

MEDICA®



**SELF-INSURED SOLUTIONS
FOR EMPLOYERS OF ALL SIZES**

PROVIDING CHOICE, FLEXIBILITY AND SAVINGS

Self-insured plans are no longer just for large groups. Many employers are considering a shift to self-insured medical plans as a way to better manage health care costs. If you're thinking about a self-insured option, Medica has a variety of solutions for groups of all sizes.

With a self-insured plan, employers have more control over their health benefits and can minimize their short and long-term plan expenses. In addition, taxes and assessments are significantly lower than a fully insured plan.

About Self-Insurance

With a Medica self-insured plan, employers are responsible for their claims costs. In addition, employers pay a monthly administrative fee to Medica for services including claims processing, customer service, network, pharmacy and health management programs. Employers are also responsible for paying the reinsurance and the PCORI (Patient-Centered Outcomes Research Institute) fees. This is different from fully insured plans where the monthly premium paid by the employer covers all health plan costs.

Most self-insured employers choose to purchase stop-loss insurance. Stop-loss insurance offers protection from unpredictable plan losses and minimizes overall financial risk.

- » **Specific stop-loss insurance** provides protection against unpredictable or catastrophic claims on any one individual.
- » **Aggregate stop-loss insurance** provides a maximum on the total dollars paid by the employer during a contract period.

SELF-INSURED OPTIONS

Traditional

Many large employers, generally with more than 100 eligible employees, choose to self-insure with Medica. We offer significant flexibility in plan design, product and provider network.

Monthly Accommodation

Employers with more than 50 eligible employees now have the option to self-insure with Medica. Employers choose from a broad array of plan designs. Specific and aggregate stop-loss coverage offers financial protection against claims variability.

Maximum Liability

Employers with enough eligible employees can also self-insure with Medica. With similarities to a fully insured plan option, employers get the benefit of predictable monthly payments offered through a choice of plan designs.



Fully Insured and Self-insured Plans. What are the differences?

If you're new to self-insurance, there are several differences from a fully insured plan, including:

	FULLY INSURED MEDICAL PLANS	SELF-INSURED MEDICAL PLANS
Monthly Cost	Paid as a fixed monthly premium	Payment of monthly administrative fee (fixed costs) and claim costs (variable costs)
Regulatory Oversight	State	Federal
Regulatory Compliance	Shared responsibility between Employer and Medica	Employer responsibility
Plan Privacy	Shared responsibility between Employer and Medica	Employer responsibility
Claim Appeals and Reviews	Medica	Employer appoints Medica to serve as named claim and appeals fiduciary

Compare our Self-Insured Options

Understanding the differences between each option will make it easier for you to choose the plan that best meets your needs.

	TRADITIONAL	MONTHLY ACCOMMODATION	MAXIMUM LIABILITY
Group Size	100+ eligible employees	50 or more eligible employees *40 enrolled employees required	5 or more employees *10 or more enrolled employees required in Minnesota and Wisconsin, 26 or more eligible employees required in North Dakota and 5 or more enrolled employees required in Iowa and Nebraska
Service Area	MN, ND, SD, WI, NE, IA	MN, ND, WI, NE, IA	MN, ND, WI, NE, IA
Plan Designs and Benefits	Customized plans designs Multiple plans can be offered	Choose from several plan designs Up to 6 plans can be offered	Choose from several plan designs Up to 6 plans can be offered
Networks	Varies by state	Varies by state	Varies by state
Health and Wellness Programs	Includes My Health Rewards by Medica®, health management programs, and health and wellness resources. Fit Choices SM by Medica, Healthy Savings Fresh Produce, Medica Optum® Employee Assistance Program (EAP), and additional My Health Rewards programs are available at an additional cost where applicable.		

Medica provides employers with choices that can positively affect overall health care costs. Let us help you make important decisions about your health plan offerings.

FOR MORE INFORMATION, CONTACT YOUR BROKER OR MEDICA SALES:



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1 (800) 371-1613

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Learn more about the responsibilities of self-insurance through these resources:

- » Employee Benefits of America – Ebia.com
- » Self-Insurance Institute of America – Siia.org
- » The ERISA Industry Committee – Eric.org
- » The National Business Group on Health – BusinessGroupHealth.org

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