

Getting Ahead of the Curve

Challenge

When it became apparent that the Affordable Care Act was indeed becoming a reality, Precision Cut Industries (PCI), a high-tech laser cutting contract manufacturer, wanted to get ahead of the curve and be prepared for the changes ahead. They reached out to StoudtAdvisors to learn how their business of just under 100 employees would be affected by the reform and what options they had.

Solution

PCI understood there would be new requirements, but also wanted to be able to provide their employees with choices.

“Working with Stoudt Advisors and their staffing was a wonderful experience. They took something that was unknown and confusing and turned it into a process that was easy to navigate and ultimately benefited our business and employees.”

– Shonna M. Sites., Director of Operations



A defined contribution model was the ideal solution, and StoudtAdvisors introduced the Bright Choices Exchange, which made sense for a variety reasons:

- ▶ Their existing healthcare provider, Aetna, was part of the exchange
 - ▶ Switching to the Exchange would allow the business to establish set costs
 - ▶ It empowered their employees with choices, allowing them to tailor the benefits to their needs
 - ▶ The online portal was a significant administrative benefit

Results

StoudtAdvisors provided an onsite representative to explain the process and thoroughly prepare PCI's Human Resources department for the transition.

As expected, some employees were a little reluctant to switch to an online platform at first, even though they appreciated the new benefit choices. Adapting to change was particularly challenging for employees without computers at home. By providing access to the portal on site and working with staff members to show how easy it was, StoudtAdvisors helped PCI ease fears and make a smooth transition.

With ongoing education to help them understand how to use the portal, employees were happy to have a better sense of their true costs and savings for their coverage.

For more information visit stoudtadvisors.com
or call us at 717-581-8382.