



SUCCESS STORY

EmployerAdvantage case study

Implementing a new automated benefits process for temporary employees resulted in significant reduction in staff turnover and HR burden, while generating \$500K in profits for an industrial staffing agency

The challenge

An industrial and manufacturing staffing agency with 2,500 temporary workers was struggling to administer and consistently maintain benefits for its employees. It was primarily a manual process and exceeded the bandwidth of its HR team. They were looking for an innovative way to better manage its benefits program for its large and disparate workforce.

The solution

Marsh McLennan Agency (MMA) recommended the EmployerAdvantage program, specifically designed to provide employers with an

automated solution that offers consistent and ACA compliant benefits to hourly workers. It's affordable and includes options all employees can use. In addition, it replaces traditional manual processes making it possible to save HR teams more than 50% of their time.

Once implemented, candidates were auto-matched with the lowest price medical plan, and offered the option to purchase additional coverage or waive coverage entirely through the online enrollment platform. The company found that more than 67% of its temporary workers chose to keep their recommended plan.

Results years 1 and 2

The program provides coverage confirmation and updates of eligibility and enrollment status through automated text message. It also provided employee education through user-friendly communications and videos. This automated approach heightened the level of service, kept employees aware of their benefits, all while reducing the burden to its HR team. The company saw a reduction in turnover and its average employment length increase by 35%.

\$450,000

accumulated underwriting profits from EmployerAdvantage

35%

increase in average length of employment

100%

ACA compliance

67%

of temporary workers retained medical coverage

Results after 3 years

Following another year of data, the results of the program have increased from the previous two years. The company saw a surplus accumulation in excess of \$500,000 and the average length of employment increased by 39%.

\$500,000

accumulated underwriting profits from EmployerAdvantage

39%

increase in average length of employment

68%

of temporary workers retained medical coverage

Learn more

Learn how EmployerAdvantage can help you attract and retain talent, minimize benefit costs, reduce administrative burden and stay ACA compliant.

T + 888 429 0999 | Marsh & McLennan Agency LLC | MarshMMAMidwest.com

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