

Your Integrated Benefits Model

White Paper



Written by the Benefit Experts at eni

eni is an industry leading employee benefits solution provider.

We specialize in Total Wellbeing Solutions designed to better your employees' experience and increase overall ROI for your largest investment, your team.

First Steps



The key to creating a truly effective and comprehensive employee benefits package is going beyond benefits and truly meeting all of your human capital needs!

The first step is identifying an integrated benefits provider, such as **eni**, to create a customized integrated benefits package for your company. Your provider should conduct a human capital needs assessment, which will drive your integrated benefits solution.

Needs Assessment Features:

- In person interviews with key executives to provide insight and direction as to your company's specific needs

- Tailored surveys, designed to assess employee satisfaction, corporate culture, as well as benefit awareness and utilization in order to pinpoint your benefit integration needs
- An in-depth review of your benefits utilization reports, employee satisfaction surveys, and employee benefits package
- An independent review and assessment by an Integrated Benefits team and Human Capital Design team, together representing decades of employee benefits experience
- A Comprehensive Needs Assessment report, which recommends a tailored integrated benefits solution, designed by multidisciplinary teams of subject matter experts

The process begins with several brief consultations with both your CEO or CFO and your Human Resources Director to gather their perspectives about and expectations for corporate culture, core values, mission, and benefits. Two surveys, weaving in salient points from these

meetings, are designed to collect employee and human resource staff understanding of corporate culture, engagement and satisfaction, and benefits needs and usage. After administration of surveys to employees and human resources staff, data is compiled and ready for review.

Benefit Information Line



A major component of an integrated benefit package is establishing a benefit information line, which will serve as a benefit lifeline for your employees.

The Benefit Information Line works synergistically to produce a measurable return on investment for your employee benefit dollars. Each caller experiences an immediate connection with an intuitive and supportive Benefit Specialist, who explores the caller's request using our multi-level

proprietary assessment software. With the click of a button, this software analyzes the caller's information and recommends additional benefits and complementary services, specific to the caller's concern and life event needs. Our proprietary software considers all available employee benefits and events, benefits available to family members.

The benefit information line provides immediate, around the clock employee access to benefit information, using one toll free number to connect to experienced benefit specialists, guided by sophisticated software in assessing benefit needs and making tailored benefit recommendations.

Web Portal



Many employees prefer to handle their benefit questions online. To accommodate

this and complement the benefit information line it is necessary to also establish a web portal.

Web Portal Features:

- An easy-to-use web portal where employees can access all of their benefit information
- Proprietary Benefit Integration Software, which guides users in assessing their benefit needs and makes individualized benefit recommendations
- Chat room capabilities linking to a team of experienced Benefit Specialists, trained to assess each user's benefit needs and then identify and recommend additional supporting benefits and complementary services
- 24/7 availability, which gives employees immediate access to their benefits information.
- External third party base, which provides employees with an added assurance of confidentiality about their benefit inquiries

Each user can access all benefit information online and utilize our multi-level proprietary assessment tool and benefit integration software to generate additional benefits and community resources, specific to the user's situation. All available employee benefits are considered, as well as benefits available to family members. If a user has questions or needs help, he or she can enter our chat room to connect instantly with an intuitive and supportive Benefit Specialist, who will answer any questions and assist the user with his or her concerns.

The web portal is a highly interactive and engaging with knowledge points designed to assess benefits needs and tailor benefit solutions, and with chat room capabilities to connect to experienced benefit specialists.

Establishing an Integrated Benefit Package



eni has over three decades of experience in the employee benefits industry led by CEO, Gene Raymondi, who is a widely recognized thought leader on benefit integration. Here at **eni** we practice innovation through integration! We have experienced great success integrating employee benefits for many of our clients. Our clients saw marked increases in usage of ancillary benefits, employee satisfaction and productivity as well as decreases in health care costs, absenteeism, and unhealthy employee behaviors.

As your vendor partner **eni** will simplify, synergize, and manage all employee benefits on your behalf. This will provide your employees with a single point of contact to respond to all of their benefit needs. Your employees will no longer be lost in the benefits shuffle, searching for the correct benefit that will address their concern. Instead, they will always be directly connected to the specific provider that will best resolve their concerns. Employees will receive exceptional continuity of care as each time an employee contacts **eni**, we will identify every available benefit that could potentially address or resolve their concern, above and beyond their original benefit inquiry.

eni's integrated benefit model will create an effortless, seamless program offered by a central vendor that provides unparalleled synergy between benefits.

