumer-driven health plans (HRA, HSA, and High-Deductible Plans)
- Prescription drug generic and formulary plans
- Modeling of employee anti-selection for dual option plans
- Dental, STD, LTD, and sick pay plan design changes

● **Claims and Employer Cost Projections**

- Single or multiple year projections
- Discrete or Monte Carlo simulations

● **Develop Employer Subsidy and Employee Contribution Strategy**

- Plan design subsidies
- Incremental approach to employee contributions
- Flexible benefits design and pricing

- Employee vs. dependent subsidy levels

● **Evaluate Retiree Health Plans**

- Employer Medicare supplement /Fill-in plan design
- Evaluation of retiree health individual accounts
- Postretirement health plan valuations (FASB 106 corporate accounting and GASB 43/45 government account)
- Develop funding strategies for prefunding asset reserves

● **RDS Part D Tax Subsidy**

- Actuarial attestation and creditability equivalency testing
- Online application submission
- Subsidy calculations and year-end reconciliation
- Data eligibility updates

Types of Clients Supported:

Private and Public Corporations
School Corporations
Not for Profit Entities

Government Entities
Taft Hartley Health Plans
Religious Organizations

Support Team

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