

Beyond the Plan

The Benefits Brief: Insights that Fit Your Schedule

BJ McAndrew, Employee Benefits Consultant

A decorative image at the bottom of the slide showing a classical building facade with multiple windows and a Canadian flag flying on a pole to the right. The image is partially obscured by a dark blue triangular shape pointing upwards.

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Before We Begin

- All attendees are in “LISTEN ONLY” mode.
- All questions are taken offline.
- A recorded copy of the webinar and slides will be made available to all attendees.
- Reach out to BJ McAndrew, your host, and he will follow up with you after today’s session.

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PROBLEM #1

Healthcare Costs are rising at 8.5%
which is about 2-3x the average level of
wages over the last 10 years.

PROBLEM #2

5% of members = 66% of claim spend.
Health care spend is top heavy.

PROBLEM #3

Cost control is not easy.

It is met with employee disruption and administrative challenges.

Strategies

REACTIVE OPTIONS

- Shop the market
- Raise deductibles
- Increase employee payroll deductions

ADVANCED OPTIONS

- Reduce the enrollment
- Improve the risk
- Lower the cost of care



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Transferring Large Risk

The Rise of the Large Claim: *By the Numbers*

5% of Members Drive 66% of Spend

Top Types of Large Claims

- Cancer
- Cardiovascular Disease
- Leukemia/Lymphoma
- Newborn/Infant Care

\$1M+ Claims up 50% past 4 Years*

Most Likely to Have Large Claim:

- 50+ Individuals
- Newborns
- Spouses

Choosing the Right Health Plan: a Beginner's Guide

Private

- **Your Employer's Plan**
- **Your Spouse's Plan**
- **Your Parent's Plan**

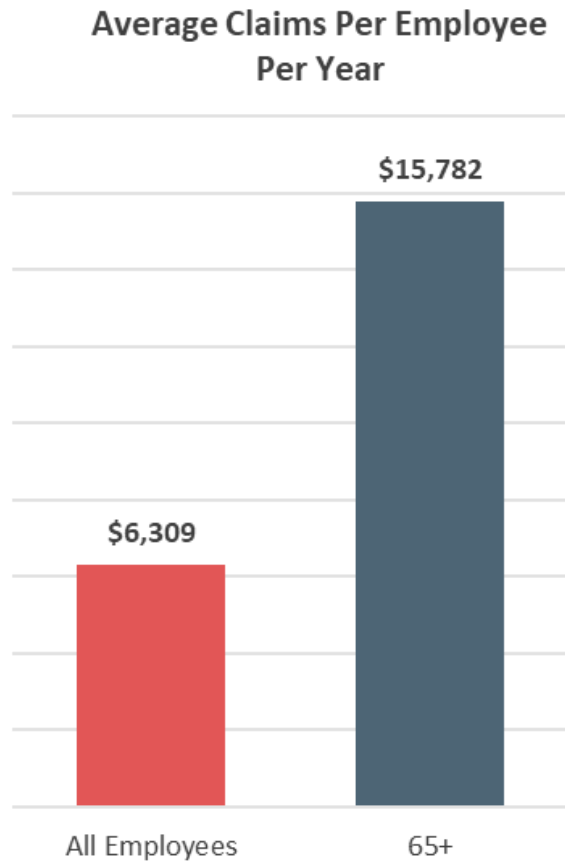
Public

- **Medicare**
- **Medicaid**
- **Marketplace**

WIN-WIN



Strategy 1: Medicare Education



- **Concierge service:** offer your employees direct access to Medicare consultants
- **Plan design & contribution strategy:** if your health plan is more attractive than Medicare, your 65+ active employees will stay with you
- **Medicare Part D Changes**
- **Spouse-only coverage tier**

Strategy 2: Other Government Programs

- **Concierge Service:**
 - Medicaid
 - Medicare
 - Social Security Disability Insurance (SSDI)
 - Social Security Retirement
 - Supplemental Security Income (SSI)
 - Unemployment Benefits
 - Veteran's Benefits
 - Survivors Benefits
 - Catastrophic claims (ESRD, ALS, Cancer, Premature Babies)
- **COBRA Alternates:** promote [healthcare.gov](https://www.healthcare.gov) and resources to support employees with enrollment & subsidies

What's Next?

Micro-Strategy Series Dates:

- ❑ October 7th, 11:30 CST
- ❑ November 4th, 11:30 CST
- ❑ December 2nd, 11:30 CST

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On Demand:

The Benefits Brief | Micro-Strategy Sessions

Upcoming Topics

- **Regain Control of Your Financials—Determine Which Funding is Best for You**
- **Proactively Manage Pharmacy Spend**
- **Choose Wisely—Steering to High-Value, Cost-Effective Providers**

