

## Feature Story

### 401(k) Plans in Living Color

Groundbreaking study reveals quantifiable differences and disparities in 401(k) savings behavior by race and ethnicity.

[Find out more](#)



#### ■ Compensation

##### [What's Next? Projecting the Future of Variable Pay](#)

Twenty-five years ago, variable pay below the executive level was uncommon. Fifteen years ago, merit increase budgets were nearly double the size of variable pay budgets. Not so today, when most U.S. corporations have their broader workforce on a variable pay plan and are funding bonuses at nearly three times the level they're budgeting for merit increases. View this presentation given at the WorldatWork 2009 Annual Conference.

##### [Differentiating Employee Value Proposition for the Sales Force](#)

What has the most value for a top salesperson: a \$6,000 increase in base salary, \$12,000 more incentive opportunity, or one more qualified lead per week? Here are new insights that show a customer-oriented approach to developing an Employee Value Proposition for the sales force, how it differs from that for other employees, and the implications for compensation professionals. View this presentation given at the WorldatWork 2009 Annual Conference.

##### [Using Metrics to Support and Achieve Strategic Goals: The New York University Story](#)

NYU has more than 16,000 faculty and staff, a financial budget of more than \$2 billion, 30 schools and administrative units, and 25 locations. Not only is there a need to manage compensation and performance today, but the university is expanding dramatically both in the U.S. and abroad. Learn how NYU's compensation team measures five main areas of performance with financial metrics, employee performance, service delivery, external pay competitiveness, and global metrics. View this presentation given at the WorldatWork 2009 Annual Conference.

##### [Managing Compensation in Europe](#)

Hewitt's Managing Compensation in Europe report provides economic indicators, trends in pay and performance practices across the region, and valuable insights to help HR managers in Europe make the right decisions for their organizations. Learn more about obtaining a copy.

#### ■ Compliance

##### [Packaging Corporation of America Gains Operational Excellence for Qualified Domestic Relations Orders](#)

By outsourcing administration of QDROs to Hewitt, PCA gives employees efficient, one-stop shopping, while freeing up HR for strategic initiatives.

#### ■ Corporate Transactions

##### [The Art of the Deal: Training Merger and Acquisition Teams](#)

Think your company could do a better job handling mergers and acquisitions (M&As)? You're not alone. Companies across the U.S. are adding a new staple to their training and development offerings: M&A training.



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#### Events

#### 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.

[Register Now](#)

## ■ *Health Care*

### [What You Need to Know About Health Care Reform](#)

How will the proposed reform affect employees, employers, plan providers, and health plans? Track the twists and turns of health care reform.

### [Obesity: Weighing the Costs and Solutions](#)

Evidence of America's growing obesity problem can be seen everywhere—from the classroom to the workplace. The consequences weigh on the minds of not only the afflicted, but employers as well. In this trends bulletin, we examine the effects of obesity on society and employers and their group health plans, as well as obesity initiatives at the federal and state levels.

### [You and Your PBM: Improving Discounts, Fees, and Rebates](#)

We've found that most employers can save approximately 30% on their total drug spend with appropriate pharmacy management. Learn about an optimal annual management strategy of the three pharmacy benefit levers of contracting, benefit design, and clinical strategy. View this presentation given at the WorldatWork 2009 Annual Conference.

### [Value-Based Design: Reducing Cost, Improving Outcomes](#)

Value-based design is a viable and compelling approach that enables positive patient behaviors and improves health outcomes. But how does lowering a drug copay tie into reducing costs? We highlight the advantages of value-based design and how it's driving behavior change and outcomes that matter to the employee and employer. View this presentation given at the WorldatWork 2009 Annual Conference.

## ■ *HR Effectiveness*

### [Using Total Rewards to Drive Business Performance Improvement](#)

Research has confirmed a link between human capital initiatives and business performance, but managers worldwide are looking for more evidence on the effect programs can have on key performance indicators and their balance sheet. By improving business dialogue and presenting ideas and solutions in a way business leaders are familiar with, participants can drive both business performance and employee engagement. View this presentation given at the WorldatWork 2009 Annual Conference.

## ■ *Pension Risk and Investments*

### [Ask Our Expert: Pension Investment and Risk Management](#)

Your company is looking into ways to control the risk associated with our pension plan. Where to begin?

## ■ *Leadership*

### [Women in Leadership at a Crossroads](#)

What's required in order to achieve breakthrough change in the advancement of women leaders? And what are the implications for corporations if women are to make the desired gains? We discuss several ways in which corporations need to rethink their current paradigms if women are to shatter the glass ceiling.

## ■ *Outsourcing*

### [Companies Stay the Course With Human Resources Outsourcing Despite Bleak Economy](#)

The current recession is putting additional pressure on departments to lower program costs. But companies don't expect the bleak economy to change their strategy toward outsourcing HR services, according to Hewitt's HR Outsourcing Trends and Insights 2009 survey.

## ■ *Retirement*

### [An Overview of Recent Pension Funding Relief Efforts](#)

Hewitt has been actively involved in the discussions and debates surrounding pension funding challenges and the need for relief following the significant market downturns of recent months. Here's our detailed summary of what's going on.

### [Will Canadian Plan Sponsors Buy In to Pension Buyout?](#)

As more plan sponsors in Canada start to actively measure and manage pension risk—and especially once international accounting standards are introduced in 2011—risk management/transfer options such as buyout arrangements will receive more attention.



### **Podcast: Hewitt One-to-One Interview With Marshall Goldsmith, Author and Executive Coach**

An interview with Marshall Goldsmith, a global authority in helping successful leaders realize even greater success by achieving positive, lasting change in behavior for themselves, their people, and their teams. He shares insight from his recent book, *What Got You Here Won't Get You There*.

[Listen Now](#)

### **Podcast: Creating Trust in Turbulent Times**

Stijn Nauwelaerts, Central and Eastern Europe HR Director of Microsoft, shares his best practices about creating trust in turbulent times during a recent Hewitt webinar. You'll also hear about the results from a new Hewitt European study exploring how companies can continue to engage employees and encourage positive performance during today's economy.

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

[Global Survey: Retirement Plan Accounting Assumptions](#)

Results from a global survey of accounting assumptions used for employee benefit plans at 2008 year-end. These results may be useful to companies when setting preliminary assumptions for 2009 year-end and budgets for 2010.

■ *Talent and Performance*

[From Research to Reality—Designing and Implementing Total Flex](#)

Employers today must achieve diversity goals and manage a workforce with gender, generational, and ethnic differences—and do it with shrinking resources. Recent Hewitt research identified major roadblocks preventing even the most flexible organizations from reaping the critical results from their investment in workplace flexibility. Overcome the roadblocks. View this presentation given at the WorldatWork 2009 Annual Conference.

■ *New From Hewitt*

[Flex Benefits on the Rise in Mexico](#)

While flexible benefit programs have been around for more than 30 years, a growing number of companies in Mexico have introduced “flex.” And those who haven’t are interested. Highlights from a new Hewitt survey.

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