



# Premier Benefit Plans, Inc.

35 Pinelawn Road, Suite 208E, Melville, NY 11747  
Telephone 631-719-8205

## GROUP HEALTH BENEFITS

The world of healthcare continues to change. Premier Benefit Plans, Inc. is committed to providing state of the art comprehensive plan alternatives that produce savings.

Premier will evaluate available plan data and utilization reports on current programs and suggest viable alternatives. We will provide your company with the following:

- Comprehensive benefit comparison
- Detailed cost analysis
- Medical provider match reporting
- Evaluation of selection of best carrier/network
- Manage/conduct entire employer education and enrollment process
- Coordination of online communications
- Monthly administrative reporting and monitoring
- Assistance with COBRA/HIPAA issues

Types of Plans Available:

- CDHP (HSA, HRA)
- HMO
- EPO
- POS
- PPO
- Traditional Indemnity Plan

<b>CDHP</b>	<b>CONSUMER DRIVEN HEALTH PLANS HEALTH SAVINGS ACCOUNTS (HSA) HEALTH REIMBURSEMENT ACCOUNT (HRA)</b>	
	<ul style="list-style-type: none"> <li>• Combination of a tax favored savings account and a qualified high deductible insurance policy</li> <li>• Lower premiums than other plans</li> <li>• More predictable budgeting to employer</li> <li>• Employees are empowered to manage the cost of medical care</li> <li>• Presents employee with tax advantage and tax free investment build up with lifetime ownership</li> </ul>	
<b>HMO</b>	<b>HEALTH MAINTENANCE ORGANIZATION</b>	
	<ul style="list-style-type: none"> <li>• Network based plan</li> <li>• Primary care physicians/specialists</li> <li>• Referrals are required to see a</li> </ul>	





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### **Self Funded**

Under a self funded insured contract, the employer pays fixed costs every month. Included in these costs are individual and aggregate stop-loss costs, as well as administrative services and network access fees. These charges are represented as the minimum cost. Each claim is also charged against the employer's bank account on a weekly, bi-weekly, or monthly basis. These costs are represented as the projected maximum charge. The reinsurance carrier will pay claims that are over the individual stop loss. Should a group, as a whole, run above the projected aggregate cost, the reinsurance carrier will absorb these costs. Essentially, an employer absorbs the risk of the claims until the individual and aggregate stop loss points are reached. The following are some of the advantages:

- Allows greater flexibility in paying claims or authorizing payment.
- Exempt from state laws and regulations such as premium taxes and mandatory benefits.
- Improves cash flow by allowing a company to capitalize on low utilization and claims lag of two to three months.
- Allows access on a monthly or quarterly basis to claims experience

### **Lower rates as a group**

Coverage is purchased as a whole entity under a master policy. In turn, this results in attractive rates lower than individual policies.