Just Another Silo?
A TASC White Paper

How integrating COBRA and benefits administration will transform your business.

In today's changing benefits landscape, employees demand more than just traditional benefits; they want more benefits to address mental and financial wellbeing, easy mobile access, customization, and management of their benefits.

More so, the growing complexity of benefits administration, including COBRA, poses challenges for employers and employees, alike.

COBRA's intricate rules and procedures make it daunting for employees, and managing it adds to HR's already demanding workload.

For your former employees, the lack of a seamless COBRA transition causes financial instability, emotional distress, and a negative employer perception of you, damaging your brand image and negatively influencing future recruitment.

60%

Percent of workers less likely to switch jobs when 10+ health, risk protection and well-being benefits offered, **that work together**.[1]

2 out of 3 employers say **managing benefits** has become increasingly **complex**, up from 47% in 2012. [2]

One common approach is to digitize COBRA administration, but that alone is not enough.

Simply offering yet another siloed platform hurts your business.

Because if you are like most employers, your benefit accounts and COBRA administration may be separate and siloed, based on different regulations with separate pots of money, vendors, systems and processes, cards to pay with, different websites, logins and passwords to remember. That's no fun.

Learning yet another new system is disruptive for HR and employees, alike.

Companies are switching to fully integrated benefits administration because of: [5]

- **Improved data visibility**: *Integrated platforms provide a single source of truth for all employee benefits data. This makes it easier for employers to track employee benefits enrollment, usage, and costs.*

- **Reduced administrative costs:** *Integrated platforms can automate many of the manual tasks involved in benefits administration, such as enrollment and billing. This can free up HR staff to focus on more strategic tasks.*

- **Better employee experience:** *Integrated platforms can make it easier for employees to understand and manage their benefits. This can lead to increased employee satisfaction and engagement.*

Percentage of employers with full benefit system integration [3]

Year	Value
2017	21
2020	30
2023	46
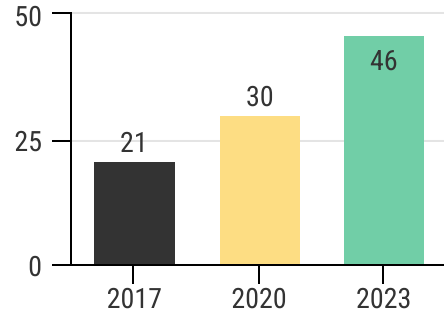
Monthly average hours spent managing non-medical benefits by employer size [4]

Employer size	Value
<50	32
50-99	36
100-999	45
1000+	64
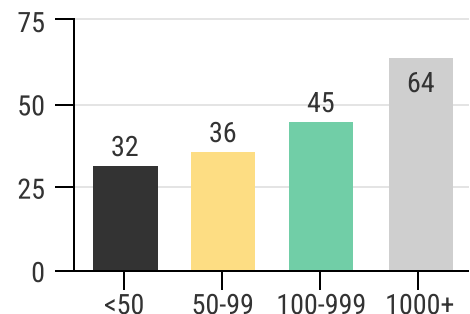
The MyTASC Experience!

In response to our customers' needs - both employers and employees - we developed MyTASC, a single sign-on platform which combines Continuation Services (COBRA) with Universal Benefit Account (UBA), enabling HR and employees to manage any needs, at any life stage, on the same easy web and mobile app.

Wow, I must say, TASC has truly outdone themselves! I am very pleased with the amazing addition of the (new MyTASC) services, which will completely revolutionize the offboarding process for employees. It's like TASC has taken all the hassle out of COBRA paperwork and documentation, and made it an absolute breeze. Kudos to TASC!

Xavier - HR Director
IBA

The key features and benefits in leveraging MyTASC include:

Competitive Edge
50+ configurable benefits and continuation enables you to meet any need, on a moment's notice, giving you a competitive edge in attracting new employees, and retaining top performers.

One Platform with Single Sign-On
Seamlessly manage everything in one place, eliminating the need to switch between multiple systems or learn new platforms.

Integrated Experience
Employees and HR manage benefits and COBRA seamlessly across all devices, ensuring an intuitive and familiar user experience everytime.

Industry Leading Security
In an age of increasingly common data breaches, we're serious about your data with 24/7 backup, ransomware protection, role-based access controls, biometric authentication, and more.

One Administrator with One Solution
No siloed systems here. By consolidating HR vendors and separate systems we improve administrative efficiency, ease of use, and cost savings.

Increased Satisfaction
When an employee wants a new wellbeing benefit or needs to leverage COBRA, there is no change in the user experience ensuring easy mobile access, customization, and management of their benefits.

The MyTASC platform is a comprehensive solution that meets the diverse needs of today's workforce combining convenience, efficiency, security, and a wide range of offerings into one platform; unmatched among TPAs.

Learn more by visiting
www.tasconline.com

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