

BenefitsCFO™ Platform

Summary of services for self-insured groups

CAHP — Comprehensive Assessment of Health Plans Report:

Using survey data from over 5,000 mid-market employers, the CAHP Report provides customized benchmarks on premiums, plan designs, employee contributions, funding, and risk management.

Plan Design Analysis:

Using Milliman's proprietary models, *Health Cost Guidelines™* and *Dental Cost Guidelines™*, actuaries can readily value benefit design changes to ensure healthcare programs meet employers' needs.



Renewal Projection:

The BenefitsCFO™ Renewal Projection helps employers set preliminary budgets. The projection includes a trend analysis, stop-loss analysis with Monte Carlo simulation, manual rate from *Health Cost Guidelines™*, premium equivalencies, and employee contributions.

Renewal Evaluation:

The Renewal Evaluation is the final step in the renewal process and is conducted after receiving renewals from the insurance carriers. The calculations completed in the Renewal Projection are updated with various items: additional claims experience, more recent enrollment, plan design changes, potential carrier changes, proposed administration fees, and stop-loss coverage options.

5-Year Projection:

The BenefitsCFO™ 5-Year Projection forecasts expected claims and expenses five years into the future based on group-specific assumptions, such as enrollment and trend. A range of conservative and aggressive estimates of projected costs are provided to give employer groups a better understanding of their susceptibility to risk.

Healthcare Reform Employer Impact Report:

This report assesses the impact of healthcare reform in various ways: enrollment in exchange plans and Medicaid, expected costs in those areas and additional taxes and penalties. Highlights include a 10-year cost summary, migration scenarios and individual cost comparisons.

Stop-Loss Analysis:

Designed for groups that are currently self-funded, The BenefitsCFO™ Stop-Loss Analysis assesses the risks and costs for various stop-loss coverage levels. Using Monte Carlo Simulation, we provide a graphic display of potential scenarios to determine what options fit the employer's risk preferences.

FMR — Financial Monitoring Report:

The BenefitsCFO™ FMR brings together claims experience, paid benefits, expenses, and budgets into one financial report for gross and net costs. Up-to-date forecasting leveraged through actuarial analysis turns "data" into "information" giving you the ability to manage proactively, not reactively.

IBNR Reserve — Incurred But Not Reported Reserve:

The IBNR Reserve calculation uses actuarial projection techniques to estimate incurred claims and determine how much you should be holding in reserves to avoid IRS and DOL compliance issues. We can provide reports annually or quarterly and will help explain results to auditors in light of Sarbanes-Oxley requirements.

Health Plan Assist™:

Health Plan Assist™ is an innovative software product based on Milliman's *Health Cost Guidelines™* that helps employees select a health plan. Used as a decision support tool, Health Plan Assist™ gives employees an estimate of their out-of-pocket costs for medical, dental, and vision coverage in a side-by-side comparison of options.



Medical



Dental



Vision

Additional Services to Consider:

- BPS - Benefit Positioning System
- Network Discount Analysis

