

How employer dollars are managed in fully insured and self-funded arrangements differs significantly in complexity and fiduciary responsibility. Our actuaries and underwriters navigate clients through the maze of financial and administrative considerations to establish total cost projections.

WE ARE HERE TO HELP WITH EVERY STEP OF THE PROCESS:



Funding Analysis

- Assess suitability of current funding arrangement
- Analyze impact of alternative funding arrangements and provide cost impact of any changes



Budget Projections

- Review historical claim costs and utilization
- Develop expected claims for the upcoming plan year, accounting for plan and demographic changes
- Layer in fixed administration and stop-loss fees



Stop-Loss Evaluation

- Perform Monte Carlo claims simulation based on demographics of the enrolled population
- Project large claims, and determine coverage level and appropriate rates
- Establish target rates to negotiate with stop-loss carriers



Claims Monitoring & Analysis

- Predict claims using Burnham Analytics, our in-house data mining engine
- Manage cost and risk based on claims data
- Identify large claim drivers and unusual utilization or cost patterns
- Implement targeted solutions



Reserve Analysis

- Project reserves to fund claims due to lag in claim payments
- Provide certification of reserves by a credentialed actuary



Pharmacy Design

- Manage pharmacy program and spend
- Renegotiate current contracts
- Access preferred contract pricing with minimal employee disruption

COMPARING FULLY INSURED VS. SELF-FUNDED

Provided Services for All Clients

- ✓ Evaluate plan designs and recommend changes
- ✓ Model employee migration for scenarios being considered
- ✓ Model employee contributions
- ✓ Provide monthly claims experience reporting
- ✓ Develop communications to improve program engagement and utilization

Services for Fully Insured Clients

- ✓ Evaluate carrier renewal projections and rate setting
- ✓ Conduct self-insured feasibility analysis, considering client's risk tolerance
- ✓ Analyze plan post open enrollment to update (if necessary) estimated budgets
- ✓ Review demographics

Services for Self-Funded Clients

- ✓ Self-insured clients vary in need and complexity; therefore, it's imperative to analyze and consult based on your needs, internal processes and risk tolerance
- ✓ Perform Incurred But Not Reported (IBNR) reserve analysis
- ✓ Review pharmacy rebates
- ✓ Track and reconcile stop-loss reimbursements
- ✓ Perform renewal, mid-year and post open enrollment claim and budget projections

About AHT

AHT Insurance is an insurance brokerage and consulting firm offering property and casualty, employee benefits, retirement, private client and international services for clients throughout the United States and 42 other countries. Supporting numerous industries and boasting national recognition in the technology, manufacturing, government contracting and nonprofit practice areas, AHT offers clients highly customized solutions to identify and help mitigate risks they may face. AHT's professionals put clients' needs first and focus on what they do best—providing best-in-class service and solutions. Learn more about AHT at ahtins.com.

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