# Doing HR without HR – Employee Benefits Strategies for Small Businesses





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# **TRG Overview**

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



Richards Group

# Questions to consider

#### **Recruiting & Retention Solutions**

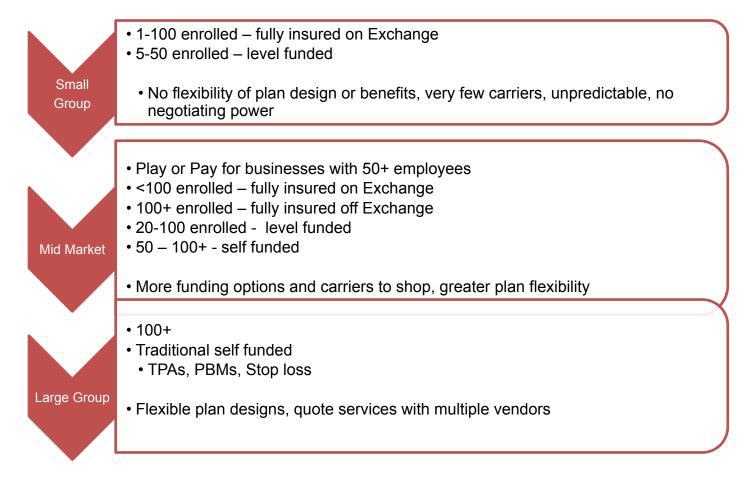
- How can a brewery with a smaller budget use benefits to improve employee retention and recruit new hires?
- When is a good time for small breweries to start providing benefits to employees?
- What benefit does it provide for the company to have an employee benefits package?
- If the budget doesn't 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

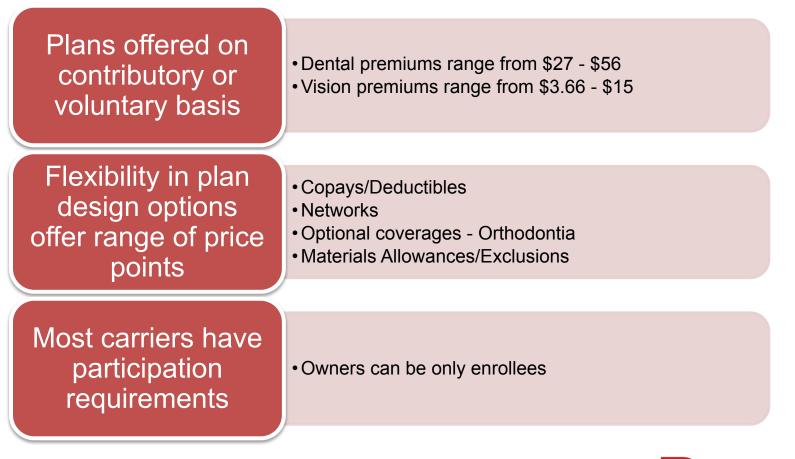
## Limited options for small businesses in VT





# Group-sponsored Dental & Vision Insurance

### Lower cost employee benefits, many plan options and price points





# 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!** 

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100% Employee-funded

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



Premiums are paid though payroll deduction or direct billing with employee

Policies are portable

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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, identify theft protection
- Stay in the know on new products, markets, industry changes and regulations.



# **Additional Resources**

