



# Technology you can rely on!

## Simplifying benefits and controlling costs.

Employers spend significant resources to develop their benefits programs and they need tools they can trust. Marsh McLennan Agency combines best-in-class strategic consulting on HCM/HRIS and benefits technology, with the opportunity to provide fully outsourced benefits administration, benefits service center, or standalone support (COBRA, Spending Accounts and ACA). Whatever the need, our **Technology Consulting & Administration Solutions Team** (TCAS) has you covered.

## The right technology.

Through **discovery, education and evaluation**, we take the time to understand your clients' current technology and processes, identify gaps, and recommend a solution that meets their needs, to help them achieve their business objectives. We accomplish this by educating and guiding employers through the emerging market demand for technology, and helping employees embrace the solutions they're given.

Our consultants collaborate with employers to help them find the right technology for their organization. We use our more than two decades of administration expertise to develop tailored implementation strategies that support their organizational goals and helps employees to adopt the chosen benefits technology.

## Time-saving administration.

Our high-touch, responsive service model is delivered by local experts who understand the challenges facing human resources teams today. Our teams and platform supports your business objectives, maximizing employee engagement with a user-focused experience that offers much more than just annual enrollment service. Our integrated approach saves you time, while enabling employees to have easier access to their benefits, and greater visibility and control over their benefits.



### Learn more

**Dawn Funk**  
Director of Technology Consulting  
610 945 1043  
[Dawn.Funk@MarshMMA.com](mailto:Dawn.Funk@MarshMMA.com)

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## Employee engagement and personalization

With Marsh McLennan Agency, you can rely on our experienced benefits administration teams and the security of our case management systems. We combine your best-in-class benefits, with easy-to-use tools, and deliver them with the depth and breadth of our expertise in benefits plan management, administration, communications, and compliance.

- **Year-round employee experience:** One system, personalized for benefits enrollment, education, and 24/7 access to maximize employee understanding and engagement.
- **An intuitive, guided, one-stop shopping experience:** integrated offerings including voluntary and supplemental benefits on one platform gives employees everything they need and want at their fingertips including COBRA, Spending Accounts, and ACA.
- **HCM integrations:** connecting the leading HRIS/Payroll systems for ease of use and efficiency.

## Solutions delivered with simplicity and protection.

At Marsh McLennan Agency (MMA) we solve challenges, simplify complexity, and protect you from risk. Our team of service specialists accomplish this across three of the most complex, time-consuming benefits areas – the administration of COBRA, ACA reporting, and Spending Accounts.



According to IRS, more than 90% of employers are out of compliance with current COBRA regulations. Our COBRA specialists provide tailored solutions for your specific needs and budget, taking the burden off of your HR staff, and helping you ensure compliance.



The implementation of Affordable Care Act provisions caused an unprecedented shift in requirements for employee tracking and administration—with an exponential increase in employer liability. We help ease this burden with tools, support, and guidance to limit your liability, and help you stay compliant with changing regulations.



With over nine types of spending and reimbursement accounts that vary from claim processing, IRS updates, and discrimination testing, our specialists help design a tailored program that meets your objectives and support your employees, while keeping you compliant.



A business of Marsh McLennan

# Your future is limitless.<sup>SM</sup>

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Business Insurance

Employee Health & Benefits

Private Client Services

Retirement Services

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