



## **Voluntary Benefits**— *control costs while delivering more benefits!*

By Richard Fonseca Jr. – Voluntary Benefits Director; Voluntary Benefits Division of PSH Insurance, Inc.

Regardless of what type of major medical health care coverage a person has, the amount of out-of-pocket costs to consumers is growing higher and higher. The real cost of care, from a broken leg to a serious illness, is simply more expensive today than it was even five years ago – and that means higher costs coming out of consumers' wallets. This is one significant driver behind the growth of voluntary insurance products which help workers cover costs that major medical plans do not.

Because of their cost efficiency and portability, as well as their contribution to an employee's work-life balance, voluntary benefits are becoming a central component of many companies' overall benefits strategies.

### **"ADVANTAGES OF VOLUNTARY BENEFITS"**

#### **EMPLOYERS**

- **NO COST to your company, enhances your current benefit offerings.**
- **Provides better expense control in the face of rising benefit costs.**
- **Cost-effective way to supplement benefit cuts or reductions.**
- **Important tools for attracting and retaining valued employees.**
- **Differentiate themselves from competitors (both in offerings and image)**
- **Tax advantage: for both employer and employee, when offered thru a Section-125 Cafeteria Plan.**

#### **EMPLOYEES**

- **Choice driven: different individual and/or GROUP plans can be offered together to meet a variety of needs.**
- **Cash benefits: cash is used by the employee as they see fit to help pay for out-of-pocket medical costs and/or personal family expenses.**
- **Portable coverage, employees can take their valuable coverage with them through job loss, job changes or in to retirement.**
- **Affordable premiums - Easy enrollment process - convenience of payroll deduction.**
- **No medical exams – simplified underwriting or GUARANTEE issue.**
- **Tax advantage: for both employer and employee, when offered thru a Section-125 Cafeteria Plan.**

### **WHY choose PSH Insurance Inc. for your Voluntary Benefits needs?**

Because PSH Insurance Inc. is a locally owned, independent health and life insurance brokerage firm serving Hawaii businesses and individuals since 1982. We represent a number of different companies including AFLAC, Colonial, Transamerica, The Hartford, Guardian and UNUM to name a few.

As insurance brokers, we work for you to provide you more choices to help you determine the "right fit" at the lowest cost for optimal results *in your Best Interest - Better Planning* with more choices!

Please feel free to contact me with any questions you may have. I look forward to talking with you soon.