



Seeking Benefits Utopia

Modern Times Beer

“Open enrollment was pretty awesome. It was really gratifying to see employees understanding their benefits but also engaging and wanting the process to go even further.”

- Sandie Taylor, People Operations Manager

Success Story

At A Glance - Modern Times Beer

1. THE CHALLENGE

Rapidly growing workforce with addition of new locations; transitioning from small group benefits; struggling with a lack of benefits administration support

2. THE SOLUTION

California Craft Brewers Association (CCBA) Employee Benefits Trust; craft beer industry preferred plans and pricing; HUB's extensive resources, capabilities, and team support services

3. THE RESULT

Nearly \$20,000 in overall savings; richer benefits and lower out-of-pocket costs for employees; improved benefits administration technology and full-service employee benefits support with zero paper





Client Profile

Location

California (3 locations*)
Oregon (1 location)

**adding 2 more locations*

Industry

Craft Beer

Employees

248 current total**

***100 more to be added*

Craft brewers love what they do. In fact, Jacob McKean, founder of Modern Times Beer, views his business as a bit of utopia.

McKean named his brewery after a utopian community built on Long Island in 1850. He appreciated what the colonists tried to achieve and hopes Modern Times Beer creates its own utopia.

Opening its doors in 2013, the brewery expanded from its Point Loma, California base to three more locations. Two additional sites are due to open soon. Times are good.

From the start, Modern Times recognized the value of hiring and keeping the best talent. As California's first employee-owned brewery, it is clear benefits play a big role in accomplishing this goal.

Modern Times has doubled in size every year since it opened. That is good news for employee benefits as their increased size gave them access to more options. But, with change comes challenges. How did the company transition benefits from a small company to a larger one while preserving its unique culture?

A chance meeting at a network event helped find their answer. That is where Modern Times' finance director learned about the California Craft Brewers Association (CCBA) Employee Benefits Trust and HUB International.

Strength in Numbers

Craft brewery owners understand competition. The industry was built on bringing alternatives to mass-produced beer. Their distinctive work style led to a special camaraderie.

The CCBA Employee Benefits Trust is an example of the strength gained when craft brewers band together. They can compete on any stage.

HUB International partners with CCBA Trust to build competitive benefits packages for CCBA members.

Modern Times found a powerful ally in HUB who secured the following benefits improvements.

- 9% reduction over current renewal rates
- Nearly \$20,000 in overall savings
- Average employee savings of 32%
- Reduced employee out-of-pocket costs

Finely Crafted Service

As any growing company knows, there is a lot to manage in employee benefits. Before joining CCBA Trust, Modern Times' operations staff members were mostly on their own.

Sandie Taylor, People Operations Manager, is so delighted with her HUB support team she would like to "clone them." The following are examples where HUB shined.

- Introduced a more efficient technology vendor for recruiting and seamless onboarding, HR management, and employee self-service
- Added custom-designed benefits administration system for paperless access to eligibility, plan selection, tracking and reporting
- Provided compliance expertise needed for multi-state benefits regulations when Modern Times expanded to other states
- Designed education material and led Modern Times' first-ever open enrollment sessions, which employees gave an enthusiastic "thumbs-up"

**Purchasing power + marketplace influence
+ great service = Benefits Utopia**