Illustrative sample, fictional employer. Not a client result, quote, market offer or savings forecast.

# Renewal Review Scorecard

**Northbay Precision Manufacturing (fictional)**

**MIG Employee Benefits**
Moran Insurance Group
Sample prepared to show our format

| | | | |
|---|---|---|---|
| **Jan 1, 2027**<br>Renewal effective date | **132 / 118**<br>Eligible / enrolled employees | **Fully insured**<br>Current funding | **Medium**<br>Data confidence (no claims report yet) |

## A. Renewal economics

| Line | Current year | Renewal | Difference |
|---|---|---|---|
| Monthly total premium | $146,176 | $166,908 | $20,732 |
| Annual total premium | $1,754,112 | $2,002,896 | $248,784 |
| Annual employer cost (75%) | $1,315,584 | $1,502,172 | $186,588 |
| Annual employee cost (25%) | $438,528 | $500,724 | $62,196 |
| Cost per enrolled employee per month | $1,239 | $1,414 | $176 |

## B. Rates by coverage tier

| Tier | Enrolled | Current monthly rate | Renewal rate | Change |
|---|---|---|---|---|
| Employee only | 62 | $742 | $847 | +14.2% |
| Employee + spouse | 18 | $1,558 | $1,779 | +14.2% |
| Employee + child(ren) | 14 | $1,336 | $1,526 | +14.2% |
| Family | 24 | $2,226 | $2,542 | +14.2% |

## C. What is driving it

- Age and census changes: about 2 points (illustrative)
- Medical and pharmacy trend: the largest share
- Plan changes by the carrier: none found
- Own claims experience: **not yet known**; request the large-claim report

## D. Questions for the carrier

- What trend and pooling assumptions were used?
- Does the renewal include any large-claim adjustment?
- What would a one-year rate guarantee cost?
- What plan-design changes would bring it under 10%?

**Recommendation:** do not accept as offered. Request claims experience and negotiate with the incumbent, and in parallel take the plan to market as fully insured and level funded on the same census. Self-funding is worth modeling but is not recommended for this renewal.

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# Options and next steps

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## E. Funding comparison on the same census and benefits

| Option | Expected annual cost | Vs. current | Worst case |
|---|---|---|---|
| **Renewal as offered**<br>Incumbent, fully insured | $2,002,896 | +14.2% | Fixed |
| **Same plan, Carrier A**<br>Fully insured, network checked | $1,890,933 | +7.8% | Fixed |
| **Level funded, Carrier B**<br>Fixed monthly cost; possible refund depending on terms | $1,822,522 | +3.9% | Fixed |
| **Self-funded with stop-loss**<br>Partner administrator; expected vs. maximum | $1,759,374 | +0.3% | $2,059,327 max (+17.4%) |

All figures are illustrative and use the fictional census on page 1. Real options depend on underwriting, the state, contracts and the data provided.

## F. Decision matrix

| Option | Cost certainty | Savings potential | Employer risk | Employee disruption |
|---|---|---|---|---|
| Renewal as offered | High | Low | None | None |
| Same plan, Carrier A | High | Moderate | None | New ID cards, network checked |
| Level funded, Carrier B | High monthly | Moderate | Capped | New carrier |
| Self-funded with stop-loss | Lower | Highest over time | Highest | New administrator |

## G. Next actions

- **Employer:** authorize the claims report request
- **MIG:** request claims experience and rate assumptions
- **MIG:** take the plan to market, fully insured and level funded
- **Together:** decision meeting with finance and HR

## H. Example timeline

- Day -90: claims report and market submissions
- Day -60: results and decision meeting
- Day -45: employee communication and benefits guide
- Day -30: open enrollment

**Scope and limits.** This review is advisory. It is not a carrier quote, an actuarial opinion, legal advice or a guarantee of savings. Data confidence is medium because no claims report was available; conclusions about cost drivers may change when it arrives.