

REALIZE YOUR

TRUE

BENEFITS COST Before It's Too Late

What planning can you do to avoid unexpected benefits costs?

Benefits planning is like traversing the Atlantic by ship: With careful planning and skillfull navigation, you can avoid potentially disastrous icebergs.

But if you fail to plan or wait too long to turn, a crash may be unavoidable.

Like the iceberg beneath the surface, soft and opportunity costs are often invisible—and much larger than most companies expect.

Hard costs are the price paid for health care services. Like the tip of the iceberg, these are easy to see and measure.

Soft costs are hidden expenditures and overlooked time that can be attributed to health benefits.




Opportunity costs include the advantages lost when you choose one plan over another.





How to Avoid a Crash

The best way to steer clear of preventable costs is proper planning. Here are some tactics to help you turn the ship:



HARD COSTS

-  Negotiate plan renewal rates
-  Consider high-deductible and defined contribution health plans
-  Evaluate wellness programs and other proactive approaches to health care

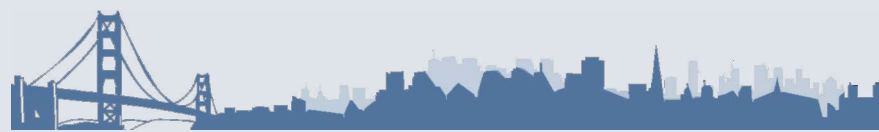
SOFT COSTS

-  Monitor and improve regulatory compliance to prevent fines and audits
-  Enhance employee benefits communications

OPPORTUNITY COSTS

-  Tailor your plan choices to the needs of your workforce
-  Benchmark your plans against the offerings of other employers

The Bottom Line



These tactics require time and expertise that most in-house HR departments lack. Partnering with an expert allows you to protect your organization without putting another burden on already overworked HR team.

Johnson & Dugan's seasoned benefits experts never wait until the last minute to begin the benefits discovery and planning process. Because we understand the importance of having time to analyze and implement the right plans, you will never be caught off guard by unexpected costs.

Ribbon designed by Laurent Canivet from the Noun Project



Insurance Services Corporation

JOHNSON & DUGAN

Johnson & Dugan is a one-stop employee benefits and human resources consulting and support services company. For over twenty-nine years, Johnson & Dugan's highest priority has been to make it easy for companies of all sizes to expertly plan and administer employee benefits. A partnership with Johnson & Dugan will help you align your benefits strategy to broader initiatives, reduce your HR workload and improve efficiencies company-wide.

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