



# Setting Up Employee Benefits



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## Setting Up Employee Benefits

One of the keys to retaining workers over the long-term is offering employee benefits. Whether it's health insurance, dental and/or vision coverage, tuition reimbursement or a 401k/pension plan, benefits help workers feel secure over the long run. It shows you care about their financial sustainability and ability to take care of themselves outside of a paycheck. Many workers can't access such benefits without the aid of an employer. Knowing how to best make these benefits available is also important. Establishing a fair and proper compensation package, considering sales revenue and any cyclical company revenue, all allow for benefits to be made available. This report will help you choose the best option for benefits. Our objective review of each will help you make an even more informed decision.

Easily offer retirement plans to your employees. Here are some companies you can work with.





## **Guideline**

Guideline works with Intuit. So, if you choose Intuit's payroll service, you will see Guideline in your portal, where you can get setup for your 401K/retirement plans. It is affordable. They are an award-winning company with offices in California. They work with a wide variety of industries and company sizes (from 1+ employees) with over \$15B in asset management.

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## **BPAS**

BPAS is a national provider of retirement plans, benefit plans, fund administration, and institutional trust services. They support 6,100 plans, \$110 billion in trust assets, \$1.3 trillion in fund administration, and more than 910,000 participants in partnership with advisors, trustees, and financial professionals across the nation. They have an extensive list of corporate affiliations. They have been around since the 1970's with almost 20 offices throughout the United States.

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## **Mutual of America**

Mutual of America has been around 80 years. It is a very established retirement firm that also handles investments. They are a Fortune 1000 company with over \$26B AUM. They work with larger corporations and government. They are an award-winning organization. They offer 401k, 403b and other retirement plans.

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## **Perfect401k**

Perfect401k is an easy-to-use retirement planning firm. What makes it a good firm to work with is it is a subsidiary of Schwab. Schwab is a highly respected investment firm with dozens of years of service to the community and over \$2T with AUM. (Though, we still suggest you doing your own independent research.) This company works primarily with small businesses.

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## **Sharebuilder401k**

Once you're signed up, ShareBuilder 401k makes it easy for a business owner to establish a compliant plan without needing retirement plan expertise or even having to talk to a specialist. They are also a very affordable option for businesses of any size. The vendor's automated online process is simple enough for anyone to establish a new 401k plan entirely on their own. Of course, the company does have advisers if you do need to speak with someone during the implementation process, but many busy business owners are able to set up their chosen plan quickly and invite employees to participate without any outside assistance. Their monthly administration fee is a flat rate. They do not yet have a mobile app. However, for business owners, I don't think that's a dealbreaker.

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Don't forget to sign up for our "How-To: 3 Tips" newsletter at this [link](#).





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