

Total Rewards Strategy, Design & Execution

Helping progressive businesses hire, retain, and reward engaged and mission-focused employees

Today's highly competitive labor market further highlights how essential a compelling, well-executed Total Rewards Strategy is for hiring, retaining, and rewarding great employees. In a nutshell, a Total Rewards Strategy is a big part of the pitch your recruiters and hiring managers give to candidates and employees for why they should choose to work at your company vs. your competition. Total Rewards are so much more than compensation: employees are looking just as closely at your benefits, your investments in professional development, work/life balance and other wellness factors, and recognition. Non-cash elements make up more than 30% of Total Rewards at most companies, and can be powerful competitive differentiator.

With experienced and knowledgeable team members in every aspect of Total Rewards, we are prepared to partner with you to:

- ▶ Build your company's compelling Total Rewards Strategy
- ▶ Execute on that strategy
- ▶ Communicate the strategy to your employees and candidates

TOTAL REWARDS OVERVIEW



ALERA'S UNMATCHED TOTAL REWARDS CAPABILITIES

Providing Comprehensive Employer Services

EMPLOYEE BENEFITS: Our Employee Benefits team provides in-depth analysis of your current benefit offerings through benchmarking data and helps you understand where you stand in the general market. They are an exceptional resource in understanding how the benefits your organization offers contributes to your Total Rewards Strategy and overall employee experience.

RETIREMENT PLAN SERVICES: Employees well-being is directly tied to their financial well-being. Our Retirement Plan Services team provides comprehensive strategies and resources that assist organizations in supporting their employees' financial future. Our innovative programs provide peace of mind to both the organization and the employee.

HUMAN RESOURCES: Our Human Resources team is a wealth of experience and knowledge in supporting organizations with communicating your Total Rewards to your employees through online statements that are generated in easy-to-read format, while also using the most effective and innovative cost management tools.



EMPLOYEE BENEFITS

- ▶ Employee Benefits Strategy Consulting
- ▶ Employee Benefits Strategy Execution
 - Health & Ancillary Benefits Design
 - Vendor Selection & Management
 - Employee Communications



RETIREMENT PLANS

- ▶ Retirement Benefits Strategy Consulting
- ▶ Retirement Benefits Strategic Execution
 - Retirement Plan Design
 - Vendor Selection & Management
 - Employee Communications



HUMAN RESOURCES

- ▶ Overarching Total Rewards Strategy Consulting
- ▶ Compensation Strategic Execution
 - Compensation Studies & Structure
 - Compensation Administration
 - PTO Benefits
 - Employee Recognition Program
 - Professional Development Program
- ▶ **Total Rewards Marketing (e.g., Statements)**

Reach out to our passionate team members to help you customize a Total Rewards Strategy, that will fit the needs of your workforce and organization.