

Voluntary benefits are services offered by an employer at a discounted group rate but are paid for (either fully or partially) by an employee through payroll deductions. They are supplemental to other traditional benefits – such as health insurance – and allow employers to offer more extensive coverage without added costs. (Did we mention it also helps save employers on taxes?) Some examples are life insurance, short- or long-term disability insurance, and even pet insurance.

These benefits can be offered in a few ways:

- Traditional: 100% employee paid.
- Voluntary buy-up: Employers pay for basic coverage, and employees are given the option to buy additional coverage.
- Multi-coverage: Products offering basic protection are bundled for easy selection and rates.