

Mercer & Darwin™

# The New Benefits Experience

welcome to brighter

# Digital Benefits Platform



# How can you find and retain key talent for your company?

When it comes to attracting and retaining employees over the long term, salary is no longer the only thing that counts. A central element and key factor are the benefits offered. There is a great deal of potential here for creating a unique and individual employee experience and promoting the health and productivity of the workforce.

Companies face a wide range of opportunities and challenges at the same time: The development of a flexible benefit program tailored to the needs of the employees and its effective communication on the one hand, and the efficient management of these benefits, including the integration of external benefit providers, on the other. In addition, multinational companies offer different benefit in each country that must be managed in different languages. This cannot usually be mapped satisfactorily using existing structures - many resources are required which drives up costs rapidly.

With our digital benefits platform Darwin™, you can take the flexibility and attractiveness of your benefits to a new level, increase employee satisfaction and commitment, and ensure maximum cost and resource savings.

## **Become more efficient**

Darwin™ comes with all the necessary interfaces between HR systems, payroll systems and external benefit providers. The administration for benefits is reduced to a minimum, because the data exchange between the systems is automated. HR managers can finally dedicate themselves to strategic tasks instead of managing benefits.

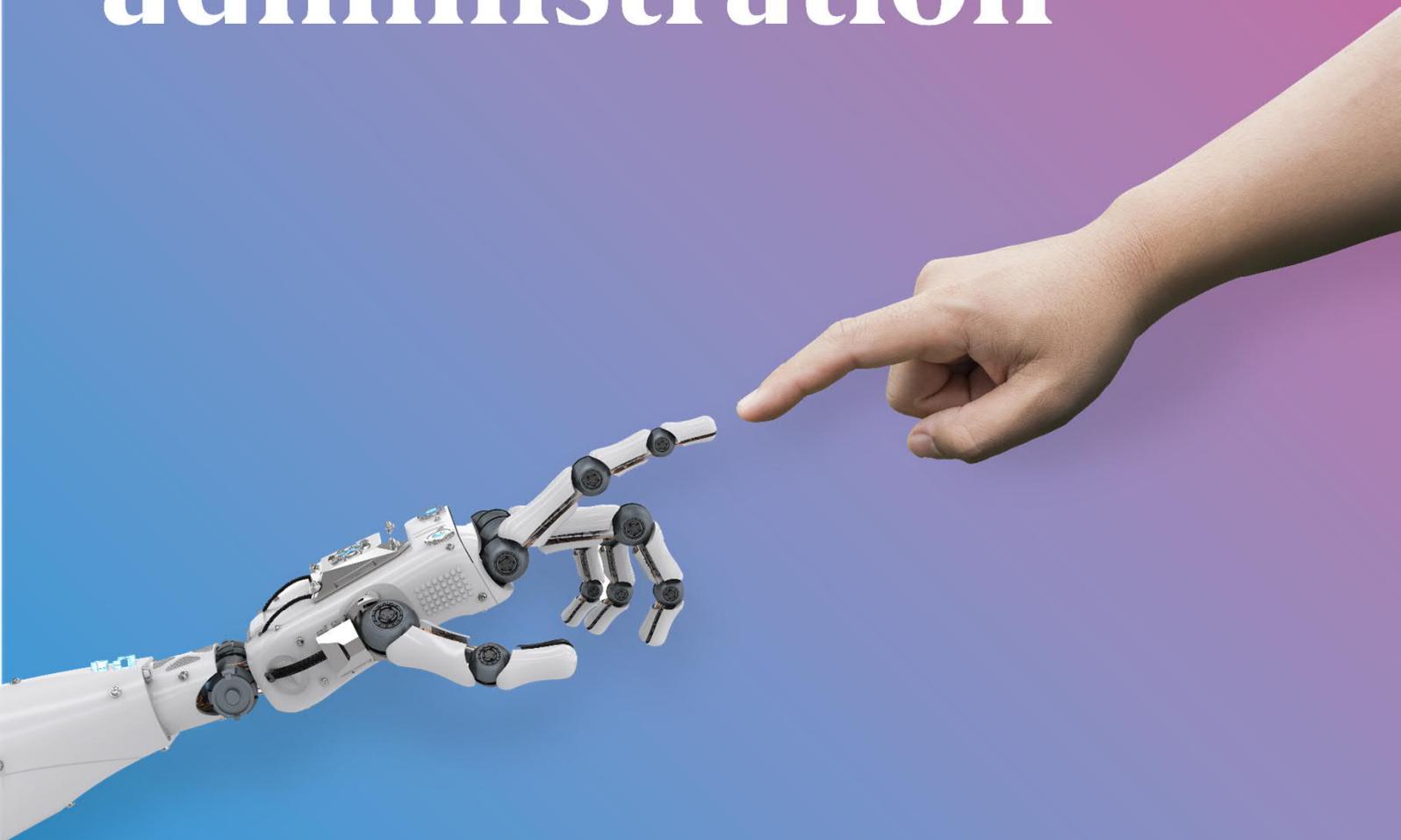
## **Show what you can offer your employees**

With the exception of their salary, the employees are often not aware of the full breadth of benefits they are offered by their employer. For employers who spends a lot of money on attractive employee benefits, this is a missed opportunity. With Darwin™, employees finally have comprehensive insight into their individual benefits, around the clock, no matter where they are and from any device.

## **Make your benefits flexible**

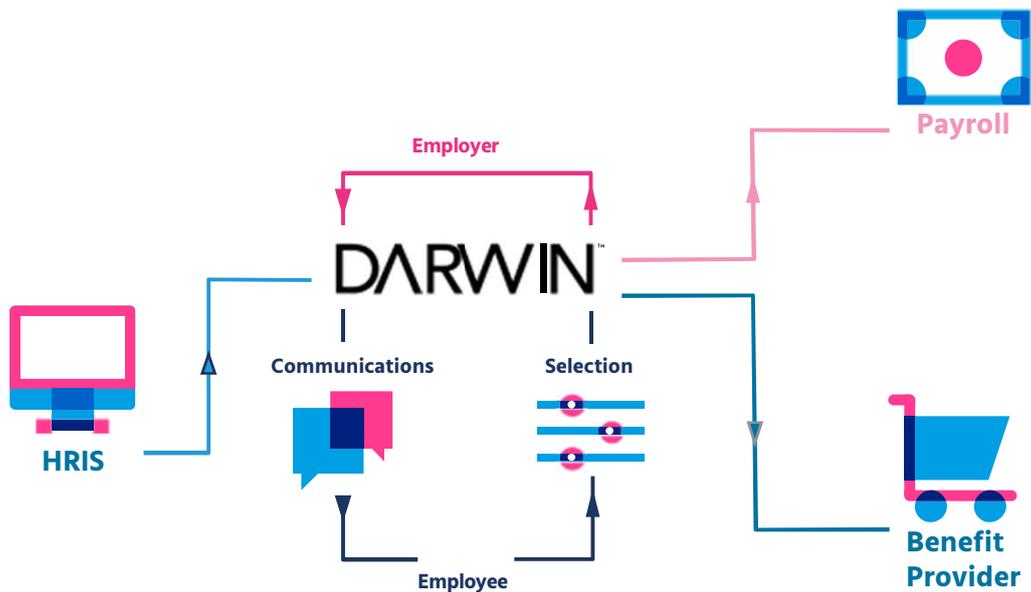
Every person is different, has different wishes and a different plan for their life. Today, the needs and ideas of employees are more diverse than ever before. Thanks to Darwin™, your employees can put together their own benefit package that meets their needs and expectations.

# Automated administration



# Seamless integration with your existing HR systems landscape

Benefit management is often complex, resource-intensive, and relies on multiple processes and systems and extensive manual data manipulation. Darwin™ is at the heart of your HR ecosystem and can be securely integrated with all your existing systems. Data is transferred daily from your HR Information System (HRIS) to your payroll system and external third party providers as required. All employee data processed within Darwin™ comes from the data feed of your HR system, ensuring that it remains the single source of truth for your HR data.



## Easy HRIS integration

Data is securely and instantly transferred from your HRIS to your payroll and third-party systems. In addition, the interface options offered by Darwin™ allow you to view data from virtually any external source.

## Save time and costs

Darwin's algorithms allow you to digitize, automate and streamline your processes, saving you time and money while minimizing risk.

## Create transparency

With standardized benefit data in one place, you have immediate visibility into costs and performance globally, regionally and on a country level. You gain detailed and complete insight into costs and know which benefits your employees value most.

# Benefits as an experience



# Bring your benefits to life



Your employees are diverse. In addition to age, career level and personal interests, other factors influence the requirements and wishes of your workforce. Thanks to Darwin™, your employees can put together their own benefit package to suit their individual needs and expectations.

## Personalized benefits for all employees

The Reimbursement Manager is an effective addition to your benefits program. Using this module within the Darwin™ platform, employees can have purchases and services that are relevant to them reimbursed, such as new running shoes or weekly drum lessons, on the basis of a predefined allowance. This creates flexibility and individualization beyond the benefits offered by the company and significantly increases the value of the overall package for employees.

## Show what you offer your employees

Bring life to your Employee Value Proposition (EVP) and show your employees what they are worth to you: With the dynamic, visually appealing Total Compensation Statement, employees can view all their personal benefits and compensation elements, giving them a clear picture of the investment you as an employer are making in them. In addition, you can send personalized messages on behalf of the company about employees' professional and private events, giving your corporate culture a more personal touch.

The integration with your HR IT and



Payroll system automates the data flow and avoids errors. In addition, you can give important job candidates temporary access to the remuneration overview during the recruiting process to show them the benefits of working for your company and increase your offer-to-acceptance rate.

Our clients use Darwin™ to strengthen their EVP through:



HR systems



Education and development



HR documents



Employee choices



Rewards and benefits



Better conditions with third-party providers

**Global  
reach**



**local  
focus**

# Simplify your benefits

The Swiss pension system is considered one of the best in the world, but it is also very complex. Employees are often dependent on the support and advice of the HR team or external specialists to understand the various benefits and their individual implications. This uses up both resources and time. With Darwin™, your employees have access to the most important benefit information around the clock: Simple, easily understandable and intuitive.

## Integration of the pension fund

Pension benefits are one of the most important and valuable benefits in Switzerland. Due to legal regulations, the pension fund is strictly separated from the employer, which makes it more difficult for employees to obtain information on their pensions (especially if the administration of the pension fund is outsourced to an external provider). Darwin™ brings the pension fund back to the employees, centralizing the most important information and processes in one place.

## Digital pension certificate

The annual pension statement contains specific information on the current situation of employees, although it is not easy to understand all the technical terms. Our digital pension certificate with an integrated knowledge database helps to understand what is really important.

## Automated election pension plans

In some pension plans, the employee has the choice between different savings contributions. Darwin™ not only informs employees about the advantages and disadvantages of this option, but also reduces the administrative burden for your team.



## Centralized database

Put all important pension fund documents (e.g. pension fund regulations, annual reports, etc.) in a central location so that your employees receive everything from a single source.

## Integrated knowledge database of all benefits

In an integrated knowledge database, your employees will find further information on the most important benefits in your company, e.g. in the form of videos or FAQs. This allows your employees to take action themselves, reduces their dependence on the HR team and minimizes questions and queries.

# Invest in your employee's wellbeing – for a happier, healthier and more productive workforce

The well-being of employees is important for every company, regardless of its size. Health problems affect productivity, safety, business continuity, business results and benefit costs. In addition, disability costs in many markets are still mainly caused by stress and musculoskeletal disorders. In addition, the level of stress to which individuals are exposed in their personal and professional lives will continue to increase.

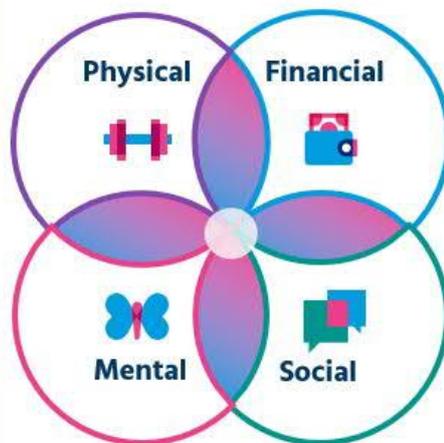
It is therefore essential for the company's overall strategy to consider the health and wellbeing of

employees as a critical element of talent management. It should be borne in mind that the diversity of the workforce requires customized solutions.

With our Wellbeing Platform integrated into Darwin™, we offer you a choice of different partner offerings that promote the financial, physical, mental and social wellbeing of your employees.

Putting employee's health into focus to improve their engagement and reduce health related cost.

Mental and physical wellbeing is critical to overall wellbeing and is important to monitor not just in times of crisis but also on a regular basis. Our solution support the employees in leading a happy and healthy lifestyle.



The financial wellbeing of employees is a concern that also affects employers and can impact productivity, absenteeism and healthcare costs. Our partner offerings provide the employees with several solutions to address this concern and help them to improve their financial wellbeing

When we feel socially connected, we also tend to just feel better, have more positive emotions, and we are able to cope better with challenges. We help the employees in being the social connector between individuals with similar interests & lifestyles

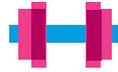
-  Ready-made solution as part of your wellbeing strategy
-  A variety of modular third-party offers
-  Seamless integration of your existing wellbeing benefits
-  Attractive Mercer conditions for your employees
-  Assessment and negotiations with partners done completely by Mercer
-  Continuous expansion of our partner offering with new solutions

# Selection of products and solutions on our wellbeing platform



## financial

- Digital consultant for private insurance
- Digital wealth management
- Car subscription
- ...



## physical

- Digital fitness coach and workouts
- Digital nutrition advice
- Fertility tracker
- ...



## mental

- Digital sleep analysis
- Relaxation and stress reduction
- Employee Assistance Programm
- ...



## social

- Childcare (short term)
- ...

... and more!





# Versatile design and branding

# Present your benefits in a modern, intuitive and appealing way

Thanks to Darwin™, your employees can put together their own benefit package that meets their needs and expectations. As with online shopping, they can access the portal from a wide range of devices, whether at work or at home, and call up, compare and select benefits intuitively and in a user-friendly manner. As a company, you benefit from the easy operation and can quickly adapt the platform to your company's corporate design and tone of voice.

## Versatile design and branding

Darwin™ can be adapted to your corporate identity and your tonality. Employees can access their personal data around the clock via a smartphone, tablet or desktop.

## Show what you stand for – anytime and anywhere

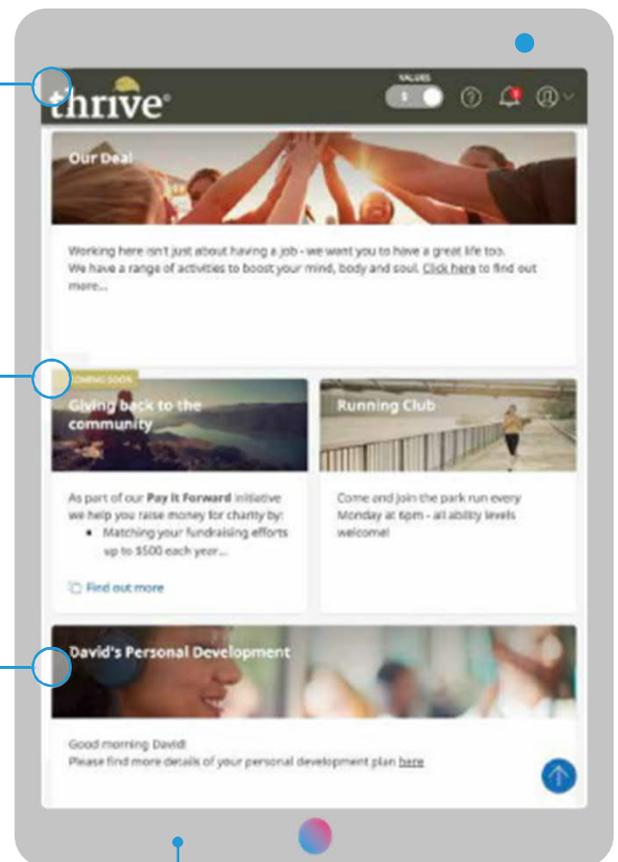
Darwin™ involves your employees in the charitable work you do as a company. For example, you can support and promote initiatives related to diversity, the environment or other issues.

## An individual experience for all employees

Darwin™ makes it possible to individualize the content according to the employee group. This makes your employees feel valued, which leads to more motivation and productivity as well as lower fluctuation rates.

## Take control

The Content Editor allows you to add, change and remove content on the portal in seconds using drag and drop. This way you can keep Darwin™ always up to date.

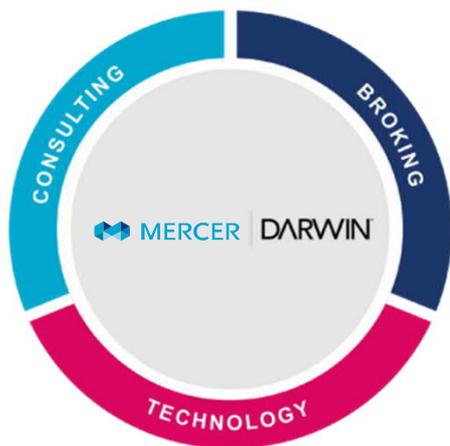




**Know-how and  
technology,  
combined**

# What makes Darwin™ special and how do you benefit?

Automation		Business intelligence	
Risk minimization		Personalisation	
Interfaces SFTP or API		Self-Service technology	
Hosting 100% in private cloud		ISO 27001: 2013 certified	



## The best of both worlds

The success of your Darwin™ platform depends primarily on the content and communication. Mercer responds to your needs and has in-depth expertise in local benefits, legislation and the national insurance market. We continuously build an enhanced digital experience so that you and your employees can get the most out of Darwin™.

It is the combination of our expert advice and leading technology that makes us unique - in Switzerland and worldwide.

## Security for you and your employees

Darwin™ and its hosting partner have numerous security certificates and fully comply with the general data protection regulations of the European Union.



- Globally scalable software for desktop PCs, laptops and smartphones
- More than 3 million users
- Available in over 100 countries
- Translations in more than 40 languages
- Supports all currencies
- 160 million EUR invested in development
- Local support by Mercer consultants

welcome to  
**brighter**

Visit our website for more information:

<https://www.mercer.ch/what-we-do/the-new-benefits-experience.html>

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