



KNOW YOUR EMPLOYEE BENEFITS

A Guide for Employers



The loyalty of workers has declined over the past twenty years, with even more rapid trends happening in recent years. Many individuals are choosing to pursue more meaningful work, maybe start a business and prioritize personal and family arrangements above their professional lives.

Because of this, employers are left with finding out a solution to tackle low job satisfaction rates and meet the expectations of workers among a diverse range of employees from different generations, races, genders, industries, etc.

Employers can address loyalty issues by offering competitive salaries and benefits packages that meet the needs of the modern workforce. Additionally, they must create an environment that is conducive to collaboration and innovation so that employees feel valued within their organization.

Furthermore, employers should be open to flexible working arrangements such as telecommuting or part-time employment in order to accommodate individual preferences.

Does this create a challenge for smaller companies with limited resources?

Yes. The good news is there are affordable benefit options you can offer and resources to help you implement them while complying with the rules and regulations. Whether you choose an “a la carte” option in terms of selecting the needed benefits or you seek help from the specialists at Simple Insurance to determine which package is right for your business, this guide will help you navigate through constructive ideas to help you make the right decision.

Let's be honest. To attract and retain top talent includes offering a benefits package they want and expect.

This guide will inspire you to keep your business thriving in a post-pandemic world and allow you to continue into the future.





Recent MetLife report on workplace trends indicate employee benefits needs are more valuable than ever.

This trend for employee benefit plans go even further than group health plans, and now employees are expecting more.

Now every sized business can attain employee benefit packages. Start up companies are now in the same market as large corporations when it comes to selecting package options. Because of this, there are new laws in place and regulating employee benefits have become more complex.



Message from our leaders

We hope you find this guide to be informative and also show you what needs to be accomplished when it is time to consider what group benefit options fit for your business.

Our resources can explain which regulations apply to your business and provide the right guidance you need to address any changes, including plan requirements and possible penalties.

Learn how Simple Insurance makes offering employee benefits simple, it's in our name.



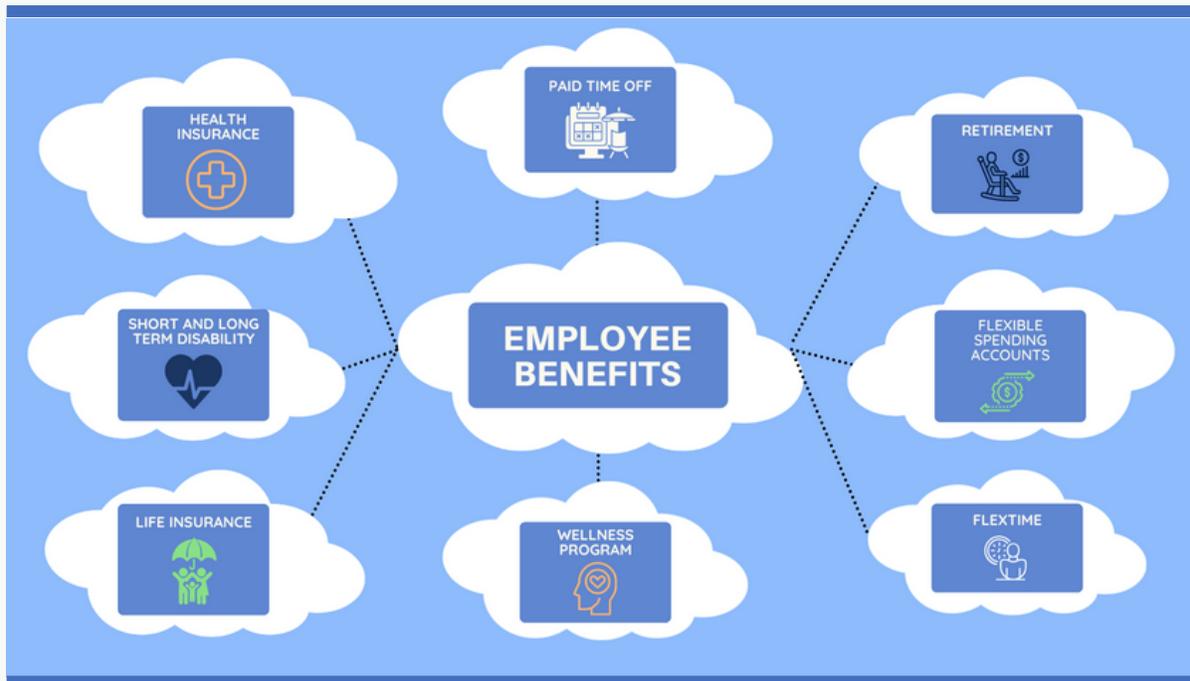
Let us help you
find the right
benefits for your
staff, to help
plan for a better
future."

Kacie Miller-Swann
Producer / Vice President
Simple Insurance



DID YOU KNOW?

More than **80%** of workers report that employment-based health insurance is a necessity, followed by dental insurance (64%) and a retirement savings plan (60%).



PLAN TRENDS TO CONSIDER

Here's a look at some of the current trends in employee benefits:

● Health, Vision and Dental Family Plans

Now, more than ever before, employees are looking for dependent coverage options when it comes to health, vision and dental insurance. Workers want premium plans that allow them to schedule an appointment with their primary doctors that they choose with low out-of-pocket costs. Many insurance companies now offer technology platforms that include visiting a doctor virtual/telephone as part of their group insurance plan to offer greater convenience and a much lesser cost.

● Flextime

Another popular option is flextime, which allows employees to work fluctuating hours. This can ease the worry of commuting, family schedules and personal time. However, your ability to offer flextime really depends on your industry and the clients' needs.

● Employee Assistance Programs (EAPs)

EAPs are designed to help employees find comfort or relief from personal issues that could affect his or her ability to perform at work. EAPs offer counseling on issues like stress management, alcohol, drug abuse and parenting.



● Paid Time Off (PTO) Including Holidays

If you are considering to hire the top talent in your industry, PTO is a must-have. PTO helps your staff balance their professional and personal lives. According to the U.S. Department of Labor Statistics:

- Workers with one year of experience average 14 days of paid vacation.
- Employees with five years of experience average 19 days of vacation.
- Workers with 10 to 20 years of tenure average 21 to 24 days, respectively.

According to recent trends, employers are moving to combined paid time off plan that groups all accrued hours of PTO together (sick, personal and vacation). This allows the employee freedom to choose how they want to utilize their time. However, due to state and local laws governing sick leave, this option might not work for all employers. A lot of companies observe several holidays throughout the year and the still gets paid when the office is closed in observance of these holidays. This would not be taken out of the employee PTO time.

● Wellness Programs

Wellness programs are usually offered as part of a group health plan. By supporting employees' efforts to achieve personal health goals both physically and mentally, wellness programs benefit both the employee—and you, the employer—and they help keep healthcare costs down. These options are known to be effective in promoting overall health through programs like health screenings, education, weight loss, smoking cessation and chronic disease management. Wellness programs is also a great way to boost employee morale.

● **Financial Planning & Legal Services**

Financial planning helps your staff accomplish financial goals and map out their future. Providing education about the benefits of retirement planning and investing are key components to having a solid benefits programs for all employees. It's always a plus to extend Legal services for employees who are planning life events such as creating a will, property management, or filing for divorce.

● **Disability Coverage & Life Insurance**

Disability insurance gives employees who are ill or hurt an additional layer of financial security. With it, they can cover essential costs such as tuition and mortgages - preserving the lifestyle to which their family has become accustomed. Employers usually supply term life insurance- this acts as a safety net for families should something unexpected happen during the specified amount of time (5 years, 10 years, 15 years).

● **Retirement Options**

A quality retirement savings plan is another component to helping employees plan for the future, and in some cases, it doesn't cost you anything. You have the options of either choosing to match employee contributions or create a pre-tax program. Studies show retirement options encourage younger employees to seek ways to grow within the organization and motivate seasoned employees to remain employed.



● Employee Perks and Discount Programs

At no cost to the employer, you can provide entertainment discounts and special retail offers to your employees through various partner programs. An employee perks program can include things like concert tickets, theme park admission, sporting events, theater tickets, movies, hotels, discounted computers and more.

● Health Savings & Flexible Spending Accounts

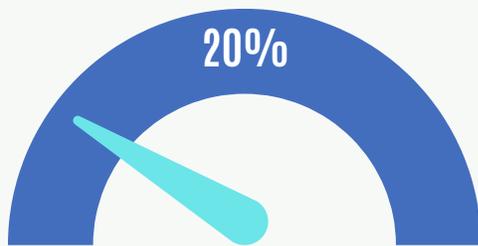
Pre-tax contributions help pay for out-of-pocket healthcare costs and make it simple for staff to set aside money for upcoming doctor appointments, screenings and prescription renewals. If you wanted to set up a payment plan for dependent care, you can create a flexible spending account.

● Tuition Reimbursements

A tuition-reimbursement program shows your employees you're willing to invest in their future. You may limit the field of study to a development area within your organization, and require the employee to remain with your organization for a period such as a year or two upon program completion or repay the reimbursement amount. This benefit is regulated by the IRS and allows the employee to receive up to a certain dollar amount in reimbursement from you without paying taxes on the reimbursed amount.

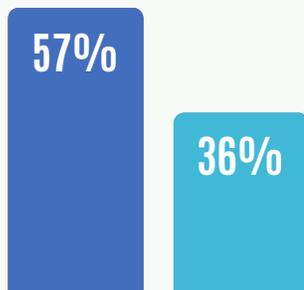
Facts:

What Employers are Offering



In the last 12 months, twenty percent of organizations report an increase to their healthcare benefits offering.

Source : Society for Human Resource Management



Retirement investment advice is offered by fifty-seven percent of organizations, while thirty-six percent offer non-retirement financial advice.

Companies are adapting to a multigenerational workforce by allocating resources toward benefits that have an impact on a variety of employees. Data shows:

- Services supporting new mothers have increased over the past 5 years.
 - Five percent increase in companies offering student loan repayment.
 - Fifty-five percent of employers now offer a wellness program.
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Source: Society for Human Resource Management

Trending Benefits

Healthcare for the family.

Flexible Spending Accounts

Retirement Options

Paid Time Off

Flextime

Wellness Programs

Life Insurance

Short & Long-Term Disability

vs.

What We Offer

Customized health plan options.

IRS max limit for medical / dependent care.

Customized retirement options.

Part of employee handbook consultation.

Part of employee handbook consultation.

Rewards program grouped w/health plans.

Term & AD&D options at no cost.

No employer contribution required.



Do Employers Have to Offer Health Insurance to Their Employees?

There are some benefits you may or may not be “required” to provide. It is important to know about the various federal, state and local laws when it comes to minimum benefit requirements and reporting.

Insider Tip: Your company’s size and location have a lot to do with it.

Learn about the key requirements of the Affordable Care Act, COBRA and ERISA below.

● The Affordable Care Act (ACA)

If you have fifty or more full-time employees during the prior year, the ACA requires you to offer employee health benefits or you must pay a tax penalty.

Insider Tip: Although employers under this threshold are not required to offer employee health benefits, there is an incentive to do so because meeting the criteria could make you eligible for the Small Business Health Care Tax Credit.



ACA Guideline Fact:

Full-time employees work at least 30 hours per week, or an average of 130 hours per month.



● COBRA

The Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) can be a difficult area of federal law to interpret.

This law requires employers that have 20 or more employees to provide temporary continuation of group health coverage in certain scenarios where it would otherwise be eliminated.

Beneficiaries who qualify have an election period of at least 60 days to choose whether to elect COBRA coverage.

● ERISA

The Employee Retirement Income Security Act of 1974 (ERISA) is a federal law that sets the benchmark for pension plans in private industry and provides for extensive rules on the federal income tax effects of transactions associated with employee benefit plans. ERISA doesn't require employers to offer plans, but does set a standard for those who comply.

At Simple Insurance, we can discuss which regulations apply to your company and provide the support you need to explain any changes, including plan requirements and liable penalties.

Four Questions to Ask When Selecting a Group Health Benefits Plan

What will it cost you and your staff?

What is included with each plan? Knowing the difference between HMO and PPO.

What official (fiduciary, plan document, audit, tax) filing responsibilities will be required? (Have you considered outsourcing benefits administration)?

How many vendors are available? Without the help of dedicated resources that Simple Insurance provides, managing benefit plans and multiple vendors can become a part time job.



Michelle wants to know about COBRA.

You decide to eliminate the position and now faced with terminating them. They inquire about COBRA insurance. What is your response? Do you know what COBRA means, and are you required to offer this to employees?



Cathy wants to know about health benefit options.

She has passed the 90-day probationary period and is ready to enroll for health coverage. Who is going to answer her insurance related questions?



Alan expressed interest in signing up for 401(k).

He's a veteran employee and wants to know if you are offering options to help with retirement. Do you have to match contribute to a 401(k)? Are you familiar with the term Safe Harbor 401(k)? Do you know what a vesting schedule is?

WHEN YOU CHOOSE SIMPLE INSURANCE, YOU:

- Acquire a robust and aggressive employee benefits plan that's design to fit your employees needs.
- Assistance with ACA, COBRA, and ERISA regulations.
- Provide your staff with resources who consult and speak with you and your team.
- Retain a joyful and loyal personnel.

We handle it all: from selecting the right benefits, to enrollment, and managing the daily insurance related operations. Let us help you through the process, start with a free consultation today.

**Call 1-855-535-0011 or
email us at info@simpleinsuranceco.com.**