



SMALL BUSINESS UPDATE:



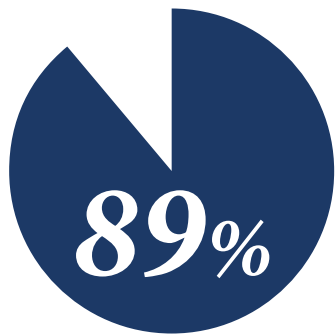
Renaissance[®]
DENTAL • VISION • LIFE • DISABILITY

Discover How Dental, Vision, Life and Disability
Insurance Support *Employee Wellness*

Wellness Drives Success in So Many Ways

Employee wellness is a hot topic among benefits administrators at companies of all sizes, because it has many implications for both employers and employees.

When offered a wellness program as part of their benefits, employees feel valued as an important part of the organization. Employees who are happier achieve improved life outcomes, including financial success, emotional health, meaningful relationships, effective coping skills, and improved physical health and longevity.¹ And they are more likely to stay at their company too.²



**of workers at companies
that support wellness initiatives
are more likely to recommend
their company as a good
place to work.²**



Wellness Programs Benefit Employees and Employers

For employers, healthy employees bring a host of benefits that contribute to bottom-line success.



In fact, workplace wellness programs can generate significant benefits and savings for employers. In a critical meta-analysis, Harvard economists reviewed the literature on cost savings associated with workplace wellness programs. Their findings concluded that money spent on well-designed programs led to an ROI of approximately \$2.73 for every dollar spent. The economists acknowledged that there is a need for further exploration on the broad application of these programs, but wider adoption of well-designed programs could be beneficial for other health and business outcomes.³



When employers begin to plan their wellness programs, they tend to focus on physical health, like stopping smoking or losing weight. Yet, employee wellness programs that include emotional and financial wellness can take employee satisfaction to another level. This is where ancillary benefits like dental, vision, life and disability insurance become logical extensions of an overall wellness program.

Potential Benefits of Expanding Your Wellness Programs to Include Ancillary Benefits^{2,4}

- ✓ Easier Recruiting
- ✓ Higher Engagement
- ✓ Improved Productivity
- ✓ Reduced Absenteeism
- ✓ Higher Job Satisfaction
- ✓ Better Retention

Dental Insurance


It Seems Like a Nice Perk... But Can We Afford It? **Here's why you can't afford not to consider it.**

Clinical studies show a strong connection between oral health and overall health. In fact, more than 90% of all systemic diseases have oral manifestations.⁵ By simply examining the mouth, head and neck during routine dental checkups, dentists can uncover signs and symptoms that may point to more serious health issues like heart disease, stroke or diabetes.⁶

Routine dental exams can be effective tools for earlier detection of potential health problems.⁷ And the earlier health problems are detected, the more treatable they generally become. That's good news for you and your valued employees.

Dental insurance may help provide affordable oral healthcare, and may include routine preventive exams and cleanings, as well as dental procedures like crowns and implants. According to the National Association of Dental Health Plans, people who have dental insurance tend to visit the dentist and use their benefits.⁸ In comparison, people who do not have dental coverage are 2.5 times less likely to visit the dentist.⁹ What's more, 75% of persons with dental benefits have seen a dentist in the past year, compared to only 50% of those without dental benefits.⁸

Equally important, more than 38% of employees at small firms report that having dental coverage is one of the main reasons why they stay with their employer.¹⁰



Dentists can uncover more than 120 signs and symptoms of non-dental disease that may indicate health problems elsewhere in the body.¹¹



Vision Insurance

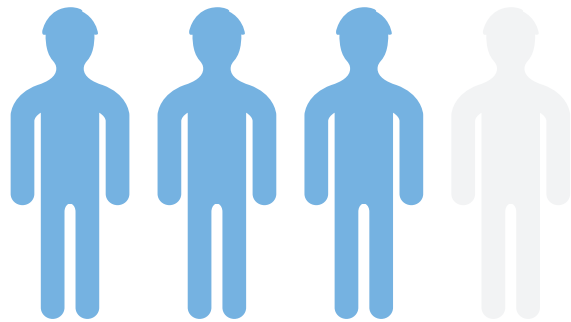
How Important Is It Really? **It impacts more employees than you may realize.**

If words are blurry or unintelligible, an employee has trouble with his or her depth perception, or objects are hard to make out, simple, routine tasks can be more than challenging. They can threaten an employee's safety or the safety of those around them. Not to mention how much productivity may suffer as the result of a wide range of vision issues. And if left undiagnosed and untreated, vision problems can lead to permanent damage to an employee's vision.

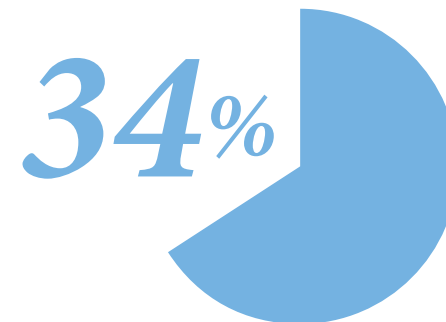
This is why vision health can have a big impact on productivity and well-being. Annual eye exams are important for identifying disorders and eye diseases that can cause problems, including glaucoma, cataracts, hypertension and diabetes.¹²

Fortunately, vision insurance can help provide quality vision care at an affordable price, including exams and corrective eyewear. And just how instrumental is vision insurance to employee wellness? According to VSP Vision Care®, while one in 10 Americans get preventive health screenings, six in 10 VSP members get WellVision Exams® and VSP providers often detect signs of serious and costly chronic conditions before other health providers.¹²

Keep in mind, for many in the workforce, clear vision helps optimize productivity.



3 of 4 adults need vision correction, according to the Vision Council, US Optical Overview and Outlook, 2015.¹³



34% of workers at small firms said having vision benefits is a key factor in their decision to stay at their current jobs.¹⁰

Life Insurance

Does It Matter to Employees? **Today, it's a more critical factor than ever.**

Life insurance is important peace-of-mind coverage that helps protect what many employees value most... their loved ones.

If something were to happen to an employee, employer-sponsored life insurance can help the employee's family manage expenses that often become a financial burden when a loved one passes away. In the event of a tragedy, life insurance may pay for funeral costs, as well as help pay bills and outstanding debt, including a mortgage.

Yet, people tend to think of life insurance as expensive. But because work-sponsored plans are generally cheaper (many are even offered by employers at no cost to the employee), employees may really value this benefit. In fact, 46% of American households receive their life insurance through an employer.¹⁴

Today, company-paid group life insurance, the most common type of insurance benefit, is offered by 85% of organizations. In addition, 80% of organizations offer supplemental life insurance for employees.¹⁵

How much value do employees place on their benefits?

77% of respondents in an EBRI survey reported that benefits packages are either extremely important or very important in making the decision to accept a job.¹⁶



Disability Insurance

Will Employees See The Value? **It helps alleviate one of the greatest threats to their financial security.**



Without some type of income protection, many employees today would face financial difficulty if they need to miss work due to illness, injury or pregnancy.

Disability is more common than people think. More than 25% of today's 20-year-olds will become disabled before they retire.¹⁷ Some of the most prevalent causes for disability include arthritis, cancer, fractures, depression and heart disease.^{18,19}

Disability insurance is important for women during their childbearing years because medical complications from pregnancy and childbirth are among the most common sources for short-term disability claims.¹⁸

Few women have enough PTO or vacation days saved up to cover two to three months off work without it affecting their financial well-being.

Sadly, more than half of employees could not pay their bills for more than a year without an income.²⁰

And this concern can weigh heavily on them. Financial stress is an employee issue that isn't going away. The American Psychological Association Stress in America™ Survey revealed that 72% of adults feel stressed about money at least some of the time. More than one-quarter of adults feel stressed about money most or all of the time. And 54% say the reason for their money-related stress is paying for unexpected expenses.²¹

Disability insurance plays an important role in alleviating stress when an unexpected life event disrupts financial security. Consider it income protection for employees, helping to replace their pay checks during a short- or long-term medical absence. And reduced stress contributes to enhanced employee wellness... which in turn can help optimize employee performance on the job.



Conclusion

Ancillary benefits can play a crucial role in enhancing the advantages of wellness programs for employees and employers alike. However, fully understanding these benefits and managing your organization's benefits program can be complex. Working with an experienced broker to choose a trusted insurance partner will help you create the right plan for your organization's needs. Through the strategic selection of ancillary benefit options, you can strike the ideal balance of optimizing your cost savings, while providing the most effective employee wellness initiative possible.

About Renaissance

Renaissance provides innovative dental, vision, life and disability insurance plans alongside exceptional customer service to groups nationwide. Renaissance offers customizable benefits options that facilitate the receipt of necessary care—especially for smaller businesses with up to 250 employees. At Renaissance, the goal is to provide customers with flexible plans that meet their needs, develop and maintain lasting relationships, and ensure customers receive strong value.



STRONG NETWORKS

300,000 dental locations across the country²²
91,000 access points through VSP²³



OUTSTANDING SERVICE

Our U.S.-based team anticipates needs and facilitates timely enrollments



PHENOMENAL CLAIMS PROCESSING

99% of dental claims processed within 10 days²²

READY TO DISCOVER MORE?

To find out how ancillary benefits could help your business, contact your broker to ask about Renaissance today. If you don't have a broker, call **1-800-963-4596** or visit **RenaissanceWorksForYou.com**



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DENTAL • VISION • LIFE • DISABILITY

1) Michael A. Cohen et al., "Happiness Unpacked: Positive Emotions Increase Life Satisfaction by Building Resilience," Emotion 9 (3) (2009): 361-368. 2) American Psychological Association. 2016 Work and Well-Being Survey. 3) Katherine Baicker et al., "Workplace Wellness Programs Can Generate Savings," Health Affairs 29 (2) (2010): 1-8. 4) Foundation of Employee Benefit Plans Workplace Wellness 2017 Survey Report. 5) S. Bricker, R. Langlais and C. Miller, "Oral Diagnosis, Oral Medicine and Treatment Planning". 6) Oral Health in America: A Report of the Surgeon General 2000. 7) Oral Warning Signs Can Indicate Serious Medical Conditions, Academy of General Dentistry. 8) National Association of Dental Plans. Survey of Consumers Dental Health & Benefits. 2018. 9) National Association of Dental Plans. "The Haves and the Have-nots: Consumers With and Without Dental Benefits." February 2009. 10) <https://www.healthmarkets.com/resources/small-business-health-insurance/most-common-employer-benefits-for-small-business>. 11) James W. Little et al., Dental Management of the Medically Compromised Patient (St. Louis: Mosby, 2012). 12) Human Capital Management Services, Inc. (HCMS) study on behalf of VSP, 2013. 13) VisionWatch, a study conducted by the Vision Council, 12ME December, 2011. 14) LIMRA, Employment-Based Life Insurance Ownership Trends, September 2017. 15) Society for Human Resource Management. 2018 Employee Benefits Report. 16) Views on the Value of Voluntary Workplace Benefits: Findings from the 2015 Health and Voluntary Workplace Benefits Survey, by Paul Fronstin, Ph.D., EBRI, and Ruth J. Helman, Greenwald & Associates. 17) U.S. Social Security Administration, Fact Sheet December 2018. 18) Integrated Benefits Institute, Health and Productivity Benchmarking 2016 (released November 2017), Long-Term Disability, All Employers. Condition-specific results. 19) Integrated Benefits Institute, Health and Productivity Benchmarking 2016 (released November 2017), Short-Term Disability, All Employers. Condition-specific results. 20) CDA201 Consumer Disability Awareness Study, p.8. 21) American Psychological Association (2015). Stress in America: Paying with Our Health. Stress in America™ Survey. 22) Renaissance 2018 Internal Data. 23) VSP internal data.

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