

benefits stop loss captive

INDUSTRIAL, MILITARY & NUCLEAR MANUFACTURER

For more information contact your Conner Strong & Buckelew representative at 1-877-861-3220.

THE ISSUE

A manufacturer of custom fabricated pressure vessels for the industrial, military and nuclear industries located in Central Pennsylvania with about 150 employees had grown tired of having little control over its healthcare program year after year. With the lack of claim data provided by the health insurance companies, limited plan design options, and the overall impact of the Affordable Care Act, the company needed a different, more innovative, long-term strategy for managing their healthcare program. On top of all of this, the company employs a large union population that created additional challenges to managing its employee benefits program.

OUR RESPONSE

Conner Strong & Buckelew presented this company with an opportunity to gain control of their healthcare program by offering the following enhancements through our proprietary **group captive solution**:

- > Transparency to plan performance with claim data and utilization
- > Plan flexibility rather than off-the-shelf plan design options
- > Elimination of unnecessary fixed costs (i.e. carrier profits, PPACA fees)
- > Long-term cost control including annual caps on their total plan spend
- > Minimizes risk by joining with like-minded employers

This program provided a real solution to healthcare for this middle market employer – one that large companies have enjoyed for many years through a traditional self-funded program.

THE RESULT

The company implemented Conner Strong & Buckelew's group captive program for their healthcare plan with no disruption to employees' access to healthcare. Both plan design and provider network remained the same as the year before. Since then, the customer has been able to identify costly trends within their program (ER visits, high cost drug utilization) and address them head on with employee engagement, plan structure and wellness initiatives... all of which positively impact the bottom line cost to the company and, in turn, its employees. Since becoming a member of the group captive, our customer has saved an average of 4 to 7 percent annually on its healthcare spend.

