

To: Company X (Real Name of company removed as to protect employer's identity)

From: Andre Bookal, Researcher

Subject: Comprehensive Comparative Analysis, ABC's Global World Health Gold policy vs. ABC's Advantage Plus Health Insurance Executive policy. (Fictitious Insurance company names are used as to protect the identity of the companies involved)

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Introduction

The following comparative analysis will take an in-depth look at both captioned policies. They will be compared and analyzed from a number of key perspectives: Geographic area of cover, In-Patient and Day patient treatment, Out-patient treatment, Dental, Emergency Evacuation and Transportation and other critical areas outlined in the table of contents. The objective is to achieve a comprehensive comparative analysis of both policies. Similarities and key differences in benefits and coverage of the respective policies will be highlighted under these outlined categories.

Background

To successfully highlight the array of benefits under both policies and to compare and analyze these benefits and to see how both policies match up in identified categories. The objective is to make available findings to decision makers that will facilitate the process of identifying the most appropriate plan for their employees' needs.

Sum Insured/Annual limit

- Advantage Plus Executive policy - \$8.75 MIL.
- Global World Health Gold Elite policy \$2.5 MIL.

Geographic Area of Cover

ABC's Gold Elite policy from Global World.:

- Area One : World-wide excluding the USA

ABC's Executive policy from Advantage Plus.:

Choice of Area of coverage

- Area Two: Worldwide excluding US, Canada, China, Hong Kong, Macau, Taiwan, Japan and Singapore.
Or
- Area Three: Worldwide.

In-Patient and Day Patient Cover

Key benefits mutually covered

Hospital Accommodation

- Advantage Plus Executive policy -100% (Inclusive of Theatre)
- Global World Gold Elite policy -100%

Parental Hospital Accommodation

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Organ Transplant

- Advantage Plus Executive policy – \$350,000 Lifetime limit (For major organs)
- Global World Health Gold Elite policy – 100% (Inclusive of bone marrow transplants).

Specialist treatment, tests and Surgery

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Intensive Care Treatment

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Cancer treatment (Incl. Chemo therapy and Radiation therapy)

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Hospital Cash Benefit

- Advantage Plus Executive policy - \$525 per night (Max. 60 nights)
- Global World Health Gold Elite policy - \$160 per night (Max.60 days)

In-Patient and Day Patient Cover

Key benefits mutually covered cont'd.

Hospice and Palliative Care

- Advantage Plus Executive policy -100% (Max. 6 months)
- Global World Health Gold Elite policy - \$32,000 (Lifetime)

Psychiatric Treatment (In-Patient)

- Advantage Plus Executive policy -100% (Max. 30 days) 12 months waiting period applies.
- Global World Health Gold Elite policy – \$64,000 (Lifetime limit - Max 30 days per annum)

In-Patient and Day Patient Cover

Key Differences in cover

Prescribed Drugs, Dressings and Durable Medical Equipment

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -NIL

Physiotherapy (In-Patient)

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy –NIL

Medical Practitioners

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy –NIL

Prosthetic Devices

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy –NIL

In-Patient and Day Patient Cover cont'd

Analytical Summary

Both plans are quite comprehensive and focus on the pertinent/basic In-patient and day care benefits which most clients would consider being critical component with regards to their In-patient and day care medical needs. However, there are significant differences in coverage when both policies are compared.

I find that Advantage Plus policy is more comprehensive in its array of In-patient and day care benefits that are available to clients. Apart from the outlined differences in In-patient and day care cover. Advantage Plus also provides Post hospitalization treatment and Reconstructive Surgery-following an accident or following surgery. These two benefits further adds to the appeal of Advantage Plus' policy.

Out-Patient Cover

Key benefits mutually covered

General practitioner/Specialist consultations/Family Doctor and treatment

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Prescribed Drugs

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Home Nursing

- Advantage Plus Executive policy – Up to \$132 per night (Max. 60 visits)
- Global World Health Gold Elite policy – 100% refund (Max. 12 weeks)

Psychiatric Treatment (Out-Patient)

- Advantage Plus Executive policy – \$4,375 Max. (12 months continuous cover under the Policy applies)
- Global World Health Gold Elite policy – \$64,000 (Lifetime limit - Max 10 consultations per annum)

Out-Patient Cover

Key benefits mutually covered cont'd

Wellness and Health Checks

- Advantage Plus Executive policy – Adults - Medical check-up including, cervical smear, mammogram, cancer screening, cardiovascular examinations, neurological examinations, vital sign tests (e.g. blood pressure, cholesterol checks) Hearing Test, Sight Test and Vaccinations/Inoculations (12 months continuous cover under the Policy applies) Child - Hearing Test, Sight Test and Vaccinations/Inoculations (12 months continuous cover under the Policy also applies)

- Global World Health Gold Elite policy – \$400 (Excess applied per period of cover) Well being health screening (Mammogram, Pap smear, prostate cancer available)

Treatment of Cancer (Out-Patient)

- Advantage Plus Executive policy – 100% (Cancer Tests, Drugs, Treatment and Consultants)
- Global World Health Gold Elite policy – 100% (Follow-up consultations and tests)

Excess applied per claim, per period of cover.

Complementary Medical Treatment

- Advantage Plus Executive policy – Acupuncture, Aroma Therapy, Chiropractic Therapy, Herbal Therapy, Magnetic Therapy, Massage Therapy, Vitamin Therapy, Traditional Chinese Medicine (Must be referred by a Doctor, General Medical Practitioner (GP))
- Global World Health Gold Elite policy – 100% (Max. 10 visits (Chiropractic Therapy, Homeopathy, Osteopath, Acupuncture treatments) . Traditional Chinese medicine (China plan) \$32 per day (China only).

Physiotherapy (Out-Patient)

- Advantage Plus Executive policy – Up to \$4,375 Max. 20 visits (Inclusive of Homeopathic and Osteopathic Therapy costs).
- Global World Health Gold Elite policy – \$1,600 Max.

Out-Patient Cover

Key benefits mutually covered cont'd

Out-patient Surgery

- Advantage Plus Executive policy – 100%
- Global World Health Gold Elite policy – 100%

Chronic Conditions

- Advantage Plus Executive policy – Up to \$5,250 (Lifetime limit \$52,500)
- Global World Health Gold Elite policy – 100% (Acute flare ups) \$10,000
per period of cover - (Monitor and maintain)

Emergency Ward Treatment

- Advantage Plus Executive policy – 100%
- Global World Health Gold Elite policy – 100%

Out-Patient Cover

Key differences in cover

Rehabilitation

- Advantage Plus Executive policy – 100% (Max.180 days)
- Global World Health Gold Elite policy – NIL

Dressings and Durable Medical Equipment

- Advantage Plus Executive policy – 100%
- Global World Health Gold Elite policy – NIL

AIDS/HIV Treatment

- Advantage Plus Executive policy – \$8,750 Max. per period (Lifetime limit of \$87,500)
- Global World Health Gold Elite policy – NIL

Hormone Replacement Therapy

- Advantage Plus Executive policy – 100% 18 months limit lifetime (Early onset)
- Global World Health Gold Elite policy – NIL

Out-Patient Cover

Key differences in cover cont'd.

Extended Care Facility

- Advantage Plus Executive policy – 100% (Max. 6 months)
- Global World Health Gold Elite policy – NIL

X-rays, Pathology, Diagnostic Tests, Procedures and MRI CT Scans.

- Advantage Plus Executive policy – 100%
- Global World Health Gold Elite policy – NIL

Analytical Summary

Comprehensive cover of out-patient benefits exists under both policies. As with in-patient cover, the most basic and critical out-patient benefits that are important to the average client are available under both policies. However, Advantage Plus' plan is more comprehensive and offer a wider range of benefits to clients thus will have a greater appeal.

Cover in Respect of Pre-Existing Conditions

- Advantage Plus Executive policy – Full Medical Underwriting Option (Up to \$5,250 Lifetime \$52,500) after 24 months continuous cover under the Policy (unless excluded or terms applied as indicated otherwise in writing).
100% - (Moratorium Enrolment & Underwriting Option). After 24 months continuous coverage: subject to 24 months without treatment, symptoms, medication or consultation.
- Global World Health Gold Elite policy – NIL (Based on information provided, there was no mention. Policy's terms and conditions document may possibly speak further in this area).

Maternity Cover

- Advantage Plus Executive policy – 100% (Pregnancy Complications Including Medically Required C-Section).
Max. \$8,750 - (Normal Pregnancy and Delivery Including Premature Birth Treatment, Pre-, Post and Routine Natal care and Newborn Hospital Accommodation)
20% Co-insurance applies.
Newborn Examination and New baby benefit – (\$263 Max. and \$175 respectively).
Newborns cover including non-hereditary birth defects and congenital abnormalities- (\$43,750) (Must enroll with parents in 31 days).
- Global World Health Gold Elite policy – \$9,600 (In & day-patient Complications of Pregnancy).
80% costs up to \$6,400 per pregnancy (Routine maternity care, childbirth and cesarean delivery).
Cover for new borns (\$40,000 for first 28 days of life, per pregnancy).
Elective cesarean delivery (Covered up to above limits).

Maternity Waiting Period

- Advantage Plus Executive policy – 12 Months continuous coverage
- Global World Health Gold Elite policy – NIL (No mention of a waiting period)

Emergency, Evacuation and Transportation Cover

Key benefits mutually covered

Hospital Transportation

- Advantage Plus Executive policy -100% (Emergency local Ambulance)
- Global World Health Gold Elite policy -100% (Road Ambulance Charges)

Emergency Evacuation

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy -100%

Accommodation expenses of a companion

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy - \$120 per night (Up to 15 nights)
- Compassionate home travel

Emergency, Evacuation and Transportation Cover

Key benefits mutually covered cont'd

- Advantage Plus Executive policy – \$2,625 Max. (12 months continuous cover under the Policy applies)
- Global World Health Gold Elite policy – 100% (One claim only)

Cremation/Burial or Repatriation of Remains

- Advantage Plus Executive policy - \$17,500 Max.
- Global World Health Gold Elite policy - \$16,000 (Repatriation) or \$1,600 (Burial).

Key differences in cover

Economy class return airfare

- Advantage Plus Executive policy -NIL
- Global World Health Gold Elite policy -100% (Economy class - Return airfare to country of residence, travelling expenses of a companion).

Analytical Summary

Both plans provide extensive and comprehensive cover under this benefit. Global World Health's plan however has an added advantage by providing a full refund of economy class air fare to country of residence.

Dental Cover

Emergency Treatment

- Advantage Plus Executive policy -100% (In-Patient or Day-Patient) Out-Patient/Dental Surgery \$438 Max. Subjected to 25% co-insurance.
- Global World Health Gold Elite policy -100%

Accidental Damage

- Advantage Plus Executive policy -100%
- Global World Health Gold Elite policy – In-Patient \$12,800 Max. (Within 15 days of accident) Out-Patient \$800 Max. (Within 72 hours of accident)

Routine dental treatment

- Advantage Plus Executive policy - For the restoration of natural teeth (Max. \$480 in aggregate)
Examinations check-up and X-rays (\$88 Max. two visits per insurance period).
Tooth cleaning and polishing (\$88 Max. two visits per insurance period).
Normal compound fillings, simple or non-surgical extractions (\$88 each tooth and \$140 wisdom tooth).

- Global World Health Gold Elite policy -\$1,000

Major Restorative Treatment

- Advantage Plus Executive policy - \$1,313 Max. (In aggregate subjected to 50% co-insurance)
- Global World Health Gold Elite policy -NIL

Dental Waiting periods

- Advantage Plus Executive policy – Routine Out-Patient treatment (180 days applies).
Major Restorative Treatment (12 months applies)

- Global World Health Gold Elite policy - NIL

Out of Area Cover

- Advantage Plus Executive policy - Up to \$35,000 Max. 60 days (Worldwide Accident and Emergency Out Of Area Cover) Up to \$875,000 with 20% Co-insurance and Nil excess (USA Elective treatment within Provider Network) Excludes non-emergency travel & accommodation (Applicable to insured's who have not selected Area 3 – Worldwide Cover)
- Global World Health Gold Elite policy -NIL (Based on information provided, additional policy documents may speak to cover or lack thereof).

Premiums

- Advantage Plus Executive policy – Semi-annual and Annual amounts respectively (\$34,425.46 and \$68,850.92)
- Global World Health Gold Elite policy - Semi-annual and Annual amounts respectively (\$26,229.64 and \$52,459.28).

Analytical Summary

The disparity in premium amounts is quite significant with Advantage Plus being the more expensive of the two. With Advantage Plus being the more comprehensive policy, the additional costs in premium when compared to Global World Health Gold Elite policy premium quoted, may be justified from this perspective.

An interesting comparison would be the historical percentage increase in premiums for the last seven to ten years of both policies and the rationale for the increases (If policies are in existence that long). This could give a potentially projected insight of future increases (“Ceteris paribus”).

Claims Handling

- Advantage Plus Executive policy - To make a claim, completed claim form and accompanying invoices to must be sent to the following address: Claims Dept., Advantage Plus, 36-38 Silver Road, Burton Hill, West Sussex, BR12 6BA, United Kingdom Or telephone: (UK) : +44 (0)1444 621 999, or (US): +1 354 633 4000.
- Global World Health Gold Elite policy - China Out-patient Direct Billing Network available. Out of network claims process available (Scan and e-mail)

Non-Medical Covers and Other Benefits

Health Line Options

- Advantage Plus Executive policy - 24 Hour Emergency Helpline
Medical Information Service (Access to board-certified physicians, licensed psychologists and pharmacists to assist with any routine health related questions)
- Lost Possession Identification and Retrieval Service also available.

Non-Medical Covers and Other Benefits cont'd

- Global World Health Gold Elite policy - Cega International/Global Assistance Healthcare (Indo) - 24 hours, 365 days per year access.

Non-Medical Benefits

- Advantage Plus Executive policy - Out of Country Legal Expenses (Max. \$17,500 with \$613 excess).
Security & Political Evacuation & Repatriation (\$17,500 Lifetime limit)
Identity Theft Cover & Assistance (\$875 Max.)
Natural Disaster Evacuation & Accommodation(\$438 Max. per 24 hours for up to 5 Days)

- Global World Health Gold Elite policy –NIL (Based on information provided, there is no mention of cover. Other policy documents may speak to possible coverage).

An out of Country Criminal Assault Benefit when admitted to hospital for 48 hours or more is also available under Advantage Plus Executive plan where (\$1,750 admitted night to a maximum benefit of \$8,750).

CONCLUSION

Both policies are two excellent policies with Advantage Plus being the more comprehensive of the two. Except for Emergency, Evacuation and Transportation cover, Advantage Plus' Executive plan out performs Global World Health's Elite Gold policy in all other areas.

Global World Health's premium may be more affordable but Advantage Plus comprehensive benefits on offer may negate any advantage of a lower premium by Global World .

I believe that clients will find both policies appealing with the trade-off being paying a bit more for a more comprehensive policy with regards to the selection of Advantage Plus and if financial constraints exists, selecting a less comprehensive plan that satisfies most basic and critical coverage expected from a solid expat medical insurance plan with regards to the selection of Global World Health's Elite Gold policy.

With all this said, can you really put a price and value of your health? This may be the single most critical question that needs to be answered by a client when selecting a plan.