KTA Employee Benefit Program Overview

Historical:

- The KTA Association program started in the early 1990's to achieve large group buying power for those in the thoroughbred industry.
- For the first 30 years the program was fully insured with Anthem of Kentucky. While this relationship worked well the KTA Insurance Committee wanted more control of the program.

KTA's Transition to a Self-Funded Multiple Employer Welfare Arrangement (MEWA)

- In 2021 KTA was approved by the KY Department of Insurance for a new Self-Funded program. The KTA program operates as a Level Funded Plam in this manner.
- Oversite and Partnerships of the KTA Self-Funded program includes.
    - KTA Insurance Committee – Eight KTA Members, who vote on plan decisions.
    - Administrative Services Group (ASG) – The Plan's Trust Administrator.
    - Anthem of KY – KTA's provider network and discounts achieved.
    - Bim Group – KTA's Employee Benefit Consultant.
    - KTA Independent Actuary – Lewis & Ellis (Dallas, Tx office.)
    - ERISA Attorney – Ledbetter Partners LLC (Cincinnati, Oh office.)
    - Payer Matrix – Specialty Pharmacy concierge partner.
    - Foundational Pharmacy Strategies – Provides oversite of KTA's Pharmacy Benefit Manager (Anthem / CarelonRx.)
    - Strategic Benefit Resources – Stop Loss RFP procurement partner.
- The KTA program has achieved an average increase of 6.75% since moving to a Self-Funded MEWA, and none of the Association renewals have been over 10%.

KTA Rating and Renewal Process

- The KTA's Actuary is the one who determines the overall premium adjustment needed each year at renewal. (2026 some employers are receiving premium decreases)
- Data points reviewed to determine an individual employer's renewal adjustment.
    - Trailing 36 months of premium versus claims data / Most recent 12 months data is weighted higher / Rolling 12 months of High-Cost Claimants / change in demographic information (average age, gender, and enrollment fluctuation.)

The objective of the KTA Employee Benefits program is to provide consistent premiums while offering employers the flexibility to choose from 20 different medical plans, their own new hire waiting period, and the employer contribution strategy that works best for them.