

## Penny J. Plante

CEBS

Manager, Health and Welfare Outsourcing



### CURRENT RESPONSIBILITY

Penny is a benefits consultant and manager of the Health and Welfare Outsourcing practice with the Seattle office of Milliman. She joined the firm in 1999.

### EXPERIENCE

Penny brings to clients more than 24 years of experience in benefits. For the last 12 years, she has focused on administration for health and insurance plans.

Penny has been instrumental in the development of Milliman's health and welfare outsourcing service. The services that have evolved since her arrival at Milliman include:

- HIPAA compliant transmission of employee eligibility data to carriers
- Retiree medical administration encompassing full administration including call center services as it relates to retirees
- Monthly premium billing and pension deduction modules
- Medicare Part D eligibility management
- Online total compensation reports that can be used on a stand-alone basis or as part of the administration services package
- HR interface for direct viewing of employee information and availability to administrative functions including a report writer

Penny also consults with employers regarding administration compliance audits and dependent verification eligibility audits.

### PROFESSIONAL DESIGNATIONS

Certified Employee Benefit Specialist (CEBS)

### PUBLICATIONS

Penny co-authored *Ten Considerations for Section 125 Plans*, a white paper regarding the implications of the Section 125 final regulations (issued August 2007) on employer plans.

### AFFILIATIONS

- Member, Western Pension & Benefits Conference (WP&BC), Seattle Chapter
- Member, Pacific Northwest Chapter of International Society of Certified Employee Benefit Specialists (ISCEBS)
- Seattle CityClub, board member

### EDUCATION

BA, Liberal Studies, Eastern Washington University

