



Workforce Solutions

Overview

The ability to create and sustain a work environment that harnesses the power of employees as individuals, and together as a workforce, is what separates top-performing companies from the rest. Our Human Capital Management (HCM) offering is comprised of Employer Solutions and Workforce Solutions that together improve how organizations manage, retain and reward their workforce.

Targeting your company's most valuable resource – your people, our **HCM Workforce Solutions** provide services designed to increase your employees' satisfaction and productivity, which have a direct and positive impact on bottom-line performance.

Your Most Valuable Resource

Human Capital Management (HCM) brings together different and often siloed work functions and departmental views into a consolidated strategy to optimize the organization's performance by:

- ▲ offering work site voluntary products that supplement company-provided employee benefits and increase the value of the company's total benefit package by enabling employees to customize the coverages to meet their unique needs;
- ▲ leveraging industry-leading technology to integrate Human Resources, Payroll and Benefit systems and processes for improved efficiencies;
- ▲ delivering convenient and effective wellness programs that improve employees' health, which over time reduces the organization's healthcare and lost-time costs;
- ▲ offering a full complement of tools and services to improve the management and awareness of employee benefits; and

HDH Human Capital Management

Transforming How You Benefit™

There are two parts of the employment relationship – the employer and the employee. The key to business success is aligning their unique and shared goals.

Our HCM Workforce Solutions align these goals by optimizing efficiencies, improving health, strengthening loyalty and enhancing recruitment.

- ▲ providing dedicated claims support to advocate on the employee's behalf for the positive resolution of claims issues or disputes.

Transforming How You Benefit

Taking a broader view of human capital management helps organizations to create competitive advantage in their marketplace and positions them for continued growth and success. Our HCM Workforce Solutions bring valuable services directly to your employees for a more direct, positive and lasting result.

By transforming how you manage your human capital resources, you will transform how both your organization and employees benefit.

Employer Solutions

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

Workforce Solutions

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



*Transforming
 How You Benefit™*

Employers and Employees

Results

Enhanced Recruitment
 Strengthened Loyalty
 Optimized Efficiencies
 Improved Productivity
 Increased Business Growth

Workforce Solutions

Optimizing business processes, strengthening employee loyalty and increasing productivity.

HR, Benefits & Payroll Systems

Offering technology consulting services to help clients identify opportunities to cost-effectively improve processes and systems for HR, Benefits & Payroll by leveraging new and integrated technology systems; providing technology implementation and training services and ongoing support to ensure project success.

Voluntary Benefits

Improving benefit packages and increasing employee satisfaction without increasing costs to the organization by offering a wide range of voluntary work site products and administering these benefits without additional fees.

Enrollment & Communications

Planning and managing Open Enrollment Meetings at client locations, including coordination of multiple sites; providing information and communications to New Hires.

Benefits Administration

Offering a full complement of tools and services to improve and automate the delivery of employer-sponsored benefits, such as HRA, HSA, FSA and COBRA.

Claims Advocacy

Providing a dedicated claims specialist to advocate on an employee's behalf to resolve claim issues and disputes; tracking claims in a proprietary system to support current and future claims management.

Wellness Programs

Delivering convenient and effective programs and services, including on-site programming, gym discounts, health testing and web-based resources, all aimed to improve health and to help employees achieve any healthy rewards and incentives incorporated into the company's health insurance plan.

Retirement Preparedness

Offering retirement plan participation and education services.

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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