

Keep Global Benefits Uniform, Compliant, Cost Effective



Four Critical Issues for Global Benefits Managers—Employee Engagement, Financial Control, Risk Mitigation and Integrated Administration

Employers with a global footprint often manage benefits on a country-by-country basis, which drains resources and can be risky.

Conduent Global Benefits Solution helps global employers meet employee needs and uphold regional regulations in developing and mature markets. With our flexible offering, companies can more uniformly assess compliance risk, inspire employee engagement and manage data related to the cost of benefits (local and total) across an organization.

Four Critical Issues for Global Benefits Managers

Employee Engagement

Global employees of various generations have different expectations of work, workplace technology, and their relationship with the organization. Technology has changed the employee relationship forever – it must provide the same top quality experience they're used to as consumers.

Global Benefits Services integrates the benefits management platform, Darwin™, provided by Thomsons Online Benefits, with our newly developed Life@Work® portal, which provides employees anytime, anywhere access to benefit information.

The platform delivers a globally consistent user experience that educates, engages, and enables employees to take action enrolling in their benefits.

Financial Control

Emerging markets especially are struggling with health cost increases; employers need to be able to coordinate their efforts to improve employee wellbeing and still control those costs.

A full reporting suite, combined with our global consulting teams, enables you to make informed decisions on plan design, identify opportunities for cost savings, and improve engagement with your employees. We provide coordination of all plans, renewals and competitive analysis.

Risk Mitigation

The global regulatory environment is incredibly complex and knowing and meeting the compliance requirements from country to country is a herculean task.

With a single repository for all your benefits data – including enrollments, policy information, and communication campaigns – you will be able to automate the end-to-end process, while establishing clear governance and audit trails throughout the process.

Integrated Administration

Global benefits administration, even today, is not efficiently managed. Spreadsheets and manual number-crunching make it nearly impossible to efficiently process transactions, move data from system to system, find, correct, and prevent errors and respond to employee inquiries. And paper-based record-keeping presents a significant barrier to mining global benefit data to identify trends and mission critical business intelligence.



Why You Should Consider

Conduent Global Benefits Solution

- Tracking and managing benefit offerings
- Improved record-keeping and global census management
- Visibility and management of benefit cost trends
- Competitiveness analysis
- Compliant and consistent benefit administration practices
- Enhanced employee experience
- Global reporting
- Enabling better administration of benefits across multiple regions
- Manage costs and risk

Want to learn more?

For more information on Conduent Global Benefits Solution, contact us at **1.866.355.6647** or hrservices@conduent.com.
www.conduent.com/hrservices

Meeting All Your Benefits Needs, Everywhere

By coupling our expertise in employee benefit administration with our existing service centers and professionals around the world, we can meet your complete global benefits needs within each country, and provide the information necessary to answer core benefit questions so you can manage and grow your business.

Our Global Benefits Services provide consistent and compliant administration in all countries through the use of automated processes and advanced self-service capabilities, along with centralized governance and control.

Components of Conduent Global Benefits Solution

Global Benefits Consulting, Brokerage and Coordination

Design	Financing	Compliance
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System Configuration Services

Global Service Centers

Multi-channel Employee Inquiry Support	Benefits Administration and Data Processing	System Navigational and Technical Support
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Technology Platform Darwin™

Benefits Manager	Reward Engager	Reimbursement Account Manager
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Best of all, we can meet a variety of unique plan sponsor needs. We can provide technology on a stand-alone basis, bundle technology with services, or provide a comprehensive and integrated support model with local consulting and brokerage support. There is no need to change your local brokers but, if you do want to change, we give you the flexibility to leverage our global network.

Legacy, Network, and Technology: A Distinct Combination

This solution is flexible, combines our expertise in HR outsourcing with our global consulting footprint, and is powered by award-winning technology Darwin. Through the use of automated processes, advanced self-service capabilities, and multilingual employee inquiry support, organizations are able to provide consistent and compliant administration in all countries.

Conduent Global Benefits Solution is built on a legacy of over 30 years in benefits administration, and our consulting and brokerage network. This provides us with the experience and expertise you need across the global landscape. Our solution provides services and technology in over 90 countries, in 25 languages, and is supported from our global service centers and regional hubs.

