

IT'S THAT TIME OF YEAR AGAIN!

It's that time of the year when everyone is busy evaluating and/or replacing Work Tech solutions. We are wrapping up tech replacements at 40 restaurants, 300 retail stores, and a large integrated health care system, all as we solve implementation and functionality snafus for our valued clients. Let us help YOU.

COLLABORATION



Employee Navigator has acquired Ease which solidifies EN in the downmarket space. Personnel changes are happening and Employee Navigator is “sizing” the combined company to meet client needs. No functionality changes yet, but we would expect to see some as well as changes in subscription pricing.

VOYA has acquired BenefitFocus and has created the position of President in lieu of CEO. Andrew Frend, a tenured VOYA executive, assumes that role.

BusinessSolver’s acquisition of Workterra positions them for a downmarket solution and a reseller capability.

Paycor acquired Verb , a people development platform incorporating behavioral science and proprietary microlearning content to create best-in-class workplace training.

HireVue , the global leader in video interviewing, assessments, and text-enabled recruiting solutions, acquired Modern Hire, the intelligent hiring platform. This will accelerate HireVue’s ability to help all organizations identify employee and candidate potential beyond resumes.

COMPLIANCE & LONG TERM CARE

Washington state has passed legislation requiring employers to offer LTC coverage. One carrier, TransAmerica has stepped up as follows:

- Offering both 7702b qualified LTC riders and a separate Caregiver Living Benefit Rider to suit the specific needs of your clients.
- Both riders will pay 4% of the life insurance death benefit for up to 50 months. For example, if policyholder enrolls in a \$100,000 life insurance policy and loses 2 ADLs, the pay out is \$4,000 a month for up to 50 months.
- Money can be used to pay for nursing home or in home care provided by anyone they choose.



We will continue to report on solutions as they become available. While this is a state and not a federal requirement, we expect other states to follow—timelines TBD



COMPLIANCE & PWFA

The Pregnant Workers Fairness Act (PWFA) was passed in December and stipulates that employers must provide pregnant people with “reasonable accommodations” during their pregnancy, according to the EEOC. The law also stipulates that employers may not retaliate against an employee who needs accommodations for their pregnancy or deny job opportunities to a qualified employee based on their pregnancy.

COVID PUBLIC HEALTH EMERGENCY RULE

Among the changes as a result of the end of the rule, reimbursement for testing and treatment could change. In addition, subsidized medical coverage may cease causing a number of participants to lose insurance coverage.



JILL MCCARTHY AT DisruptHR



DisruptHR is an information exchange designed to energize, inform, and empower people in the HR field. Jill McCarthy has been selected to give a rapid fire presentation at the event in South Bend, Indiana on June 1.

MARK YOUR CALENDAR



Businesssolver Vision Conference

May 18-19
Virtual

HR Tech

October 10-13
Las Vegas, NV

UKG Aspire

November 6-9
Las Vegas, NV or Virtual

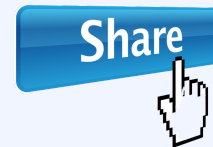
LMCIS - HERE TO HELP

Rethinking your technology strategy?

Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time.

Let us know what your needs are.



SHARE THE KNOWLEDGE

If you are sharing this with a colleague, invite them to join our community.

Send us the contact information and we will add them to our list

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