



ANCILLARY BENEFITS

Ancillary benefits, otherwise known as voluntary benefits provide a solution for employers to offer a complete benefits package to employees. Employers are able to provide benefits that employees want, while employees will have a variety of insurance options available in one convenient place.

Ancillary benefits are coverages and products made available to employees for purchase. They generally allow employees to enroll in the benefits most important to them, are cost-efficient and portable, and contribute to an employee's work-life balance. Because of this, Ancillary benefits have become a core component of many companies' benefits strategies.

There are four key characteristics to these offerings:

- Employee-paid
- Offered through an employer
- Solicited and enrolled through a carrier or enrollment firm
- Paid via automatic payroll deductions

Some common ancillary benefits include:

- Short Term Disability
- Long-Term Disability
- Dental Insurance
- Vision Insurance
- Life Insurance

Advantages of offering ancillary benefits:

- Employers should consider expanding their benefit offerings to include voluntary benefits because they are not only cost-efficient but also easy to implement, and employees are looking for them. Voluntary benefits appeal to both employee and employer needs.

Employee Advantages Include:

- A cost-efficient way to supplement health care benefits
- Increased expense control in the face of rising benefits costs
- Improved employee morale
- Employee advantages include:
 - Affordable premiums
 - Easy enrollment process
 - Freedom to choose benefits that suit their needs