

Employee Benefits Planning Flow Chart



Employee Shareholders
Provide input.



Employee Representatives
Convey employee feedback to the board-at-large.



Employee Benefits Advisory Board
Assigns project to Chair of Expert Committee for research and development.



Employee Benefits Advisory Board
At large board deliberates plan. Employee Representatives vote on continuing escalation.



Plan Design
Draft plan is forwarded to Board for review and discussion.



Subject Matter Experts
Explore viability, costs, impacts, etc., and prepares draft plan.



Employee Representatives
Vet the plan with Employee Shareholders. If there are no changes, the plan goes to the Executive for final approval.



Employee Shareholders
Provide additional input.



Employee Representatives
Present the plan to the Executive for final approval.



Executive
Provides final approval or vetoes and sends back to Employee Representatives.