

Protecting Those That Run Your Business



Employee's Benefits Program Introduction

Designed by Knights Financial Management

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Top 5

Why Your Staff May Be Looking To Leave.



1. Company has no other goal other than to make money

2. Don't like their bosses or co-workers

3. They do not feel appreciated

4. They are having a hard time fitting into the system.

5. They are unhappy with their pay.

Top 5

Why Offer a Benefit Program?



1. Gain a competitive edge in market place and attracting and retaining key personal.

2. Cost effective method of providing personnel and their families with proper coverage and protection.

3. Build morale and enthusiasm among personal by demonstrating concern for their wellbeing.

4. Tax-effective form of compensation to personal.

5. Tax-deduction business expense.

Top 5

Biggest Concerns with Benefit Program?



1. Controlling cost of benefit program.

2. Disability management.

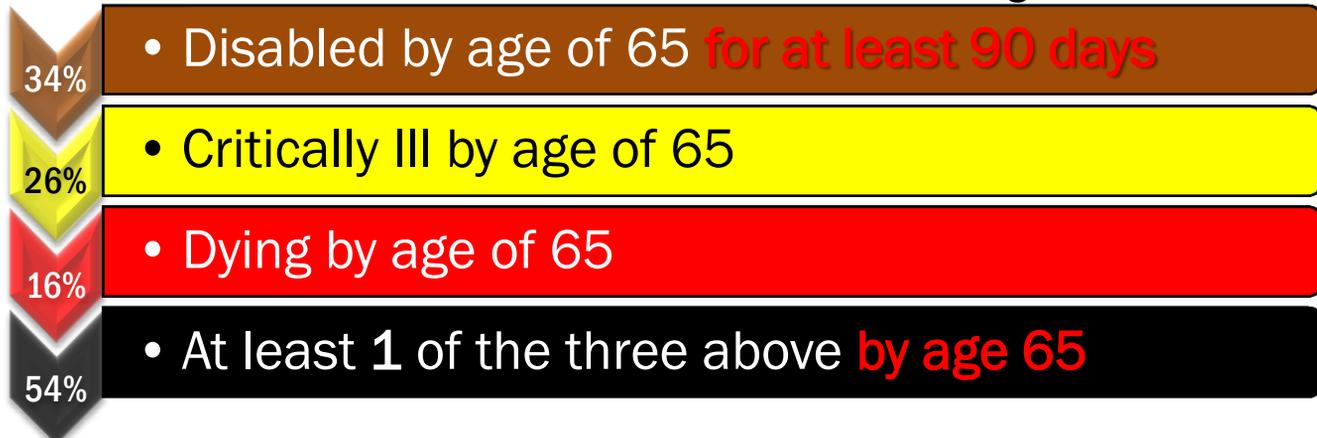
3. Competitiveness of benefits being offered.

4. Benefit plan design.

5. Administration of benefit program.

What is the **Probability?**

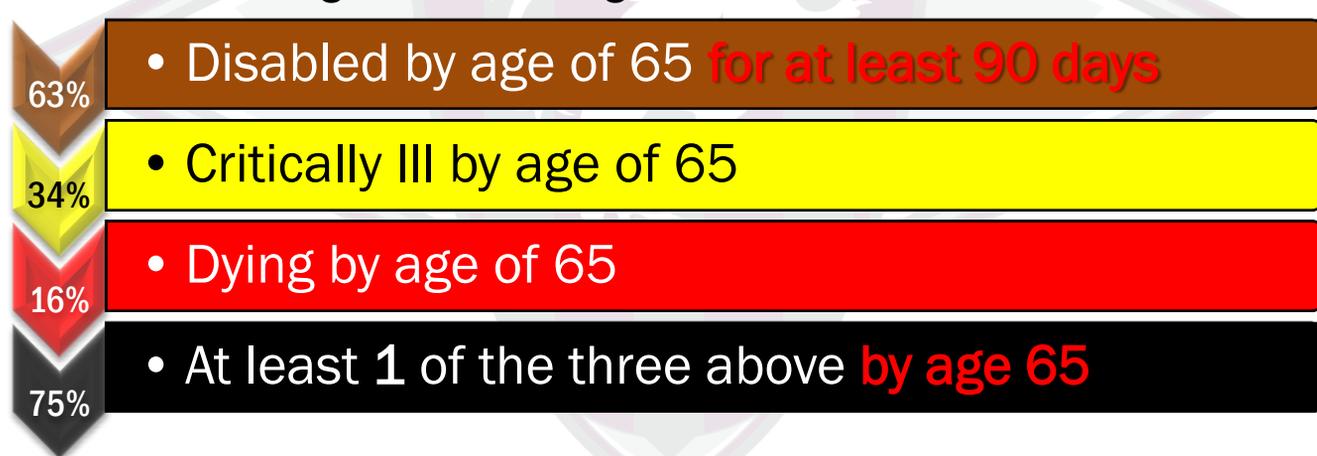
The chances of a Male 36 Years Old Smoker Being;



The chances of a Female 32 Years Old Nonsmoker Being;



The chances Together of Being;



FAQ

Frequently Asked Questions Regarding Group Benefits Brokers/Agents



Do I have to wait for my insurance policy or plan to renew before changing brokers? No. For any group insurance and individual policies for which you pay a monthly premium, you can change with a simple Broker of Record (BOR) letter effective on the first day of any month you choose. However, there are some exclusive broker arrangements with certain products, collective bargaining units, trusts and associations that may preclude you or your organization from selecting its own broker.



Is my group representative truly independent? Many group brokers work with only one or two carriers. Some brokers work only for one institution. This is a problem for several reasons. Shopping the market is one of the keys to implementing a good benefit plan. There is just too much at stake to not tender the plan out to different carriers. Truly independent brokers recognize the importance of shopping the market as one of the keys to success. Shopping can not only save you money on fees but also find better service. Shopping is also something that should be done regularly. As a rule of thumb, this should be done at least every three years. This requires some work by the broker, but that's what you're paying for.



Can I pick any insurance broker firm to represent me or my organization? Yes, as long as they are properly licensed, you can hire and fire a benefits broker at-will. In fact if you are responsible for choosing an employee benefits broker, odds are very good you are also a plan "fiduciary". You have an obligation to manage your benefit plan(s) in the best interests of your employees, and we believe that means partnering with an experienced advisor and broker.

Personal relationships are still very important in choosing to keep or replace a consulting broker, but the sheer cost and complexity of modern benefit plans tends to favor hiring the most competent and cost effective advisor.



I have no experience in designing a Health and/or Pension Plan. Can you help? Absolutely. We specialize in helping employers create custom plans that suit their individual needs that are as comprehensive as need be, cost effective and efficient.

FAQ

Frequently Asked Questions Regarding Group Benefits Brokers/Agents



What is the difference between an insurance broker and an insurance agent? An agent works for one company and can only offer you the products of that company. An insurance broker has access to the products of several insurance companies and can find the best combination of coverage, price and service. In other words, an insurance broker works for you. At KFM we are a full service independent group benefits company that will find the best products and services needed to meet the needs required.



Isn't it cheaper to buy insurance direct from an insurance company? You might be tempted to think so, but generally buying direct does not mean lower premiums. Insurance companies have to spend a lot on marketing and administration costs, which have to be passed on to their customers. Brokers are free to shop among many insurers on your behalf, and deliver the best possible price for the coverage you need. Our experience has been that no one insurance company provides the best insurance products on the market.



How is my broker compensated? There are two models: fee-based and commission-based. The majority of advisors are commission-based, in which they're paid a small percentage of premiums by the insurer; this charge is built into a client's cost. Fee-based advisors are usually consulting firms that deal with larger client accounts, and charge an hourly fee for their services. KFM brokers are paid by commission.



What types of industries does my broker currently provide benefits to? Although it is sometimes best to be focused in one industrial area our experience has provided us with opportunities to solve a wide range of problems. At KFM we currently work with oil and gas companies, engineering firms, paramedical services providers, individual contractors, parking lot services, restaurants, schools, accounting and book keeping firms, architectural firm, cleaning companies, business coaches, law firms, car dealership, and adding.

FAQ

Frequently Asked Questions Regarding Group Benefits Brokers/Agents



Will my broker help with my renewal each year? No one wants being surprised by a renewal notice at the last minute. Ideally, the insurance renewal process would start 90 to 120 days before the renewal date with a strategic-planning meeting to set goals for the year. Once you decide on a plan, review it annually with your agent or broker to make sure it remains relevant to your company's needs.



What experience should my broker have?

The last thing plan administrators need is to be faced with lots of problems dealing with a benefits plan design, maintaining cost, and delivering the program. At KFM we bring 10 years of direct benefits experience. Over the years we have developed an out-of-box solutions to providing the best of the best in benefit design, cost, and delivery.



What comprehensive service standards should my broker provide?

Most brokers/agents are not able to interact with plan administrators and employees to discuss plan designs, cost effectiveness, or delivery of plan to members. At KFM we provide;

- Training for plan administrator
- Educating employees regarding benefit plan
- Routine communications with plan administrator and employees
- Offering assistance with claims difficulties
- Providing customized marketing material for employees
- Delivering employee lunch and learns on;
 - Financial Planning
 - Goal setting and Cash Flow Management
 - Debt Management and Asset Protection
 - Building Wealth

FAQ

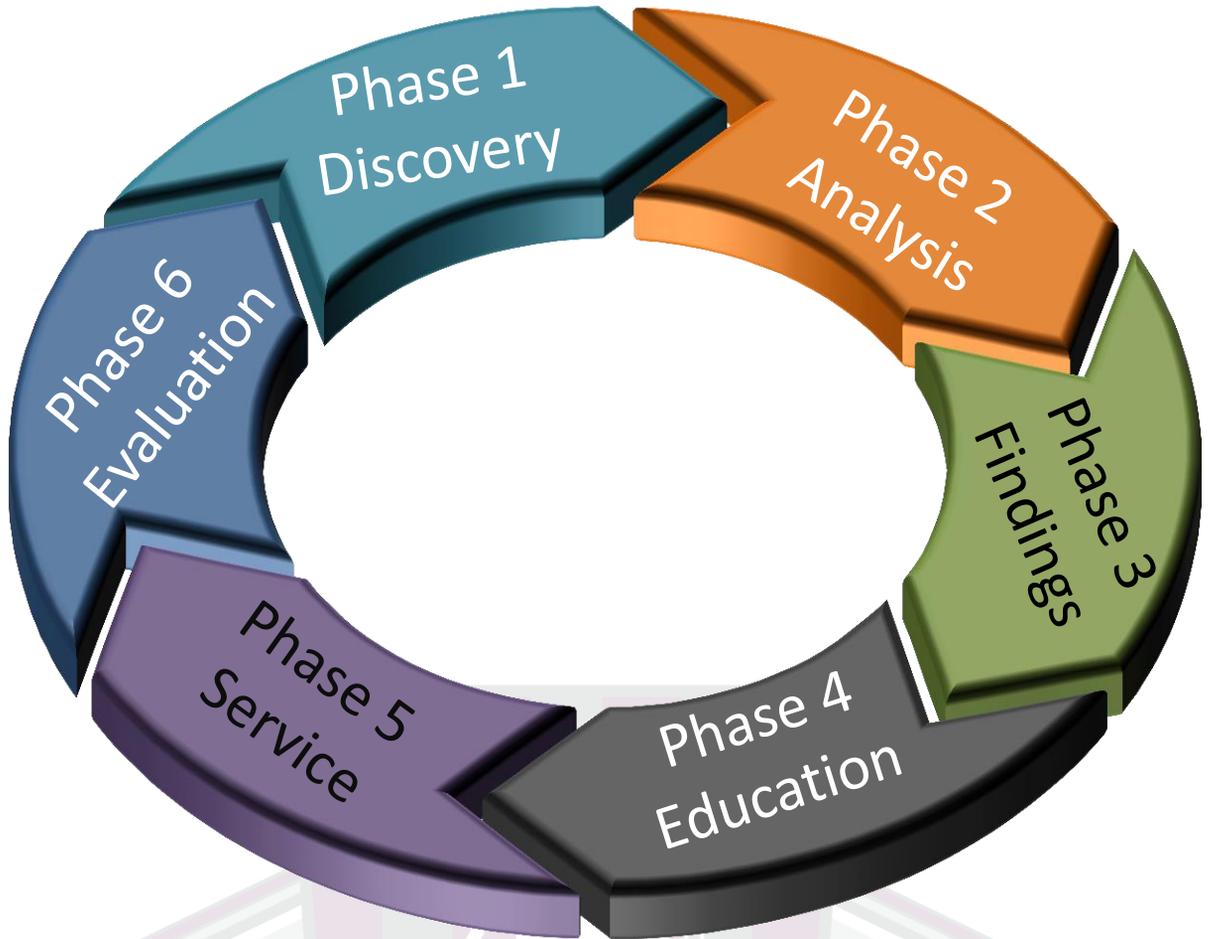
Frequently Asked Questions Regarding Group Benefits Brokers/Agents



What types of products can K.F.M. offer?

- Group Insurance for Employee
 - Life Insurance
 - Accidental Death and Dismemberment Insurance
 - Health and Dental Insurance
 - Critical Illness Insurance
 - Disability Insurance
 - Travel Insurance
 - Health Care Spending Accounts
- Group Insurance for Executive Benefit including:
 - Above mentioned
 - Key person insurance
 - Buy/Sell Funding
 - Medical Insurance
- Group Saving Plans
 - RRSP
 - TFSA
 - Individual Pension Plans
- Personal Planning for Business Owner—Not All Benefits Cost Money
 - Integrating business and personal financial goals into one plan.
- Financial Wellness Seminars—Not All Benefits Cost Money
 - General Financial Overview (1 Hr)
 - ✓ For Employees
 - ✓ For Parent and Teen
 - Goal Setting and Cash Flow Management (1 Hr)
 - Debt Management and Asset Protection (1 Hr)
 - Building Wealth (1 Hr)
- Personal Insurance
 - Life Insurance
 - Critical Illness Insurance
 - Disability Insurance
 - Travel Insurance
 - Long Term Care

NEXT Step



Phase 1

- Goals
- Likes and Dislikes

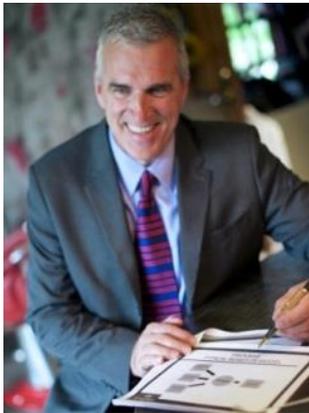
Phase 2

- Copy of Program
- Census Report
- Recent Billing Statement
- Recent Renewal Report

Who is **KFM**?

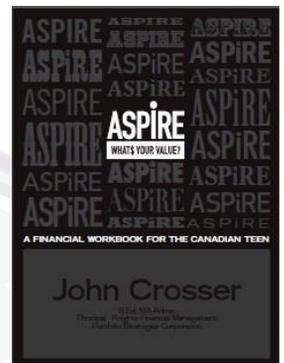
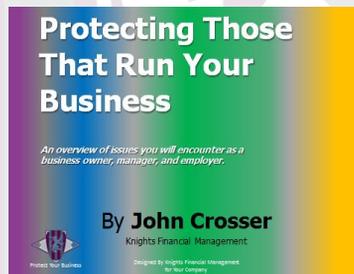
At Knights Financial Management, we believe that every dollar spent in your business should increase your business's bottom line. Whether money is spent on protecting tangible assets or the intangible ones, like employees, there needs to be a measurable difference.

Knights Financial Management is a full service planning company that is looking for small to medium sized companies in Calgary, Red Deer, and Edmonton wanting to ensure their financial game plan is efficient and well coordinated. As an independent based company we provide holistic financial game plans that help owners meet their needs, professionally and personally. As your business advisor we help businesses understand how to grow and protect their businesses. To assist owner in becoming more informed John Crosser, the owner of Knights Financial Management, has authored an e-book called "Protecting Those That Run Your Business".



Not only is John Crosser committed to helping small businesses prosper and grow stronger communities, he is also committed to developing communities through financial literacy. John believes an individuals' financial fitness is linked to a better and healthier life and therefore creating stronger and safer communities. To help improve financial literacy with money fundamentals he has written "ASPIRE: A Financial Workbook for the Canadian Teen". As a financial wellness speaker John promotes that in order to make a difference in our family, school, business, community, city, province, and country we must first invest in ourselves.

John Crosser is an independent licensed insurance and mutual fund agent. He sells mutual funds through Portfolio Strategies Corporation.



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