

# Funding Checklist

The right funding strategy can help employers not only minimize their costs but also see the bigger picture of employee benefit and workers' compensation programs in general and how integrated programs can benefit organizations. The checklist below highlights the key areas employers should consider in reviewing alternatives to their current status.

KEY QUESTIONS	ANSWERS	COMMENTS
<b>Which of the following best describes your organization's current funding approaches — fully insured, self-insured, hybrid combination, or captive arrangement — for the following lines of coverage?</b>		
Short-term disability		
Long-term disability		
Workers' compensation		
Group healthcare		
<b>How would you describe your organization's level of risk tolerance?</b>		
Minimal ( <i>risk adverse</i> )		
Minimal ( <i>risk conscious</i> )		
High ( <i>risk assumptive</i> )		
<b>Which of the following actions has your organization taken to review your program funding options?</b>		
Conducted an actuarial feasibility study to consider various funding approaches		
Currently operates a captive for P&C or other risks		
Reviewed the following prefunding vehicles for various benefit lines:		
General assets		
VEBA trust		
Compared various TPAs and insurers offering ASO contracts		
Services covered		
Thorough breakdown of fees		
Contract flexibility		