



## Ed Hilton

*Director of Healthcare Analytics*

*U.S. Employee Benefits Services Group*

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Ed incorporates his diversified skills into a best practice model at USEBSG, bringing a data-driven perspective to health plan management. His experience extends to health care reform consulting and, through an analytical approach, he advises clients on workforce planning and management. His extensive expertise with the Affordable Care Act (ACA) aids his ability to help clients ensure compliance. Ed provides analytics respective to the ACA including Pay-or-Play calculations, affordable cost review, and assists with establishing stability and measurement periods. He also helps deliver strategic analysis of benefit designs, carriers, and employer contributions.

The actuarial experience he has developed enables him to identify trends in clients' data and work with them to develop solutions that best suit their unique needs. He negotiates rates and benefit arrangements with carriers based on an actuarial approach with the goal of ultimately providing the best cost-benefit scenario for the firm's clients.

Ed earned his MBA from Rochester Institute of Technology with a concentration in Environmentally Sustainable Management, and his BS from Nazareth College, where he majored in Accounting with minors in Marketing and International Business.

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