



Bringing unparalleled HR and benefits solutions expertise to Vermont municipalities.

Available Services:

Benefits Support: Our team of advisors can help determine a benefit strategy that fits your needs and culture and funding options that suit your financial position and risk tolerance. Be it health, life, disability, personal spending accounts (HRA, FSA, HSA, etc.), voluntary worksite benefits or various administrative services we can help you optimize, design and fully vet vendor choices.



ACA Compliance Support: Many employers are discovering that their payroll and HR technology systems may not be adequate for meeting the requirements of the ACA's reporting rules. We can provide information, document processes and help you streamline and organize your workload to maintain compliance with this new and challenging law!

Health Advocate: Health Advocate, the nation's leading healthcare advocacy and assistance company, offers a full spectrum of personalized, cost-effective solutions to help reduce medical costs and improve healthcare outcomes. We help improve employee health, balance work/life, lower medical costs, and simplify the administration of important benefit programs. We offer the right advocate to help you maximize your benefits investment, increase productivity and, more importantly, reduce costs.

***Benepix:** Online, faster, easier... Benepix is a smarter way to administer benefits. It helps you build a smarter workforce by organizing and simplifying your employee benefits administration, dramatically reducing errors and unnecessary paperwork. Your employees will enjoy less paperwork, 24/7 access to their benefits data, and high quality online tutorials and videos that aid them as they navigate through their benefits choices.

***Compliance Dashboard:** Never miss a Health and Welfare Plan(s) compliance deadline again! Compliancedashboard© is a web based tool that helps you understand your compliance obligations by giving you the information you need, when you need it. What's more, it helps you fulfill your compliance duties through an interactive email and follow-up system that monitors the progress of each compliance activity.

***HR Compliance Hotline:** At times, you may have questions that don't warrant an expensive phone call to an attorney, or your schedule does not lend itself adequate time to investigate inquiries and questions. We are here to help with HR compliance resources through HR Compliance Hotline.

***Wrap Document:** Many companies mistakenly assume that insurance contracts, certificates of insurance and benefit summaries fulfill the ERISA requirement -- but they don't include the required or recommended provisions that protect the plan and the employer. A wrap document is designed to *wrap around* existing certificates of insurance and benefit plan booklets to provide the information necessary to comply with ERISA's reporting and disclosure requirements.

*Optional services

Contact Kelley or Larry at VLCT for additional information:

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