



## Meet The Principal® 10 Best Companies

# Howalt-McDowell Insurance, Inc.

Sioux Falls, South Dakota

<b>Type of business:</b> Insurance agency		
<b>Number of employees:</b> 80	<b>Founded:</b> 1946	<b>Web site:</b> <a href="http://www.howaltmcdowell.com">www.howaltmcdowell.com</a>

### Benefit highlights:

- 100 percent employer-paid medical insurance premiums for employees
- 80 – 100 percent employer-paid medical insurance premiums for dependents
- Profit sharing/401(k) plan with a 3 percent automatic contribution and an additional profit sharing contribution averaging 9 percent; average employee deferral of 6 percent
- 100 percent employer-paid premiums for long-term care insurance
- 100 percent employer-paid premiums for long-term and short-term disability insurance

### Percent of employees participating in 401(k) plan:

94 percent

### How they've dealt with rising medical insurance costs:

Howalt-McDowell experienced a 20 percent increase in medical costs in 2006, down from a 35 percent increase the previous year. They believe increased consumer health education and their three-year-old wellness program helped stave off the greater increase. "Our employees are stakeholders in this organization. When we become educated on wellness and the importance of health, we all become better consumers of healthcare," says Jeff Scherschligt, president. "As an insurance agency, we not only talk the talk, we walk the walk."

### Other interesting facts:

- Sponsors an extensive wellness program that includes blood screenings, weight loss and smoking cessation programs and exercise contests
- 100 percent fitness reimbursement program for every employee
- Offers one-on-one retirement and financial planning guidance through the retirement plan vendor



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