



## Smarter Benefits, Less Stress: A Quick Guide for HR Leaders & Brokers

**Choosing and managing employee benefits doesn't have to be overwhelming.** Whether you're building a new benefits package or refining an existing one, the right approach can save time, reduce stress, and boost employee satisfaction. This checklist is your shortcut to smarter, simpler benefits decisions.



### Choose Flexible, Easy-to-Understand Plans

**Why it matters:** 38% of employees say they struggle to understand their company's benefits communications. Confusing plans lead to underutilized benefits and employee frustration.

**What to look for:** Plans that are customizable, jargon-free, and tailored to diverse employee needs.

### How Solstice Helps:

Solstice designs benefits that are simple to understand and flexible enough to match your needs and budget.



### Centralize All Benefits Communication

**Why it matters:** Employees are overwhelmed by scattered information.

**What to look for:** A platform that consolidates all benefits info in one place—accessible, intuitive, and mobile-friendly.

### How Solstice Helps:

Solstice offers a centralized hub for all benefits communication, ensuring clarity and consistency across your workforce.



### Automate Enrollment and Reminders

**Why it matters:** Despite expanded benefits, [many employees delay care](#) or skip preventive screenings due to confusion or lack of reminders.

**What to look for:** Automation tools for open enrollment, deadline reminders, and life event updates.

### How Solstice Helps:

Solstice automates the entire enrollment journey—saving HR time and boosting employee participation.



### Partner with Responsive Carriers

**Why it matters:** Delays and poor service reflect on HR.

**What to look for:** Carriers with fast response times, dedicated support, and transparent communication.

### How Solstice Helps:

Solstice is known for its responsive service and proactive support—your partner, not just a carrier.



### Communicate Benefits Year-Round

**Why it matters:** More than half of people with health insurance say they find at least one part of it confusing—such as what's covered, how much they'll have to pay, or how to read their explanation of benefits.

**What to look for:** A partner that supports ongoing education and engagement.

### How Solstice Helps:

Solstice provides year-round communication strategies to keep benefits top-of-mind and well-utilized.



### Gather Feedback and Measure Success

**Why it matters:** You can't improve what you don't measure.

**What to look for:** Tools to collect employee feedback and track engagement metrics.

### How Solstice Helps:

Solstice delivers actionable insights and reporting to help you continuously optimize your benefits strategy.

## Ready to simplify your benefits strategy?

Partner with Solstice today to create a smarter, stress-free benefits experience for your team.