

Group and Health - Company/Sponsor Perspective Spring 2011

Important Exam Information:

Exam Date and Time	A read-through time will be given prior to the start of the exam—15 minutes in the morning session and 15 minutes in the afternoon session.
Exam Registration	Candidates may register online or with an application.
Order Study Notes	Study notes are part of the required syllabus and are not available electronically but may be purchased through the online store.
Introductory Study Note	The Introductory Study Note has a complete listing of all study notes as well as errata and other important information.
Case Study	A copy of the case study will be provided with the examinations. Candidates will not be allowed to bring their copy of the case study into the examination room.
Past Exams	Past Exams from 2000-present are available on SOA web site.
Updates	Candidates should be sure to check the Updates page on the exam home page periodically for additional corrections or notices.

**Group and Health - Company/Sponsor Perspective
Spring 2011**

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
1. Analyze medical quality measures and their importance to companies, plan sponsors and members	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Describe impact of quality measures and how used by the stakeholders b) Identify performance indicators that would be considered meaningful in developing or evaluating the performance of a health plan c) Provide guidance on methodologies to use in developing or evaluating these reports, including statistical credibility of the underlying data, and the methodology inherent in the calculations as well as the method of displaying and the reliability of the results d) Compare the role of comparative effectiveness research and evidence based medicine in the quality of medicine 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>The Handbook of Employee Benefits</i>, Rosenbloom, J.S., Sixth Edition, 2005 <ul style="list-style-type: none"> • Chapter 9, Health Care Quality: Are We Getting Our Money's Worth • GH-C100-07: Health Plan Performance Measurement Reports • GH-C30-10: SOA Session Materials, 2009 Health Spring Meeting, Session 45 PD, Quality and Efficiency II, "Government Sponsored Research and Initiatives" • Measurement of Healthcare Quality and Efficiency: Resources for Healthcare Professionals (excluding Appendix D, the Inventory) http://www.soa.org/research/research-projects/health/research-quality-report.aspx 	

Exam	Group/Health CSP
Learning Objectives	
2. Typical markets: Understands customer segments and how products are marketed to each.	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Compare group vs. individual product vs. government financed markets b) Describe common marketing channel to each major customer segment. c) Describe the effect of the distribution channel on pricing and underwriting d) Compare the relationship between different marketing channels and the underlying needs of the consumers. 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Individual Health Insurance</i>, Bluhm, W.F., 2007, <ul style="list-style-type: none"> • Chapter 10, Other Insurance Functions, pp 295 – 301 only • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 1, The Group Insurance Marketplace • <i>Managed Health Care Handbook</i>, Kongstvedt, P.R., Fourth Edition, 2001 <ul style="list-style-type: none"> • Chapter 41, Sales and Marketing /The Distribution Process • Chapter 42, The Employer's view of Managed Health Care 	

Group and Health - Company/Sponsor Perspective Spring 2011

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Learning Objectives	
3. Evaluate techniques for claims and disease management	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Compare techniques used to manage claims utilization b) Apply principles of intervention outcomes measurement c) Apply principles of study design to the measurement of intervention outcomes to specific situations d) Describe operational issues in the development of a study including acceptable methods for dealing with the issues e) Perform a literature review about program evaluation f) Estimate savings, utilization rate changes and return on investments g) Describe value chain analysis as it applies to the planning and management of disease management and other intervention analysis h) Apply the actuarially adjusted historical control methodology i) Calculate chronic and non-chronic trends in a manner that reflects patient risk j) Apply methodologies to reduce random fluctuation and maintain validity for disease management effectiveness studies k) Compare methodologies for calculating chronic and non-chronic trends l) Test actuarial methods for evaluating disease management savings outcomes 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> ○ Ch 27 Claim Administration and Management • <i>Individual Health Insurance</i>, Bluhm, W.F., 2007, Chapter 10, pages 302 - 310 • <i>Managed Health Care Handbook</i>, Kongstvedt, Fourth Edition, 2001 <ul style="list-style-type: none"> ○ Ch. 64, Legal Liability Related to Medical Management Activities • <i>Managing and Evaluating Healthcare Intervention Programs</i>, Duncan, 2008 <ul style="list-style-type: none"> ○ Ch. 1, Introduction ○ Ch. 2, Care Management Programs and Interventions ○ Ch. 3, Actuarial Issues in Care Management Evaluations ○ Ch. 4, Estimating Savings, Utilization Rate Changes and Return on Investment – A Selective Review of the Literature on Program Evaluation, Exclude Appendix 4.2 ○ Ch. 5, The Use of the Value Chain in Disease Management Program Planning ○ Ch. 6, Understanding the Economics of Disease Management Programs ○ Ch. 7, Measuring Disease Management Savings Outcomes ○ Ch. 8, An Actuarial Method for Evaluating Disease Management Outcomes ○ Ch. 9, Understanding Patient Risk and Its Impact on Chronic and on-Chronic Trends ○ Ch. 10, Random Fluctuations and Validity in Measuring Disease Management Effectiveness for Small Populations ○ Ch. 11, Comparative Analysis of Chronic and Non-Chronic Insured Commercial Member Cost Trends ○ Ch. 12, Testing Actuarial Methods for Evaluating Disease Management Outcomes • GH-C30-10: SOA Session Materials, Health Spring Meeting, 2009, Session #14 PD: Disease Management – the Next Generation • GH-C30-10: SOA Session Materials, Health Spring Meeting, 2009 Session #23 PD Predictive Modeling Hybrids Gaining Increased Mileage 	

Group and Health - Company/Sponsor Perspective Spring 2011

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Learning Objectives	
4. Formulate and evaluate insurer claim reserving techniques	
Learning Outcomes	
<p>The candidate will be able to:</p> <p>a) Describe the types of claim reserves (e.g., due and unpaid, ICOS, IBNR, LAE, PVANYD)</p> <p>b) Explain the limitations and applications of the various valuation methods:</p> <ul style="list-style-type: none"> • Lag methods • Tabular methods • Case reserves • Projection methods • Loss ratio methods <p>c) Calculate appropriate claim reserves given data</p> <p>d) Identify adjustments to IBNR (margins, trend, seasonality, claims processing changes, etc.)</p> <p>e) Evaluate data resources and appropriateness for calculating reserves</p> <p>f) Test adequacy of the reserves vs. actual claims experience</p>	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 40, Short-Term Reserves • Chapter 41, Claim Reserves for Long Term Benefits • <i>U.S. GAAP for Life Insurers</i>, Herget, T., Second Edition, 2006 <ul style="list-style-type: none"> • Ch. 10 Individual Health Insurance, Section 10.9 – Claim Reserves; • Ch. 12 Group Insurance Section 12.1.4 – Claim Reserves • GH-C30-10: SOA Session materials, 2009 SOA Spring Meeting, Session 78, “The Art of Reserving” • GH-C30-10: SOA Session materials ,2009 Spring Meeting, Session 17 Claims Payment Issues • GH-C30-10: SOA Session Materials, 2006 Valuation Actuary Symposium, “LTC Reserves,” #13PD • GH-C102-07: Health Reserves • ASOP 5 Incurred Health and Disability Claims http://www.actuarialstandardsboard.org/pdf/asops/asop005_076.pdf • ASOP 23 Data Quality http://www.actuarialstandardsboard.org/pdf/asops/asop023_097.pdf • Canadian Standards of Practice Section 2100 (Valuation of Policy Liabilities: All Insurers) http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf • Canadian Standards of Practice Section 2300 (Valuation of Policy Liabilities: Life & Health Insurers) http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf • LTC News, 9/2009 “Claims Reserves Model: How Actuaries Rely Upon the Claim Data they Use” http://www.soa.org/library/newsletters/long-term-care/2008/september/ltc-2008-iss21.pdf 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
5. Formulate and evaluate insurer reserving techniques for other liabilities	
Learning Outcomes	
<p>The candidate will be able to:</p> <p>a) Describe different types of reserves and explain when each is required</p> <ul style="list-style-type: none"> • Deficiency reserves, • Active life reserves, • Premium reserves, • Deferred acquisition costs • Claim administration expense reserves, • Calculate the reserves given data <p>b) Demonstrate adequacy of the reserve</p> <ul style="list-style-type: none"> • Gross premium valuation • Asset adequacy analysis • Recast analysis 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Individual Health Insurance</i>, Bluhm, W.F., 2007 <ul style="list-style-type: none"> • Chapter 6, Reserves and Liabilities, including applicable CD files • Appendix D • <i>U.S. GAAP for Life Insurers</i>, Herget, T., Second Edition, 2006 <ul style="list-style-type: none"> • Chapter 10 (Individual Health Insurance) • Chapter 12 (Group Insurance) Sections 12.1.2, 12.1.3, 12.1.5, 12.1.6, 12.1.7, 12.1.8 • GH-C102-07 Health Reserves • GH-C30-10:SOA Session Materials, 2008 Valuation Actuary Session 30 PD, Premium Deficiency Reserves for Health Insurance • ASOP 7 Analysis of Life, Health, or Property/Casualty Insurer Cash Flows http://www.actuarialstandardsboard.org/pdf/asops/asop007_089.pdf • ASOP 18 Long Term Care Insurance http://www.actuarialstandardsboard.org/pdf/asops/asop018_064.pdf • ASOP 22 Statements of Opinion Based on Asset Adequacy Analysis by Actuaries for Life or Health Insurers http://www.actuarialstandardsboard.org/pdf/asops/asop022_083.pdf • Asset Adequacy Practice Note, December 2004. (pp 1-7,10-17,62-66) http://actuary.org/pdf/practnotes/life_asset.pdf • Canadian Standards of Practice Sections 2100 (Valuation of Policy Liabilities: All Insurers) http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf • Canadian Standards of Practice Section 2300 (Valuation of Policy Liabilities: Life & Health Insurers) http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf • AAA Premium Deficiency Reserves Discussion Report, March 2007 http://www.actuary.org/pdf/health/pdr_march07.pdf 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
6. Evaluate financial performance measures for insurers for both short-term and long-term products	
Learning Outcomes	
The candidate will be able to:	
<ul style="list-style-type: none"> a) Assess key financial measures used by various entities (insurers, HMOs, provider-owned plans) b) Project financial outcomes and recommend strategy to management to achieve financial goals c) Compare key differences and similarities in measures by accounting basis (statutory, tax, GAAP) d) Compare measures for long-term and short-term products 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Analysis for Financial Management</i>, Higgins, Ninth Edition, 2009 <ul style="list-style-type: none"> • Chapter 1, Interpreting Financial Statements • Chapter 2, Evaluating Financial Performance • Chapter 3, Planning Future Financial Performance • Chapter 4, Managing Growth • Chapter 8, Risk Analysis in Investment Decisions • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 17, Group Insurance Financial Reporting: US • Chapter 18, Group Insurance Financial Reporting: Canada • Chapter 37, Forecasting • Chapter 43, Analysis of Financial and Operational Performance • Chapter 45, Planning and Control • <i>U.S. GAAP for Life Insurers</i>, Herget, T., Second Edition, 2006 <ul style="list-style-type: none"> • Chapter 1 Overview • Chapter 2 Authorities • Chapter 3, Expense and Capitalization • Chapter 19. Annual Statement Presentation, Sections 19.1, 19.2, 19.3 and 19.4.9. • GH-C108-07: Calculated Risk – A Provider’s Guide to Assessing and Controlling the Financial Risk of Managed Care • GH-C109-07: Value-Based Financial Measurement – pages 1 -16 • GH-C30-10: SOA Session Materials: 2007 Health Spring Meeting, Session 17 “Communication of Financial Results” • ASOP 7, Analysis of Life, Health or Property/Casualty Insurer Cash Flows http://www.actuarialstandardsboard.org/pdf/asops/asop007_089.pdf • ASOP 8, Regulatory Filings for Rates and Financial Projections for Health Plans http://www.actuarialstandardsboard.org/pdf/asops/asop008_100.pdf • Financial Reporter, Volume 48, “Why More USA Life Insurance Companies Are Considering Economic Value as an Additional Internal Accounting System” http://www.soa.org/library/newsletters/financial-reporter/2001/december/frn0112.pdf • Financial Reporting Section Monograph “Economics Value – Added for a Life Insurance Company (XVI)” http://www.soa.org/library/monographs/50th-anniversary/financial-reporting-section/1999/january/m-as99-1-16.pdf 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
7. Integrate reinsurance arrangements with overall financial strategy of company plan / sponsor	
Learning Outcomes	
<p>The candidate will be able to:</p> <ul style="list-style-type: none"> a) Analyze the key risks that reinsurance will stabilize for a company's given line of business b) Recommend a type of reinsurance for a given scenario c) Assess the financial impact reinsurance has on the ceding company and reinsurance company in a given scenario d) Propose key considerations for a self-funded employer considering stop-loss coverage on a group health plan 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>The Handbook of Employee Benefits</i>, Rosenbloom, J.S., Sixth Edition, 2005 <ul style="list-style-type: none"> • Chapter 43, Alternative Insured and Self-Funded Arrangements • GH-C110-07: Reinsurance for Group Accident & Health Insurance • GH-C30-10: SOA Session Materials: Spring Meeting 2009, Session 44, Update on Employer Stop-loss 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
8. Evaluate the impact of taxation on company / plan sponsor financial management	
Learning Outcomes	
The candidate will be able to:	
<ul style="list-style-type: none"> a) Assess the tax implications of benefit offerings from a plan sponsor perspective b) Explain malformations of the market generated by tax policies 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 16, Regulation in Canada, pp 325 – 327 only • <i>Managed Health Care Handbook</i>, Kongstvedt, P.R., Fourth Edition, 2001 <ul style="list-style-type: none"> • Chapter 48, Tax Issues Relating to Health Risk-Bearing Entities (exclude appendix) • <i>The Handbook of Employee Benefits</i>, Rosenbloom, J.S., Sixth Edition, 2005 <ul style="list-style-type: none"> • Chapter 11, Alternative Prescription Drug Plans and Their Impact on Employers, pp 274 – 275 only • Chapter 37, Cafeteria Plan design and Administration , pp. 1003 – 1007 only • GH-C106-07: US Health Insurance Taxation • GH-C107-07: Taxation: Canada 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
9. Evaluate the impact of regulation on company / plan sponsor financial management	
Learning Outcomes	
<p>The candidate will be able to:</p> <p>a) Evaluate the interrelationship of state versus federal regulation on company financial management and marketing</p> <p>b) Compare the primary federal regulations with which an employer must comply when offering benefit plans</p>	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 14, Principles of Health Insurance Regulation • Chapter 15, Regulation in the United States • Chapter 16, Regulation in Canada • <i>Managed Health Care Handbook</i>, Kongstvedt, P.R., Fourth Edition, 2001 <ul style="list-style-type: none"> • Chapter 41, Sales and Marketing, pages 801 - 804 • Chapter 67, The Health Insurance Portability and Accountability Act of 1996 • Chapter 68, Health Plan Corporate Compliance Programs • <i>The Handbook of Employee Benefits</i>, Rosenbloom, J.S., Sixth Edition, 2005 <ul style="list-style-type: none"> • Chapter 39, Fiduciary Liability Issues under ERISA • GH-C101-07: NAIC Model Regulation I-40-1 Advertisements of Accident and Sickness Insurance Model Regulation • GH-C122-11: Kaiser Summary of New Health Reform Law, June 18, 2010 • Responsible Health Care Reform, Parts 1-4, <i>The Actuary</i>, Feb/Mar , Apr/May, June/July, August/September, 2010 http://www.soa.org/news-and-publications/publications/magazines/the-actuary-magazine/pub-the-actuary-magazine-detail.aspx 	

Group and Health - Company/Sponsor Perspective Spring 2011

Learning Objectives
10. Evaluate the risks associated with health insurance
Learning Outcomes
<p>The candidate will be able to:</p> <ul style="list-style-type: none"> a) Evaluate the risk associated with a specific product, including <ul style="list-style-type: none"> • Identify risks inherent in the product • Describe the types of analysis used to measure the risk • Discuss methods for mitigating the risks b) Evaluate an enterprise risk management (ERM) system, including <ul style="list-style-type: none"> • Describe the components on an ERM program • Describe ERM-type risks • Describe the types of analysis used to measure the risk • Discuss methods for mitigating the risks c) Evaluate the risks assumed by a provider, including <ul style="list-style-type: none"> • Describe the components on an ERM program • Describe ERM-type risks • Describe the types of analysis used to measure the risk • Discuss methods for mitigating the risks
Syllabus Resources
<ul style="list-style-type: none"> • <i>Enterprise Risk Management: From Incentives to Controls</i>, Lam, 2003 <ul style="list-style-type: none"> • Chapter 4, What is Enterprise Risk Management • Chapter 8, Risk Transfer • Chapter 9, Risk Analysis • Chapter 15, Business Applications • <i>Managed Health Care Handbook</i>, Kongstvedt, P.R., Fourth Edition, 2001 <ul style="list-style-type: none"> • Chapter 46, Common Operational Problems in Managed Health Care Plans • GH-C108-07: Calculated Risk – A Provider’s Guide to Assessing and Controlling the Financial Risk of Managed Care • GH-C112-07: DFCA Handbook, Ch. 2 and 6. (Ch.1 for background only) • GH-C113-07: Mapping of Health Company Risks • GH-C114-07: 3rd Annual ERM Symposium “Economics Capital Recent Trends in Implementation • GH –C118-07: Value-at-Risk, Part 1 – For Part 2, <i>Financial Reporter</i>, Volume 39 http://www.soa.org/library/newsletters/financial-reporter/1999/may/frn9905.pdf, • GH – C119-07: Views on Risk Capital; Economic Capital vs. Rating Agency Capital vs. Regulatory Capital

Group and Health - Company/Sponsor Perspective Spring 2011

- GH-C30-10: SOA Session Materials, 2006 Spring Meeting, 48 PD Risk Management for Individual Medical Insurance
- ERM Practice as Applied to health Insurers, etc
<http://www.soa.org/files/pdf/research-erm-pract-health.pdf>
- RSA 17, #3 B (p. 1359-1375) Health Valuation Actuary
<http://www.soa.org/files/pdf/RSA91V17N3B9.PDF>
- Health Section News 1/06 “Enterprise Risk Management” <http://www.soa.org/library/newsletters/health-watch-newsletter/2006/january/hsn0601.pdf>
- Financial Reporter, Number 48 “A New Perspective on Risk Management: Creating Value by Managing Risk”
<http://www.soa.org/library/newsletters/financial-reporter/2001/december/frn0112.pdf>
- Risk and Rewards, Number 30 “Measuring Financial Risk: The Layperson’s Introduction to Value at Risk”
<http://www.soa.org/library/newsletters/risks-and-rewards/1998/march/rar-1998-iss30-schachter.pdf>

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
11. Complete a capital needs assessment	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Calculate capital needs for a given insurer b) Assess capital needs against assets c) Determine actions needed to address issues identified by assessment d) Understand key elements of NAIC RBC model 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Group Insurance</i>, Bluhm, W.F., Fifth Edition, 2007 <ul style="list-style-type: none"> • Chapter 19, Risk Based Capital Formulas • GH-C114-07: <i>3rd Annual ERM Symposium</i> Economic Capital :Recent Trends in Implementation • GH –C118-07: Value-at-Risk, Part 1 – see link For part 2, <i>Financial Reporter</i>, Volume 39 • GH – C119-07: <i>3rd Annual ERM Symposium</i> Views on Risk Capital; Economic Capital vs. Rating Agency Capital vs. Regulatory Capital • GH-C121-10: Risk Based Capital Overview 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
12. Prepare a Statement of Actuarial Opinion (SAO) for selected health matters	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Describe the U.S. Qualifications Standards and Statements of Actuarial Opinion (SAOs) as outlined in the Standard b) Discuss specific issues with respect to these classes of SAOs <ul style="list-style-type: none"> ▪ Valuation report for an employer report of retiree medical under FAS 106 ▪ Certification of health reserves c) Develop documentation for an SAO d) Discuss approaches to deal with obstacles to producing an unqualified SAO e) Describe common situations where insurance regulations or Medicare laws call for a signed SAO by a qualified actuary f) Describe the continuing education credits for signing SAOs 	
Syllabus Resources	
<ul style="list-style-type: none"> • GH-C30-10: SOA Session Materials: 2009 SOA Health Spring Meeting, Session 89, US Qualification Standards • GH-C30-10: SOA Session Materials: 2009 SOA Health Spring Meeting, Session 69, The Code of Professional Conduct • ASOP 23, Data Quality http://www.actuarialstandardsboard.org/pdf/asops/asop023_097.pdf • ASOP 25, Credibility Procedures Applicable to Accident and Health, Group Term Life and Property/Casualty Coverages, pp. 1-5 http://www.actuarialstandardsboard.org/pdf/asops/asop025_051.pdf • Health Section News, 10/2004, Read, Write, Think http://www.soa.org/library/newsletters/health-section-news/2004/october/hsn-2004-iss48-DobsonSnook.pdf • Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States, effective January 1, 2008, including the FAQs http://www.actuary.org/qualstandards/qual.pdf http://actuary.org/qualstandards/qualfaqs.asp • The Revised Code of Conduct (2001), including Memorandum from the Joint Committee http://www.soa.org/about/membership/about-code-of-professional-conduct.aspx • Practice Note on the Revised Actuarial Statement of Opinion Instructions for the NAIC Health Annual Statement effective December, 31 2009 http://www.actuary.org/pdf/practnotes/sao_sept09.pdf 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
13. Understand an actuarial appraisal	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Describe applicable ASOP's and other guidelines b) Describe components of an actuarial appraisal c) Describe an approach for preparing and actuarial appraisal d) Describe risks associated with interpreting an actuarial appraisal 	
Syllabus Resources	
<ul style="list-style-type: none"> • GH-C103-07: The Actuary and Health Insurance Mergers and Acquisitions • GH-C104-07: <i>Mergers and Acquisitions</i>, Toole and Herget <ul style="list-style-type: none"> • Chapter 4, Valuation Techniques • GH-C105-07: Components of Insurance Firm Value and the Present Value of Liabilities • ASOP 23, Data Quality http://www.actuarialstandardsboard.org/pdf/asops/asop023_097.pdf • RSA, Vol. 19, No 1.a. Appraisals of blocks of health business http://www.soa.org/library/proceedings/record-of-the-society-of-actuaries/1990-99/1993/january/RSA93V19N1A11.PDF • RSA, Vol. 30, No. 2 Session 15 PD, Actuarial Appraisals – Process and Issues http://www.soa.org/files/pdf/hsprng04-015-all.pdf 	

Group and Health - Company/Sponsor Perspective Spring 2011

Exam	Group/Health CSP
Learning Objectives	
14. Demonstrate an understanding of the requirements regarding retiree life and health benefits	
Learning Outcomes	
<p>The candidate will be able to:</p> <ol style="list-style-type: none"> a) Determine appropriate baseline assumptions for benefits and population b) Project future retiree benefit costs c) Describe principles outlined in ASOP #6 d) Describe funding alternatives for retiree benefits 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>Fundamentals of Retiree Group Benefits</i>, Yamamoto, 2006 <ul style="list-style-type: none"> • Chapter 7, U.S. Accounting • Chapter 8, Other Accounting • Chapter 9 Actuarial Methods and Assumptions • Appendix F • AAA Practice Note, Actuarial Equivalence for Prescription Drug Plans and Medicare Advantage Prescription Drug Plans under the Medicare Drug Programs, March 2008 http://www.actuary.org/pdf/practnotes/health_partd_mar08.pdf • ASOP 6, Measurement of Retiree Group Liabilities http://www.actuarialstandardsboard.org/pdf/asops/asop006_084.pdf 	