



Farmers Union

INSURANCE


EMPLOYER

PRESENTATION



Who Is Farmers Union Insurance?

Farmers Union Service Association was incorporated in September of 1930 for the purpose of securing and marketing insurance products to Farmers Union members. As an innovative and progressive organization, Farmers Union works to enhance legislation that supports agriculture and the cooperative business model. Farmers Union Insurance has two specialized divisions that come together to work with our employer clients on the benefits. Our health and benefit divisions work alongside our clients to address benefit needs. Their goal is to provide quality products to keep benefits competitive for today's market while improving the administration and education of those benefit packages.

A black and white photograph of a combine harvester in a field. The harvester is positioned in the lower left, moving towards the right. The field is filled with tall, dry grain. The sky is filled with large, dramatic clouds.

**PROVIDING AUTO, HOME,
RENTERS, FARM AND RANCH,
HEALTH, MEDICARE AND
GROUP BENEFIT INSURANCE
IN NORTH DAKOTA**

IMPORTANCE OF BENEFITS

INCREASE YOUR APPEAL

Quality employees are a business's strongest asset. Benefits play a big role in acquiring top talent. Many companies use strong benefit packages to not only attract but also retain their workforce. According to a recent survey by the Kaiser Family Foundation roughly half of the population gets their health insurance from their employer. As an employer, offering benefits shows your employees that you have faith in your company's future to the point where you want to invest in your workforce to retain them for the future.

RETENTION

With a large portion of the workforce getting access to benefits through their employer, having a strong benefit package is crucial for retention. Jobs can be abundant. Competitive job markets can lead to higher turnover. Working with your broker to make sure your benefits are competitive will give you peace of mind knowing that your employees are getting the best benefit package available. Having a benefit package that is able to rise above the competition will keep top talent with your organization.

HEALTHIER WORKFORCE

Providing quality health, dental, and vision options ensure that your staff has the access to maintain good health. Working with a broker to help strategize programs designed to award preventative maintenance will reduce the likelihood of having staff fall ill and miss work. This in combination with plans to protect the incomes of employees further ensures the health and well-being of your workforce.

HOW EMPLOYEES BUDGET FOR BENEFITS

Ancillary benefits can be completely voluntary with no employer contribution needed. On average, employees spend between 1.5-2 hours of their wages per week to budget for ancillary benefits.

ANNUAL SALARY TO MONTHLY BUDGET CALCULATOR

Annual Salary / Hours Worked Per Year + Hourly Wage
 $\$35,000 \text{ per year} / 2080 \text{ hours per year} = \16.83 per hour

(Hourly Wage x 2) x 4 weeks = Monthly Budget
 $(\$16.83 \text{ per hour} \times 2) \times 4 \text{ weeks} = \$134.64 \text{ monthly budget}$

EMPLOYER AND EMPLOYEE TAX SAVINGS EXAMPLE

| | |
|--|----------|
| Number of Eligible Employees | 10 |
| Employees Participating in Plans | 5 |
| Number of Policies | 10 |
| Monthly Premium | \$500 |
| Employers Monthly FICA Savings Monthly Premium x 7.65% Employer FICA Tax | \$38.25 |
| Employees Monthly Tax Savings Monthly Premium x 22.65% Combined Tax (Average) (15% Fed Tax + 7.65% FICA Tax) | \$113.25 |

SOLUTIONS

We are successful in reducing premium and enhancing benefit administration

ADMINISTRATIVE SERVICES

Benefit Administration Set up | Medical Eligibility Management | Consolidated Non-Med Billing | TPA Services

TECHNOLOGY PLATFORM

24/7 Access | Electric Medical Enrollment | Benefit Statements | Payroll Deduction Reporting

ENROLLMENT SERVICES

Personalized Employee Applications | Online Employee Enrollment | Enrollment Meeting Support (1-on-1, Call Center, Group, Webinar)

BENEFITS

- Health
- HSA/FSA
- Dental
- Vision
- Life
- Disability
- Worksite/Supplemental

PREFERRED CARRIERS

- BCBS
- Medica
- Sanford
- United Healthcare
- Ameritas
- Unum
- Assurity
- Chubb
- MetLife
- Equitable
- Delta
- Colonial



Our Process

BENEFIT AUDIT

To see what the market looks like we must first understand where your benefits are. How have they been used? What's your current strategy? How are the benefits communicated and enrolled? How are they managed throughout the year?

MARKET ANALYSIS

After receiving your benefit and census information we can move forward looking at what is available in the market. Through this stage of our process we work to identify a few carriers which work best with your company to achieve your benefit goals for the future. This process usually takes no more than 10 days if we receive all the necessary information we request.

PROPOSAL

This is one of the most important steps in our process. Once your options have been identified we will sit down with you to review the options and discuss what the best route is moving forward. Here we will identify the best carriers to compliment our benefit strategy and discuss future enrollment details.

EXECUTE

Once we have finished our proposal and know the direction we are going we execute on that plan. We facilitate open enrollment through one of our enrollment services using the appropriate technology solution decided upon by our client.

COMPANY & BENEFIT QUESTIONNAIRE

COMPANY NAME

ADDRESS

CONTACT & TITLE

PHONE & EMAIL

COMPANY INFO

Total Employees

CURRENT BENEFITS

Plan

- Medical
- Dental
- Vision
- Life
- Disability
- Supplemental

Carrier

[illegible]

Pay Frequency

- ☐ Weekly
- ☐ BiWeekly
- ☐ Semi Monthly
- ☐ Monthly
- ☐ Other

Notes

EFFECTIVE DATES/CONTRIBUTIONS/PLAN DESIGNS



REVIEW CHECKLIST

Employer: _____

CURRENT CENSUS

Please send census in an excel format with the following headers

- First Name
- Last Name
- Date of Birth
- Gender
- Hire Date
- Zip Code
- Job Title
- Salary

BENEFIT SUMMARIES AND CURRENT INVOICES

Summaries

Medical



Dental



Vision



Life



Disability



Supplemental



Current Invoices

Medical



Dental



Vision



Life



Disability



Supplemental



Employer Contribution

Notes

THANK YOU!

PLEASE SEND INFORMATION TO YOUR FARMERS UNION AGENT