

Newly Eligible Benefit Onboarding



Bringing new employees up to speed with their benefits

New hires must quickly absorb the corporate culture and become familiar with - and connected to - their benefits. Comprehensive benefit onboarding is a key to improving employee satisfaction and reducing turnover. BCI teams perform a multitude of administrative onboarding duties - from traditional new hires to life events to variable hour employee enrollments - so your Human Resources team can be more strategically engaged.

Customer Value

- Eighty-eight percent of Human Resource professionals ranked communication efforts as extremely important for assisting with the performance, engagement and retention of new employees. ¹
- Sixty percent of Human Resource professionals cited staff time constraints as the biggest reason for organizations not to offer as many onboarding activities as desired. ²
- New employees who experienced a structured onboarding program were 58 percent more likely to be with the organization after three years. ³

“ 73% of Human Resource professionals agree that the onboarding process today is longer and more intensive, with more being done to help newcomers adjust. And 68% agree that onboarding has become more engaging, interactive and individualized. ” ⁴

Advantages

- Delivers consistent, branded messaging for all employees
- Provides an efficient way for new hires and newly eligible employees to learn about and enroll in benefits
- Offers an efficient way for variable hour employees to learn about benefits during the measurement and administrative periods
- Reduces incomplete or non-responsive enrollments
- Manages benefit enrollment, education, data and benefit orientation
- Helps employees understand and appreciate the benefit packages so they can make educated decisions

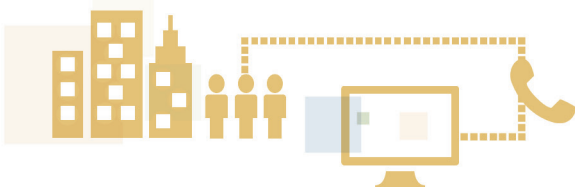
Delivery Options

- Call center one-on-one with trained Benefit Counselors
- Onsite via BCI's Dedicated Benefit Representative model
- Self-serve through BCI's wholly-owned enrollment system with video technology
- Self-serve through third party enrollment systems with video technology provided by BCI

^{1,2} Society for Human Resource Management, "SHRM Survey Findings: Onboarding Practices," 2011.

³ The Wynhurst Group, "SHRM Presentation," April 2007.

⁴ Society for Human Resource Management, "SHRM Survey Findings: Onboarding Practices," 2011.



Contact BCI's Marketing Department to custom design your benefit onboarding program.

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