Berkley Accident and Health
a Berkley Company

Covenant Choice

Covenant Choice

Christian Values in a Health Plan You Control

Experience a community of like-minded Christians bringing transparency, strength in numbers, cost-containment, and fierce protection of your religious freedoms.

Covenant Choice is a health program that allows small and mid-market employers to regain control of their health plans. It affords employers with 25 or more employees the same access to funding, transparency, and creative cost-containment strategies of larger employers with 1,000 or more employees.

Most importantly, it gives employers control over their own health plan decisions and allows employers to align their coverage options with Christian values, as opposed to being forced to cover services or offer benefits that directly conflict with their Christian values.

▶ Read Covenant Choice's Statement of Faith

What are companies saying about Covenant Choice?

"Participation in the Covenant Choice Captive has allowed [our company] to experience the value of spreading health care risk, while being part of a group of like-minded businesses. This camaraderie has allowed for dialogue on best practices, sharing of ideas, valuable insight, and personal experiences, that allow the members to have access to information that helps them to navigate the costs for their company.

Health care and benefits continue to have a very significant impact on the bottom line. Our experience in participation in this group, has allowed [our company] to continue to maintain our healthcare benefits, saving the company money, which in turn, saves the employees money in increased health care costs, because of the overall plan savings."

— Specialized printing and packaging company in the Midwest

How can Covenant Choice help your organization?

Covenant Choice's mission is to provide shared risk-taking in a practical, stable, affordable, and flexible employer health program that aligns with Christian values.

Covenant Choice offers:

- National, traditional health plans, including PPO, HDHP, and HSA options
- Cost savings from multiple areas, including shared premium surplus
- Alignment with Christian principles
- Transparent structure and costs
- Multiple choices for individual company flexibility
- Member-directed program

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Financial Impact

Covenant Choice was developed in conjunction with Berkley Accident and Health, a leading provider of Stop Loss Group Captive programs. For more than 15 years, Berkley has provided reliable health funding solutions to companies nationwide.

Berkley's Group Captive programs offer proven results. Berkley Accident and Health's actuarial review shows that employers in its entire portfolio of programs saw a financial benefit – better claims experience, overall savings, and long-term results.

Financial Impact for Berkley's Entire Block of Business

8%

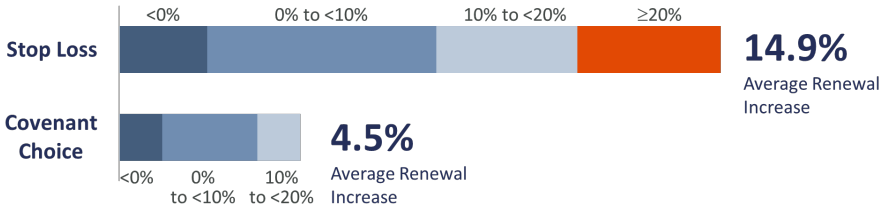
On average, **members had 8% lower first-dollar claims** (self-funded retention) than expected[1]

8.4%

On average, **8.4% of captive ceded premiums were available for return to members** (2009-2023)[2]

Covenant Choice Members Have Experienced Significantly Lower Stop Loss Rate Increases

Policyholders in the Covenant Choice program have enjoyed significantly lower and less volatile Specific Stop Loss average rate increases than Berkley's Stop Loss policyholders who are not in a Group Captive program.[3]



About Covenant Choice

Covenant Choice is a Stop Loss Group Captive program that reinsures the stop loss policies of multiple companies, making it a larger and more diverse risk pool. The members of Covenant Choice vary by region and industry, making the program's risk profile more balanced than any one single company.

Members of Covenant Choice retain control over their own benefit plan design and share in the financial results. Unused funds from the captive may be given back after the close of the program year.

This program is designed to provide more transparency, control, and stability than fully insured health plans or self-funding on your own.

Covenant Choice may not be suitable for every business, but can be a good fit for employers who want their health care costs to reflect the health of their employees and want to align their health benefits with their values.

Ready to learn more?

Ericka McPherson, Esq.
Executive Director, Covenant Choice
ericka.mcpherson@covenantchoice.org
405-714-3841

www.CovenantChoice.org

[1] Five-year period ending 10/1/23, expected first-dollar claims for similar employer demographics, including employee size and demographics, zip code, and other factors

[2] Average ceded premium available to be returned to the Captive reinsurer and policyholders in an EmCap program (2009-2023). Past Performance is not indicative of future performance. Most current available data, as of 2/28/2025.

[3] Specific Stop Loss renewal increases for policyholders in the Covenant Choice program vs. those not in an EmCap program, from 1/1/21 to 1/1/25. Stop Loss results only include the range of deductibles that are consistent with the Covenant Choice program.

Stop Loss is underwritten by Berkley Life and Health Insurance Company, a member company of W. R. Berkley Corporation and rated A+ (Superior) by A.M. Best, and involves the formation of a group captive insurance program that involves other employers and requires other legal entities. Berkley and its affiliates do not provide tax, legal, or regulatory advice concerning EmCap. You should seek appropriate tax, legal, regulatory, or other counsel regarding the EmCap program, including, but not limited to, counsel in the areas of ERISA, multiple employer welfare arrangements (MEWAs), taxation, and captives. EmCap is not available to all employers or in all states. Payment of claims under any insurance policy issued shall only be made in full compliance with all United States economic or trade and sanction laws or regulation, including, but not limited to, sanctions, laws and regulations administered and enforced by the U.S. Treasury Department's Office of Foreign Assets Control ("OFAC").