

Complete Benefits Advisory, Management & Administrative Solutions

Health Benefits | Life, Disability, and Voluntary Benefits | Retirement Benefits

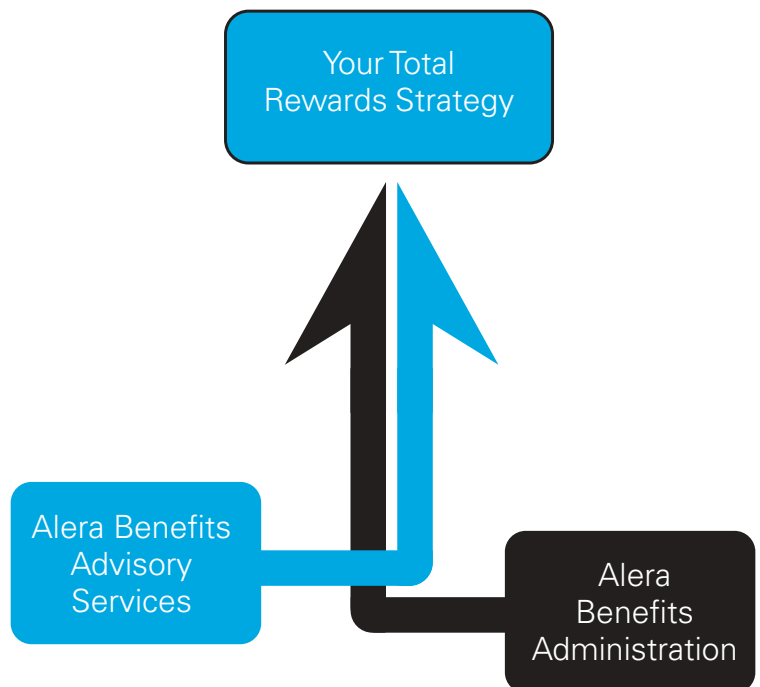
Strategy Meets Execution

Check out how we have re-engineered the outdated traditional benefits broker model to meet modern employers' needs. Right now, employers need benefits to be an integral part of their total rewards. They also need the administration to be smooth and tie into the systems they already own. The outdated traditional broker model has failed to adapt: benefits decisions are often made without thinking of the larger picture, and systems are complex and stand-alone. That may be unnecessarily costing you and your employees time and money.

You want thoughtfully designed and well-administered Benefits.

That is why we have re-engineered our Alera service model to provide an integrated benefits management solution to meet those needs and help our clients grow their business. Our Alera Group benefits consultants will work with you to shape your benefits strategy, design your offerings, and assess risks. They'll help you evaluate and select vendors and stick around to ensure vendors honor their commitments. They will also review the options for financing your programs and benchmark your plans against similar organizations that will allow you to develop competitive packages with appropriate cost share between you and your employees.

In the background, this integrated team will monitor compliance and regulation challenges to ensure that you are aware of what you need to do by providing those critical steps to get done. Because this team is integrated between consultant and administrator, you can be sure that you will get the best value from the vendors and carriers selected: they will be focused on you and your employees' success. You can choose to use this model for all your benefits or go ala carte with just health, life, disability, or retirement benefits.



How It Works

Your Alera ConnectHR lead will work with you to decide who is responsible and accountable for each of the critical components of a well-run benefits program. Below is a sample of where we will start the conversation; each client will receive a customized accountability chart.

Client-Alera Standard Benefits Management Process (RACI Overview)

	Your Alera Benefits Team				
	Boss at Client (usually CEO or similar)	Other Client-designated Stakeholders	Client Position	Alera Benefits Administrator	Alera Benefits Advisor
Strategy					
Develop and Shape Total Rewards/Benefit Strategy	A	C	R	C	C
Benchmark and Assess As-Is Benefits Architecture & Design	I	I	A	R	R
Develop Will-Be Benefits Architecture & Design	A	C	R	R	C
Benefits Marketing	I	I	A	R	R
Benefits Vendor Selection	A	C	R	R	C
Assess Benefits Risk	I	I	A	R	C
Develop Employee Communication Strategy	A	C	R	R	C
Review Financial Considerations					
Infrastructure					
Implement & Configure Benefits System(s) and Compliance Processes	I	I	A	R	C
Operations					
Managing Annual Benefits Enrollments and Benefit Projects	I	I	A	R	C
Administering Benefits Day-to-Day and Systems			A	R	
Resolving Employee Benefits Troubles w Vendors				A	R
Managing Benefits Vendor Performance			A	R	C
Paying Invoices	A			I	
Submitting Benefits Compliance-related Reports			A	R	C
A	Who will be held accountable				
R	Who is responsible for execution				
r	Who has been delegated responsibility from the primary R				
C	Who must be consulted before decisions are made or actions are taken				
I	Who must be informed				

Wilson Albers and Alera ConnectHR deliver local, optimized employer solutions to help grow and engage your organization and its workforce. As an Alera Group Company, we provide each of our clients with personalized solutions, sharpened by our national collaborations and amplified by trusted, personal relationships. Together, let's join forces and develop an employer services plan tailored to your business needs, challenges and future goals.

Our Alera ConnectHR benefits specialist will :

- Partner with your Wilson Albers Advisors
- Build an integrated team
- Bring strategy to life
- Leverage trusted advisors, capable managers & administrators
- Connect you to leading-edge benefits technology, innovative products, and creative solutions
- Provide you with a competitive edge

All of this will happen with:

- National resources
- Local service
- Resources, innovative thinking & constant collaboration



Wilson Albers

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