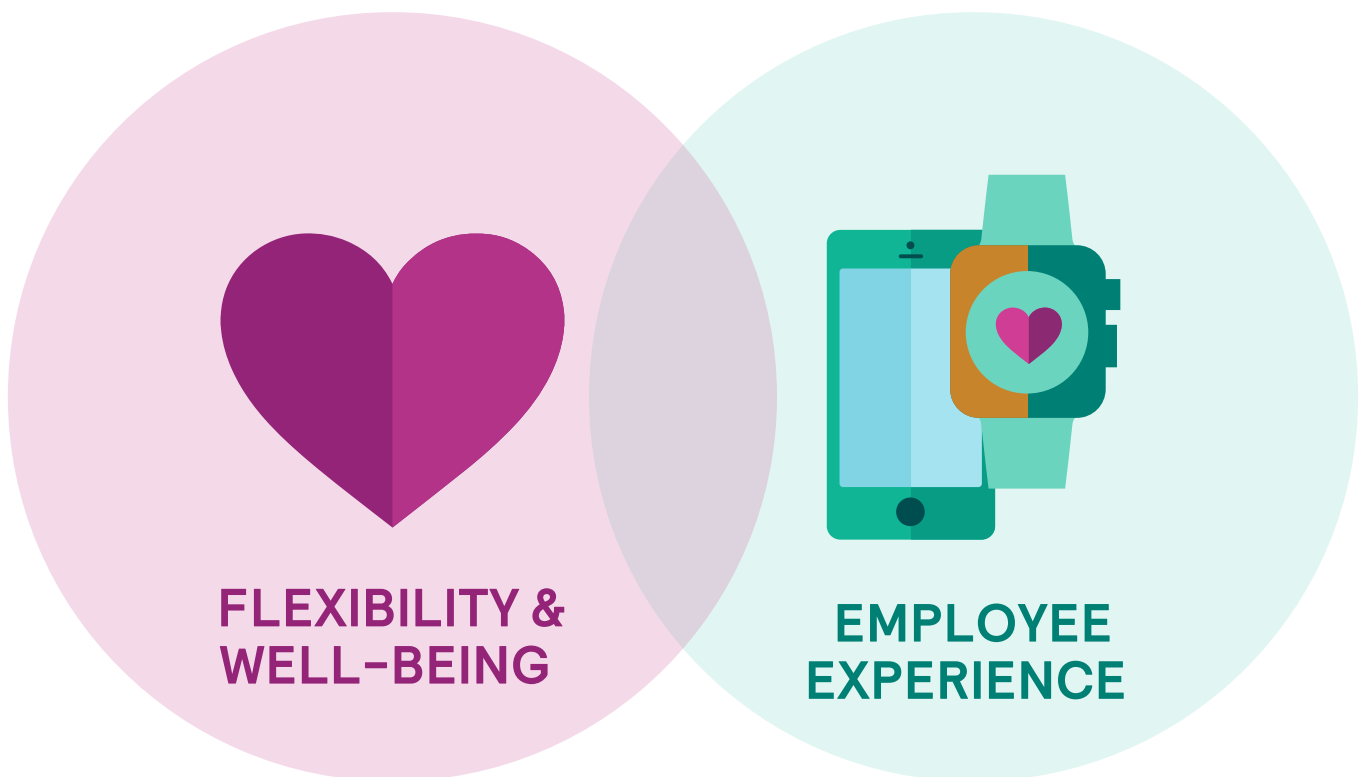


RETHINKING HEALTH AND BENEFITS WITH INNOVATION AND TECHNOLOGY TO OPTIMIZE EMPLOYEE ENGAGEMENT

Employees today want holistic support for their health and wellbeing journey (beyond more than the traditional insurance programs of the past) that is more personalized, easily accessible and well communicated.

The reward for employers is a healthy and engaged workforce that is ready to drive business success.





FLEXIBILITY & WELL-BEING

MOVING THE FOCUS FROM TRADITIONAL BENEFITS TO A MORE TAILORED, INDIVIDUALIZED EXPERIENCE

Historically, health benefits have had more of a one size fits all approach and focused more on reactive medical care, but today's workforce are taking a more holistic, pro-active view of health and benefits, and they value a range of solutions that contribute to their overall well-being.

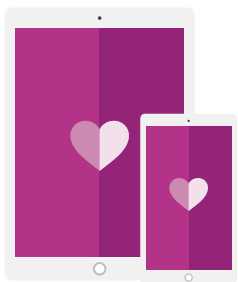


EMPLOYEE EXPERIENCE

MERGING GOOD BENEFITS DESIGN, PERSONALIZED COMMUNICATION, AND EASE-OF-USE THROUGH CONSUMER-GRADE TECHNOLOGY

Technology, together with personalized communications will ensure superb employee experience. Without engaging and easy-to-use digital tools, the best-designed benefits program will fail to deliver the value and secure engagement your company desires.

EMPLOYEE WELL-BEING



57%*

of employees want support from their employer to get fit and healthy.

YET ONLY 23%* FEEL SUPPORTED

TECHNOLOGY & INNOVATION



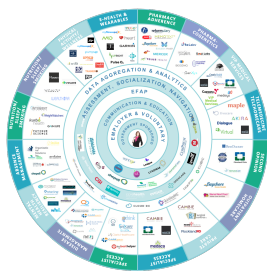
60%**

of Canadians are excited about the impact of artificial intelligence and technology in health care.

HARNESS THE POWER OF TECHNOLOGY

Employees would like the same user experience with their health and benefits as they experience with technology to shop, work or commute.

MERCER COMPASS



EMBRACE HEALTH INNOVATION AND UNDERSTAND THE VENDOR LANDSCAPE

Different employees have unique needs/interests and desire personalized digital health solutions to better meet their life and health goals.

COMMUNICATIONS



ALIGN USER-FRIENDLY COMMUNICATIONS TO COMMUNICATE MOMENTS THAT MATTER

Employees rate communication as one of the biggest influences on their view of whether their benefits offerings meet their needs. The key is an integrated communication strategy that brings the employee value proposition to life in a very personalized way.

EMBRACING INNOVATION IN HEALTH

- Ensures that your employees have access to benefits that increasingly support their individual well-being
- Gives you access to the right tools and information to choose from, resulting in enhanced business results

Please contact your local Mercer office and let us help you rethink your total health management efforts and benefits for your organization.

Sources: *Thomsons Online Benefits' Global Employee Benefits Watch 2018/19 Report, **CMA, Ipsos Survey Findings May 2018