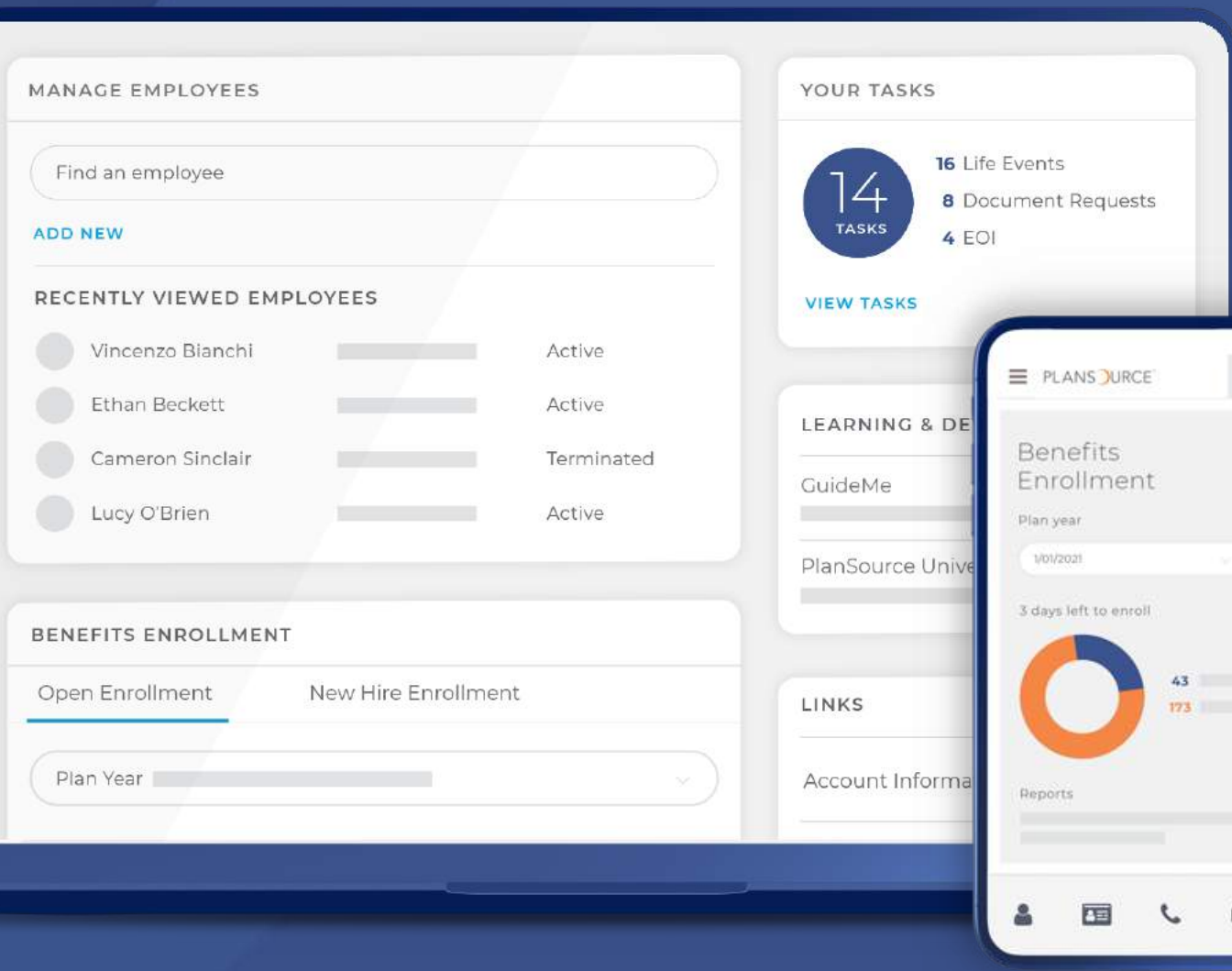




# How To Increase Voluntary Plan Participation This OE

MAY 18, 2022



PLANSOURCE

Spend less time  
managing employee  
benefits

Automate and simplify every  
aspect of your benefits program  
with PlanSource

# Today's Speakers



**Brantley Saunders**  
Product Marketing Manager  
PlanSource



**Ron Cornwell**  
Principal & Consulting Actuary  
Milliman



**Darren Lucas**  
Senior Product Manager  
PlanSource

## TODAY'S AGENDA

Importance of the Benefit Hierarchy

Difference Between Individual vs  
Aggregate Claims Models

Live Interview with Milliman

DecisionIQ Demo

Q&A





# 94%

Of large employers believe **voluntary benefits** will be **more important** to their total rewards strategy going forward

17

Average number of benefits offered  
by employers in 2021 –  
a **9% increase** from 2020

# EMPLOYEES WANT VOLUNTARY BENEFITS AND EMPLOYERS ARE LISTENING

It takes more than just compensation and traditional benefits to attract and retain talent. Employees are looking for additional perks, such as flexible work schedules or mental health resources that increase their satisfaction.





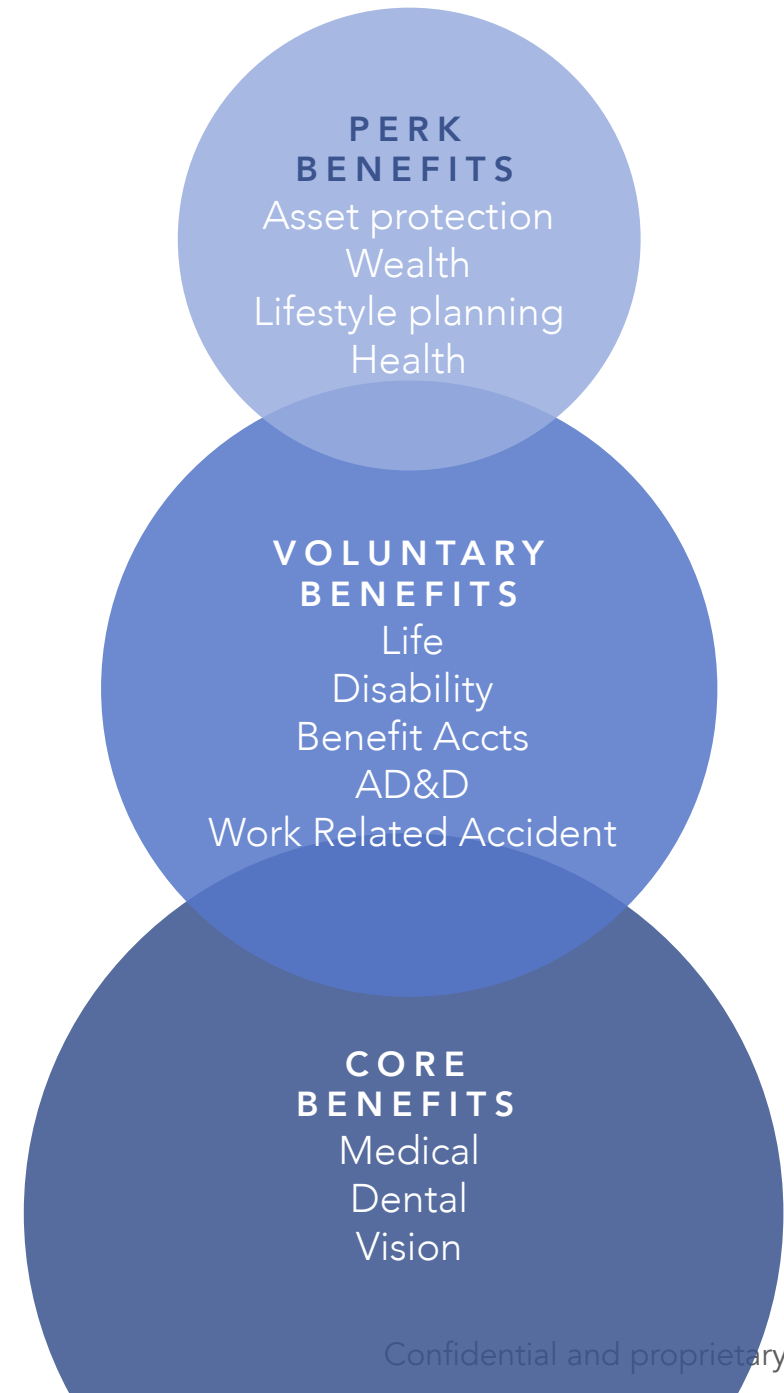
## AUDIENCE FEEDBACK

How many of your employees take advantage of the perk benefits you offer?

POLL

## SO WHY AREN'T MY EMPLOYEES ENROLLING IN THESE BENEFITS?

Voluntary and perk benefits are often employee paid – but if their core benefits are costing them too much, employees aren't able to include the benefits they really want. In the hierarchy of benefits, employees have to have their core benefits covered before they will consider other tiers.



## HOW DOES DECISION SUPPORT HELP?



DRIVES  
AWARENESS TO  
NEW AND  
UNIQUE PLANS



MATCHES  
EMPLOYEES WITH  
THEIR BEST-FIT  
PLANS



INCREASES  
UNDERSTANDING  
OF BENEFIT  
OPTIONS  
AVAILABLE



LOWERS PLAN AND  
PREMIUM COSTS

## AUDIENCE FEEDBACK

What kind of decision support do you currently offer your employees?

POLL

# Different Calculation Models

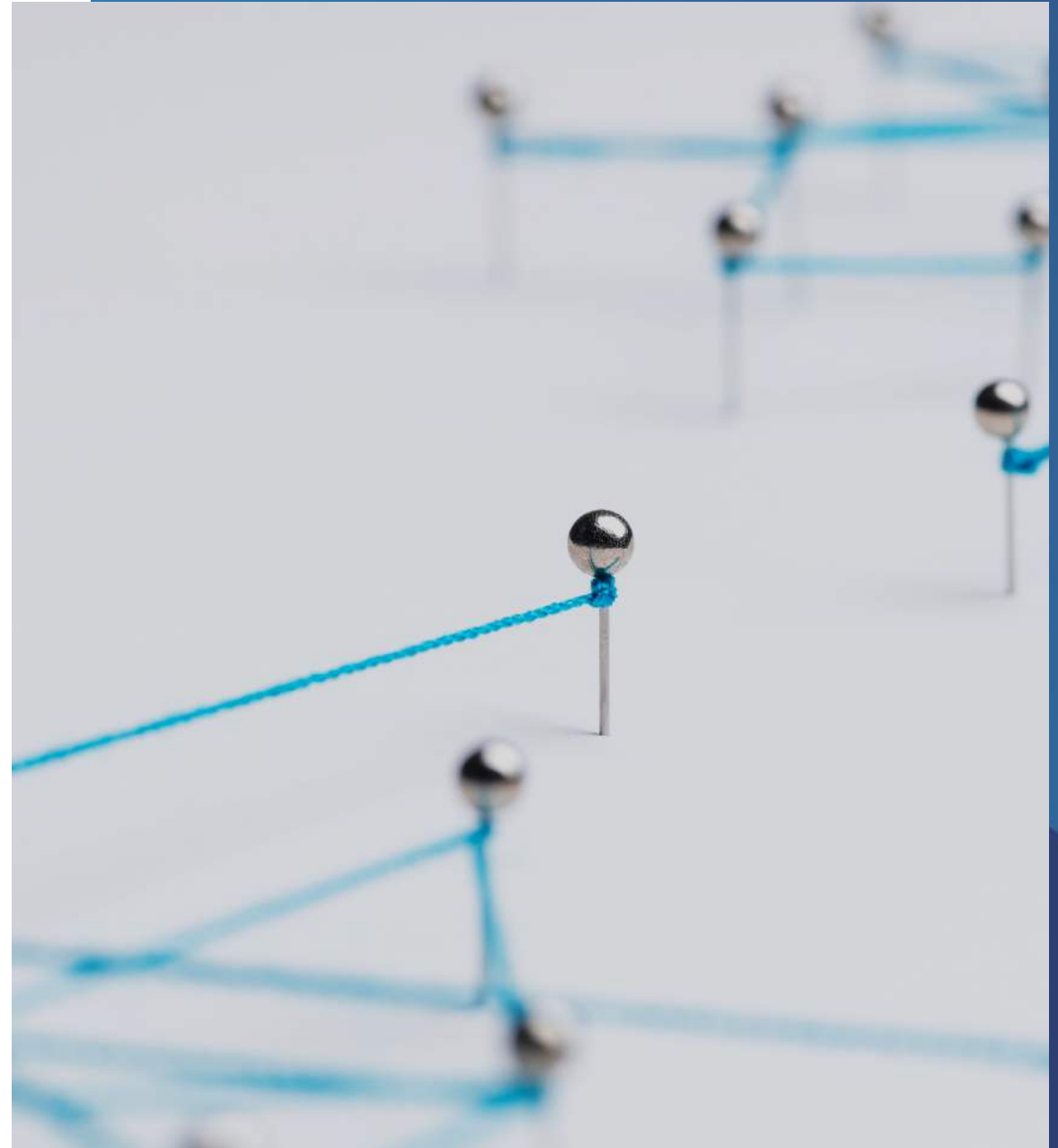
## INDIVIDUAL CLAIMS MODEL

Only using the employee's personal past benefit plan and spend data to provide plan recommendations – only adjusting for chronic conditions and price inflation



## AGGREGATE CLAIMS MODEL

With this approach the employee is matched by age, gender, and location to determine a cost estimate. Additionally, they can provide prescription and chronic condition information to personalize it.



## WHO IS MILLIMAN?

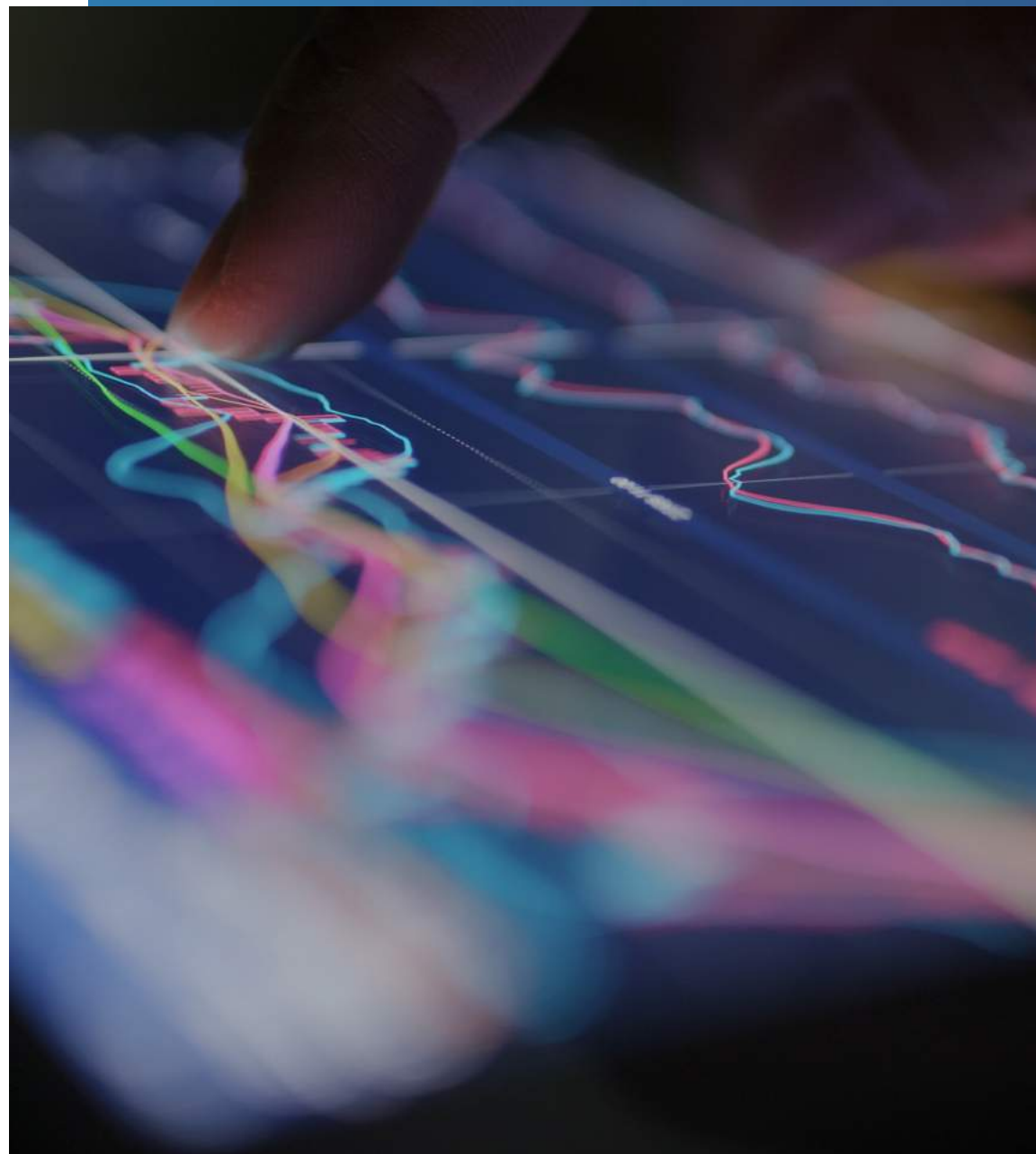
Milliman is among the world's largest providers of actuarial services focused on insurance and healthcare and their utilization and claims cost data models are considered the gold standard in the industry.





# THE MILLIMAN DATA SET

Includes 100 million local cost benchmarks based on family demographics, plan design, and expected utilization. That's data on about 1 in 3 Americans.



#1

So, just how big is  
Milliman's data?

# #2

Can you further explain the difference between individual claims versus aggregate claims approach?

## AUDIENCE FEEDBACK

Do your employees feel their benefits are affordable?

POLL

# #3

How is DecisionIQ different than other tools? Why is it better?

# #4

Will employees actually change what they enroll in?

# #5

With this much data going into it,  
is DecisionIQ easy to learn and use?

Demo



Welcome back Julian, you have **196 days left to enroll**.

## Continue Shopping for Benefits

Just click "continue enrollment" to pickup where you left off.

[Continue Enrollment](#)



Review Profile



Shop Benefits



Checkout



### Need to update your current benefits?

Have you had a qualifying life event such as a new addition to your family?

[Update your current benefits.](#)



### What is DecisionIQ?

We know that enrolling in benefits can be an overwhelming process. **DecisionIQ is here to help.**

We leverage a large healthcare cost dataset from Milliman, a trusted data company that compares millions of healthcare costs. We return insights and a best match based on how people like you use their healthcare.

We do this to give you personal, trustworthy and accurate insights. **Helping you choose the best benefits for you and your family.**



We are using your basic information (Age, Gender and Location).



Capturing average healthcare costs based on similar people.

### Provides with Best Match



### Terms of Use

Your Employer wants to give you access to a decision support tool to help you with your benefit selection process. This tool is a valuable resource in helping you determine which health plan offered by your employer best fits your particular situation.

However, you will first need to review the following Terms of Use and agree to them by checking the "I Agree" box below. If you do not agree to these Terms of Use, then do not check the "I Agree" box below, do not use or access the decision support tool, and return to the previous screen. [READ MORE](#)



"I Agree" to all of the above Terms of Use, and the incorporated [Terms of Use](#), [Privacy Policy](#), and [HIPAA Privacy Policy](#)

Continue

## Shop for Medical Insurance

The first step: Choose your Medical Insurance.

**Decide what's right for your lifestyle.** Figuring out which plan is right for you and your family can be a little complicated—but don't worry, we're going to help you figure it out.

Use our resources in the 'additional content' section to help choose the best plan for you, depending on what you think your medical needs will be for next year.

Research, learn and choose the best plan for your upcoming year.

Additional Content (3):

Watch: What are the plan types?

Medical Insurance terms you need to know

Benefit of a Network

View Less

TO BENEFITS

Family Covered

ADD FAMILY MEMBER

Laura Moore

Eva Moore




DecisionIQ is finding your best match...

What is most important to you?

- Lowest Estimated Annual Cost
- Lowest Premium
- Eligible for Spending Accounts
- Lowest Out-of-Pocket Maximum
- Lowest Deductible

Best Match



**MetLife**

Medical Plan 3

**\$230.77**

Per Pay Period

HSA Eligible




📍 Estimated annual cost: **\$10,000.52**

Health Savi...	Annual Ded...	Annual Out ...
Yes	\$6,550 sing...	\$6,550 sing...

View Plan

**Julian, DecisionIQ has calculated Medical Plan 3 as your best match! [Find Out How.](#)**


It's been calculated specifically for you based on:

- ✓  Age and Gender
- ✓  Family  
Enrolling yourself and 2 family members
- ✓  Location  
Estimated medical costs specific to Akron, OH

Personalize My Best Match

Compare

Select a Plan



**MetLife**

Medical Plan 1

**\$327.69**

Per Pay Period


FSA Eligible

📍 Estimated annual cost: **\$11,143.46**

Plan Type	Office Visit f...	Office Visit f...
No	\$1,000 sing...	\$3,500 singl...

View Plan

Compare



**MetLife**

Medical Plan 2

**\$436.85**

Per Pay Period


FSA Eligible

📍 Estimated annual cost: **\$15,501.26**

Health Savi...	Annual Ded...	Annual Out ...
No	\$2,800 sing...	\$5,600 singl...

View Plan

Compare



**MetLife**

Medical Plan 4

**\$584.48**

Per Pay Period

📍 Estimated annual cost: **\$18,489.70**

Plan Type	Office Visit f...	Office Visit f...
No	\$3,000 sing...	\$4,000 singl...

View Plan

Compare

We have updated your best match based on the additional information you have provided. Your personalized best match is : Medical Plan 1

**MetLife**  
**Medical Plan 1**  
**\$327.69**  
 Per Pay Period  
 FSA Eligible  
 Estimated annual cost: **\$12,404.16**

Plan Type	Office Visit f...	Office Visit f...
No	\$1,000 sing...	\$3,500 sing...

[View Plan](#)

Julian, based on your survey responses, DecisionIQ has recalculated **Medical Plan 1** as your best match! [Find Out How.](#)

It's been calculated specifically for you based on:

- ✓ Age and Gender
- ✓ Family  
Enrolling yourself and 2 family members
- ✓ Location  
Estimated medical costs specific to Akron, OH
- ✓ Survey Responses  
Doctor visits, planned medical expenses etc.,

[Edit Responses](#)

Compare

Select a Plan

**MetLife**  
**Medical Plan 3**  
**\$230.77**  
 Per Pay Period  
 HSA Eligible  
 Estimated annual cost: **\$12,594.50**

Health Savi...	Annual Ded...	Annual Out ...
Yes	\$6,550 sing...	\$6,550 singl...

[View Plan](#)

Compare

**MetLife**  
**Medical Plan 2**  
**\$436.85**  
 Per Pay Period  
 FSA Eligible  
 Estimated annual cost: **\$18,313.46**

Health Savi...	Annual Ded...	Annual Out ...
No	\$2,800 sing...	\$5,600 singl...

[View Plan](#)

Compare

**MetLife**  
**Medical Plan 4**  
**\$584.48**  
 Per Pay Period  
 Estimated annual cost: **\$20,895.84**

Plan Type	Office Visit f...	Office Visit f...
No	\$3,000 sing...	\$4,000 singl...

[View Plan](#)

Compare

[Back](#)

Plan Comparison

Best Match	
<p><b>MetLife</b> Medical Plan 1 <b>\$327.69</b> Per Pay Period FSA Eligible Estimated annual cost: <b>\$12,404.16</b></p>	<p><b>MetLife</b> Medical Plan 3 <b>\$230.77</b> Per Pay Period HSA Eligible Estimated annual cost: <b>\$12,594.50</b></p>

COST BREAKDOWN

Total estimated annual cost: \$12,404.16



Total estimated annual cost: \$12,594.50



Plan Type

In Network  
No

No Information

Office Visit for Primary Doctor

In Network  
\$1,000 single / \$2,000 family

Out of Network  
\$2,000 single / \$4,000 family

No Information

Office Visit for Specialist

In Network  
\$3,500 single / \$7,000 family

Out of Network  
\$7,000 single / \$14,000 family

No Information

Coinsurance

In Network

Out of Network

In Network

Out of Network

Medical: Medical Plan 3

HSA Eligible

< TO AVAILABLE PLANS

Plan Overview

Total estimated annual cost: \$12,594.50



Family Covered

+ ADD FAMILY MEMBER

<input checked="" type="checkbox"/> Yourself	<input checked="" type="checkbox"/> Laura Moore	<input checked="" type="checkbox"/> Eva Moore
<input type="checkbox"/> Employee Only	\$13.85 Per Pay Period	
<input type="checkbox"/> Employee + Spouse	\$170.77 Per Pay Period	
<input type="checkbox"/> Employee + Children	\$143.08 Per Pay Period	
<input type="checkbox"/> Employee + Family	\$230.77 Per Pay Period	

Plan Details

Description	In Network	Out of Network
Health Savings Account Eligible	Yes	
Annual Deductible	\$6,550 single / \$13,100 family	\$13,100 single / \$26,200 family
Annual Out of Pocket Limit	\$6,550 single / \$13,100 family	\$13,100 single / \$26,200 family
Preventative care/screening/immunization	No charge	Covered in full after deductible
Coinsurance	Covered in full after deductible	Covered in full after deductible
Primary Care Visit	Covered in full after deductible	Covered in full after deductible
Specialist Care Visit	Covered in full after deductible	Covered in full after deductible
Emergency Room	Covered in full after deductible	Covered in full after deductible
Urgent Care	Covered in full after deductible	Covered in full after deductible
Hospital Stay (all inpatient stays including maternity, mental / behavioral health, and substance abuse)	Covered in full after deductible	Covered in full after deductible

**MetLife**  
 Medical Plan 3  
 \$230.77  
 Per Pay Period

[Update Cart](#)

[Decline Coverage](#)

**Have you considered Medical Plan 1?**

FSA Eligible

\$327.69  
 Per Pay Period

DecisionIQ has calculated that this plan may be better match for you.

[View More Details](#)

Lincoln's PPO plan has the #1 dental network by access points making it easy to invest in your oral health. This investment in your health is why Lincoln is unique in offering oral cancer detection screening and additional routine screenings. Find the right fit for your smile, with Lincoln.

Browse our network of providers and sign up below to protect your smile.

Additional Content (2):



Watch: Dental Importance



Understand the Dental Plan

Dental information flyer

View Less

TO BENEFITS

Family Covered

ADD FAMILY MEMBER

- Yourself
- Laura Moore
- Eva Moore

Julian, DecisionIQ has calculated **Dental Plan 1** as your best match!  
 We know this because you are years old, living in OH, and covering for you and your family.

[Personalize Your Best Match](#)

Select a Plan

<p style="text-align: center; font-weight: bold; color: orange;">Best Match</p> <div style="text-align: center;"> <p><b>Dental Plan 1</b></p> <p><b>\$18.46</b></p> <p>Per Pay Period</p> <p>Estimated annual cost: <b>\$1,132.69</b></p> <p style="background-color: orange; color: white; padding: 5px; margin-top: 10px;">View Plan</p> </div>	<div style="text-align: center;"> <p><b>Dental Plan 2</b></p> <p><b>\$18.46</b></p> <p>Per Pay Period</p> <p>Estimated annual cost: <b>\$1,166.86</b></p> <p style="background-color: orange; color: white; padding: 5px; margin-top: 10px;">View Plan</p> </div>	<p style="font-size: 2em; color: gray;">⊘</p> <p>Decline Dental Benefits</p> <p style="background-color: #e0e0e0; color: blue; padding: 5px; margin-top: 10px; width: 80px; margin: 0 auto;">Decline Coverage</p>
---	---	---

Compare

Compare

You can compare two plans at a time





### Personalize

#### Your privacy is important

Your answers are used to help match you to the best plan.  
This information will not be shared with your employer or health care providers.

#### Who will be covered?

- Yourself
- Laura Moore
- Eva Moore

#### Do you have any dental care expenses?

- Braces (Orthodontics)
- Bridges
- Crowns
- Dentures
- Extractions

#### Fillings (Restorations)

Family Members planning to get this

- Yourself
- Laura Moore
- Eva Moore

#### Root canal (Endodontics)

Family Members planning to get this

- Yourself
- Laura Moore
- Eva Moore

#### Display my information for future suggestions

Show My Best Match

Cancel

Shop for your D

Take care of your ora

Lincoln's PPO plan has  
oral cancer detection s

Browse our network of p

Additional Content (2):



Watch: Dental Import

< TO BENEFITS

#### Family Covered

- Yourself

Julian, DecisionIQ f  
We know this because y

#### Select a Plan

Estimated a

Dental: Dental Plan 1

Best Match

< TO AVAILABLE PLANS

Plan Overview



Family Covered

+ ADD FAMILY MEMBER

<input checked="" type="checkbox"/> Yourself	<input checked="" type="checkbox"/> Laura Moore	<input checked="" type="checkbox"/> Eva Moore
Employee Only		\$4.62 Per Pay Period
Employee + Spouse		\$9.23 Per Pay Period
Employee + Children		\$9.23 Per Pay Period
Employee + Family		\$18.46 Per Pay Period

Elected Coverage

Coverage effective from 01/01/2023 to 12/31/2023

	Dental Plan 1	\$4.62 Per Pay Period
Pending Approval		

Dental Plan 1

\$18.46 Per Pay Period

Update Cart

Decline Coverage

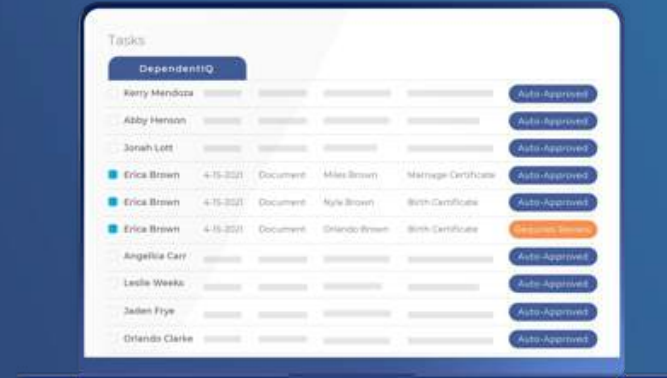
# PLANSOURCE IQ SUITE

Designed to deliver hyper-personalized experiences and greater HR efficiency



## DECISIONIQ

Prescriptive, AI-based decisions engine



## DEPENDENTIQ

Instant, AI-powered eligibility verification



## INSIGHTSIQ

Powerful benefit insights at your fingertips



# Q & A

SHRM AND HRCI CODES

SHRM: 22-XFGDU

HRCI: 602328