

Doing HR without HR – Employee Benefits Strategies for Small Businesses



Introduction

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TRG Overview

- 3rd Generation family-owned & independent
- 150+ Employees
- 12 offices in VT/NH
- 4 Business Divisions:
 - Commercial
 - Personal
 - Investment Advisors
 - Total Rewards



Questions to consider

Recruiting & Retention Solutions

- ❖ How can a brewery with a smaller budget use benefits to improve employee retention and recruit new hires?
- ❖ When is a good time for small breweries to start providing benefits to employees?
- ❖ What benefit does it provide for the company to have an employee benefits package?
- ❖ If the budget doesn't allow for traditional benefits (health, dental, etc) how can smaller breweries provide something that might be helpful for retention and hiring?



Group-sponsored Health Insurance

Limited options for small businesses in VT

Small Group

- 1-100 enrolled – fully insured on Exchange
- 5-50 enrolled – level funded
- No flexibility of plan design or benefits, very few carriers, unpredictable, no negotiating power

Mid Market

- Play or Pay for businesses with 50+ employees
- <100 enrolled – fully insured on Exchange
- 100+ enrolled – fully insured off Exchange
- 20-100 enrolled - level funded
- 50 – 100+ - self funded
- More funding options and carriers to shop, greater plan flexibility

Large Group

- 100+
- Traditional self funded
 - TPAs, PBMs, Stop loss
- Flexible plan designs, quote services with multiple vendors

Group-sponsored Dental & Vision Insurance

Lower cost employee benefits, many plan options and price points

Plans offered on contributory or voluntary basis

- Dental premiums range from \$27 - \$56
- Vision premiums range from \$3.66 - \$15

Flexibility in plan design options offer range of price points

- Copays/Deductibles
- Networks
- Optional coverages - Orthodontia
- Materials Allowances/Exclusions

Most carriers have participation requirements

- Owners can be only enrollees

Group-sponsored Life & Disability Insurance

Benefits Broker Manages RFP process with several Carriers

Life and AD&D

- Employer paid
- Guaranteed issue policies

Short Term Disability

- Offers income replacement for injury & illness
- Typically pays 66.7% of weekly salary
- Benefit lasts between 10 and 26 weeks

Long Term Disability

- Offers income replacement for lengthy periods of disability
- Typically pays 60% of monthly salary

Premiums for group life and disability benefits are based on census of employee demographics

Voluntary Benefits

Offer Access!



100% Employee-funded

Dental (reimbursement plan)
Life & Disability insurance
Accident Insurance
Cancer & Critical Illness Insurance



Premiums are paid through payroll deduction or direct billing with employee



Policies are portable



Premiums are based on employee's unique demographics (age, salary)

Benefits of working with TRG

Maximize your operating budget by relying on the experts to help! We have resources to act as an extension of your HR department

- **Benefit Compliance**
 - COBRA, FMLA, annual and OE notices, tax advantaged accounts, Section 125 POP Documents, non-discrimination testing, ACA reporting, 5500 filings
- **Benefit Communication**
 - Group-specific summary benefit information, OE educational meetings, employee advocate services, benefits enrollment platforms
- **Access to tools & resources**
 - Self-services tools - HR assistance platform
 - Niche consulting - leadership development, organizational wellness, compensation benchmarking, total compensation statements
 - Vetted vendor partners - Medicare support services, tuition reimbursement, payroll, identity theft protection
- **Stay in the know on new products, markets, industry changes and regulations.**

Additional Resources



HR Toolkit: HR Department of One

Provided by: The Richards Group



Benefits Toolkit Employee Benefits for Small Businesses

Provided by: The Richards Group

