



# NEWS FROM SIIA MEMBERS

## **SIIA Diamond, Gold & Silver Member News**

*SIIA Diamond, Gold, and Silver member companies are leaders in the self-insurance/captive insurance marketplace. Provided below are news highlights from these upgraded members. News items should be submitted to [membernews@siia.org](mailto:membernews@siia.org). All submissions are subject to editing for brevity. Information about upgraded memberships can be accessed online at [www.siia.org](http://www.siia.org). For immediate assistance, please contact Jennifer Ivy at [jivy@siia.org](mailto:jivy@siia.org). If you would like to learn more about the benefits of SIIA's premium memberships, please contact Jennifer Ivy at [jivy@siia.org](mailto:jivy@siia.org).*

## DIAMOND MEMBERS

### THE PHIA GROUP INTRODUCES NEW OPTIONS FOR HANDBOOK GAP REVIEWS

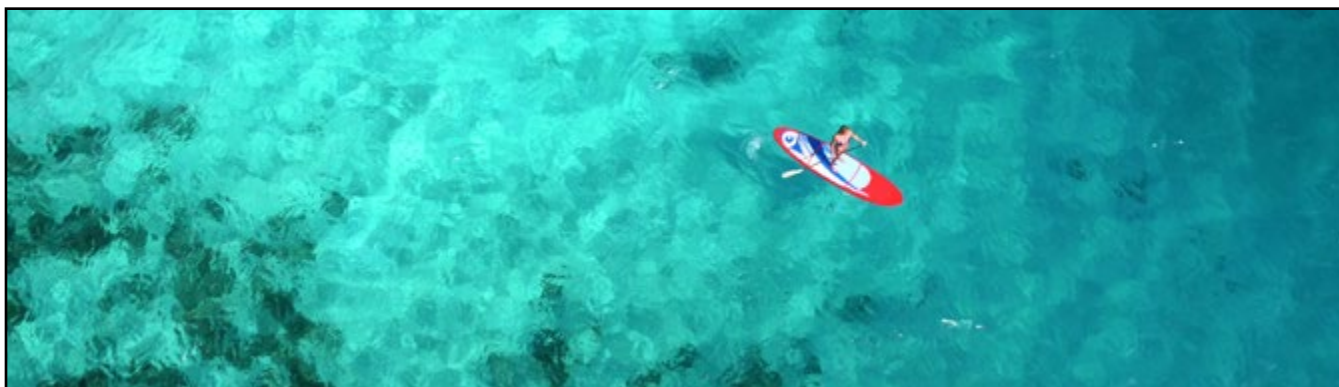
Braintree, MA – In their quest to improve gap analyses, The Phia Group has compiled a growing list of issues impacting employment handbooks, analyzed federal and state laws impacting those handbooks, and chronicled areas where handbooks do not align with health benefit plans.

Recognizing that different audiences require different levels of detail in said gap analyses, The Phia Group has developed two different handbook gap review options.

The first option, the “Report Card Review (RCR),” will assist employers who simply need a “summary” or an “overview”. The RCR option provides an overall score based on gaps and concerns relating to eligibility provisions, federal and state leaves of absence, and continuation of coverage provisions.

The second option, the “Full Assessment with Recommendations (FAR),” assists employers who are seeking an in-depth analysis of not only eligibility and statutory leaves of absence, but also COBRA, employer-provided voluntary leaves of absence, and continuation of coverage during those leaves. The FAR option will not only provide in-depth analysis, but detailed recommendations and citations to the applicable laws and regulations.

Vice President of Consulting, Attorney Jennifer McCormick, commented: “For large employers, employers subject to these state and federal leave laws, employers voluntarily offering leaves of absence, or any clients that already have us review their handbooks, tagging this service on seems like common sense. This is just one more example of The Phia Group trying to help our partners dodge issues that can easily be avoided by simple plan document and handbook changes.”



#### Mind over risk.

That's how we properly assess risk – enabling our clients to focus on their businesses. We provide innovative stop loss solutions to protect self-funded employers from potentially catastrophic losses and flexible captive solutions that range from fronting and reinsurance arrangements to our turnkey stop loss program. We offer specialized solutions for specialty markets, including Taft Hartley and multiemployer organizations. We also offer fully insured organ transplant coverage to self-funded plans. Our clients have been benefiting from our expertise for over 40 years. To be prepared for what tomorrow brings, contact us for all your medical stop loss and organ transplant insurance needs.



#### Tokio Marine HCC - Stop Loss Group

A member of the Tokio Marine HCC group of companies  
tmhcc.com  
TMHCC1099 - 03/19

For more information regarding The Phia Group's Handbook Gap Review options, or to learn about any of The Phia Group's other services, please contact The Phia Group's Sales Manager, Garrick Hunt, by email at [GHunt@phiagroup.com](mailto:GHunt@phiagroup.com), or by phone at 781-535-5644.

### About The Phia Group

*The Phia Group, LLC, whose purpose is to help employers offer affordable health benefits to their employees, is headquartered in Braintree, Massachusetts. They are an experienced provider of health care cost containment techniques offering comprehensive claims recovery, plan document and consulting services designed to control health care costs and protect plan assets. By providing industry leading consultation, plan drafting, subrogation and other cost containment solutions, The Phia Group is truly Empowering Plans. Visit [www.phiagroup.com](http://www.phiagroup.com).*

## SWISS RE SEEKS TEAM LEAD CLINICAL RISK MANAGER

Swiss Re is has an exciting opportunity for an experienced Clinical Risk Manager Lead to join our team in any one of these locations: Windsor, CT and Schaumburg, IL. Ideal candidates would have experience as a Clinical Risk Manager in the insurance or reinsurance marketplace.

Interested applicants should apply on-line today by clicking [here](#)!!

### Summary/Objective

This position is responsible for the management of a team of Clinical Risk Managers who review case management notes for individuals and groups seeking Stop Loss Insurance quotes. The incumbent works closely with Underwriters to evaluate potential risk and associated costs with projected treatments.

### Summary of Essential Functions

- Manage workflow including workflow adjustments during high volume periods, as assigned by Senior Management
- Provide employees with guidance in handling difficult or complex problems or in resolving escalated complaints or disputes
- Implement corporate or departmental policies, procedures, and service standards
- Responsible for ensuring each member of the Clinical Risk Management

department is aware of the direction of the department and that they are provided opportunity for successful management of their Clinical Risk Management case load relative to service and financial goals

- Manage inter-departmental relationships with Underwriting, Business Services, Sales and Claims resolving issues appropriately
- Review medical conditions and respond with a cost analysis integrated to the Stop Loss case characteristics





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HEALTH CARE?  
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- Identify high risk associated with individuals and communicate required stop loss attachment
- Document all decisions in the clinical documentation system
- Recommend appropriate laser levels using Underwriting guidelines
- Utilizes external medical experts as needed
- Conduct daily tracking of caseload as assigned
- Comply with departmental policies and procedures
- Participate in departmental and company in-services as appropriate

- Perform other duties as assigned by Senior Management

#### Required Education and Experience

- Strong analytical and problem-solving skills
- Two or more years of supervisory or equivalent experience
- Excellent organizational and time management skills, able to work independently with little supervision while handling numerous projects at once

- Excellent written/verbal communication skills, especially the ability to communicate effectively in stressful situations
- Must have a track record of producing work that is highly accurate, demonstrates attention to detail, and reflects well on the organization
- RN with current state licensure and at least 2 years' experience
- Computer experience should include Microsoft Excel, Word and Outlook at the intermediate level at a minimum

## Every benefit plan needs a strong partner

CoreSource has the expertise needed to bring benefit plans to the next level. From cost containment solutions designed to ensure money is appropriately spent, to advanced reporting that gives a deeper look into plan performance. Our cutting edge solutions have propelled us to be one of the strongest in the industry.

Learn more about CoreSource's self-funded capabilities at [www.coresource.com](http://www.coresource.com).

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R450-1879

# Your claims. Our focus.

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Imagine partnering with a team of experts who are dedicated to making sure your claims are submitted and processed, so your reimbursements aren't delayed. That's the power of active claims management. We proactively manage your claims to keep your cash flow flowing. Here's how:

- We verify all groups administered by the Blue plans, Aetna, UnitedHealthCare and associated Pharmacy Benefit Managers are submitting your claim reports so there are no bottlenecks.
- We work directly with Third-Party Administrators and other groups to make sure nothing falls through the cracks.
- We look for opportunities to mitigate costs for specialty care, transplants, out-of-network and large-dollar claims.

For Stop Loss that's safe, secure and surprisingly nimble, visit **[anthemstoploss.com](https://anthemstoploss.com)**.

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STOP LOSS

### About Swiss Re

*Swiss Re Corporate Solutions provides risk transfer solutions to large and mid-sized corporations around the world. Its innovative, highly customized products and standard insurance covers help to make businesses more resilient, while its industry-leading claims service provides additional peace of mind.*

*Swiss Re Corporate Solutions serves clients from over 50 offices worldwide and is backed by the financial strength of the Swiss Re Group. Visit [swissre.com](http://swissre.com).*

### VOYA FINANCIAL SEEKS COST CONTAINMENT CONSULTANT FOR STOP LOSS CLAIMS DEPARTMENT (MINNEAPOLIS)

Voya Financial's Downtown Minneapolis location is searching for a Cost Containment Consultant to join our Stop Loss Claims department. This role will impact Stop Loss cost containment through early identification and intervention to reduce third party administrator/company costs.

#### Profile Description

- Serves as subject matter expert in company's cost containment programs, including but not limited to TPAs, Large Case Managers, Sales, Underwriters, Client Representatives, and Brokers. Serve as a consultant to underwriting.
- Serves as a subject matter expert in the evaluation of medical information to clarify diagnoses, evaluate the severity of medical conditions, and estimate the duration of recovery. Provides assistance to TPAs with cost containment options for high cost claims including but not limited to: transplants, specialty medications, dialysis, hemophilia, neonatal, and cancers.



**Point6 delivers** Financial Savings, Risk Reduction, Growth, Innovation, Value and Efficiency to entities Managing **Large Complex Medical claims and Stop Loss Insurance** for employers.

**COMPLEX CLAIMS.  
FOCUSED RESULTS**



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- Serves as a subject matter expert in analysis of transplant contracts and provides guidance to the TPA/Case Managers in the selection of the best transplant contract for their client.
- Researches clinical conditions and provides analytical review of the medical and/or pharmacy data to formulate the history of events.
- Manages vendors and participates in vetting new vendors.
- Actively participate in establishing standard work and root cause problem solving for the cost containment team.
- Develops relationships with key external and internal stakeholders, and cooperatively facilitates optimal cost savings.
- Ability to travel and other duties as assigned.

#### Knowledge & Experience

- Bachelor's degree - current unrestricted RN license, or equivalent clinical degree
- Previous NICU experience
- Minimum 5 years of clinical experience
- Minimum 2 years insurance experience
- Supervisory/leadership skills
- Analytical and problem-solving skills

- Excellent interpersonal and negotiation skills to act as a company representative
- Experience in Microsoft Office products

Link to apply: [https://godirect.wd5.myworkdayjobs.com/voya\\_jobs/job/MN-Mnpls-20-Washington/Cost-Containment-Consultant\\_JR0019908](https://godirect.wd5.myworkdayjobs.com/voya_jobs/job/MN-Mnpls-20-Washington/Cost-Containment-Consultant_JR0019908)

#### About Voya Financial

*Voya Financial is a group of premier retirement, investment and insurance companies with 225,000 points of distribution and approximately \$467 billion in total AUM and AUA as of December 31, 2018. We're dedicated to making a secure financial future possible for all Americans. And, we have the experience, resources and commitment to help you grow your business. Visit [voya.com](http://voya.com).*

## SILVER MEMBERS

### DW. VAN DYKE MEDICAL STOP LOSS SURVEY PREMIUMS EXCEEDS \$8.5 BILLION

Chris Koehler, President of DDR Holdings, Inc., announced survey results had been sent to 34 MGU and Direct Carrier organizations participating in D.W. Van Dyke & Companies 18th consecutive January Medical Stop Loss Persistency and New Business Industry Surveys.

Annualized January 2019 survey premiums exceeded \$8.5 billion. Chris commented, "Survey results indicated a general slowing of January 2019 growth compared to January 2018". Stop Loss Carriers and MGUs are all welcome and invited to participate in future DWVD surveys. Those interested should contact Chris Koehler at [ckoehler@dwvd.com](mailto:ckoehler@dwvd.com) or Michelle Marzella at [mmarzella@dwvd.com](mailto:mmarzella@dwvd.com).

### DW. VAN DYKE PROMOTES MICHELLE MARZELLA TO VICE PRESIDENT

Shelton, CT -- Walt Roland, President of D.W. Van Dyke & Co., a Life and A&H Intermediary specializing in Self-Funding and Excess reinsurance placements for health plans, is pleased to announce the promotion of Michelle Marzella to Vice President.

"Michelle has done a tremendous job since joining our firm in 2016 and we are counting on her becoming an even bigger asset as our company continues to grow in tandem with this exciting industry in the years ahead", Walt stated.





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### About D.W. Van Dyke & Company

*Founded in 1978, DWVD provides intermediary and advisory support for reinsurance placements, distribution, product development consulting and direct brokering services on behalf of institutional clients. DWVD works throughout the Life, Accident & Health space, most prominently in the stop loss business. DWVD's customers and markets include Insurance Companies, Reinsurers, TPAs, MEWAs, Cooperatives, MGAs, distribution companies and others. Contact Walt Roland at wroland@dwvd.com and visit [www.dwvd.com](http://www.dwvd.com).*

### H.H.C. GROUP NOW PROVIDES FUNCTIONAL CAPACITY EVALUATION ADMINISTRATION

H.H.C. Group, a leading national healthcare cost containment company, announced that it now provides administration of Function Capacity Evaluations (FCEs). FCEs are utilized to evaluate an individual's capacity to perform work activities related to his or her participation in employment. The FCE process compares the individual's health status and body functions and structures to the demands of the job and the work environment.

H.H.C. Group provides a wide range of other cost containment services including administration of Independent Medical Examinations (IMEs) and Independent Medical File Review/Utilization Reviews (IRs/URs). The company is URAC accredited Independent Review Organization (IRO) for both Internal and External Reviews. H.H.C. Group utilizes FCE certified providers to perform the FCEs and employs a stringent vetting process in the selection of those providers.

### About H.H.C. Group

*H.H.C. Group provides a wide range of cost containment solutions for Insurers, Third Party Administrators, Self-Insured Employee Health Plans, Health Maintenance Organizations (HMOs), ERISA and Government Health Plans. H.H.C. Group utilizes a combination of highly skilled professionals and advanced information technology tools to consistently deliver targeted solutions, significant savings and exceptional client service.*



Offers a strategic approach to prescription drug benefit programs that delivers cost savings, superior risk management and clinical designs that are sustainable over the long term.

Serves employer groups, labor groups, small health plans, coalitions and third party administrators.

**Mary Ann Carlisle, CEO**  
mcarlisle@elmgroup.com  
484.433.1412



Delivers risk solutions to the US health reinsurance market, with a focus on HMO reinsurance, provider excess, medical excess, captive reinsurance, and specialized employer stop-loss.

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**Dan Bolgar, CEO**  
dbolgar@sequoiaris.com  
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ELMC Risk Solutions has assembled some of the most innovative minds in stop-loss reinsurance and prescription drug consulting businesses.

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*H.H.C. Group's services include Claim Negotiation, Claim Repricing, Medicare Based Pricing, DRG Validation, Medical Bill Review (Audit), Claims Editing, Medical Peer Reviews/Independent Reviews (IRs/URs), Independent Medical Examinations (IMEs), Functional Capacity Evaluations (FCEs) Case Management Utilization Review, Data Mining, Disease Management and Pharmacy Consulting.*

Contact Bob Serber at [rserber@hhcgroup.com](mailto:rserber@hhcgroup.com), 301-963-0762 ext. 163 and visit [www.hhcgroup.com](http://www.hhcgroup.com).

## **ACCOLADE AND HUMANA INTEGRATE THEIR SOLUTIONS TO OPTIMIZE THE CONSUMER EXPERIENCE AND CONTROL HEALTHCARE SPEND FOR SELF-FUNDED EMPLOYERS**

SEATTLE & LOUISVILLE, KY -- Accolade and Humana Inc. (NYSE: HUM) announced that the two companies will integrate their capabilities to create a differentiated healthcare and benefits experience for consumers. The companies will bring employers and their health plan members the benefit of Humana's provider networks and innovative medical, dental, pharmacy, Employee Assistance Program (EAP), Work-life Services, and Go365 wellness reward program capabilities together with Accolade's robust member engagement services and integrated health and benefits partner programs.

With a mission to dramatically improve consumer engagement, experience,

outcomes and costs in healthcare, Humana with Accolade leverages an open and intelligent platform and a personalized advocacy solution to create a whole person, whole population health offering for its self-funded employer clients, their employees and families.

Using an innovative and open approach to healthcare, Humana will integrate a rich array of data on Accolade's platform. The Accolade platform leverages advanced machine learning intelligence that produces highly personalized and targeted services across an entire member population, with the goal of reducing complexity and waste. With dedicated Health Assistants and Clinicians, mobile and online messaging, a fully integrated benefits center, member activation campaigns and intelligent insights, Accolade has shown up to a 30-percent lift in program utilization, along with achieving measurable member satisfaction and cost savings.

"The cost structure and consumer experience in healthcare can only improve when companies across the industry collaborate, integrate data, promote best-in-class services, and put the consumer first," said Rob Cavanaugh, Accolade President. "Humana recognizes that innovation breeds results that benefit everyone – most importantly their members, who must make difficult healthcare decisions as they navigate the healthcare system. Humana and Accolade are pioneering change for consumers, employers, providers and the industry as a whole, and we're happy to advance this important change together."

"Humana is taking a major step forward in reinventing the way healthcare is experienced by employees and their families by expanding our solution in partnership with Accolade," said Chris Hunter, president of Humana's Group and Specialty Segment. "Building on our own successful service model, we expect our Humana with Accolade service to be the standard of excellence for health plans, employers and consumers in a new open and collaborative era."

The open and connected Accolade platform brings together innovation across the healthcare landscape, bringing employers and their health plan members the benefit of more than 100 solutions, such as price transparency, provider search, telemedicine, wellness, maternity, centers of excellence, disability and leave, and more. Humana with Accolade will bring employers a personalized service based on the specific healthcare and benefits needs of their entire employee and family populations, while enhancing their business.

Humana with Accolade will launch initially in the Milwaukee, Wis., and Cincinnati, Ohio, areas. For more information on Humana with Accolade, please visit [www.accolade.com/contact](http://www.accolade.com/contact).





# YOUR BEST PARTNER LEADS THE WAY

For more than 35 years, self-funded employers have trusted Sun Life to deliver flexible stop-loss solutions and seamless claim reimbursement. And now, with our new Clinical 360 program, our clinical experts will review your claims data to identify cost savings and care optimization. With high-cost medical and pharmacy claims growing every year, you need your best partner with you every step of the way. **Ask your Sun Life Stop-Loss specialist about our latest innovations.**

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For current financial ratings of underwriting companies by independent rating agencies, visit our corporate website at [www.sunlife.com](http://www.sunlife.com). For more information about Sun Life products, visit [www.sunlife.com/us](http://www.sunlife.com/us). Stop-Loss policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states except New York, under Policy Form Series 07-SL REV 7-12. In New York, Stop-Loss policies are underwritten by Sun Life and Health Insurance Company (U.S.) (Lansing, MI) under Policy Form Series 07-NYSL REV 7-12. Product offerings may not be available in all states and may vary depending on state laws and regulations.

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BRAD-6503k

SLPC 29427 02/19 (exp. 02/21)

### About Accolade

*Accolade is a personalized health and benefits solution that can dramatically improve the experience, outcomes and cost of healthcare for employers, health plans and their members. With a unique blend of compassionate advisors, clinical experts and intelligent technologies, we engage individuals and families in their health, establish trust, and influence their decisions at every stage of care. Accolade connects the widest array of personal health data and programs to present a single point of entry to the most effective health and benefits resources, while coordinating with providers at every step. Accolade consistently achieves 60 and higher Net Promoter Scores, 98% consumer satisfaction ratings, and up to 15% employer cost savings. Accolade has been recognized as one of the nation's 25 most promising companies by Forbes, a fastest-growing private healthcare company by Inc. 5000, and is consistently rated a Top Workplace across the country. Visit [www.accolade.com](http://www.accolade.com).*

### About Humana

*Humana Inc. is committed to helping our millions of medical and specialty members achieve their best health. Our successful history in care delivery and health plan administration is helping us create a new kind of integrated care with the power to improve health and well-being and lower costs. Our efforts are leading to a better quality of life for people with Medicare, families, individuals, military service personnel, and communities at large. Visit [www.humana.com](http://www.humana.com).*



### 6 DEGREES HEALTH ADDS DONALD LEE AS VICE PRESIDENT OF STRATEGY & UNDERWRITING

Hillsboro, OR – 6 Degrees Health is pleased to announce the addition of Donald Lee as Vice President of Strategy & Underwriting.

Donald started his healthcare career nearly two decades ago in the underwriting and actuarial field, most recently as Vice President with a large broker/consulting firm, where he managed the firm's stop loss panel and strategic relationships. Donald is an expert in healthcare risk financing and alternative risk strategies. He holds a degree in Mathematics, with an emphasis on Statistics and Computer Science.

"6 Degrees Health's ability to build solutions that are attractive to the stop loss community has a beneficial impact on our broker partners and their employer sponsored health plan clients. Donald's underwriting, actuarial and broker experience will take our understanding and integration with the risk financing market to the next level. In fact, in Donald's first few weeks with 6 Degrees Health he identified an opportunity to help mitigate transplant lasers using a reference based pricing solution for traditional network plans. Donald brings immense value to not only our internal team, but also our partners in the self-funded space," says Scott Ray, CEO of 6 Degrees Health.

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### About 6 Degrees Health

6 Degrees Health is built to bring equity and fairness back into the healthcare reimbursement equation. Our cost containment efforts utilize MediVI technology, which supports our solutions with objective, transparent and defensible data. Services include provider market analyses, reasonable value claim reports, specialty networks, claim negotiations, referenced based repricing, and direct contracting.

For questions or a system demo, contact Heath Potter, Senior Vice President, 6 Degrees Health at [heathpotter@6degreeshealth.com](mailto:heathpotter@6degreeshealth.com), 503-640-9933 ext. 1102 and visit [www.6degreeshealth.com](http://www.6degreeshealth.com). Please note 6 Degrees Health has moved offices. The new address is: 5800 NE Pinefarm Court, Suite 200, Hillsboro, OR 97124. ■





## Celebrating 10 years of Employee Benefit Group Captives

We've been innovating for a very long time. Ten years ago, Berkley Accident and Health was an industry pioneer with EmCap®, our employee benefit group captive program. Today, we are a market leader with an impressive track record of building and managing successful captives.

For group captives, it's a clear choice. Choose the team with a decade of experience and success.

These statements are illustrative only and not indicative of actual past or future results. Stop Loss is underwritten by Berkley Life and Health Insurance Company, a member company of W. R. Berkley Corporation and rated A+ (Superior) by A.M. Best, and involves the formation of a group captive insurance program that involves other employers and requires other legal entities. Berkley and its affiliates do not provide tax, legal, or regulatory advice concerning EmCap. You should seek appropriate tax, legal, regulatory, or other counsel regarding the EmCap program, including, but not limited to, counsel in the areas of ERISA, multiple employer welfare arrangements (MEWAs), taxation, and captives. EmCap is not available to all employers or in all states.

Stop Loss | Group Captives | Managed Care | Specialty Accident

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# SIIA 2019

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# SIIA NEW MEMBERS

## APRIL 2019

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**Innovative Analysis  
of Plan Cost Dynamics**

# Actuarial Assistant

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Actuarial Assistant: Modeling Plan Design Changes

Health Benefits Consulting Suite

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