



# Dependent Audits

## A cost saving solution

No one likes to spend money unnecessarily, least of all an employer trying to run their business efficiently. The cost of healthcare is a necessary expense, but there are plenty of ways to help manage that cost. Through a dependent audit, employers can identify opportunities for shrinking their healthcare costs by removing unqualified plan participants.



## How employers save

Performing a dependent audit can save employers money in a number of ways:

- Eliminates healthcare costs for unqualified dependents, keeping costs low for employers and employees
- Creates a mandatory enrollment where employers can share other important corporate initiatives and engage employees about their benefits
- Saves employers from the time-consuming task of updating records and information
- When offered with voluntary benefits, the audit may be conducted free of additional costs

## Understanding what's at stake

Ultimately, a dependent audit is a matter of dollars and cents. Fortunately, a dependent audit can have a significant impact on a company's bottom line.

### How many dependents do employers cover?

**55%**

Dependents make up more than half (55%) of covered lives on an employer's health plan.<sup>1</sup>

### How many are ineligible?

**3-10%**

On average, 3 - 10 percent of those listed as dependent are ineligible for their benefits – though we've seen this number reach as high as 34 percent.<sup>2,3</sup>

### What is the cost per dependent?

**\$4,570**

The average cost of a dependent on a healthcare plan is \$4,570.<sup>3</sup>

### We estimate that employers may save...

**\$31,990**

Using the averages we've outlined, an employer would save \$31,990 per every 100 dependents on their plan.

<sup>1</sup>Controlling Health-Care Costs with Dependent Eligibility Audits. Government Finance Review. June, 2015. <sup>2</sup>Trustmark Health Benefits Book of Business. July, 2017.

<sup>3</sup>Mercer.us. Dependent Audits—An Easy Way to Save on Healthcare Costs.

## Voluntary Benefits

**Trustmark**  
benefits beyond benefits

## Voluntary benefits play an essential role

Voluntary benefits open the door to your dependent audit. By enrolling in Trustmark's voluntary benefits, employers can fund the dependent audit at no additional cost. On top of that:

- Employees have an opportunity to fill gaps in their coverage and customize their protection
- Voluntary benefits improve employee retention and help with recruitment
- Voluntary benefits can also be used to fund other valuable tools such as a benefits administration system or billing consolidation solutions
- Portable products allow employees to maintain coverage even when they change jobs or retire

## Why Trustmark Voluntary Benefits?

Trustmark has more than 100 years of history delivering complete benefit solutions to our clients.

We believe in developing trusted partnerships to deliver our clients innovative product solutions backed by our exemplary service.



**Accident insurance** with increased benefits for the most common claims



Industry-known **Universal Life and long-term care** to cover the millions of people who will need long-term care in their lifetime



**Disability insurance** (Plus, new consumer-focused product coming soon)



Award-winning **Critical Illness insurance** that focuses protection on the conditions that account for 94% of claims, so you can "say no less"<sup>4</sup>

*Voluntary products offered by Trustmark Insurance Company or Trustmark Life Insurance Company of New York.*

<sup>4</sup> *Trustmark Voluntary Benefits' book of business.*

**You care.  
We Listen.**

Contact your Trustmark Regional Sales Representative to learn more about how dependent audits and voluntary benefits can save money for employers or visit [trustmarksolutions.com/contact-us](https://trustmarksolutions.com/contact-us)

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