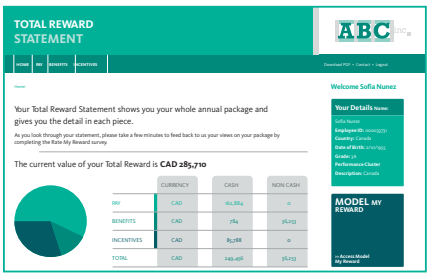
CONDUENT

Total Rewards InSight®



We work with you to ensure that content, graphical design, and external linkages are configured to meet your needs on a global and local basis. We can work with all data providers to gather all information required to support the system, as well as to establish single sign-on linkages wherever possible.

Once an automated data interface is established, data can be exchanged at any frequency. Accumulated data is then available for HR and business leaders in one place.

Increase employee engagement, improve recruiting efforts, and increase administrative efficiencies by creating a compelling, globally-tailored, and strategic total rewards message delivered through Total Rewards InSight® – our technology solution delivers results.

Advantages for Employers

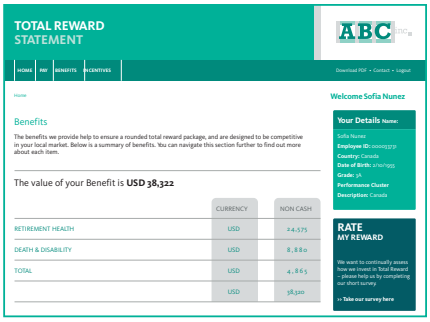
With Total Rewards InSight you can:

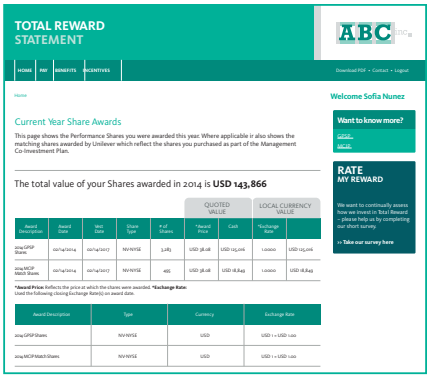
- Deliver essential and consistent messages, personal data, and educational content to employees in a secure, online environment
- Enhance recruitment efforts in key growth markets through online offer letters, with the ability to manage related content and documents
- Reduce turnover by giving employees around the world a greater appreciation for the total value of their career with your organization
- Significantly reduce the administrative burden, management, and maintenance of the total rewards communication by eliminating or streamlining current manual processes
- Improve HR, manager, and employee productivity by providing the information and tools needed to encourage greater self-service
- Establish a flexible platform that provides more sophisticated user functionality (such as automated on-boarding tools), covers broader employee populations, or integrates with a wider HR portal

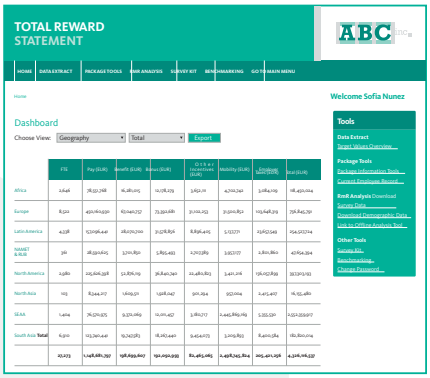
Advantages for Employees

Total Rewards InSight gives your employees personalized access to:

- Total compensation from all sources, including variable pay components
- A summary of benefit plan information listing current plan enrollments, contributions, and participation levels
- Links to applicable third-party providers and detailed plan information
- Total wealth data from all company-sponsored plans, including the “walk away” impact on non-vested account values
- Retirement and wealth modeling tools, enabling employees to model hypothetical scenarios to promote successful short- and long-term strategies
- Text in appropriate languages, using appropriate currencies
- A valuation of human resource programs that may not otherwise be recognized, such as professional development and work/life balance
- Summary print capabilities highlighting side-by-side, employee and employer contributions for all benefit and compensation plans







Many Views, One Solution

- The Employee View provides timely access to vital personalized information. It's more than simply a total compensation statement: Total Rewards InSight is a fully-integrated financial planning and transactional system.
- The Manager View offers access to all direct-report compensation information with embedded modeling capability. Managers plan their merit and bonus allocations and are assisted with the annual review process.
- The Human Resources View aggregates data from all sources into one centralized planning service. Authorized HR representatives assess participation and vested status in all plans. This data can be segmented by country, business unit, salary grade, etc. to facilitate reviewing various plan design options.
- The Board View helps corporate compensation committees and other key decision makers assess the total compensation and total corporate wealth position of top company officers.

Learn More

Our experienced engagement strategists work closely with you to identify your needs, understand your culture and your stakeholders, establish your goals and objectives, and develop a strategic communication and engagement plan that we help you put into motion. And, by delivering messages from the employee's perspective, we inspire individual actions that align with organizational goals.

To find out more, contact us at **1 866.355.6647** or **hrservices@conduent.com**.

www.conduent.com/hrservices

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