



It's Time to Fight Back

*4 Ways to Combat the
Rising Costs of Your
Company's Benefits*

Will the webinar be recorded?



Yes!

We will send you a link to the recording after the webinar.

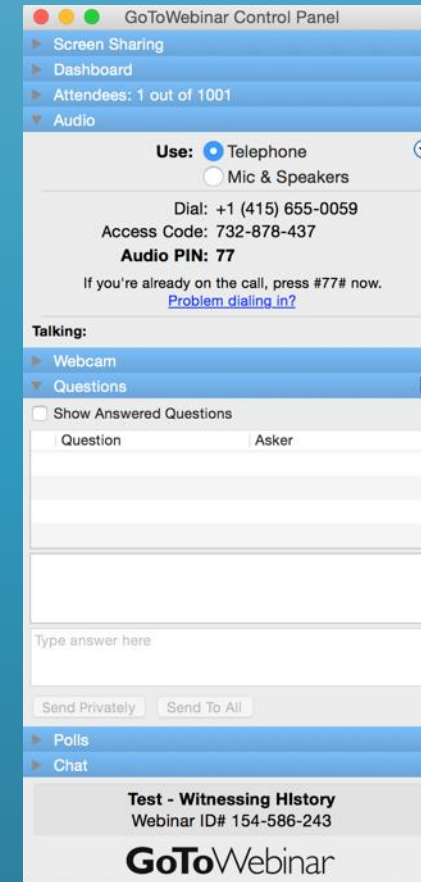
Will the slides be available?



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How do I ask questions?





The High Price of Healthcare

Rising Costs of Healthcare

**\$3.5
trillion**

U.S. health care costs in 2017.
Equals 18% of gross domestic
product.

Annual Health Care Cost Per Person: 1960

1960: \$146



Annual Health Care Cost Per Person: 2002



Annual Health Care Cost Per Person: 2017

2017: \$10,739



Source: NCSL: Health Insurance Premium

Rising Costs of Healthcare



77%

Of HR professionals said increasing cost of healthcare is their biggest challenge in new year.

Finding New Ways to Fun Technology



Work with a Broker

Dependent Audits

Carrier Credits

Innovate!

Honorable Mentions

Quick Poll: How are You Fighting the High Costs of Health Care?



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Other

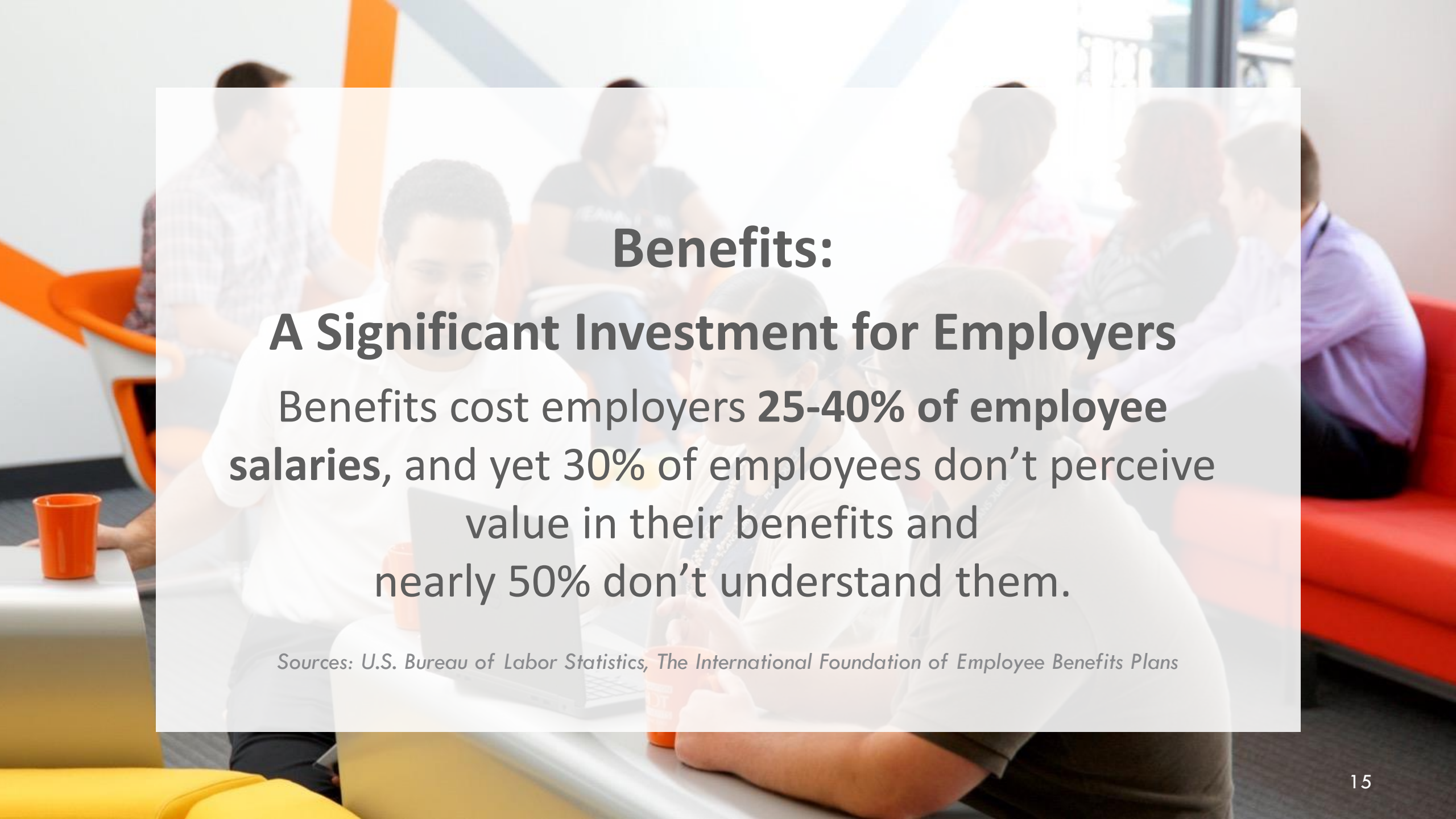


Working with a Broker*

*Not just a check in the box

The Evolution of HR





Benefits:

A Significant Investment for Employers

Benefits cost employers **25-40% of employee salaries**, and yet 30% of employees don't perceive value in their benefits and nearly 50% don't understand them.

Sources: U.S. Bureau of Labor Statistics, The International Foundation of Employee Benefits Plans

The Need for Benefits Experts



60%

Higher search traffic in 2018 on google for “benefits experts” & “employee benefits help.”

Reliance on Brokers & Consultants



83%

of brokers polled in a 2017 survey report that their clients rely on them for help controlling their healthcare costs.

The Evolution of Brokers

Stepping into role of advisor

Providing transparency tools for more clarity around costs

Plan comparison tools

Custom Open Enrollment communication plans

Regulatory compliance

Paperwork reduction

Questions to Ask Your Broker/Consultant

Utilizing Brokers for Cost Control

“How can you help us achieve ROI on our benefits plan?”

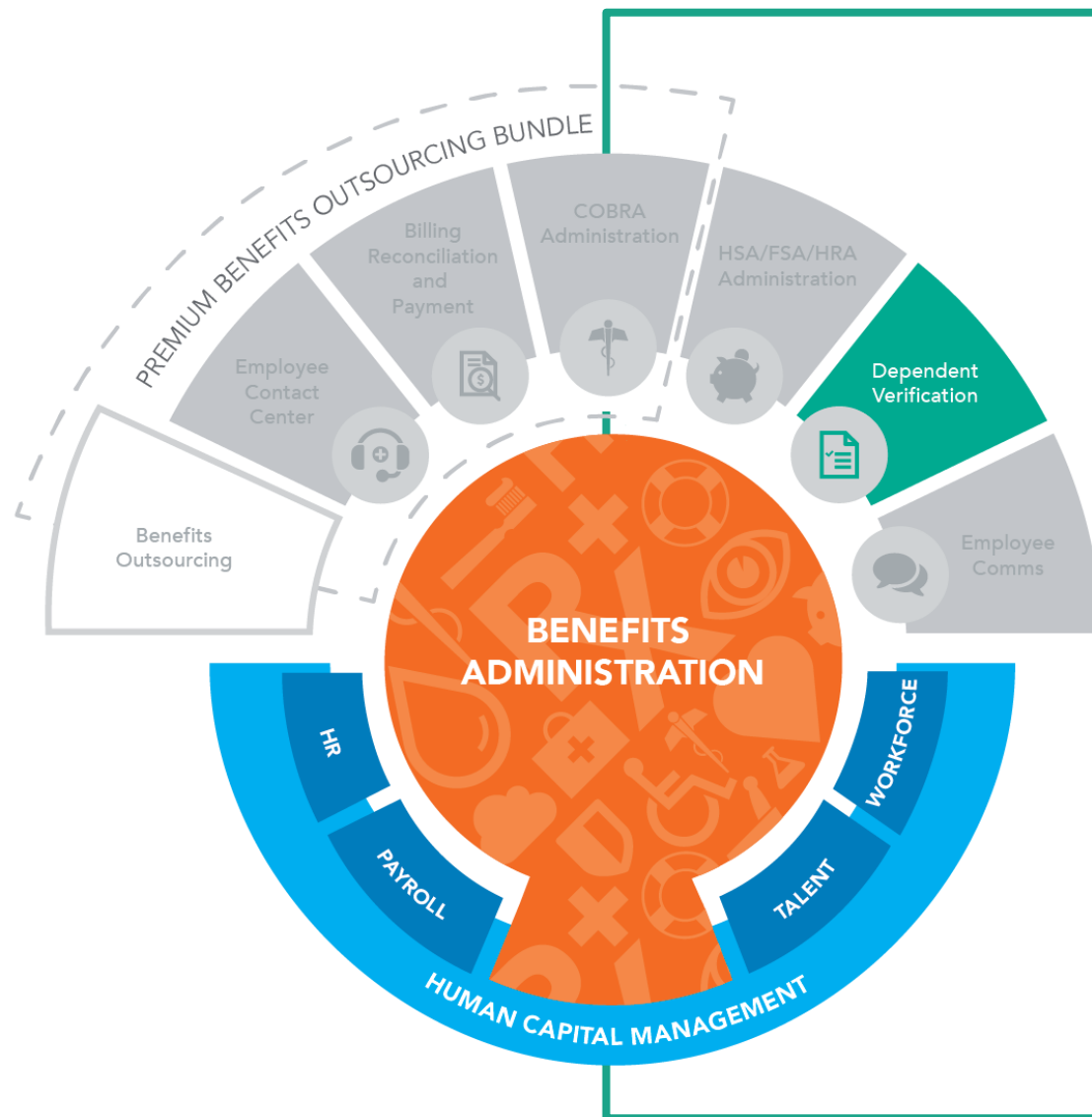
“How can you help us reduce health care costs?”

“How do you achieve price transparency?”

“Employee engagement is important to us. How do you help employers increase engagement with their teams?”



Dependent Audits



Dependent Verification

By ensuring that only eligible participants are receiving coverage, you can save money and stay compliant. PlanSource can conduct a one-time eligibility audit, and/or handle dependent verification and document review on your behalf throughout the year.

Dependent Audit Metrics

Demonstrable return on investment



450+

Audits Completed



\$3,500

Annual savings per
dependent



12 Weeks

Typical audit duration



2-3 years

Typically pays for 4+ years of using
PlanSource for benefits



7%

Avg. % dependents removed
(last 36 audits)

Dependent Verification Audit Case Studies



Employees: **2,828**
Dependents Audited: **1,882**
% Deemed Ineligible: **7.01%**

Projected Annual Savings:
\$462,000*



Employees: **995**
Dependents Audited: **1,767**
% Deemed Ineligible: **11.09%**

Projected Annual Savings:
\$686,000*

Dependent Eligibility Audit Projected Savings Calculator

Average Cost per Covered
Dependent

\$3,500

Dependents to be Audited

0

% of Dependents Removed

*average client removes 6%

6%

Dependents Removed

0

Annual Savings

\$0

Cost of Delaying Your Audit:

30 days

\$0

60 days

\$0

90 days

\$0

Dependent Eligibility Audit Projected Savings Calculator

Average Cost per Covered
Dependent

\$3,500

Dependents to be Audited

400

% of Dependents Removed
*average client removes 6%

6%

Dependents Removed

24

Annual Savings

\$84,000

Cost of Delaying Your Audit:

30 days

\$6,904

60 days

\$13,808

90 days

\$20,712



Carrier Credits

Reliance on Brokers & Consultants



12%

Decline in first quarter enrollment on individual insurance products.

Carriers are taking note.

PlanSource Advantage Program








Leading insurers provide credits that offset the cost of using PlanSource

Featured Carriers



How the PlanSource Advantage Program Works

Example of an employer with 1,000 benefits-eligible employees

		Enrolled Employees		Per Employee Credit		Monthly Credit Amount
	Dental	800	X	\$1.35	=	\$1,080.00
	Vision	500	X	\$0.25	=	\$125.00
	Basic Life	1,000	X	\$0.25	=	\$250.00
	Disability	350	X	\$0.25	=	\$87.50
	Hospital Indemnity	100	X	\$1.00	=	\$100.00
	Accident	100	X	\$1.00	=	\$100.00
	Critical Illness	80	X	\$1.00	=	\$80.00
Total Monthly Savings						\$1,822.50 
Total Per Employee Per Month Savings						 \$1.82



Innovate!

Mobile & Remote Workforce



32%

Percent of people who say they've quit a job due to lack of flexibility.

This percentage was 17% in 2014.

Gig Economy Prediction



58%

Of the U.S. workforce will be freelancing 10 years from now.

Snackable Content | How Employees Consume Media

Keep your communications short, sweet and extremely filling



83%

of employees spend less than an hour researching their open enrollment options.

So Quickly....

Summary of the state of benefits technology

Lack of flexibility in current systems, creating manual work

More employees than ever are remote

Employees consume short, impactful, content and use tools when researching benefits

There is a lack of education around benefits in our workforce

And yet...



47%

of companies use technology for benefits enrollment.

Which Means..



Technology vs Paper

Reduced cost of manual processes and materials

1 hour vs. 20 minutes

Operational efficiencies: Integrations, reports, rules

Improved Compliance: No manual errors

Technology is Impacting All Stakeholders

It's changing the way that benefits are bought, sold and managed



Employers

are concerned with the rising cost of healthcare while minimizing the cost of benefits administration and compliance.

With benefits being the largest component of labor costs outside of wages, workflow automation is critical.

Technology is Impacting All Stakeholders

It's changing the way that benefits are bought, sold and managed



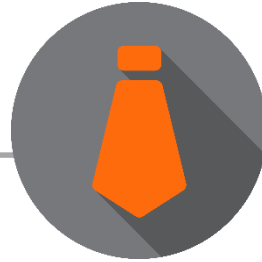
Consumers

need to become more educated buyers as employers ask them to take on more responsibility for their health and well-being.

They expect an enjoyable retail shopping experience, and need great decision support and mobile access.

Technology is Impacting All Stakeholders

It's changing the way that benefits are bought, sold and managed



Brokers / Consultants

are being challenged to provide benefits admin technology alongside their traditional benefits offerings.

Brokers are bringing best-in-class benefits solutions to their clients, and will eventually bring HCM solutions to their clients.



Honorable Mentions

Wellness Programs

Improve health and well-being

Short term & Long term success

Reduce risk of costly chronic diseases

The new norm: 87% new hires expect it

There's traceable ROI



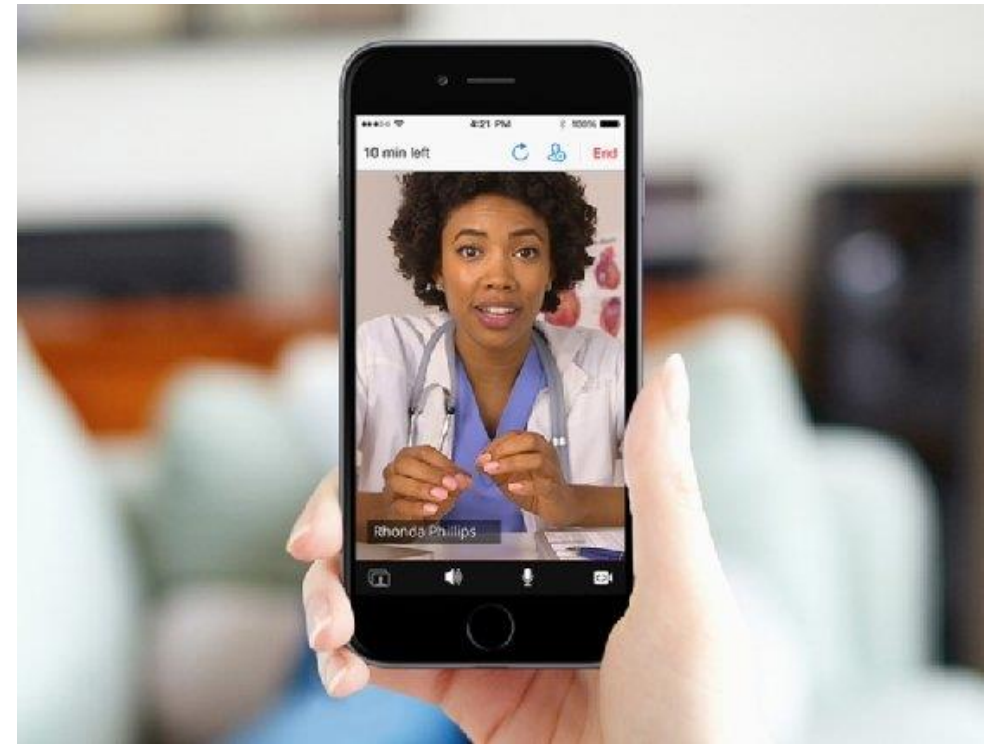
Telemedicine

\$125 vs. \$40

75% of doctor, urgent care, & ER visits unnecessary

Convenience: Waiting rooms, absenteeism

Needs better adoption: 70% vs. 3%



Decision Support Tools

Benefits are hard!

Increase HDHP migration and HSA contributions

Year-long HR support on FAQs

Increase benefits education and empowerment



Finding New Ways to Fund Technology



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Q&A



Continue the Conversation

877-735-0468

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