

*Reduced turnover and
improved employee success,
productivity, and happiness!*



Insuring your business.
Ensuring your competitive edge.

At a glance

Client faced challenges with frequent turnover and sought assistance in effectively communicating their employee benefit program to increase employees' comprehension and appreciation of the benefits provided.

Key metrics



- **100+ employees and growing**
- **Fabrication Manufacturer & Distributor**
- **Three shifts**



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CLIENT CHALLENGES



- Employees struggling to navigate benefit plan complexity and make informed decisions
- The failure to effectively communicate benefit plan options resulted in employees having unrealistic expectations of what the plan should offer, leading to a high and costly turnover rate
- No employee benefit plan education led to a lack of understanding and underutilization of benefits, especially preventive services, which increased claims cost

K & A SOLUTIONS



- Provided tools to measure return on investment and to better evaluate benefits spending and employee satisfaction
- Hands on training and financial awareness education
- Mandatory open enrollment meetings to accommodate all employee shifts



Expert Training



New Tools



Ideal Outcomes

RESULTS



1

Reduced Turnover and Increased Retention

Hiring has increased and employees are happier leading to better retention, lower turnover costs, and increased productivity.

2

Increased Participation in HSA

70% increase in employee participation in HSA as employees learned the benefits of pretax contributions and the power of investing and compounding.

3

Confidence in Financial Wellness

Decision support tools/calculators were implemented to help employees evaluate different benefit options based on their individual circumstances, which help them predict the impact of their choices, increasing satisfaction and loyalty to the employer