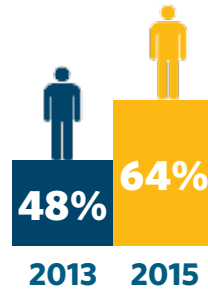


# Employers are increasingly outsourcing employee benefits administration. Should you?

## HOW BIG IS THE SHIFT TO OUTSOURCING?



**1 in 3** employers now outsource all their benefits administration, up 20% since 2013.\*



Nearly **2/3** of employers that outsource some benefits administration now use multiple vendors, up from 48% in 2013.

## 3 BIG FACTORS DRIVING THE SHIFT

### GROWING COMPLIANCE COMPLEXITY



Nearly **50%** of benefits administrators spent most of their time last year working to maintain benefit plan compliance and lower costs.\*\*

### NEED FOR GREATER EFFICIENCIES

**8 in 10** employers say lowering benefits administration costs is a top priority.



### DESIRE TO IMPROVE EMPLOYEE EXPERIENCE



**1/3 of employees** are not confident in their benefits enrollment decisions.

**It's time to re-evaluate.** With employee benefits administration becoming increasingly complex, companies need to take stock of their in-house resources and capabilities to ensure they can achieve their benefits goals. An increasing number of outsourcing solutions with niche expertise can be leveraged. Our Third Annual Guardian Workplace Benefits Study<sup>SM</sup> can provide insights on how to take a more strategic approach to employee benefits plans. For the full study, go to [www.GuardianAnytime.com](http://www.GuardianAnytime.com).

\*Based on a Guardian survey conducted Fall 2014 of 922 employers about whether their company currently has one single TPA, broker/consultant, or any other external organization that handles administration for all of their benefits.

\*\* National Business Coalition on Health (NBCH), Insights for Improvement: Data and Analysis from the 2014 Inside Benefits Communication Survey. Unless indicated, source for statistics cited is The Guardian Workplace Benefits Study<sup>SM</sup>: Third Annual, 2015.



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