



Updated December 16, 2019

Consulting



Health

- Administration
- Audits and administration
- Core health strategy
- Financial and actuarial
- Global health
- Health intelligence
- Life, disability, and absence
- Pharmacy consulting
- Vendor governance
- Voluntary benefits

International

- Analytics and reporting
- Benefits strategy and management
 - Actuarial coordination
 - Benefits cost reduction and containment
 - Benefits financing and risk
 - Compliance
 - Duty of care and global mobility
 - Governance
 - Inventory and benchmarking
 - Multinational pooling
 - Total rewards
 - Vendor management and coordination
- Expat support
- Investment governance
 - Corporate initiatives
 - Employee experience

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
- Sales compensation
- Sales effectiveness
- 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



- **bEngaged™**:
Enhanced user experience
- **bEnabled™**:
Integrated administration solution
- **bEquipped™**:
Analytics

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