

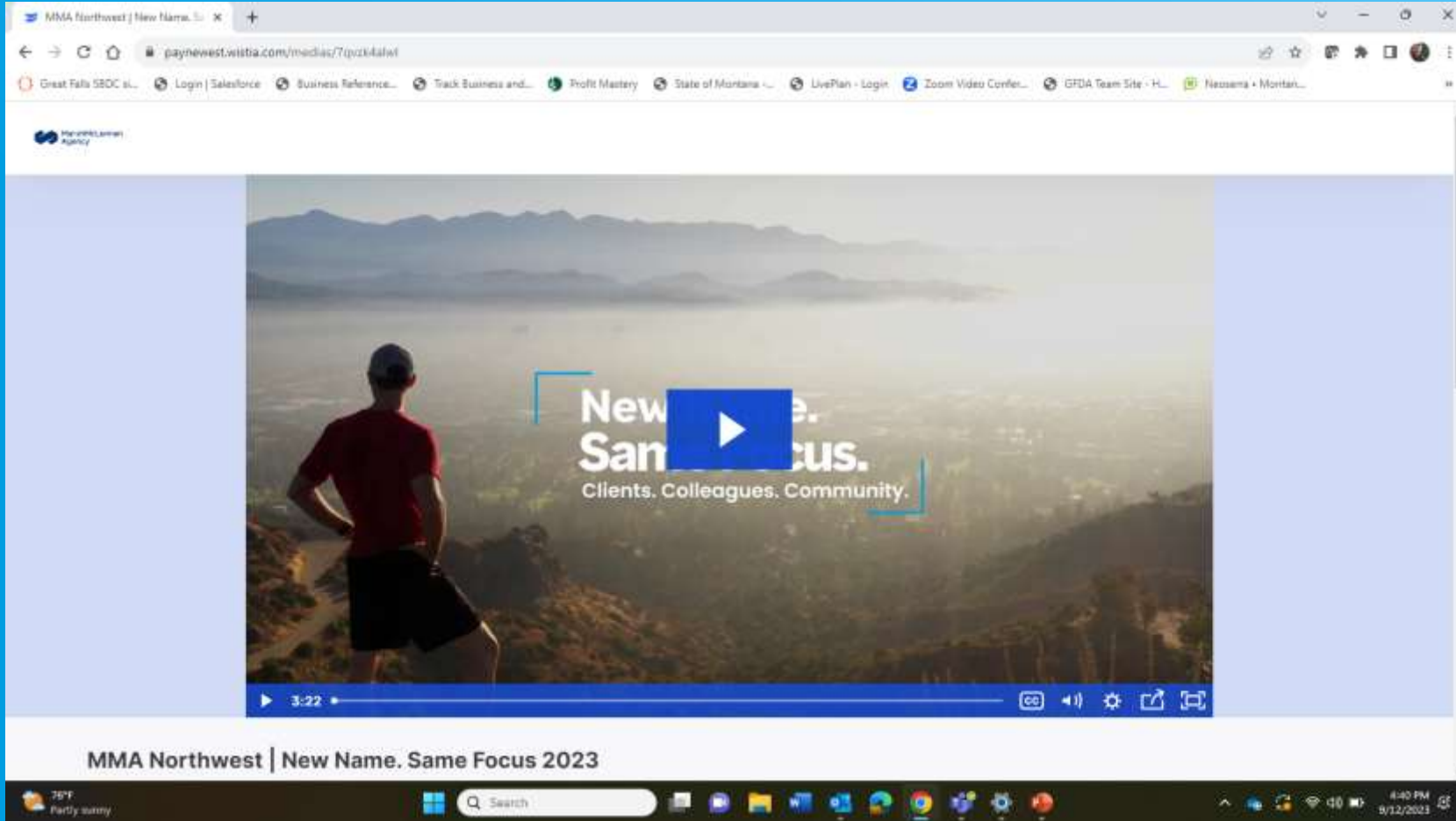


Marsh McLennan
Agency

Welcome

Insurance is a Team Sport – Part 1

Your future is limitless.™



The screenshot shows a web browser window with the URL paynewest.wistia.com/medias/7qvzk4alwl. The video player displays a man in a red shirt and black shorts standing on a hillside, looking out over a city and mountains. The text "New Name. Same Focus." is overlaid on the video, with "Same Focus." partially obscured by a blue play button. Below the video, the text "MMA Northwest | New Name. Same Focus 2023" is visible. The browser's address bar and tabs are also visible, showing various open pages like "Great Falls SBDC", "Login | Salesforce", and "Zoom Video Confer...". The Windows taskbar at the bottom shows the date and time as 4:40 PM on 9/12/2023.

<https://paynewest.wistia.com/medias/7qvzk4alwl>

Your future is limitless.™

Marsh McLennan Agency



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Pinch Hitting for Dena Johnson...

It takes two of us to be as good!



Jason Nitschke, MA; EDFP

Senior Child Care Business Advisor
Zero to Five Montana

Jason is a nationally recognized business advisor with over a decade of experience as an entrepreneur and economic developer. He is also an award-winning journalist with 16 years experience in the news industry. His professional certifications include:

- National Development Council
- GrowthWheel International
- Association of accredited Business Consultants
- Business Resource Services
- US Small Business Administration
- Edward Lowe Foundation



Barnett Sporkin-Morrison

Vice President – Choteau Youth Alliance
Licensed Insurance Agent




Barnett bio

- Bullet list
 - Additional bullet
 - Third bullet



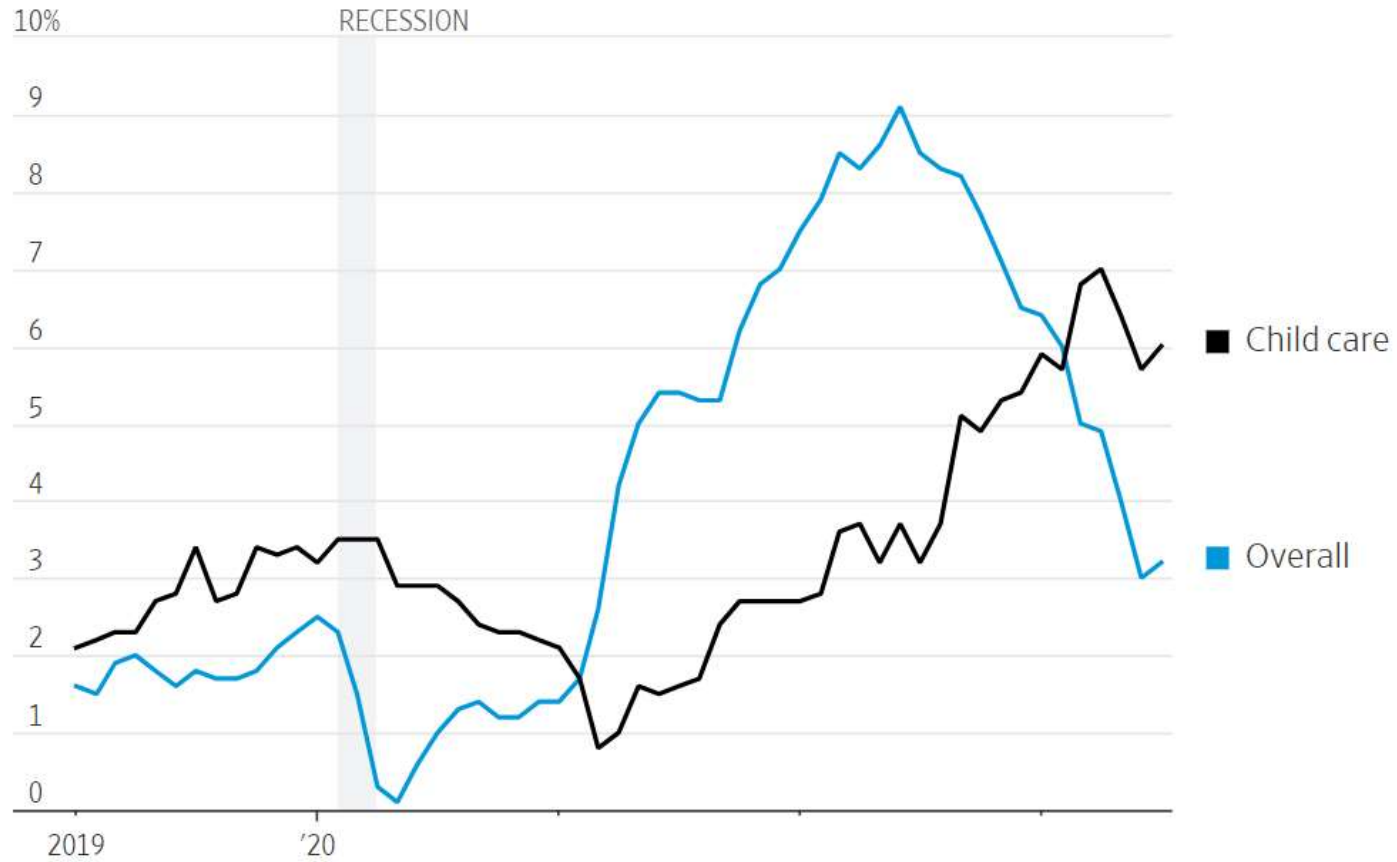
**Insurance is a
Team Sport**

Challenges we will address today

-  Insurance costs are rising and access to coverage is getting harder.
-  I meet the State requirements, but insurance carriers are stricter. What am I missing?
-  I have a good safety policy on file but fear there may be gaps.

Rising cost of childcare

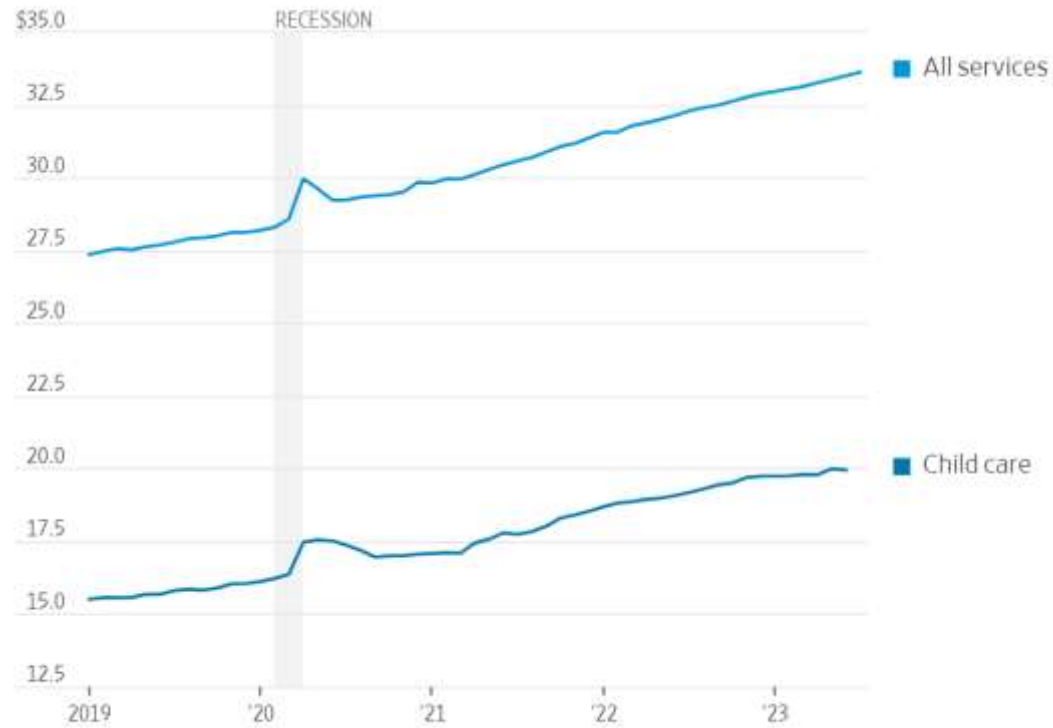
Consumer-price index, change from a year earlier



Source: Bureau of Labor Statistics

Workforce

Average Hourly Wages



Note: Seasonally Adjusted
Source: Bureau of Labor Statistics

Total costs increasing...

Businesses in every industry should examine these trends closely and seek ways to mitigate their impact:

01 Inflation (economic and social)

02 Catastrophic risk

03 Corporate governance

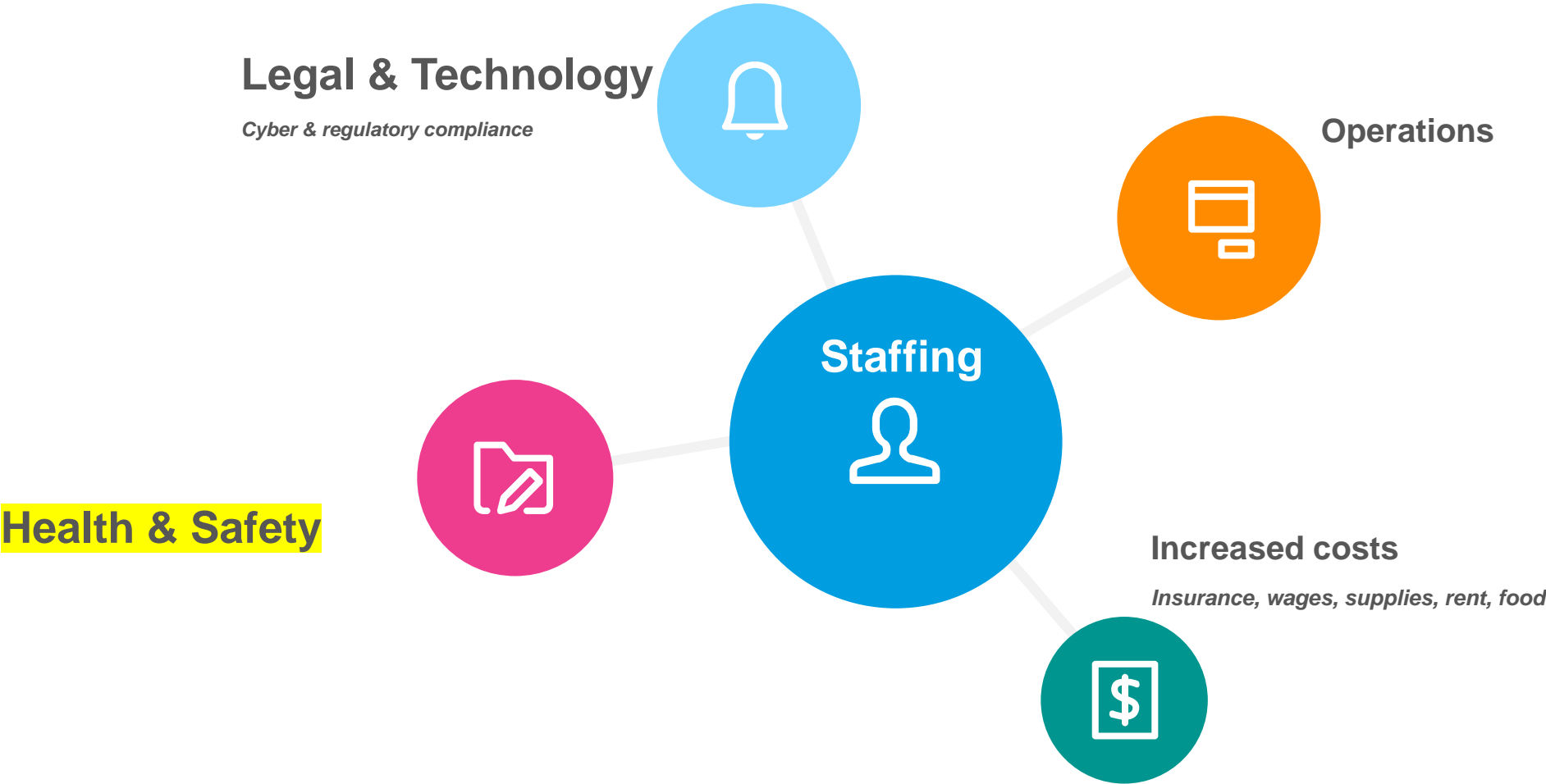
04 Litigation trends

05 Cyber risk



Early Childcare & Education

Top risk factors



So, what can we do?



Which individual needs an advisor?



What is Risk?



Risk -defined

/risk/

noun

**the chance of loss
or gain.**

Risk Plan



Manage

Leadership – Risk Management Plan



Mitigate

Loss Control & Safety | Policies & Procedures



Assume

Business Risk



Transfer

Contracts



Avoid – prevent

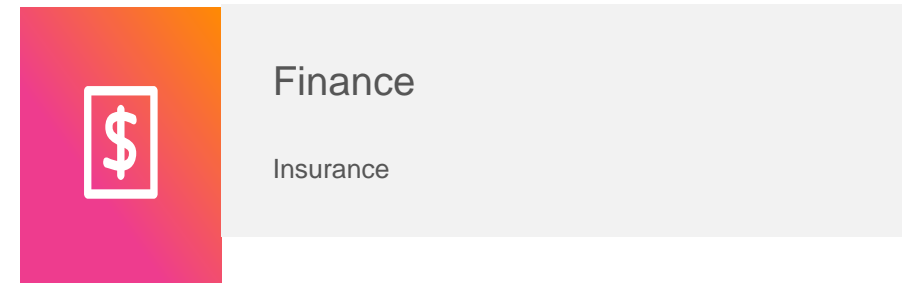


Finance

Insurance

Coverage Outline	Example Limits
Worker's Compensation - EL	\$1,000,000/\$1,000,000/\$1,000,000
General Liability (occurrence form)	\$1,000,000/\$2,000,000
Products – Completed Operations	\$1,000,000
Professional - \$5,000 retention (if needed)	\$1,000,000
<i>Abuse</i>	\$1,000,000
EPL	\$1,000,000
Cyber / Crime	Custom
Professional Liability / Educator's Legal	Custom
Any Auto – combined single limit (each accident)	Custom
Property – special form blanket, replacement cost	SOV specific / agreed value
Earth movement / Flood	Custom
Umbrella	\$1,000,000

Sample of minimum limits only



Less is not more!



Does your agent know your story?



Site visit & photos – a picture is worth a thousand words.



Who is at your table – B.A.I.L. team, experienced workforce, leadership, safety...



Performance – history is # 1 indicator of future



Accountability – can you demonstrate that you follow your own policies?



Financial strength

What do underwriters want to review?

Top of Stack submission = best coverage with the best terms (best price)



Application(s)

- Licensing information
- Safety manual & handbook
- Business Bio – including the history of the facility or program
- Copies of all contracts
- Copy of most recent state inspection report – explanations of action taken if applicable



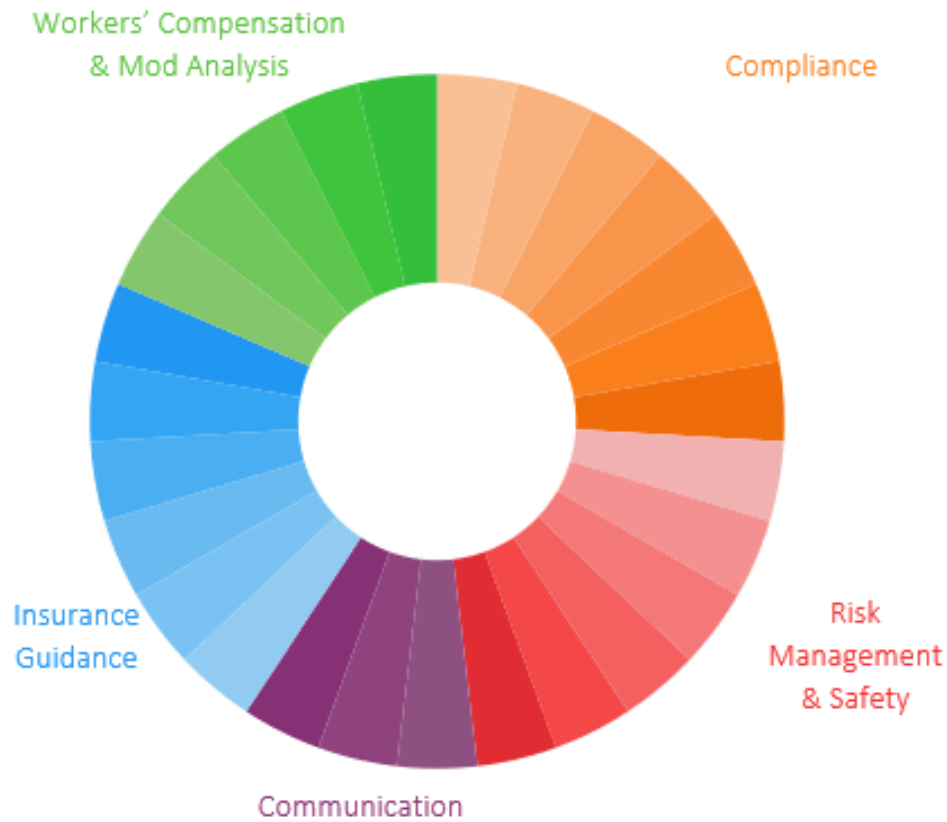
- Copy of current policy
- Corner to corner photos of exterior and interior
- Loss history
- Financial statements
- Bylaws & Declarations (if applicable)



Leadership team

- Resumes & Bio for director level
- Training schedule & logs
- Certifications

- OSHA Penalties
- Federal/State Compliance
- OSHA Compliance & Support
- FMCSA Compliance
- DOT Compliance
- GHS Compliance
- HR Hotline
- Employee Safety Manual
- Industry-specific Safety Training
- OSHA Benchmarking
- Return to Work Programs
- Fraud Reduction Program
- Business Continuity Planning
- Toolbox Talks
- Workplace Posters
- Employee Newsletters & Videos
- Quote Policies
- Claims & Billing Assistance
- Negotiate Renewal
- Risk Summaries
- Coverage & Policy Expertise
- Application Submission
- Loss Analysis
- Frequency vs. Severity
- Mod Reduction & Management
- Workers' Compensation Analysis
- Mod Reporting



More than a commodity

\$

Finance

Insurance

Experience Mod Rating Analysis

Performance matters

20%

1.2

An experience mod of 1.2 could cost 20% more than a peer company with a 1.0.

-14%

.86 (current e-mod)

An experience mod of .86 could cost 14% less than a peer company with a 1.0.

-20%

.80

An experience mod of .80 could cost 20% less than a peer company with a 1.0.

The Mod Formula

Actual primary losses	+	Ballast value	+	Weighting value	x	Actual excess losses	+	(1 - Weighting value)	x	Expected excess losses	=	Current mod
Expected primary losses	+	Ballast value	+	Weighting value	x	Expected excess losses	+	(1 - Weighting value)	x	Expected excess losses	=	
\$18,620	+	29,885	+	0.12	x	\$7,980	+	(1 - 0.12)	x	\$61,007	=	0.86
\$28,590	+	29,885	+	0.12	x	\$61,007	+	(1 - 0.12)	x	\$61,007	=	

Managing Risk is a Team Sport





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Welcome

Insurance is a Team Sport – Part 2

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Title for 2 images



Insert Jason

Title goes here

Bio information about team member and an optional bullet list of relevant projects and expertise

- Bullet list
 - Additional bullet
 - Third bullet



Insert Speaker 2

Title goes here

Bio information about team member and an optional bullet list of relevant projects and expertise

- Bullet list
 - Additional bullet
 - Third bullet

“Be Careful out there”



Top safety concerns

In this presentation you'll learn how to protect against:

- ▶ Consistent and attentive supervision at ALL times
- ▶ Safe Environment – “child proof”
- ▶ Allergy incident
- ▶ Sanitation
- ▶ Emergency preparedness
- ▶ Nutrition
- ▶ Safe sleep practices
- ▶ Transportation safety
- ▶ Screening & Training

Top claims

- ▶ Abuse | Allegation of abuse
- ▶ Bodily injury – slips, trips, falls, activity injury
- ▶ Cyber
- ▶ Failure to supervise – professional liability
- ▶ Food-related claims – food poisoning, allergic reaction, and so forth
- ▶ Employment Practices – such as wrongful termination
- ▶ Employee injury – worker's compensation claims

Hazards

In this presentation you'll learn how to protect against:

- ▶ Poisoning
- ▶ Allergy
- ▶ Electrical Hazards
- ▶ Water Dangers
- ▶ Location Hazards
- ▶ Burns: Stove | Hot water
- ▶ Playground Equipment
- ▶ Choking
- ▶ Toy Dangers
- ▶ Car Seats

Risk Perception & Policies



Handbook & Safety manual – what are they used for?



What are the key elements of training?



Make a safety checklist from memory – what's on the list?



Policies Pass (C-) Processes Protect (A+)

Accountability

Policies Pass (C-) Processes Protect (A+)

How do your processes stand up?



Keeping tiny humans and care-givers (employees) safe...

Day Care and Preschool Employee **SAFETY MANUAL**

Montana Child Care

Provided by: Marsh McLennan Agency

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Being careful out there...with our helmets on!

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