

# Cost Management and Wellness



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Managing healthcare costs is one of the primary goals of the Reta Trust — and part of our founding mission and promise to keep plans affordable. And to make that happen, Reta continues to leverage internal and external controls, as well as preventative programs, that have a significant impact on keeping costs and premium rates down.

## ***Single-digit premium rate increases***

Over the past five years, Reta has kept cost increases to less than half of the industry rate through a combination of:

- + Plan design changes
- + Wellness programs, and
- + Cost-control initiatives

These efforts are reflected in the low, single-digit premium rate increases that Reta's Trustors have experienced over the past several years.

## ***Reta returns \$99 million in premium credits to Trustors***

Despite extreme healthcare cost escalation and economic downturns of the last several years, Reta returned nearly \$100 million in healthcare premium credits to Trustors since 2006. And while premium credits are not guaranteed or expected, their return represents a tangible example of Trustors sharing in Reta's efforts to keep costs from rising.

How can Reta make this happen? Claims costs continue to be less than actuaries for the Trust originally predicted because Reta continues

to have a bare-bones operating budget, favorable investment returns, wellness and cost management programs for members and they continue to leverage Reta's purchasing power with providers.

## ***Managing pharmacy costs through the Reta Value Option***

The RVO for short is a market-priced drug program available through all plans except for Kaiser. The program is designed to help members make informed choices about their prescription drug purchases that can save costs for both the member and the plan. In fact, this program has maximized generic substitution and resulted in a 20% reduction in spending to groups moving to Reta.

RVO features include:

- + Real-time drug price information
- + Access to all drug options
- + Display of costs for alternative medications
- + Doctor/patient decision on lower cost drug feasibility



## ***Controlling benefit costs through eligibility audits***

Reta helps decentralized dioceses control their benefit costs by providing important audit services to help Trustors manage enrollment and avoid unnecessary costs associated with covering ineligible participants. In addition, the work of collecting proof of eligibility is done by an off-site third-party vendor who has experience in this field and can perform the function in the most cost-efficient manner possible.

Reta confirms member eligibility in two ways:

- + Through new hire enrollment verification where employees provide documentation on their enrolled dependents.
- + Through periodic audits by a third party where Trustors confirm eligibility of all enrolled employees, and employees are asked to provide documentation to prove eligibility of all dependents.

## ***Helping our members build a culture of wellness***

Reta has invested heavily in wellness programs with a strong return on improving the health of the Trust's population, reducing chronic disease like obesity and the impact of smoking and inactivity. Reta has a comprehensive set of wellness programs and incentives to encourage enrolled members to participate.

- + Working with WebMD, Reta offers financial payments to members for activities to promote wellness, including completion of health risk appraisals, working with a health coach, biometric testing, getting a physical exam and participating in a variety of wellness challenges.

- + Priests have their own wellness program coordinated by WebMD consultants to promote weight loss, improve nutrition, biometric screening and peer support.
- + Wellness Grants — Reta offers each Trustor annual funding to support local wellness efforts not part of the Reta wellness package. These grants fund staffing efforts to promote wellness campaigns, challenges, prizes, health club memberships, trainers and local weight loss programs.

In addition to the Reta Wellness programs, there are other ways we help our members to build a culture of Wellness.



## Online and telemedicine

Reta has implemented online and telemedicine health options through its medical providers to address the challenge of accessing care for routine conditions.

- + Medical help 24/7/365 where members can resolve many of their medical issues quickly and conveniently, and on their own time. They can also call or use online video consultations. It's their choice.
- + Access to a national network of physicians where Reta member plan participants in most states have access to board-certified physicians who can diagnose, treat and prescribe medications.
- + Reduces unnecessary trips to ER and Urgent Care. Remote access to healthcare reduces the number of ER and urgent care visits, provides more immediate access to doctors and it saves money all around.

## Reta's innovative health plan

Reta's Diabetes Health Plan, offered through UnitedHealthcare, has two primary objectives: To improve health outcomes, and to reduce costs for diabetic and pre-diabetic members. The program focuses on identifying members who might be at risk of developing diabetes, so they can take steps now to reduce their risks. And for those who have already been diagnosed, the plan objective is to help them manage their symptoms for a healthier, happier life.



- + Benefit design offers discounts for services, drugs and supplies
- + Reduces financial barriers to care
- + Encourages members to follow care guidelines

In addition to traditional PPO and EPO plans, Reta offers consumer-driven, high deductible HSA plans, and most recently, Accountable Care Organization (ACO) plans in certain regions. The ACO option provides a hospital-based network with financial incentives for healthcare providers to promote wellness, expand preventive testing and encourage follow-up care to avoid relapse and costly re-admissions.