

By Charlee Beasor

Employee benefits consulting firm JA Benefits has been on a “problem-solving mission from day one,” says founder and managing partner Doug Johnson.



JA Benefits

LEADING BY EXAMPLE

“We’re a very flexible workforce, very family-oriented. If your kids have a program at school, we allow people to attend those events and do those things. Because we’re a benefits firm, we feel an obligation and we understand the different programs that are out there – the best in class programs for employees – and we lead by example.”

*Doug Johnson
Managing partner and founder*

Lunch and learn sessions take place throughout the year and team members are provided with healthy lunch options. Greg Ransom, director of client services, presents updates on the Affordable Care Act at a recent gathering.

Company overview:

JA Benefits is an employee benefits consulting firm, established in Bedford in 1988. Eighteen employees serve clients across the Midwest, California, Texas, Colorado and Florida.

Milestone moments:

- Named the 2012 Small Business of the Year in the Bloomington area by the Greater Bloomington Chamber of Commerce
- Second year in a row to be named to the Best Places to Work in Indiana list
- Young partners stepping up and carrying more responsibility with the firm

Wellness matters:

- Employees and their families have free access to over 10 health clinics throughout Indiana
- Full reimbursement for gym memberships
- Company-wide wellness challenges with prizes for consistent participation

Biggest challenge regarding health care reform:

“Helping people understand the vastness of the law (Affordable Care Act). This is going to touch every individual in the country in some way; many people think, ‘I’m not a business owner, this doesn’t pertain to me.’ It does pertain to everyone.”

Secrets to success:

JA Benefits established a relationship with a worldwide actuarial firm 11 years ago, giving the firm access to Fortune 500 tools. “That relationship, along with the season and expertise of our people locally, has allowed us to grow and become a niche player to clients of all sizes.”

