

BUSINESS PROFILES

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Save Money with Swift Kennedy's Self-Funding Insurance Options

With health insurance premiums skyrocketing, many business owners are looking for a way to skip the premiums and pay their employees' medical bills directly -- in essence becoming their own insurers.

Self-funded plans have been popular with large companies for many years, but now an increasing number of companies with as few as 25 employees are choosing this option.

"Self-funding not only offers smaller companies the potential for substantial cost savings, but it also allows them to tailor their health insurance plans to better match their employees' needs," said Jerry Calistri, president and chief executive officer of Swift Kennedy & Associates, an insurance brokerage and consulting firm.

Swift Kennedy & Associates offers a number of alternative funding options, including self-funded and level-funded plans, for companies with 25 or more employees and up to a few thousand employees.

These plans offer employees many features, including a national provider network, little or no interruption to their medical care, prescription drug rebates, wellness incentives, and an employee health concierge. They also provide employers with simplified reporting, billing and administration, online benefit administration, and day-to-day service from new hire to COBRA.

Swift Kennedy & Associates offers **an exclusive self-funding plan featuring:**

- A+ Rated Insurance Carriers
- Fixed Monthly Premiums
- Maximum Costs Defined
- Lower Administrative Costs
- Cash Refund Potential
- Online Claims & Service Portals
- Flexible & Customizable
- Access to Claims Data

The plan also offers the following for cost containment:

- MagellanRx – Prescription Benefit Manager
- ProvectusHealth – Health, Wellness and Maternity Management
- Medical Advocate Program – Quality and Cost Transparency Resource
- Delphi-Integrated Pre-Cert, UR and Case Management
- MyIdealDoctor – Physician Based Telemedicine with Nurse Triage

"Self-funded plans require a longer-term commitment, because an employer must regularly review and analyze claims data in order to manage the plan's cost effectiveness going forward, but if you have a broker or consultant who has experience with these plans, it can be a huge advantage," said Calistri.

Enhance Your Benefit Offerings with Swift Advantage

Whether they choose a self-funded plan or a more traditional

fully-insured plan, employers with 50 or more employees should consider enhancing their benefit offerings with Swift Kennedy's Swift Advantage Program.

The Swift Advantage Program features Online Benefit Administration, which allows employers to have a single point of access for all of their benefit offerings, and a Customized Benefits Website, which provides employees with access to benefits, forms, and provider networks (and, at the

employer's discretion, allows employees to enroll online).

The program also includes COBRA administration, access to a dedicated licensed account manager, and a 24/7 HR/benefits portal, as well as monthly e-newsletters and news alerts about HR and health care reform.

In addition, the Swift Advantage Program features assistance with reporting to the Internal Revenue Service about compliance with the Affordable Care Act's employer shared responsibility ("pay or play") provisions.

"This is one of the major issues that large business owners are facing, but many employers don't understand these requirements," said Calistri. "The sooner these employers find out exactly what they need to do regarding these rules, the less likely they will face negative consequences."

Founded in 1921, Swift Kennedy & Associates is an insurance brokerage and consulting firm that helps businesses find employee benefit plans with affordable premiums that meet their needs. These plans include medical, dental, vision, life and disability coverage, as well as alternative funding options. As a full service agency that offers all health carriers in Pennsylvania and surrounding states, it assists companies with employee benefits, HR, and ACA compliance. The firm, which also provides individual health and Medicare plans, has offices in State College, DuBois, Williamsport, and Wilkes-Barre.

For more information, please visit www.swiftkennedy.com or call us at 800-503-7750.



SWIFT KENNEDY AND ASSOCIATES We Do Benefits *Differently*

Swift Kennedy & Associates is an insurance brokerage and consulting firm that has been serving Pennsylvania businesses for over 90 years. We are a full service agency that offers the carriers you know and trust! Employee Benefits, HR, ACA Compliance – ALL in one place.



Lisa Crawford

- Group Medical Plans
- Health Savings Accounts
- Vision and Dental Plans
- Group Life Insurance
- Flexible Spending Accounts
- Health Reimbursement Accounts
- Individual Health and Medicare Plans
- Short and Long Term Disability
- On-Site Enrollment Meetings
- ACA Implementation & Monitoring
- Online Benefit Management System
- Award Winning H.R./Benefits Portal



Jerry Calistri

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