

- 2022 Enrollment
- 2022 Demographics
- 2021 Claims by Place of Service
- 2021 Key Facts
- 2021 Healthcare Trends
- 2021 Year-End Claims

# 2022 ENROLLMENT

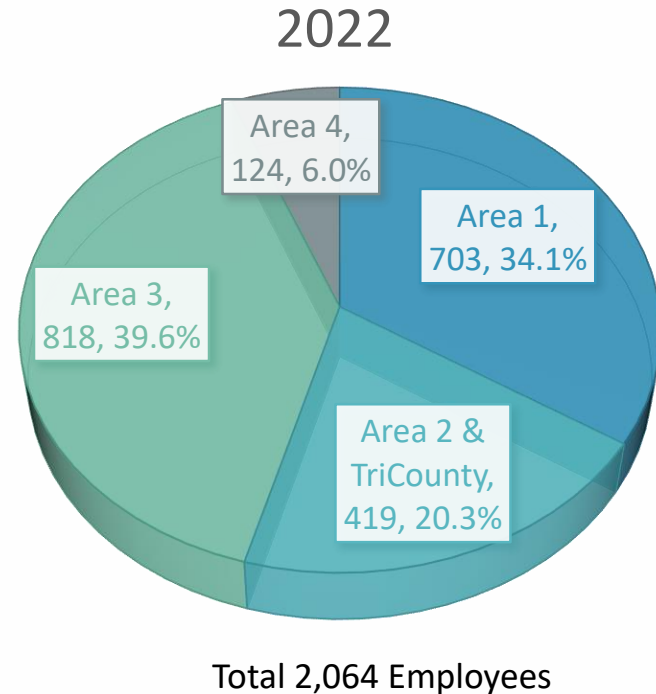
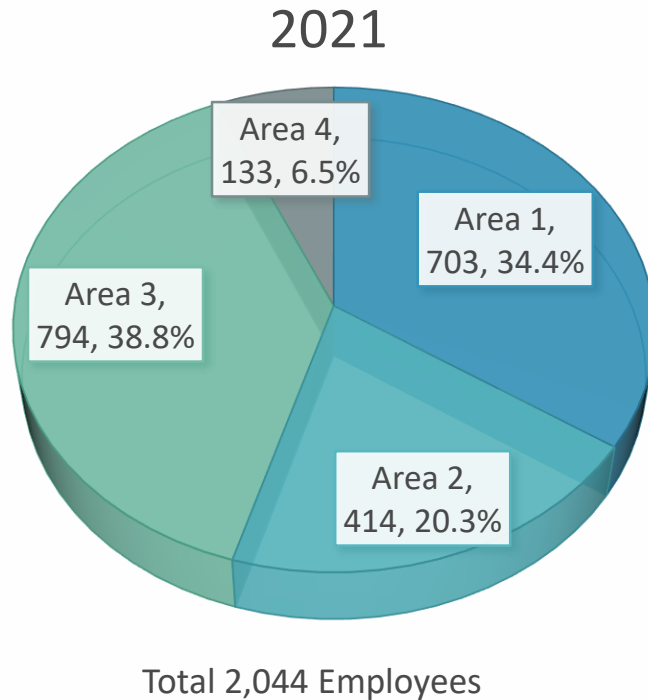
Attachment 1

|           | 01/01/21 | 01/01/22 | Change |
|-----------|----------|----------|--------|
| Groups    | 821      | 805      | -1.9%  |
| Contracts | 2,044    | 2,064    | 1%     |
| Members   | 4,115    | 4,185    | 1.7%   |

- The number of groups decreased 1.9% in 2022 (16 groups)
- Contracts increased 1% (20 contracts)
- Membership increased 1.7% (70 members, which includes EEs, spouses and children)

# DISTRIBUTION BY AREA

Attachment 1

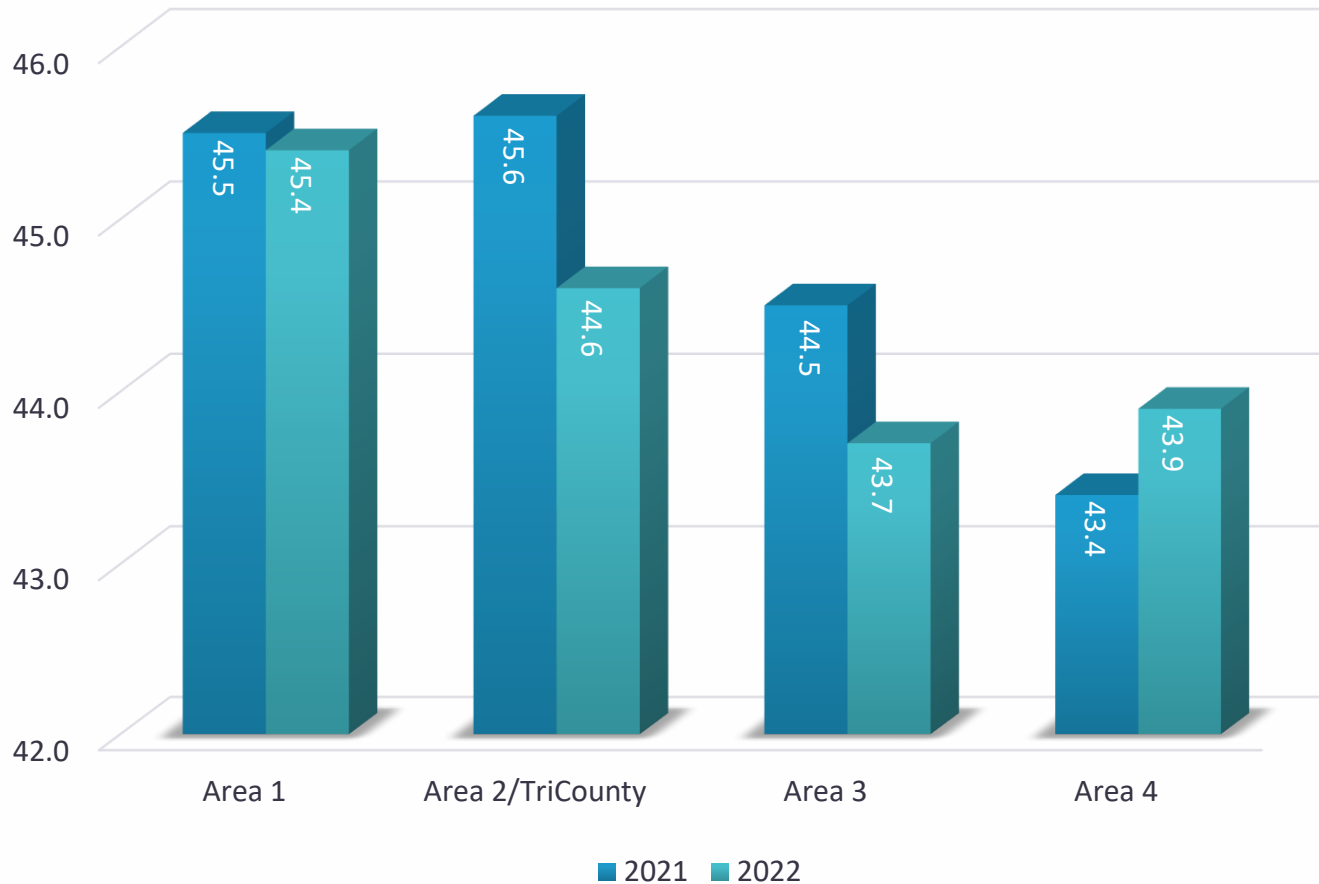


- Area 1 – no change in enrollment
- Area 2 - Increased 1.2% (+5 employees)
- Area 3 - increased 3% (+24 employees)
- Area 4 - decreased 6.8% (-11 employees)

2022 enrollment is as of 1/7/22  
Includes COBRA enrollment

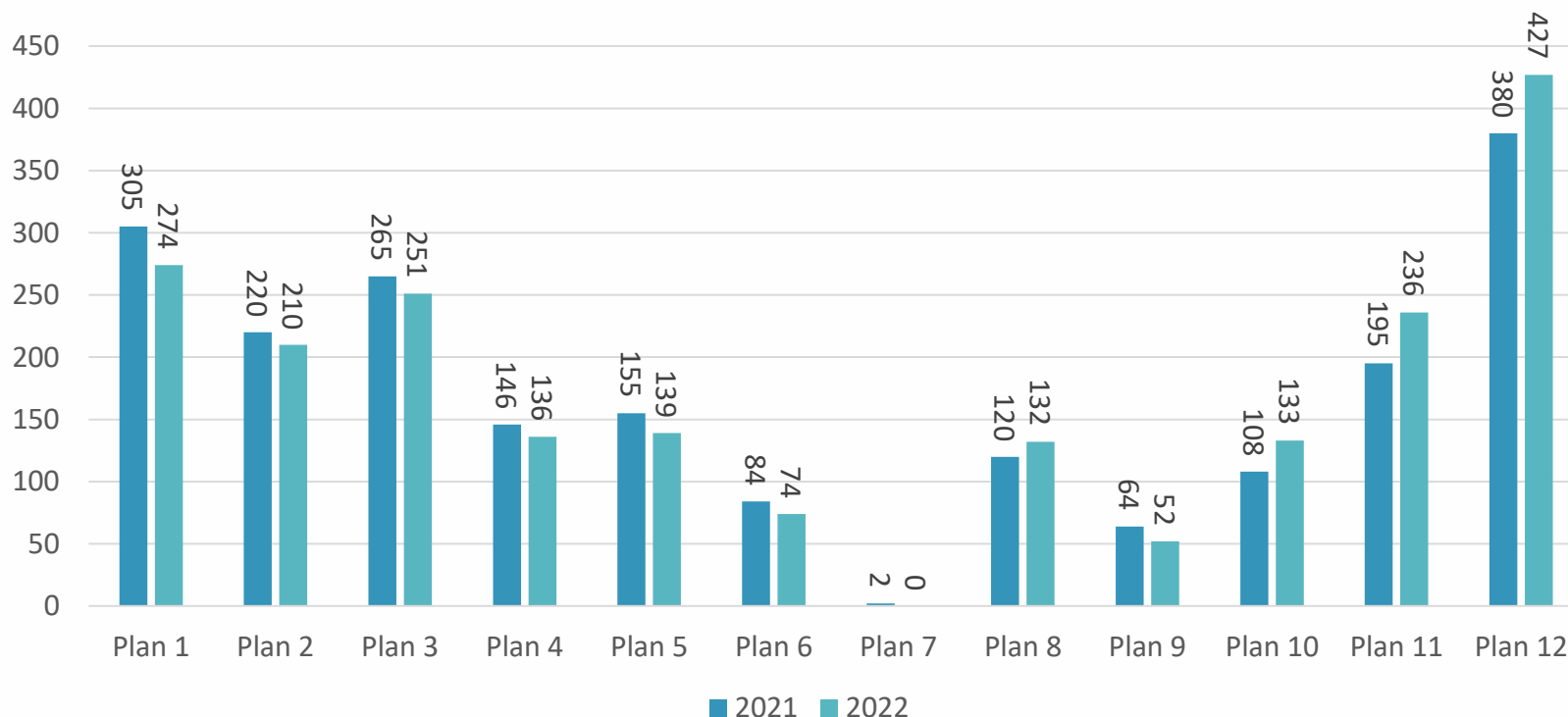
# AVERAGE EMPLOYEE AGE BY AREA

Attachment 1



➤ Average age has continued to decrease in areas 1, 2 and 3 in 2022.

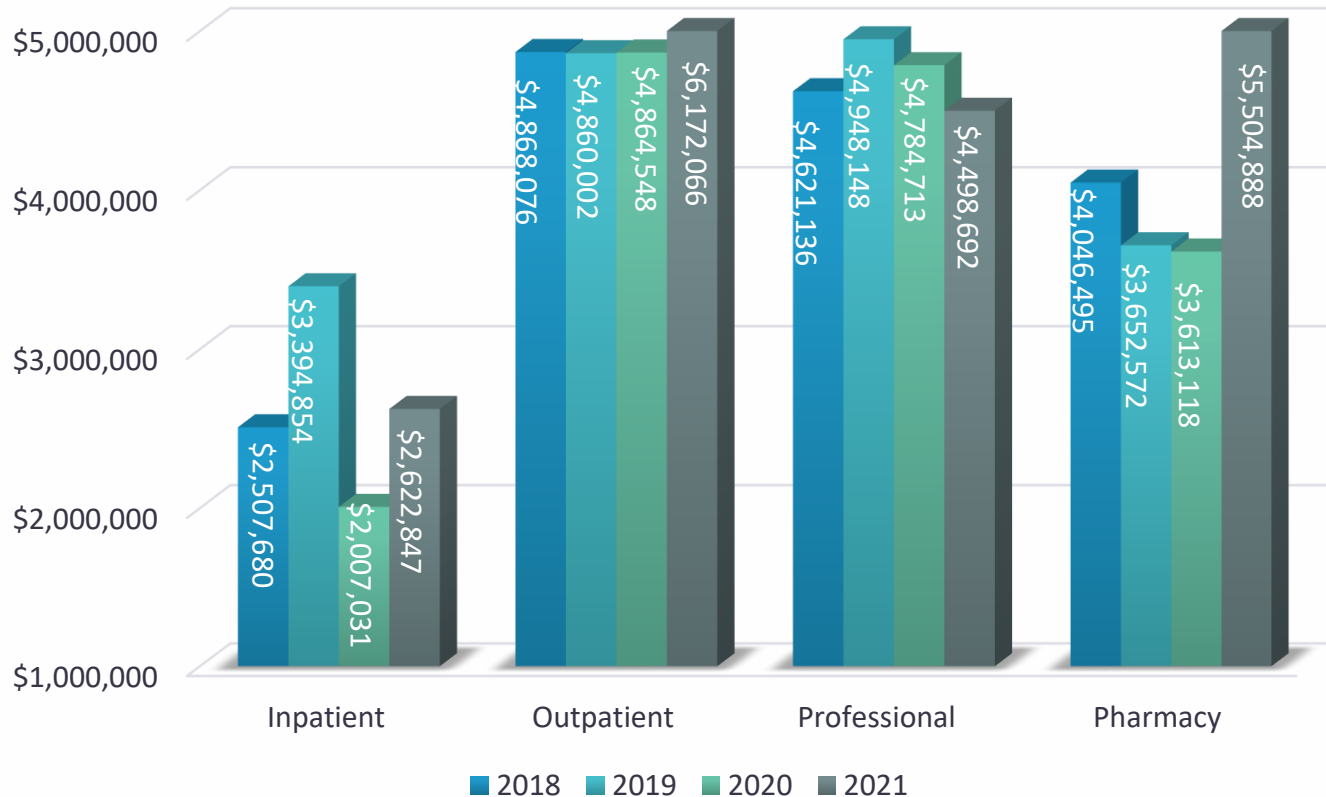
## Enrollment by Plan



- Enrollment in Plans 1, 2, 3, 4, 5, 6, 7, 9 has decreased in 2022.
- Enrollment in Plans 8, 10, 11 and 12 has increased.
- There are no members enrolled in Plan 7 (EPO) in 2022.

# 2021 CLAIMS BY PLACE OF SERVICE

Attachment 1

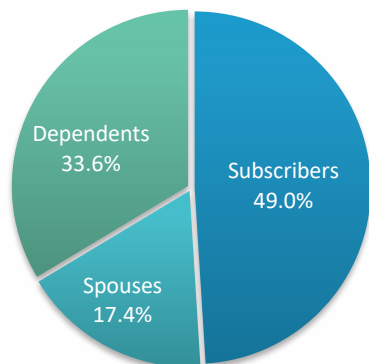


- Inpatient, outpatient and pharmacy claims increased in 2021.
- Pharmacy claims increased by 34.4%.

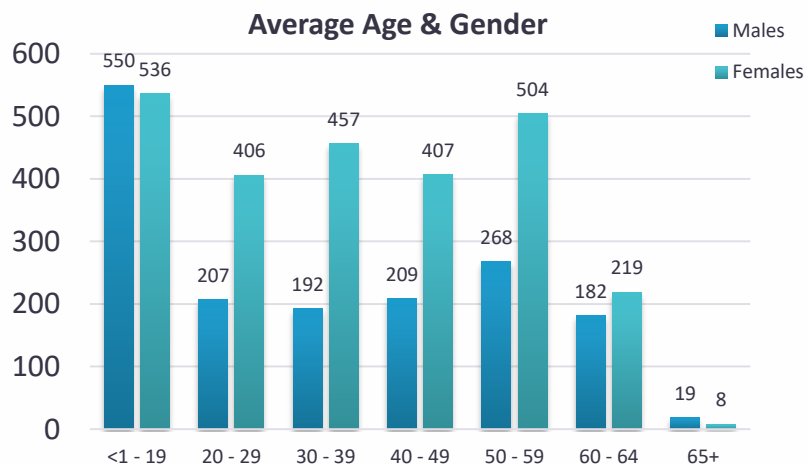
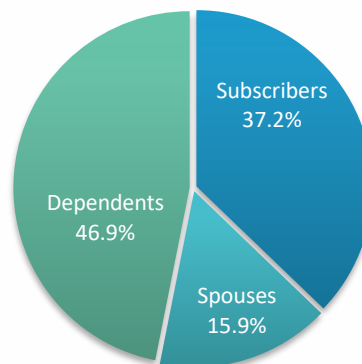
# 2021 OTHER KEY FACTS

Attachment 1

Avg. Distribution of Membership



Distribution of Claims



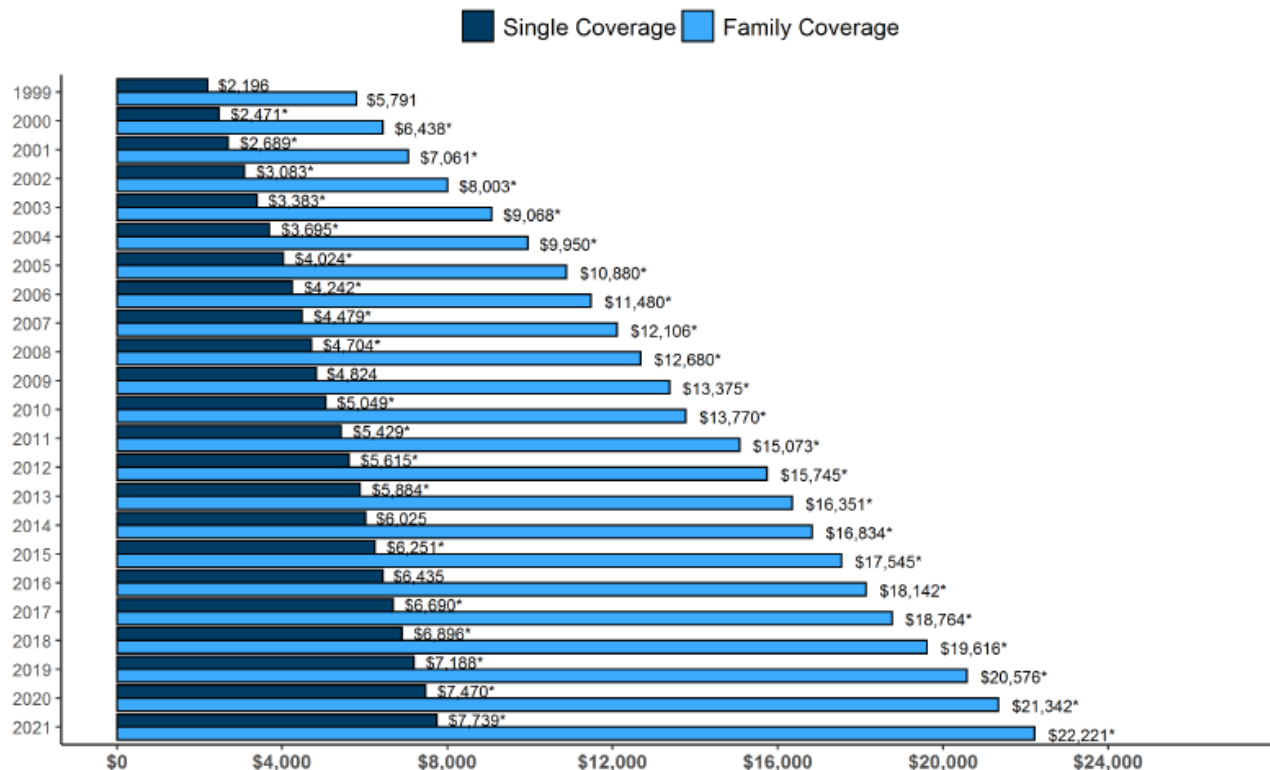
- Employees accounted for 49.0% of membership and 37.2% of claim costs.
- Spouses made up 17.4% of membership and 15.9% of claim spend.
- Dependent children were responsible for 33.6% of membership and 46.9% of claim dollars.
- Average contract size was 2.
- Average membership age was 34.7.

# HISTORICAL GROWTH OF AVERAGE ANNUAL PREMIUMS

Attachment 1  
Attachment 1

**Figure 1.12**

**Average Annual Premiums for Single and Family Coverage, 1999-2021**



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

SOURCE: KFF Employer Health Benefits Survey, 2018-2021; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 1999-2017



- In 2021, the average annual premiums for employer-sponsored health insurance are \$7,739 for single coverage and \$22,221 for family coverage.
- The average premium for single coverage increased by 4% and the average premium for family coverage increased by 4%.
- The average family premium has increased 47% since 2011 and 22% since 2016.
- PPOs continue to be the most common plan type, enrolling 46% of covered workers in 2021.
- 28% percent of covered workers are enrolled in a high-deductible plan with a savings option.
- Most large firms and many small firms have programs that help workers identify health issues and manage chronic conditions, including health risk assessments, biometric screenings, and health promotion programs.
- Most firms offering health benefits offer programs to help workers identify and address health risks and unhealthy behaviors.
- 16% of employers developed new resources, such as an employee assistance program
- 4% of employers waived or reduced cost-sharing for mental health or substance abuse services.

# 2021 CLAIMS EXPERIENCE

Attachment 1

|              | 2020           |                   | 2021           |                   |                 |
|--------------|----------------|-------------------|----------------|-------------------|-----------------|
| <u>Month</u> | <u>Cost/EE</u> | <u>Cumulative</u> | <u>Cost/EE</u> | <u>Cumulative</u> | <u>% Change</u> |
| January      | \$660.32       | \$660.32          | \$869.02       | \$869.02          | 31.6%           |
| February     | \$745.96       | \$703.26          | \$655.89       | \$762.38          | 8.4%            |
| March        | \$680.60       | \$695.72          | \$889.07       | \$804.71          | 15.7%           |
| April        | \$526.74       | \$653.86          | \$649.64       | \$765.84          | 17.1%           |
| May          | \$468.90       | \$617.05          | \$736.69       | \$760.01          | 23.2%           |
| June         | \$472.30       | \$593.13          | \$674.19       | \$745.80          | 25.7%           |
| July         | \$530.98       | \$584.33          | \$556.53       | \$718.92          | 23.0%           |
| August       | \$679.20       | \$595.93          | \$862.61       | \$736.77          | 23.6%           |
| September    | \$654.62       | \$602.30          | \$739.64       | \$737.09          | 22.4%           |
| October      | \$748.09       | \$616.68          | \$777.86       | \$741.14          | 20.2%           |
| November     | \$871.51       | \$639.45          | \$609.47       | \$729.25          | 14.0%           |
| December     | \$753.27       | \$648.75          | \$909.32       | \$744.19          | 14.7%           |

*Net Claims after stop-loss reimbursements*

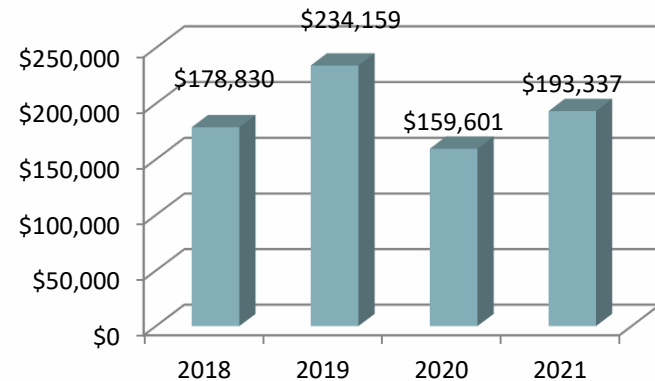
- Average per employee claim costs increased 14.7% from 2020.

# 2021 LARGE CLAIMANT EXPERIENCE (OVER \$100K)

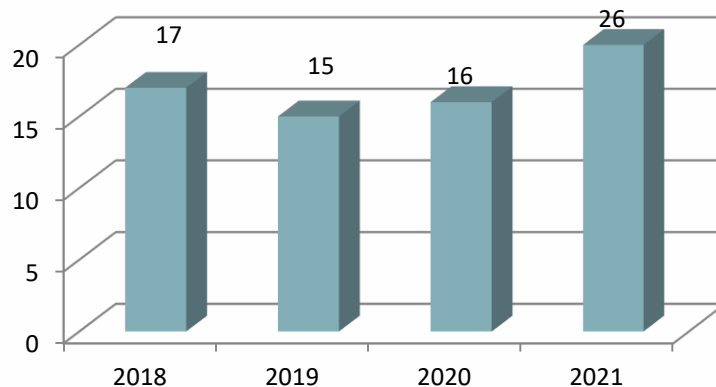
Attachment 1

- There were 26 large claimants in 2021
  - **2020:** 16 large claimants
- Average cost per large claimant was \$193,337
  - **2020:** \$159,601
- Total of \$5,026,757 paid for these large claimants
  - **2020:** \$2,553,611

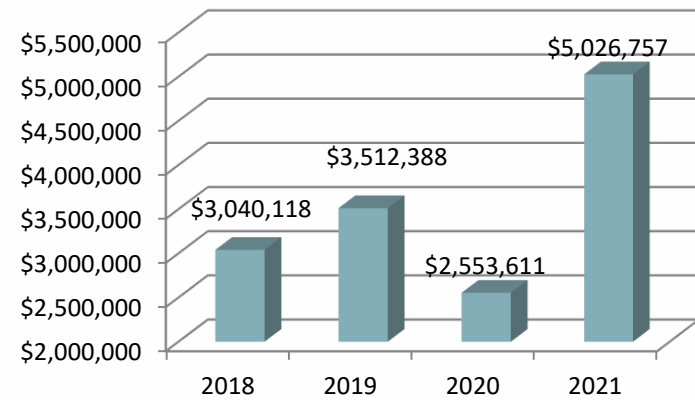
**Avg. Cost Per Large Claimant\***



**Large Claimants (>\$100k) by Number**



**Large Claimants (>\$100k) by Dollars\***



*Total claim dollars shown, stop loss reimbursements not included*

# 2021 STOP LOSS EXPERIENCE

Attachment 1

- There were 9 stop loss claimants in 2021
  - **2020:** 4 stop loss claimants
- Stop loss reimbursements totaled \$933,234
  - **2020:** \$170,750
- 6 employees, 1 child, 2 spouses in 2021
  - **2020:** 2 employees, 1 child, 1 spouse

|                   | Claimant 1         | Claimant 2         | Claimant 3 | Claimant 4          |
|-------------------|--------------------|--------------------|------------|---------------------|
| Enrollment Status | Enrolled           | Enrolled           | Enrolled   | Enrolled            |
| Diagnosis         | Malignant Neoplasm | Malignant Neoplasm | Leukemia   | Rx (Dermatological) |

**Specific Stop Loss (or Individual Stop Loss):** Specific stop loss provides catastrophic protection to a self-funded plan. Medical and prescription drug claims are covered under the stop loss policy. The stop loss deductible is the amount for which the health plan is responsible for each individual employee or dependent claim in the policy year. The Specific Stop Loss level in 2021 was \$200,000.

# 2021 CLAIMS & EXPENSES

## Attachment 1

|  |              |              |              |              |              |               |               |                |                |                |                |                |      |
|--|--------------|--------------|--------------|--------------|--------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|------|
| <b>Actual Claims</b>                         |              |              |              |              |              |               |               |                |                |                |                |                |      |
| Wrap Network Claims                          | \$ 2,802     | \$ 2,803     | \$ 2,803     | \$ 2,803     | \$ -         | \$ -          | \$ -          | \$ -           | \$ -           | \$ -           | \$ -           | \$ -           | \$ - |
| Plan 1 & 7                                   | \$ 399,912   | \$ 369,418   | \$ 624,213   | \$ 395,227   | \$ 347,104   | \$ 388,140    | \$ 368,272    | \$ 338,599     | \$ 408,584     | \$ 320,185     | \$ 295,630     | \$ 601,405     | \$ - |
| Plan 1A & 7A Cofinity                        | \$ 24,152    | \$ (346)     | \$ 1,576     | \$ -         | \$ 82        | \$ 96         | \$ -          | \$ -           | \$ -           | \$ -           | \$ -           | \$ -           | \$ - |
| Plan 2                                       | \$ 240,265   | \$ 163,551   | \$ 330,940   | \$ 138,003   | \$ 190,676   | \$ 156,899    | \$ 199,369    | \$ 194,274     | \$ 123,104     | \$ 238,999     | \$ 135,329     | \$ 195,756     | \$ - |
| Plan 2A Cofinity                             | \$ 454       | \$ 66        | \$ 78        | \$ -         | \$ -         | \$ -          | \$ -          | \$ -           | \$ -           | \$ 35          | \$ -           | \$ -           | \$ - |
| Plan 3                                       | \$ 186,248   | \$ 144,893   | \$ 157,524   | \$ 158,043   | \$ 148,095   | \$ 171,586    | \$ 120,406    | \$ 151,129     | \$ 200,574     | \$ 224,535     | \$ 208,419     | \$ 317,793     | \$ - |
| Plan 3A Cofinity                             | \$ 5,865     | \$ (1,456)   | \$ -         | \$ 55        | \$ -         | \$ -          | \$ -          | \$ -           | \$ -           | \$ -           | \$ -           | \$ -           | \$ - |
| Plan 4, 8 & 10                               | \$ 436,747   | \$ 144,956   | \$ 263,091   | \$ 153,794   | \$ 202,139   | \$ 201,415    | \$ 149,427    | \$ 240,288     | \$ 138,564     | \$ 180,570     | \$ 233,783     | \$ 260,181     | \$ - |
| Plan 4, 8 & 10A Cofinity                     | \$ 1,893     | \$ 132       | \$ 415       | \$ -         | \$ 214       | \$ -          | \$ -          | \$ -           | \$ -           | \$ -           | \$ -           | \$ 35          | \$ - |
| Plan 5                                       | \$ 62,809    | \$ 150,519   | \$ 75,674    | \$ 112,636   | \$ 86,662    | \$ 67,696     | \$ 65,870     | \$ 241,924     | \$ 117,620     | \$ 80,587      | \$ 108,058     | \$ 160,838     | \$ - |
| Plan 5A Cofinity                             | \$ 38,471    | \$ (1,102)   | \$ 10        | \$ -         | \$ 4,373     | \$ -          | \$ -          | \$ -           | \$ 1,872       | \$ 628         | \$ -           | \$ 180         | \$ - |
| Plan 6 & 9                                   | \$ 34,105    | \$ 52,108    | \$ 54,675    | \$ 61,989    | \$ 86,374    | \$ 66,946     | \$ 25,415     | \$ 74,676      | \$ 211,656     | \$ 61,927      | \$ 57,417      | \$ 44,059      | \$ - |
| Plan 6 & 9A Cofinity                         | \$ 5,108     | \$ 24,796    | \$ -         | \$ 29        | \$ -         | \$ -          | \$ -          | \$ -           | \$ 134         | \$ -           | \$ -           | \$ -           | \$ - |
| Plan 11 & 12                                 | \$ 292,885   | \$ 264,675   | \$ 274,664   | \$ 278,966   | \$ 411,998   | \$ 290,202    | \$ 178,952    | \$ 556,090     | \$ 429,703     | \$ 481,641     | \$ 387,168     | \$ 650,461     | \$ - |
| Plan 11 & 12A Cofinity                       | \$ 7,195     | \$ (605)     | \$ 1,376     | \$ 5,526     | \$ 78        | \$ -          | \$ 157        | \$ 160         | \$ -           | \$ -           | \$ -           | \$ -           | \$ - |
| Total Claims                                 | \$ 1,738,911 | \$ 1,314,407 | \$ 1,787,039 | \$ 1,307,072 | \$ 1,477,794 | \$ 1,342,981  | \$ 1,107,866  | \$ 1,797,140   | \$ 1,631,810   | \$ 1,589,108   | \$ 1,425,804   | \$ 2,230,709   | \$ - |
| Pooled Claims                                | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         | \$ -          | \$ (368)      | \$ (82,276)    | \$ (166,586)   | \$ (43,499)    | \$ (216,607)   | \$ (423,898)   | \$ - |
| Net Monthly                                  | \$ 1,738,911 | \$ 1,314,407 | \$ 1,787,039 | \$ 1,307,072 | \$ 1,477,794 | \$ 1,342,981  | \$ 1,107,498  | \$ 1,714,864   | \$ 1,465,224   | \$ 1,545,609   | \$ 1,209,197   | \$ 1,806,811   | \$ - |
| Net YTD Total                                | \$ 1,738,911 | \$ 3,053,318 | \$ 4,840,357 | \$ 6,147,429 | \$ 7,625,223 | \$ 8,968,205  | \$ 10,075,703 | \$ 11,790,567  | \$ 13,255,790  | \$ 14,801,399  | \$ 16,010,596  | \$ 17,817,406  | \$ - |
| Average Cost/Contract                        | \$ 869.02    | \$ 655.89    | \$ 889.07    | \$ 649.64    | \$ 736.69    | \$ 674.19     | \$ 556.53     | \$ 862.61      | \$ 739.64      | \$ 777.86      | \$ 609.47      | \$ 909.32      | \$ - |
| Average Cost/Contract YTD                    | \$ 869.02    | \$ 762.38    | \$ 804.71    | \$ 765.84    | \$ 760.01    | \$ 745.80     | \$ 718.92     | \$ 736.77      | \$ 737.09      | \$ 741.14      | \$ 729.25      | \$ 744.19      | \$ - |
| <b>Fixed Expenses (Administration)</b>       |              |              |              |              |              |               |               |                |                |                |                |                |      |
| TPA Fees                                     | \$ 106,820   | \$ 107,465   | \$ 107,052   | \$ 106,840   | \$ 106,459   | \$ 104,359    | \$ 105,655    | \$ 105,780     | \$ 104,341     | \$ 105,775     | \$ 105,495     | \$ 106,725     | \$ - |
| Individual Stop-loss                         | \$ 123,211   | \$ 125,995   | \$ 124,878   | \$ 125,067   | \$ 124,487   | \$ 122,472    | \$ 123,277    | \$ 123,372     | \$ 122,423     | \$ 122,719     | \$ 122,607     | \$ 123,630     | \$ - |
| Professional & ACA Fees                      | \$ 146,728   | \$ 146,948   | \$ 147,388   | \$ 147,535   | \$ 147,095   | \$ 146,068    | \$ 145,922    | \$ 145,775     | \$ 145,262     | \$ 145,702     | \$ 145,482     | \$ 145,702     | \$ - |
| Other Fees                                   | \$ 1,023     | \$ 1,035     | \$ 1,028     | \$ 1,028     | \$ 1,024     | \$ 1,005      | \$ 1,017      | \$ 1,015       | \$ 1,004       | \$ 1,017       | \$ 1,014       | \$ 1,027       | \$ - |
| Monthly Total                                | \$ 377,783   | \$ 381,443   | \$ 380,346   | \$ 380,471   | \$ 379,065   | \$ 373,903    | \$ 375,870    | \$ 375,942     | \$ 373,030     | \$ 375,213     | \$ 374,597     | \$ 377,084     | \$ - |
| YTD Administration                           | \$ 377,783   | \$ 759,226   | \$ 1,139,572 | \$ 1,520,042 | \$ 1,899,107 | \$ 2,273,010  | \$ 2,648,880  | \$ 3,024,822   | \$ 3,397,852   | \$ 3,773,065   | \$ 4,147,662   | \$ 4,524,745   | \$ - |
| <b>Actual Claims + Fixed Expenses Totals</b> |              |              |              |              |              |               |               |                |                |                |                |                |      |
| Monthly Total                                | \$ 2,116,693 | \$ 1,695,850 | \$ 2,167,385 | \$ 1,687,542 | \$ 1,856,859 | \$ 1,716,884  | \$ 1,483,368  | \$ 2,090,806   | \$ 1,838,254   | \$ 1,964,320   | \$ 1,800,401   | \$ 2,607,793   | \$ - |
| YTD Total                                    | \$ 2,116,693 | \$ 3,812,544 | \$ 5,979,929 | \$ 7,667,472 | \$ 9,524,330 | \$ 11,241,215 | \$ 12,724,583 | \$ 14,815,389  | \$ 16,653,642  | \$ 18,574,463  | \$ 20,158,257  | \$ 22,342,152  | \$ - |
| YTD \$ Variance from Premium                 | \$ (355,709) | \$ (309,598) | \$ (731,110) | \$ (687,578) | \$ (821,447) | \$ (852,769)  | \$ (671,372)  | \$ (1,090,627) | \$ (1,245,723) | \$ (1,476,747) | \$ (1,368,223) | \$ (1,870,809) | \$ - |
| YTD Cost/Contract                            | \$ 1,057.82  | \$ 951.95    | \$ 994.17    | \$ 955.21    | \$ 949.30    | \$ 934.82     | \$ 907.93     | \$ 925.79      | \$ 926.03      | \$ 930.07      | \$ 918.16      | \$ 933.18      | \$ - |
| <b>Loss Ratio / Claim Cost Per Employee</b>  |              |              |              |              |              |               |               |                |                |                |                |                |      |
| YTD Loss Ratio                               | 120.2%       | 108.8%       | 113.9%       | 109.9%       | 109.4%       | 108.2%        | 105.6%        | 107.9%         | 108.1%         | 108.6%         | 107.3%         | 109.1%         | \$ - |
| Monthly Claim Cost Per Employee              | \$ 869.02    | \$ 655.89    | \$ 889.07    | \$ 649.64    | \$ 736.69    | \$ 674.19     | \$ 556.53     | \$ 862.61      | \$ 739.64      | \$ 777.86      | \$ 609.47      | \$ 909.32      | \$ - |

- Actual claims plus fixed expenses were at 109% of equivalent premium.
- MDA's true loss ratio is lower due to pharmacy rebates and investment income.
  - \$523,059 in rebates were earned through Q2 2021. Annualized, this brings the loss ratio to 104%
  - Q3 & Q4 rebate information will not be available until March 2022.

