

YOUR

**BENICO, LTD.**

**EMPLOYEE BENEFITS SOLUTION**



## THE ROLE OF EMPLOYEE BENEFITS

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Cash is not enough today to recruit and retain top talent. Providing an attractive benefits package is just as important.

Yet the past few years have brought unprecedented financial pressures to employers so they are challenged with how to balance the need to offer an attractive package against today's economic realities and challenges.

A recent national study around employee benefit trends lists some key findings worth noting:

- Benefits remain an important mechanism to support business goals of employee attraction and retention.
- Balancing benefits costs with benefits needs means spending differently, not necessarily spending more.
- Employees need help from employers to take the right steps to preserve and protect their incomes.
- Employers report a variety of benefit design scenarios for the era of health care reform.

*Source: The 9th Annual Study of Employee Benefits Trends,  
Metropolitan Life Insurance Company*

High performing companies are strategic in the way they approach the design, implementation, and management of their employee benefit programs. When employee benefit planning is approached with a strategic focus, companies will save money, achieve their coverage and financial objectives, and in the process attract and retain exceptional employees.





## THE FUTURE OF EMPLOYEE BENEFITS

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A highly competitive, “future-ready” benefits plan will include the following elements:

- A reform-savvy strategy that balances a consumer-directed focus with financial protection benefits that will not be subject to the calculation of the 2018 “Cadillac” tax.
- A wide range of choices to provide financial protection for every segment of today’s diverse workforce.
- Integrated plan designs and funding options that blur the line between employer-subsidized core benefits and employee-paid voluntary benefits.
- Simplified benefits administration and technology solutions to save HR time.
- Effective employee education and benefit communication that helps workers better understand the value of their benefits, a proven way to boost employee engagement.
- Solid claims and service support to minimize employer touch points and maximize value to employees.

## HOW WE CAN HELP

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Benico, Ltd. has provided employee benefit and insurance products, services, and advice since 1983.

We work with employers of all sizes, from firms with only two employees to companies having thousands.

With smaller employers we are most often engaged as the client's broker-of-record and are paid broker commissions that are already built into the pricing of employee benefit products for this market segment.

With our larger employer clients we engage either on a fully

disclosed commission basis or at the client's request we will have employee benefit contracts quoted without commissions and in its place directly bill the client a fee for our services.

Our advisors are active members in one or more of the following trade associations – the National Association of Health Underwriters (NAHU), the Society for Human Resource Management (SHRM), and the Profit Sharing / 401(k) Council of America (PSCA). Also, Benico is a Smart Partner® member of the Benefit Advisors Network (BAN), a premier national network of independent

benefit advisory and consulting companies. Through best practices collaboration, market clout leveraging, and shared capital resources, we deliver industry leading tools, technology, and expertise for optimum results for our employee benefits customers.

Although we are headquartered in a far northwest suburb of Chicago, nevertheless we work with clients in numerous states. For a current list of the states we hold insurance licenses in, go to <http://benico.com/legal/licensing/>.



## OUR VALUE PROPOSITION

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The value proposition we bring to our clients is that we are big enough to have the knowledge base, staff expertise, and depth needed to address their concerns and issues, and yet small enough to be able to timely respond to the same and in so doing consistently demonstrate to our clients that we care. And because of the high level of service and support that we provide our clients with year after year our client persistency is in excess of 98%.

We are a local, boutique employee benefits consulting firm. Yet, as a Smart Partner® member of the Benefit Advisors Network (BAN) we have the benefit of being able to leverage intellectual capital and best practices sharing with the principals of the other firms that nationally comprise BAN's membership.

The bottom line, we believe, is that we have the resources, both internally and externally, to be extremely effective and provide significant value to our clients. And since we are privately owned and do not have to answer to stockholders we are truly able to put our clients' interests FIRST.



## BENICO'S CONSULTING SERVICES

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- New business and contract renewal negotiation with insurance companies, third party administrators (TPAs), and other vendors
- Compliance assistance using tools like HR360 and Inform on Reform©
- Enrollment services:
  - Preparation of employee benefit enrollment kits
  - Coordination and conducting of employee meetings; and
  - Overseeing the enrollment process, paper or electronic, to ensure good receipt by carriers and TPAs and the timely and accurate processing of enrollment data
- Employee contribution modeling
- Employee advocacy services to help employees and their families with their coverage questions, claim resolution, and appeals of denied claims.
- Manage requests for proposals (RFPs), analyze results, and make informed recommendations as to vendor selection
- Strategic planning services that include consulting around plan design, wellness programs, population health management, healthcare reform, and cost containment strategies
- Provide assistance, training, and support for clients' HR staffs around matters related to employee benefit administration (i.e., billing, eligibility, and enrollment, etc.)
- Benefit communication – Web-based portal, employee benefit fairs, employee benefit summaries, and total compensation statements
- Manage online employee surveys around benefits

## BENICO'S PRODUCTS & SERVICES

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### Individual Consumer Products & Services

- Life insurance
- Disability insurance
- Health insurance
- Dental insurance
- Critical illness insurance
- Discount programs for medical, dental, and vision
- Assistance with setting up health savings accounts (HSAs)
- Long term care insurance
- Estate and financial planning

### Employee Benefit Products & Services

- Group life insurance
- Group accident insurance
- Group health insurance
- Group dental insurance
- Group vision insurance
- Group disability insurance
- Group critical illness insurance
- Group long term care insurance
- Qualified retirement plan design and investment management through BenAssured, Ltd.
- Voluntary payroll-deducted worksite benefit products
- Payroll services
- Assistance with selection of vendors for HRA and FSA administration, COBRA administration, outsourced HR services, and online enrollment / benefit management systems
- Benefit communication portal management
- Total compensation statements ("The hidden paycheck")
- Wellness programs
- Population health management
- Benefits benchmarking
- Executive benefits & compensation



## TOP REASONS FOR CHOOSING BENICO, LTD. as your employee benefit broker / consultant:

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### EDUCATORS

We explain your benefit plans to your employees through group or one-on-one meetings in an understandable, easygoing format.

### INNOVATORS

We stay cutting edge on the latest funding techniques and plan designs as well as the many regulatory and compliance issues that affect you and your employees.

### RESEARCHERS

We scour the market to identify the best products and providers that fit your unique benefit needs.

### RELATORS

We maintain excellent working relationships with vendors that provide administrative ease for you and your employees.

### SPECIALISTS

We provide you with specialists in different areas including employee benefits, executive compensation, and retirement planning.

### CONNECTORS

Quick answers to all of your questions - big or small. If we can't answer your questions directly we'll find you a resource.

### OUTRAGEOUS SERVICE

We are passionate about providing exceptional service, both before and after we are hired as your broker / consultant.

## CLIENT EXPERIENCE CYCLE

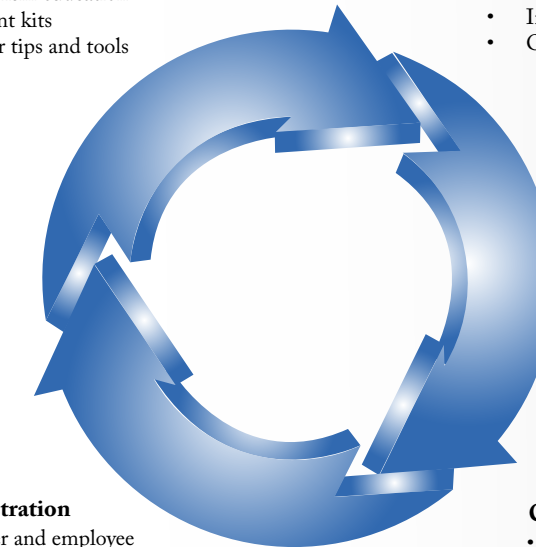
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### Communication & Education

- Group and one-on-one meetings
- Introduce selected plans
- Consumerism education
- Enrollment kits
- Consumer tips and tools

### Enrollment

- On-site personal enrollment
- Improve understanding
- Increase appreciation
- Online enrollment available



### Plan Design & Funding Strategy

- Comprehensive analysis
- Peer group benchmarking
- RFP management
- Vendor comparison
- Self-funding options for larger groups
- Encourage consumerism and wellness

### Processing Enrollment

- Collect and process paperwork
- Verify information
- Submit to carrier
- Provide summary analysis

### Ongoing Administration

- Answer employer and employee questions
- Enrollment assistance
- Billing issue resolution

### Compliance

- Summary Plan Description review
- HR360
- Inform on Reform©
- Education and support

## BENICO'S BUSINESS UNITS

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### **Employee Benefits**

Benico, Ltd. has provided brokerage and consulting around insurance and employee benefit products and services since 1983. If you are a human resource manager or the owner or principal of an employer plan sponsor of any size, contact us for your employee benefit brokerage and consulting needs. Our consultants take the time to understand your company's needs, its financial constraints, and culture and recommend courses of action that take these factors into account. Also, you will be pleased with the excellent service that our experienced account management team members offer in supporting our clients.

### **Retirement Plans**

The mission of Benico's sister company, BenAssured, Ltd., is to create successful retirement plan experiences for plan sponsors and their participants. This is done through the firm's fiduciary and retirement plan analysis and assessment, its unique approach to participant education, and the ongoing monitoring of plans' investment options.

### **Personal Lines**

We help individual clients with all aspects of their insurance planning, including reviewing their life, health, disability, long term care, critical illness, and other insurance needs. Since we are brokers and do not have production requirements with any particular company we are free to assist clients with their selection of insurance products that work best for them.

### **Wealth Management**

We help individual investors, business owners, and professionals work toward acquiring, accumulating, distributing, and retaining wealth in a tax efficient manner.

## ABOUT OUR FOUNDER & PRESIDENT: JOHN GARVEN

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John Garven, the founder and president of Benico, Ltd., holds the Chartered Healthcare Consultant™ (ChHC™), Chartered Life Underwriter® (CLU®), and Registered Health Underwriter® (RHU®) designations conferred by The American College, the nation's leading educational institution serving the insurance and financial services industries. He also holds the Accredited Investment Fiduciary® (AIF®) designation awarded by The Center for Fiduciary Studies, and is a Registered and Investment Advisory Representative offering investments through Financial Services International Corp. ("fsic") member FINRA/SIPC.

John is a renowned industry speaker, with his reputation built on his ability to clearly and effectively communicate often-complex subject matter in an informed and

engaging manner. In the past he has spoken at meetings sponsored by the Chicago Bar Association, the Heartland Institute, the Illinois Chamber of Commerce, and the League of Women Voters. Garven is also a frequent speaker at national, regional, and local meetings of the National Association of Health Underwriters.

John and his team members are ready to assist any size business or organization by providing service and advice around the design, risk management, communication, and enrollment of its health and welfare and qualified retirement plans and keeping them compliant with respect to the federal and state laws and regulations that impact upon such plans.





Benico, Ltd. is an  
active member of:

Benefit Advisors  
NETWORK  
smart partners



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