



A BLUEPRINT FOR CHANGE

**93% of your company's assets walk out the door every evening.
What are you doing to make sure they come back the next day?**

When it comes to building your benefits program, start with a solid foundation. So know what keeps your employees awake at night – concerns over safety, security, and satisfaction. You can then determine the building blocks of a solid program to allay those concerns and fears.

Many benefits and compensation programs are the result of a fragmented and uncoordinated series of decisions, sometimes made by people no longer with the organization. We can help you deconstruct, then reconstruct, a program that is structurally sound.

Arrow Benefits Group acts as an architect – working in partnership with our clients to design the benefit blueprint that meets your needs. Then we help build it, contracting out those areas that can best be handled by other experts. We call our process **A BLUEPRINT FOR CHANGE (ABC)**.

ABC offers a unique way to approach plan design that addresses the universal concerns of all employees, improves their appreciation of the work environment, and instills and underscores organizational goals.

What Employees Need – The Six Pillars of Financial Well-Being

1. They earn enough to maintain their desired lifestyle [*Salary*]
2. They know they can pay their medical bills if sick or injured [*Health Insurance*]
3. They will have enough money at retirement [*Pension Plan*]
4. They know where the money will come from if they are disabled [*Disability Insurance*]
5. Their dependents will be financially independent if they die [*Life Insurance*]
6. They will be able to pay for nursing home or extended care if needed [*Long Term Care Plan*]

While other firms promise some benefits analysis, what makes Arrow Benefits unique is our creation of a thorough and formal blueprint that serves as both analysis *and* strategic plan, refined and referred to for the lifetime of our relationship. This is not derived from a simple set of operations. We have a series of metric scorecards that begin with general issues then dive more deeply into subjects such as benefits communication, compliance and administration, patient advocacy and payroll. We analyze how they interrelate – and where value can be added.

We walk our clients step by step, using the scorecard for markers, through a detailed process to identify both the needs of management as well as employees and how they mesh culturally, philosophically and financially. Here we ask and get answers to the essential questions needed for benefit building:

- Do you really know what your employees want?
- Have they ever been surveyed and if so, how recently?
- Do the employees understand and value the plans you provide?
- If your employees were in charge, what would they change in your current program?
- How does your benefits package tie into the company culture?
- How is the budget for your benefit plans determined?

The Deep Dive

With our ABC system, we can evaluate how well you score in each of the areas that affect the success of your program. For example, we'll have you look at:

Employee Retention: If you are concerned about employee turnover, we'll investigate why. One study indicates that only 12% of employees leave an employer solely due to salary. There are many other factors that impact employee retention, including how well your benefits plan addresses the above concerns.

Security on the job: The chance of an employee being disabled 90 days or longer in their working career is 25%. A study by the Council on Disability Awareness showed that employees thought that chance was only 2%. We will look at factors affecting perception of this important issue:

- Does your firm provide long term disability insurance protection?
- Is that benefit properly promoted and explained to the employees?
- Does it allow a tax free benefits option?
- Is supplemental coverage available for the highest paid employees making over the maximum?

Security in Retirement: A Gallup poll showed 59% of employees are afraid they won't retire with enough income. We believe that number doesn't include the young people who don't even have retirement savings on their financial radar. The Federal Reserve reported that one third of employees have no retirement savings at all. We'll review whether:

- Your firm provides a pension or profit sharing plan, including a 401(k) plan
- Your plan is properly promoted and explained to the employees
- An employer match or contribution is part of the calculation when you set your plan budget

Ongoing Assessment

Some benefit and compensation plans are created and then left alone. The Arrow Benefits ABC process is designed for change. Each scorecard is graded as often as desired, allowing you to track progress on your improvements. Arrow Benefits Group facilitates the process – you determine the grades.

With the ABC process, it is possible to deconstruct your current plans and rebuild them into what makes the most sense based on the evolution of your business, the latest in today's employee benefits marketplace, the values of those currently in charge, and the realities of today's financial standing.