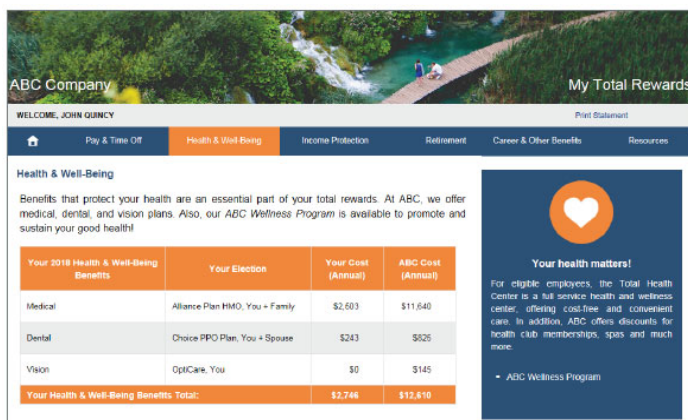


# Milliman Online Total Rewards

Make a statement. Show your employees the real value of all that you offer.

It's a safe bet that you spend significant dollars on employee and executive benefit plans, yet many of those plans are not well-known or understood by those who are supposed to appreciate them.

Milliman's Online Total Rewards provides a way for you to communicate personalized benefits and pay information to each employee and remind them of all you offer.



Your 2018 Health & Well-Being Benefits	Your Election	Your Cost (Annual)	ABC Cost (Annual)
Medical	Alliance Plan HMO, You + Family	\$2,603	\$11,640
Dental	Choice PPO Plan, You + Spouse	\$243	\$325
Vision	OptiCare, You	\$0	\$145
<b>Your Health &amp; Well-Being Benefits Total:</b>		<b>\$2,746</b>	<b>\$12,110</b>

Milliman will help you develop a total rewards statement that:

- Clearly communicates the value of employees' reward package.
- Ties your total rewards package to the organizational goals and values; adding strategic messages and reinforcing the advantages of working at your organization.
- Includes benchmark statistics so employees understand they have competitive benefits compared to other employers.
- Surfaces and brings visibility to often forgotten perks/programs/benefits.

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## GO MOBILE!

Millennials are now the largest generation in the workplace, finally unseating Baby Boomers. And, we all know that the younger the employee, the more likely they are to rely exclusively on mobile communications. However, they are not alone. Almost half of Americans turn to their mobile devices for news and information. Milliman designed Online Total Rewards with these digital-savvy audiences in mind. The platform is technically "responsive" so it resizes to fit the viewing device (computer, tablet, smartphone). This means you can provide personalized Total Rewards information to employees anywhere at any time.

## THE MILLIMAN ADVANTAGE

Milliman has been assisting organizations with personalized communication for decades. We offer some distinct advantages as a statement partner:

**Customization.** Branding and site content are all easily customizable. It can feel and look like an extension of your own site or function as a standalone site.

**Up-to-date information.** You determine how often Online Total Rewards is updated – monthly, quarterly or annually.

**Multiple data feeds.** We have the ability to accept multiple data feeds from all of your vendors and coordinate it all.

**Implementation and support.** Our team handles the entire process in-house and we do not contract out the data management as some firms do. We adhere to a rigorous, time-tested process that includes several quality reviews throughout.

**Subject matter experts.** We are able to take advantage of our health and welfare, pension, defined contribution and communication expertise to accomplish your goals. This cross-topic experience makes us uniquely suited for total reward statement projects.

**Experience managing sensitive data.** Complex, personalized projects play to our strengths. We have managed a high volume of participant data for many organizations over the years, so we have developed processes and protocols that protect your data.

**Reliability.** While boutique specialty firms can come and go (and large consulting firms often change staff), Milliman has been strong and stable – and most of the staff assisting with statement projects have worked for Milliman for 15+ years.