

Empower your employees to select the benefits they want



- | **37% of workers** say they have quit their job solely because of the low-quality benefits offered.
- | **85% of employees** are increasingly asking about “personalized benefits.”
- | When asked if they would value being able to choose their own benefits, **65% of employees said they would**. However, **only 36% of employees** feel they have a say at their company.
- | **80% of employers** said that as an organization we are struggling with managing the increasing cost of providing benefits.

The Defined Contribution Approach to Ancillary Benefits

You as the employer may choose any combination of the following benefits* to make available to employees with your fixed budget:

Basic Life/AD&D**
Voluntary Life/AD&D
Short-Term Disability – High/Low Options
Dental – High/Low Options
Vision- High/Low Options
Long-Term Disability***
Critical Illness
Accident
Hospital Indemnity

Employer Benefits

- ✓ Fixed budget that is 100% predictable
- ✓ Not guessing what employees want
- ✓ Retain existing employees
- ✓ Recruit new employees

Employee Benefits****

- ✓ Allocation of funds to spend
- ✓ Decide what benefits they want
- ✓ Benefits are Guaranteed Issue
- ✓ Two-year rate guarantee

You set the budget, the employee picks their benefits.

Questions?

* Not all benefits available in all states. Not all industries are eligible for all benefits.

**Basic Life needs 100% participation.

***Long-term life disability requires a minimum of 10 eligible employees and 2 employees participate.

****This is not a formal proposal or policy. Please request a formal proposal for details on all benefits, exclusions and limitations.

Sources: Great Expectations - Aligning on Workplace Benefits – Franklin Templeton – 2024

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PeopleKeep Inc. Employee benefits survey analysis: Part 1 2024