

fact sheet...

HRA PRICERSM

Unless consumer-driven products include the right incentives to affect the high utilization patterns of some consumers, the total cost of providing healthcare benefits is unlikely to change.

That's why the Reden & Anders' HRA PricerSM is such a valuable tool!

- ◆ *It helps employers evaluate the short- and long-term cost impact of various high deductible or healthcare reimbursement account (HRA) plan design options.*
- ◆ *It evaluates the cost impact to employers from choosing HRA plans vs. other offered plans (adverse selection).*
- ◆ *It compares employee out-of-pocket expenses in existing plans vs. the HRA option and identifies the "winners and losers" by contract type, age/sex, or health status.*
- ◆ *It identifies HRA vs. non-HRA cost distribution.*



Member Logo/Contact Info

HRA PricerSM Helps Employers Determine Feasibility of Consumer-Driven Products



The Reden & Anders' HRA PricerSM enables employers to evaluate whether a proposed HRA option is more or less expensive than the baseline product over the course of three years. Because of the unique rollover provision of a consumer-driven product, it is important to evaluate its cost during a multiple-year period.

In addition to cost-sharing information that can be evaluated by health status, contract type (two or three tier), and age/sex, other pricing

variables built into the HRA Pricer include:

- Deductible and coinsurance by contract type;
- Definition of services covered;
- Definition of HRA carryover provision;
- Definition of HRA forfeiture provision;
- Employee turnover;
- Medical cost trend;
- Geographic location of employer; and
- Employee demographics.

Benchmarking Database

The Reden & Anders Managed Care Utilization Rate Estimates (MCURETM) provides the foundation of the HRA PricerSM. As one of the largest databases in the United States of actual experience of managed care organizations and products, it is updated regularly to keep benchmarks current. MCURETM can also utilize employer-specific data if it is available at the same level of detail. However, if only aggregate cost figures are available, the HRA PricerSM will normalize the database to the employer-specific cost.

For more information contact: **Firm name**

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