



# Health and welfare revitalized

Optimize your global benefits program with  
KPMG Benefits Services



## Today's reality

Managing a benefits program has never been more complicated. The uncertain economic environment has forced employers to place a magnified focus on their benefits programs to identify inefficiencies, opportunities for cost savings, and ensure their total rewards programs are well-suited to recruit and retain top talent. Responsibilities falling under the HR umbrella are more far-reaching than ever, and increased legislation and government oversight surrounding benefits programs has propelled benefits into the forefront for many organizations. Employers must closely evaluate and monitor the wants and needs of their employees to make sure their benefits programs are accomplishing their intended goals. Employees are requiring more robust benefits to support diverse populations at a time where member health has deteriorated, large claims continue to rise, and business pressures are minimizing spend across the organization.

We can provide you with a fresh perspective and actionable insights and solutions for areas of opportunity within your program.

Here's how.

## The team

We are a strategic and innovative team with experience in helping large and small organizations across different industries. Our team is composed of healthcare actuaries and senior benefits consultants with experience providing brokerage services, harmonizing benefit programs, standing up benefit programs, funding analyses, benchmarking, vendor selection, cost modeling, global benefits centralization, and more. We are fully integrated with our broader Global Mobility practice service lines, allowing a consistent approach to mobility and rewards.

## We can:

- 1 Act as a broker of record for your organization, managing all aspects of your total rewards program
- 2 Provide actuarial experience in projecting and reporting plan expenses to help you accurately budget and identify emerging issues to help with your fiscal planning
- 3 Help mitigate risk by continuously identifying the drivers of your claims expense and solutions to address them
- 4 Maximize vendor relationships by selecting and achieving the best results with the right partners for your organization's needs
- 5 Leverage economies of scale by harmonizing your program with operating companies, newly acquired entities, or equity partners
- 6 Conduct an objective third-party review of your benefits program to identify inefficiencies and cost-savings opportunities
- 7 Guide rapidly growing organizations through the complexities of growing an organization in the US and support inbound organizations as they become established and build out their HR function in the US
- 8 Centralize your benefits program across countries to provide a consistent and global approach to benefits
- 9 Conduct Mental Health Parity Assessments to ensure compliance with evolving federal legislation

## Boost your benefits program

Our team of consultants will apply a data-driven approach to redesign a total rewards program that best aligns with your organization's culture, operational structure, and talent management strategy—helping you advance your benefits program to new heights.

### Differentiate your benefits in a difficult talent environment

Benefits are a central element of a total rewards offering and should be valued by your employees. For a market competitive total rewards program that fits within the cultural and financial needs of an organization, companies should take into consideration the below-listed elements:

 <b>Employee needs</b>	 <b>Evaluating risks</b>
 <b>Industry competition</b>	 <b>Vendor landscape</b>
 <b>Leveraging data</b>	 <b>Plans for growth</b>
 <b>Eliminating waste</b>	 <b>National and global footprint</b>

Contact us today and let us help you revitalize your global benefits program.

**Ryan McDonald**

**Principal**

**Global Reward Services**

**KPMG Benefits Services**

**T: 585-263-4098**

**E: ryanmcdonald@kpmg.com**

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## What sets KPMG apart: Our key differentiators

KPMG stands out from the competition in several ways. Firstly, our Global Rewards Practice is staffed with dedicated data scientists who utilize advanced analytics and data-driven decision-making to provide our clients with the most effective solutions.

Additionally, our Human Capital Advisory practice provides market-leading insights that help our clients stay ahead of the curve.

We take a holistic view of Total Rewards, which includes compensation, benefits, mobility, equity, and more.

Our extensive Healthcare Advisory practice, with over 1,800 colleagues, is dedicated to supporting the entire healthcare landscape.

At KPMG, we pride ourselves on providing objective recommendations and strategies, with no conflicts of interest. We focus on new and innovative vendors that are transforming the employer benefits landscape, and we have deep-rooted market knowledge of the benefits solutions available to employers.

We believe in transparency in fees and compensation, ensuring that our clients have a clear understanding of the costs associated with our services. With KPMG, you can trust that you are receiving the best possible guidance and solutions for your organization's needs.

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