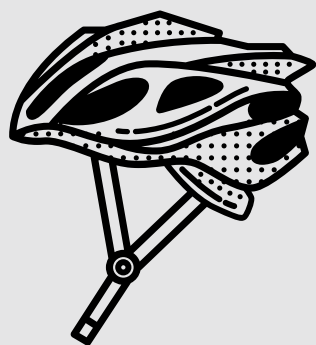


FOUR CHALLENGES IN RECONCILING BENEFIT PLANS DURING AN ACQUISITION?

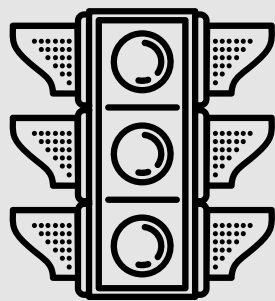
Be prepared for your journey.



1

GETTING THERE

Choosing from various benefit carriers can be complicated. Some examples of carriers are Blue Cross Blue Shield, Aetna, United Healthcare, Humana.

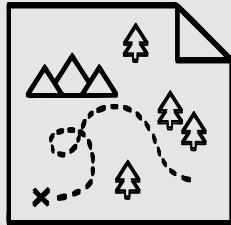


2

CAUTION AHEAD

Be on the lookout for different plans and funding.

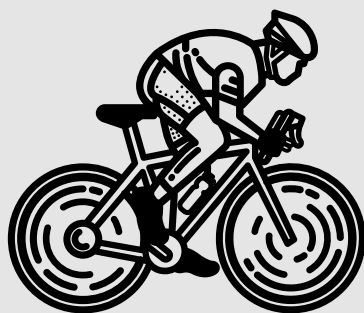
- HDHP vs PPO - Some companies do not offer both options and employees are used to one or the other.
- Fully insured vs. self-funded - If the Seller is self-insured, assess retention levels, historical claims activity, and potential shock claims that may not be identified easily
- Company funding policy - Does the seller contribute significantly different amounts to employee health plans?



3

MAP IT OUT

In an acquisition trying to adapt the benefit plans closely to the acquiring company's benefits can be difficult. Consider benefits participation levels and whether retention issues may arise if significant shifts in benefits occur during integration. Communication is key during transition.



4

PICKING A LANE

Multiple brokers might be involved. The goal is one benefit offering and one broker rather than multiple vendor and carrier relationships.

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