InSight℠

Buck's *Total Rewards InSight*℠

May 3, 2006

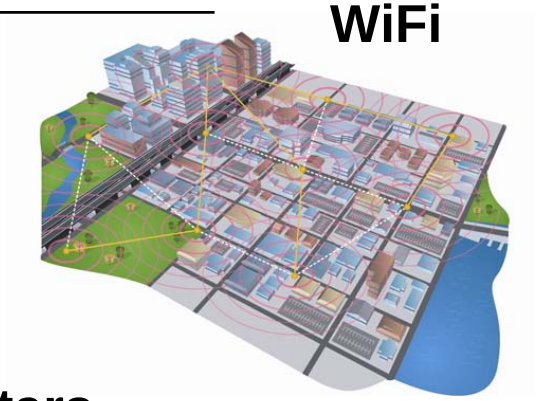
Please dial in to 1-866-321-0042 to hear the audio portion of the conference.

Participant code: 518523

Web Conference reference: 106173114

Setting the Stage – The Wired Workforce

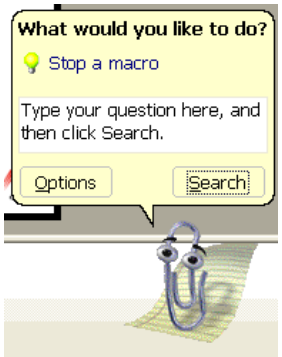
WiFi



Blogs, Wikis, & RSS

Podcasts

Avatars



mySpace

Smart Phones

HR-XML

And of course, the BlackBerry…

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Survey Says…

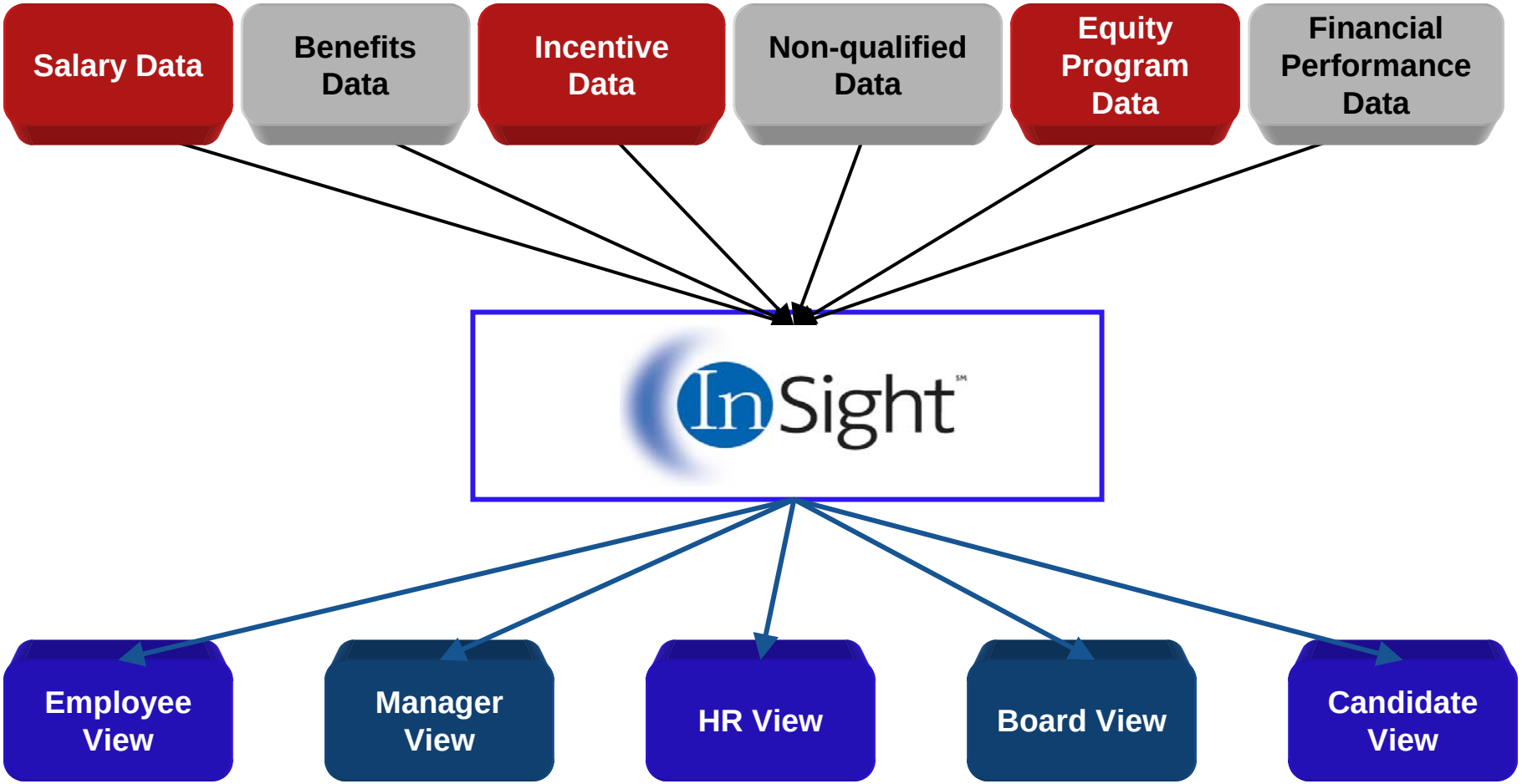
The State of Electronic Communication in Compensation and HR
Published October 2005 by Buck Consultants and WorldatWork

- 93% have an external Web site
- 88% offer an employee Intranet
- 80% report at least three quarters of their workforce has online access
- 64% report employees rely on electronic tools for information essential to their job performance.
- 36% rank the issue at the top of their department's priorities, while 58 percent assign the issue at least some importance.
- Cost savings are difficult to ascertain
- Vast majority are pleased with eCommunication efforts

What Our Clients are Asking for…

- Clear linkage between pay and performance to drive results
- Improved awareness of total rewards to support retention and attraction of talent
- Easy access to enterprise - wide HR data to manage total labor spend
- Integrated employee tools to support health care purchasing and financial planning
- Dynamic access to executive compensation and wealth data
- Mitigate risk around officer total compensation and SEC disclosure

Buck's Answer: *Total Rewards InSight℠*



Total Rewards InSight℠

Buck's *Total Rewards InSight℠* helps:

- **Employees** see the total value of your reward programs and access support tools to help make informed decisions.
- **Managers** view direct reports' total compensation, and can model merit & incentive payout scenarios for annual reviews and ongoing labor cost planning.
- **Hiring Managers** create online offer letters to reinforce the complete picture of your total compensation opportunity and assist in the on-boarding process.
- **HR Plan Sponsors** view participation rates, balances, employer costs, and demographics; segmenting the data by location, business unit, salary grade, etc., to assist in HR planning.
- **Corporate Compensation Committees** view total compensation and total corporate wealth data for their proxy officer population and can compare it to benchmarked data for their industry.

Buck's *Total Rewards InSight*℠ Demonstration

explore excellence℠

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ROI Opportunity – What is the Value?

Benefit Area	Potential Value
• Reduced Turnover	• $$ Saved in Recruiting & Staffing
• Improved Customer Satisfaction	• $$ Increase in Sales
• Increased Candidate Acceptance Rates	• $$ Saved in Recruiting and Staffing
• Manager Productivity	• $$ Increase in Operations Efficiencies
• Enhanced Control of Unit Labor costs	• $$ Saved in Staffing Costs
• Increased Benefit Cost-Sharing	• $$ Saved in Company Health Care
• Reduced Communication Costs	• $$ Saved in SPD Printing and Fulfillment and Paper Reward Statements

Leading Edge Technology

- We help clients use technology to engage employees and enhance workplace productivity
- We combine communications strategy with leading-edge technology – leveraging our relationship with ACS
- Our electronic communication consultants include:
  - HR, benefits and compensation specialists
  - Technical and creative strategists
  - Programmers
  - Copywriters
  - Graphic designers
  - Production managers
  - Project managers

Buck's ADAPTIV^{SM} Implementation Process

- Our ADAPTIV^{SM} process addresses security, data handling, content development, graphic design, documentation, programming, peer review, and project management
- Although each project is unique, we follow the same proven steps:

- ***Assess and Design***
  - Define objectives
  - Gather information
  - Build requirements
  - Create reports, graphics and tools
- ***Architect, Program, and Test***
  - Establish data structures and programming approach
  - Develop calculations based on requirements
  - Conduct quality assurance testing against requirements
- ***Implement and Validate***
  - Launch site, distribute support communications
  - Measure results, provide ongoing support and maintenance

Your Thoughts and Questions…

Why Buck?

- Buck is well positioned to deliver a variety of creative solutions
- We offer solutions that leverage:
  - **Creativity**: Strategy and planning to ensure technology solutions are still effective communication that tie to organizational goals
  - **Experience**: Drawing on existing platforms and standards to maximize value and lower development costs
  - **Flexibility**: Pioneering custom solutions when it makes sense
- We say *yes* with confidence