

# CENTRAL AND LOCAL EXPERT ADVICE

## CASE STUDY

### CLIENT BACKGROUND

- Production and distribution firm located in several European countries
- Over 15,000 combined staff strength
- Yearly costs of US\$ 15 million for employee benefits insurances, passively multinational pooling as advised by a local consultant only as a commodity (natural pools)

### CLIENT REQUIREMENTS

The client needed to make a careful and informed choice on local employee benefits structures and undertake regular benchmarking of costs and carriers' efficiency. The client's original expenditure was over €15 million' in benefits related insurance. The initial objective was to ascertain the possibility of achieving cost by combining the policies.

### THE CHALLENGE

- Gathering information on separate policies
- Understanding local laws and legislation
- Understanding the impact of local cultures
- Ensuring that the plans were the best fit for the client's local needs

### THE SOLUTION

In2Matrix had to design the benefits plans in a way that they were the best fit for the client and to ensure that the policies were flexible enough to suit the client's human resources needs. In2Matrix also needed to constantly monitor and benchmark the costs of the existing local programs.

### THE RESULT

The results delivered by In2Matrix were:

- 20% up-front reduction on Death and Disability premiums (savings of US\$1.5 million)
- 10% up-front reduction on Health Insurance (savings of US\$ 0.75)
- Multinational profit sharing for the first year after implementation of the program (further benefit of US\$ 0.5 million)
- Establishment of:
  - Audited information tools
  - Great flexibility in the event of mergers and acquisitions as well as diversification
  - Exclusive use of top-rated local insurers with amelioration of conditions
  - Cross border flexibility of benefits