

HEADQUARTERS

Nashville, TN

INDUSTRY

Healthcare

EMPLOYEES

5,500



## Goals and Objectives

- Implement New Ben Admin Technology for Core + VB Products
- Manage Broker Transition for '22 Plan Year
- Utilize Voluntary Benefit Commissions to Reduce Costs
- Educate Employees on New PPO and VB Plans
- Drive education and appreciation for the enhanced benefits package

## Employer Challenges

- Rapid growth by acquisition, 57 eligibility structures in Workday
- Carrier and plan design changes for 2022 annual enrollment
- Low employee perception of benefits offering
- Workday could not support enrollment of all benefits
- Limited budget for new Ben Admin platform
- Limited resources in the Benefits and HRIS department

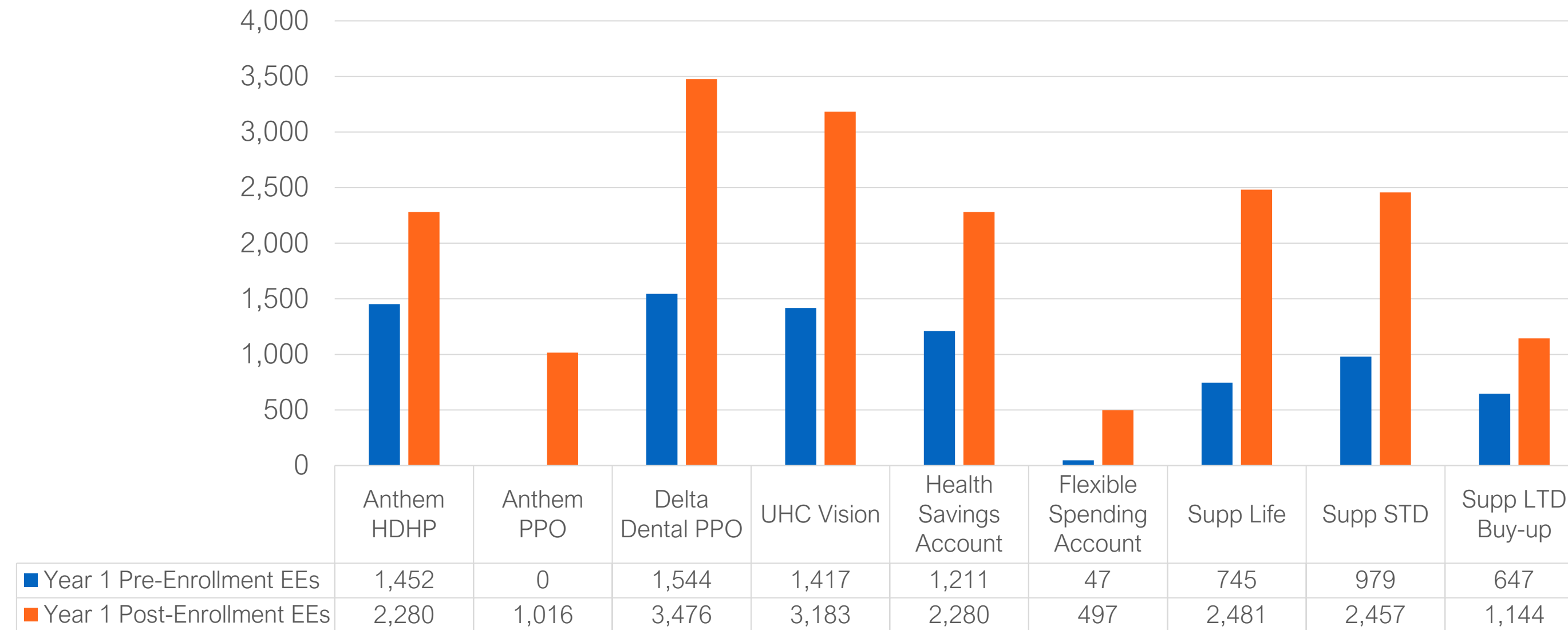
## BCI Solutions

- ElectBenefits Technology for All Products
- Decision Support Tools for Medical and VBs
- ACA Reporting, Tracking, and Filing
- Data Exchange for all Carriers, ACA, and COBRA
- Consolidated Billing Reports
- HR Benefit Services Center
- Custom Benefit Guides for 3 Populations

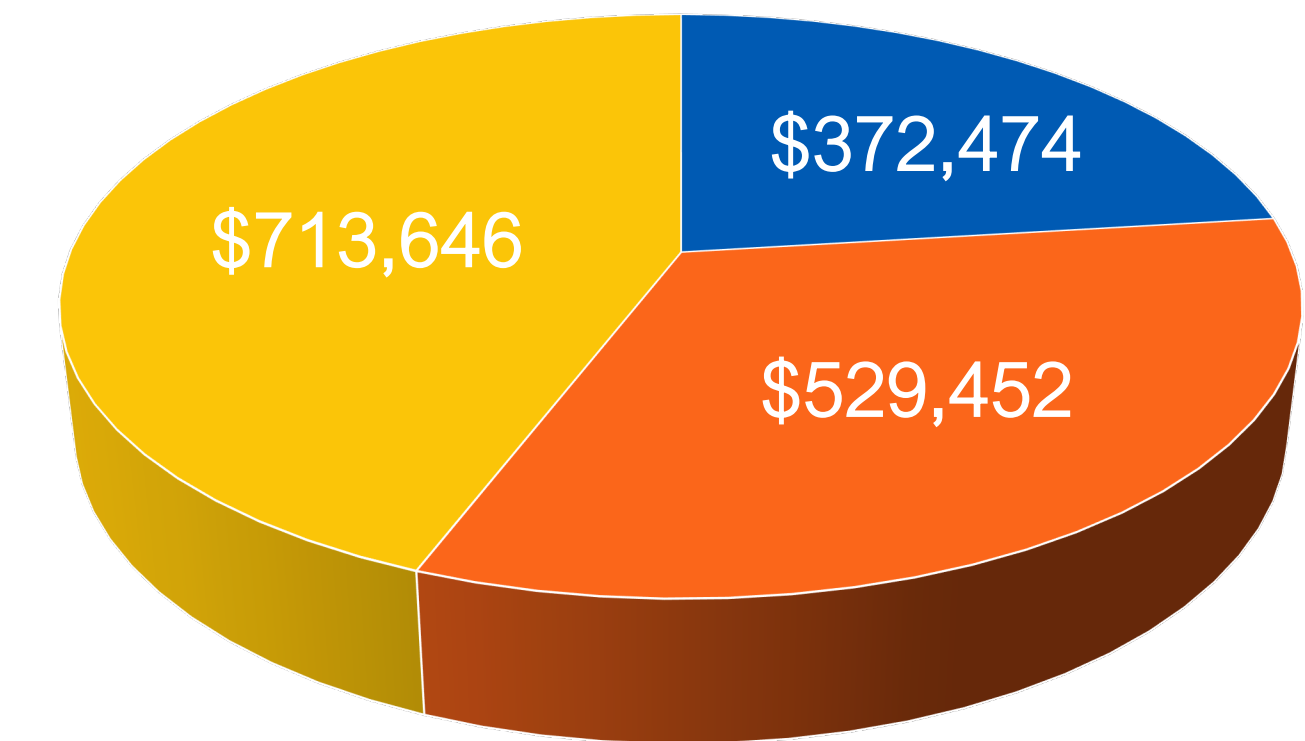
# Case Study: Detailed Data



Pre- vs. Post-Enrollment Participation



Year 1 New VB Premium



■ Accident ■ Critical Illness ■ Permanent Life

## KEY RESULTS

**>20%**  
Voluntary Benefit  
Participation Increase

**17%**  
Exceeded CDHP  
Migration By

**\$1,993**  
Average Annual  
HSA Contribution

**\$1.27M**  
New Voluntary  
Benefit Premium

**> 50%**  
Supplemental Life  
and STD Participation



VB Participation Percentage

