

INSTITUTIONAL ENGAGEMENT • A PLAN METRICS INTELLIGENCE ENGAGEMENT

Plan Metrics Board Report

A Plan Metrics Intelligence Engagement

RECOVERABLE FEES (P50 • MODELED) • \$4,068,526

PREPARED BY KINCAID HEALTH STRATEGIC ADVISORY • A PLAN METRICS INTELLIGENCE ENGAGEMENT PANEL

Employer: MCKINSEY & COMPANY, INC. • EIN 131826332 • NEW YORK, NY • 49,300 participants • 60 filings on record.
Computed live from filed DOL Form 5500 data. Every section carries its own confidence tier —
CERTIFIED, MODELED (bounds disclosed) or INSUFFICIENT_EVIDENCE — and no number outruns its evidence.

00 · BAYESIAN PRIOR-TO-POSTERIOR EVIDENCE UPDATE

MODELED

Before any evidence is examined, the reference prior on the event **an intelligence section rests below CERTIFIED evidence** is Beta(2, 2), a weakly informative prior centered at 50%. This study observed **10 adverse signals out of 12** examined. Conjugate Beta-Binomial updating gives the posterior Beta(12, 4): the evidence moves the probability from 50% to **75%**, with a 90% credible interval of 56% to 90%. The posterior is a coverage read, not a risk read: it quantifies how much of this study still rests on modeled or missing evidence, and therefore how much the named ingestions would harden it.

50%
PRIOR MEAN

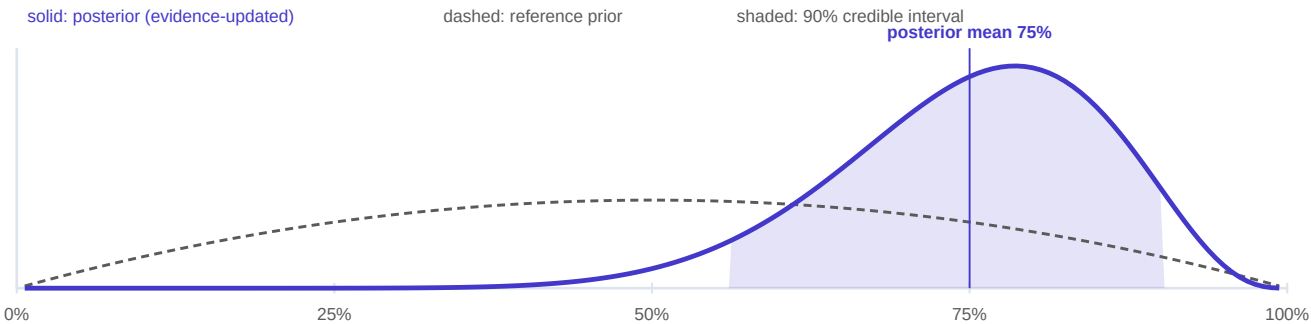
75%
POSTERIOR MEAN

56% to 90%
90% CREDIBLE INTERVAL

10 of 12
adverse
EVIDENCE BASE

PRIOR VS POSTERIOR DENSITY OF THE ADVERSE-SIGNAL RATE

MODELED



Evidence register feeding the update (each row is one Bernoulli observation):

Signal examined	Observation	Read
Funding Type	confidence tier: MODELED	ADVERSE
Benefit Lines	confidence tier: MODELED	ADVERSE
Participant Detail	confidence tier: INSUFFICIENT EVIDENCE	ADVERSE
Trends	confidence tier: CERTIFIED	clears
Commission History	confidence tier: MODELED	ADVERSE
Provider Leakage	confidence tier: MODELED	ADVERSE
Pbm Exposure	confidence tier: MODELED	ADVERSE
Catastrophic	confidence tier: MODELED	ADVERSE
Recoverable Bands	confidence tier: MODELED	ADVERSE
Condition Exposure	confidence tier: MODELED	ADVERSE
Ebitda Xbrl	confidence tier: INSUFFICIENT EVIDENCE	ADVERSE
Peer Cohorts	confidence tier: CERTIFIED	clears

Method honesty: this is a MODELED Bayesian read. Each signal is one equal-weight Bernoulli pseudo-observation and the prior is a disclosed reference prior, not an elicited one. The posterior states how strongly the examined evidence should shift a neutral reader; it is not a claims-grade actuarial probability, and the named ingestions would replace it with a likelihood fitted on real frequencies.

01 · EMPLOYER PROFILE & EXECUTIVE READ

49,300

PARTICIPANTS

\$62,537,125

TOTAL PREMIUM

\$113.36

TOTAL PMPM

\$4,068,526

RECOVERABLE P50

MCKINSEY & COMPANY, INC. (NEW YORK, NY) has 60 Form 5500 filings on record with a peak participant count of 49,300. Latest-year welfare premium totals \$62,537,125 (\$113.36 PMPM on the filed participant denominator). The modeled recoverable-fee base case is \$4,068,526 (P10 \$2,542,829 – P90 \$5,594,223, bounds disclosed). Across the twelve intelligence sections: 2 CERTIFIED, 8 MODELED, 2 evidence gaps — each gap names the ingestion that would close it.

02 · METRICS CANON — FIVE LOAD-BEARING METRICS

Metric	Definition	Value	Tier
DRAP	Delta Realized vs Allowable Pricing	—	INSUFFICIENT EVIDENCE
PEPM	Per Employee Per Month	\$105.71	MODELED
PWI	Pharmacy Waste Index	—	INSUFFICIENT EVIDENCE
BCI	Broker Compensation Study	51.6	MODELED
GLP1	GLP-1 Utilization	9.4%	MODELED

DRAP and PWI remain INSUFFICIENT_EVIDENCE until 835/837 remittance and PBM claim files are ingested for this entity — missing data is a forensic signal, never a fabricated number.

03 · FUNDING TYPE

MODELED

Plan	Carrier	Premium	Admin Fees	Funding	Signal
LONG TERM DISABILITY PLAN OF MCKINSEY & COMPANY, INC.	FIRST UNUM LIFE INSURANCE COMPANY	\$0	\$548,408	Self-insured	Admin fees with no carrier premium
MCKINSEY & COMPANY, INC. MEDICAL BENEFITS ABROAD (MBA)	CIGNA HEALTH AND LIFE INSURANCE COMPANY	\$0	\$0	Indeterminate	Insufficient funding signal
THE US SHAREHOLDERS MEDICAL & DENTAL PLANS OF MCKINSEY & COMPANY, INC.	CIGNA HEALTH AND LIFE INSURANCE COMPANY AND AFFILIATES	\$62,537,125	\$419,266	Fully-insured	Premium paid to carrier (CIGNA HEALTH AND LIFE INSURANCE COMPANY AND AFFILIATES)

Plan	Carrier	Premium	Admin Fees	Funding	Signal
LIFE INSURANCE EXPAT PLAN FOR MCKINSEY & COMPANY INC.	DELAWARE AMERICAN LIFE INSURANCE COMPANY	\$0	\$0	Indeterminate	Insufficient funding signal
BUSINESS TRAVEL ACCIDENT PLAN OF MCKINSEY & COMPANY, INC.	LIFE INSURANCE COMPANY OF NORTH AMERICA	\$0	\$1,434	Self-insured	Admin fees with no carrier premium
EVLICO SPECIAL OFFER INCENTIVE LIFE VARIABLE UNIVERSAL LIFE CONTRACT OF MCKINSEY&COMPANY; INC.	AXA EQUITABLE LIFE INSURANCE CO.	\$0	\$49,472	Self-insured	Admin fees with no carrier premium
ACCIDENTAL DEATH AND DISMEMBERMENT PLAN OF MCKINSEY & COMPANY, INC.	CIGNA LIFE INSURANCE CO. OF NEW YORK	\$0	\$4,403	Self-insured	Admin fees with no carrier premium
THE INTERNATIONAL REGULAR MEMBERS MEDICAL & DENTAL PLANS OF MCKINSEY & COMPANY, INC.	—	\$0	\$0	Indeterminate	Insufficient funding signal
THE US REGULAR MEMBERS MEDICAL & DENTAL PLANS OF MCKINSEY & COMPANY, INC.	—	\$0	\$0	Indeterminate	Insufficient funding signal
LIFE INSURANCE PLANS FOR MCKINSEY & COMPANY INC.	METROPOLITAN LIFE INSURANCE COMPANY	\$0	\$324,676	Self-insured	Admin fees with no carrier premium
THE INTERNATIONAL SHAREHOLDERS MEDICAL & DENTAL PLANS OF MCKINSEY & COMPANY, INC.	CIGNA HEALTH AND LIFE INSURANCE COMPANY	\$0	\$0	Indeterminate	Insufficient funding signal
THE MCKINSEY HEALTH CARE REIMBURSEMENT PLAN	—	\$0	\$0	Indeterminate	Insufficient funding signal

Funding arrangement inferred from premium/carrier/admin-fee signals — DOL filings do not state self- vs fully-insured directly.

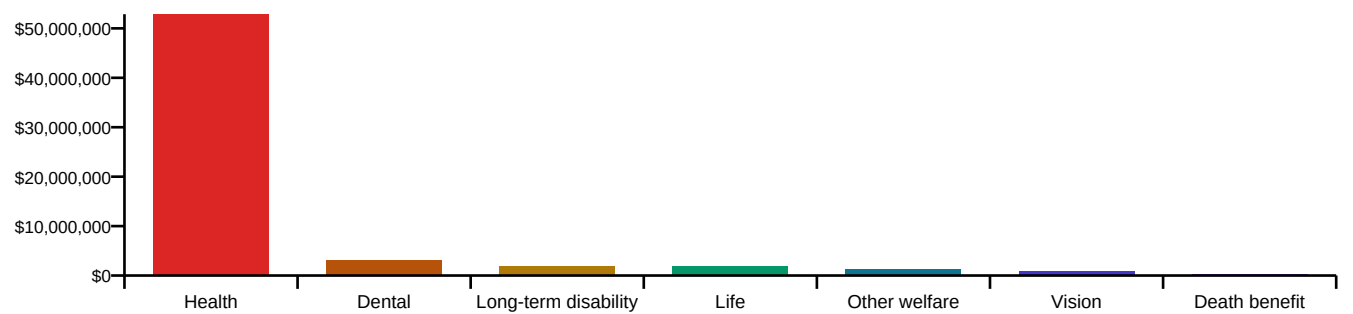
04 · BENEFIT-LINE BREAKDOWN

MODELED

Benefit Line	Share	Est. Annual Premium	Est. PMPM
Health	84.5%	\$52,866,436	\$95.83
Dental	5.2%	\$3,223,563	\$5.84
Long-term disability	3.1%	\$1,934,138	\$3.51
Life	3.1%	\$1,934,138	\$3.51
Other welfare	2.1%	\$1,289,425	\$2.34
Vision	1.5%	\$967,069	\$1.75
Death benefit	0.5%	\$322,356	\$0.58

MODELED ANNUAL PREMIUM BY BENEFIT LINE

MODELED



Lines present are CERTIFIED (from benefit codes); the dollar split is MODELED via standard benefit-cost weights — filings do not break premium out by benefit line. Rx is bundled within Health (4A).

05 · MULTI-YEAR TREND & VOLATILITY

CERTIFIED

Year	Admin Fees	Broker Comm.	Premium	Invest. Fees	Participants
2020	\$1,219,122	\$1,219,122	\$43,319,111	\$5,198,293	33,606
2021	\$1,217,051	\$1,217,051	\$46,046,280	\$5,525,554	37,723
2022	\$1,408,659	\$1,408,659	\$52,010,150	\$6,241,218	49,300
2023	\$1,347,659	\$1,347,659	\$62,537,125	\$7,504,455	45,973

Fee Line	Mean	Volatility (CV)	Trend (CAGR)
Admin	\$1,298,123	0.064	+3.4%
Broker	\$1,298,123	0.064	+3.4%
Premium	\$50,978,166	0.145	+13.0%
Invest	\$6,117,380	0.145	+13.0%

Creeping-fee flags: premium, invest — steady upward drift at low volatility, the signature of unmanaged renewal escalation.

Year-over-year fee trajectory and volatility (coefficient of variation). Steady upward creep is flagged separately from one-off spikes.

06 · PROVIDER LEAKAGE MAP

MODELED

Carrier	Broker Comm.	Admin Fees	Premium	Years	Flag
FIRST UNUM LIFE INSURANCE COMPANY	\$1,902,942	\$1,902,942	\$0	2020, 2021, 2022, 2023	commission/admin coupling
CIGNA HEALTH AND LIFE INSURANCE COMPANY AND AFFILIATES	\$1,756,125	\$1,756,125	\$203,912,666	2020, 2021, 2022, 2023	commission/admin coupling
METROPOLITAN LIFE INSURANCE COMPANY	\$1,339,767	\$1,339,767	\$0	2020, 2021, 2022, 2023	commission/admin coupling
AXA EQUITABLE LIFE INSURANCE CO.	\$174,132	\$174,132	\$0	2020, 2021, 2022, 2023	commission/admin coupling
CIGNA LIFE INSURANCE CO. OF NEW YORK	\$14,803	\$14,803	\$0	2020, 2021, 2022, 2023	commission/admin coupling
LIFE INSURANCE COMPANY OF NORTH AMERICA	\$4,224	\$4,224	\$0	2020, 2021, 2022, 2023	commission/admin coupling
NORTHWESTERN MUTUAL LIFE INSURANCE COMPANY	\$498	\$498	\$0	2020, 2021	commission/admin coupling
CIGNA HEALTH AND LIFE INSURANCE COMPANY	\$0	\$0	\$0	2020, 2021, 2022, 2023	—
DELAWARE AMERICAN LIFE INSURANCE COMPANY	\$0	\$0	\$0	2022, 2023	—
NEW YORK LIFE INSURANCE COMPANY	\$0	\$0	\$0	2022, 2023	—

Carrier-level direct compensation is CERTIFIED. Indirect compensation to TPAs, PBMs and consultants (Schedule C) is INSUFFICIENT_EVIDENCE — it requires Schedule C ingestion, the highest-value next data source.

07 · RX / PBM EXPOSUREMODELED

\$69,020,000
EST. ANNUAL RX SPEND

\$2,760,800
SPREAD EXPOSURE (LOW)

\$8,282,400
SPREAD EXPOSURE (HIGH)

N/A — needs
PBM contract
REBATE RETENTION

Rx spend is MODELED from headcount × national PMPY. Actual spread pricing and rebate retention are INSUFFICIENT_EVIDENCE — they require the PBM contract (see the PBM Contract Clarity 360 module for contract-level analysis).

08 · CATASTROPHIC CLAIM & IBNR PROJECTIONMODELED

591.6
EXPECTED CLAIMANTS

\$97,614,000
EXPECTED CAT. COST

\$17,570,520
IBNR RESERVE EST.

1.2% ×
\$165,000
ASSUMPTIONS

Actuarial projection from headcount and modeled incidence/severity priors. Bounds disclosed via assumptions; not a filed value.

09 · RECOVERABLE FEES — DISCLOSED BANDSMODELED

Total Fees (latest year)	Benchmark P50 Admin	Excess vs Median	P10	P50 (base)	P90
\$10,253,679	\$82,364	\$10,171,315	\$2,542,829	\$4,068,526	\$5,594,223

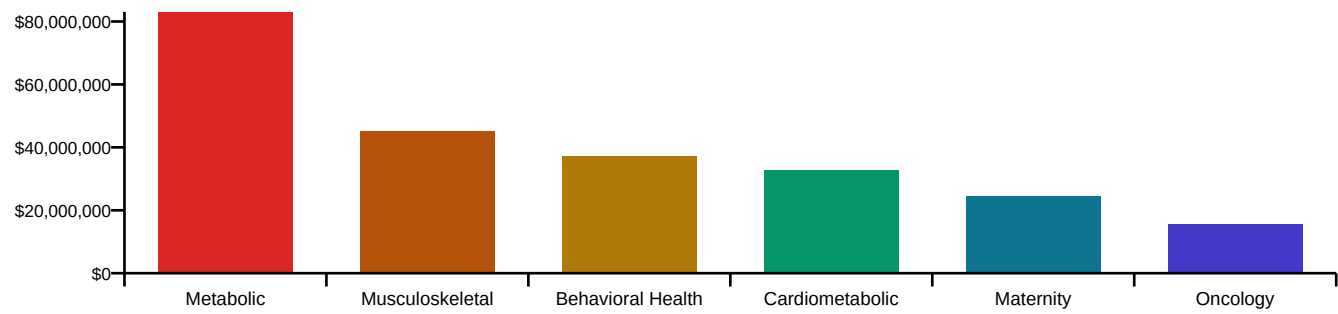
Recoverable fees as a band: recoverability of the excess-over-median is modeled at 25%/40%/55% (P10/P50/P90). Bounds disclosed per doctrine.

10 · MULTI-CONDITION WORKFORCE EXPOSUREMODELED

Condition	Risk Index	At-Risk Members	Annual Cost Exposure
Metabolic / GLP-1	0.78	4614.5	\$83,060,640
Musculoskeletal / Ortho	0.48	4732.8	\$44,961,600
Behavioral Health	0.58	5146.9	\$37,057,824
Cardiometabolic	0.46	2041.0	\$32,656,320
Maternity	0.45	1109.2	\$24,403,500
Oncology	0.5	369.8	\$15,529,500

MODELED ANNUAL EXPOSURE BY CONDITION

MODELED



Total modeled exposure: **\$237,669,384**.

Per-condition exposure modeled from industry risk priors × eligibility × modeled per-member cost. Directional planning estimate, not filed claims.

11 · EBITDA IMPACT (SEC XBRL)

INSUFFICIENT_EVIDENCE

No SEC 10-K on file for this EIN (typical for private employers). EBITDA-impact refinement requires public-company XBRL filings.

12 · PEER COHORTS — PERCENTILE PLACEMENT

CERTIFIED

Cohort	Plans	Your Admin	P50	P75	P90	Admin Pctl	Broker Pctl
National industry	194	\$548,408	\$82,364	\$155,209	\$308,668	>P90	>P90
State cohort	5	\$548,408	\$83,194	\$419,266	\$479,092	>P90	>P90

Percentile placement of your filed fees vs national and state peer cohorts.

13 · FIVE-YEAR COMMISSION HISTORY & COMMISSION PEPM

MODELED

\$5,192,491

5-YR COMMISSIONS

\$2.60

BLENDED COMMISSION PEPM

+3.4%

COMMISSION TREND (CAGR)

2020, 2021, 2022, 2023

FILING YEARS

Year	Commissions	Comm. PEPM	% of Premium	Premium	Participants	Lines of Business
2020	\$1,219,122	\$3.02	2.81%	\$43,319,111	33,606	Death benefit, Dental, Health, Life, Long-term disability, Other welfare, Vision

Year	Commissions	Comm. PEPM	% of Premium	Premium	Participants	Lines of Business
2021	\$1,217,051	\$2.69	2.64%	\$46,046,280	37,723	Death benefit, Dental, Health, Life, Long-term disability, Other welfare, Vision
2022	\$1,408,659	\$2.38	2.71%	\$52,010,150	49,300	Death benefit, Dental, Health, Life, Long-term disability, Other welfare, Vision
2023	\$1,347,659	\$2.44	2.15%	\$62,537,125	45,973	Death benefit, Dental, Health, Life, Long-term disability, Other welfare, Vision

Carrier	5-yr Commissions	5-yr Premium	% of Premium	Lines of Business	Years
FIRST UNUM LIFE INSURANCE COMPANY	\$1,902,942	\$0	—	Long-term disability	2020, 2021, 2022, 2023
CIGNA HEALTH AND LIFE INSURANCE COMPANY AND AFFILIATES	\$1,756,125	\$203,912,666	0.86%	Dental, Health, Other welfare, Vision	2020, 2021, 2022, 2023
METROPOLITAN LIFE INSURANCE COMPANY	\$1,339,767	\$0	—	Life	2020, 2021, 2022, 2023
AXA EQUITABLE LIFE INSURANCE CO.	\$174,132	\$0	—	Life	2020, 2021, 2022, 2023
CIGNA LIFE INSURANCE CO. OF NEW YORK	\$14,803	\$0	—	Other welfare	2020, 2021, 2022, 2023
LIFE INSURANCE COMPANY OF NORTH AMERICA	\$4,224	\$0	—	Death benefit	2020, 2021, 2022, 2023
NORTHWESTERN MUTUAL LIFE INSURANCE COMPANY	\$498	\$0	—	—	2020, 2021

Carrier	5-yr Commissions	5-yr Premium	% of Premium	Lines of Business	Years
CIGNA HEALTH AND LIFE INSURANCE COMPANY	\$0	\$0	—	Dental, Health, Other welfare, Vision	2020, 2021, 2022, 2023
DELAWARE AMERICAN LIFE INSURANCE COMPANY	\$0	\$0	—	Life	2022, 2023
NEW YORK LIFE INSURANCE COMPANY	\$0	\$0	—	—	2022, 2023

Commission dollars, premiums and lines of business are CERTIFIED (filed Schedule A values and welfare benefit codes). Commission PEPM is MODELED: the filed participant count substitutes for an employee-month census, so participants x 12 approximates the denominator. A true employee-level PEPM requires an eligibility file.

14 · EVIDENCE GAPS & CONFIDENCE DOCTRINE

DOCTRINE

Section (INSUFFICIENT_EVIDENCE)	Ingestion That Unlocks It
Participant Detail	Active/retired/separated-vested splits are not ingested. Total participant count is CERTIFIED; the status breakdown requires Schedule H/I line-item ingestion before a finding can be issued.
EBITDA Impact (SEC XBRL)	No SEC 10-K on file for this EIN (typical for private employers). EBITDA-impact refinement requires public-company XBRL filings.

Figures in this report are computed from filed DOL Form 5500 data at three confidence tiers: **CERTIFIED** (filed values, reconciled), **MODELED** (inference from incomplete evidence, bounds disclosed) and **INSUFFICIENT_EVIDENCE** (no finding issued — the gap itself is the finding). Narratives never outrun evidence. This document carries a SHA-256 evidence manifest in its download headers (Hard Rule 03).