



Lockton Global Benefits

Global Employee Benefits Brokerage & Consulting Services

LOCAL // CROSS-BORDER // GLOBAL





LOCKTON GLOBAL BENEFITS

Multinational businesses face unique employee benefit challenges: maintaining information about their local programs worldwide, harmonizing and coordinating benefits within and across countries, ensuring compliance and competitiveness, and leveraging global purchasing power.

Lockton Global Benefits helps multinationals provide employee benefit packages that are aligned to their business needs and appropriate for their talent markets around the globe. Our goal is to offer extraordinary client service through centralized global strategy combined with local expertise and execution. Our consultants ensure that clients understand local requirements and expectations, design plans that meet competitive objectives, leverage global scale, and adequately protect expatriates and business travelers. We offer a wide spectrum of support, from strategic consulting and brokerage services to comprehensive global benefits management. We scale our level of support to bring clear value to each client's specific needs, whether those involve entry into a new country or management of global benefits in 100 or more countries.



Expanding Into New Markets

We support clients expanding internationally, whether by greenfield investment or acquisition. With Lockton Global offices in more than 100 countries, we deliver timely and effective advice and placement of coverage.

- ▶ Strategic advice on local requirements, market practice, and appropriate benefit design.
- ▶ Coordination of local brokerage to align with corporate objectives.
- ▶ Implementation and ongoing management of plans.



Protecting Globally Mobile Employees

We analyze your travel patterns, risk, and exposure in order to develop compliant and competitive insurance programs for employees traveling on business or working outside of their home countries, whether on short trips or extended assignments. Our expertise includes:

- ▶ International medical, life, and disability programs.
- ▶ Business travel accident and medical programs.
- ▶ Assistance and evacuation programs for medical, security, and natural disaster risks.



Leveraging Global Scale

With the right strategy, multinationals can benefit from global economies of scale, even with small numbers of employees in multiple countries. We ensure that clients maximize their leverage to improve local terms and obtain cost savings where possible. We advise and implement global strategies, including:

- ▶ Harmonization/consolidation of plans.
- ▶ Global underwriting programs.
- ▶ Regional insurance strategies.
- ▶ Multinational pooling, captives, and other risk financing arrangements.



Managing Benefit Programs Worldwide

Our Global Benefits Management services allow clients to focus their energy on core business activities. Lockton assumes a greater role in the management of the insured's global benefits program, ensuring that plans are compliant and aligned with business objectives. The result is a well-managed program that reduces risk and improves cost efficiency.

Our global benefits management services offer distinct advantages to clients employing staff in multiple countries:

- ▶ Global strategy and centralized management of local execution.
- ▶ Enhanced global governance.
- ▶ Access to Lockton's online market intelligence resources.
- ▶ Multinational pooling and other consolidation strategies.
- ▶ Online plan and policy inventory through Lockton Global Benefits Navigator.
- ▶ Program analysis and cost containment strategies.
- ▶ Employee wellness/well-being strategies.

About Lockton Global

As the largest insurance broking partnership in the world, Lockton Global® has 35 partner firms representing the key markets where our clients do business. Each is a leading brokerage/consulting firm in its respective market, maintains strong relationships with leading insurers, and understands the local employee benefits landscape and market standards.



Global M&A

Lockton can help clients assess and manage employee benefit costs and risks associated with a merger or acquisition through due diligence analysis, transition support, and benefit harmonization. Offering extensive M&A experience, our international actuaries have covered assignments ranging from an acquisition with a single-country location to major transactions involving more than 50 countries.

- ▶ **Due Diligence Analysis:** To allow clients to fully understand the benefit promises, market competitiveness, costs, and risks in each country related to the Target Company's business.
- ▶ **Stand-Alone Cost Estimates:** Country-specific cost estimates for statutory and supplemental benefits on a stand-alone basis, particularly valuable in asset purchase/spin-off situations where benefit costs are presented by the Seller only on a combined group basis.
- ▶ **Transition Support:** Support for the establishment of employee benefit programs that replicate the Seller's benefits, including advice about benefit issues and limitations, requirements for implementing insurance plans, and, where appropriate, alternative benefit structures of equivalent value to offer your employees.



International Compensation

Lockton's International Compensation Consulting services provide our clients with the global compensation management tools needed to ensure the organization's international compensation plan is competitive. In today's global environment, it is imperative to attract and retain the best talent. Our international compensation services are designed to make certain that an organization's pay strategy is meeting its global business needs. Our services include:

- ▶ **International Benchmarking:** Market data is a valuable tool in creating the right global workforce. Lockton has access to several international survey sources for more than 180 countries.
- ▶ **Compensation Strategy and Design:** International compensation strategic planning is a necessary step in creating the most competitive global program for your organization.
- ▶ **Employee Culture Surveys:** As your global workforce broadens, surveys become a valuable tool to facilitate organizational change.



Market Intelligence Resources and Online Tools

We offer market intelligence to our clients to allow them to make informed decisions when designing and managing benefit plans around the world, including:

- ▶ **Lockton Global Benefits Navigator:** Cloud-based portal housing policy and plan details.
- ▶ **Lockton GlobalView®:** Country profiles and regulatory updates.
- ▶ **Global Benefits Updates:** Quarterly compliance newsletter.
- ▶ **Lockton white papers** on business-critical topics.



About the Lockton Global Benefits Team

Clients benefit from the rich international experience that our team of global consultants and analysts has gained working in insurance broking, human resources management, insurance consultancy, and market research. This combined expertise gives our team a unique and robust perspective that we leverage daily in supporting our clients at the corporate, regional, and local levels.

For more information, please contact your Lockton Account Team or email us at locktonglobalbenefits@lockton.com.



Our Mission

To be the worldwide value and service leader in insurance brokerage,
risk management, employee benefits, and retirement services

Our Goal

To be the best place to do business and to work



RISK MANAGEMENT | EMPLOYEE BENEFITS | RETIREMENT SERVICES

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