

# Teamsters Local 338 Welfare Fund

Specific Stop Loss Renewal and RFP Analysis effective April 1, 2023

| Teamsters Local 338 Welfare Fund                        | Specific Stop Loss @ \$175,000 for Hospital, Medical, Rx |                                 |                              |                        |                         |
|---------------------------------------------------------|----------------------------------------------------------|---------------------------------|------------------------------|------------------------|-------------------------|
| <b>Effective Date</b>                                   | <b>April 1, 2022</b>                                     | <b>April 1, 2023</b>            | <b>April 1, 2023</b>         | <b>April 1, 2023</b>   | <b>April 1, 2023</b>    |
| <b><u>Stop Loss Proposal</u></b>                        | <b><u>Current Offer</u></b>                              | <b><u>Initial Renewal</u></b>   | <b><u>BAFO Renewal</u></b>   | <b><u>Proposal</u></b> | <b><u>Proposal</u></b>  |
| <b>Stop Loss Carrier</b>                                | <b>BCS</b>                                               | <b>BCS</b>                      | <b>BCS</b>                   | <b>HCC Life</b>        | <b>Ironshore</b>        |
| <b>Total Enrollment = 43 S and 75 F = 118 T</b>         | <b>\$175,000</b>                                         | <b>\$175,000</b>                | <b>\$175,000</b>             | <b>\$175,000</b>       | <b>\$175,000</b>        |
| Single Specific Stop Loss Rate                          | \$66.33                                                  | \$74.18                         | \$68.20                      | \$72.74                | \$89.31                 |
| Family Specific Stop Loss Rate                          | \$217.77                                                 | \$243.70                        | \$222.42                     | \$205.81               | \$202.21                |
| <b>Annualized Specific Stop Loss Premium</b>            | <b>\$230,200</b>                                         | <b>\$257,600</b>                | <b>\$235,400</b>             | <b>\$222,800</b>       | <b>\$228,100</b>        |
| Total Annual Dollar Difference from Current Offer       | Current Offer                                            | \$27,400                        | \$5,200                      | (\$7,400)              | (\$2,100)               |
| Total Percentage Difference from Current Offer          | Current Offer                                            | 11.9%                           | 2.3%                         | -3.2%                  | -0.9%                   |
| <hr/>                                                   |                                                          |                                 |                              |                        |                         |
| <b><u>Stop Loss Carrier</u></b>                         | <b><u>BCS Current</u></b>                                | <b><u>BCS Initial Ren'l</u></b> | <b><u>BCS BAFO Ren'l</u></b> | <b><u>HCC Life</u></b> | <b><u>Ironshore</u></b> |
| Annualized Specific Stop Loss Premium                   | \$230,200                                                | \$257,600                       | \$235,400                    | \$222,800              | \$228,100               |
| Additional Exposure from Lasering                       | \$75,000                                                 | \$0                             | \$0                          | \$0                    | \$0                     |
| <b>Total Maximum Liability (Premium and Laser Risk)</b> | <b>\$305,200</b>                                         | <b>\$257,600</b>                | <b>\$235,400</b>             | <b>\$222,800</b>       | <b>\$228,100</b>        |
| Total Annual Dollar Difference from Current Offer       | Current Offer                                            | (\$47,600)                      | (\$69,800)                   | (\$82,400)             | (\$77,100)              |
| Total Percentage Difference from Current Offer          | Current Offer                                            | -15.6%                          | -22.9%                       | -27.0%                 | -25.3%                  |
| <hr/>                                                   |                                                          |                                 |                              |                        |                         |
| <b><u>Stop Loss Carrier</u></b>                         | <b><u>BCS Current</u></b>                                | <b><u>BCS Initial Ren'l</u></b> | <b><u>BCS BAFO Ren'l</u></b> | <b><u>HCC Life</u></b> | <b><u>Ironshore</u></b> |
| Specific Stop Loss Deductible                           | \$175,000                                                | \$175,000                       | \$175,000                    | \$175,000              | \$175,000               |
| Specific Stop Loss Claims Basis                         | 12/18                                                    | 12/18                           | 12/18                        | 12/18                  | 12/18                   |
| Specific Stop Loss Annual and Lifetime Maximum          | Unlimited                                                | Unlimited                       | Unlimited                    | Unlimited              | Unlimited               |
| Specific Stop Loss Coverages                            | Hosp, Med, Rx                                            | Hosp, Med, Rx                   | Hosp, Med, Rx                | Hosp, Med, Rx          | Hosp, Med, Rx           |
| Specific Stop Loss Groups Covered                       | Actives / COBRA                                          | Actives / COBRA                 | Actives / COBRA              | Actives / COBRA        | Actives / COBRA         |
| Specific Stop Loss Lasering                             | Yes                                                      | No                              | No                           | No                     | No                      |
| Specific Stop Loss Laser # 1 *                          | \$250,000                                                | n/a                             | n/a                          | n/a                    | n/a                     |
| Quote Firm and Final                                    | Yes                                                      | Yes                             | Yes                          | Yes                    | Yes                     |
| Commissions                                             | 7.0%                                                     | 7.0%                            | 7.0%                         | 7.0%                   | 7.0%                    |
| Carrier A.M. Best Financial Rating                      | A                                                        | A                               | A                            | A++                    | A                       |

\* Note that the individual that was lasered at \$250,000 during the current stop loss policy year is no longer covered through the Fund as of April 30, 2022.