



NORTHPARK

EMPLOYEE BENEFITS REVIEW

06-20-24



Lead with **Values** and Value Leads.



Higginbotham™

Core Service Team



Product Evaluation: Day One



NorthPark is currently Fully Insured with Blue Cross Blue Shield (BCBS).
How far down the spectrum have you evaluated? What carriers were evaluated?
What has been evaluated in the past?



Plan Overview

BENEFIT COVERAGE	EFFECTIVE JANUARY 1, 2024	ANNUAL COST	EMPLOYER	EMPLOYEE
Health:	BCBS TX – Single Plan Option Fully Insured	\$2.6mm	\$2.5mm	\$100k
Dental:	BCBS TX – Single Plan Option 100/80/50/50 (Ortho.)	\$113k	\$113k	\$0
Vol. Vision:	Renaissance \$10 copay 12/12/24/12 plan	\$13k	\$0	\$13k
Group Life:	Mutual of Omaha 2x salary , Max: \$200k all FTE	N/A	100%	\$0
Vol. Life:	Mutual of Omaha 5x salary , Max: \$250k	N/A	\$0	100%
STD:	Mutual of Omaha 60% up to \$2k per week	N/A	100%	\$0
LTD:	Mutual of Omaha 60% up to \$10k per month	N/A	100%	\$0
TOTAL:	Medical, D/V, Life, Vol. Life, Disability	\$2,749,635.00	\$2,626,525.32	\$123,109.68





STRENGTHS	OPPORTUNITIES	UNKNOWNNS
<ul style="list-style-type: none">• Very rich plans offered at low costs to employees• Comprehensive and detailed Benefits Booklet.• Online Administration via ADP.	<ul style="list-style-type: none">• Explore options for Level-Funded, Captives, or Self-Insured• Enhance employee communication material to create a strategy throughout the year.• Include Employee Response Center to alleviate employee calls to HR regarding benefits.• Commission Structure evaluation.• File 5500, WRAP, SPD, and Section 125/POP at no cost.• Manage Flexible Spending and COBRA at no cost.• Evaluate moving vision and AFLAC coverages to MOO or BCBS. Easier administration, bill reductions, bundling discounts.	<ul style="list-style-type: none">• Premiums on Life, Vol. Life, STD, and LTD• Claims Data



Employee Response Center

Day Two Services®

- Open enrollment support
- Year-round enrollment support
- Benefit eligibility administration and verification
- Benefit claims assistance and resolution
- Customized call reports
- Dedicated toll-free number available (group size dependent)
- 140+ languages available
- System enrollments based on access
- Bilingual enrollment meeting support

Customized Services to Fit Your Needs

Higginbotham's Employee Response Center can be engaged for high-volume short assignments, like open enrollment, and for extended projects, like new hire enrollments, life events and claims consultation throughout the plan year. We get to know your demographics, organizational culture and employee benefit plan so we can offer customized programs to meet your call-handling requirements.

Customized Services to Fit Your Needs Availability

We answer calls and emails Monday through Friday, 8 a.m. to 5 p.m. CST. Calls received after 5 p.m. CST will be returned the next business day. If you have non-English speaking employees, we have access to interpreters for more than 140 languages.



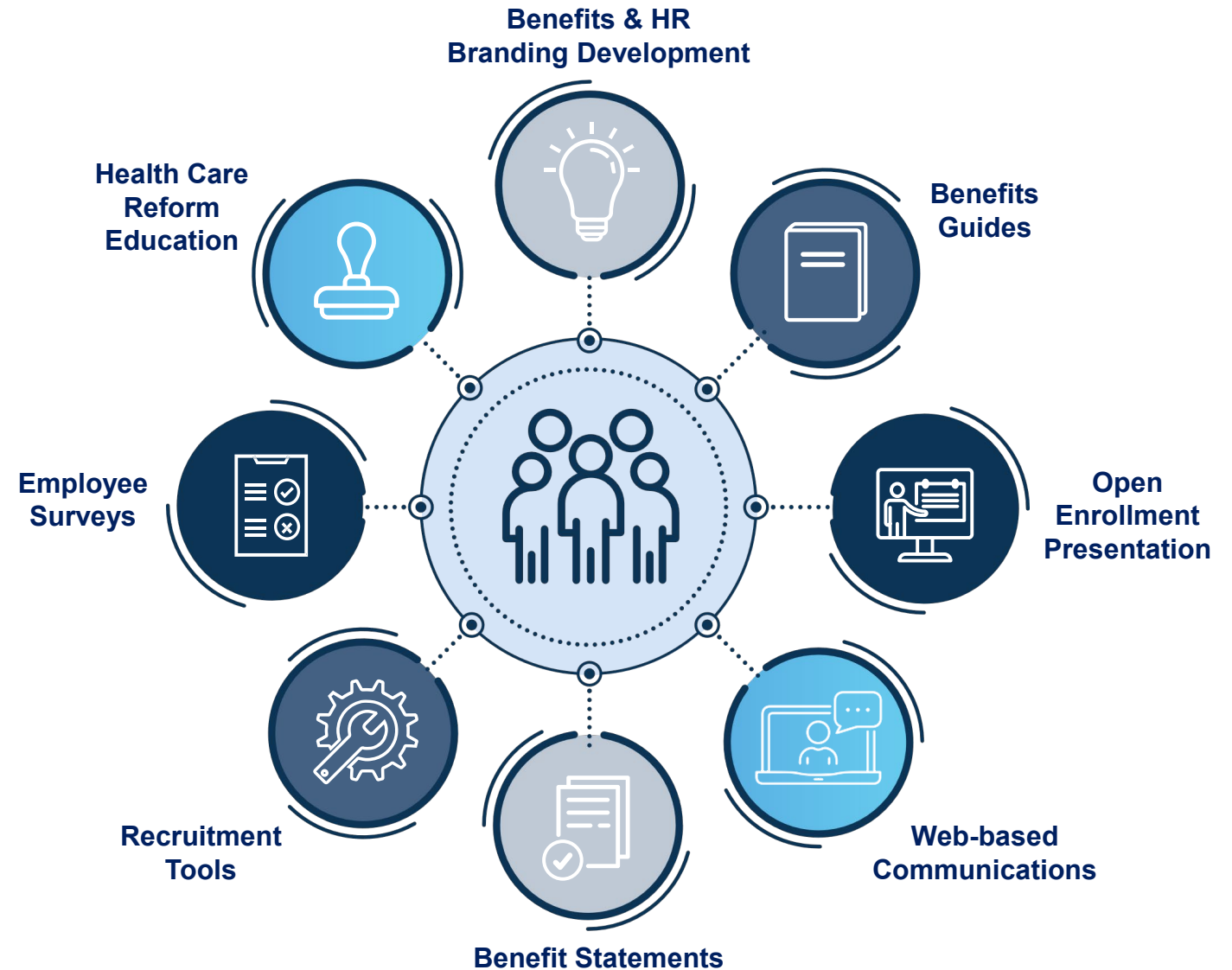
Day Two Services®

Team

- Consultants
- Benefit specialists
- Graphic designers
- Creative/technical writers

Capabilities

- Strategic communication planning to convey client messages
- **Customized, branded communication to inform and engage**
- **Targeted materials for education, enrollment, wellness initiatives and total compensation statements**
- Comprehensive recruiting and retention tools
- Results and ongoing needs monitored
- **Flow Code**
- **Brain Shark**
- **Compliance Notices**



Day Two Services®

Guidance

- In-house legal (former DOL attorney)
- Audit support services
- Compliance reviews
- HR/legislative updates
- ERISA/ACA/HIPAA/COBRA/FMLA, etc. compliance/interpretation

Tools and Services

- ERISA documentation
- 5500 preparation and filing
- Turnkey COBRA administration
- Turnkey FSA/HRA/DCAP Administration
- Nondiscrimination testing
- ThinkHR (HR Resources, Handbooks and training library)
- **Compliance Calendar/Dashboard**

HR News Worth Review

July HR News Worth Review →

DOL Announces Plans to Issue Proposed Overtime and Independent Contractor Rules In its recent spring regulatory agenda, the U.S. Department of Labor (DOL) announced its plans to issue a proposed overtime rule in October 2022. According to the agency's regulatory agenda, this

Compliance Update

Upcoming ACA and Medicare Filing Deadlines →

Upcoming ACA Reporting Deadlines Affordable Care Act (ACA) reporting under Section 6055 and Section 6056 for the 2021 calendar year is due in early 2022. Specifically, reporting entities must: Furnish statements to individuals by March 2, 2022; and File returns

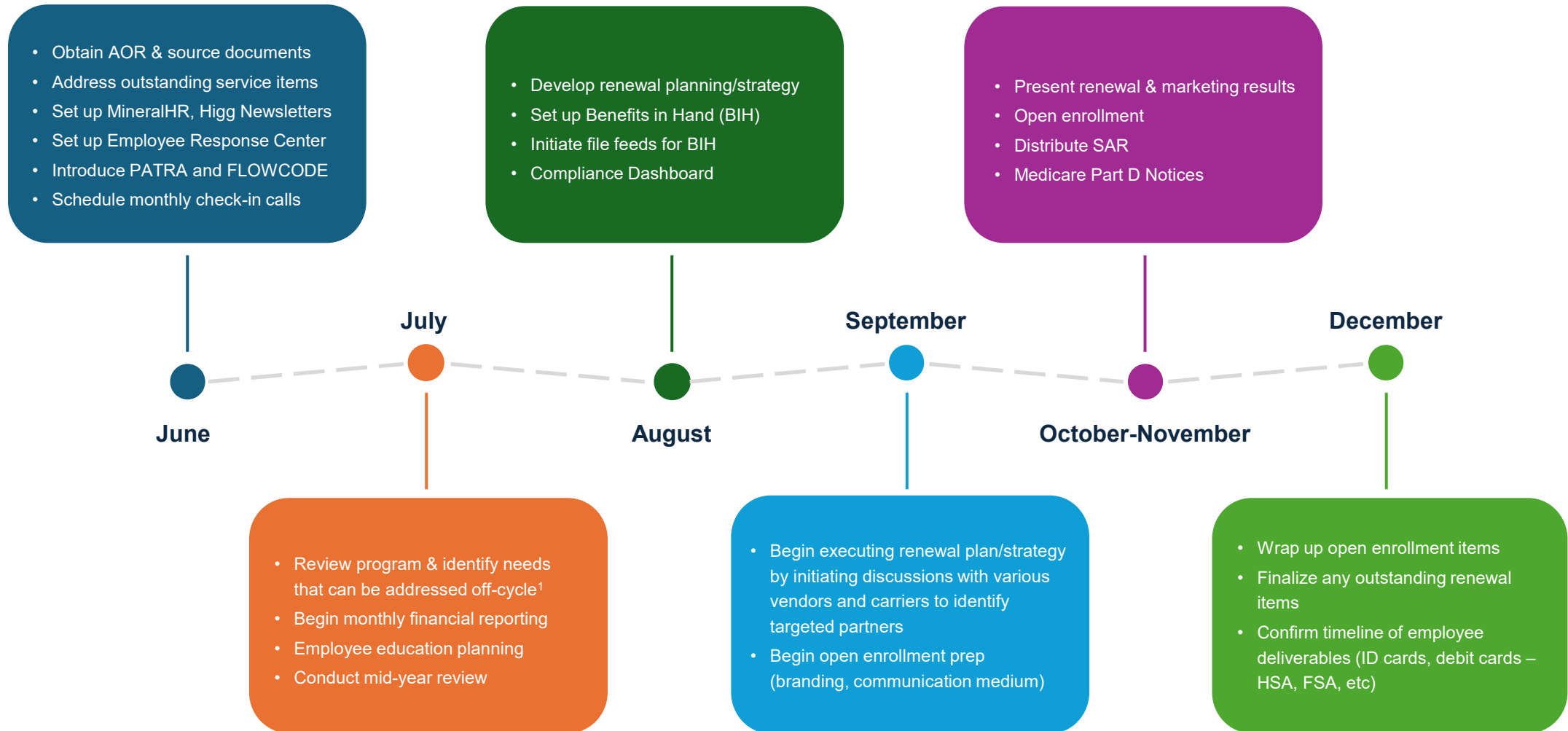
Benchmarking (Amino) Transportation & Warehousing – Under 250 Lives

Benefits	Plan Design	Total Rate	EE Rate	Recommendations
Medical Plan	Deductible: 86% OOPM: 96% Copays: 70% Rx: 94%	EE: 3% ES: 3% EC: 1% EF: 14%	EE: 100% ES: 95% EC: 95% EF: 100%	<ul style="list-style-type: none"> Very rich plans and incredible employer contributions. If wanting to be cost conscious, lower contribution & lower plan costs.
Dental Plan	Deductible: 92% Plan Max: 84% Ortho. Max: 100%	EE: 13% ES: 3% EC: 10% EF: 43%	EE: 100% ES: 100% EC: 100% EF: 100%	<ul style="list-style-type: none"> Rich plans with great ortho. Care. 100% employer, if cost conscious, lower contribution.
Vision Plan	Exam Copay: 95% Material Copay: 47% Frequency: 100% Frames Frequency: 67%	EE: 62% ES: 62% EC: 23% EF: 15%	EE: 62% ES: 62% EC: 23% EF: 15%	<ul style="list-style-type: none"> All-in-all plan is around the average. Currently contribute \$0 but could make it slightly more affordable to employees with contributions.
Group Life	Max of \$200K: 38% Multiple Figure of 2x: 75%	-	-	<ul style="list-style-type: none"> The plan max is below the average by 50K
Voluntary Life	Max of \$250K: 50% Multiple Figure of 5x: 100%	-	-	<ul style="list-style-type: none"> Keep plan design, great additional coverage to offer employees.
Short-term Disability	Weekly Max: 93% % Replacement: 100% Waiting Days: 85% Duration: 54%	-	-	<ul style="list-style-type: none"> Keep plan design, great additional coverage to offer employees.
Long-term Disability	Monthly Max: 94% % Replacement: 89% Waiting Days: 100%	-	-	<ul style="list-style-type: none"> Keep plan design, great coverage to offer employees.



Recommendation	Notes
Carrier Evaluation	<ul style="list-style-type: none"> • Higginbotham proprietary partnership with EMI for businesses with less than 150 employees. • Analyze UHC, Aetna, & Cigna Networks. Various new options on market, use markets to leverage BCBS rates. Ensure that Northpark and the employees have the most competitive benefits package. • Evaluate Health Reimbursement Arrangement to reduce premium with same benefits to employees. • Assess vision and AFAC coverage moving to BCBS or MOO.
Customer Service	<ul style="list-style-type: none"> • Goal to reduce HR Administration regarding employee benefits. • Higginbotham Day 2 Service Model. • Implement the Employee Response Center to field employee's questions regarding benefits throughout the year. • Handle all aspects of EOI administration between ADP and MOO.
Employee Communication	<ul style="list-style-type: none"> • Create an online employee landing page housing all carrier data, websites, benefit resources, etc. One click away by scanning the custom QR code. • Develop a communication plan to help promote benefits and create a custom communication approach tailored to NorthPark.

Implementation Timeline



¹Examples: vendor issues, data feeds, bill audits, compliance review



The Higginbotham Difference

Day-to-Day Team

Dedicated account team
Data analytics
Strategic planning/benchmarking
Employee service support
Financial analysis

Wellness

Customized programs
Vendor coordination

Compliance

Compliance consulting and
review legislative, regulatory,
political updates
Tactical planning
COBRA administration
CDHP administration
5500 reporting
ERISA documentation

Communications

Customized communications
New branding or reinforce
existing brand



HR Technology

Benefit administration
Manage RFP process
Oversee implementation

HR Service Center

Dedicated toll-free phone #
Bilingual (English/Spanish)
140 languages supported
8 a.m. to 5 p.m. CT
Stewardship reports

HR Resource

Real HR
Think HR
Zywave
MyWave

More Resources

Medical director
Voluntary benefits
Executive benefits
Retirement plan services
Globex International Group
Integrated Health Concepts
HonestRX

Grounded in your priorities, elevated in your opportunities.





Thank You!

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