



# HealthPass NY PEO powered by DecisionHR

Tuesday May 4, 2021

# Takeaways

- HealthPass NY PEO powered by DHR
- Save money on Medical & Workers' Comp
- Reduce HR, payroll & compliance burdens
- Broker and group friendly
- Alternative to traditional health insurance distribution channels



Health Pass<sup>SM</sup>  
NEW YORK

Health Pass<sup>SM</sup>  
NY PEO

# 2 Pathways

## Private Exchange

- Multi-carrier Exchange
- Affordability via choice
- Small business
- HealthPass Online Portal

## HealthPass PEO

- Separate from the Exchange
- Size, scale, expertise of DHR
- Groups of all sizes
- DHR technology

# Why a HealthPass PEO

- Work with a broker friendly team who already you trust
- Expertise of the DHR team, with HP support
  - HealthPass and DecisionHR have broker driven models
    - ALL business for both companies comes from only brokers
- Hands on approach
- Brokers can be as involved as they would like
- Defend your groups from other PEOs

# Why DHR

- Size and expertise
  - 10<sup>th</sup> largest PEO
  - 31k worksite employees
- Savings on Medical
- Workers' Comp is very competitive
  - Underwritten by AIG
- HR Management/Payroll/Compliance

# Why DHR

- Service oriented
- Broker friendly
  - Transparency/open lines of communication
  - Be as involved as you want
  - No direct sales force coming for your groups on any line of coverage
  - No one can quote once you introduce a group to the PEO
  - Vested for life of group
- Group friendly
  - Transparency/open lines of communication
  - Business keep control over all aspects of the company and employees
  - Dedicated payroll, HR (SHRM certified), health insurance rep

# Benefits

- Medical
- Dental/Vision
- Term Life
- 401k



# Compensation

- 20% of the admin fee paid for every employee (not just enrolled in Medical), every month
  - Generally equivalent of 4%
- No separate comp on Medical premiums
- No comp on ancillary, can carve out

# Admin Costs- 2 Ways

- PEPM
  - Admin cost between typically \$100-\$125, flexible

Or

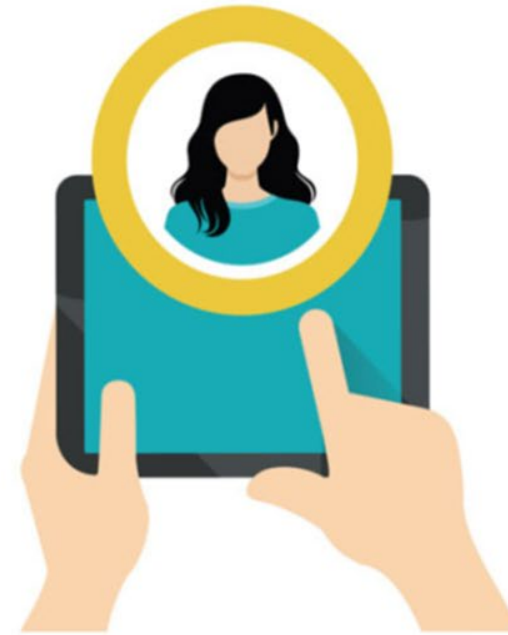
- Percentage of total wages
  - May be better for groups with a lot of part timers

# The PEO Business Model

## TRADITIONAL BUSINESS MODEL



## PEO BUSINESS MODEL



# What is Co-Employment?

- Client:
  - Determines Direction and Control
  - Determines Compensation
  - Conducts Performance Reviews
- PEO:
  - Administers Payroll and Benefits
  - Provides HR Services
  - Assists with Employer Compliance
  - Reduces Workers Compensation Cost and Liability

# Benefits of Using a PEO

- Small businesses grow 7-9% faster
- Employee turnover is 10-14% lower
- Small Businesses can offer additional products
- Businesses 41% more likely to report growth in 2020
- Dedicated Payroll and HR support
- 119% more likely to have received a PPP loan
- 60% less likely to have permanently closed

# Eligibility

- Min 5 enrolled in Medical, into to the hundreds
- 50% of employees must enroll in Medical
- 50% minimum employer Medical contribution
- Can carve out
  - Ancillary
  - Workers' Comp

# Quoting

- Required quoting docs
  - RFI
  - General Health Questionnaire
  - Company census
- Workers' Compensation
  - Declaration page or class codes
  - 5 year claims history

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