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A Few 2014 Health Case Studies

Industry: Trucking

A trucking company with 250 employees split between 6 locations (4 states) switched to us for August 1st. We spent four months quoting plans and did a total restructuring of all their benefits. For the health insurance they had 3 plans with very low participation. We went to a high deductible with a **50/50 split in an HRA**. We saved the company \$240k a year in gross premiums, and a guaranteed \$80k with the potential of saving up to \$135k NET. Employees had a lower out of pocket and lower per-paycheck premium. We switched the employer paid Short- and Long-Term Disability, Dental, Vision, and also **added voluntary benefits** to increase the benefits (Accident, Life, Critical Illness, and Medical Bridge). We increased participation in all the benefits. We also brought in our Medicare Expert to speak to the aging population since 10 of their employees were turning 65 in the next 10 months.

Industry: HVAC Contractor/Machine Shop

HVAC Contractor/Machine Shop with 4 locations and 85 employees switched their health insurance and all benefits to 5G/GOEBEL via an Agent of Record Change. They recently switched their business insurance and we worked through a \$3M building that burned down! We also showed the client savings by switching to an **HRA/HSA stacked** plan which will save between \$65k and \$100k in premiums NET. Each employee would receive \$1,000 cash into an HSA and lower their out of pocket max and monthly deductions.

Industry: Software & Computer

Software and Computer Company with 35 employees with 2 locations switched all of their benefits for August 1st via Agent of Record change. We uncovered they did not have the proper **tax structure** for the premiums, saving 25-30% for each employee. We did an Agent of Record change, and switched them from a \$0 deductible to a \$5k deductible with an HRA saving them almost 50% off the premiums. We did an 80/20 split from dollar one on all bills, keeping the employees out of pocket the same while dropping premiums. With the savings we added an employer paid disability plan which **protected the work comp experience mod** from potential fraudulent claims and added voluntary benefits including life, buy-up disability, accident, medical bridge, dental, and vision to increase the benefits package.

Industry: Construction

Construction Company with 30 employees wanted health insurance for its employees. 5G/GOEBEL was brought in by another benefits advisor to quote above and beyond the traditional groups. We found a level funded option that saved 45% from the other quotes, and made it possible to implement benefits at this newer company. We also added a **benefits bank** of the company contributing \$25/mth for each employee so they could purchase any benefits they wanted above and beyond the medical insurance. We helped a two individuals stay on current individual plans to keep the group health rates down, and better coverage for the individuals.

Industry: Machine Shop

Machine shop with 20 employees switched their health plan to 5G/GOEBEL on the new ACA plans when their agent recommended an early renewal. We kept them with an HSA Qualified plan but saved them \$20k/year in premium for the same coverage. We also switched the dental, employer paid short- and long-term disability to another company saving 15%. With all the savings we did a **Key Man Deferred Compensation Plan** in which the company put away \$7,500/year into a Deferred Comp policy. If the employee stayed working until 64 he received \$200k in cash. If the employee left he receives nothing. The employee was there for 24 years already and was so thankful he started tearing up when we explained the benefit.

Other notable ideas 5G/GOEBEL has implemented for local companies:

- Auto Dealership with 3 locations and 100 employees – Net savings past 3 years = \$125k
- Cabinet Shop with 2 locations and 70 employees – Net savings past 4 years = \$142k
- Manufacturer with 2 locations and 82 employees – Net savings past 4 years = \$131k
- Hardware Store with 1 location and 65 employees – Net savings past 2 years = \$55k
- Machine Shop with 1 location and 155 employees – Net savings past year = \$72k

**5G/GOEBEL has expertise in ALL areas of benefits...
and we go the extra mile for your business and employees.**