



Case Study for Pouliot & Corriveau using a Choice Care Card based HRA

Pouliot & Corriveau, a 24 employee trucking company, had been insured with a \$500 80/20 PPO plan for many years. Like most other employers, they had been suffering double digit rate increases year after year.

In 2004, Pouliot & Corriveau took control of their health insurance program by implementing a higher deductible health plan along with a Choice Care Card based HRA.

The plan design implemented in 2004 is as follows:

- \$3,000/6000 deductible
- 100% co-insurance
- \$3,000 out of pocket maximum
- \$30 office visit co-pay with preventive care

The company funds an HRA with \$1,500/3000 annually for singles and families.

The results for the years 2004 through 2008 are as follows

Previous health plan premiums that would have been paid	\$965,495
Premiums paid for the high deductible health plan	\$626,316
Actual HRA funds spent	100,364
Choice Care Card admin fee	13,941
Total spent with HDHP and Choice Care Card	<u>\$740,621</u>
Total Savings over the five year period	\$224,874
Annual Savings per employee:	\$ 1,874

*The savings totals are approximate due to monthly variations in enrollment and the assumption that the previous plan would have been continued with no changes to benefits.