Bank Health Care
CONSORTIUM
OF PENNSYLVANIA

Leavitt Group
Leavitt Northeast Insurance

PA Bankers
SERVICES CORPORATION

BENECON

A UNIQUE HEALTH CARE ALTERNATIVE

for Pennsylvania-Based Financial Institutions* and Affiliate Members of the PA Bankers Association

*Contiguous states who meet underwriting requirements may be eligible.

YOUR TEAM

IS YOUR MOST VALUABLE ASSET

The Bank Health Care Consortium of PA offers employee benefits that provide you with strategic tools your organization can utilize to develop, retain and reward those who serve your institution and customers.

WHAT IS THE BANK HEALTH CARE CONSORTIUM OF PA (BHCCPA)?

The BHCCPA is a unique health care alternative for Pennsylvania-based financial institutions* and Affiliate Members of the PA Bankers Association. Since its launch in July 2007, the PA Bankers Services Corporation, Leavitt Northeast Insurance and The Benecon Group have collaborated to provide every consortium member with leverage and benefits of economies of scale, plan design flexibility and significant cost control strategies for their group health plan.

WHY CONSIDER THE CONSORTIUM?

The value of the program is based upon the collective efforts of the entire consortium. Every additional member reinforces the alliance and the ability to control your own destiny. In addition, as health care reform legislation continues, a self-funded program will aid every organization in positioning themselves to better control long-term costs. Participants not only have the ability to change the game, but be part of the solution!

WHO MAY PARTICIPATE IN THE CONSORTIUM?

Pennsylvania-based financial institutions* or Affiliate Members of the PA Bankers Association in good standing may participate in the program. These members must:

» Be headquartered within Pennsylvania;

» Retain a minimum of 50 lives (Certain carriers permit 35);

» Maintain financial strength; and

» Exhibit healthy claims history.

*Contiguous states who meet underwriting requirements may be eligible.

WHEN SHOULD MY ORGANIZATION BEGIN THE PROCESS?

Building a robust, cost-effective benefits plan for your workforce takes proactive planning and diligent review. Often times, insurance carriers back organizations into a corner by providing renewal rates with limited time to evaluate alternative options. The consortium model shifts renewal timing, control of participation rates, plan design, carrier selection and control of administrative/legal expenses from the carrier/broker to the customer. To provide your organization with the appropriate timeframe to review and consider participation, contact us six months prior to your renewal.

HOW WILL MY ORGANIZATION BENEFIT FROM BANK HEALTH CARE CONSORTIUM OF PA MEMBERSHIP?

» Ability to credit surplus funds toward future health care costs

» Ability to leverage group purchasing power

» All costs associated with the program are fully disclosed and shared by all participants, including administrative and legal expenses

» Custom selection of plan design and carrier by organization

» Discounts for packaging of life, short- and long-term disability insurance, and voluntary worksite products

- Economies of scale premium pricing
- Exceptional customer service and support to the bank and its employees
- Financial institutions have equal representation on the consortium board
- Monthly monitoring of plan performance and cost of benefit
- Multiple healthcare options including medical and prescription plans, as well as vision and dental programs
- Protection from excessive costs in years when high/shock medical claims are experienced
- Reduced premium taxes
- Reduced renewal rates controlled by actuaries that work for you
- Wellness and disease management programs to reduce claims and control costs

BANK HEALTH CARE CONSORTIUM OF PA

PARTNERS

PA BANKERS SERVICES CORPORATION

The PA Bankers Services Corporation is the for-profit subsidiary of the PA Bankers Association and is dedicated to providing innovative products and services to its members. The Services Corp. is responsible for marketing the consortium to financial institutions and affiliate members, coordinating meeting logistics and facilitating communication with the board of directors.

LEAVITT NORTHEAST INSURANCE

Leavitt Northeast Insurance is an employee benefits and retirement plan administration firm that specializes in the financial services industry. Leavitt Northeast Insurance is responsible for consortium management, implementation and enrollment, customer service, claims support, and benefits planning and management.

THE BENECON GROUP

The Benecon Group (Benecon) specializes in developing and managing group purchasing consortiums for both private and public sector employees. Benecon manages 14 consortiums consisting of 1,650+ employer groups. Applying their 30+ years of consortium experience, the Benecon team is responsible for consortium development, marketing support, underwriting, rate development, actuarial analysis, funding development, billing, financial management, reporting, compliance, and overall program management and oversight.

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PA Bankers SERVICES CORPORATION
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40 BANKS
& COUNTING!

Bank Health Care Consortium of PA
GLOBAL FUNDING FIGURES

Year Ending	# of Groups	Enrollment	Estimated Lives	Admin Fee	Management Fee	Aggregate Premium	Stop Loss Premium	Agg Claim Fund	Total Funding	Surplus Returned	Approximate Admin Savings
2008	15	2170	3400	$1,067,382	$607,749	$350,792	$2,221,832	$10,090,597	$14,338,353	$843,995	$1,465,740
2009	18	2475	4108	$1,249,805	$696,549	$401,355	$2,876,388	$14,337,091	$19,561,188	$2,014,661	$1,808,377
2010	21	2816	4693	$1,436,245	$766,685	$634,565	$3,704,192	$18,399,292	$24,940,980	$4,722,088	$1,937,147
2011	25	3153	5320	$1,856,794	$991,392	$809,885	$4,832,703	$24,413,018	$32,903,792	$4,640,270	$2,421,765
2012	28	3418	5755	$2,072,935	$1,085,467	$638,481	$5,603,720	$27,425,169	$36,825,772	$5,182,470	$2,763,602
2013	32	3770	6360	$2,238,008	$1,204,932	$683,634	$6,620,297	$30,941,332	$41,688,203	$6,308,488	$3,012,573
2014	31	3714	6321	$2,342,008	$1,354,287	$360,109	$7,307,171	$33,645,231	$45,008,806	$6,236,551	$3,285,619
2015	32	3765	6339	$2,286,685	$1,353,874	$355,446	$7,717,060	$34,972,273	$46,685,338	$6,927,911	$3,589,474
2016	34	3944	6610	$2,419,340	$1,452,710	$369,687	$10,229,279	$38,819,922	$53,290,938	$7,374,155	$4,633,724
2017	34	4366	7242	$2,531,609	$1,547,178	$400,572	$11,518,427	$43,451,435	$59,449,221	$8,922,314	$4,672,483
2018	34	4587	7566	$2,546,989	$1,663,568	$424,456	$13,225,815	$48,768,755	$66,629,582	$10,883,513	$3,402,203
2019	38	5040	8271	$1,743,664	$1,853,339	$452,290	$14,217,273	$53,615,587	$71,882,153	$10,790,246	$4,609,021
2020	43	6092	9886	$1,641,764	$2,393,657	$549,870	$18,334,043	$65,778,631	$88,697,966	$16,710,179	$6,006,772
2021	43	6188	9946	$1,462,140	$2,518,651	$562,634	$19,778,760	$70,384,815	$94,707,000	$13,949,124	$6,740,908
2022	45	6255	9930	$1,121,580	$2,551,689	$562,390	$20,891,602	$71,061,145	$96,188,405	$11,615,411	$7,500,456
2023	46	6599	10374	$1,138,149	$2,660,083	$582,388	$23,012,444	$78,734,805	$106,127,870	$9,306,005	$8,646,501
2024	44	6452	10070	-$780,789	$3,097,877	$721,135	$24,039,389	$84,741,850	$111,819,461	$11,933,289	$10,765,478
2025	41	6243	9678	-$484,158	$3,222,281	$686,742	$24,289,360	$91,463,132	$119,177,357	$14,874,239	$11,286,670
*As of 1Q26			Total:	$27,890,151	$31,021,970	$9,546,431	$220,419,754	$841,044,080	$1,129,922,385	$153,234,909	$88,548,513

The consortium currently works with the following networks:

aetna®

Capital BLUE

Cigna

Geisinger Health Plan

HIGHMARK®

Independence

UPMC

**Carrier selection and customization of plan design will vary based on size and location of organization.*

Benefits of Self-Funding with Bank Health Care Consortium of PA

	Bank Health Care Consortium	Stand Alone Self-Funding	Fully-Insured Funding
Guaranteed annual premium for the plan year	◆		◆
Lower carrier administration cost	◆	◆	
Only pay your actual claims plus fixed expenses	◆	◆	
Greater flexibility in plan design & claim eligibility	◆	◆	
Eliminate PPACA premium taxes and federal benefit mandates	◆	◆	
Stop-loss renewals based on actual projections not loss ratio	◆		
No lasering at renewal or late discovery of submission claims	◆		
Member manages all claim fund surpluses	◆		
Enables mid-market employers (50+ employees) the safest method to self-fund their benefit plan	◆		

TESTIMONIALS

"Since joining the Bank Health Care Consortium of PA ("BHCCPA") in 2010, our institution was able to finally gain control over rising employee benefits costs. **The leverage of shared costs and economies of scale have stabilized our health insurance rates, allowing us to offer top-tier coverage to our staff while protecting our bottom line.** What we appreciate most about the BHCCPA is the flexibility to design plans that fit our bank's specific needs, including our vast geographical footprint. Finding a health care partner that truly understands the unique needs of a financial institution is challenging. The BHCCPA, backed by the PA Bankers Services Corporation, gives our bank peace of mind."

Randall E. Black
CEO & President
First Citizens Community Bank

"The Bank Health Care Consortium has been the perfect vehicle for our Bank to manage its ongoing health care costs. **It has enabled us to provide comprehensive and affordable benefits coverage to our team members and their families that otherwise would not be available with conventional insurance programs.** Beyond that, the support and guidance received from Leavitt Northeast Insurance and Benecon have been invaluable in helping us effectively navigate the complex healthcare landscape. I highly recommend the Consortium to all PA banks. The benefits speak for themselves."

Phil Freeman
President & CEO
Reliance Bank

"Joining the Bank Health Care Consortium of PA has been one of the most impactful decisions Marion Center Bank has made. **As a community bank, controlling costs while maintaining competitive employee benefits is essential, and the consortium has helped us achieve that balance.** Prior to joining, we did not fully appreciate the significant financial advantages and transparency that a self-funded health care model could offer. We view our participation in the consortium as a strategic investment in both our employees and the long-term financial strength of our organization."

Michelle Peterson
SVP, Chief Administrative Officer
Marion Center Bank

"The Bank Health Care Consortium of PA has provided great value to our organization through the advantages of a self-funded healthcare model and the collective strength of Pennsylvania community banks. Beyond the plan itself, one of the greatest advantages has been the opportunity to network and collaborate with fellow HR professionals in the banking industry. **The ability to share ideas, best practices, and solutions to common challenges has been an invaluable resource."**

Joy Eggleston, MBA, SHRM-CP
EVP & Chief Human Resources Officer
Community Bank