

# Service Specialties



## Strategic Planning

At Millennium, we focus on quantifiable commitments and strategies. In order to promote the effectiveness of your benefit program, it is essential that we understand your company's goals and objectives.

- **Benefit Strategies**
- **Benefit Plan Check-up/Analysis**
- **Plan Design**
- **Market Evaluation (RFP or Quote Process)**
- **Vendor/Plan Performance**
- **Employer Regulatory Compliance**
- **Executive Recruiting Services**

## Financial Plan Management

Our objective and responsibility is to monitor and analyze the financial performance of your benefit programs. To supplement the analysis, we provide guidance and recommendations for corrective action.

- **Financial Reporting**
- **Renewals**
- **Performance Recommendations**
- **Projections**
- **Reserves**
- **5500s**
- **Contribution Strategies**
- **Demographic Analysis**
- **Carrier/Vendor Audits**
- **Mergers and Acquisitions**

## Service and Benefit Administration

At Millennium, we believe that a well-managed, hassle-free benefit program is invaluable. Our goal is to act as an extension of your team and alleviate the burden of benefit management.

- **Benefit Advocation**
- **Insurance Carrier Management and Accountability**
- **Day to Day Employee Service**
- **Employer Benefit Administration**
- **Plan Audits**
- **Contractual Agreements**
- **Compliance**
- **Human Resources Outsourcing**
- **HRIS / Payroll System Outsourcing**
- **Contracts and Agreements**
- **COBRA, HIPAA, ERISA, FMLA, etc**
- **Human Resource Policies and Procedures**
- **COBRA Administration Outsourcing\***
- **Online Enrollment\***

## Benefit Communication and Employee Education

We believe that communication and education are essential to maximizing benefit value. It is our belief that a well-executed communication plan will build knowledgeable healthcare users, which in turn will have a positive impact on the overall program performance.

- **Communication Strategy**
- **Employee Education and Communication**
- **Open Enrollment**
- **Benefit Statements**
- **Employee Surveys**
- **Focus Groups**
- **Wellness Strategies, Programs and Oversight**

\* Resource and service outsourced to matrix partner; cost to be negotiated; generally not included in base compensation

^ Certain costs for services and products (including professional printing and postage) to be negotiated