

7 Key Questions

to Ask Before Switching to a Self-Funded Health Plan



1. What are our healthcare cost drivers?

- Review your claims history to identify the most common and costly conditions.
- Chronic conditions like diabetes, hypertension, or cancer treatments can have a big impact on your plan.
- Knowing your cost drivers helps determine if self-funding is financially sustainable.

2. Do we have enough employees to benefit from self-funding?

- Self-funded plans typically work best for groups with **100+ employees**, where risk can be spread across a larger population.
- Smaller companies aren't left out. **Level-funded plans** offer a hybrid option with more predictability and lower risk.

3. How can we protect against high-cost claims?

- **Stop-loss insurance** is your safety net. It protects the employer from catastrophic claims that could otherwise derail budgets.
- Make sure coverage limits and caps are set based on your company's size, industry, and financial comfort zone.

4. What networks and providers will be available to employees?

- Employees expect access to **high-quality providers and trusted networks**.
- A poorly designed network can hurt satisfaction and retention.
- Look for plans that balance **broad access with cost savings opportunities**

5. How will pharmacy and medical benefits be integrated?

- Pharmacy costs are often underestimated but can represent a major expense.
- Choose a **transparent PBM** that passes through 100% of rebates and uses alternative sourcing to reduce costs.
- Did you know? *Prescription drug spending accounts for nearly 25% of total employer healthcare costs.*¹

6. What kind of member support services will be offered?

- Employees often struggle with navigating healthcare systems.
- Services like **concierge support, care navigation, and medical management** help members get the right care at the right time.
- Strong support improves employee health outcomes and lowers overall costs.

7. Does this align with our company's long-term strategy?

- Self-funding should align with your company's **growth, employee well-being, and cost-control goals**.
- Think long-term: Will this decision help sustain affordability, attract top talent, and support healthier employees?

¹ Source: [Intercept Health – Prescription Drug Prices Are Skyrocketing](#)

✓ Already confident about making the switch?

Click [HERE](#) and get your free quote today and see how much your company could save with us.

