

## fact sheet...

*Self-funding is one of the most cost-effective ways for employers to control the rising costs of healthcare. However, self-funding comes with its share of risk.*

*For example, if an unexpectedly large number of employees get seriously ill, their medical bills could require payments beyond the employer's ability to pay.*

*To cover that risk, the vast majority of employers purchase medical stop loss insurance.*



*UBA is one of the nation's five largest employee benefits advisory organizations with nearly 1,900 experienced benefits professionals located in 165 offices across the United States and Canada.*

*As trusted advisors, UBA Members help more than 33,000 clients manage nearly \$16 billion annually in Employee Benefit expenditures on behalf of over 2.4 million employees and their families.*



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## Customized Stop Loss Administration Eliminates Loopholes for Self-Funded Employers



Many stop loss contracts have potential gaps in coverage that can leave employers without reinsurance for potentially significant claims.

That's why UBA worked with Symetra Life Insurance Company to develop a new stop loss administrative program that eliminates many of the gaps that are found in other contracts.

Here are a few examples of the added protection:

- ◆ No insurer right to terminate coverage off-anniversary without cause.
- ◆ No insurer right to change your specific or aggregate stop loss premiums or factors during the contract year, except for a change in plan design.
- ◆ No using poor claims experience as a reason not to renew a policy.
- ◆ No exclusion of disabilities incurred between when insurer accepts the risk and the plan anniversary or effective date.
- ◆ No lasering of individual employees or dependents at any renewal.
- ◆ Eligible expenses are defined by your plan document, not by the insurer (including experimental treatment).
- ◆ No denial of claims found to be payable by court decision after expiration of the timely filing period, if contract is still in force.
- ◆ Claims eligibility is determined for experimental or alternative treatment plans during pre-certification, not after claim is incurred.

This administrative arrangement is available **exclusively** through your local UBA Member Firm.

For more information contact: **Firm name**

Phone: 123-456-7890 – Email: [firmemail@email.com](mailto:firmemail@email.com)

*Excess Loss ("stop loss") Insurance is insured by Symetra Life Insurance Company, 777 108<sup>th</sup> Avenue NE, Suite 1200, Bellevue, WA 98004 and is not available in all U.S. States or any U.S. territory. Symetra® is a registered service mark of Symetra Life Insurance Company.*