



**All of the service offerings from Secova are designed to save you money over a period of time. One group of services, however, provides you with a means of saving money right away. Benefits Auditing is exactly what it sounds like – taking a close look at the structure of your benefit plans as a whole or individually, and auditing your employees to ensure that every dependent signed up on these plans is actually eligible to receive company benefits. With the year over year increases seen for several years in a row in benefits costs, our audits are designed to give you another way to save important benefit dollars.**

For the benefit program audit – Secova conducts an objective review and evaluation of the performance of your company's benefits plan – both in general terms as well as specific pieces of the plan, such as medical, dental, vision, and so on. These types of audits will give you insight into the performance of your current plans and programs and potentially help shape the future direction your employee benefit programs will take.

The other side of this coin is to audit and verify that your benefits offerings are being utilized legitimately, fairly, and legally. For example, Secova can conduct a Dependent Eligibility Audit to ensure that dependents of enrolled employees meet the plan's predefined eligibility rules. Secova will then identify any such issues and resolve them, even if it means removing a non-eligible dependent from the benefits plan.

In a similar manner, Secova will conduct a Medical Claims Audit to identify any erroneous claims in an effort to resolve issues and if necessary, recover funds.

In each of the services within Benefits Auditing, Secova brings a very important element to the table – utilizing our Best Shore strategy we have professionals around the globe that have the experience and expertise to conduct these audits accurately so that your company saves money. Imagine trying to conduct all of these audits yourself and you can see that Benefits Auditing from Secova is a big time saver as well.

**Benefits Auditing includes:**

- Benefit Program Audit
- Dependent Eligibility Audit
- Medical Claims Audit

## Benefit Program Audit

The Benefit Program Audit provides a review of your total benefit program and detailed financial data that will help identify budget issues and identify program changes when necessary.

### *The Benefit Program Audit includes:*

- Program performance against projections
- Program performance against market
- Evaluation of the program on service and quality of care, as defined by employees and industry standards
- Overall financial impact analysis

Secova's Benefit Program Audit will assist you when it is time to negotiate benefits for the new season by helping you understand trends in competitive companies and in the industry as a whole.

## Dependent Eligibility Audit

Dependent Audits are conducted to ensure that only qualified dependents of employees receive benefits by meeting predefined eligibility rules. Secova takes on the task of communicating with your employees to verify the eligibility of their dependents.

### *The Dependent Eligibility Audit includes:*

- Employee and dependent communications
- Communication follow-up and data verification
- Termination and coordination of non-eligible dependents
- Ongoing dependent eligibility analysis

By identifying and removing non-eligible dependents with this process, The Dependent Eligibility Audit saves administrative costs, prevents filing of erroneous claims, and improves the renewal process by ensuring that accurate demographic data is used to determine plan pricing.

## Medical Claims Audit

Secova gathers your claims data to analyze all medical claims from a specified period. (This applies to both self-insured and fully insured services.) Using this information, Secova identifies erroneous claims, documents the findings, and recovers funds when applicable.

### *The Medical Claims Audit includes:*

- Procedure and hospital bill audit
- Diagnosis related group (DRG) validation
- Cost-based review
- Refund recovery
- Subrogation
- Issues and resolution analysis

Verifying medical claims is a time-consuming and costly exercise that requires special skills and resources. Secova has the data mining tools and experienced audit professionals to conduct an in depth review of your medical claims to resolve any issues – including the recovery of funds when appropriate.

Many of Secova's clients use the detailed results of these audits to modify their existing plans to reach an even greater ROI. In addition, with the option of implementing our Best Shore strategy we are able to further shape each solution based on your financial goals, utilizing each of our locations to deliver the solution that provides the best value, both in quality and cost – a new approach for the mid-to large market companies looking to streamline their HR and Benefits Management operations.