

# MULTINATIONAL BENEFITS

**Willis Multinational Benefits is dedicated to supporting clients who operate globally. In addition to helping our clients create and manage a comprehensive global employee benefits strategy, we provide guidance on typical employee benefits offered, including group health, life, disability and pension programs. Willis operates in 120 countries and has over 2,200 employee benefits experts worldwide.**

We can assist you in:

- Designing an integrated strategy for your global programs
- Evaluating how appropriate and competitive your programs are for the purposes of recruitment and retention
- Determining if your programs are offering the most cost-effective benefits

## CONSULTING BROKERS

The Multinational Benefits team combines the qualities of a true broker with the tools and resources of a pure consulting firm. Our experts will help you define and set your global strategy, go to the markets to determine the most appropriate solutions, place the coverage, walk you through the implementation process and monitor and provide reporting on the performance of your programs. Whether you are a well established large multinational firm or just beginning to expand into foreign locations, our experts will help you tailor a program to fit your specific needs.

## CENTERS OF EXCELLENCE

Willis Multinational Benefits ensures the highest levels of service through our leadership team and centers of excellence. The leadership team coordinates our clients' global benefits programs through our centers in New York, Paris, London and Copenhagen. These centers follow best practices and ensure our local services adhere to these standards.

**Willis**

# PARTNERSHIPS

Willis has established partnerships with industry-leading compensation consulting and labor law firms to supplement the range of services we offer our multinational clients. Willis' partners work in coordination with your team to provide seamless consultative services to meet global benefits needs.

# SERVICES PROVIDED TO CLIENTS

## GLOBAL PROGRAMS

- Setting and refining strategy
  - Benefits design
- Multinational pool management and optimization
- Alternative funding
  - Captives
  - Risk retention analysis
  - ASO

## BENEFITS AUDITS

- Data collection
- Benchmarking
  - Government mandates
  - Local practice
- Emerging trends
- Carrier evaluation
- Compliance and governance

## PLAN PLACEMENTS

- Identify best carrier alternatives for
  - Pricing
  - Service
  - Reporting
- Review carrier financial security and services
  - Willis Quality Index
  - Willis Global Carrier Management

## TRAINING AND EDUCATION

- External workshops and seminars
- Newsletters
- Employee communications

## EXPATRIATE AND THIRD-COUNTRY NATIONALS

- Carrier evaluation
  - Underwriting
  - Claims capabilities
  - Service
  - Policy administration
  - Employee communication tools
- Turnkey solutions for key local nationals

## MERGERS AND ACQUISITIONS

- Insured risk due diligence
- Plan compliance
- Pensions and related liabilities
- Implementation

# CONTACT

Please contact your Willis Client Advocate to learn more about how Willis partners with HR to manage human capital costs – one employee at a time.