

20 Questions: How Do You Rate?

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Twenty Questions... Helping you take stock of your beliefs, thoughts and attitudes concerning employees and benefits.

1. Do you view your employee benefit plans as...

- additional compensation?
- an incentive to increase productivity?
- a reward for longevity of service?
- a recruiting & retention tool?

2. How should responsibility for economic security be shared by you and your employees?

3. What effect should seniority, salary or position have on the following?

- eligibility for benefits?
- level of benefits?
- duration of benefits?
- vesting of benefits?

4. How do you envision your growth and profitability for the future?

5. If your company is growing rapidly, are benefits plans...
- keeping pace with compensation needs?
 - hindering recruitment of key people?
 - becoming difficult to administer or communicate?
6. If you are in contraction mode, what have you done to curtail benefits?
7. With the increased numbers of two-income families in the work force today, do you believe your company should contribute more benefit dollars for married employees than for single employees?
8. Do you believe your employees should have some choices regarding benefits?
9. What level of benefits (as a percentage of wages) do you believe should be provided?
10. Would you prefer to promise "specific benefits" or a "specific contribution" toward benefits?
11. Do you believe your benefit plans are tax-effective?

12. How are you planning to share the burden of increased benefit costs with employees?

13. Would you consider sponsorship of voluntary benefits such as long term care or life insurance (at no cost to you), but at discounted rates to your employees?

14. How do you think your employees would answer the following? How would you answer?

	Employee Answer	My Answer
think your benefits are competitive?	Yes No	Yes No
have an awareness of the costs?	Yes No	Yes No
understand the benefits?	Yes No	Yes No
have a proper stake in cost control?	Yes No	Yes No

15. Based on your answers to number 14, what changes do you think might be appropriate?

16. Do you believe your key employees have the type of benefits they need or want?

17. Are there key people who might wish to consider the advantages of income deferral?
18. Are there key people who might prefer some of their compensation in nontaxable perks such as Long Term Care insurance?
19. What do you personally like best about your benefit program?
20. Are there benefits for you which you value? Or you might want at some future time? Please elaborate.