

# Employee Benefits Consulting

*Compliance Support ... Benefits Strategy... Plan Design ... Actuarial Certification ... Analysis*

Martin & Company is a leading provider of professional insurance solutions tailored to meet all of your needs.

## Corporate Solutions

There is a growing need to seek guidance from a professional consulting firm that can provide assistance with the many operational challenges companies are faced with today. We operate in a highly compliant and regulated industry, which at times can be complicated and put unnecessary stress on your day-to-day demands. As a leading industry consulting firm, Martin & Company provides a complete package of outsourcing solutions for employers that need to manage their costs more efficiently, stay compliant with the changing regulatory requirements, and provide better coverage for their employees.

## Regulatory Compliance Services

While regulatory compliance can be complex, our senior team has extensive knowledge and experience in the health industry. Our services include:

- Minimum Value Certifications
- Support for state and federal mandates, including ACA
- Cadillac tax analysis and redesign recommendations
- Mental Health Parity & Addiction Equity Act (MHPAEA) Support

## Specialty Consulting Services

- Benefit Design & Cost Modeling
- Vendor Selection & Management
- Employee Contribution Analysis
- Reserve & IBNR Valuations
- Product Benefit Comparisons
- Specialized Compliance/Mandate Support
- Funding Arrangement Analysis
- Union Negotiation Support
- Claims, Impact, & Health Risk Analyses
- Actuarial Value Certifications
- Large & Small Groups
- Stop Loss Analysis

## Benefit Strategy & Plan Design

Martin & Company can provide a thorough review of your benefit design and assist with cost modeling to ensure the plan is accomplishing its goals. We can help with changes needed to mitigate trends and ensure the most cost effective design. This includes vendor selection, compliance with state/federal mandates, and stop loss reinsurance impact analysis.

## Actuarial Consulting

Our Actuarial consulting services offer guidance with plan design and pricing using best practices to support you through the entire process. From actuarial certifications, to reserve, IBNR, and other risk analysis, we operate with strict adherence to the professional standards and act as a 'thought partner' for you from start to finish.