

Have you ever asked yourself this question? If so, you are not alone. Many employees all over the country do not want to sit through presentations and read material about seemingly endless types of insurance they think they will never need. Take the following questionnaire and test your knowledge about benefits. Answer honestly. NO ONE will see the results except yourself.

1. Why are all these insurance plans called “benefits”?

- a. Because your employer wants to trick you into thinking they are a good thing.
- b. The name doesn’t mean much and sort of happened by accident.
- c. The person selling the insurance wants to make it sound like a good thing.
- d. They add to the value of what you are paid by your employer.

2. If I participate in benefits, where does the money that is taken from my paycheck go?

- a. Into the pocket of the guy doing the presentation.
- b. To the company providing the insurance.
- c. To my employer.
- d. My employer and the company that provides the insurance share this money.

3. Why would anyone want to pay for health insurance when they can go to free or low-cost clinics?

- a. Because Americans like to feel important and go to fancier hospitals.
- b. Because it is very difficult to access a specialist without insurance.
- c. Because the quality of the care you get with private insurance is usually superior.
- d. Because insurance covers prescription medicine as well.
- e. Answers b, c, & d.

4. Why does an employer want their employees to participate in benefits?

- a. To provide an incentive for employees to stay with the company.
- b. To get more money out of the employees’ paycheck.
- c. To trick the employees into thinking that the company is on their side.
- d. Using benefits correctly can make a workforce healthier and more stable.
- e. Answers a & d.
- f. Answers b & C

5. Which of the following statements is TRUE?

- a. Anything that is in the employer’s best interest will be a disadvantage for employees.
- b. There is always a hidden reason employers want to do things. They never tell you the whole story.
- c. Employees who are stable and healthy are more productive and save the company money
- d. Keeping Spanish speakers healthy is not important. They will work just as hard whether they are sick or not.
- e. a, b, & d are all true.

CORRECT ANSWERS

- 1. D.** Benefits add to what is called your “total compensation.” If you receive \$1,500 per month in your check, your employer might be paying an additional \$500 for your health insurance, \$10 for your life insurance, and contributing \$25 to your 401(k). Therefore, you are actually costing the company \$2,035. Many people will take a lower salary in order to get better benefits because they understand their value.
- 2. B.** All of the money deducted from your paycheck for benefits goes directly to the company that is providing the benefit. Your employer PAYS a great deal to provide a good benefit package (aside from the cost of the different plans, consider the salary of the person who put all of this together) and does not receive any of your money.
- 3. E.** And there are other reasons as well. Hospitals charge less to patients who have insurance. Most importantly, however, having health insurance can avoid financial catastrophe. A hospital has the right to put a lien on your house to cover unpaid bills.
- 4. E.** It costs your employer money to replace you---don't say it doesn't! Think of the salary of the person who interviews, does background checks, provides new employee orientation and training, etc. Then, a new hire will not be as productive as an experienced person. Turnover (or having lots of employees leave and needing to hire new ones) is extremely costly, and employers try to minimize it. Having a good benefits package in place is one way to keep valuable employees. Employers also want their staff to stay healthy so they don't miss work! No, your employer is not Santa Claus. There IS something in all of this for them. But what they gain is in your best interest as well.
- 5. C.** Well, this should not be a surprise if you have read the explanation of number 4. It is very important to understand that workplaces in the United States are constantly evolving. More and more, employers are realizing that investing in the well-being of their employees is good for business. Quality employees will stay longer and profitability is improved. This is why YOUR EMPLOYER has worked very hard to create the benefits package than you will learn more about in the coming weeks.

Learn how to take advantage of the benefits that are available to you. That is what people born and raised in the USA do. Life IS easier for Americans than it is for immigrants. We will not pretend otherwise. However, benefits are an opportunity that is available equally to American and immigrant employees. You and your family deserve this security.

This material was put together by Futuro Sólido USA, LLC. ©2012, All Rights Reserved. Your employer has purchased this material to explain the importance of benefits. For more information about on-boarding Spanish speakers with benefits or other employer initiatives, visit us at www.futurosolidousa.com.

