



# HDH Human Capital Management

*Transforming How You Benefit™*

## Overview

A high-performing workforce is critical to a company's growth and success. To help our clients develop and retain a more engaged, healthy and productive workforce, HDH Group has extended our Employee Benefit Insurance & Consulting services to offer an end-to-end solution for clients' total human capital management needs.

Our Human Capital Management offering helps clients to effectively align their human capital resources with growth objectives for improved bottom-line performance. It includes two service areas: Employer Solutions and Workforce Solutions. Our Employer Solutions focus on programs and strategies that are designed to attract and retain the best talent possible while ensuring compliance with healthcare reform and other regulatory requirements.

Our Workforce Solutions bring different areas of expertise directly to your employees to optimize business processes, improve communications, strengthen loyalty and increase productivity. Together, our Employer and Workforce Solutions transform how employers and employees benefit.

## A New Approach, Better Results

Staying ahead of important day-to-day HR responsibilities, such as Employee Benefits, Payroll and Healthcare Reform can leave little resources for more strategic HR initiatives. At a time when competition among employers for the best available talent – locally, nationally and globally – is fiercer than ever, top-performing companies are smartly positioning themselves for continued growth by implementing strategies that are designed to help them attract and retain the best workforce possible.

Fortunately a convergence in technology is helping to streamline the processes around day-to-day workforce management. These new technologies are enabling organizations to integrate HR, Payroll and Employee

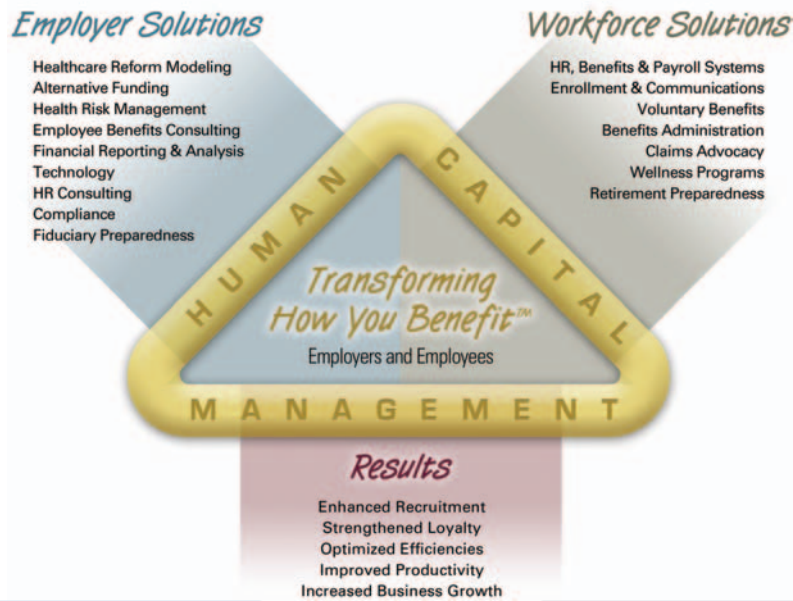
## *What is Human Capital Management?*

*Human Capital Management is a comprehensive strategy to improve how a company manages, rewards and retains its workforce. The goal is to optimize efficiencies, improve health, strengthen loyalty, enhance recruitment and increase business growth.*

*In short, Human Capital Management is the effective and successful alignment of the organization's human capital resources with its growth objectives.*

Benefits processes and systems, which is having a profound and positive impact on efficiencies and outcomes. These operational advancements are freeing up resources that are enabling top-performing organizations to focus more time and attention on developing and implementing strategies to improve how they manage, reward and retain valuable employees.

This new and integrated approach of improving processes around managing the workforce while developing more strategic programs for engaging, retaining, rewarding and improving the health of employees is called Human Capital Management. It encompasses the different functions that impact, or are impacted by employees, so organization's can more effectively align their human capital resources with their growth objectives. The result is a higher performing workforce and improved bottom-line performance.



*Employer Solutions*

Services that promote business growth, improve the recruitment and retention of top talent, and ensure compliance.

- Healthcare Reform Modeling
- Alternative Funding
- Health Risk Management
- Employee Benefits Consulting
- Financial Reporting & Analysis
- Technology
- HR Consulting
- Compliance
- Fiduciary Preparedness

*Workforce Solutions*

Optimizing business processes, strengthening employee loyalty and increasing productivity.

- HR, Payroll & Benefits Systems
- Voluntary Benefits
- Enrollment & Communications
- Benefits Administration
- Claims Advocacy
- Wellness Programs
- Retirement

**About HDH Group**

The HDH Group is a leading insurance advisory and brokerage firm offering human capital management, risk management, and alternative risk solutions. An owner in Assurex Global, the largest global network of independent insurance brokers with over 500 offices across 6 continents, HDH Group combines specialized industry and insurance expertise with an extensive national and international reach.

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