

# ESC's Best Practices

01

## Maximize Your Employees' Insurance Participation

Studies prove employees who enroll in health benefits are more productive, show greater loyalty and remain in their positions 47% longer on average

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## Offer Benefits at On-Boarding

Capturing responses during on-boarding significantly increases enrollment and ensures 100% "Offer of Benefits" compliance

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## Streamline Your Benefit Offering Procedures

Integrate process into your workflow to prevent added and unnecessary workload on your associates

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## Support Pre-Hire Employees

Require pre-hire employees to elect or decline benefits prior to receiving a work assignment

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## Include an In-and-Out-of Benefit Status Process

Coverage should automatically activate based on employee's current assignment status, triggered by a weekly payroll deduction file

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## Utilize an Employer Dashboard

Simplify HR responsibilities with comprehensive on-line administration

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## Implement a Hassle-Free Data Exchange Process

Merge your existing payroll system with benefit processing for weekly automated, behind-the-scenes transactions

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## Understand Benefit Implementation Strategies

Reduce or eliminate tax liability with a thorough examination of your benefit offering options, weighed against company objectives

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## Adopt Industry-Specific Technology

Use proven processes and industry expertise to drive recruitment, increase retention, gain efficiency and boost revenue

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## Monitor Performance

Require your third-party administrator to demonstrate expertise in their operations, compare your results to industry benchmarks