



Business Insights

HOW TO SUPPORT EMPLOYEE WELL-BEING AND PROTECT COMPANY HEALTH WITH

High-Quality Employee Benefits Plans

With assistance from Frost Insurance, employers can build a high-quality employee benefits package that's financially efficient



In today's hyper-competitive business landscape, offering high-quality employee benefits can be critical to an employer's success. A comprehensive and competitively priced employee benefits package can help attract top talent, improve employee retention, reduce absenteeism and increase productivity.

But while most employers understand the value of a strong employee benefits offering, high costs prevent many employers from providing the best coverage options for their employees. Health care costs have been steadily increasing for years, which in turn increases the cost of insurance. Recent research suggests employers expect their costs to grow between 6-8.5% in 2024 (the largest increase in more than a decade). Today, a typical employer-sponsored benefits plan may cost an employer more than \$15,000 per employee, per year.

Employers of all sizes are searching for ways to offer attractive benefits at sustainable costs. And many are finding the solutions they need through independent agents like the team at Frost Insurance.

ENLIST AN INDEPENDENT ADVOCATE

Navigating the world of employee benefits and health insurance can be a daunting challenge. With so many options, obscure language and complex provisions, failing to dedicate appropriate expertise and resources into building a comprehensive yet affordable employee benefits package can quietly erode a company's profitability and weaken employee morale.

The good news is experts and trusted partners are available to help. Independent insurance agencies specialize in helping employers build the best plan for their budget.

An experienced agent will have in-depth knowledge of the employee benefits options available and can analyze their client's needs to assemble a tailor-made solution. They have access to a wide range of products and services from various providers and often can negotiate lower rates on their customer's behalf.

With an agent doing the heavy lifting, employers can save a tremendous amount of time and stay focused on running their core business.



The Employee Benefits Team at Frost Insurance offers deep expertise and exceptional support to help customers build a desirable employee benefits package and optimize its performance year after year.



WHAT SETS FROST APART

While there is no shortage of business insurance agents available, it's important to understand they're not all created equal. The Employee Benefits Team at Frost Insurance offers deep expertise and exceptional support to help customers build a desirable employee benefits package and optimize its performance year after year. Here are seven things that set us apart:



Financial synergies: We're affiliated with Frost Bank, which allows our customers to align their business banking and insurance needs through a single partner.



Risk management: We take strategic steps to improve the risk profile for each customer organization, which can reduce their health insurance premiums and minimize the risks of excessive claims.



Employee well-being: Beyond major medical insurance alone, Frost helps customers achieve a healthier workplace through additional benefits such as vision and dental coverage, fitness and wellness resources, and mental health and substance use support.



Relationship-first approach: We understand company culture is an important factor and we evaluate and tailor solutions that will help each customer provide meaningful benefits for their employees.



Benefits administration: With streamlined processes for benefits enrollment, management and reporting, Frost customers can spend less time on tedious administrative tasks.



Compliance support: We help our clients mitigate their risk of penalties associated with regulations resulting from federal laws such as the Affordable Care Act (ACA).



Ongoing consultation: Benefits management isn't a one-off job. Frost serves as a trusted advisor throughout the year, analyzing usage trends, reassessing employer's needs and discovering opportunities to reduce costs through plan adjustments.

CAPTURE THE BEST OF BOTH WORLDS

When employee benefits are done right, it's a win-win for companies and their employees. With guidance and support from the agents at Frost, businesses can offer employee benefits that attract and retain the talent they need at reasonable costs, protect employees' well-being, and ultimately enable a higher-performing business.

WE'RE HERE TO HELP

Scan the QR code or visit: FrostBank.com/Employee-Benefits to learn more.

