

Issue 1, Volume 1

## Feature Story

### The Global Economic Crisis: Threat or Opportunity?

Hewitt has developed a ten-point plan for HR leaders in response to the economic crisis.

[Find out more](#)



## Welcome

For nearly seven decades, we have taken pride in our ability to anticipate and solve your complex people challenges. You can rely on Hewitt for innovative solutions, practical insights, and accurate data and analysis.

Today, we introduce *Hewitt Edge* — a timely and easily accessible digest of Hewitt's best global thinking on the talent, benefit, and related financial issues you manage. From leadership to investment, compensation to health, or outsourcing to HR effectiveness, **choose the topics you're most interested in and receive only the content that's most relevant to you. Just be sure to click the button below to subscribe to future issues of this e-mail.**

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### ■ **Corporate Transactions** **Buy, Sell, or Restructure?**

Whether you're in the market to buy, sell, or restructure, one thing is clear: The pace of transactions has increased dramatically. Speed is the name of the game—and the first one to the table has the best chance to come out on top. Make sure you have a well-defined action plan in place to minimize those risks and boost your team's efficiency.

### ■ **Compensation** **Surviving and Thriving in Times of Economic Turmoil and Political Change: Managing Compensation Costs**

Compensation budgets that were set months ago are suddenly coming under new and closer scrutiny. But will companies actually adjust their compensation spending because of the changing economic climate? And what can you do to manage your own compensation costs in these trying times? Learn the steps you can take today.

### **Surviving and Thriving in Times of Economic Turmoil and Political Change: Executive Compensation Guidance**

In the current economic and political environment, executive compensation programs are drawing attention and scrutiny. Hewitt has found these guiding



## Podcasts & Webcasts

### **New Hewitt One-to-One Podcast Series**

Listen to our new podcast featuring an interview with one of HR's leading innovators and most accomplished executives—Randy MacDonald, senior vice president of HR at IBM, who was recently named the HR Executive of the Year by *Human Resource Executive* magazine.

### **Surviving and Thriving in Times of Economic Turmoil and Political Change**

Hewitt recently held three webcasts on this timely subject, addressing the current financial market turmoil and its impact on various aspects of the HR function. You can watch the recorded webcasts by using the links below:

[2008/2009 Compensation Spending](#)

[The Impact on Defined Contribution Plans](#)

[The Impact on Retirement and Investment Plans](#)

principles to be among the most useful in navigating through today's uncertainty.

#### ■ **Compliance**

##### **The Final FMLA Regulations Are Here**

The U.S. Department of Labor has issued revised regulations for the Family and Medical Leave Act (FMLA). Existing regulations are updated, and new military-related leave entitlements were introduced. Here's what you need to know.

##### **Are You Ready for New Cafeteria Plan Regulations?**

Hewitt's Scott Sims explains what you need to know about new regulations that went into effect on January 1, 2009. Ensure that you comply with IRS rules to preserve the tax advantages of your plan.

#### ■ **Health**

##### **Little Change in U.S. Health Care Cost Increases for 2009**

After enjoying a steady decline in health care cost trends over the past eight years, U.S. companies have seen average rate increases settle in around 6 to 7 percent. See what Hewitt projects for 2009.

#### ■ **HR Effectiveness**

##### **Determining the True Cost of HR**

While most HR professionals have a solid understanding of budgets, this isn't the same as understanding your costs. Read how you can more easily identify and reduce unnecessary HR-related costs.

#### ■ **Leadership**

##### **Leadership in a Downturn**

Bad leadership got us into today's crisis, and it's good leadership that will get us out. Learn the core principles of leadership that endure.

#### ■ **Outsourcing**

##### **Building the Ideal 401(k) Plan**

This Hewitt point of view describes the design changes and policies necessary to make the 401(k) plan a primary retirement savings vehicle for employees. Get the blueprint for an ideal plan.

##### **Improve Productivity Through Absence Management**

Most employers struggle to provide basic absence monitoring, even though absenteeism has a significant impact on total costs. Hewitt's Kim Stattner explains why you should consider a Total Absence Management solution that can help you deliver a fully present, healthy, productive, and committed workforce.

#### ■ **Retirement**

##### **Most Global Companies Missing the Mark in Managing Pension Risk**

A new survey reveals that most companies around the world need to do more to effectively manage their pension plans in times of weak economic conditions and through poor market returns. Discover the steps employers can take now that will enable them to ensure the long-term health and stability of their pension plans.

##### **Americans Continue to Save in 401(k) Plans Despite Economic Woes**

Despite the recent market upheaval and poor investment returns, employees are staying the course and maintaining a long-term focus on retirement saving by continuing to invest in their 401(k) plans, according to a new analysis by Hewitt.

##### **Canada's New Tax-Free Savings Account Expected to Encourage Employees to Save**

**Can Hewitt help you?**

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Hewitt Associates is a global consulting and outsourcing company. Since 1940, we've helped the world's leading organisations of all sizes anticipate and solve their complex retirement, health, workforce, and investment challenges.

Canadians have a new savings vehicle — the "TFSA" — which allows them to contribute up to \$5,000 (after tax) a year and pay no tax on capital gains, investment income, or when the funds are withdrawn. Read why employers are enthusiastic about adding a TFSA to their employee benefits program.

■ **Talent and Performance**

**Surviving and Thriving in Times of Economic Turmoil and Political Change: Managing Talent**

Deteriorating economic conditions are forcing many companies to cut costs wherever possible. And, as the single largest expense, human capital is high on the list of potential cost-cutting targets. While reducing headcount may ultimately prove inevitable, how that task is performed has critical implications on an organization's future. See the specific actions that you can take now to hang on to the talent you need in this challenging economic environment.

**Breakthroughs in Diversity**

The successes of increased diversity are bringing forth a new realization: that a more diverse workforce is a more complex workforce. Diversity is the mix, but inclusion is making the mix work. Hewitt's Chief Diversity Officer Andrés Tapia explores issues such as hard-wiring diversity to the business case, embedding diversity into HR programs and services, and addressing the unspoken taboos of diversity's undercurrents.

■ **New From Hewitt**

**Hewitt Pharmacy Purchasing Group**

Hewitt created a new coalition that allows midsized companies to obtain pharmacy program pricing typically reserved for Fortune 50 employers. Unlike other coalitions, the Hewitt Pharmacy Purchasing Group offers transparent pricing, gives companies complete flexibility to customize their benefit plan design, and includes a comprehensive suite of pharmacy consulting services.

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