

The 2025 Benefits Audit Checklist

Is your employee benefits plan doing what you think it is?

Use this strategic checklist to uncover waste, improve satisfaction, and realign your program with what your team values.

Staff Satisfaction

- ☐ Have you surveyed your employees about their benefits?
- ☐ Do they understand what their plan covers?
- ☐ Have you quantified the value of the plan as part of total compensation?
- ☐ Have you addressed low engagement or usage?

If your team doesn't know or care about their benefits, you're not getting your money's worth—no matter what you're spending.

Plan Design & Flexibility

- ☐ Is your plan tailored to your team's needs, and aligned to your organizational values?
- ☐ Have you benchmarked your plan against others in your industry?
- ☐ Does it offer flexibility and choice for members?
- ☐ Are coverage limits up-to-date?
- ☐ Are newer or more relevant options being excluded?

Outdated design = potentially wasted dollars and unmet needs.

Pricing & Transparency

- ☐ Do you know how your rates are calculated?
- ☐ Do you know the administrative costs (Target Loss Ratio) for your plan?
- ☐ Are you paying fair rates for the value delivered?
- ☐ Has your plan been reviewed or marketed in the last 3-5 years?

Quotes ≠ Value. True audits include benchmarking and usage analysis.

Claims & Usage

- ☐ Are employees using the benefits you're paying for?
- ☐ Are high-cost items actually valued by your team?
- ☐ Is there a disconnect between plan cost and actual claims?

Overpaying for under-valued benefits can be a costly problem.

Service & Advisory Support

- ☐ Are you happy with your current insurer and advisor?
- ☐ Are they making your life easier, and easing your benefits 'burden'?
- ☐ Is your benefits carrier using modern technology and is it easy to claim?
- ☐ Is your advisor offering daily support—not just renewal paperwork?
- ☐ Have you considered an independent audit of your existing plan?

You deserve a partner, not just a provider.

Want a second opinion?

Book a free 30-minute Benefits Review with Immix — no pressure, just clarity.

Schedule your complimentary audit: <https://www.immixgroup.ca/get-a-quote.php>