

StoudtAdvisors Client Connections Center

If you are a StoudtAdvisors client and you haven't logged on to the Client Connection Center, you are missing out on a valuable time-saving resource. This innovative web resource is only available to clients. It's just one more way StoudtAdvisors is Insuring Your Success.

The Client Connection Center is an online gold mine for human resources professionals, with a searchable library of over 800 articles on virtually any topic related to benefits and/or human resource management. Rather than searching the entire internet for the data you need, just log onto Client Connection Center for accurate, up-to-date information. Its Google-powered search function makes it easy to find exactly what you're looking for, including:

HR Compliance – Stay current on important topics in HR, including privacy rights, affirmative action, FMLA, COBRA and more.

Forms – Download standard forms for everything from COBRA election to FMLA certification to HIPAA notices. Many forms are available in both English and Spanish.

Legislative News – Learn about any legislative debates or decisions that will affect your workplace.

Employee Communications – Save time by downloading ready-to-print flyers, paycheck inserts, emails and other communications to educate your employees on benefits, safety, wellness.

Surveys – Share information and compare your company's policies and plans nationwide.

Specific Advice – The Community board lets you post questions to be answered by your peers: HR and insurance professionals from across the country.

Accurate, up-to-date information. Professionally designed communications. Standard legal forms. It's all right there, and it is free to you as a StoudtAdvisors client. All you need is a user ID and password.

To register for the Client Connections Center and all its time-saving resources, call Deb Patton at 717.581.6157 or email dpatton@stoudtadvisors.com.

StoudtAdvisors and Orthopedic Associates of Lancaster:

Discovering the Benefits of a Local Partner

Since the recession began, we've heard a lot about employment being a buyer's market. While that may be the case in many fields, healthcare is a very clear exception. The healthcare industry continues to be one of the most competitive in the country. Recruiting and retaining talent at all levels is a constant struggle, and an attractive employee benefits plan is one of the most powerful tools any healthcare company can have in its arsenal.

Growth brings both opportunity and challenge

When Orthopedic Associates of Lancaster (OAL) expanded from a physician's office to offering a complete line of services, including surgery, MRI and physical therapy, they knew they would need a competitive benefits package to attract talented professionals in a much broader range of positions. This is when they began to reconsider their relationship with an out-of-town benefits resource and look at options within the Lancaster market.

"The dynamics of our staffing changed," explains OAL CEO Bill Weik. "We began hiring licensed professionals we weren't hiring before. That was one of the first conversations we had with StoudtAdvisors. We were now competing with the hospitals, so we had to become creative with our benefits plans."

Due to the varying number of employees and their differing level of responsibilities, StoudtAdvisors helped OAL develop a multi-faceted benefit structure that would meet their recruitment and retention goals. OAL had complete confidence that the package was not only attractive to potential employees, it was also in full legal compliance. The development and implementation went smoothly, even as OAL tripled in size from 54 to 150 employees in less than a year.

"I don't think we could have gotten there where we were before [with our former benefits company]," Weik says simply.

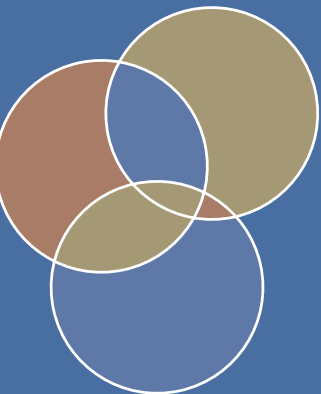
Changing OAL's perspective on "one stop shopping"

When OAL worked with a bigger benefits firm out of town, everything was under one roof, from health benefits to liability insurance to 401(k). They enjoyed the simplicity and had hoped to replicate that same model here

in Lancaster. StoudtAdvisors was able to convince them that sometimes "one stop shopping" meant sacrificing quality for convenience, and that the best service and best products often came from collaborating with multiple providers. While StoudtAdvisors



280 Granite Run Drive, Suite 250
Lancaster, PA 17601



Discovering the Benefits of a Local Partner Continued from front cover

is proud to offer top notch health benefits and HR services, they partner with other experts to get the best solutions for a variety of other resources. This model allowed them to assemble the right team for all of OAL's needs, from insurance to automated HR information systems to retirement benefits.

"StoudtAdvisors' access to resources has been a tremendous benefit for us," Weik summarizes, "At the end of the day, it was the right decision because we have the best people doing what they know well."

Local service makes a difference

One of the primary reasons OAL wanted to bring their benefits business back to Lancaster was service. "Sometimes, when you go out of the area, you just don't get the attention," Weik explains. Bigger accounts and bigger geographic areas often get in the way. But OAL has been more than satisfied with StoudtAdvisors' passionate commitment to service and cultivating long-term relationships at every level of the business.

"I can tell you at any point in time, [CEO] Dave Stoudt is accessible. [President] Dan Day is accessible. [Account Executive] Kathy Holben is accessible. [Vice President] Scott Labrecque is accessible," Weik goes on to say. "We get responses immediately. The service has just been phenomenal."

For more information on how StoudtAdvisors can tailor your benefits plan to attract and retain top talent, call 717.581.8382 or visit www.stoudtadvisors.com.



Vital Statistics

- North Pointe Business Park, Lancaster, PA
- Willow Valley Medical Center, Willow Street, PA
- 150 employees
- Founded in 1972
- StoudtAdvisors client since 2008
- Services employed: Employee Benefits, Human Resources, Support Wellness

Founded in 1972, Orthopedic Associates of Lancaster was one of the first orthopedic specialty practices in Lancaster County. Consistently recognized for providing quality, state-of-the-art orthopedic care, OAL offers full service care including surgery, MRI, physical therapy, hand therapy and durable medical equipment. They recently opened a facility in Willow Street to better meet the needs of patients in Southern Lancaster County.

OAL is active in serving the Lancaster community. Their doctors serve as Lancaster General Hospital's only orthopedic trauma surgeons. They just received the 2009 award for the Greatest Number of Lives Touched from PALCO (Project Access Lancaster County), a physician-led volunteer effort dedicated to providing free care for the uninsured. In addition, they provide athletic trainers for Hempfield, Manheim Township and Ephrata School Districts.

For more information, visit www.fixbones.com.

"StoudtAdvisors' access to resources has been a tremendous benefit for us."

Bill Weik OAL CEO

Community Spotlight

The PAI Corporation (PAI)

PAI

Partners in Achieving Independence

Among the wide variety of businesses and organizations StoudtAdvisors serves are those they are proud to consider both clients and community partners.

One of these groups is PAI (Partners in Achieving Independence), whose mission is to provide the supports necessary to enable people with mental retardation to live as independently and fully as they desire within the community. They accomplish this through residential services at 28 locations throughout the area, as well as through adult day services, both of which encourage socialization, recreation, and participation in community life.

StoudtAdvisors supports this mission not only by offering the best possible health benefits and human resources counsel, but also through active volunteering and charitable donations.

PAI has been a client since 2008, when StoudtAdvisors helped them secure a new health benefits plan. "StoudtAdvisors had a unique approach," explains PAI Executive Director Jim Arnold. "They developed a new style of plan that gave us great coverage at a better rate."

Committee. McClure brings over 14 years of executive human resource and legal experience to PAI, giving them access to a wealth of information and guidance on matters involving hiring, HR, and employee grievances.



Jim Arnold
PAI Executive Director



The relationship didn't end there. StoudtAdvisors sponsored and participated in both the 2008 and 2009 Annual PAI Golf Classic.

Health Assurance, PAI's new insurance carrier, became the fundraising tournament's main sponsor. Together, Health Assurance and StoudtAdvisors were responsible for more than \$8500 in donations to PAI last year.

Rebecca McClure, Human Resource Consultant at StoudtAdvisors, serves on the PAI Board of Directors and chairs the Personnel

"PAI is a wonderful community resource, and I am honored to be a part of their mission to assist what are often overlooked and under served members of our community," McClure says.

Arnold is more than pleased with the partnership between PAI and StoudtAdvisors. "It is a great relationship," he summarizes. "They are incredibly supportive, and responsive to any issues we may have. They are on site when we need them – very hands-on. StoudtAdvisors is a tremendous partner."

The StoudtAdvisors team is proud to support PAI. To learn more about their services and volunteer opportunities, visit www.paipartners.org or call 717.519.6740.