

CREATION OF A SINGLE GLOBAL BENEFITS COVER

CASE STUDY

CLIENT BACKGROUND

- Multinational corporation, a world leader in clients' outsourcing solutions
- 30,000 employees worldwide and a large number of mobile experts
- Original expenditure: over €1.7 million in benefits related insurance

CLIENT REQUIREMENTS

- The client required the creation of a single, easy to administer solution in as many countries as possible
- A suitable Health Insurance program covering approximately 250 employees and families deputed or seconded by the Head Office to foreign countries (average assignment duration -2.5)
- The client also required introduction of a single cover, insured by one international insurance group and fronted by the insurer's Employee Benefits Network, with local adjustments where necessary

THE CHALLENGE

The challenge was to find a flexible and portable insurance solution, covering the mobile personnel and their families on crossborder during assignments, at the same time enabling them to comply with local legislation.

THE SOLUTION

- Customary benefits information on all countries provided with appropriate benchmarking
- Centralized coordination of the implementation of benefits plans
- Implementation of Pan-European medical insurance program
- Multinational Pooling set-up, monitoring and auditing

THE RESULT

The results delivered by In2Matrix were:

- Premium savings up-front of €0.475 million
- Multinational profit sharing for the first year after implementation of the program €0.2 million
- Establishment of common compliant cover in over 80% of locations
- Flexibility, price and cover security in case of changes or addition of locations
- Exclusive use of top-rated insurers and re-insurers
- Comprehensive and unconditional profitability of benefits for employees and families