

Employee Benefits Practice



The Evolving Workplace

Social, political, legal and economic forces are changing the way we work. Outsourcing. Globalization. International mobility. Talent shortages. New labor laws. Shifting demographics. An aging workforce. These factors are altering where we work, how we work and how we are compensated. Human resources (HR) professionals face complex employee benefits issues. Focused strategies and new approaches are needed.



Issues

- **Health Systems in Turmoil**
Increasing demand, rising costs, uneven quality and access, and contradictory incentives are powerful trends facing all companies. Health systems around the world are likely to face crises in the decade ahead. At the same time, new options and attitudes are countering the seemingly endless rise in healthcare costs: consumerism and programs that focus on the overall health and productivity of employees.
- **The Changing Face of Corporate Governance**
Corporate scandals worldwide have led to increased public and governmental scrutiny, which are in turn raising expectations for compliance and transparency. This pressure is being felt in the benefits sector.
- **Pensions in Crisis**
Soaring defined benefit pension scheme costs are proving unsustainable, yet pensions remain an expected part of most sophisticated employee benefits packages.
- **The Bottom Line**
The ultimate challenge for HR and employee benefits professionals is do to more with less. Satisfying employees and employers at the same time remains a daunting task.

Strategies and Tools

The Willis Employee Benefits three-point value proposition is simple. We bring together the expertise, people, tools and creativity required to respond to the evolving needs of employer and employee alike.

- **Control benefits costs**
 - Identify costs and liabilities linked to employee benefits globally
 - Cash flow and scale advantages through multinational pooling
 - Medical cost management
 - Plan design review and analysis (benefits audit)
- **Reduce HR workload**
 - Develop HR strategy and compliance program
 - Introduction of global employee benefits rules and procedures (global governance)
 - Ongoing administration/billing audits
- **Better educate and train employees**
 - At HQ/regional/local levels
 - Employee communications (paper/call center/online)
 - HR staff and employee training



The Willis Employee Benefits Practice

The Willis Employee Benefits Practice offers a comprehensive variety of insurance brokerage, employee benefits consulting and human resource support services to organizations of all types and sizes.

Headquartered in New York, the practice spans 110 countries and operates through three primary retail divisions: North America, International and UK/Ireland. Each of these divisions includes specialists in such areas as healthcare analytics, employee communications, pensions, personal financial planning, multinational benefits, human resources IT, and legal/compliance.

The global practice has a dedicated staff of more than 1,500 Associates, of which two-thirds are located outside the US. We believe our greatest differentiator is our *Glocal* service – our ability to provide the most effective global solutions through local expertise.

Willis Group Holdings Limited (NYSE: WSH) is a leading global insurance broker, developing and delivering professional insurance, reinsurance, risk management, financial and human resource consulting and actuarial services to corporations, public entities and institutions around the world. With over 300 offices in more than 100 countries, its global team of 15,400 Employees and Associates serves clients in 180 countries. Additional information on Willis may be found on its web site: www.willis.com.

cut for business card
please do not print this
text or red lines... thanks!

Willis

Employee Benefits Practice

7 Hanover Square
New York, NY 10004-2594
Telephone: +1 212 344 8888

Ten Trinity Square
London EC3P 3AX
Telephone: +44 (0)20 7488 8111

www.willis.com