



# Accident & Health Group

## Summary of Products and Policy Features

The Accident & Health Group of Swiss Re Corporate Solutions has been providing in-depth product knowledge and solutions to customers since 1975. Our long history and continuity in this market gives both our policyholders and their trusted advisors confidence in knowing they are backed by experts who adapt to market trends and provide market-leading capacity.

Our Employer Stop Loss portfolio includes medical stop loss, group stop loss captives, and an organ transplant solution program. We are a direct writer for self-insured employer groups in all 50 states and coverage is underwritten by Westport Insurance Corporation, rated "A+ (Superior)" by A.M. Best Company.

### Products

#### **Specific excess stop loss**

Specific stop loss limits the employer's cost for eligible medical expenses for each covered individual.

#### **Aggregate excess stop loss**

Aggregate stop loss limits the employer's overall annual cost for a self-funded plan. This coverage addresses the accumulation of expenses of all covered individuals on the plan.

#### **Employer group captives**

Our captive program allows smaller employers (50-300 covered employees) a way to collectively reinsure their self-funded employee benefit plan and gain control over costs. Collaborating with the industry's leading captive managers and TPA's, we are able to provide all the advantages of a traditional self-funded program with less volatility.

#### **Organ Transplant Solution (OTS)**

When organ transplants occur, the impact to self-funded employer health plans can be substantial. The OTS product allows our clients to carve transplant risk out of their medical stop loss coverage through a pooled transplant stop loss policy. OTS provides access to one of the highest quality centers of excellence transplant networks in the nation, Cigna LifeSource Transplant Network.

OTS is offered on a stand-alone basis with a 12 month pre-existing condition limitation or underwritten in conjunction with our medical stop loss policy with no pre-existing limitation. We also allow the employer to choose their specific deductible up to \$50,000 and whether their coverage will include out of network coverage. When transplant candidates are identified, OTS provides access to quality care while minimizing the financial impact to the employer health plan.

#### **Stop loss features**

##### **Aggregating specific deductible (ASD)**

The ASD option is designed to allow clients to take on additional claims risk, in exchange for a lower premium, by self-funding a specific amount beyond the group's elected specific deductible. ASD in lieu of a laser is offered when there is a known risk. This option allows a group that has not had favorable claims an alternative to overall increase in premium or a traditional laser option.

##### **Early lock-in**

Underwriting allows a standard 45-day lock on pricing. Depending on a producer's premier status, we will consider earlier locks of 60 and 90 days, subject to certain qualifying requirements and underwriting approval.

##### **No new laser (NNL)**

Eligible groups with specific deductibles of \$25,000 or higher and a minimum annual premium of \$75,000 can purchase our NNL option. This option prevents new lasers from being applied at renewal and offers a maximum specific rate increase between 30-45% on the same contract basis. The specific rate loads for these options varies by the annual premium. NNL is not available to groups that cannot provide sufficient large claims data.

##### **Experience refund feature**

On qualified stop loss policies, this option offers employer groups a greater comfort level with the cost of coverage, knowing that a percentage of profits may be returned to them if their specific stop loss claims costs are below expected. The experience refund option strives to reward those employers who put in place effective medical management tools and services to control claim costs.

##### **Gapless renewal run-out**

Gapless renewal coverage provides additional specific and aggregate claim protection with respect to claims that were incurred during the prior contract period but paid after the run-out period. Claims that fall between the two contract periods can be a serious liability to employer health plans. The gapless option eliminates this liability for our clients that are currently on a run-out contract and renew.

It does this under the renewal policy by reimbursing the eligible expenses incurred in the prior "Incurred Benefit Period" but paid after the prior "Paid Benefit Period".

**Minimum Essential Coverage (MEC)**

For groups wanting to offer an MEC plan design, we are able to provide aggregate-only coverage that: a) reimburses services based on the current recommendations of the US Preventive Services Task Force; and b) meets the minimum ACA requirements. This feature can be quoted on a standalone basis or in combination with a traditional self-funded plan.

**Monthly aggregate accommodation**

This option provides that, if, at the end of a policy month, the group's cumulative eligible expenses exceed the cumulative aggregate attachment point by an amount greater than \$1,000, we will reimburse the amount by which the cumulative eligible expenses exceed the cumulative aggregate, provided all policy provisions have been met. Coverage must be elected at the beginning of each policy period and is not limited by size of group or risk.

**Reference based pricing**

Our actuary team has created a simple review and rating process for administrators who wish to use reference based pricing as an alternative to the standard PPO network structure. We price the specific TPA program based on the vendor and the member advocate program utilized.

**Specific advanced funding**

Specific advanced funding is quoted for all cases at no additional cost. The specific deductible must be paid in full by the policyholder, at least ten business days prior to the end of the specific benefit period and be greater than \$1,000.

**Terminal liability option (TLO)**

TLO is offered as an option on specific and aggregate coverage. TLO provides a 3-month run-out period assuming all requirements are met and must be selected at the beginning of each Policy Period. Coverage is provided for eligible expenses not eligible for coverage under any other group policy. We must be notified of the intent not to renew no later than 30 days before the expiration date of

the policy. If early termination occurs prior to the expiration date, the benefit period will not extend past the date of termination.

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