

# Mercer Belong<sup>®</sup> Rewards

Show your employees the true value of their total rewards program



Employees today receive numerous disjointed and unrelated communications about their total rewards. With different vendors, distribution methods, and messages, the full impact of an employer's investment in employee rewards is often lost, overlooked, and underappreciated.

Mercer Belong<sup>®</sup> Rewards (MBR) is a personalized, highly visual, single-page rewards summary that enables you to communicate the investment you make in each individual employee. And, it's not confined to one time of year or a defined printed space. It's available to employees on their own terms — when and where they want it

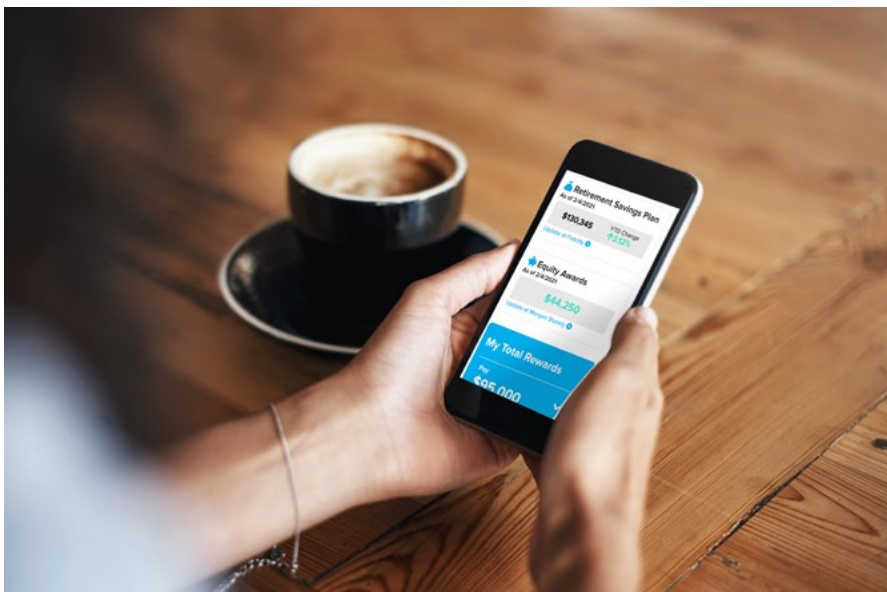
## Why MBR?

Sometimes the simplest communication can motivate, attract, and retain employees and top talent. MBR helps do this by encouraging employees to change their thinking from "base salary plus benefits" to "total rewards package" that also includes:

- Equity plans
- Work/life programs
- Learning and training courses
- Flexible work arrangements
- And more

MBR is an easy-to-implement, cost-effective solution that can be designed as a standalone feature or integrated with an existing HR portal to surface key rewards data. Here are a few of the compelling reasons for providing MBR to your employees:

- **Increase engagement and retention.** Show employees the big picture — how their cash, equity, and other benefits add up to one powerful employment package, all displayed in an engaging view leveraging dashboards, graphics, and widgets.
- **Personalize your HR portal.** MBR can contextualize rewards within a portal experience that reflects your brand, culture, and value proposition with targeted user experiences.
- **Demonstrate your commitment.** Show employees what your organization contributes to their retirement, health care, equity, disability, life insurance, and work/life programs.
- **Access on the go.** With Mercer's high-impact, mobile-first experience, your employees can check out their rewards and much more — anytime and from any Internet-ready device. And, our solution can include real-time access to HSA and FSA balances and key contacts.
- **Go global.** Deliver our solution in multiple languages and currencies, so you can engage your entire workforce through targeted views.
- **Education and modeling tools.** Provide educational content, retirement modelers, stock option calculators, and more.
- **Support recruiting.** Let job candidates see what makes you special through the Recruiter View module.
- **Equip managers.** Help leaders have meaningful compensation discussions with their reports through the Manager View module.



## Learn more

Contact your Mercer communication consultant for more information.

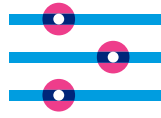
# Advanced technology and proven process

Mercer's global MBR solution is powered by our scalable data and content management platform to offer you:



## Innovative technology

- Realize the cost savings that come from using a pre-engineered yet fully scalable platform
- Responsive design solution works on any device with Internet access — desktop, laptop, tablet, smart phone, etc.
- Refresh data each pay period, monthly or quarterly, and even real-time — it's your call
- Go green — no hard copies needed
- Receive regular technology updates as part of our innovative Belong solutions suite to maintain a fresh look and feel for your employees



## Powerful features

- World-class security
- Intuitive drill-downs for user friendliness
- Targeted messaging and customized content
- Robust, intuitive modeling tools help employees understand and make the best use of their total rewards programs
- Ability to print or save PDF versions on demand
- Real-time equity values via stock ticker web service



## Design flexibility

- Fits seamlessly into your brand and graphic identity
- Align content with your design, company voice, and value proposition
- Display reward details alongside program details, allowing employees to see the value of their rewards and learn about the offering all on the same page



## Streamlined deployment

- Typical implementation takes five to six months
- We work directly with third-party vendors (e.g., payroll, benefits, retirement) so you don't have to
- After implementation, you have the option to manage your own rewards content.

## Why partner with Mercer?

At the end of the day, your total rewards program is only as good as the appreciation and loyalty it builds between you and your employees. Mercer Belong Rewards offers you a dynamic way to communicate total compensation and benefits information with maximum impact and minimal effort. Real, measurable success in implementing MBR does more than help your workforce understand their rewards — it increases engagement and fosters a sense of belonging.

Achieving this employee engagement requires deep technical knowledge and a thorough understanding of change management. In short, it means understanding the nuts and bolts of your programs and the hearts and minds of your people.

With the largest workforce communication and change business in the world and a global reach superior to any competitor, we are uniquely positioned to exceed your expectations. Whatever your goals — from improving the overall effectiveness of your total rewards programs to promoting their value to your employees — Mercer can help you meet them.