



# Benefit Focus

## Controlling Cost by Rethinking LTD

Comprehensive disability insurance programs save corporate dollars and can offer better coverage to executives and more meaningful coverage to non-executives.

### Companies are often paying too much or offering a less meaningful disability benefit

Companies are discovering that effective and adequate LTD coverage is found in sponsoring more than one plan, and different products. A comprehensive disability insurance program saves corporate dollars and can offer better coverage to executives, sometimes at no cost, for lost pay like bonus, retirement contributions and other forms of compensation. Carving out the highly paid executives, for example, stabilizes or even reduces disability premiums and liability risk— and provides your valued employees with portable and permanent policies.

Balsler Companies is one of the country's largest writers and administrators of *non* experience rated disability coverage in the corporate marketplace. Our access to proprietary products, and unique enrollment and administrative systems allow us to offer better solutions to our customers that improve benefits and control costs.

### LTD case study restructuring & cost control

After reviewing the company's existing disability plan, Balsler negotiated a new plan design, communicated and enrolled the program, and integrated with the client's TPA for ongoing administration of the plan. The situation was favorable for creating change:

- Balsler worked with its LTD carrier for more than a decade
- Rates varied from year to year, based on claims experience
- Rates/costs were generally trending up over the past five years

Different levels of employees within the organization have different types of compensation to protect. Balsler re-designed a plan that resulted in immediate cost savings of more than \$200,000, projected to repeat annually. Moreover, the new plan reduced the company's exposure to future rate increases, and expanded coverage for key employees significantly.