



Designer Benefits

**Upgrade Your Offering
with Voluntary
Benefits**

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Webinar ID# 154-586-243

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Your Presenters



Neil Mammele
Director, Digital Strategy
PlanSource



Kent Horsman
Voluntary Benefits Director
Lockton



The Case for More Benefits

Additional Benefits and Perks

45%

Of employers admit to the challenge of attracting and retaining top talent

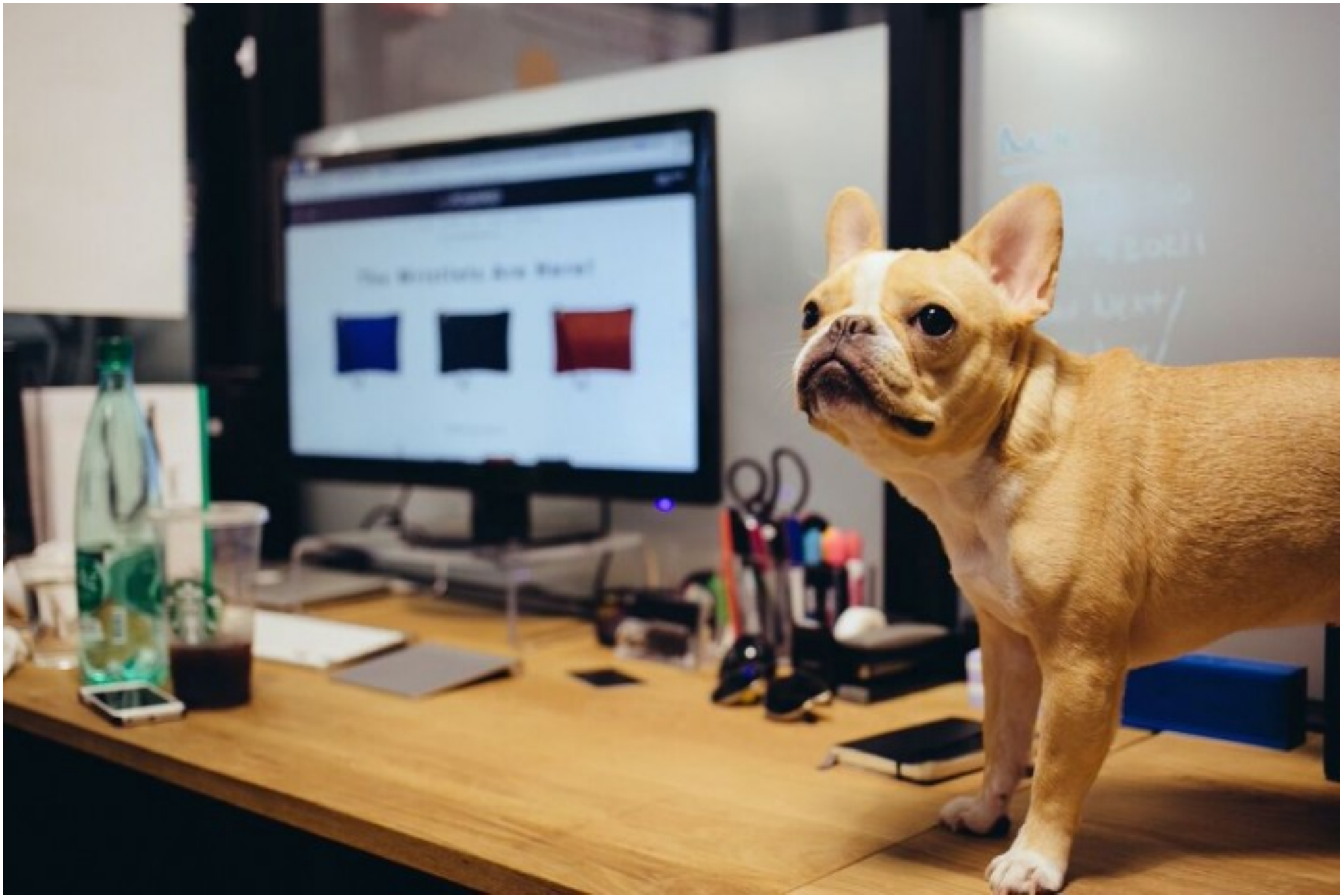
Additional Benefits and Perks



79%

Of employees prefer new or additional benefits to a pay raise





“New” Perks Companies are Trying



Paid Paid Vacation

Pet Insurance

Student Loan Repayment

Mental Health Awareness

Identity Theft Protection





Paid Paid Vacation

The Importance of Balance



72%

Of HR Professionals believe that employees who take more vacation are more productive.

Wasted Days

200M

How Much Vacation / Paid Time Off Employees Really Take

Percentage of Time Used	2017 Percentage of Employees	2014 Percentage of Employees
100%	23%	25%
76% - 99%	10%	10%
51% - 75%	16%	10%
26% - 50%	19%	15%
1% - 25%	23%	25%
0%	9%	15%

**Percentage of employees signifies the percentage of employees who receive vacation/PTO who took that much time off in the past 12 months.*

glassdoor[®]

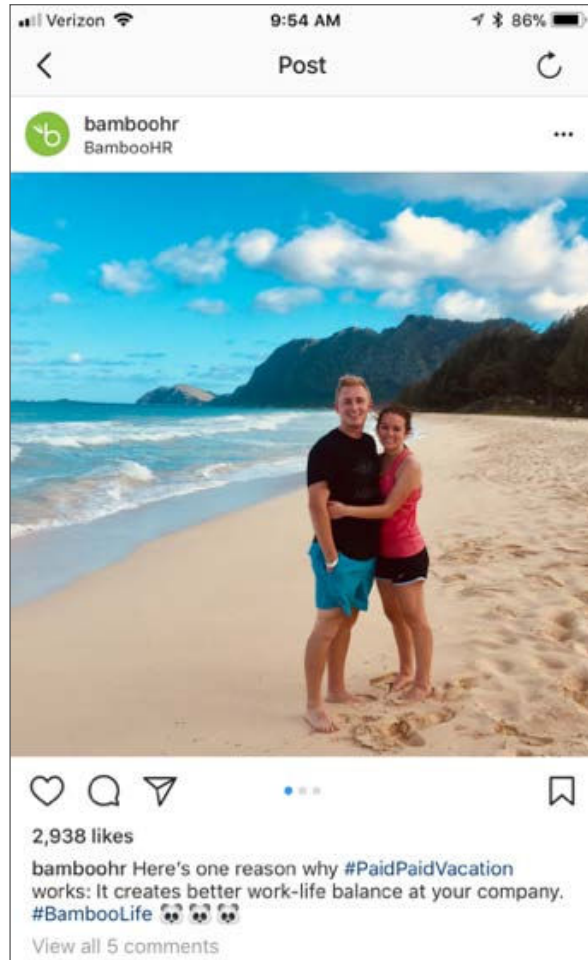
Source: Harris Poll for Glassdoor, March 2017

Holiday Scramble



Paid Paid Vacation - BambooHR

Driving Employee Engagement



Why it Works for Them



Better work-life balance

Increased engagements & loyalty

Increased productivity

Recruiting asset

Honorable Mention: PTO Contribution Arrangement

Convert days to dollars

Allows employees with unused vacation hours to convert them to retirement plan contributions

Can be treated as a pretax benefit, like normal employee deferrals.

Alternatively, the plan can treat the amounts as employer profit sharing, converting the excess PTO amounts to employer contributions.



“Do you offer Paid PTO today or something similar?”



Pet Insurance

My “Dependents” Petey & Ollie



The Rise in Pet Insurance

6

Second

Every pet owner faces a \$1,000 bill or more.

The Rise in Pet Insurance



\$1B

Amount U.S. pet owners
spent on pet insurance.

Up 23% from the year prior

Tips Before Buying Pet Insurance



- Explore lower Vet Care**
- Premium will Increase with Age**
- Understand What is covered**
- Preexisting Conditions**



Student Loan Repayment

The student loan repayment benefits market is 'blowing up'

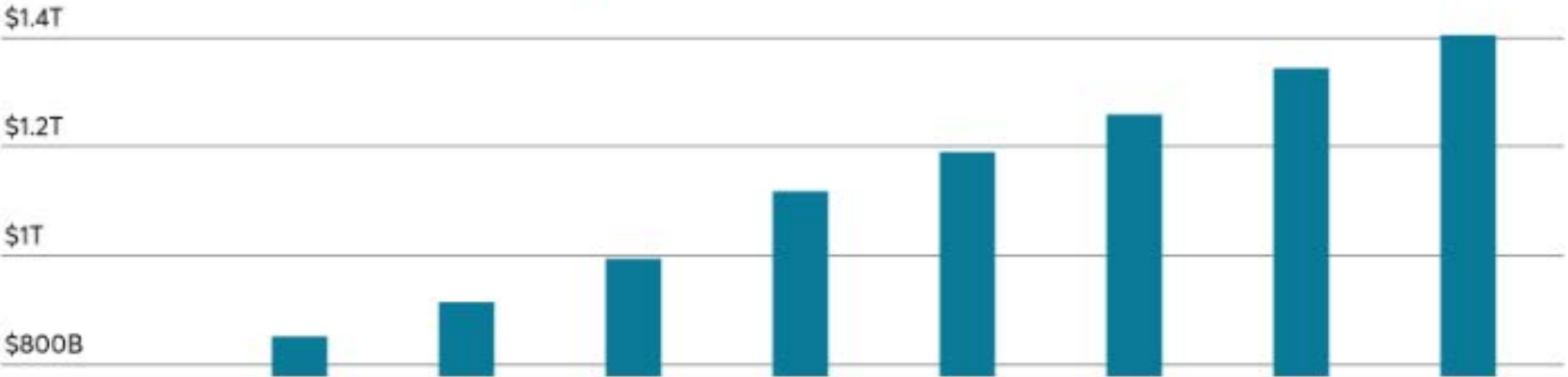
By Caroline Hroncich

July 27, 2019, 6:59 p.m. EDT



The rising cost of education

● Total student debt*



This is your final unlocked article this month.

Join the 100,000+ senior-level benefits decision-makers that make up the Employee Benefit News community

Student Loan Statistics

\$1.56
trillion

Student loan debt reached in 2018, making it the #2 consumer debt in the nation. Second to mortgages

Student Loan Statistics

11.2%

Percent of student loans that are considered delinquent (90+ days late or in default.)



Question for Kent: Quick brief on the state of student loan benefits

A Bifurcated Solution

Re-Financing & Education Employer Match Philosophy

90% of workers say they'd stay at a company for 5 years if offered

Student Loan Assistance



Tuition.io - Retention

Representative Client Results	Non-Participant Turnover	Participant Turnover	% Lower Turnover
Technology Hardware	13.6%	5.1%	62%
Healthcare	21.0%	9.6%	54%
Entertainment	20.6%	10.5%	49%
Research & Development	9.3%	4.8%	49%
Municipal Government	5.2%	2.7%	48%
Financial Services	22.0%	17.1%	22%

Note: Available data ranges from 6-20 months based on time since launch and includes only employees eligible for the TIO benefit.

plansource.com/partners

Benefits in Adoption

Improve Recruiting
Encourage Diversity
Increase
Productivity



Mental Health Awareness

Supporting Mental Health

1 in 5

Adults are dealing with a mental illness.

Supporting Mental Health



72%

Of employees want employers to champion mental health and well-being.

Supporting Mental Health in the Workplace



Regular Check-ins

Offer Training for Managers

Encourage Work-Life Balance

EAP, Parental Leave, Financial Wellness

Supporting Mental Health in the Workplace



10 Employee Benefits For Better Mental Health




Benefits Administration, Blog, Employee Engagement -

MAY 2, 2019

Meisha Bochicchio

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Question for the audience:
*What are you (or your clients)
doing to support mental health?*



Identity Theft Protection

Rising Concern of Identity Theft



66%

Percent of employees in a recent Gallup poll that are concerned with identity theft.

Why it's Important



A new identity is stolen every **2 seconds**, takes over **300 hours** to resolve, and causes an average **loss of \$9,650**. Receive rapid alerts quickly so that you can catch fraud before it's too late.

24/7

call center with a
commitment to excellence

100%

identity theft resolution
guarantee to give your
employees peace of mind

The average identity theft victim spends **330 hours** repairing the damage, much of it **during work hours** resulting in reduced productivity, absenteeism, and low employee morale



Question for Kent: Things to look for in an ID theft protection plan



Q&A



HRCI & SHRM CREDIT

SHRM: Activity 19-GVXV3

HRCI: 399949



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