

Capabilities overview

Consulting

Health

- Audits
- Clinical services
- Core health strategy and brokerage services
- Financial and actuarial modelling and forecasting
- Global health
- Health analytics
- Life, disability, and absence
- Pharmacy consulting
- Voluntary benefits

Compliance

- Compliance audits and government filings
- Fiduciary governance
- HIPAA compliance
- Nondiscrimination testing
- Plan documentation and disclosures
- Plan and HR policy and procedure development

Wealth

- Defined benefit plan actuarial services
- Defined contribution plan management
- Investment services
- Non-qualified plan strategy
- Outsourced Chief Investment Officer (OCIO) services
- Pension risk management/transfer
- Small plan administration
- Specialized administration support
- Retirement plan analytics

International

- Analytics and reporting
- Benefits strategy and management
- Expat support
- Investment governance

Career

- Career framework (Job analysis, descriptions, evaluation, leveling, etc.)
- DOL, FLSA, state wage and hour compliance
- Executive compensation
- Leadership development
- Organization assessment and optimization
- Pay equity
- Performance management
- Sales compensation and effectiveness
- Strategic planning and roadmaps
- Total rewards
- Workforce analytics and planning

Engagement

- Annual enrollment
- Benefit sites and total reward portals
- Branding
- Change management
- Compensation communication
- Compliance communications (SPDs, SMMs)
- Employee listening
- Employee value proposition communication
- Financial communication and education
- Total wellbeing and benefit communication

Technology

- **bEngaged™**
Simplify the complex through a human-centered experience.
- **bEnabled™**
Choose what works for efficient plan administration.
- **bEquipped™**
Don't think you know. Know you know. With analytics.

Administration

- Defined benefit administration
- Health and welfare administration
- Voluntary benefits administration

Specialized services

- DE&I
- M&A
- Public sector