

A Top 10-Insurance Broker Delivers Cost-Savings to Client

When an insurance broker's client sought a cost-effective health insurance alternative, they chose Nexben's advanced ICHRA-marketplace solution, Trovia. Trovia empowers employees with the ability to choose individual health coverage and pay for it on a pre-tax basis while keeping costs predictable for employers.

A top ten insurance brokerage company and consulting firm with office locations nationwide helps its clients identify what insurance coverage works best for their business' bottom line and their employees. "Price is the most expensive thing in a businesses' benefits [package]," says a broker at the company. "We're tasked with how to keep the price down for our clients. I've had groups move from carriers because of service, so that's a close second priority. Network choice also comes into play for employees."



The most common solutions the company's clients are seeking are:

- A cost-effective solution to save money on benefit packages.
- Better customer service.
- Expanded network for employees.

Enter: Trovia, an ICHRA-solution (Individual Coverage Health Reimbursement Arrangement) that provides individual plan choice and cost predictability. Trovia allows for employers to contribute a pre-tax allowance that the employee then uses to help pay for the health plan that fits them best. The employee contributions are payroll deducted on pre-tax basis, like other group health plans.

costs of their group plan for 100 employees, their broker was introduced to Trovia.

"They were ready to test the waters for a new benefit package. It was all about cost-savings, and we knew what their premiums were and that the employee cost on the group platform was very high. The Nexben partnership came about in the spring and it won back this group for us,"

"This is a program that is going to win groups for brokers and help more businesses."

-Broker at top ten-insurance broker company

Trovia's marketplace technology also allows for employees to shop for and compare plans in an end-to-end platform, taking the heavy lifting off of broker's clients' HR departments or benefits administrators.

Cost Predictability is Key and Trovia Delivers

Many businesses battle rising costs of health care due to traditional group plan risk pool assessments. As employees encounter health issues or face catastrophic health events, the carrier often raises the cost of the group health plan each year due to the adverse impact these events have on the overall risk pool.

As the company's client searched for an alternative to combat the rising

says the broker.

After adopting Trovia in 2020, the projected **cost-savings is 46%, or about \$570,000** (with increased enrollment), for his client. "Their group-rated premiums were so high that going to the individual coverage saves them so much." the broker adds, "It's a crazy amount."

Boost Employee Benefit Package and Morale

Offering their employees a cost-effective plan in comparison to their current one was an additional benefit for the client. Employees are now being given more options for insurance benefits than ever before, and employers must find ways to stay competitive. The broker was



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able to bring a viable solution to the table in Trovia.

The broker, considering the goals of the employer and the premiums employees paid in previous years, walked through various contribution scenarios with his client and they established a contribution strategy that fit both the employees' and their bottom line.

Trovia opens the doors to all available plan levels: bronze, silver, gold, and platinum. Bronze requires a smaller premium, but, as traditional plans work, the deductible is then higher. The other levels follow suit in this hierarchical system, with silver being the middle-tier of both payments, followed by gold, and then platinum being the most expensive.

By offering individual health coverage, employees are able to select from all carrier plans available in their rating area, choosing the one that best fits their needs and budget.

"We input the contribution strategy into the Trovia system. So, when an employee goes in to shop, they know exactly what amount the employer is contributing before and then whether they went up or down from that was their choice," the broker points out. The result? The **projected savings across all employees is upwards of \$200,000** (with more enrolled members), or a 67% reduction from the previous year. Several employees even had "free" health coverage because of the plan they selected. Other employees were able to branch out and choose local providers that were accessible and now in-network, an added benefit for a company that employs a workforce across state lines. The power of choice and cost-savings for employees resulted in a morale boost at the client's workplace.

"This is a program that is going to win groups and new businesses [for brokers], he says. /

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