



BLUE CROSS BLUE SHIELD OF TEXAS

A DIVISION OF HEALTH CARE SERVICE CORPORATION

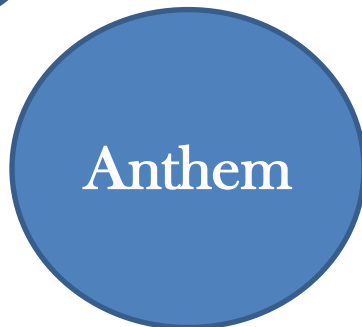
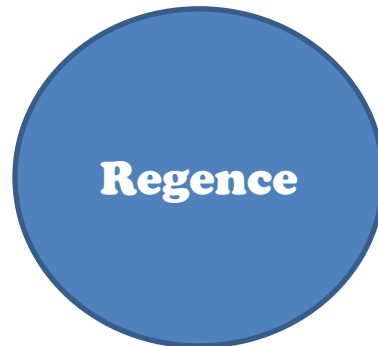
Actuarial Recruiting – Fall

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ABOUT BLUE CROSS AND BLUE SHIELD ASSOCIATION

- BCBSA is a national federation of 39 independent, community-based and locally operated Blue Cross and Blue Shield companies.
- Collectively, the Blue Cross and Blue Shield System provides healthcare coverage for more than 98 million people or 1-in-3 Americans.



ABOUT HCSC

- Health Care Service Corporation (HCSC) is the **largest customer-owned** health benefits company in the country.
- **Our PURPOSE** is to do everything in our power to stand with our members in sickness and in health.



ABOUT HCSC

- HCSC operates through its Blue Cross and Blue Shield divisions in **Illinois, New Mexico, Oklahoma, Montana, and Texas**, and subsidiaries, to offer a variety of health, dental and life insurance products and related services to employers and individuals.
- Market Share Leader: HCSC serves over **13.6 million members**, making it the fourth largest insurer in the U.S. and a significant contributor to the 100 million members served by the Blues nationwide.
- To fulfill our mission of **promoting the health and wellness of our members**, we provide competitive benefit packages, innovative health care management, engaging wellness programs, the broadest networks and a customer service experience unrivaled in the health insurance industry.



ABOUT BCBSTX

- Blue Cross and Blue Shield of Texas knows health care coverage in Texas -- we invented it. We're Texas born and bred, and this is the only place we do business.
- We're a statewide customer-owned health insurer in Texas. We believe Texas consumers and employers deserve the best of both worlds -- access to affordable, quality health care and top-notch service from a company that focuses solely on customers, not shareholders. Customer value is our cornerstone.



MORE ABOUT BCBSTX

- Provide broad access to affordable care, and we have a commitment to member empowerment in personal health and wellness.
- Community Involvement
 - CareVan – Immunizations
 - Healthy Kids, Health Families
 - Marathon Kids
 - Blue Corp Employee Volunteers
 - American Heart Association
 - Corporate Contributions – Fires, Hurricanes, etc.



EMPLOYEE BENEFITS

- Medical, Dental, and Life Insurance
- Retirement Savings
 - 401(k) - 3.5% company match when employee contributes at least 6%
 - Pension – Cash balance plan
- Paid time off
 - 0 - 4 years of service: 18 days
 - 5 - 9 years of service: 22 days
 - 10 - 19 years of service: 27 days, etc
- 10 paid corporate holidays
- Total Rewards Bonus Program



EMPLOYEE BENEFITS

- Wellness Program
- Cafeteria
- Onsite Fitness Center
- Flextime (select areas)
- Free Parking
- Transportation Reimbursement Acct
- And much more...



ACTUARIAL STUDENT PROGRAM

- Pays for exam fees, required textbooks, study notes, and study aids
- Provides study time – about 4 days per hour of exam for first attempt
- Pays for registration fees, lodging, and travel expenses for exam seminars
- Pays for registration fees, lodging and travel expenses for the APC and FAC
- Private study rooms for students only
- Requires passing an exam every 3 sittings



ACTUARIAL STUDENT PROGRAM

○ Bonuses

- About \$1,000 per hour of exam for passing on first attempt
- Passing on second attempt earns half of the first attempt bonus
- \$2,500 bonus for ASA designation
- \$5,000 bonus for FSA designation



○ Promotions

- Based on a combination of actuarial experience and exam progress
- Students that pass exams quickly are typically promoted once per year for the first 4-5 years
 - Promotions are not guaranteed; work performance must also meet requirements



OTHER FEATURES

- An actuarial student rotation program where students rotate positions after 1-2 years
- A modern work environment in divisional headquarters
- In-house training sessions offered to enhance and improve skills
- HCSC is an “actuarially driven” company; the 2 previous CEOs are actuaries, and past Presidents and CFOs have also been actuaries. Our current CFO is an actuary.
- Financially Stable – HCSC has a strong surplus and is well positioned to succeed in the future of health care



ACTUARIAL AND AIM DEPARTMENTS - HCSC

- 176 employees in all 5 states in Actuarial Department
- 199 employees in all 5 states in Analytics Department
- 56 students supported by Actuarial Student Program
- 85 FSAs/ASAs



AREAS FOR ACTUARIES

HMO Pricing

Provider
Analytics

Actuarial and
Pricing Systems

Client Analytics

Forecasting

PPO Pricing

Expense
Analysis

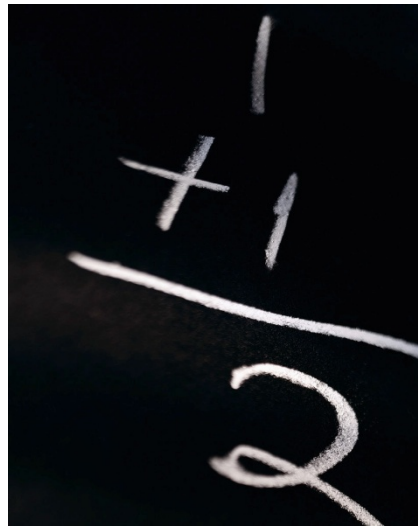
Valuation and
Financial Reporting

Small Group
and Individual
Markets

Large Group and
National Accounts

Product
Development

Medical
Analytics



ACTUARIES INTERACT WITH.....

Underwriting

Marketing

Contract
Administration

Financial
Reporting



Provider
Affairs

Health Care
Management

Legal

Cost
Accounting



POSITIONS AVAILABLE

○ Internship

- Work in one of the following areas:
 - Medical Analytics
 - Client Analytics
 - Individual Pricing
 - Group Pricing
 - Provider Network Analysis

○ Full-time

- Position(s) open in Medical Analytics



MEDICAL ANALYTICS – WHAT WE DO

- Areas of focus
 - Cost and utilization reporting
 - Medical cost savings ideas
 - Forecasting
 - Project evaluation
- Software tools
 - Excel
 - Teradata SQL
 - SAS
 - Tableau



QUESTIONS

Blue Cross Blue
Shield of TX

HCSC

Career Paths

Internships



Technical
Skills

Exams

Other

