



Problem:

Exhausted Benefits
Staff and difficult Open
Enrollment process

Solution:

BRMS Vbas® Complete

For more information on
BRMS and Vbas®:
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Fosters Wine Estates Americas (formerly Beringer Blass Wine Estates), Napa Valley, California

- Oldest working vineyard in Napa Valley.
- Owned by Fosters of Australia.
- Manages benefits administration entirely in-house.
- 1,200 employees in North America, swells to 1,800 during harvest.
- Comprehensive benefits program that includes medical, dental and vision plans from multiple providers.
- BRMS Contact: Director of Human Resources

While navigating through a very stormy open enrollment last year, it was clear that Beringer's processes would have to change. At first, they investigated new software providers. The toll on the benefits staff was overwhelming, resulting in high turnover rates. Beringer realized software wouldn't solve their problem. What they needed was administrative support.

"It's very easy to burn people out...and it's difficult to find replacements that have the people and technical skills that are necessary to manage our complex benefits administration."

Beringer recognized that they needed to outsource benefits administration. Outsourcing benefits was a difficult, but necessary, decision for a 125-year-old company that had always managed its benefits in-house.

Their broker recommended Benefit & Risk Management Services and the **Vbas® Complete** online administration solution. *"It was really the total solution for us. Streamlined administration, incredible data access, and the consolidated billing really saved us."*

"This has been the best implementation that I have ever been involved with, and I have seven years of back-end systems and implementation experience. So seamless, so smooth – we are very impressed with the talent, dedication and particularly the expertise of the people at BRMS."

After an arduous battle with open enrollment last year, Beringer is actually looking forward to it this year.