



# Group Benefit Services, Inc.

## Employers streamlining benefits, saving time & money!

By: James M. Deren

Employers have long dealt with shopping a variety of their employee benefit coverage's (*Medical, Dental, Vision, Life, and Disability*) to save money only to be left with a very cumbersome enrollment process. When shopping the available insurance markets to get the best price, the employer will end up completing enrollment forms for each line of coverage with each insurance carrier.

Employers that do not shop the different lines of employee benefit coverage may be forced to place all of their insurance with one or two carriers which sacrifices competitive pricing in order to have an enrollment process that is less tedious. Having all coverage with one carrier is not a guarantee that the paperwork will be simplified and there certainly is not a guarantee that the rates will be competitive.

Many employers at one time or another throughout their corporate history will have to defend their enrollment and benefit processes in court.

Some common employee benefit issues could be; the enrollment form was completed and premiums were deducted from the employee's paycheck but the form was inadvertently not sent to the insurance company. Maybe proper COBRA notice was not provided to an employee that fell below the required hours of service in order to maintain the qualification for coverage and was terminated without any continuation options afforded to the employee (*State or Federal*).

Research for this article reveals that there are 450 lawsuits, on average, filed each and every **day** related to various employee benefit administrative issues.

In an era of new legislation where the employee benefit environment is quite litigious, employers are looking for ways to ease their administrative burden while meeting the compliance standards of the old and new regulations.

GBS has developed programs that specially address the administrative needs for employers. Small to mid sized employers that do not have a dedicated Human Resource person, or the employer may have an HR person but that person may be overloaded with administrative responsibilities as a result of this stressed economy and find that these services take a huge workload off their staff and ensure compliance with employee benefit regulations.

### Employers Present Situation:

- ★Major Medical Carrier – 1 form
- ★Life Carrier – 1 form
- ★Dental Carrier – 1 form
- ★Vision Carrier – 1 form
- ★Disability (STD & LTD) – 2 forms

**Grand Total: 6 forms**

### After the GBS Consolidation Program:

- ★Major Medical Carrier – 1 form
- ★Ancillary Coverage – 1 GBS form
  - \*Life
  - \*Dental
  - \*Vision
  - \*Disability

**Grand Total: 2 forms**

GBS can consolidate all lines of coverage into only 1 monthly billing and GBS can provide complete COBRA administration services.

At GBS, we *partner* with employers to develop programs that meet their specific goals. We respectfully ask for an opportunity to provide you with a detailed proposal for a complete turn-key program that you will be proud of and that will meet the growing needs of your organization.

ADMINISTRATION

BENEFIT INTEGRATION

CLAIMS SERVICES

CONSULTING SERVICES

FSA ADMINISTRATION

PBM SERVICES

PPO MANAGEMENT

PROVIDER AUTOMATION

STOP-LOSS

TRANSPLANT PROGRAMS

GBS is an insurance claim technology corporation. Our focus is to assist organizations in developing a variety of technology - based programs that meet your specific goals.

Our job is to design and implement a program workflow around your goals that leverage our technology and resources to save your firm time and money.

We will assemble a team of experienced, quality professionals specifically for your project.

We would welcome the opportunity to work with your organization from plan conception through final implementation.