

MilliMAP: Making your health insurance choices easy

Aaron Ward

Stephanie Peterson, FSA, CERA, MAAA



Health insurance is complicated. It's hard to make the right choice.

- A study of almost **24,000 employees** at a major Fortune 100 company found that 61% of them chose the wrong plan for their needs in a given year. The average employee could have saved an estimated \$372 per year by choosing a different plan, according to the researchers at Carnegie Mellon University who conducted the [study](#). They found that choices people made were not primarily driven by the size and complexity of the plan menu, nor informed preferences for avoiding high deductibles, but rather by employees' lack of understanding of health insurance.
- Most people struggle with picking the health plan that is right for them. Health insurance is a complicated financial product, and [study after study](#) has shown that people routinely pick bad plans, even choosing options that leave them worse off financially.
- [Research](#) has even indicated that choosing health insurance is so complicated that 23% of workers with only two choices picked the option that ended up being more expensive.

MilliMAP makes it easy to choose the right health plan for your family.

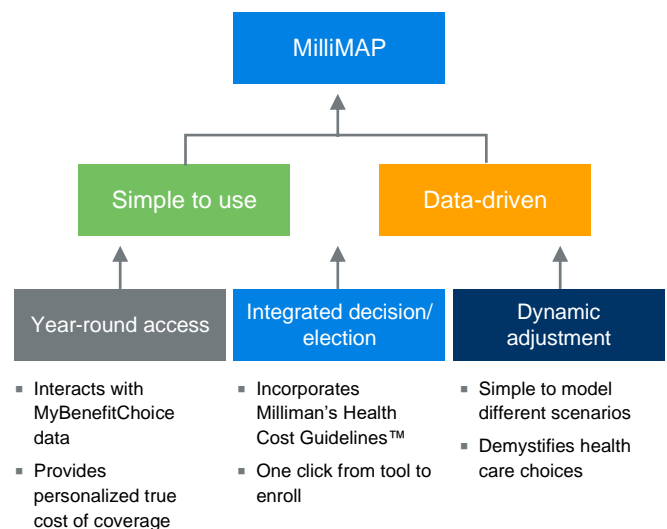
MilliMAP is an interactive decision tool that is part of Milliman's [MyBenefitChoice](#) health and welfare benefits administration platform. It allows participants to compare total estimated costs of their medical options quickly and easily. Understanding the family's demographics and anticipated healthcare utilization, the cost estimator will help to determine the best fit for each family. MilliMAP:

- Knows each individual's premium costs for all medical options offered to them by their employer
- Includes the impact of additional offerings that may be offered to help offset costs, like health savings account (HSA) credits
- Understands the details of the different plan design offerings, including factors like deductibles and copays
- Provides real-world, data-based estimates for what participants can expect to pay for services (in addition to premiums) using their employer's specific plan designs

MilliMAP factors all this data seamlessly into the enrollment process, recommends a plan based on total expected cost, and allows participants to carry that recommendation into their elections without leaving the enrollment flow.

MilliMAP bridges the gap.

Estimating medical costs can be a difficult task for anyone, but MilliMAP bridges the gap between corporate strategies and subsidies with an understanding of the complex medical cost landscape and the individual employee experience.



Simple to use. MilliMAP lives on the medical plan election page and interacts with information already in the MyBenefitChoice administration platform. It understands factors like who is covered, their ages, their expected medical needs, the available options and pricing, and region-specific out-of-pocket costs for services. It also uses actuarial equivalent data to simplify the employee experience by eliminating the need to answer multiple questions. This allows employees to quickly and easily compare the true total cost of coverage of offered medical options.

Data-driven. MilliMAP uses [Milliman's Health Cost Guidelines™](#) to estimate potential healthcare spending based on demographic and utilization data, combined with legislative and geographic information. Milliman's Health Cost Guidelines incorporate more

than 70 years of research and consulting practice into an industry gold standard used by insurers, managed care organizations, and third-party administrators to estimate expected claim costs and model healthcare utilization. The Guidelines estimate claim costs and adjust national averages for specific geographic areas, benefits, reimbursement structures, and plan characteristics. Milliman uses multiple sources of public and private data sources to produce the most comprehensive Health Cost Guidelines available.

Available year-round for new hire usage. MilliMAP is available year-round to assist participants with an enrollment decision. Whether it's for new hires, annual enrollment, marriage, birth, and other life events, MilliMAP helps participants make informed decisions as the needs of their healthcare landscape change.

Integrated decision/election process: The tool recommends a plan and allows a participant to carry that recommendation into the system as an election without leaving the enrollment flow. They don't have to select the option that MilliMAP recommends, but the tool makes it easy to choose an option after being presented with complete data.

Dynamically adjusts estimated needs. MilliMAP already knows who participants are choosing to cover and will allow them to change the specific usage estimates different medical needs or expected needs for themselves, a spouse or children. They can

also model what different options are available as needs change by simply moving a slider for each covered individual to low, medium or high healthcare needs per person. The tool dynamically changes its estimates based on a simple input of expected usage.

Calculations are based on factors like paycheck contributions, deductibles, out-of-pocket maximum costs, coinsurance, copays, prescription drugs, and HSA contributions for each medical plan option. Data is customized to the geographic region, gender, and age demographics of the employer, the employee, and their dependents.

The results are based on projected expenses for the coming year and are updated each year to remain current with both employer-specific pricing and plan design as well as real-world out-of-pocket cost factors. Estimates are based on average regional medical and pharmacy cost data using the specific provisions of the medical and pharmacy coverage options available to participants and unique premium rates.

MilliMAP is a powerful, yet simple, tool to help participants pick the right medical coverage for themselves and their families. It provides all the benefits of industry-leading expertise in a simple-to-use tool that will demystify their healthcare choices.



Milliman is among the world's largest providers of actuarial, risk management, and technology solutions. Our consulting and advanced analytics capabilities encompass healthcare, property & casualty insurance, life insurance and financial services, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.

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CONTACT

Aaron Ward
aaron.ward@milliman.com