



## Consulting



### Health

- Absence management
- Audits — dependent eligibility, claims (medical, pharmacy, disability), care management
- Clinical management and wellness
- Federal and state regulatory compliance
- Health analytics
- Health and welfare brokerage services
- Health care supply chain management
- Health strategy and financial management
- Pharmacy plan management
- Post-retirement medical valuations
- Vendor management and process optimization
- Voluntary benefits

### Wealth

- Actuarial and analytics
- Defined contribution plan management
- Delegated investment management
- Investment advisory
- Pension risk management
- Pension risk transfer
- Wealth analytics

### Career

- DOL, FLSA, state wage and hour compliance
- Employee and leadership development
- Executive compensation
- Job analysis, descriptions, evaluation, leveling
- Pay-for-performance
- Performance management
- Recruiting and onboarding
- Workforce analytics
- Workforce planning

### Engagement

- Branding
- Change management strategy and communications
- Compliance Communications
- Custom total rewards / total wellbeing portals / mobile apps
- Employee value proposition and total rewards communications
- Engagement analytics
- Engagement and portal strategies
- Health and wellness communications
- HR technology strategy
- Retirement communications
- Total wellbeing consulting and delivery

### Compliance

- Compliance reviews
- Fiduciary governance
- HIPAA operational review
- HR policies and employee handbooks

## Administration



- Defined benefit administration services
- Health and welfare administration services

## Technology



- BuckConnect™
- Optimizer
- LifeConnect™, digital interactions
- People analytics
  - Career / talent data
  - Engagement / interaction data
  - Health data
  - Wealth / financial data
- Separation services
- Voluntary benefits

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[www.buck.com](http://www.buck.com)