

Feature Story

More Cuts Contemplated

HR leaders share with Hewitt how they're coping and preparing for economic recovery. Results from a new survey.

[Find out more](#)



■ Compensation

[Understanding the Pay of Non-CEO Board Chairs](#)

Just over 1/3 of Fortune 500 companies have separated their chairman of the board (COB) and chief executive officer (CEO) positions. The belief is that separation results in better governance. To understand how those non-CEO chairmen are paid, take a look at this analysis.

[Impact of Global Economic Conditions on Non-U.S. Compensation and HR Programs](#)

Hewitt experts discuss recent trends in global compensation, including changes to short- and long-term incentives as well as cost reduction and retention efforts.

[Comprehensive Research Into FTSE Euro Top 100 Directors' Remuneration](#)

The current state of the economy means that Europe's top companies will need to review the design of their senior directors' reward packages—particularly cash and share-based incentives. A new report highlights the issues of how existing pay structures will need to be reviewed to balance the expectations of top talent with shareholder concerns.

■ Compliance

[Significant U.S. Compensation and Benefit Due Dates for 2009](#)

Hewitt's compliance calendar can help employers prepare for significant compensation and benefit due dates in 2009. View it now.

■ Corporate Transactions

[Hewitt's 2009 Global M&A Study](#)

Human capital issues continue to be a major factor as companies fail to achieve deal objectives. Find out how deal practices are adapting.

[Deal-Breakers: Retention, Integration, and Culture](#)

Deal-makers acknowledge that the human capital aspects of a deal are often the most troublesome, but many still fail to respond. Where does value destruction occur—and more importantly, as a stakeholder how do you prevent it? Find out in this informative webcast.

■ Health Care

[Chronic Disease Analysis—Diabetes Trends](#)

Chronic diseases and their impact on both direct and indirect costs have caught the attention of employers. Here we explore diabetes trends, costs, prevention, and treatment, and discuss how employers and health plans are targeting diabetes.

[U.S. Health Care Reform: State of Play](#)

The stage is now set in 2009 to enact legislation that will repair, renovate, revise, and renew the U.S. health care system. Please join our biweekly question-and-answer teleconference series as we share the latest information on how health care reform legislation is unfolding.

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Events

Visit Hewitt at the SHRM Annual Conference
June 28 - July 1
New Orleans, LA
Booth 1615



Podcasts & Webcasts

Podcast: Hewitt One-to-One interview with author and *Fortune* magazine senior editor Geoffrey Colvin

Geoffrey Colvin shares insight from his recent book titled *Talent is Overrated: What Really Separates World-Class Performers from Everybody Else*. Colvin's premise is that top performers in any field—from Tiger Woods and Winston Churchill to Warren Buffett and Jack Welch—are not determined by their inborn talents. Greatness doesn't come from DNA, but rather from practice and perseverance honed over decades.

[Listen Now](#)

[Wellness and Beyond: Improve Employee Health and Reduce Cost](#)

With American workers spending more than one-third of their daily lives at work, employers have an opportunity to capture employees' attention. As a result, employers have begun to weave various work-based wellness initiatives and programs into their overall benefits offerings.

[The Economic Impact of Chronic Health Conditions](#)

The number of companies taking action to combat the chronic health conditions of employees and their families jumped nearly 30 percentage points over the past year. Hewitt experts outline how to manage programs to improve cost savings and the health of your workforce over time.

[Flu Update: Pandemic Influenza—Issues and Employer Preparedness](#)

Recent international cases of Swine Flu (H1N1) have illuminated the importance of government and employer planning for an influenza pandemic—whether it's from an H1N1 or Avian Flu virus or another type of influenza virus. The following resources may be useful to employers in their pandemic influenza preparedness efforts.

[Hewitt Testifies on the Importance of Preserving ERISA in Providing Employer-Sponsored Benefits](#)

Ken Sperling, Hewitt's global health management consulting leader, provided testimony to the U.S. House of Representatives' Committee on Ways and Means on behalf of the National Coalition on Benefits (NCB) to demonstrate the importance of preserving and strengthening the Employee Retirement Income Security Act (ERISA).

■ *HR Effectiveness*

[Driving HR Efficiency on a Global Scale](#)

Hewitt finds that companies are continuing to pursue both global and regional HR process and organizational improvements—and there are important learnings for your organization.

■ *Pension Risk and Investments*

[The Big Picture: Walking the Tightrope Between Inflation and Deflation](#)

The current global economic downturn has resulted in unprecedented action being taken by central bankers and policymakers around the globe. The U.S. Federal Reserve (Fed) has been at the forefront of such activity. The Fed has reacted boldly in an attempt to jump-start the economy and mitigate the impact of what has been the most meaningful recession in many decades.

[Capital Market Perspective—Monthly Performance Update April 2009](#)

Our monthly Capital Market Perspective report features a brief review of that month's trends and activities and up-to-date market index data. Inside you'll find performance for major market indices, as well as domestic GIC sector, emerging market country/regional, and fixed income sector performance.

[DB Schemes—Why Your Scheme Sponsor Is More Important Than Ever](#)

Hewitt Principal Aidan O'Mahony explores why now, more than ever, UK trustees need to understand whether their company sponsor will still be around in the long term.

■ *Leadership*

[How Top Companies for Leaders Use CSR as a Competitive Advantage](#)

Leading companies are demonstrating an unwavering commitment to the lives of their employees, local communities, and the world at large—through philanthropy, civic involvement, and environmental stewardship. These organizations see such initiatives, broadly called "corporate social responsibility" (CSR), as a strategic weapon in the war for talent as well as a vehicle to fuel business growth.

■ *Outsourcing*

[Moving to HR BPO at Record Speed](#)

Rogers Communications and Hewitt are featured on the cover of *HRO Today's* April edition for their fast path to a successful HR outsourcing relationship.

■ *Retirement*

[The Moving Retirement Target: Helping Your Employees Save During the Downturn](#)

U.S. employees have seen their 401(k) balances plunge due to the financial turbulence of the past year. The gap between the money employees have saved compared to what they need to save to maintain their standard of living in retirement has significantly increased. Here are some simple steps employers can provide employees to help maximize their retirement plan's earning potential.

Podcast: Managing Health Care in Uncertain Times

Jim Winkler, Hewitt's U.S. Health Management Practice leader, spoke to more than 200 HR benefit leaders at a briefing earlier this year. He addresses actions your company can take right now to improve the state of health care.

[Listen Now](#)

Webcast: Delivering on the Promises of HR Outsourcing

In this recorded webcast, we shared some important lessons learned from the front lines of HR BPO...from both the buyer and provider perspectives. Joining us were two business leaders who are delivering on the promises of HR outsourcing: Karin Princivalle, senior VP of HR at Medco Health Solutions, and Carol Anderson, senior vice president, HR Talent Services and Systems at Marriott.

[Listen Now](#)

Webcast: Targeting Savings in Benefits and Human Resources Administration During Tough Economic Times

This recorded Webcast addresses several ways in which you can contribute to your company's bottom line in the short term and long term by reducing administration costs without sacrificing service levels.

[Listen Now](#)

Webcast: Addressing Retirement Challenges in Economic Turbulence

Employees must take more aggressive steps to ensure that they're saving enough for retirement, including increasing their contributions or working longer. What actions can you take to help your company during these turbulent times? Listen now to our webcast replay.

[Listen Now](#)

[Company-Sponsored Retirement Plans More Important Than Ever](#)

For more than 70 years, Americans have relied on the government, their employers, and their own personal savings—the three-legged stool—to provide adequate retirement income. The economic downturn puts a strain on the entire retirement system, and all three legs of the stool are currently struggling. We thought it would be a good idea to take a step back and ask why employers should “stay in the game”? To learn more, read the latest issue of In Focus, Hewitt’s retirement and financial management newsletter.

[Hewitt Testifies on the Importance of Full 401\(k\) Transparency Before the U.S. House of Representatives](#)

Alison Borland, Hewitt’s retirement strategy leader, testified before a House subcommittee on the need for comprehensive fee transparency in 401(k) plans. The focus of Hewitt’s testimony was to make a case for much greater transparency in the disclosure of fees by service providers to plan fiduciaries.

[How Well Are Employees Saving and Investing in 401\(k\) Plans](#)

Last year, we experienced rapid changes in the 401(k) legislative and regulatory environment. It was also marked with record losses in the stock market. How did 401(k) participants react to the changes? We analyze the quality of participation, plan balances, investment behavior, account activity, and demographics of more than 2.7 million employees eligible for defined contribution plans.

■ *Talent and Performance*

[Achieve Talent Performance: Link Your Talent Management and Technology With Metrics](#)

Although many have invested in talent management technology, most still struggle to maximize performance and leadership pipeline. To achieve these outcomes, companies must embed practices and analytics into their talent management process and tie them directly to the technology.

■ *New From Hewitt*

[IRS Provides Favorable Guidance for PPA Funding Liability](#)

On March 31, 2009, the Internal Revenue Service (IRS) issued special guidance providing potentially material favorable changes in funding results for 2008 and/or 2009. Due to the timing of the guidance, quick action may be needed.

[Global Retirement Update](#)

Hewitt’s monthly reports summarize retirement and financial management legislative developments and trends from around the world.

[Pension In Sight](#)

Read the latest issue of our UK publication, which provides a brief roundup of current developments in pensions.

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