

A stylized silhouette of a city skyline in shades of blue and black. The skyline includes various buildings, a prominent tower with a circular top, and a bridge with arches. The background is a light blue gradient with faint circular patterns.

Tax in the City[®]

A Women's Tax Roundtable

Hidden Costs in Benefit Contracts: What You Don't Know May Cost You

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Know the Contract Currently In Place

- What are the services
- What are the protections for you the Employer
- Who/what stands behind obligations/guarantees
- What are the indemnification terms
- What all is included in the pricing terms
- What are you actually receiving
 - Fiduciary protection
 - Data protections
 - Pricing assurances



Establish List of Needs and Objectives

- What is primary objective(s)
 - Increased offerings
 - Better services
 - Lower pricing
 - Greater fiduciary protection
 - Greater administrative savings



Seek Referrals from Other Similarly Situated Employers

- Industry
- Size
- Benefit Plan Offerings



Request Sample Contract for Review

- Ensure contract is for services being contracted for and not generic contract for services unrelated or bundled services
- Have legal counsel review for “market terms”



Perform Request for Proposal

- Create Spreadsheet of Services
- Material Contract Terms
- Pricing
- Limitations of Liability
- Indemnification



Question All Assumptions in Pricing

- Drill down on all charges
- Unbundle services and fees
- Engage legal counsel to review and revise contract as well as negotiate all materials terms'
 - Pricing
 - Data ownership
 - Data privacy
 - Performance Guarantees



Push Service Provider on Structure

- Just because it has been done this way in the past does not mean it has to continue
- Get creative to establish a platform tailored for your and your employees needs
- Double check their math and their conclusions



Direct Contracting – Case Study

- Connect directly to local hospitals
- Connect directly to specialized providers (e.g. cancer treatment centers) and provide medical travel
- Cuts out middleman TPAs and saves money
- May sacrifice population health management



Hybrid Plans – Case Study

- Combination of self insured and fully insured beyond stop loss
- Significant cost savings
- Not subject to HIT

