

## HAPPY NEW YEAR!

We hope you are well and have managed your way through all of the 2023 requirements that have landed on your desk. January is always a bit chaotic with the start of new plan years and often the start of new technology, but this year seems more chaotic than busy.



Our HR friends are managing their way through a number of new compliance requirements including pay transparency and non-competes. Will those requirements make it through, stall, or be replaced? Regardless, we need to be on it now.

Our HR and Payroll friends are resolving all of the new requirements around where and how employees work: remote, virtual, hybrid, or on-site. The changing economy has us revisiting all of the decisions that might have been made the last two years and normalizing the workforce for the next few years. For those of you who are eliminating office leases, lots of work to closing physical space.

Let us help you optimize your business process around these changes and the need to be nimble so that you maximize your platforms and HR Tech support.

## SUPPLIER STUFF



Amazon is back in the group benefits world on two fronts: Medicare Advantage and RX distribution. When Amazon purchased OneMedical they acquired 188 clinics in multiple states. Those clinics serve as PCP for employer groups. Now those same clinics will provide primary care for Medicare beneficiaries. Amazon has also launched a generic RX service (watch out Mark Cuban).



VOYA has completed its acquisition of BenefitFocus



Paylocity is offering its proprietary ben admin solution as an alternative to bSwift. Think about the knock out questions you want to ask before you agree to either solution.



Start ups in the point solution world are more abundant than ever. As the VC money looks for a place to land, these solutions are able to secure funding to fuel growth. You may find you can optimize your current platform solution by "bolting on" a specific software application. Lots of interest in ATS and on boarding as well as employee sentiment.



Jellyvision, the company behind ALEX®, the employee benefits engagement technology, announced it has acquired Picwell, a healthcare technology company focused on AI-generated benefits decision support



## COMPLIANCE

Noncompete agreements are under assault, as the Federal Trade Commission, rolled out a proposed ban this month. Nondisclosure agreements may be next.

The White House will end the COVID-19 emergency declarations on May 11, ending the response to the onset of the COVID pandemic that was declared on January 31, 2020.

## EMPLOYEE ENGAGEMENT TRENDS

According to Gallup, employee engagement hit a 7 year low at the beginning of 2022 and never rebounded. It's costing the global economy \$7.8 trillion in lost productivity.

The solution? Managers who understand how to use their strengths to navigate challenges such as hybrid work and decreasing burnout. Ask us how we can help.



## LOOK FOR US AT THESE MEETINGS



### **Benefit Focus Customer Advisory Board**

March 13-15 | Charleston, SC

### **PlanSource Eclipse**

March 26-28 | Nashville, TN

### **Group Benefits HR Tech Summit**

April 4-6 | Arizona

### **Paycor HR Tech**

April 26-28 | Asheville, NC

### **Aflac HR Tech**

April 10-13 | Nashville, TN

## 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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