

Segal's Employee Benefits and Human Resources Consulting Capabilities

In addition to the core benefit consulting services Segal is offering as part of this engagement, we can also provide a broad array of Human Resource consulting services at an E&I member's request, including:

Communications Consulting (through Segal Benz)

- Benefit and compliance communications and education
- Communications assessments, employee research, strategic planning
- Compensation and performance management communications
- Tactical communications (e.g., guides, newsletters, postcards, meeting presentations)
- Organizational change communications
- Personalized communications and benefit statements
- Benefits website design and content development

Compensation and Career Strategies

- Employee opinion surveys to support reward system design
- Customized rewards system design and implementation
- Customized compensation surveys and cost modeling
- Classification studies and job descriptions
- Job evaluation and classification analyses
- Collective bargaining support
- Human resources training

Organizational Effectiveness Consulting

- Help organizations adopt a more strategic, comprehensive, and integrated HR strategy that reflects business goals

Insurance Brokerage Services

- Consultation with plan administrators, counsel and trustees on risk exposures and adequacy of coverage
- Provision of benchmarking policy comparisons and other coverage and market update information
- Competitive negotiation and service of other lines of insurance such as fiduciary liability, fidelity bonds, cyber liability, employment practice liability and property & casualty

Administration and Technology Consulting

- Review of strategic initiatives and business objectives
- Assessment of administrative processes, organizational structure and operational technology
- Feasibility studies of administrative alternatives
- Process re-engineering
- Technology assessment, acquisition and implementation
- Cybersecurity assessment

Investment Consulting (through our SEC-registered affiliate, Segal Marco Advisors)

- Asset allocation and investment strategy
- Asset liability modeling (ALM)

- Investment manager searches
- Performance measurement and monitoring
- Alternative investment research
- Discretionary consulting (full or partial)
- Proxy voting and corporate governance services
- Defined contribution consulting and vendor search

The above are in addition to our Core employee benefits consulting services:

Health and Welfare Plan Consulting

- Medical, dental, disability, life, prescription drug and vision benefits plan design
- Actuarial valuations, rate development and plan design modeling
- Cost management strategies, renewal negotiations and underwriting
- Financial forecasting and trend analysis
- Plan trend and industry benchmarking
- Valuation of retiree health plan liabilities and obligations both for funding and for financial reporting (GASB)
- SHAPE health data mining and warehousing
- Plan administration and compliance strategies
- Vendor selection, contracting and management
- Quality performance standards
- Self-funding evaluation and support
- Wellness and health management strategies
- DEI in employee benefits

Retirement Plan Consulting

- Defined benefit and defined contribution plan consulting
- Actuarial valuations and audits
- Actuarial projections and modeling, both deterministic and stochastic
- Risk consulting and assessments
- Supplemental savings plans 457, 403(b), 401(k)
- Deferred Retirement Option Plans and Partial Lump Sum Plans

Compliance Consulting

- Preparation and review of plan documents, enrollment information and participant correspondence
- Internal Revenue Code, state and local law and GASB compliance
- HIPAA assessment, compliance and training programs
- Summary Plan Descriptions (SPD) review, drafting and redesign

Benefit Audit Solutions

- Analysis of medical, dental, disability, vision and/or prescription drug claims administration and transaction processes
- Assurance of financial and procedural accuracy in compliance with plan provisions and timeliness of claims adjudication
- Review of insurance carriers, third party administrators and self-administered plans