

# Silicon Benefits Insider

Employee Benefit *time warp* - Can you believe that 2010 is already upon us?

September 2009



If your company's health insurance renews on January 1st, like most employer health plans, you are already in the zone, the "100-day **SPRINT**" to the anniversary date of Open Enrollment.

Most employers *fail miserably* during the 100-day sprint!

If Knowing is half the battle, below are **10** mistakes every employer should avoid:

- By law an employer must receive their group health insurance renewal in the State of Texas no later than 60 days prior to the renewal/anniversary date - an employer you are already late to the party
- Employers lack a strategic plan and methods to stay ahead of the benefit curve
- Don't understand the benefits vs. the cost
- Fails to work with an experienced Broker or Consultant they TRUST
- Lack a communication plan to consistently promote the value of their Employee Benefit Program
- Lack methods and processes to adhere to compliance with COBRA, HIPAA, FMLA, ARRA just to name a few
- Forget to create "the perfect meeting" (open enrollment) to announce and educate the value of their benefits
- Lack a unique method to ensure every administrative step is executed from date of hire to date of termination
- Won't conduct a "mach hire" or "mach termination" situation and walk yourself through the new hire and/or termination process to identify any gaps or liability
- Lack the capabilities to create, deploy and analyze a Satisfaction Survey to determine what is really important to the employee.



Start **NOW!** By organizing your data, assigning a timeline of what to accomplish between now and your renewal date, communicate the message, and you'll take the first steps toward a successful benefit sprint.

Silicon Benefits is the DIFFERENCE in your Employee Benefit Program!

Please contact us with any questions and/or if we can help your friends!

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