

# Health and welfare revitalized

**Optimize your global benefits program with  
KPMG Health & Welfare**



## Current state

Managing a benefits program has never been more complicated. The COVID-19 pandemic placed a magnified and accelerated focus on benefits, and employers had to adapt quickly to meet the needs of their members. These needs are continuously evolving with breakthroughs in digital health, a required focus on mental health, and maintaining employee engagement with a remote population. Employees are requiring more robust benefits to support diverse populations at a time when 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 to help identify and provide 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 harmonizing benefit programs, standing up benefit programs, funding analyses, benchmarking, vendor selection, cost modeling, and more. We are fully integrated with our broader Global Mobility practice service lines, allowing a consistent approach to mobility and rewards.

## Boost your benefits program

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

## We can help you:

- 1** Provide actuarial expertise in projecting and reporting plan expenses to help you accurately budget and identify emerging issues to support your fiscal planning
- 2** Help mitigate risk by continuously identifying the drivers of your claims expense and solutions to address them
- 3** Maximize vendor relationships by selecting and achieving the optimal results with the right partners for your organization's needs
- 4** Implement a wide array of Diversity, Equity, and Inclusion (DEI) and family planning benefits for your employee population
- 5** Leverage economies of scale by harmonizing your program with operating companies, newly acquired entities, or equity partners



## 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:



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

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