

Simplifi BenefitsSM

Easy | Affordable | Personal

Not for Profit Organizations

Overview

When the organization starts it is staffed by the person with the vision, working tirelessly for little pay and no benefits. As the organization grows the recruiting is based on talent, but typically limited to those who do not have a need for the highest income or insurance benefits. Once the organization gets to “the next level” of development it has a need to attract additional, specialized talent that may have expectations of a comprehensive benefits and insurance plan.

Problem

- Mix of older, experienced development and operations executives with younger employees puts group plans out of reach due to cost
- Smaller full-time staffs and even smaller number of employees who require insurance benefits
- Case for benefit plan and budget must be approved by board every year – initial budget may not be enough
- Group insurance rates for small groups tend to be volatile

Simplifi Benefits Solution

Our team was presented with an opportunity to “bid” on a 3 enrollee organization in Alexandria, VA after the original broker had presented the traditional employer sponsored insurance proposal. The plan that was presented was on budget; however the final rates (after enrollment and underwriting) came in 60% higher and the implementation was cancelled.

Since group insurance rates are uniform regardless of purchase point our team was unable to offer the same products for lower cost. Instead we presented our new, innovative solution to the Executive Director and after several conversations with key staff members it was decided that the Simplifi Premier solution was the best overall fit.

This organization was able to provide each employee with \$500 (tax –free) per month to pay for insurance and other health related expenses – offering a plan that everyone choose and at the original budget.

- Employee who had their own insurance policy got to keep it and had money left over to cover out of pocket expenses.
- New employees will be able to access the market for affordable plans
- One employee who had pre-existing conditions received advice and assistance to enroll into the Federal Pre-Existing Plan (PCIP) which resulted in a plan that was better than the proposed group insurance benefit for half the cost.

