



# 4 POST-PANDEMIC **PAIN POINTS** AND HOW TO SOLVE THEM

# COMPENSATION BUDGET

Companies may not have the budget to offer compensation hikes, but HR knows how important bonuses and increased compensation is to retaining talent.

## WHY?

Salary increase budgets in 2020 for U.S. employers will be stagnant from last year, averaging **3%**.<sup>1</sup>

Yet, **75%** of those having recruiting difficulty say there is a shortage of skills in candidates for job openings.<sup>2</sup>

## WHAT YOU CAN DO

Introduce a way for employers to spend less and give more with tax-efficient\* benefits. Complementary health insurance plans† are a more financially efficient way to add value given their tax-efficient\* nature for both the company and employee.

## HOW IT WORKS

Instead of rewarding employees with a raise or bonus, employers can invest a similar amount in a complementary health insurance plan. Because of the tax impact (tax deductible premiums for the employer and the payments aren't taxable for the employee), it's a way for the employer to pay less and give more.

Solution	Cost to Employer	Take-Home Value for Employee
\$5,000 raise	<b>\$5,500</b>	<b>\$3,000</b>
ArmadaCare Insured Solution	<b>\$4,500</b>	<b>\$25,000</b>

*Example to show tax impact only. Premiums vary by product and are determined based on standard underwriting guidelines and characteristics of the group.*

## HOW CAN WE HELP?

ArmadaCare offers several tax-efficient\* health insurance plans that can be put in place at any time of year. In addition to the tax efficiency, these health insurance plans provide a better way to reward. Unlike a one-time bonus that's soon forgotten, these plans offer constant reminders throughout the year every time the employee gets a claims payment via direct deposit.



# PLAN DESIGN CHANGES

Changes were made to the primary health insurance plan, which increased the deductible, changed the formulary or limited the network.

## WHY?

1. The client requested a health insurance plan change, without realizing the exact coverage impact it would have.
2. You recommended changes based on the client's budget.
3. The carrier made unwelcome changes.

## WHAT YOU CAN DO

Be sure to clearly communicate the impact of primary healthcare plan changes, especially for the key decision-maker by drilling down into the details of how they will personally be affected. You can then recommend a solution that neutralizes that impact from the start.

## HOW IT WORKS

Complementary health insurance plans can act like shock absorbers when changes are made to the primary healthcare plan. These layered solutions can shore up coverage for key people and hard-to-recruit positions. They also offer long-term benefit design flexibility because they will continue to fill in growing gaps for those employee classes regardless of what changes are made to the primary health insurance plan.

## HOW CAN WE HELP?

ArmadaCare's **complementary health insurance plans** can be put in place on the first of any month, and we can provide you with the information you need to introduce them while you are communicating about the primary insurance plan changes. If that timing doesn't work, you can also leverage ArmadaCare's plans as a problem-solver a few months after the primary health insurance plan changes have kicked in and are being noticed.



# TALENT TSUNAMI

The benefit and talent world has changed—causing a new wave of challenges to rise when protecting top talent and bringing on new employees.

## WHY?

Quit rates have reached their highest levels in **9** years.<sup>3</sup>

Turnover can cost employers **20%** of an employee's annual salary, making attracting and retaining employees all that much more essential to business success.<sup>4</sup>

**95%** of HR leaders say burnout sabotages retention.<sup>5</sup>

## WHAT YOU CAN DO

Proactively ask your clients about retention and recruitment issues. Educate them on their options with complementary health insurance plans. By using these plans in a targeted way, they can avoid falling into the trap where saving on benefits increases turnover costs.

## HOW IT WORKS

There is a direct correlation between health benefits and retention as employees at all levels base decisions as to staying or leaving on health plan quality. With complementary health insurance plans, clients can enhance benefits selectively for hard-to-retain-and-recruit positions only.

## HOW CAN WE HELP?

ArmadaCare's suite of **complementary health insurance plans** can be carved out for specific employee classes with many coverage and pricing options. You can now address both the issues of health plan and talent management cost concerns with the same solutions, allowing you to work with your clients to create the perfect benefits balance that protects the company's bottom line.



# HEALTH & PRODUCTIVITY

HR uses wellness initiatives to help manage plan costs, but the same programs often fall short for strategic leaders whose health and productivity have significant ripple effects for the company.

## WHY?

Due to the nature of their work and hectic schedules, **69%** of leaders say the pandemic is the most stressful period of their career.<sup>6</sup>

Traditional health plan solutions are not designed to serve the busy executive lifestyle.

Health concerns can cost employers **\$125** to **\$190** billion in lost productivity and healthcare costs.<sup>7</sup>

## WHAT YOU CAN DO

One-size-fits-all primary health insurance plans often fail to meet executives' unique needs. Safeguard leaders and company performance with robust complementary health insurance coverage and strategic support for health and well-being.

## HOW IT WORKS

It's important to have **robust coverage** that gives you access to programs like:

- » **Elective Executive Physicals** make preventive care more manageable for executives. They are more likely to keep a day-long executive physical appointment compared to the multitude of doctor appointments it would take to cover the diagnostic testing performed with an executive physical.
- » **Emergency Travel Services** provide 24/7 support for domestic or international travel, whether for both business or pleasure—making it easier to get home if something goes wrong.
- » **TopDoc Connect** is a specialty physician matching service that can make accessing top specialists faster and easier.

## HOW CAN WE HELP?

ArmadaCare's **Ultimate Health** is designed to keep leaders happy, healthy and productive. In addition to providing robust coverage, it also includes several components to protect health and productivity, including coverage toward and coordination of executive physicals, a specialist matching referral program and the robust Get Me Home emergency travel program.

As for other employees? We recently introduced **WellPak**, a complementary health insurance plan that provides all-in-one access to coverage and support for better mental health and well-being. WellPak can be layered over the primary health insurance plan to enhance coverage for select employees or a broad population.



## About ArmadaCare

A leading insurance program manager, ArmadaCare delivers uncommon health insurance solutions designed to enhance ordinary health benefits. With the steadfast belief that health insurance should be better, ArmadaCare's plans fill voids in coverage for routine and unexpected healthcare expenses, offer valuable health and productivity support services and invite usage with modern conveniences, education touchpoints and people-first service. The result gives our clients the edge they need to retain, recruit and reward talent at all levels.



### Learn More



**1-877-654-2741**



**solutions@armadacare.com**



**www.ArmadaCare.com**



**@ArmadaCareBenefits**

\*This is not local, state or federal tax advice as each person and each company is unique. It is recommended that you seek the independent counsel of a professional tax adviser.

†The above referenced supplemental health insurance policies have exclusions, limitations and benefits that vary by plan and state. To obtain a quote or for more details on coverage, contact ArmadaCare.

Get Me Home, TopDoc Connect and Executive Physical services are coordinated with ArmadaCare's designated service providers and subject to specific terms, conditions, limitations and exclusions as defined in the policy and corresponding Certificate of Insurance. Get Me Home is available 100+ miles from home.

Coverage provided by Transamerica Premier Life Insurance Company and Sirius America Insurance Company.

<sup>1</sup> [SHRM 2020](#)

<sup>5</sup> [Forbes 2019](#)

<sup>2</sup> [SHRM 2019](#)

<sup>6</sup> [HRExecutive 2020](#)

<sup>3</sup> [SHRM 2021](#)

<sup>7</sup> [EBN 2020](#)

<sup>4</sup> [Benefits Pro 2021](#)