

Elevating Employee Benefits for Lasting Impact

Case Study: Reducing Administrative Burdens, Controlling Costs, and Driving Engagement

Background

A mid-sized professional services firm was struggling with rising benefit costs, complex compliance requirements, and low employee engagement in their existing benefit programs. Their HR team was overwhelmed with administration, and employees were unclear about the value of the benefits offered.

The Challenge

- Escalating healthcare and retirement plan expenses.
- Administrative burden placed on internal HR staff.
- Employees not fully utilizing available benefits.
- Risk of non-compliance with ACA and ERISA regulations.

Our Approach

Elevate Employer Benefits Solutions partnered with the firm to design a tailored strategy that addressed both cost control and employee satisfaction. Our process included:

1. **Comprehensive Benefits Review** – Evaluated existing health, retirement, and supplemental programs.
2. **Plan Redesign** – Implemented a mix of group health coverage, retirement options, and a wellness program (SIMRP + ICHRA).
3. **Compliance Support** – Provided ongoing oversight to ensure ACA, ERISA, and IRS compliance.
4. **Employee Education** – Hosted enrollment sessions and created simple benefit guides to increase understanding and participation.

Results

- **25% Reduction** in administrative workload for HR staff.
- **15% Cost Savings** on overall benefit expenses.
- **Employee Engagement Increased by 40%**, as measured by benefit utilization and satisfaction surveys.
- **Full Compliance Achieved**, reducing the risk of penalties and audits.

Conclusion

By leveraging our tailored solutions, the organization not only reduced costs and compliance risks but also built a stronger connection with its employees through meaningful benefits.

At **Elevate Employer Benefits Solutions**, we believe employee benefits should deliver lasting impact — for employers, employees, and organizational growth.

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