

# FALL RIVER EMPLOYEE BENEFITS



## Proactive Service

### The Beginning

A rapidly growing software consulting firm in Denver needed a rich benefit program to attract highly specialized talent for their innovative consulting niche. In the early days of the organization, the owners turned to Fall River to ensure their benefits were as competitive and as cost-effective as possible.

### Growth spurts

Fall River Employee Benefits helped the company expand their employee benefits offerings by adding disability coverages and more extensive life insurance. We also corrected a tax compliance issue and educated the owners regarding the design of their Section 125 plan to minimize their tax liability.

Using a creative plan design strategy, we were able to move to significantly richer benefits as the company grew, while simultaneously achieving 5.2% savings to the bottom line. We also created employee incentives to directly encourage savvy healthcare consumption and enable employees to accumulate the resulting dollars saved.

During this stage of growth, we helped the company navigate:

- The transition from state continuation to COBRA;
- The international expansion of their employee population;
- The design and rollout of a company-wide benefits survey;
- Medicare Part D compliance and reporting requirements; and
- A complex long-term disability claim.

Most recently, we introduced a partial self funding strategy, enabling the employer to take advantage of their better than average employee demographics. Our proactive guidance in this area is enabling this forty employee company to:

- Save 14% guaranteed versus their fully insured renewal for the exact same coverage;
- Gain more data and tools to manage their overall costs and control them for the long term; and
- Achieve more leverage in negotiating their future renewal costs.

### Mature Results

Today, the company's employee benefits program is a key piece of their talent management strategy. Throughout five years of working together, this thriving firm has trusted Fall River to anticipate their needs at every stage of company growth.