

UPPER-LEVEL BENEFITS Case Summary

Client

A large employer with a benefits package focused primarily on its 20,000 hourly associates.

Challenges

The employer has difficulty recruiting and retaining upper-level, salaried professionals. Exit interviews reveal that the benefits package, especially income protection, is not competitive for management positions.

Assessment

Existing group Long Term Disability maximums are too low to support higher salaries. To compound the problem, the employer-paid premiums result in taxable benefits. The employer should take a focused approach and offer a voluntary supplemental Long Term Disability plan to increase coverage for upper-level employees.

Action

The employer introduced a portable Long Term Disability hybrid plan with a group discount, relaxed underwriting, and individual ownership with tax-free benefits. Eligible employees received personalized enrollment kits and an easy online application, supported by our licensed agents. The participants had the option of payroll deduction or at-home billing for the same cost.

Outcome

Over 35% of upper-level, salaried employees enrolled in the new voluntary Long Term Disability plan, increasing their coverage to 75% of their salary to offset the taxes payable on the group benefit. Ancillary Specialists is partnering with the employer to create a personalized employee financial planning service to further protect its Human Capital.

Call 717-796-1565 or email info@ancillaryspecialists.com for more information.