



HPfid
HEALTH PLAN
FIDUCIARY GUIDES

MITIGATE+

PARTNERS

How to leverage
CAA Transparency and
YOUR **Fiduciary Process** to
pay less for healthcare

An alliance of benefit consulting and brokerage firms
committed to delivering actively managed

EMPLOYER-BUILT Healthcare

- 22+ Benefit Consulting Firms
- Collaboration vs. Competition
- Local Management
- Health Rosetta Certified Advisors
- Cutting Edge of Benefit Solutions
- More than 350 years of experience



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Healthcare that Works.

Today's conversation

(or ... why you should care)

- Understand your fiduciary responsibility and why that matters.
- Gain access to your data on your healthcare plan to make better decisions for **PLAN PARTICIPANTS**
- Save money and deliver better benefits for your most important asset – **YOUR PEOPLE.**

Activated Fiduciaries Pay Less for Healthcare.

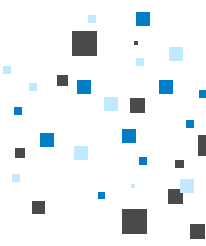


Status quo is not working for **BUSINESSES AND FAMILIES.**

CAA 2021 Was written to
change this.



The system is not working. We are here to help fix it.

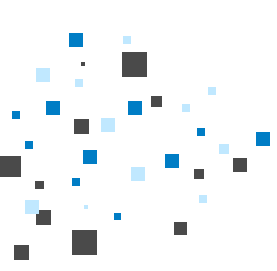


Professor Tony Sorrentino JD, CPA, CLU, CEBS
Chief Compliance Officer HPfid

- Nationally recognized ERISA, CAA Compliance Expert
- Former 30+ Year Benefits Leader, General Council
- Adjunct professor at Creighton Law School

Drew Kallestad
Chief Strategy Officer and Fiduciary Guide HPfid

- Leads strategic direction For Agility and HPfid.com
- A passionate truth seeker, healthcare visionary, transparency advocate, and business connector.



Who we serve

We help **employers** activate a fiduciary process, to pay less for healthcare.



Healthcare is unaffordable for **most Americans**



Medical Debt is the #1 cause for bankruptcy in the US.



Health Care accounts for 20% of our economy and yet prices have been unavailable for decades, how can this be?



Even with “health insurance”, most can’t pay the high deductibles and out of pocket exposures we see today. (Functionally Uninsured).



Many choose between healthcare and food.



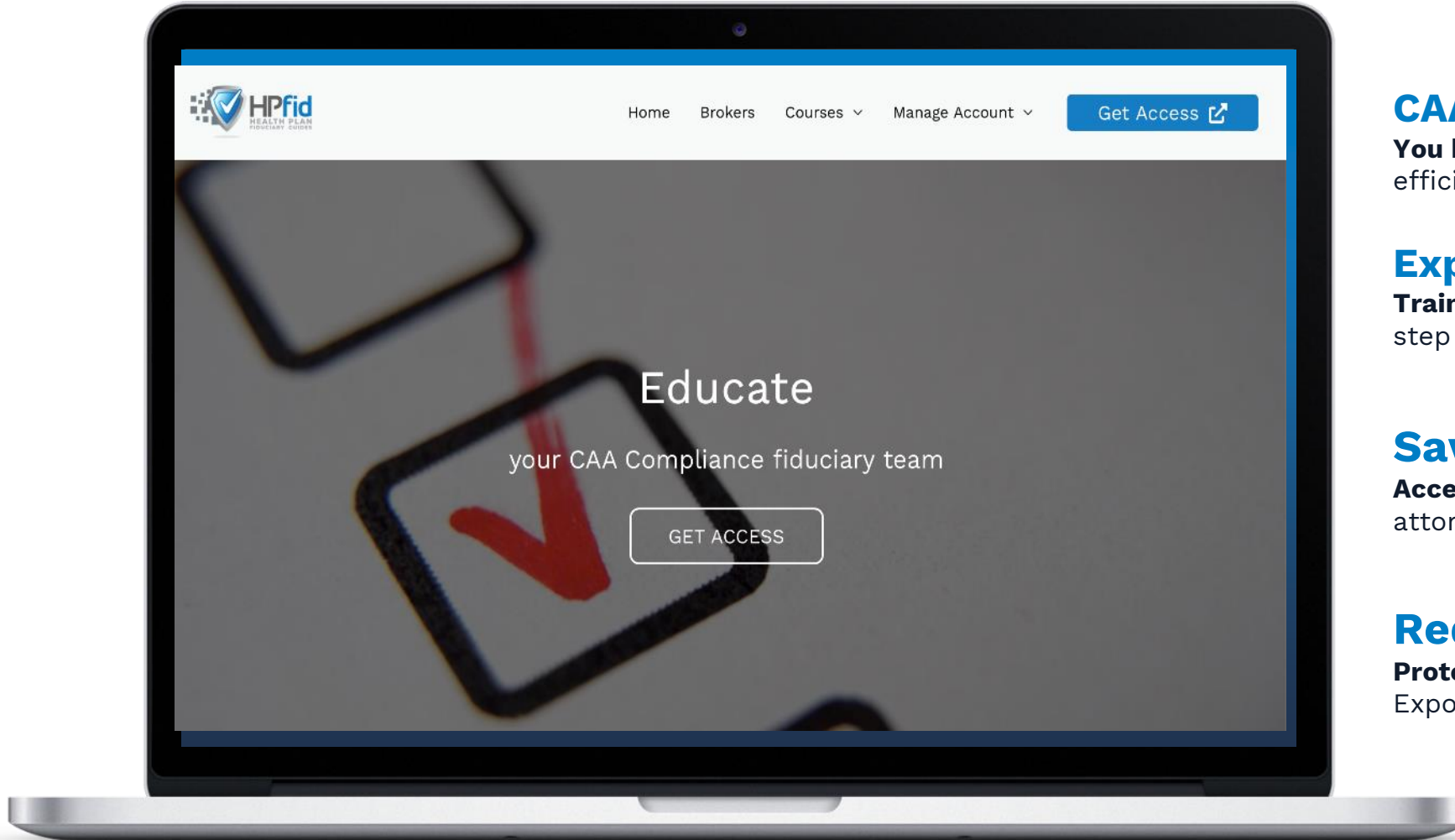
Healthcare costs are predicted to rise another 7-9% in 2024.



Most .. Employers feel helpless to stop medical inflation and are resigned to paying more and cost shift more every year.



What Problem do we solve for employers?



CAA made easy for Employers

You have a plan that is proactive and efficient

Expert Fiduciary guide

Training and education videos with step-by-step process

Save time and money

Access expert CAA tools without high-cost attorney or legal fees.

Reduce liability and risk

Protect your C-suite against CAA Exposures

www.hpfid.com

What is CAA 2021 (technically)





What is CAA 2021 (practically)



**Transparency reveals
Employers are overpaying for
healthcare.**



**With Transparency comes
opportunity.**

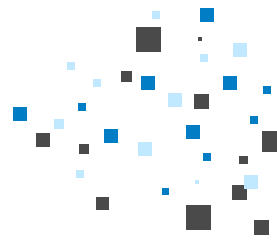
Our Goal



The higher you climb, the better the view



“Let data get in the way of your decisions”



Activated Fiduciaries learn how to use:

- Pricing Transparency
- CAA Regulations
- Data Benchmarking

to remove cost from their health plan

CAA Unlocks Transparency

The Goal of the CAA legislation is to improve transparency in four key areas:

Obstacles removed
to be a good
Fiduciary



1 Removal of Gag
Clauses From Service Provider
Contracts

2 Disclosure of Direct &
Indirect Compensation from All
Service Providers

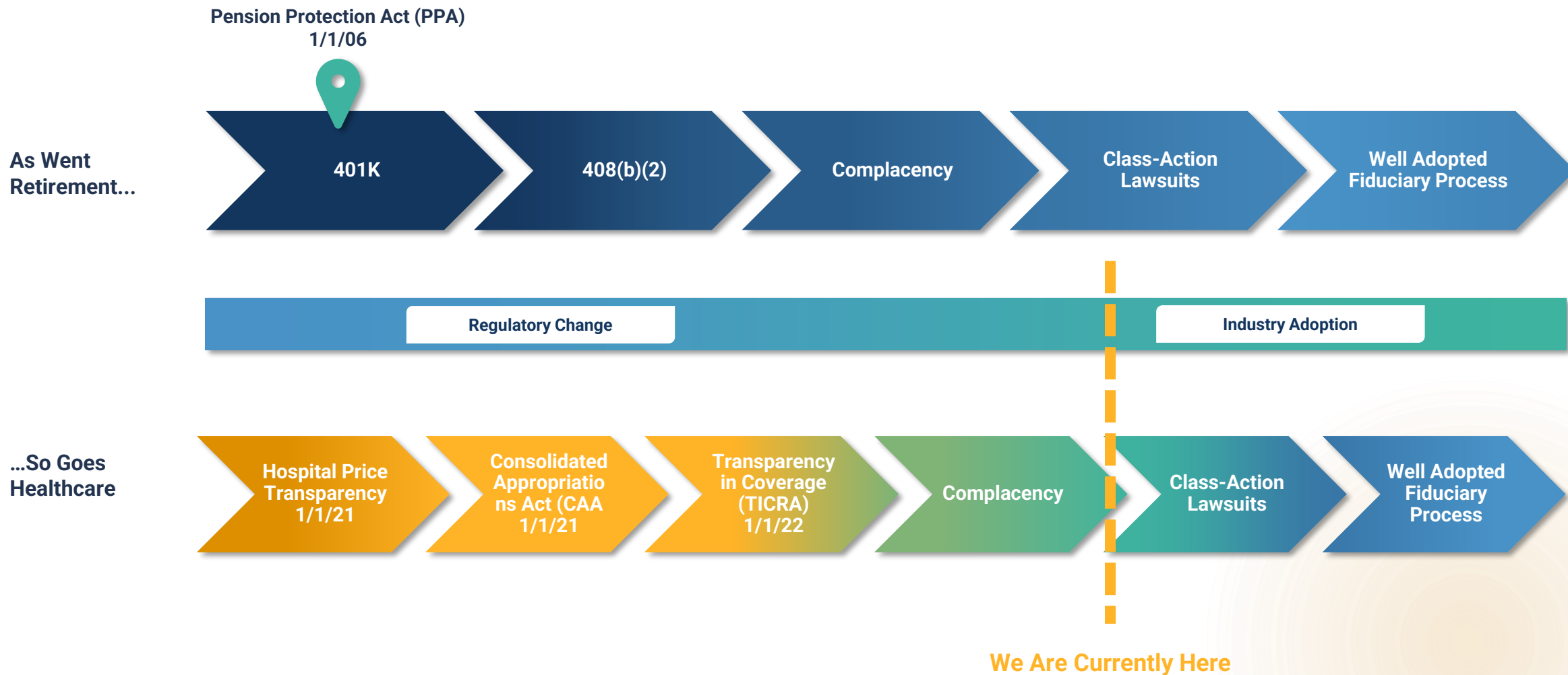
Expectations of the
Fiduciary



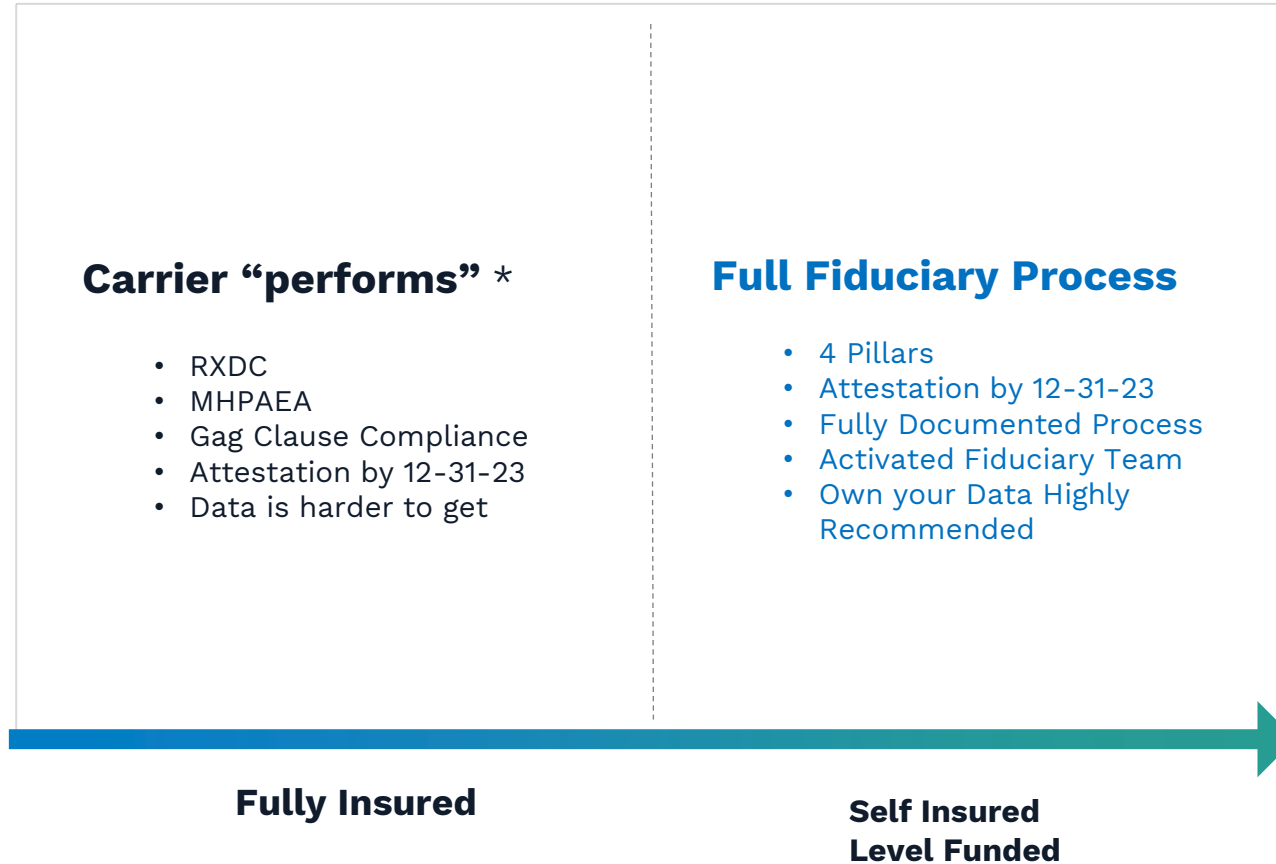
3 Establish Reporting
Requirements for Pharmacy &
Prescription Drug Disclosures

4 Required Parity in Substance
Abuse & Mental Health
Benefits

“Déjà Vu All Over Again”?



PLAN SPONSORS need a Guide





We believe 10 years from now we will look back and see that CAA transparency changed healthcare for the better.

Don't listen to the naysayers...they are vested in the **status quo.**



What CAA naysayers want you to believe



“Status quo healthcare” is fine



The data is complicated and not actionable...



Keep paying for healthcare the way the vendors tell you to...its easier than figuring out a new way.



Fiduciary process takes time, you have better things to do, no need to create Fid Process



Its risky to try something new and innovative



Your employees can afford one more cycle of cost shifting. It its easier to do the same thing..



CAA is not your responsibility; your vendors can do this for you...



Your current vendors and partners have your best interest in mind. As long as you keep using their supply chain..



Elements of a sound fiduciary process...



Employer Plan Sponsors must use their best:

EFFORT towards

ACCOUNTABILITY by performing

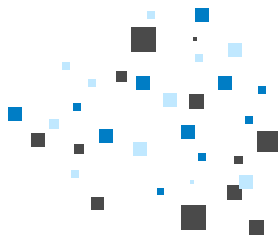
BENCHMARKING with

DOCUMENTATION to complete the

ATTESTATION

Knowing **DOING** this gives your FIDUCIARIES an affirmative defense to Enforcement penalties and Litigation (\$100 / ee / day, no limit)

Affordable healthcare is good for **Businesses and Families**

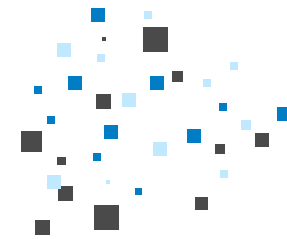


- ✔ **Early CAA Adopters will benefit greatly.**
- ✔ **Employers have been empowered to pay less for healthcare.**

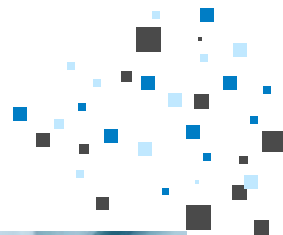
HPfid Mission



We are here to guide health plan fiduciaries with a resource to use DATA, Transparency, and a CAA process to pay less for healthcare.



Its your move ... choose YOUR next step:



Status quo
healthcare is fine



**Own your data and
change the outcome.**



**Embrace CAA
transparency.
It's a gift to you.**



**Activate your fiduciary
process and PAY LESS
FOR HEALTHCARE.**



What to do NOW:

C-Suite Executives you need a CAA plan NOW, (12-31-23 deadline).

1. Engage with your team immediately to **begin your 2023 fiduciary process.**
2. **Partner with HPfid and Mitigate Partners as your GUIDE.**
3. **HPfid.com** provides everything to manage and document a CAA Fiduciary process

Activated Fiduciaries Pay Less for Healthcare.



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We are here to help you.

- Be ready with your fiduciary responsibility.
- Get more details to make better decisions.
- Save money and deliver more benefits for your most important asset – **YOUR PEOPLE.**

THANK YOU FOR YOUR TIME

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PARTNERS



Contact a Mitigate Partners advisor today.



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www.mitigatepartners.com



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