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EmployeeTech Notes

March 2013

EmployeeTech

EmployeeTech is a specialized consulting firm that combines innovative strategies with HR and Benefits technology to help our clients grow their business.

ACA Analysis Pilot Underway

	Current Plan Proposed for 2014	Scenario 1 Plan: Same Contributions ACA Eligibility	Scenario 2 Plan: Defined Contribution \$5,000 Flat	Scenario 3 Plan: Gross Up
Annual Employer Plan Contribution	\$839,112	\$839,112	\$454,000	\$0
Change in Eligibility to 30 hours	\$0	\$110,896	\$60,000	\$0
Employee Compensation Increase	\$0	\$0	\$0	\$570,004
Free Rider Penalties (\$200)	\$0	\$0	\$0	\$454,000
Change in Employer Tax Subsidy	\$0	-\$38,814	\$13,789	\$94,188
Employer Assessment	\$0	\$18,000	\$18,000	\$0
Total Annual Employer Cost	\$839,112	\$929,194	\$645,789	\$1,118,192
% Increase over trended cost	N/A	11%	-23%	33%
Additional Assumptions	*0% Annual Trend	*0% Annual Trend *30 hour eligibility	*0% Trend *0% eligibility	*0% Trend *0% eligibility *Gross up earnings

michael,

Since the launch of EmployeeTech on January 25th we have been busy helping benefit consultants and their clients manage their some of their biggest challenges. For this first edition of **EmployeeTech Notes** we wanted to share with you a few of the projects we are currently working on:

To test the waters prior to the release of our [Insight HR Analysis Engine](#)

we are piloting the ACA section calculations with several leading benefit consultants from across the country.

This includes three pay and three play scenarios, employer and employee impact, Poverty/Medicaid measurements on enrolled and waived and projections for the Cadillac Tax. These calculations offer a unique perspective on health plan sponsorship.

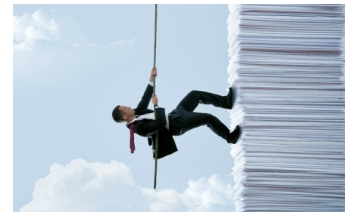
When Insight is released it will incorporate a far broader employer analysis including the value of human capital, an often overlooked piece of the equation. HR and Benefits practices measures as well as benchmarks against Kaiser Family Foundation will be part of the package.

Benefits Administration Systems

We are running projects for the assessment and selection (or in some cases process improvement) of benefits administration systems for a group of larger customers.

This includes comprehensive discovery, writing requirements, market scan, vetting, analysis, selection, and implementation oversight. EmployeeTech provides the needed focus and expertise so our firm can address the varying needs of your client and prospect base.

[More](#)



Private Exchanges

We are helping our clients identify solutions and strategies to play in the Defined Contribution Health Market. Depending on your geography, scope, capabilities and desired approach, we can look at a variety of options to address this growing need. Creating a Private Exchange offering is a daunting task but yet is becoming an important direction in health plan sponsorship.

[More](#)



Broker Practice Solutions

We are helping benefit advisory firms manage their portfolio

If you are interested in participating in the ACA pilot please email us at info@employeetech.com or visit our contact page [here](#)

[Website](#)

Phone: 847-236-1932

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of technology solutions including CRM, administration, HR content and other internal and external needs. The market and application of these solutions has evolved and needs to be revisited from time to time to stay on top of your game. [More](#)

Technology will continue to play a crucial role in your business. It solves some of your clients most critical problems and gives you an edge over your competitors. And, managing, selecting and implementing the right solution can make a big difference in your ability to grow and serve your customers.

Please feel free to reach out to us if you have any questions or would like an assessment of your current situation.

Sincerely,

Michael Weiskirch
Principal, EmployeeTech

EmployeeTech helps employee benefit advisors, companies and solution providers leverage technology to improve their business process, profitability and overall experience.

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