

# Blueprint™

Only Brio offers a unique blueprint. 5 year Plan

## Discovery

**Phase One:** We come from the realization that the traditional model to evaluate benefits is broken – It's reactive, HR leader are busy and end up rushed during renewal, trying to make decisions in a process that lacks transparency, and leaves employers with benefits that don't line up with their company culture and do not represent good value...

We've created a process to help employers break away from that model. **Phase 1** of that process is Discovery... We walk through what the top performing groups in the country are doing based on our 'Only Brio' Key Performance Indicators.

Our KPIs are designed to help employers gain control of their healthcare costs, create transparency, effectively engage the workforce, and align benefits and company culture to attract & retain top talent.

## KPIs



Cost Containment



Communication



Lifestyle



Wellness



Advocacy



Technology



Compliance



Retirement

## Blueprint

**Phase 2** of our process, which we schedule for a specific date for presentation, takes everything we learned today, and we come back with a Blueprint. Our Blueprint is tangible business plan and multi-year strategy for accomplishing all your goals...a 1,3- and 5-year plan for the successful future of your company's employee benefits.

After you have received our Blueprint you might just decide to hire us now... we have often found this to be the case, but either way you and your team will leave having much more insight and transparency into the process – considerably more than you knew going in.



### COST CONTAINMENT

How can you provide the benefits you need to retain talent and stay on budget? We also often hear that most employers do not have a multi-year strategy when it comes to controlling costs. They look at it year over year in a vacuum around renewal time.

It's our job as consultants to make sure you're aware of all the products that are available to you in the market. Now we're going to share with you how we create multi-year strategies for our clients, starting with understanding the Spectrum of Benefits.



### COMMUNICATION

The way you engage the workforce and communicate to employees has a direct impact on culture and employee experience...

**Only Brio** has developed a proven communication strategy delivering high employee participation and awareness for open enrollment and throughout the year based on multi-channel communications and engaging messaging.

### CULTURE & LIFESTYLE

All the studies show that the workforce values benefits that impact culture and lifestyle often times more than the traditional medical, dental, vision, life, disability, worksite, etc.

Are you offering any non-traditional benefits today? Brio's network of partners and knowledge will provide access to a range of Culture & Lifestyle tools.

### WELLNESS

Some people look at wellness to control costs and mitigate risks. Brio has innovative wellness initiatives that are easy and inexpensive to execute.

### ADVOCACY

Let's talk about advocacy...To us advocacy is the way you will be serviced and how you will be taken care of. How are you being serviced today? Do you feel completely taken care of and your employees are completely taken care of? If not Brio can change that.

## **TECHNOLOGY**

We believe in providing our clients with support when it comes to their technology... Payroll, time and attendance, HRIS, applicant tracking, benefit administration... Are you having any challenges with any of your current technology platforms?

## **COMPLIANCE**

Let's talk about compliance... How are you remaining compliant with all things ERISA related? Employee handbook? Filings? HR Consultants? What is the highest expectation of your broker/consultant when it comes to compliance?

## **RETIREMENT**

When it comes to retirement, talk to me about your retirement plan... Are you happy with the plan? TPA? Record keeping? Education and engagement with employees? Brio's award-winning retirement team will provide advice and expertise that is second to none.