



CRITICAL ILLNESS CASE STUDY

Allstate Benefits partnered with Repsol Oil and Gas to provide a simplified and integrative enrolment solution on one system to aid in employee recruitment and retention.

BACKGROUND

Repsol Oil and Gas was looking for opportunities to improve employee recruitment and retention. To execute this strategy, the leadership team decided to enhance the voluntary benefit offering provided to employees knowing that a strong total benefits package aids in attracting and retaining quality employees in today's competitive marketplace.

Allstate Benefits was selected as the Group Voluntary Critical Illness insurance provider for their market leading product offering and strategic approach to benefits communication. Repsol Oil and Gas recognized that there is a strong relationship between an employee's job satisfaction and the employee's knowledge and understanding of his or her benefits program.

A human resources vendor provided the current benefits enrolment tool. For enrolment ease, Allstate Benefits worked to ensure the value-added voluntary benefits were platform integrative.

OBJECTIVES

Repsol Oil and Gas had two primary objectives:

- Provide employees with optimal voluntary benefits to aid in recruiting and retention
- Streamline the enrolment process to ensure a positive employee enrolment experience

The Human Resources team conducted a market review to identify the industry-leading voluntary benefits provider. From this analysis, Allstate Benefits was selected. Allstate Benefits and Repsol Oil and Gas collaborated to support the core benefits build-out, compliance requirements and establish the enrolment strategy.

RESULTS

Repsol Oil and Gas employees were offered three options of Guaranteed Issue Critical Illness coverage \$20,000, \$35,000 and \$50,000.¹ In addition, employees could purchase up to \$100,000 in coverage with evidence of insurability.² Over 400 employees elected Group Voluntary Critical Illness from Allstate Benefits yielding 49 percent employee participation.

Employees Electing Coverage	Coverage Amount
26	\$20,000
17	\$35,000
327	\$50,000
2	\$70,000
4	\$80,000
47	\$100,000

¹ If first diagnosis is after the effective date of coverage.

² Enrolling after initial enrolment period requires evidence of insurability.

Allstate Insurance of Canada

27 Allstate Parkway, Suite 100, Markham, Ontario L3R 5P8 905-477-6900 benefits@allstate.ca

A WIN FOR THE REPSOL OIL AND GAS AND ALLSTATE BENEFITS

With the help of Allstate Benefits, Repsol Oil and Gas employees were provided with diverse benefit options and empowered to make smart choices for themselves and their family.

As a result, Repsol Oil and Gas succeeded by:

- Improving employee satisfaction
- Providing options to help protect employees' finances
- Enhancing the overall benefits program
- Providing voluntary benefits at no cost to the employer

Allstate Benefits products are underwritten by Allstate Insurance Company of Canada (Home Office, Markham, Ontario). Contact your Allstate Benefits Representative for costs and complete details. Allstate Benefits is a trademark of Allstate Insurance Company, used under license by Allstate Insurance Company of Canada. ©2017 Allstate Insurance Company of Canada. www.allstate.ca

Allstate Insurance of Canada

27 Allstate Parkway, Suite 100, Markham, Ontario L3R 5P8 905-477-6900 benefits@allstate.ca