

**Group & Health, Core US
Fall 2014/Spring 2015**

Important Exam Information:

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 case study will not be used for this exam.
Past Exams	Past Exams from 2000-present are available on SOA website.
Updates	Candidates should be sure to check the Updates page on the exam home page periodically for additional corrections or notices.

Group & Health, Core US

Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
<p>1. Describe plan provisions typically offered under:</p> <ul style="list-style-type: none">a. Group and individual medical, dental and pharmacy plansb. Group and individual long-term disability plansc. Group life and short-term disability plansd. Supplementary plans, like Medicare Supplemente. Group and Individual Long Term Care Insurance	
Learning Outcomes	
<p>The candidate will be able to:</p> <ul style="list-style-type: none">a) Describe typical organizations offering these coveragesb) Understand the historical context for each coveragec) Describe each of the coverages listed aboved) Evaluate the potential financial, legal and moral risks associated with each coverage	
<ul style="list-style-type: none">• <i>Group Insurance</i>, Bluhm, 6th Edition<ul style="list-style-type: none">○ Ch.4 Group Life Insurance Benefit○ Ch.5 Group Disability Income Benefits○ Ch.6 Medical Benefits in the United States○ Ch.7 Health Benefits in Canada○ Ch.8 Dental Benefits in the United States○ Ch.9 Prescription Drug Benefits in the United States○ Ch.10 Group Long Term Care Insurance• <i>Essentials of Managed Health Care</i>, Kongstvedt, 6th Edition,<ul style="list-style-type: none">○ Ch.1 A History of Managed Health Care and Health Insurance in the United States (background only)○ Ch. 2 Types of Health Insurers, Managed Health Care Organizations and Integrated Health Care Delivery Systems• <i>Individual Health Insurance</i>, Bluhm<ul style="list-style-type: none">○ Ch.2 The Products, pp. 33-60	

Group & Health, Core US

Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
2. Calculate and recommend a manual rate for each of the coverage described in Learning Objective 1	
Learning Outcomes	
The candidate will be able to: <ul style="list-style-type: none">a) Identify and evaluate sources of data needed pricing, including the quality, appropriateness and limitations of each data sourceb) Develop an experience analysisc) Calculate and recommend assumptionsd) Calculate and recommend a manual ratee) Identify critical metrics to evaluate actual vs. expected resultsf) Describe the product development process including risks and opportunities to be considered during the process.g) Apply actuarial standard of practice in evaluating and projecting claim data	
Syllabus Resources	
<ul style="list-style-type: none">• <i>Group Insurance</i>, Bluhm, 6th Edition<ul style="list-style-type: none">o Ch.31 Pricing of Group Insuranceo Ch.32 Estimating Claims Costs for Life Benefitso Ch.33 Estimating Medical Claims Costso Ch.34 Estimating Claim Costs for Disability Benefitso Ch.35 Estimating Dental Claims Costso Ch.36 Pricing Group Long-Term Care Insuranceo Ch.37 Experience Rating and Funding Methodso Ch.38 Medical Claims Costs Trends Analysiso Ch.46 Product Development• <i>Essentials of Managed Health Care</i>, Kongstvedt, 6th Edition<ul style="list-style-type: none">o Ch.22 Underwriting and Rating• <i>Individual Health Insurance</i>, Bluhm<ul style="list-style-type: none">o Ch.5 Setting Premium Rates• GHC-101-13: Group Disability Insurance (Sections 4 & 7)• GHC-102-13: Loss Ratios and Health Coverages, American Academy of Actuaries' Loss Ratio Work Group• GHC-103-13: The Challenges of Pricing Health Insurance for the 2014 Exchanges• GHC-105-14: Pricing Considerations for Drugs Covered under Pharmacy Benefit Programs• ASOP 23, Data Quality• ASOP 25, Credibility Procedures• Timing's Everything: The impact of Benefit Rush, Health Watch, May 2008	

Group & Health, Core US
Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
3. Evaluate and recommend an employee benefit strategy	
Learning Outcomes	
The candidate will be able to:	
<ul style="list-style-type: none"> a) Describe employer's rationale and strategies for offering employee benefit plans b) Evaluate the elements of cafeteria plan design, pricing and management c) Recommend an employee benefit strategy in light of an employer's objectives 	
Syllabus Resources	
<ul style="list-style-type: none"> • <i>The Handbook of Employee Benefits</i>, Rosenbloom, 7th Edition <ul style="list-style-type: none"> ○ Ch.1 The Environment of Employee Benefit Plans ○ Ch.2 Functional Approach to Designing and Evaluating Employee Benefits ○ Ch.7 Consumer Driven Health Plans ○ Ch. 18 Selected Additional Benefits, (pp. 491-496) ○ Ch. 24 Strategic Benefit Plan Management ○ Ch. 25 Cafeteria Plan Design and Management, (pp. 671 - 699) ○ Ch. 27 Employee Benefits Communications ○ Ch. 32 Employee Benefit Plans for Small Companies • <i>Canadian Handbook of Flexible Benefits</i>, McKay, 3rd Edition <ul style="list-style-type: none"> ○ Ch.7 Flexible Accounts - Health Spending, Personal, and Perquisite, sections 7.1 - 7.3, 7.5 - 7.7 ○ Ch. 14 Pricing ○ Ch. 16 Adverse Selection ○ Ch. 23 Case Studies 	

Group & Health, Core US

Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
4. Describe Government Programs providing Health and Disability Benefits in the U.S.	
Learning Outcomes	
The candidate will be able to: <ul style="list-style-type: none">a) Describe benefits and eligibility requirements for Medicare including Part Db) Describe benefits and eligibility requirements for Social Security, including disability incomec) Describe benefits and eligibility requirements for Medicaid	
Syllabus Resources	
<ul style="list-style-type: none">• <i>Group Insurance</i>, Bluhm, 6th Edition<ul style="list-style-type: none">○ Ch. 12 Government Old-Age, Survivors and Disability Plans in the United States○ Ch. 13 Government Health Care Plans in the United States○ Ch. 25 Filings and Certifications for Medicare-Related Group Coverages• <i>The Handbook of Employee Benefits</i>, Rosenbloom, 7th Edition<ul style="list-style-type: none">○ Ch. 21 Medicare Part D Prescription Drug Benefits• <i>Essentials of Managed Health Care</i>, Kongstvedt, 6th Edition<ul style="list-style-type: none">○ Ch. 25 Medicaid Managed Health Care• GHC-800-14: AAA Issue Brief: Medicare's Financial Condition, Beyond Actuarial Balance• Payment Reform Under the Medicare-Medicaid Financial Alignment Demonstrations, Health Watch, May 2013	

Group & Health, Core US

Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
5. Understand how to prepare and be able to interpret insurance company financial statements in accordance with US Statutory Principles and GAAP	
Learning Outcomes	
The candidate will be able to: <ul style="list-style-type: none">a) Develop exhibits for the US statutory blank for Life and Health Companiesb) Prepare financial statement entries in accordance with generally accepted accounting principlesc) Interpret the results of both statutory and GAAP statements from the viewpoint of various stakeholders, including regulators, senior management, investorsd) Apply applicable standards of practice	
Syllabus Resources	
<ul style="list-style-type: none">• <i>US GAAP for Life Insurers</i>, Herget, 2nd Edition<ul style="list-style-type: none">o Ch. 1 GAAP Objectives and their Implications to Life Insurerso Ch. 2 Authorities (except Section 2.2.1.5)o Ch. 10 Individual Health Insuranceo Ch. 12 Group Insurance, Large Case Pension Liabilities and Related Liabilities (pages 381 - 389)o Ch. 14 Shadow Adjustments (pages 441-444)• <i>Analysis for Financial Management</i>, Higgins, 10th Edition<ul style="list-style-type: none">o Ch. 1 Interpreting Financial Statementso Ch. 3 Financial Forecastingo Ch. 4 Managing Growth• <i>Group Insurance</i>, Bluhm, 6th Edition<ul style="list-style-type: none">o Ch. 21 Group Insurance Financial Reporting: United States & Canadao Ch. 45 Analysis of Financial and Operational Performance• Statement of Financial Accounting Standards No. 60 (excl. Appendix B)• ASOP 21, Responding to or Assisting Auditors or Examiners in Connection with Financial Statements for All Practice Areas	

Group & Health, Core US

Fall 2014/Spring 2015

Exam	Group/Health CORE US
Learning Objectives	
6. Evaluate the impact of regulation and taxation on insurance companies and plan sponsors in the US	
Learning Outcomes	
The candidate will be able to: a) Describe the regulatory and policy making process in the US b) Describe the major applicable laws and regulations and evaluate their impact c) Apply applicable standards of practice	
Syllabus Resources	
<ul style="list-style-type: none">• <i>Group Insurance</i>, Bluhm, 6th Edition<ul style="list-style-type: none">o Ch.3 Health Care Policy and Group Insuranceo Ch. 14 Principles in Health Insurance Regulationo Ch. 15 Regulation in the United Stateso Ch. 17 Health Benefit Exchanges and Connectorso Ch.20 Federal Regulation and Taxation of Employer-Sponsored Group Insurance Benefitso Ch. 24 Small Group Rate Filings and Rate Certifications• <i>The Handbook of Employee Benefits</i>, Rosenbloom, 7th Edition<ul style="list-style-type: none">o Ch.25 Cafeteria Plan Design and Management, pages 699-720• GHC-801-13: U.S. Health Insurance Taxation• GHC-802-13: AAA Health Reform Implementation: Understanding the Terminology• GHC-803-13: Brief For the AAA as Amicus Curiae Supporting Respondents on the Severability Issue to the Supreme Court• GHC-804-13: Letter to NAIC on White Paper on Adverse Selection and Exchanges• GHC-805-13: Risk Adjustment and Other Risk-Sharing Provisions in the Affordable Care Act June 01, 2011• ASOP 26, Compliance with Statutory and Regulatory Requirements for the Actuarial Certification of Small Employer Health Benefit Plans• ASOP 41, Actuarial Communications• ASOP 8, Regulatory Filings for Health Plan Entities	

**Group and Health - Core US
Fall 2014/Spring 2015**

Exam	Group/Health CORE US
Learning Objectives	
7. Evaluate Retiree Group and Life Benefits in the United States	
Learning Outcomes	
The candidate will be able to: <ul style="list-style-type: none">a) Describe why employers offer retiree group and life benefitsb) Determine appropriate baseline assumptions for benefits and populationc) Determine employer liabilities for retiree benefits under various accounting standardsd) Describe funding alternatives for retiree benefitse) Apply actuarial standards of practice to retiree benefit plans	
Syllabus Resources	
<ul style="list-style-type: none">• <i>Group Insurance</i>, Bluhm, 6th Edition,<ul style="list-style-type: none">o Ch.19 Retiree Group Benefits• <i>Fundamentals of Retiree Group Benefits</i>, Yamamoto<ul style="list-style-type: none">o Ch.7 Accounting under FAS 106o Ch.8 Other Accountingo Ch.9 Actuarial Methods and Assumptions (pages 251-278 and 287-291)o Appendix F- Measuring Retiree Group Benefit Obligations (through pg. 37)• GHC-104-13: CIA Note - Overview of Post-retirement Benefit Calculations• Statement of Financial Accounting Standards No. 106<ul style="list-style-type: none">o Appendix C - Illustrations	