



Optimizing Employee Retention: Synergizing HCM and Personalized Health Benefits



JOHN STAUB
DIRECTOR OF OUTREACH
REMODEL HEALTH

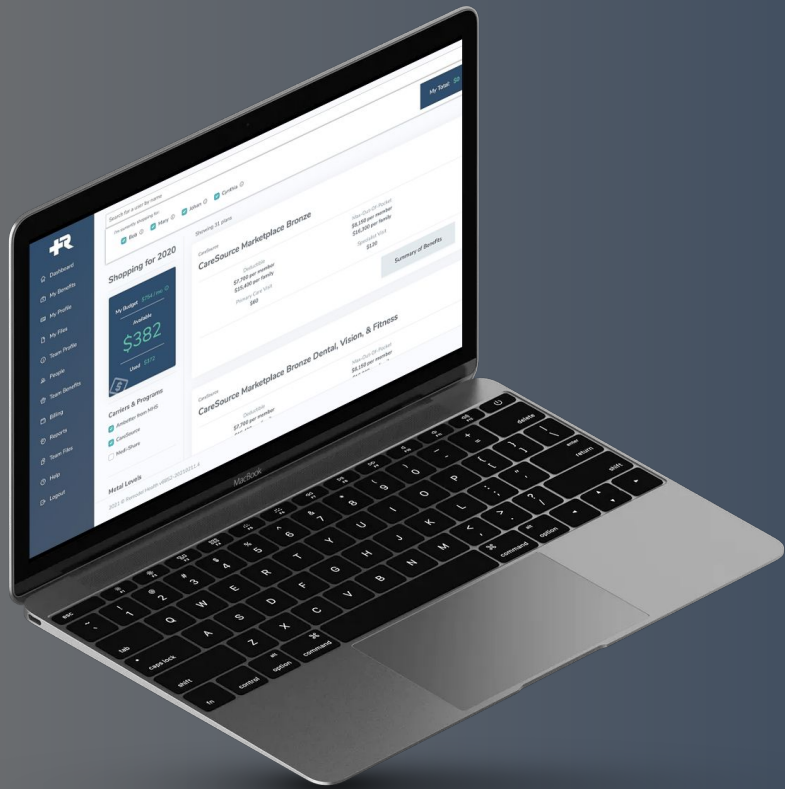


AARON CLARK
VP OF SALES
THREAD HCM

Live Webinar

WEDNESDAY, SEPTEMBER 13 AT 11 AM ET

Remodel Health is...



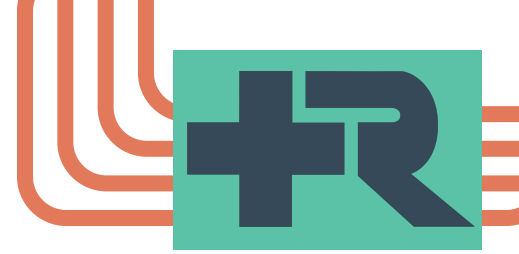
Software



Service

4 Keys to
Optimizing
Employee Health Benefits



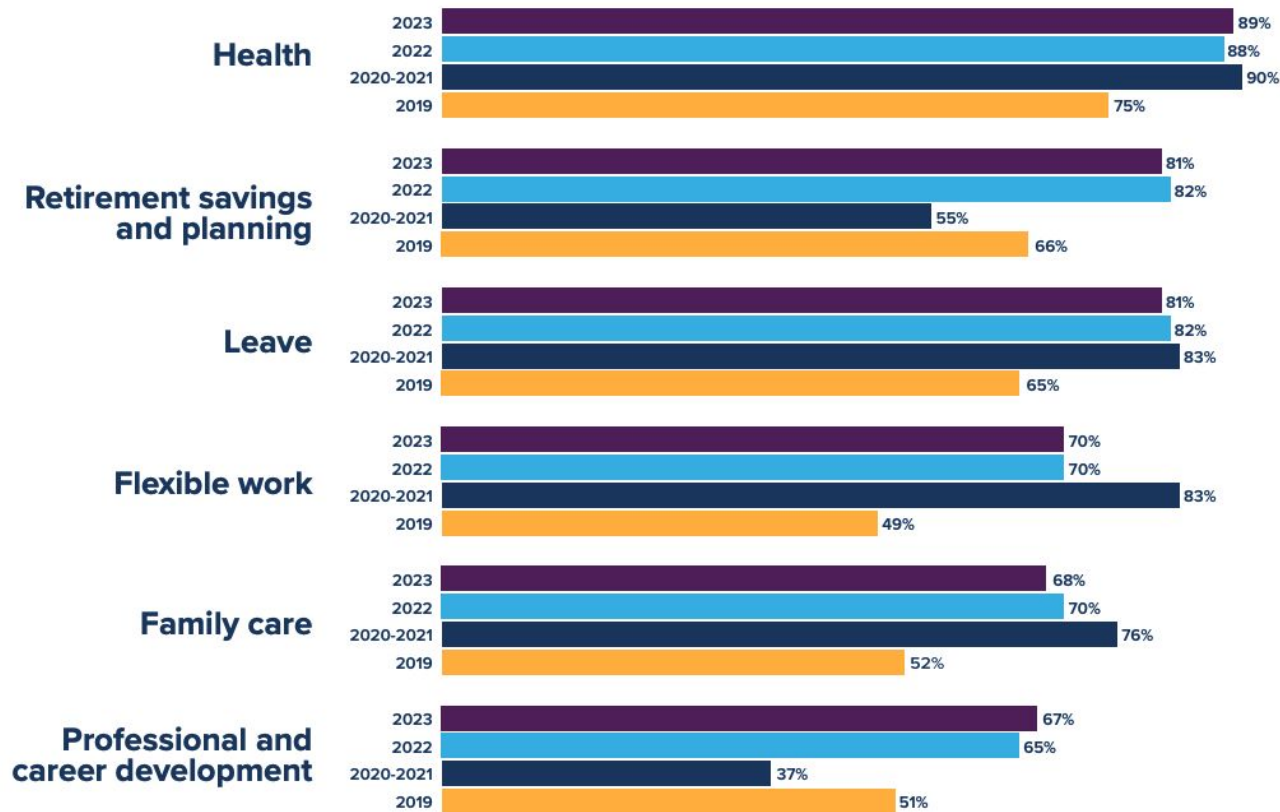


Where we are today.



TOP BENEFITS CATEGORIES IN RANK ORDER

(Percentages showing Very or Extremely Important)

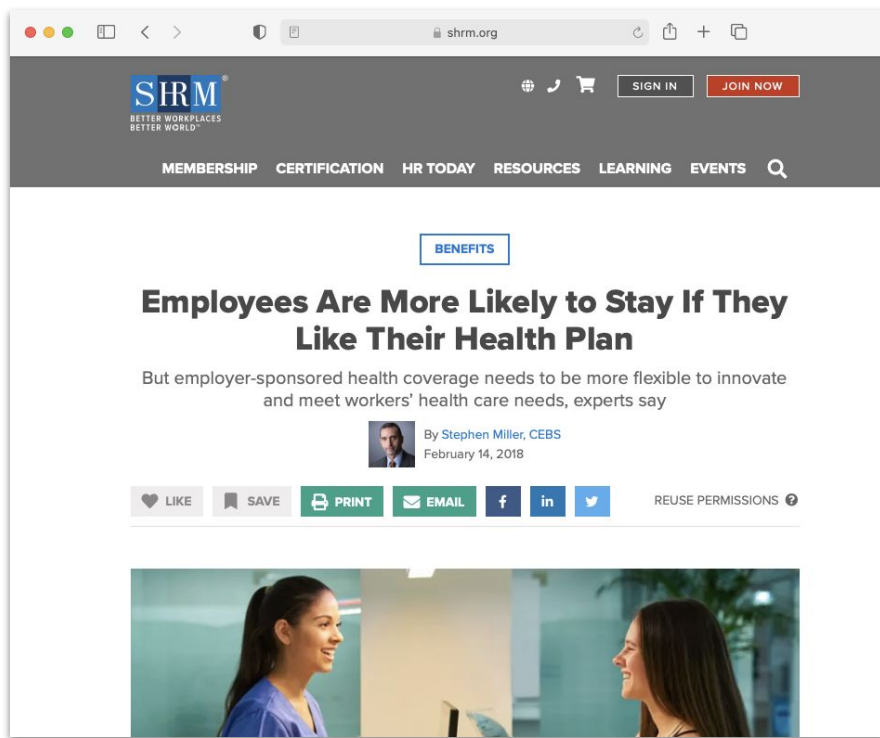


HR professionals

once again rated benefits categories on how important they believed each one was to their workforce. Among the top categories, the rank order and the percentage of respondents selecting each one as “very important” or “extremely important” barely budged between 2022 and 2023.

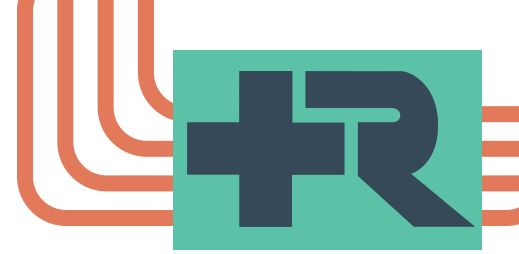


What Employees Want



56% of employees
will stay or leave
based on benefits

Source: <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/health-benefits-foster-retention.aspx>



Where we've been.



Our 100 Year Old "Solution"



WEATHER
Partly cloudy with showers.
Temperature tonight or Friday.
SPOT COTTON
Ginning 20%
Baling 20%
Wool 20%

The Gadsden Times

NO. 99, Full Leased Wires of Associated Press
GADSDEN, ALA., THURSDAY, JULY 12, 1934.
5c A Copy—5c Per Week by Carrier

FINAL EDITION

DWIGHT COTTON MILL EMPLOYEES STRIKE

Paving Of Trunk Roads Recommended

UNION DEMANDS WAGE INCREASE, 30-HOUR WEEK

Leaders Say Discharge Of Union Men Caused Trouble

MILLS CLOSED DOWN

National And State Labor Heads Are Directing Strike

Thousands of employees of the Dwight Cotton Mills here walked out on strike this morning, charging the management with discriminating against employees because of their activities in the textile union.

James McLaughlin, president of the union, said that five employees were discharged yesterday because they voted last week to join in the general textile strike in Alabama, the date of which is to be set at a meeting of delegates in Birmingham Sunday.

John Dean, general representative of the national textile union, said that the company had been discriminating against union players for some time, that the mill is worth over one million dollars and that the strike will continue until the Dwight Manufacturing Company meets all demands.

DEKALB COUNTY WORK INCLUDED IN SUGGESTIONS

Alabama Motorists Association Lays Plan Before Governor Miller

HAS ENDORSEMENT

State Body Seeking To Complete Gaps On Main Highways

Montgomery, Ala., July 12.—(AP) The Alabama Motorists' Association today laid before Gov. B. M. Miller its recommendations for the paving of gaps on trunk highways in Alabama. In the expenditure of Alabama's new \$4,200,000 highway allocation from the government, the recommendations included repaving gaps on the U. S. No. 11 in Etowah County, in North Alabama, and from Etowah toward Tuscaloosa, suggested gaps on the Etowah, from Burnsville to...

COUNTRY CLUB GOLF TUNNEY IS UNDERWAY

Friedman, 7 Lowest Of Early Scores In Qualifying

MANY ON COURSE

Three Days Of Play In Invitation Event Opens Today

Ran Friedman, of Tuscaloosa, was low among early qualifiers in the Gadsden Country Club's ninth annual invitation golf tournament with a 71. Only 14 had turned in qualifying scores at noon but there were a number on the course and many others were preparing to tee off early in the afternoon.

Players are here from Birmingham, Tuscaloosa, Etna, Anniston, Florence and other places to compete for the local club's invitation championship. The title is now...

"Supreme Court" Of Labor Disputes Goes Into Session



Maintaining peace between employer and employee was the task confronting these three men shown with Secretary of Labor, Frances Perkins after she had sworn them in as members of the new National Labor Relations Board. Pictured at Washington as they buckled down to business, they are, from left to right: Edwin S. Smith, of the Industrial Commission of Massachusetts; Harry A. Mills, formerly of the Department of Commerce at Chicago University, and Lloyd Garrison, dean of the University of Wisconsin Law School, chairman.

HITLER FACES CRISIS IN TALK TO DELEGATES

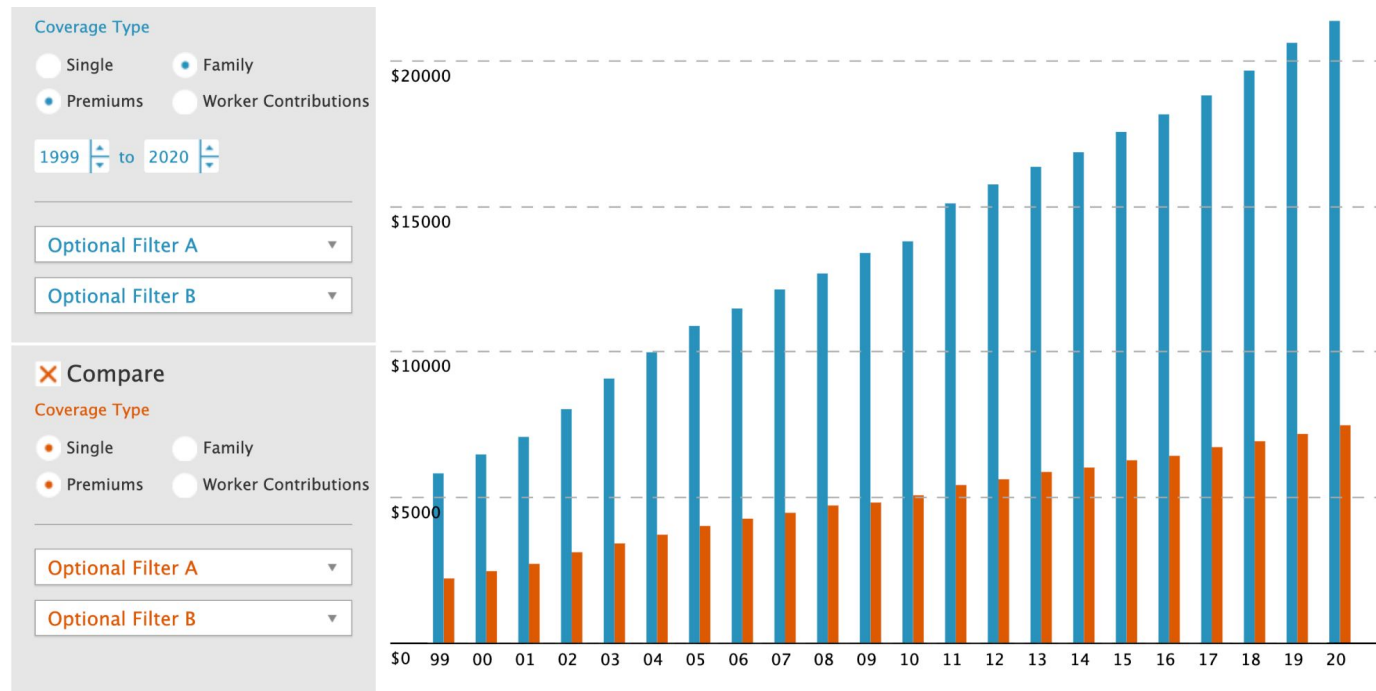
Flashes Of Life From AP Wires

Townsville, Pa.—The "new deal" has come to Fred Robinson's pet

FREIGHT RATE CASE REPORT GIVEN I. C. C.

PRESIDENT HAS 'A GRAND TIME' IN CANAL ZONE

Group Plan Cost Averages





Key #1:

Individual Plans

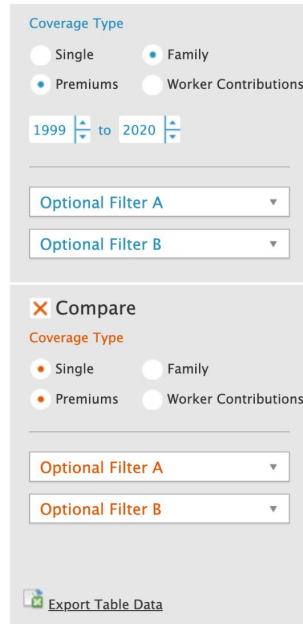
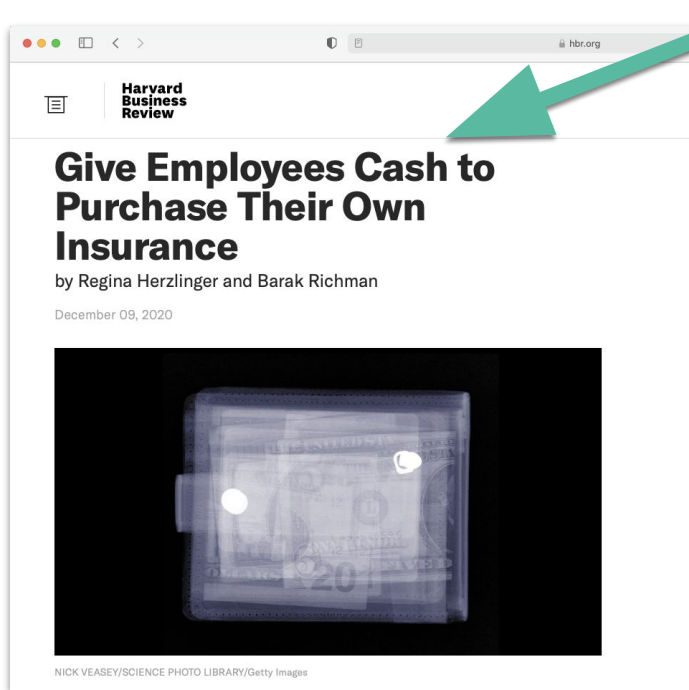


Healthy Change

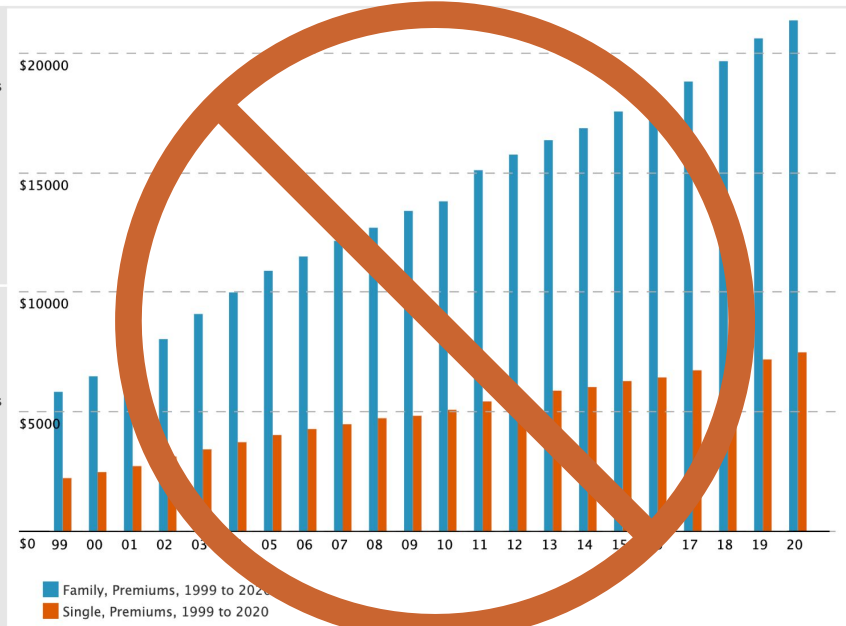


Harvard Business Review

Traditional Group Health Benefits are Dying



Group Plan Cost Averages



Source: <https://hbr.org/2020/12/give-employees-cash-to-purchase-their-own-insurance>.

Source: <https://www.kff.org/interactive/premiums-and-worker-contributions-among-workers-covered-by-employer-sponsored-coverage-1999-2020>

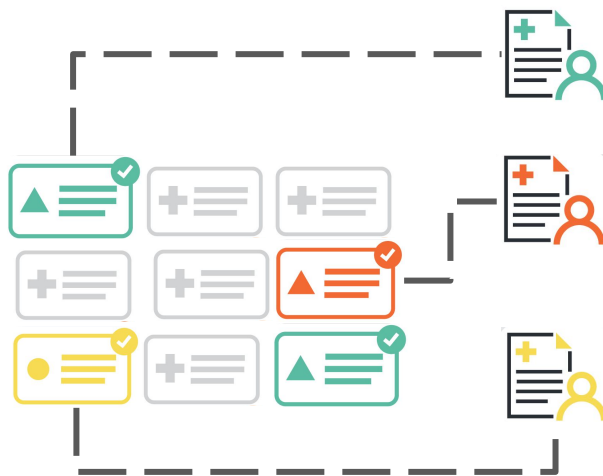
Managed Individual



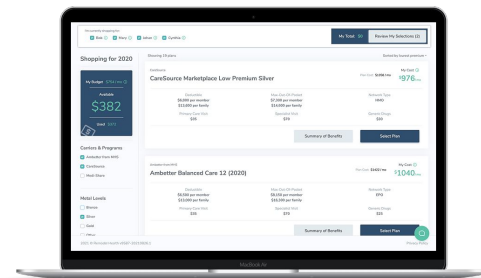
1. **Employer** provides a contribution.



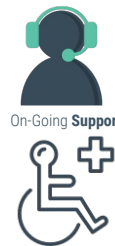
2. **Employee** selects the plan they wish to purchase.



3. **Software** for **one bill** to manage it all.



+ Added Benefits:



On-Going Support



Telemedicine



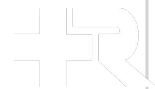
Ancillary Options



Resource documents



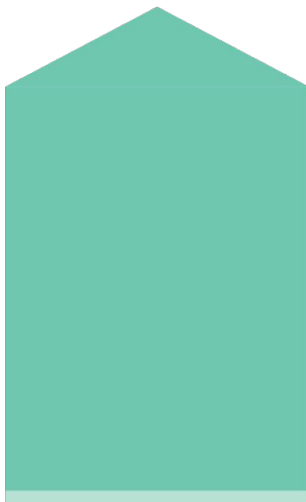
Health Benefits Delivery Strategy



Traditional



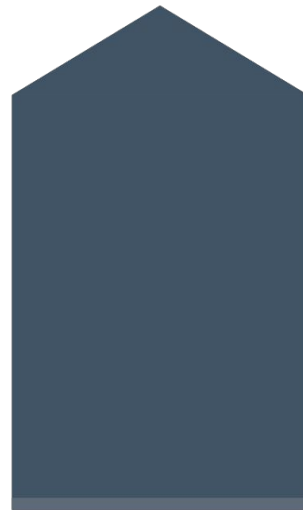
The traditional approach
to healthcare plans



Managed Individual



Giving employees funds
to shop for their own plans





Understanding Managed Individual.

Group vs. Individual

Pension

vs

401(k)

Single Product

*provided by
employer*



Contribution

*given to the
employee*

Money stays
with the
Company



Money is
owned by the
Employee

Organization
invests



Employee
invests

Organization
chooses



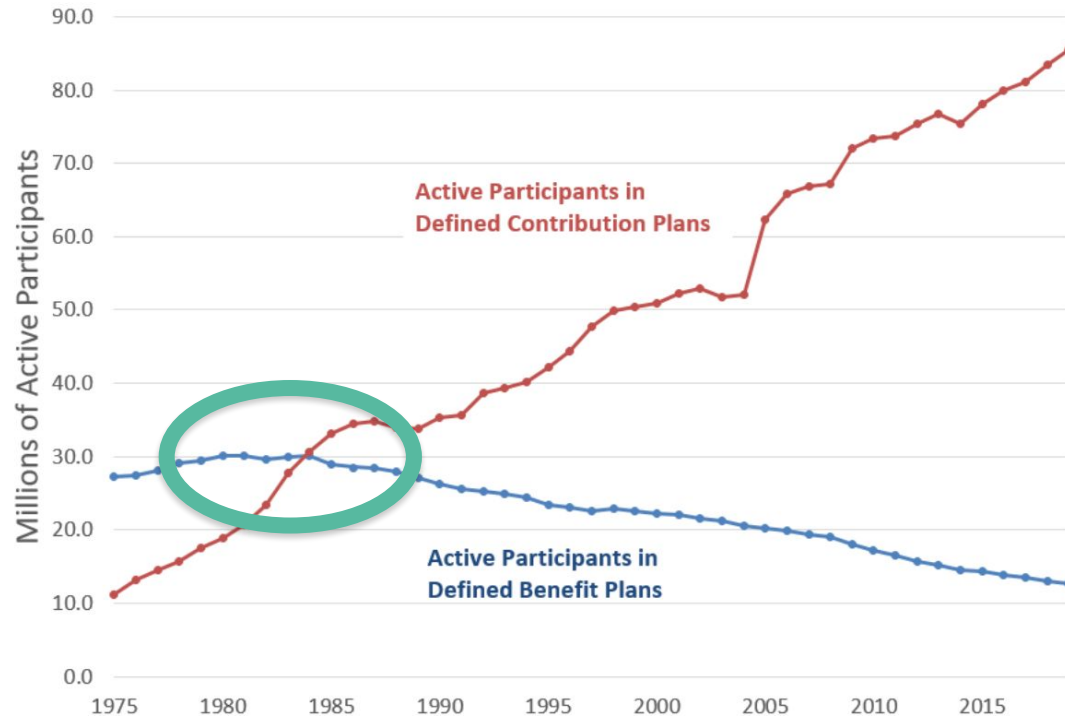
Employee
chooses



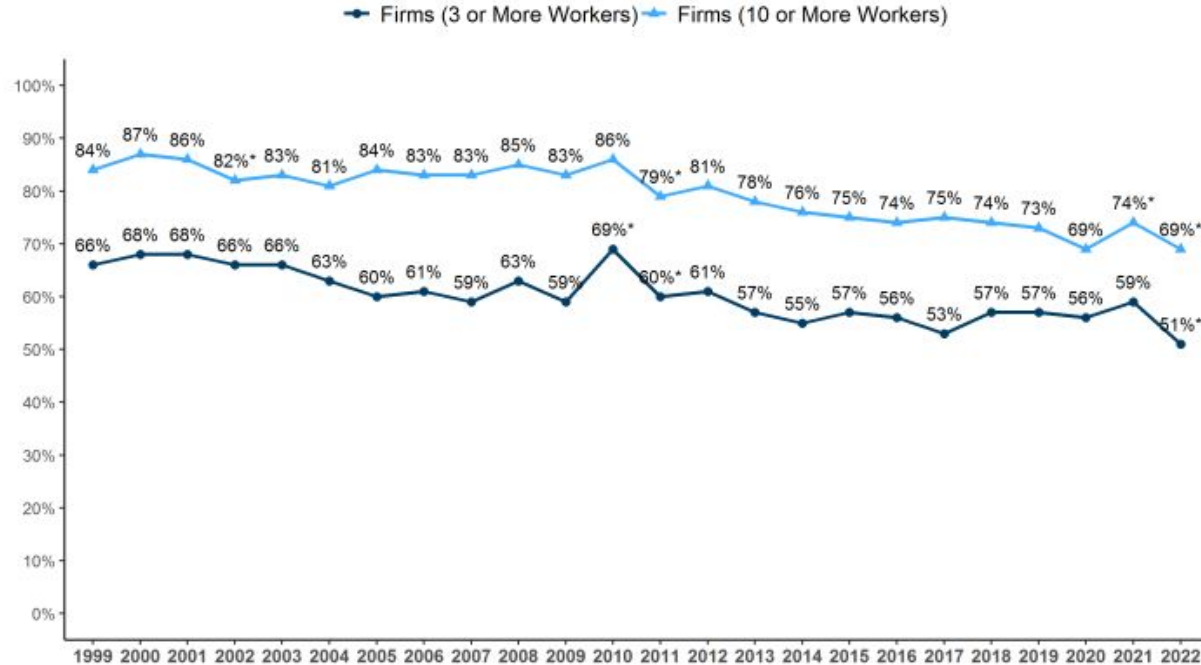
We've
been
here
before.

Group retirement plans already died. Group health plans are dying, too.

Figure 1. Active Participants in Private-Sector Pension Plans
1975-2019



Percentage of Firms Offering Health Benefits, 1999-2022



* Estimate is statistically different from estimate for the previous year shown ($p < .05$).

NOTE: Estimates are based on both the sample of firms that completed the entire survey and those that answered just one question about whether they offer health benefits (See Methods).

SOURCE: KFF Employer Health Benefits Survey, 2018-2022; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 1999-2017

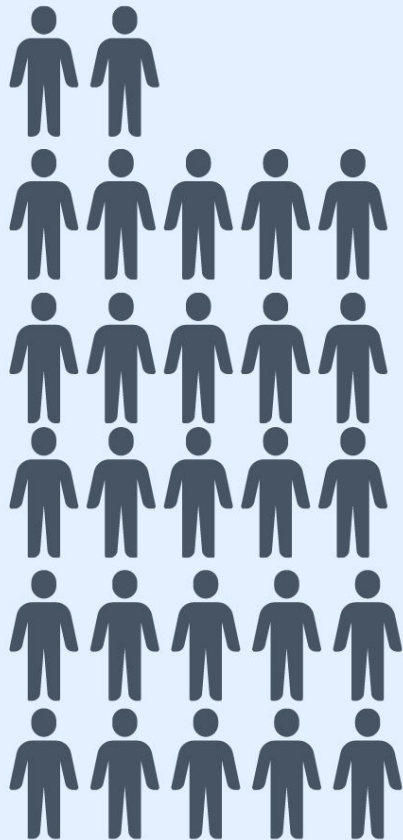
Less and less
employers
offering employees
health benefits

KFF

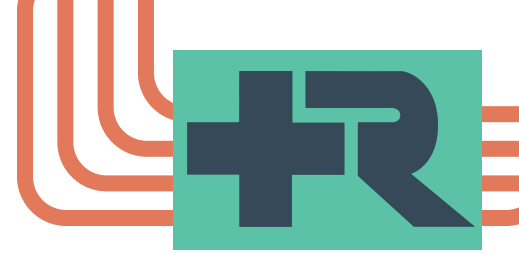
Growth in the Number of U.S. Workers Offered Managed Individual



2022



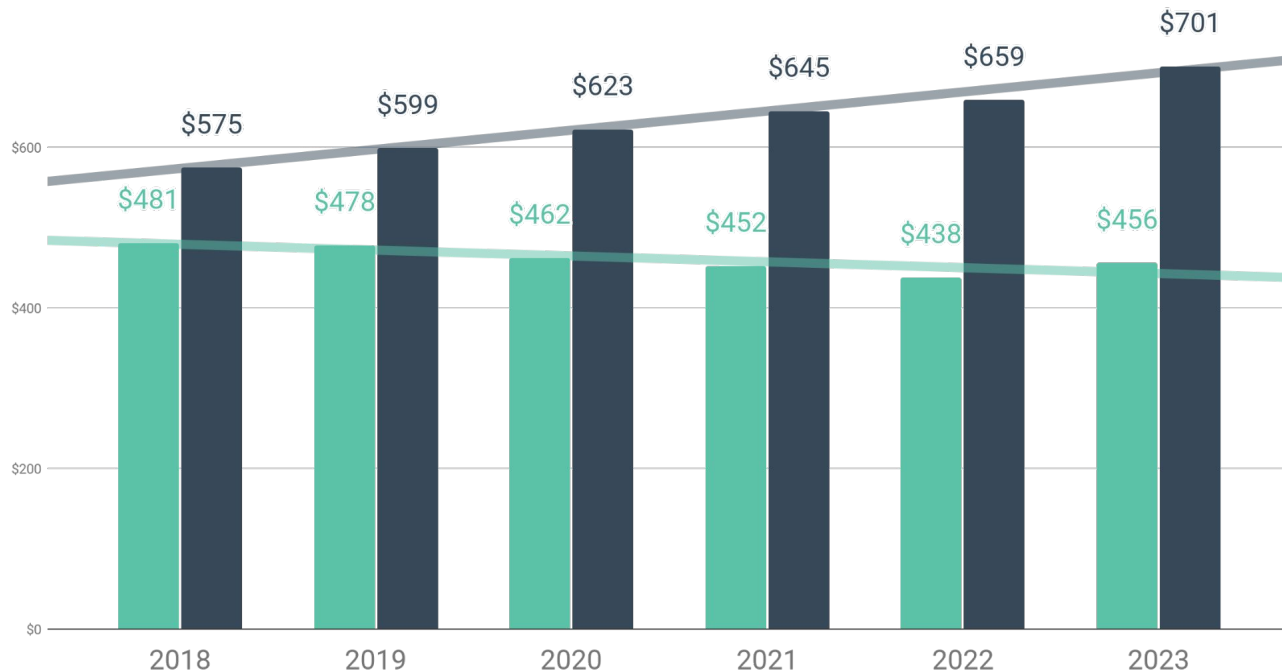
2023



Leveraging the consumer.



Side-by-Side Comparison



Monthly Total Health Insurance Premiums
for **Group** vs. **Individual**

KFF

1. kff.org/report-section/2018-employer-health-benefits-survey-summary-of-findings

2. kff.org/report-section/ehbs-2019-summary-of-findings

3. kff.org/report-section/ehbs-2020-summary-of-findings

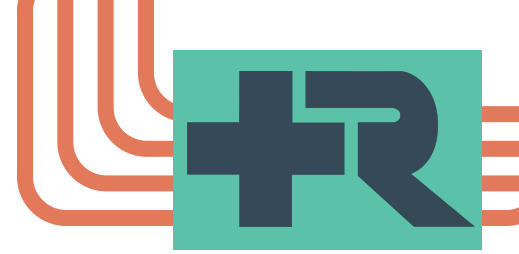
4. kff.org/report-section/ehbs-2021-summary-of-findings

5. kff.org/report-section/ehbs-2022-summary-of-findings

6. wordandbrown.com/NewsPost/2023-Group-Health-Premiums

7. kff.org/report-section/2018-employer-health-benefits-survey-summary-of-findings

8. kff.org/health-reform/state-indicator/marketplace-average-benchmark-premiums. **Non-subsidized.**



Significant impact.





Traditional Group



50 Employees



Employee Only Total Premium

Old Cost: \$420,600



Managed Individual



50 Employees



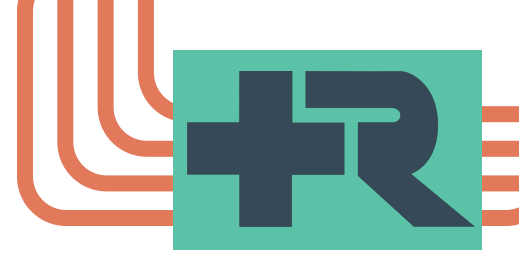
Employee Only Total Premium

New Cost: \$273,600

Key #2:

Health Savings
Accounts (HSAs)

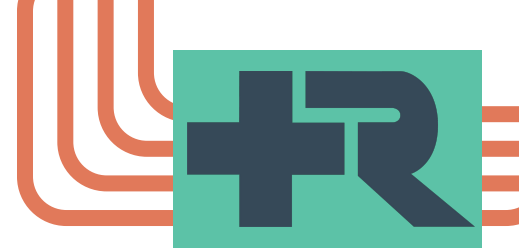




Back to the basics.




Plan Designs



Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services
CareSource Gold

Coverage Period: 01/01/2018 – 12/31/2018
Coverage for: Individual + Family | **Plan Type:** HMO

 The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, contact www.caresource.com/marketplace or call 1-800-479-9502. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.caresource.com/marketplace or call 1-800-479-9502 to request a copy.		
Important Questions	Answers	Why This Matters:
What is the overall deductible ?	\$1,500 individual/\$3,000 family per benefit year.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible ?	Yes. Preventive care .	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	\$5,000 individual/ \$10,000 family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit ?	Premiums , balance-billing charges and health care this plan doesn't cover	Even though you pay these expenses, they don't count toward the out-of-pocket limit .

The 2 Essentials

Summing it down.

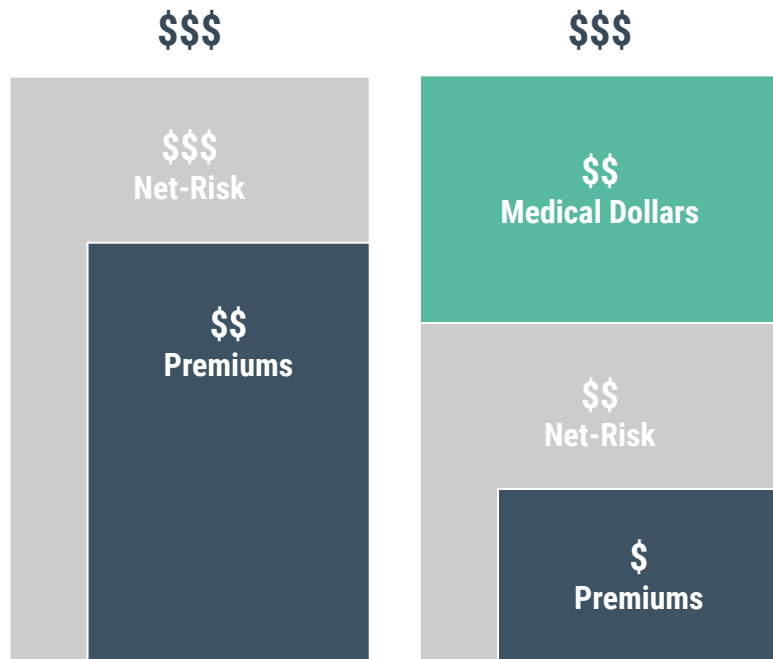
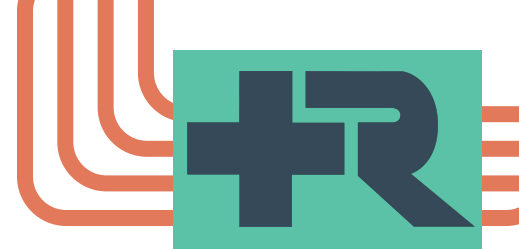
1. Expenses

- Monthly Premiums

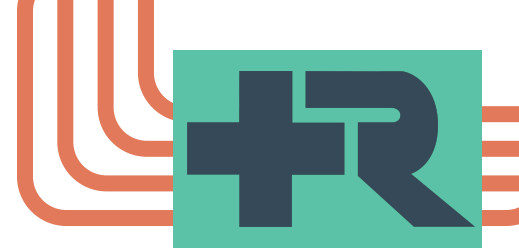
2. Exposure


- Out-of-Pocket Max
- Medical Bills
- Coinsurance and Copays

Expenses + Exposure = Better Benefits




Empowering Better Consumers



 Cigna Connect 500 - EPO Not Rated GOLD

Monthly premium	Deductible	Your estimated all-in	\$7,176
\$593.10	\$500	Out-of-pocket max	\$7,500
		Doctor visits	\$25 ⓘ
		Generic drugs	\$3

☐ Compare Plan details Enroll now

 Cigna Connect HSA 7050 - EPO Not Rated EXPANDED BRONZE

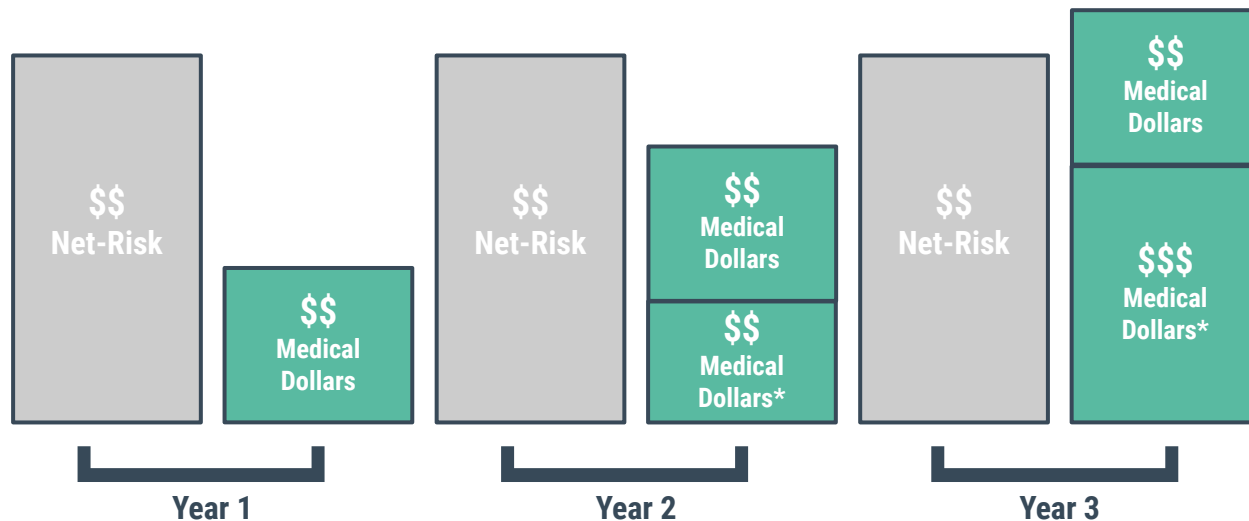
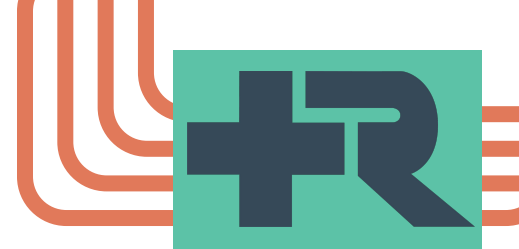
Most affordable plan Lowest premium plan

Monthly premium	Deductible	Your estimated all-in	\$5,343
\$341.20	\$7,050	Out-of-pocket max	\$7,050
		Doctor visits	No charge after deductible ⓘ
		Generic drugs	No charge after deductible

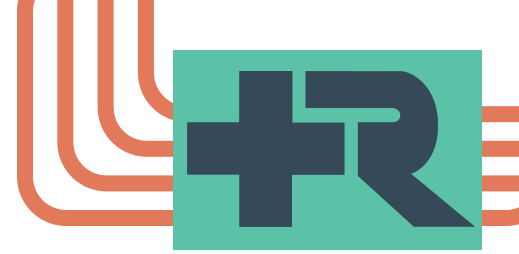
☐ Compare Plan details Enroll now

- **\$251.90** savings per month
- **\$3,022.80** HSA for the year
- **\$7,050** OOPM – **\$3,022.80** HSA
- = **\$4,027.20** net-OOPM for HSA
- Gold has **\$3,472.80 more risk**

Empowering Better Consumers



*\$2,000 spent from previous year



Leveraging the consumer.



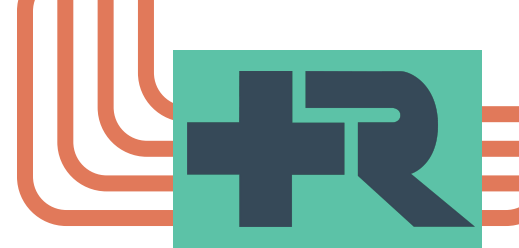
Key #3:

Medical Bill

Reimbursement



MOST COMMON HEALTH PLANS OFFERED



Preferred provider organization (PPO) plans remain the most common type offered (82%).

High-deductible health plans (HDHPs) linked to a health savings or spending account (health savings account, health reimbursement arrangement or flexible spending account) continue to gain popularity, reaching 64%.

Health-Related Savings or Spending Accounts:

Health savings accounts (HSAs): Of the 60% of employers that offer an HSA as part of their HDHP, 63% contribute to their employees' accounts.

Health reimbursement arrangements (HRAs): Group HRAs are trending downward, from 20% in 2019 to 15% in 2023.

Medical flexible spending accounts (FSAs): The prevalence of medical FSAs declined slightly for the second year in a row, to 62%.

Since HSAs are incompatible with both FSAs and HRAs, perhaps more employers that offer high-deductible health plans are opting to pair them with an HSA than in previous years.

HDHPs + HSAs
are increasing in popularity due to their consumer-driven style of delivering health benefits to employees, increasing employee autonomy and engagement.



Our Worst Bills



JAMA Network

JAMA

Search All Enter Search

This Issue Views **17,289** Citations **5** Altmetric **1206**

Download PDF More CME & MOC Cite This

Original Investigation

July 20, 2021

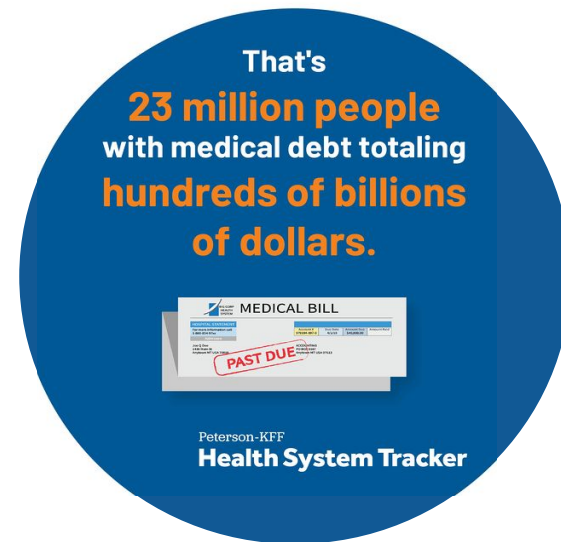
Medical Debt in the US, 2009-2020

Raymond Kluender, PhD¹; Neale Mahoney, PhD^{2,3}; Francis Wong, PhD³; [et al](#)

» Author Affiliations | Article Information

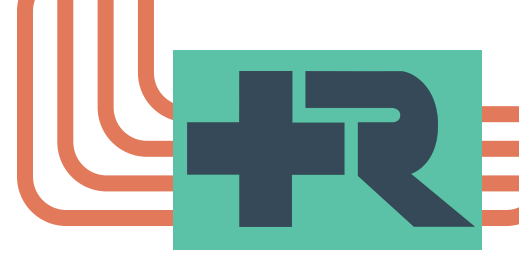
JAMA. 2021;326(3):250-256. doi:10.1001/jama.2021.8694

Nearly 2X since 2016.¹



Source: <https://jamanetwork.com/journals/jama/article-abstract/2782187>

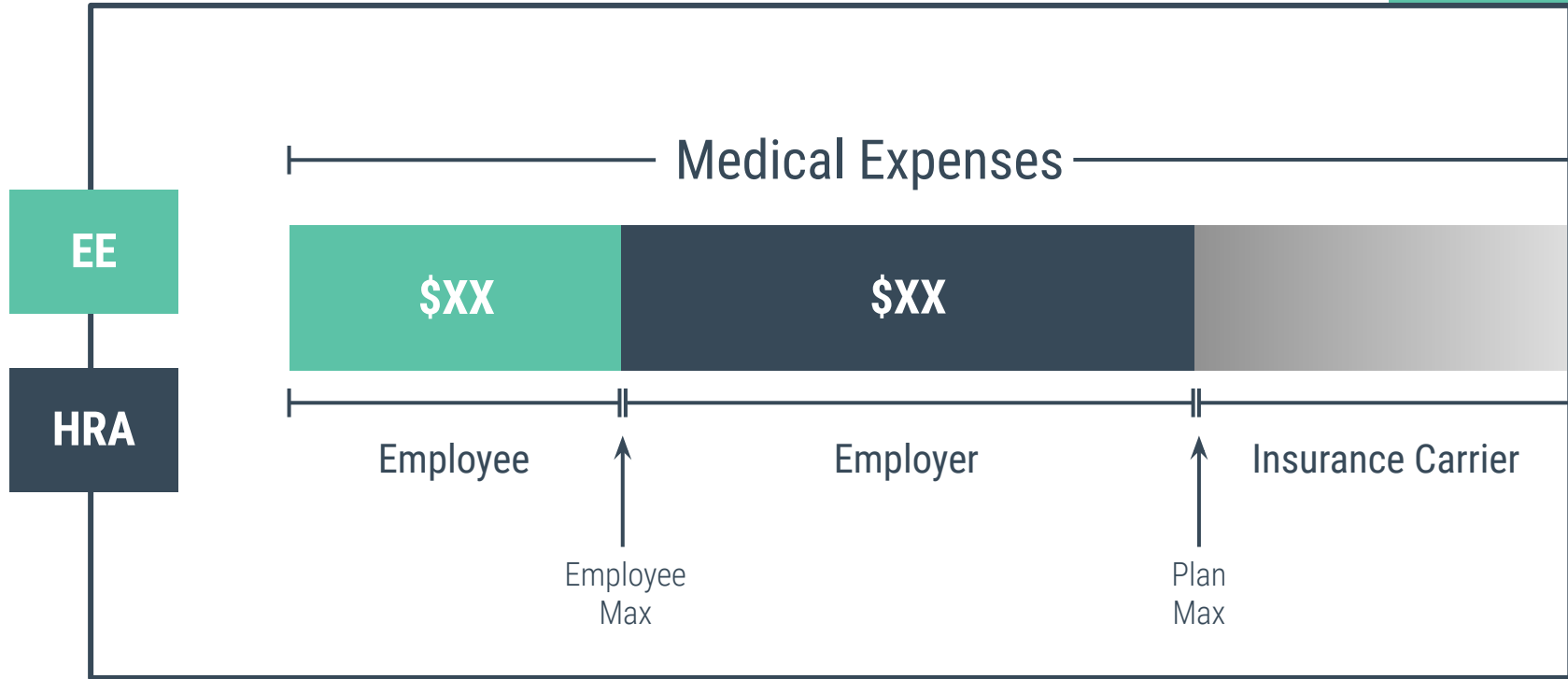
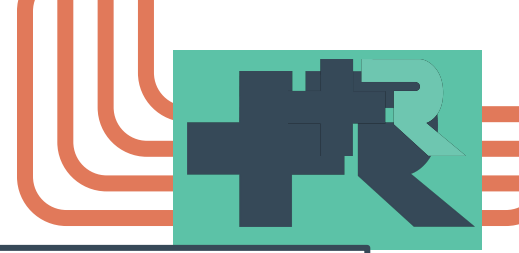
Source: <https://www.nytimes.com/2021/07/20/upshot/medical-debt-americans-medicaid.html/>



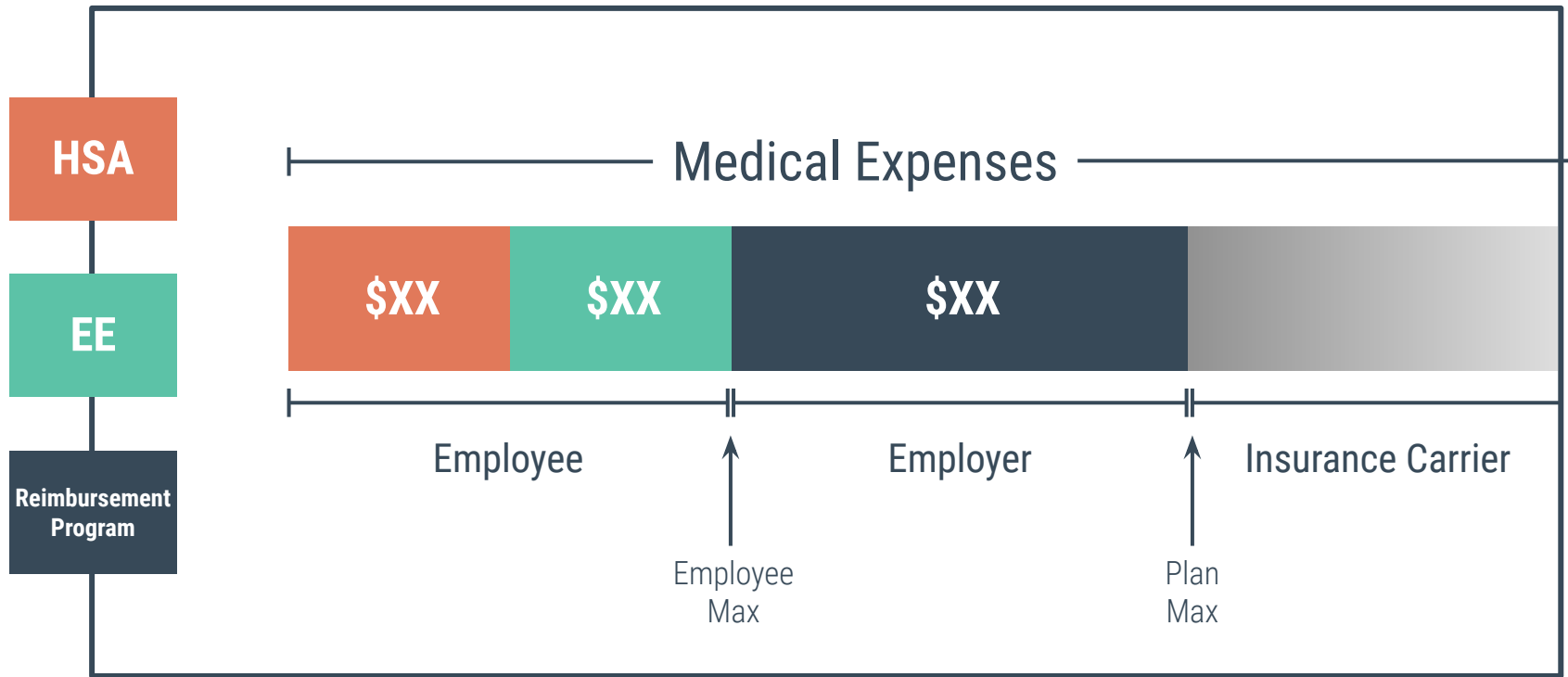
#1 cause of **bankruptcy.**



How does this work?



How does this work?

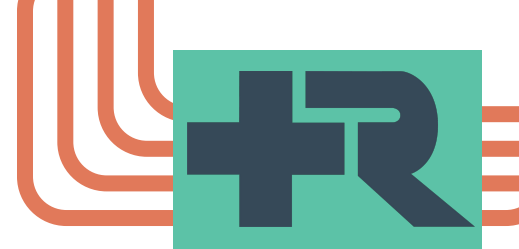


Key #4:
Expert
Support



We All Need Help

Policygenius Life ▾ Disability ▾ Home ▾ Auto ▾ Renters ▾ More ▾



4 basic health insurance terms 96% of Americans don't understand

Policygenius surveyed Americans about health insurance coverage. We uncovered major gaps in Americans' understanding of basic health insurance terms.

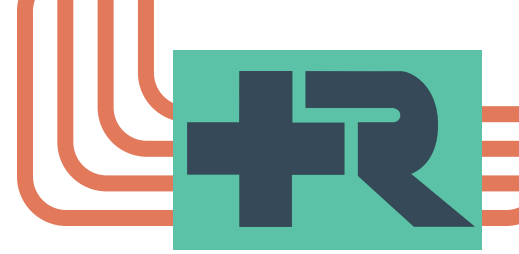
Published January 24, 2018

 [Advertising Disclosure](#)

Note: For more recent surveys on Americans and healthcare, see our 2017 surveys on [Obamacare benefit and provision knowledge](#) and [universal health insurance](#).

Everyone loves game shows, right? There's nothing better than sitting around with a group of friends, yelling answers at the TV while you try to prove how much smarter you are than your

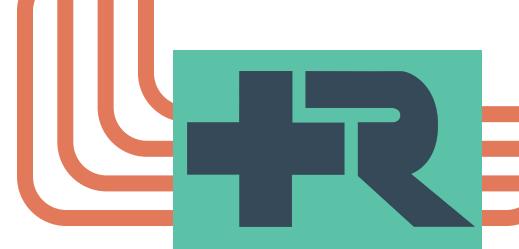
1. Copay
2. Coinsurance
3. Deductible
4. Max out of Pocket



Empowering individuals.



Health Benefits Law Improvements



The ACA

signed
into law
Mar. 2010



HealthCare.gov

Start of the Individual
Marketplace Oct. 2013

Remodel Health
starts Oct. 2014



IRS allows employers
to help employees
with individual plans



QSEHRA becomes
an available option via
The Cares Act



Tax Cuts and Jobs Act of
2017 lowers individual
mandate to \$0



Executive Order
allowing 1-year
Short Term plans



ICHRA as a new
option: Jan. 2020



No Surprises Act
Mar. 2020

The IRA

signed
Aug.
2022



ARPA signed
Mar. 2021



"Family
Glitch"
Is Fixed

2011

2012

2013

2014

2015

2016

2017

2018

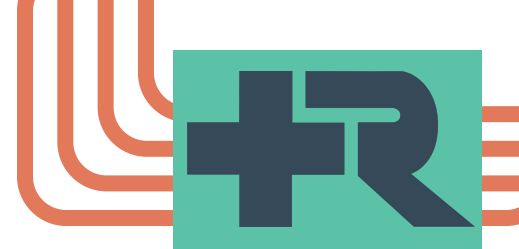
2019

2020

2021

2022

The No Surprises Act



HOUSE COMMITTEE ON
ENERGY & COMMERCE

CHAIRMAN FRANK PALLONE, JR.

ABOUT E&C

SUBCOMMITTEES

COMMITTEE ACTIVITY

NEWSROOM

SUBSCRIBE

Home » Newsroom » Press Releases

**CONGRESSIONAL COMMITTEE LEADERS
ANNOUNCE SURPRISE BILLING AGREEMENT**

NEWSROOM

Press Releases
Opinion Pieces

Dec 11, 2020 | Press Release

Legislation Will Protect Patients from Surprise Medical Bills and Establish Fair Framework to Resolve Disputes Between Providers and Insurers

Today, key House and Senate Committee leaders announced a bipartisan agreement on legislation to protect patients from surprise medical bills and establish a fair framework to resolve payment disputes between health care providers and health insurance companies.

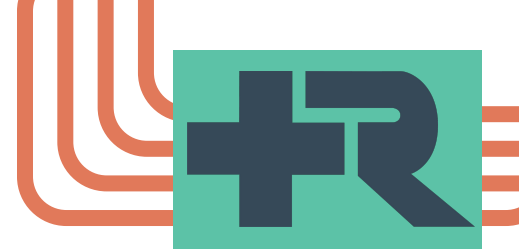
between health care providers and health insurance companies:
protect patients from surprise medical bills and establish a fair framework to resolve payment disputes
Today, key House and Senate Committee leaders announced a bipartisan agreement on legislation to
resolve disputes between providers and insurers
Congressional and industry leaders from both parties working together and established the framework to

1. Held Harmless
2. No Balance Billings
3. Kept Out of the Middle
4. Transition of Care
5. Transparency



FEDERAL REGISTER
The Daily Journal of the United States Government

Shop Around and Negotiate



- New transparency laws
- Prices can **vary by \$4,000+**
- Call ahead for planned events
- Connect to financial assistance
- Offer pay-in-full before payments
- **Discounts** up to 30-60%
- Use HSA dollars to pay

Title 45 — Public Welfare

Subtitle A — Department of Health and Human Services

Subchapter B — Requirements Relating to Health Care Access

Part 147 — Health Insurance Reform Requirements for the Group and Individual Health

Insurance Markets

Authority: 42 U.S.C. 300gg through 300gg-63, 300gg-91, 300gg-92, and 300gg-111 through 300gg-139, as amended, and section 3203, Pub. L. 116-136, 134 Stat. 281.

Source: 75 FR 27138, May 13, 2010, unless otherwise noted.

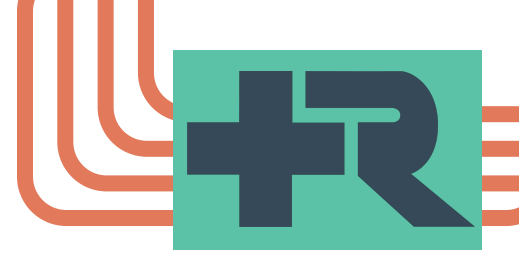
§ 147.210 Transparency in coverage—definitions.

(a) *Scope and definitions* —

- (1) **Scope.** This section sets forth definitions for the price transparency requirements for group health plans and health insurance issuers in the individual and group markets established in this section and §§ 147.211 and 147.212.

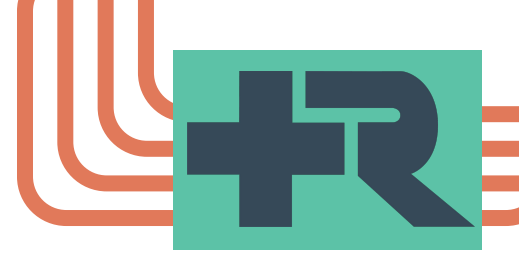


National Archives and
Records Administration



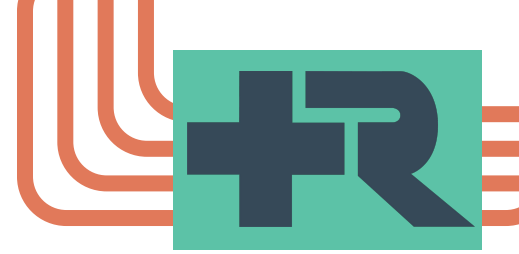
Empowering individuals.





Leveraging the consumer.

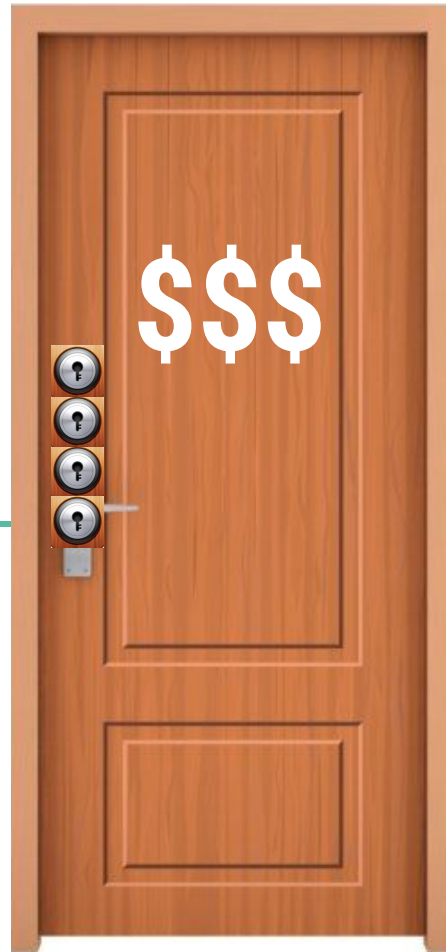


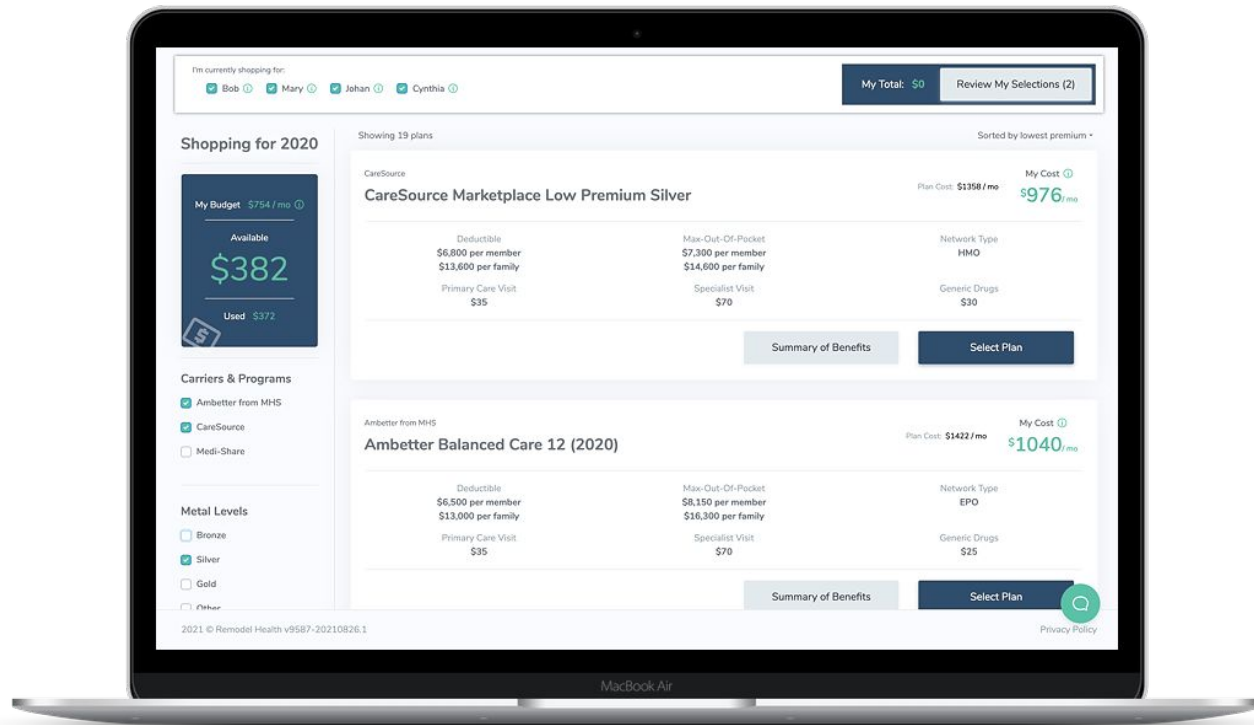


Significant impact.



But how can you start using the 4 secrets?

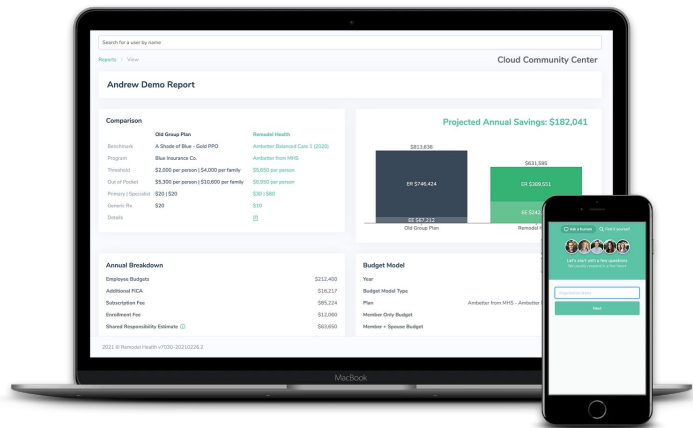




The right **Tool** +
The right **Team**

Health Benefits Analysis

Full visibility on what the future can look like for your team.



Email me!



john.staub@remodelhealth.com

	Intro	Full
INDIVIDUAL PLAN COSTS	✓	✓
SIDE-BY-SIDE RISK COMPARISON	✓	✓
INSURANCE NETWORK & CARRIER CHECK	✓	✓
1-HOUR MEETING WITH A LICENSED CONSULTANT	✓	✓
256-BIT ENCRYPTED EMPLOYEE SURVEY SOFTWARE		✓
3-PLAN CUSTOM STRATEGY DESIGN		✓
100% VERIFIED EMPLOYEE REQUIREMENTS		✓
100% VERIFIED DOCTOR & PRESCRIPTION CHECK		✓
ONLINE ADMIN PORTAL & PRINTABLE PDF BOOKLET		✓

COST PER EMPLOYEE*

*Please include any employee who is currently on your group plan or any new additions that you would like to have included.

\$25 \$0

\$50 \$25

Thank you for joining!



Want to take a closer look?

Schedule a call with Thread and reference this webinar for waived fees on either implementation or your processing of W-2s!



Contact Aaron Clark

aclark@threadhcm.com

(678) 578-5082

threadhcm.com/demo





Optimizing Employee Retention: Synergizing HCM and Personalized Health Benefits



JOHN STAUB
DIRECTOR OF OUTREACH
REMODEL HEALTH



AARON CLARK
VP OF SALES
THREAD HCM

Live Webinar

WEDNESDAY, SEPTEMBER 13 AT 11 AM ET