



benefits and the HR professional: *take one*

a day in the life of an HR professional



The typical American worker gets the vast majority of their financial needs taken care of at their place of employment.

Just think about it. They get their income, the largest benefit of all, plus:

- Health insurance
- Dental insurance
- Vision insurance
- Disability insurance
- Life insurance
- Health Savings Account
- Medical Reimbursement Flex
- Health Reimbursement Account
- Voluntary benefits
- Dependent Care Flex
- Retirement

...and HR is generally responsible for all of them.

Now think about the decisions that your employees have to make almost every year:

- Which health plan that you offer is right for me and my family?
- Do I use the Medical Reimbursement Flex Plan, the Health Savings Account, or both?
- How much money should I put in my Flex or HSA?
- How should I invest my HSA?
- Do my spouse's benefit elections affect my HSA?
- Do I really need vision insurance?
- Do I need extra life insurance to protect my family?
- Is it better to take care of my dependent care expenses through the flex plan or on my tax return?
- How much money will I need to retire comfortably?
- How much will my medical expenses be during retirement?
- How much money should I put in my 401(k) to get there?
- Should I do Roth or regular 401(k) contributions?
- How should I invest my 401(k) money?
- If I can afford to save more, should I contribute it to my 401(k) or my HSA?
- At retirement should I leave my money in the 401(k) or roll it out to an IRA?
- Do I have to take a Required Minimum Distribution from my Roth 401(k)?
- When should I take my Social Security retirement benefits?
- How should I set my beneficiaries up?

The decision support matrix of these benefits is converging. Decisions made on one benefit can impact the need and utilization of other benefits, necessitating **ONE RESOURCE** for all your employees' questions. And these are no longer just benefits questions, but rather they are **FINANCIAL PLANNING** issues for your people.

Toward this end, intellicents has put together four core services – fiduciary retirement plan investment advice, group insurance, personal financial management and workplace financial wellness – all supported by people smarts and great technology, with the end goal of helping the American worker make their dreams **REAL**.

