

Bank HealthCare CONSORTIUM OF PENNSYLVANIA

Leavitt Group

WEBBER ADVISORS

PA
Bankers
SERVICES CORPORATION

BENECON



A UNIQUE HEALTH CARE ALTERNATIVE

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

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, Webber Advisors 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.

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.

WEBBER ADVISORS

Webber Advisors is an employee benefits and retirement plan administration firm that specializes in the financial services industry. Webber Advisors 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.



WEBBER ADVISORS

BENECON

Bank Health Care CONSORTIUM OF PENNSYLVANIA

Leavitt Group

WEBBER ADVISORS

PA
Bankers
SERVICES CORPORATION

BENECON



CONTACT INFORMATION

PA BANKERS SERVICES CORPORATION

Wayne Whipple
Vice President, Business Development
(717) 255-6925
wwhipple@pabankers.com

WEBBER ADVISORS

Brad Webber
Marketing/Sales Manager
(814) 695-8066 x4186
bwebber@webberadvisors.com

THE BENECON GROUP

Zachary Peirson
Vice President, Program Management
(717) 940-5882
zpeirson@benecon.com

44 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
*As of Q1 2025		Total:	\$28,374,309	\$27,799,689	\$8,859,688	\$196,130,394	\$749,580,948	\$1,010,745,029	\$138,360,670	\$77,261,843	

The consortium currently works with the following networks:



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

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

Bank Health Care Consortium	Stand-Alone Self-Funding	Fully-Insured Funding
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆
◆		◆

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

TESTIMONIALS

The Bank Health Care Consortium of PA has produced real value for the employees of The Northumberland National Bank. Our health insurance rates are clearly more reasonable compared to when we contracted directly with the health insurers. Benecon and Webber Advisors provide outstanding service in helping both our Human Resources Department and our employees understand the complex billing processes that dominate American health care today. I strongly recommend that all Pennsylvania banks look to the BHCCPA as a cost-effective alternative for their health benefits.

Mark A. Ritter

*Executive Vice President & Chief Administrative Officer
The Northumberland National Bank*

"Before we joined the Bank Health Care Consortium of PA, we were under the control of insurance companies that would arbitrarily increase our costs and say, 'sorry, this is the best we could do.'

Now, with the combined buying power of dozens of banks, we can keep costs relatively stable, even when we have experienced a year with higher claims.

Univest has been able to provide comprehensive healthcare to our employees and their family members while maintaining costs through the self-funding consortium model. This has enabled us to provide affordable healthcare without passing on large increases to our employees."

M. Theresa Fosko

*Executive Vice President, Chief Human Resources Officer
Univest Corporation of PA*

"As a founding member of the Bank Health Care Consortium of PA, The Dime Bank has always understood the value of being self-funded. We appreciate the ability to have greater freedom with plan design, the transparency of claims information and the in-person support of the PA Bankers Services Corporation, Benecon and Webber Advisors. **The biggest reason why we stay in the consortium is the ability to retain huge savings on administrative fees that we would have otherwise paid an outside vendor.**"

Jill George

*SVP, Human Resources
The Dime Bank*

"The consortium has been a successful strategic piece of our human resource function. The self-funded model has allowed us to maintain an excellent health care plan for our employees while keeping the cost affordable. **F&M Trust employees are engaged in every aspect of their healthcare maintenance and we are seeing the benefits**, resulting in better health for our employees and stabilized renewal costs year after year."

Timothy G. Henry

*President & CEO
F&M Trust*