

Level-Funded Group Health Plan

What is it?

“Hybrid” plan – combines the cost savings and customization of self-funding with the financial safety and predictability of fully-insured plans

Key:

Employer should not have liability beyond the fixed-amount paid. The plan sponsor's liability is capped and monthly costs are fixed for the entire term of the stop-loss contract

Make sure you understand the following:

- **Contract terms**
- **Run-out period**
- **Stop-loss contract**
- **Surplus agreement**
- **Compliance requirements – 5500 filing, 1095B, refund handling**