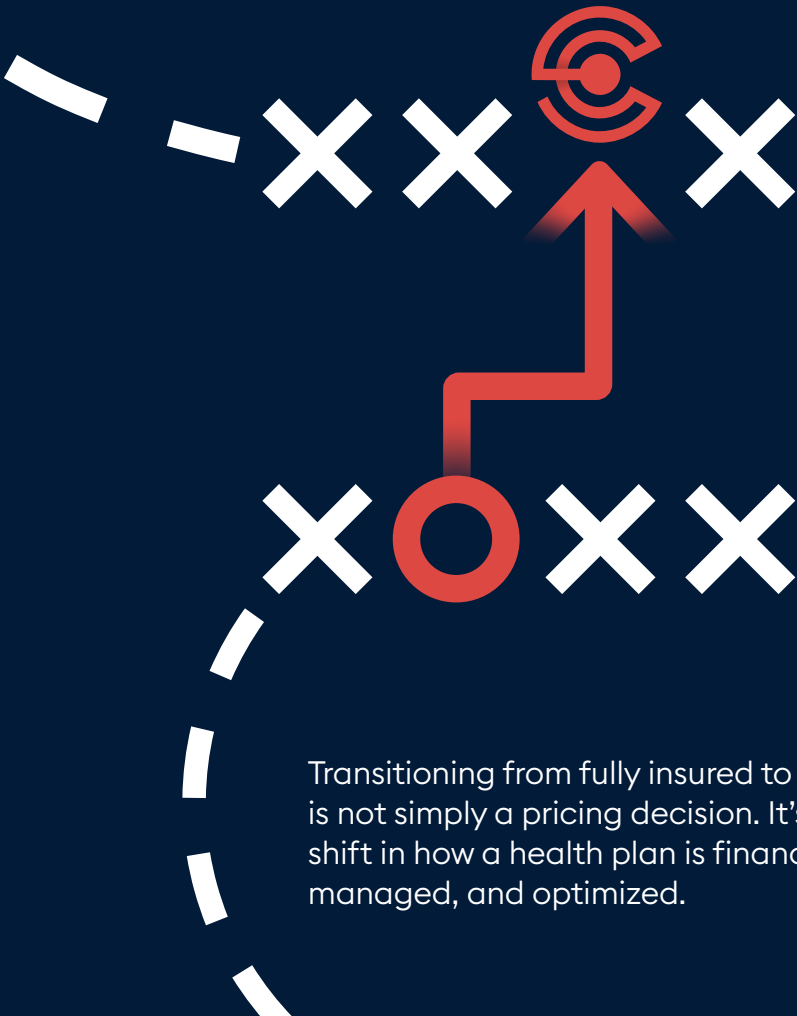


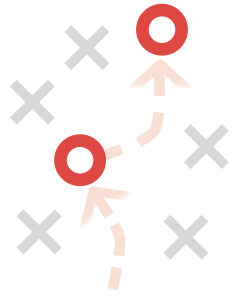


# The Self-Funded Implementation Guide

PLANNING THE TRANSITION WITH DISCIPLINE,  
DATA, AND CLEAR EXECUTION



Transitioning from fully insured to self-funded is not simply a pricing decision. It's a strategic shift in how a health plan is financed, managed, and optimized.



# Is Self-Funding the Right Fit?

Self-funding isn't right for every organization.  
**It may be a strong fit if:**



You have **50+ enrolled employees**



Your **population is relatively stable** year over year



You want greater **cost visibility and transparency**



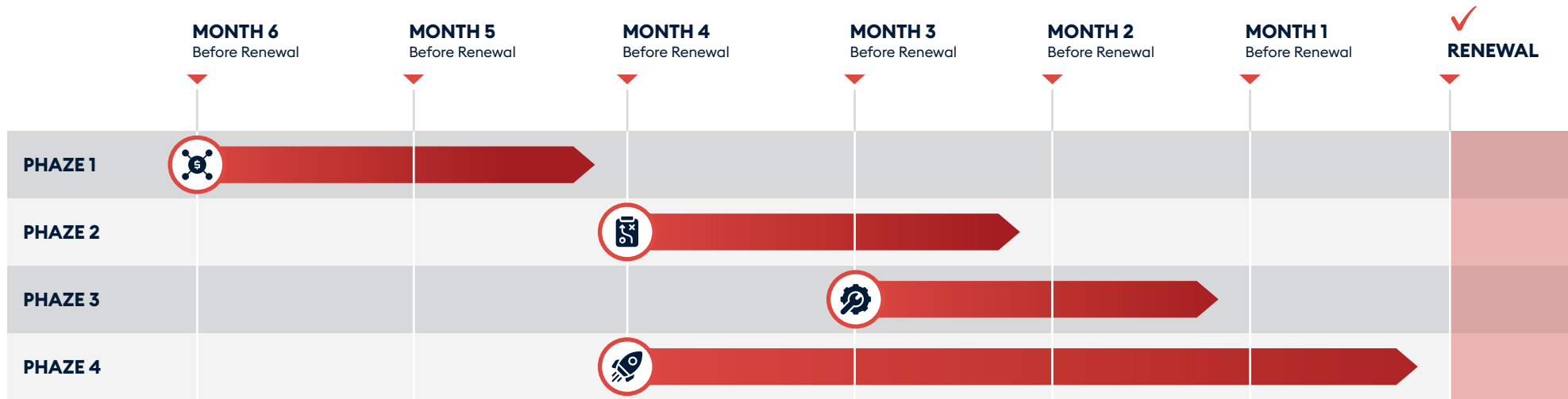
**You're frustrated** by unpredictable renewal increases



You're ready to **take a more proactive role** in managing plan performance

When structured appropriately, self-funding shifts the focus from reacting to carrier renewals to actively managing claims trends and long-term costs.

# The Implementation Timeline



## PHASE 1: Feasibility & Financial Modeling

(5–6 Months Before Renewal)

This phase determines whether self-funding is financially viable.

### Key activities include:

- ✓ Detailed claims analysis
- ✓ Risk assessment and benchmarking
- ✓ Cost projections under multiple funding scenarios
- ✓ Stop-loss strategy development
- ✓ Executive review and alignment

### What to expect:

A clear financial comparison between the current fully insured model and projected self-funding performance, including risk considerations.



## PHASE 2: Plan & Vendor Finalization

(3–4 Months Before Renewal)

Once the decision is made, structure and partnership matter.

### Key activities include:

- ✓ Stop-loss underwriting and negotiation
- ✓ Network and PBM evaluation or confirmation
- ✓ Plan design finalization
- ✓ Contract alignment across vendors

### What to expect:

Finalized plan structure, secured stop-loss coverage, and a coordinated vendor ecosystem ready for build.



## PHASE 3: Build & Configure

(2–3 Months Before Renewal)

Operational infrastructure is established during this stage.

### Key activities include:

- ✓ Eligibility and system configuration
- ✓ Reporting framework setup
- ✓ Funding logistics coordination
- ✓ ID card and administrative materials preparation

### What to expect:

A fully configured plan platform prepared for enrollment and launch.



## PHASE 4: Enrollment & Launch

(0–4 Months Before Renewal)

Execution and communication define the employee experience.

### Key activities include:

- ✓ Employee communication strategy and materials
- ✓ Open enrollment support
- ✓ Go-live readiness review
- ✓ Ongoing service and reporting cadence established

### What to expect:

A structured transition with minimal disruption and clear post-launch support.



## What Employers Often Overlook

Even well-prepared organizations are sometimes surprised by the operational differences between fully insured and self-funded plans. **Commonly overlooked areas include:**



### Cash Flow Timing

Claims are paid as they occur, rather than through fixed monthly premiums. Planning for funding variability is essential.



### Early Claims Volatility

The first few months of claims activity may not reflect long-term trends. Stability develops over time.



### Access to Real-Time Data

Self-funding provides deeper claims reporting, which can meaningfully influence plan decisions.



### Employee Communication

Clear messaging reduces confusion and reinforces confidence during transition.

## What to Expect from a Strong TPA Partner

A third-party administrator plays a central role in both implementation and ongoing performance. A strong partner should provide:



**Transparent, easy-to-understand claims reporting**



**Dedicated implementation leadership**



**Stop-loss coordination and advocacy**



**Ongoing performance reviews with strategic recommendations**

Point C supports employers through each phase, from financial modeling to post-launch optimization, with a focus on accountability and long-term cost control.

## Next Steps

If you're evaluating self-funding for an upcoming renewal, a feasibility review is the right place to start. Point C offers a complimentary consultation to assess financial viability, review risk considerations, and outline a customized implementation roadmap.