



State of New Jersey

State Health Benefits Program

Plan Year 2020 Rate Setting Recommendation Report

Dental Plans

August 21, 2019

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Executive Summary

The purpose of this report is to review the experience of the Dental Plans offered through the State Health Benefits Program (SHBP) to State Employees and Retirees, as well as Employees and Retirees of participating Local Employers, and recommend premium levels to support the Dental Plans for Plan Year 2020.

Benefits Maintained by the SHBP

The SHBP Dental Program currently includes the following options:

- The self-insured Employee Dental Expense Plan (DEP), administered by Aetna, which covers State Active Employees and Active Employees of participating Local Employers;
- The self-insured Retiree Dental Expense Plan (DEP), administered by Aetna, which covers State Retirees and Retirees of participating Local Employers;
- The five fully-insured Employee Dental Plan Organizations (DPOs), which cover State Active Employees and Active Employees of participating Local Employers, and
- The five fully-insured Retiree Dental Plan Organizations (DPOs), which cover State Retirees and Retirees of participating Local Employers.

The rate renewal recommendations resulting for Plan Year 2020 are reflected in Exhibit 1.

Benefit and Network Changes

Other than the offer of DPO enrollment to Retirees for the first time on 1/1/2015, there have been no material plan design changes since Plan Year 2015. The DEP plan will continue to operate as a “true PPO” with cost sharing differences between in and out-of-network claims. No benefit changes are assumed in Plan Year 2020.

The SHBP Dental Plan completed an RFP process to review potential DPO vendors with new contracts effective 1/1/2015. As a result, Aetna, Cigna, Healthplex, Horizon, and MetLife were selected to provide these benefits for Plan Year 2015 and future years. Aetna, Cigna and MetLife have national DPO networks while Horizon and Healthplex are predominantly concentrated in New Jersey, with some coverage in adjacent counties in New York and Pennsylvania.

Federal Mandates

ACA 9010: Section 9010 of the ACA imposes a Health Insurer Fee (HIF) on each covered entity engaged in the business of providing health insurance for United States health risks. The HIF will help fund the federal subsidies given to lower-income families that may not have coverage. On January 22, 2018, Congress passed a spending bill which places a moratorium on this tax in 2019. The Plan Year 2020 Renewal projections assume that there is no moratorium of the HIF for Plan Year 2020.

Enrollment Changes

Exhibit 2 shows historical enrollment patterns among the SHBP Dental Plan offerings for Plan Years 2016 through 2019 and includes Aon's projection of Plan Year 2020 enrollment.

Plan Year 2019 enrollment is based on enrollment through May 2019 and includes a projection of enrollment through December 2020. This projection assumes that State Active enrollment will remain flat in Plan Year 2020. Local Education Active enrollment is projected to decrease 6.0% in Plan Year 2020 while Local Government Active enrollment is projected to increase 2.5% in 2020. State and Local Education Retiree enrollment is projected to increase 2.0% per year in Plan Year 2020 while Local Government Retiree enrollment is projected to increase 4.0%. These increases are based on projected changes in the medical enrollment for Plan Year 2020.

The following are the Plan Year 2020 Dental Program's enrollment projections:

	State	Local	Total
Actives			
Dental Expense Plan	60,900	4,400	65,300
DPOs	28,900	1,000	29,900
Total Active Dental	89,800	5,400	95,200
Retirees			
Dental Expense Plan	32,200	71,300	103,500
DPOs	3,800	6,200	10,000
Total Retiree Dental	36,000	77,500	113,500

Exhibits 2D and 2E show the May 2019 DEP and DPO enrollment for Actives and Retirees, respectively.

Member Contributions

Retirees in the dental plans pay 100% of the projected costs of the program. Active Employees pay 50% of the projected costs. For Local Employees, actual contributions vary by Local Employer. No changes in member contributions are assumed for Plan Year 2020.

Trend Analysis

Exhibit 3 presents the trend recommendations for Plan Year 2020 for the Active and Retiree DEP. This exhibit compares the actual increase in SHBP DEP average claims with industry benchmarks (based on Aon's Trend Survey) for the same period, separately for Employees and Retirees.

SHBP Active DEP claim increases were approximately 1.4% in Plan Year 2017 and 4.2% in Plan Year 2018. SHBP Retiree DEP claim increases were approximately 0.5% in Plan Year 2017 and 1.9% in Plan Year 2018. Aon is recommending 3.0% trend to project DEP claims for Actives and Retirees to Plan Year 2020, consistent with dental cost trend recommendations provided by the DEP and DPO vendors.

Financial Projections

Financial Results

Active DEP – For Plan Year 2018, there was approximately no change in the gain for the DEP as compared to the Plan Year 2018 Mid-Year Report. Preliminary projections for Plan Year 2019 show a loss of 0.5% of Total Active DEP cost. The Plan Year 2019 loss is due to higher than expected Plan Year 2018 claim costs runoff.

A 3.5% increase in premium rates for Plan Year 2020 is projected to result in no projected gain or loss for the Active Dental Expense Plan (i.e., plan costs equal to projected premiums).

Retiree DEP – For Plan Year 2018, there was an increase in the gain of 0.9% on a total cost basis for the DEP as compared to the Plan Year 2018 Mid-Year Report. Preliminary projections for Plan Year 2019 show a gain of 1.2% of total Retiree DEP cost. The increase in the Plan Year 2018 gain and the increase in the Plan Year 2019 gain are due to lower than expected Plan Year 2018 claim costs.

A 1.7% increase in premium rates for Plan Year 2020 is projected to result in no projected gain or loss for the Retiree Dental Expense Plan (i.e., plan costs equal to projected premiums).

Active and Retiree DPOs – The DPOs are fully-insured, so the premiums represent a no-loss, no-gain basis for the State.

The table below summarizes the projected gains/(losses) in millions for Plan Years 2018, 2019 and 2020. These results assume that premiums are fully funded each year:

Projected Gain / (Loss) \$ in Millions

	<u>PY 2018</u>	<u>PY 2019</u>	<u>PY 2020</u>
Employee Dental Expense	\$0.4	(\$0.3)	\$0.0
Retiree Dental Expense	\$2.9	\$0.9	\$0.0
DPOs	N/A	N/A	N/A
Total	\$3.3	\$0.6	\$0.0

Rate Renewal Development and Assumptions

Exhibit 5 contains the premium tables for the Plan Year 2020 Dental Plan renewal.

Dental Expense Plan Rating Methodology

Exhibit 4 shows the aggregate costs for Plan Years 2018, 2019 and 2020, separately for Active and Retired participants. Costs were projected separately for dental claims, administrative costs, investment income and aggregate premiums.

Dental Claim Projection

1. Using claim data paid through April 2019 supplied by Aetna, completed incurred claims were estimated for Plan Year 2018.
2. Aggregate dental claims for each Plan Year were divided by the average subscribers for that Plan Year to get claims per subscriber.
3. Claims per subscriber were projected to Plan Years 2019 and 2020 using the projection trend listed in Exhibit 3.
4. Aggregate Plan Year 2020 premiums are the product of the projected Plan Year 2020 enrollment and the projected Plan Year 2020 premium rates.

Administrative Cost Projection

Plan Year 2020 administrative fees for the DEP plan will remain unchanged from Plan Year 2019. The Administrative Costs shown in Exhibit 4 are the contractual Aetna ASO fees multiplied by the projected enrollment for each year:

	<u>DEP ASO Fees PEPM</u>	
	<u>Actives</u>	<u>Retirees</u>
Plan Year 2018	\$1.69	\$1.69
Plan Year 2019	\$1.69	\$1.69
Plan Year 2020	\$1.74	\$1.74

Plan Year 2020 DEP premiums will include projected costs for the following administrative expenses:

- Aetna ASO fees, and
- Investment income credit.

Investment Income

Investment Income for Plan Year 2018 reflects actual amounts (as provided by the State) credited to the Dental Plan. Investment Income for Plan Year 2019 and Plan Years 2019 and 2020 assumes no change from Plan Year 2018. Investment Income amounts are stated in Exhibit 4.

DEP Rate Change Recommendation

1. Plan Year 2020 aggregate costs were calculated by summing projected costs for dental claims and administrative charges, reduced by investment income.
2. Plan Year 2020 Active aggregate projected costs are 3.5% more than Plan Year 2019 Active premiums multiplied by Plan Year 2020 projected enrollment. Therefore, Aon is recommending a 3.5% premium rate increase for the Active Dental Expense Plan.
3. Plan Year 2020 Retiree aggregate projected costs are 1.7% more than Plan Year 2019 Retiree premiums multiplied by Plan Year 2020 projected enrollment. Therefore, Aon is recommending a 1.7% premium rate increase for the Retiree Dental Expense Plan.

DPO Premiums

The Plan Year 2020 DPO premium increases (assuming the Health Insurer Fee is effective for Plan Year 2020) are provided in the table below and in Exhibit 1.

DPO Plans	Actives	Retirees
Aetna	1.02%	0.98%
Cigna	0.00%	0.00%
Healthplex	0.00%	0.00%
Horizon	(1.49%)	(1.45%)
MetLife	0.00%	0.00%

Incurred Basis

Plan Year 2020 projections are based on expected incurred claims and expenses for Plan Year 2020.

Margin

DPO Plans: DPO rates have no additional margin since these plans are insured by the vendors.

Employee DEP: Active Employees pay half the projected cost of the Dental Plan with no deficit recovery. No margin is included in the renewal rates.

Retiree DEP: Retirees pay 100% of the premium with no deficit recovery. No margin is included in the rates.

Enrollment Projections

Based on historical enrollment patterns and discussions with the State, we are projecting the following enrollment for Plan Year 2020:

	DEP	DPO	Total
Active State Employees	60,900	28,900	89,800
Active Local Employees	4,400	1,000	5,400
Retired State Employees	32,200	3,800	36,000
Retired Local Employees	71,300	6,200	77,500
Total	168,800	39,900	208,700

Trend Rates

Trend recommendations were developed by comparing the SHBP historical dental trend with industry expectations with adjustments for an anticipated increase in utilization as the economy recovers. The trend recommendation for Plan Year 2020 is 3.0% for Employees and Retirees.

Data Assumptions

Claims: Aon received a claim file from Aetna with claims paid through April 2019 and used this information in the renewal analysis.

Enrollment: Aon used actual billing counts through May 2019 and projected billing counts through December 2020 for the exposure units in the renewal calculations. It is assumed that the State and Local enrollment in the dental plans is consistent with the enrollment projected for the medical plans.

Plan Year 2020 Premium Rates

The DEP premiums were calculated by applying the percentage changes in Exhibit 1 to the Plan Year 2019 premium tables. The DPO premiums are those offered by the five DPOs.

The Plan Year 2020 DPO premiums reflect “savings” over the DEP which are shown below:

	DPO Premium / DEP Premium	
	Actives	Retirees
Aetna	52.1%	55.2%
Cigna	55.1%	61.6%
Healthplex	21.0%	21.4%
Horizon	42.8%	44.9%
MetLife	35.9%	36.5%

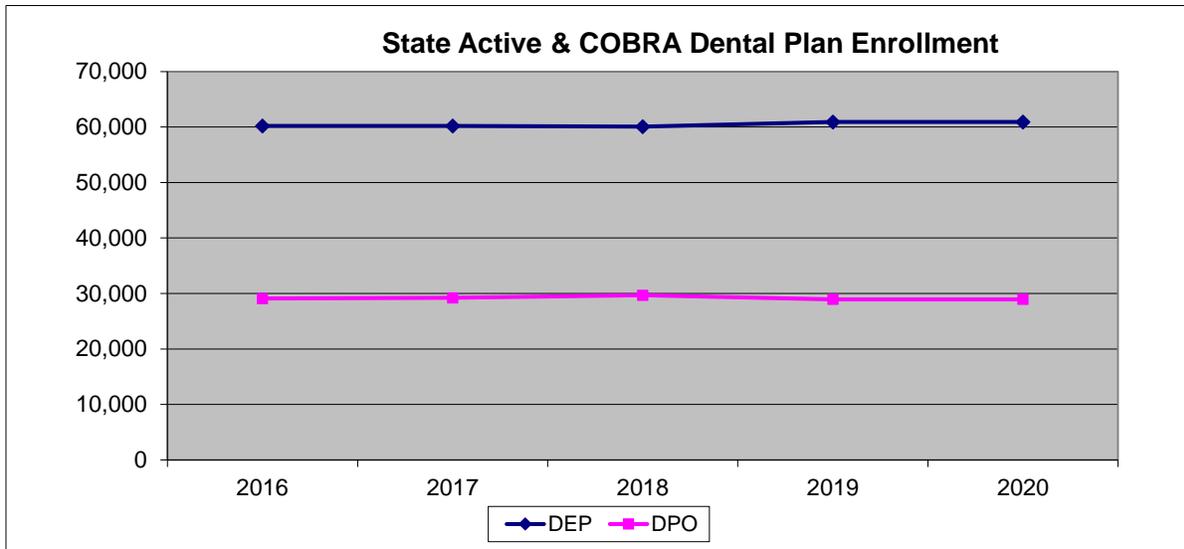
The Plan Year 2020 DPO premiums range from 21% to 62% of the DEP cost. When Active members enroll in a DPO, the reduced cost is shared by the employee and the employer, since Actives contribute 50% of the monthly premium. Retirees receive 100% of the cost savings since they contribute 100% of the cost of the Retiree dental program for both DEP and DPO.

Exhibit 1 – Recommended Renewal Increases

The following table provides the Plan Year 2020 premium rate increases or decreases, assuming the Health Insurer Fee is in effect for Plan Year 2020. The Health Insurer Fee is not applicable to the Dental Expense Plan as it is self-insured.:

	Actives	Retirees
Dental Expense Plan	3.50%	1.70%
DPO Plans		
Aetna	1.02%	0.98%
Cigna	0.00%	0.00%
Healthplex	0.00%	0.00%
Horizon	(1.49%)	(1.45%)
MetLife	0.00%	0.00%

Exhibit 2A – State Active Enrollment Projections



Observations:

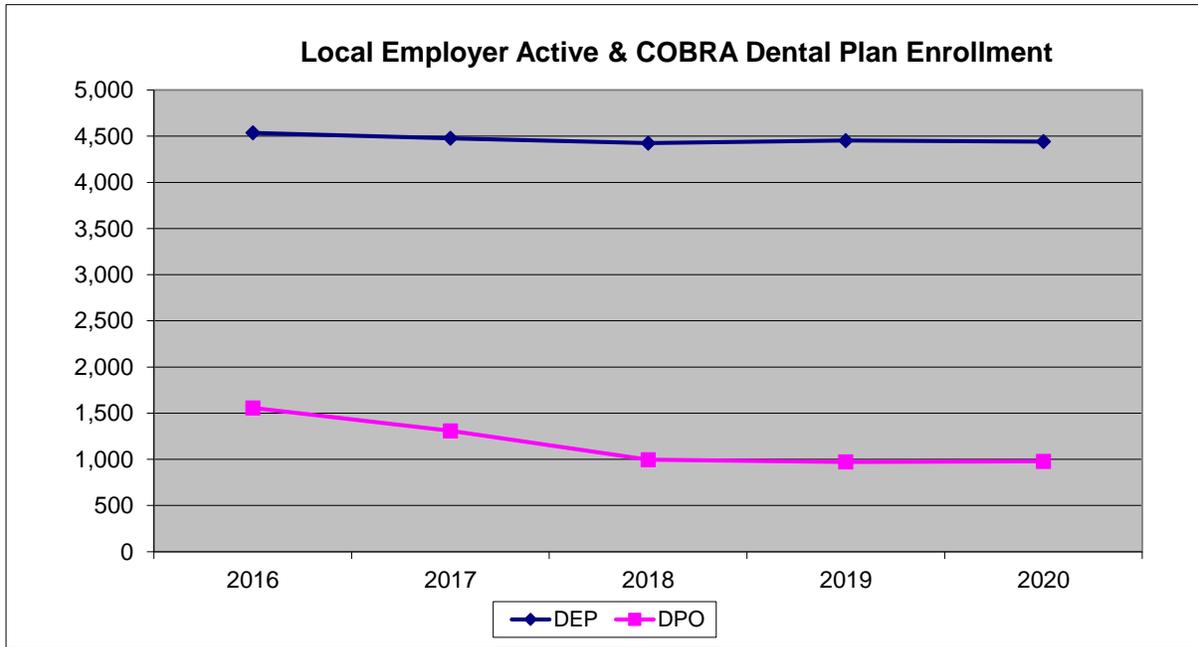
Total State Active Dental enrollment is assumed to remain stable from Plan Year 2019 to Plan Year 2020 consistent with projected medical enrollment changes and historical projections.

Dental Expense Plan Active enrollment increased from 66.9% of total Dental enrollment in Plan Year 2018 to 67.8% in Plan Year 2019. Plan Year 2020 Active Dental Expense Plan enrollment is assumed to remain at 67.8%.

Projected Plan Year 2020 Dental enrollment is 99% of projected Medical enrollment, which is consistent with Plan Year 2019.

	Annual Change in Enrollment			Projected Enrollment
	Actual 2017 to 2018	Projected 2018 to 2019	Projected 2019 to 2020	Plan Year 2020
Dental Expense Plan	(0.2%)	1.4%	0.0%	60,900
DPOs	1.6%	(2.5%)	0.0%	28,900
Total	0.4%	0.1%	0.0%	89,800

Exhibit 2B – Local Active Enrollment Projections



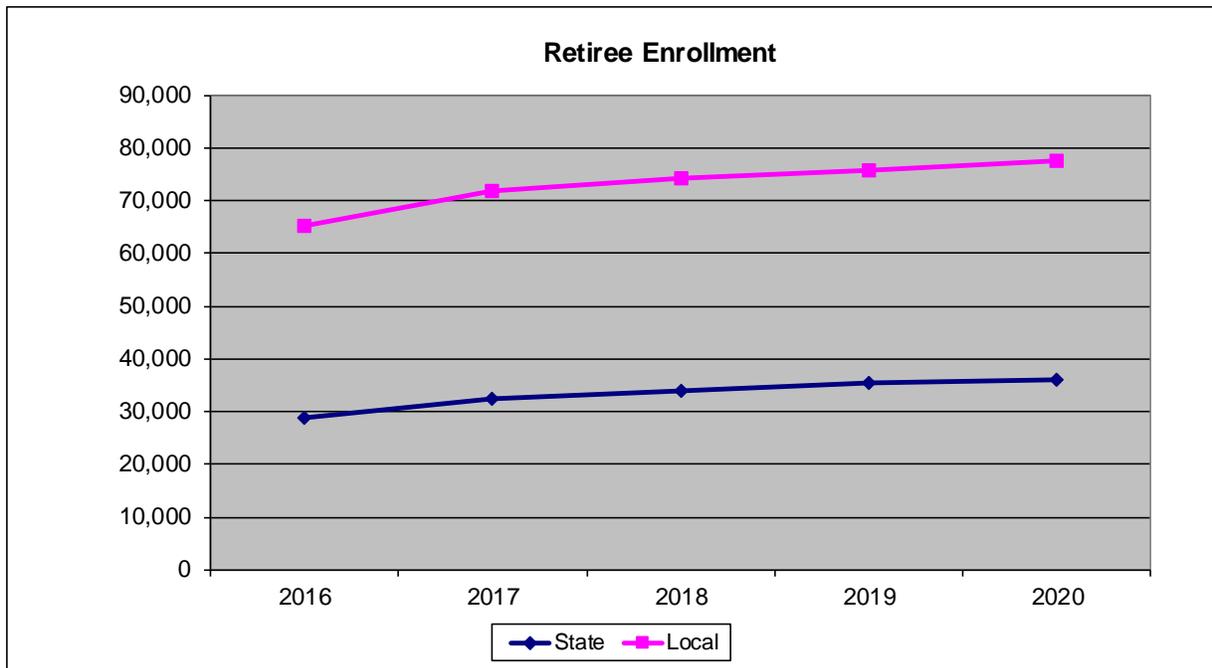
Observations:

Dental was first offered to Local Active Employees in Plan Year 2005. Initial enrollment was quite low and it has grown to 5% of Medical Plan enrollment in 2019.

Local Active Dental enrollment is projected to decrease slightly in Plan Year 2020.

	Annual Change in Enrollment			Projected Enrollment
	Actual 2017 to 2018	Projected 2018 to 2019	Projected 2019 to 2020	Plan Year 2020
Dental Expense Plan	(1.2%)	0.7%	(0.3%)	4,400
DPOs	(23.9%)	(2.5%)	0.7%	1,000
Total	(6.3%)	0.1%	(0.1%)	5,400

Exhibit 2C – Retiree Enrollment Projections



Observations:

The DEP was first offered to Retirees in Plan Year 2005. Initially, the plan was offered to all retirees, but from Plan Year 2006 onward, it has only been open to new retirees. Starting in 2015, Retirees have access to DPOs as well as the DEP.

Plan Year 2020 enrollment is projected to increase 2.2%.

Plan Year 2020 Retiree Dental enrollment is projected to be 68% of State Retiree Medical enrollment and 53% of Local Employer Retiree Medical enrollment.

Projected Plan Year 2020 Retiree Enrollment

	DEP	DPO	Total
State	32,200	3,800	36,000
Local Employer	71,300	6,200	77,500
Total Dental	103,500	10,000	113,500

	Annual Change in Enrollment			Projected Enrollment
	Actual 2017 to 2018	Projected 2018 to 2019	Projected 2019 to 2020	Plan Year 2020
Dental Expense Plan	2.9%	2.2%	2.2%	103,500
DPOs	17.1%	6.0%	2.4%	10,000
Total	4.0%	2.6%	2.2%	113,500

Exhibit 2D – May 2019 SHBP Active Enrollment

	Number of Contracts				
	Single	Member&Spouse /Partner	Family	Parent + Child(ren)	Total
STATE ACTIVES & COBRA					
Dental Expense #399	20,758	11,076	20,795	8,246	60,875
DPO Plans					
Aetna #319	4,932	1,673	3,933	2,499	13,037
Cigna #305	1,730	630	1,534	783	4,677
Healthplex #307	842	267	370	307	1,786
Horizon #317	3,476	986	2,150	1,647	8,259
MetLife #320	577	129	324	151	1,181
Total DPOs	11,557	3,685	8,311	5,387	28,940
Total	32,315	14,761	29,106	13,633	89,815
LOCAL EMPLOYER ACTIVES & COBRA					
Dental Expense #399	1,478	797	1,649	530	4,454
DPO Plans					
Aetna #319	142	72	141	48	403
Cigna #305	33	23	38	12	106
Healthplex #307	7	5	5	3	20
Horizon #317	153	54	114	75	396
MetLife #320	25	9	10	7	51
Total DPOs	360	163	308	145	976
Total	1,838	960	1,957	675	5,430

Exhibit 2E – May 2019 SHBP Retiree Enrollment

	Number of Contracts				
	Single	Member&Spouse /Partner	Family	Parent + Child(ren)	Total
STATE RETIREES					
Dental Expense #399	14,860	11,758	3,603	1,454	31,675
DPO Plans					
Aetna #319	804	619	339	161	1,923
Cigna #305	206	192	97	35	530
Healthplex #307	240	165	55	48	508
Horizon #317	267	231	93	42	633
MetLife #320	46	67	25	7	145
Total DPOs	1,563	1,274	609	293	3,739
Total	16,423	13,032	4,212	1,747	35,414
LOCAL EMPLOYER RETIREES					
Dental Expense #399	34,406	29,433	4,380	1,601	69,820
DPO Plans					
Aetna #319	1,127	981	276	123	2,507
Cigna #305	233	290	79	25	627
Healthplex #307	109	79	45	16	249
Horizon #317	902	696	306	130	2,034
MetLife #320	237	235	83	36	591
Total DPOs	2,608	2,281	789	330	6,008
Total	37,014	31,714	5,169	1,931	75,828

Exhibit 3 – Trend Analysis

	Actual		Aon Industry Trends			
	SHBP Employee Claim Increases	SHBP Retiree Claim Increases	Indemnity	PPO	SHBP Employee	SHBP Retiree
2016 to 2017 actual	1.4%	0.5%	3.8%	4.0%	(2.6%)	(3.5%)
2017 to 2018 actual	4.2%	1.9%	3.8%	3.8%	0.4%	(1.9%)
Projection Trend	3.0%	3.0%	4.3%	3.5%	(0.5%)	(0.5%)

Exhibit 4 – Dental Financial Projections

	Actives			Retirees			Total		
	DEP	DPO	Total	DEP	DPO	Total	DEP	DPO	Total
Plan Year 2018									
Average Dental Subscribers	64,491	30,666	95,157	99,143	9,167	108,310	163,634	39,832	203,467
Incurring Claims	\$ 57,060,000	N/A	N/A	\$ 68,712,000	N/A	N/A	\$ 125,772,000	N/A	N/A
Administrative Fees	\$ 1,308,000	N/A	N/A	\$ 2,011,000	N/A	N/A	\$ 3,319,000	N/A	N/A
Investment Income	\$ (16,000)	N/A	N/A	\$ (210,000)	N/A	N/A	\$ (226,000)	N/A	N/A
Total Cost	\$ 58,352,000	N/A	N/A	\$ 70,513,000	N/A	N/A	\$ 128,865,000	N/A	N/A
Premium	\$ 58,787,000	\$ 13,591,000	\$ 72,378,000	\$ 73,411,000	\$ 3,676,000	\$ 77,087,000	\$ 132,198,000	\$ 17,267,000	\$ 149,465,000
Gain (Loss)	\$ 435,000	N/A	N/A	\$ 2,898,000	N/A	N/A	\$ 3,333,000	N/A	N/A
Plan Year 2019									
Average Dental Subscribers	65,371	29,907	95,278	101,366	9,712	111,078	166,737	39,619	206,356
Incurring Claims	\$ 59,580,000	N/A	N/A	\$ 72,344,000	N/A	N/A	\$ 131,924,000	N/A	N/A
Administrative Fees	\$ 1,326,000	N/A	N/A	\$ 2,056,000	N/A	N/A	\$ 3,382,000	N/A	N/A
Investment Income	\$ (16,000)	N/A	N/A	\$ (210,000)	N/A	N/A	\$ (226,000)	N/A	N/A
Total Cost	\$ 60,890,000	N/A	N/A	\$ 74,190,000	N/A	N/A	\$ 135,080,000	N/A	N/A
Premium	\$ 60,599,000	\$ 13,031,000	\$ 73,630,000	\$ 75,119,000	\$ 3,829,000	\$ 78,948,000	\$ 135,718,000	\$ 16,860,000	\$ 152,578,000
Gain (Loss)	\$ (291,000)	N/A	N/A	\$ 929,000	N/A	N/A	\$ 638,000	N/A	N/A
Plan Year 2020									
Average Dental Subscribers	65,360	29,913	95,273	103,590	9,944	113,534	168,950	39,857	208,807
Incurring Claims	\$ 61,363,000	N/A	N/A	\$ 76,148,000	N/A	N/A	\$ 137,511,000	N/A	N/A
Administrative Fees	\$ 1,365,000	N/A	N/A	\$ 2,163,000	N/A	N/A	\$ 3,528,000	N/A	N/A
Investment Income	\$ (16,000)	N/A	N/A	\$ (210,000)	N/A	N/A	\$ (226,000)	N/A	N/A
Total Cost	\$ 62,712,000	N/A	N/A	\$ 78,101,000	N/A	N/A	\$ 140,813,000	N/A	N/A
Premium	\$ 62,712,000	\$ 13,049,000	\$ 75,761,000	\$ 78,101,000	\$ 3,926,000	\$ 82,027,000	\$ 140,813,000	\$ 16,975,000	\$ 157,788,000
Gain (Loss)	\$ -	N/A	N/A	\$ -	N/A	N/A	\$ -	N/A	N/A

Exhibit 5A – Plan Year 2020 Employee Monthly Premiums

<u>DENTAL PROVIDER ORGANIZATIONS (DPOs)</u>	<u>Premiums</u>	<u>Employee Contributions*</u>
CIGNA (DPO #305)		
SINGLE	\$23.02	\$11.51
Member & Spouse/Partner	\$40.03	\$20.02
FAMILY	\$65.45	\$32.73
PARENT & CHILD	\$48.52	\$24.26
HEALTHPLEX (DPO #307)		
SINGLE	\$8.78	\$4.39
Member & Spouse/Partner	\$15.27	\$7.64
FAMILY	\$24.95	\$12.48
PARENT & CHILD	\$18.49	\$9.25
HORIZON DENTAL CHOICE (DPO #317)		
SINGLE	\$17.85	\$8.93
Member & Spouse/Partner	\$31.04	\$15.52
FAMILY	\$50.75	\$25.38
PARENT & CHILD	\$37.60	\$18.80
AETNA (DPO #319)		
SINGLE	\$21.73	\$10.87
Member & Spouse/Partner	\$37.81	\$18.91
FAMILY	\$61.85	\$30.93
PARENT & CHILD	\$45.83	\$22.92
METLIFE (DPO #320)		
SINGLE	\$14.97	\$7.49
Member & Spouse/Partner	\$25.37	\$12.69
FAMILY	\$40.95	\$20.48
PARENT & CHILD	\$30.55	\$15.28
<u>EMPLOYEE DENTAL EXPENSE PLAN - #399</u>		
SINGLE	\$41.74	\$20.87
Member & Spouse/Partner	\$72.55	\$36.27
FAMILY	\$118.66	\$59.33
PARENT & CHILD	\$87.90	\$43.95

* Based on 50% of each DPO's premium rate

Exhibit 5B – Plan Year 2020 Retiree Monthly Premiums

<u>DENTAL PROVIDER ORGANIZATIONS (DPOs)</u>	<u>Premiums</u>	<u>Retiree Contributions</u>
CIGNA (DPO #305)		
SINGLE	\$25.23	\$25.23
Member & Spouse/Partner	\$48.15	\$48.15
FAMILY	\$86.43	\$86.43
PARENT & CHILD	\$76.68	\$76.68
HEALTHPLEX (DPO #307)		
SINGLE	\$8.78	\$8.78
Member & Spouse/Partner	\$15.27	\$15.27
FAMILY	\$24.95	\$24.95
PARENT & CHILD	\$18.49	\$18.49
HORIZON DENTAL CHOICE (DPO #317)		
SINGLE	\$18.39	\$18.39
Member & Spouse/Partner	\$31.96	\$31.96
FAMILY	\$52.29	\$52.29
PARENT & CHILD	\$38.72	\$38.72
AETNA (DPO #319)		
SINGLE	\$22.62	\$22.62
Member & Spouse/Partner	\$39.38	\$39.38
FAMILY	\$64.42	\$64.42
PARENT & CHILD	\$47.74	\$47.74
METLIFE (DPO #320)		
SINGLE	\$14.97	\$14.97
Member & Spouse/Partner	\$25.37	\$25.37
FAMILY	\$40.95	\$40.95
PARENT & CHILD	\$30.55	\$30.55
RETIREE DENTAL EXPENSE PLAN - #398		
SINGLE	\$40.98	\$40.98
Member & Spouse/Partner	\$80.85	\$80.85
FAMILY	\$105.37	\$105.37
PARENT & CHILD	\$60.94	\$60.94

About Aon

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