



Administrative Services Only ASO

More plan sponsors are **choosing**
to **self-fund** certain aspects
of their employee **benefits plan**



Benefit Highlights...

Competitive Fees

- Our fees include all services - there are no hidden costs.

Minimum Requirements

- RWAM's ASO program provides Plan Sponsors with an opportunity to self-fund their Health, Dental and/or Short Term Disability benefits (minimum of \$10,000 of Health or Short Term Disability claims required and no minimums for Dental).

Funding Options

Budgeted Rates

- RWAM calculates a single/family rate based on expected usage. Under this arrangement the monthly premium is consistent. Additional deposits may be necessary if the ASO account runs in a deficit.

Cost Plus (Invoicing in arrears)

- Costs fluctuate each month depending on utilization - claims plus expenses are invoiced monthly.

Monthly Reports

- Clients have online access to monthly ASO Reconciliations/Billing Reports.

Flexible Plan Designs

- A wide range of plan designs can be tailored to fit Plan Sponsor needs.

Stop Loss - Insured Benefits

- Stop Loss Insurance is available at various levels and plan designs.
- EHC claims are reviewed monthly - any EHC claims that exceed the stop loss level are removed on the monthly reconciliation.
- Life, AD&D, Dependent Life, Disability and Out-of-Country options are available.

Administration

- RWAM offers a seamless approach between insured coverages and ASO benefits. With centralized administration, Plan Sponsors can move between multiple insurance providers with ease.

ASO Details

Administration Fees

Total Estimated Annual Premium	Percentage of Claims		
	EHC	Dental	STD
0 - 10,000	n/a	12.00%	n/a
10,001 - 25,000	11.50%	10.00%	13.00%
25,001 - 75,000	10.00%	9.00%	11.00%
75,001 - 175,000	9.00%	8.00%	10.00%
175,001 - 300,000	8.25%	7.25%	9.25%
300,001 - 450,000	7.25%	6.50%	8.25%
450,001 plus	6.75%	6.00%	7.50%

- Estimated Annual Premium includes Insured Premium and ASO Claims from the prior year
- Fees are net of commissions (as negotiated), subject to change, and are reviewed annually
- Fees do not include applicable federal and provincial taxes

Management Fees (Commissions)

- Based on Billed Premium or Paid Claims

Deposit Requirements

- Minimum Surplus Deposit
7% of annualized claims (plus taxes)
- Minimum Surplus Deposit must be included with the binder cheque

Premium Payment/Deficits

- Premiums are due on the first of every month. If an ASO account is not paid in full within 31 days the processing of all claims will be suspended. This includes the use of the drug card.
- Accounts in a deficit position at the end of a month will be invoiced for the deficit on their next invoice. The full amount of the deficit (plus applicable taxes) will be due upon receipt.

Annualized Interest Credit/Debits

Account Balance	Annual Interest (credit/debit)
\$20,000 - \$49,999	.25%
\$50,000 - \$99,999	.50%
Over \$100,000	.75%
In deficit position	1.5% per month (18% annualized)

Stop Loss Insurance

- Stop Loss insures all covered Extended Health Care benefits (ie. prescription drugs, private duty nursing, medical equipment and semi-private hospital, if selected)
- RWAM does a monthly review to determine if any insureds have recurring EHC claims that have exceeded the selected Stop Loss level and will remove those claims from the group's experience.
- In the event of non-disclosure prior to the issuance of Stop Loss coverage, RWAM has the right to exclude the individual's excess claim amounts under the Policy. All excluded claims will be the responsibility of the Plan Sponsor.
- For all groups, any changes or additions to the Stop Loss level are subject to RWAM's prior approval.
- Stop Loss policy year runs in conjunction with the effective date of the ASO benefit.

Renewals/Reporting

- Monthly reconciliations
- For groups selecting budgeted funding, a claims analysis is performed annually and proposed rate adjustments are made for the upcoming year.