

And just like that summer is over and it's OE.

POTPOURRI (Snippets of Benefit Intel)



Humana is exiting the commercial group business with renewals beginning this November. Self-funded and fully insured groups should expect this process to conclude in 2024. Humana will focus on government-funded programs and specialty programs.

To be or not to be in the office? Data from **WFH Research** says that as of June 2023, 59% of full time US employees were fully on site; 29% were hybrid; and 12% were fully remote. Earlier this year, Gallup reported that 90% of remote-capable employees want remote flexibility, and, without it, they are more likely to seek a new job.

New Jersey offers **DU31** for **group** plans, allowing dependents under the age of 31 to remain on a parent's coverage. Rules apply.

Planning for the future: More than a dozen states are considering a **long term care tax** or the requirement for employers to offer long term care insurance. The industry is responding, and the most popular product that offers compliance is a life insurance policy with a **LTC rider**.

HR TECH SOFTWARE

Employee Navigator has pushed sunsetting Ease out by at least a year while they try to determine how to migrate Ease clients to the EN platform. Also being debated is the new subscription cost program rumored to be rolling out in 2024.



Cornerstone, the leader in LMS, has a full suite of tech solutions and is segmented such that employers in the "sub-1000" space have great access to great products.

Rippling has a new integration with **Tilt** to make leave management a bit easier.



Both **PlanSource** and **Empyrean** have made employee communication and hyper-personalization easy and available and the pricing to offer makes it available now!

BenefitFocus has made some impactful corrections to their enrollment and eligibility solutions and is working on AI solutions to further improve engagement.

ONBOARDING FOR AN EVOLVING WORKFORCE

This year, Forbes reported that 30% of new hires quit within 90 days, and nearly 38% leave within their first year. Colleagues have also been promoted to new roles as others have sought new opportunities. All of these changes mean our work, whether with internal teams or external clients, is often disrupted by people who are still learning to do their jobs.



We have solutions to get your managers, teams, and new employees up to speed so that you can increase productivity and improve customer relationships. Ask us how we can help.

MARK YOUR CALENDAR



HR Tech

The big industry meeting, at which we expect many announcements, is taking place **October 10-13, 2023** at Mandalay Bay.

Mark your calendar for next year, September 24-27—same place.

UKG Aspire

Connect with peers and share ideas **November 6-9** by attending in the event at Mandalay Bay, or join virtually.

EPIC

A brand new conference for HR executives will launch **April 24-26**. EPIC is focused on “future-readying” your people. The meeting will be held at the Bellagio. Call for speakers.

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

Leslie Miller - leslie@lesliemillerinsurance.com

Jill McCarthy - jill@lesliemillerinsurance.com

LMCIS - Leslie Miller Custom Insurance Solutions

<https://www.lesliemillerinsurance.com>