

**CASE STUDY:**

# University shows high IQ with employer-funded captive strategy.

**CHALLENGE:**

Today's environment has created an extremely competitive labor market. One of our new clients in higher education provides **employer-funded** Hospital Indemnity policies to all employees as part of their benefits package. Human resources wanted transparency regarding how much value the employees were receiving but the incumbent carrier was not sharing loss ratios or utilization rates with the university.

**SOLUTION:**

By introducing BeneRē's supplemental benefits group captive program, the university's population receives greatly enhanced employee coverage through Voya's Hospital Indemnity policy at a reduced cost to the university. A waiver of all pre-existing conditions and the addition of confinement benefits were just a few of the major enhancements. Now all expecting mothers can take advantage of this during labor and delivery.

As a new BeneRē member, the client can also participate in captive distributions to further reinvest in their employee benefits programs.

The BeneRē solution represented a financial protection win for employees and a win/win/win for the employer on cost, transparency and dividends.



**MEMBER PROFILE**

**1,000+** total employees

**MAJOR PLAN UPGRADES**

- All Pre-Existing Conditions Waived
  - Hospital Confinement Benefits Added
- +**
- Quarterly Financial Reporting (Transparency)
  - \$33,000 Projected Dividends

All distributions earned by participating employers must be reinvested in employee benefits programs which are included in the company's Summary Plan Description (SPD). This affords the human resources staff wide latitude in determining how to deploy the additional resources.

