

Buck Consultants Capabilities Overview

Human capital is the primary driver of business performance and competitive advantage. HR professionals are called upon to wear many hats — from people strategist to service delivery owner to cost and risk manager.

Buck Consultants, an ACS company, is a global HR consulting firm that helps organizations develop, deploy, and manage their human capital. We craft solutions that help our clients solve complex HR and business challenges.

Our values — innovation, unparalleled service, and the highest professional standards — are evident in our work and in the long-term relationships we build with our clients. We make ongoing investments in our business to encourage constant innovation, we have the agility to respond to our clients' ever-evolving needs, and we adhere to stringent peer review and quality assurance processes.

Buck offers advisory, technology, and administration solutions in the following integrated practice areas:

COMMUNICATION

Effective communication is key to turning corporate strategy into corporate success. Our communication consultants combine technical expertise with creative solutions to:

- Develop comprehensive strategies consistent with your organizational goals, principles, and issues to reinforce your messages to employees
- Deliver a full range of customized solutions, including strategic planning, creative visuals, branding, and exceptional execution
- Engage your employees using both traditional and state-of-the-art media — from newsletters and brochures to Web portals and desktop training

Fast Facts

- Founded in 1916
- Independent subsidiary of Affiliated Computer Services, Inc. (ACS)
- Nearly 2,000 employees
- More than 80 global locations through our network of offices and affiliates
- Clients include 45 percent of the FORTUNE 100

COMPENSATION

Today's business issues are even more complex as additional regulations and oversight demand attention. Our compensation consultants provide you with comprehensive solutions to:

- Motivate high performance
- Develop sound executive/director compensation programs
- Address complex nonqualified deferred compensation plans
- Optimize sales force effectiveness

GLOBAL HR TECHNOLOGY AND ADMINISTRATION

HR's decision today isn't whether to outsource HR service delivery, it's what and when to outsource. Our technology consultants work with you to:

- Assess your current HR structure, processes, underlying technology, and service providers
- Develop integrated Web-based solutions and flexible co-sourcing and outsourcing options tailored to address your unique challenges and fit your needs
- Design and implement employer-branded gateways with easy-to-use tools for employees, executives, and HR users

HEALTH AND PRODUCTIVITY

A combination of economic pressures, shifting demographics, legislative initiatives, regulatory changes, and other challenges is making it increasingly expensive and difficult to maintain employee benefit programs. Our health and productivity consultants:

- Offer a variety of health care strategies that result in competitive benefits and increased productivity
- Provide comprehensive plan management services
- Specialize in areas including clinical, pharmacy, wellness, absence management, communication, actuarial, legal, and plan design
- Are recognized experts in consumer-driven health care plan design, administration, and communication

HUMAN CAPITAL MANAGEMENT

Understanding the needs of your business and your people is critical to your future success. We assist you in achieving your most important business objectives and build competitive advantage by:

- Helping you align your services with business needs and producing increased value to the organization
- Offering a rigorous, end-to-end process for you to restructure your HR organization, staff deployment, and service delivery models
- Making change concrete and practical so that stakeholders understand and buy into the change
- Helping you upgrade the capabilities of your workforce to meet current and future business needs

RETIREMENT

Retirement programs are a vital component of your total compensation strategy. We offer retirement solutions that focus on sound financial planning, risk management, and fiduciary effectiveness, including:

- Actuarial services to determine funding and expense
- Defined benefit and defined contribution plan design
- Nonqualified plan design, funding, and administration
- Assistance with mergers, spin-offs, and plan terminations
- Tax and legal compliance; corporate governance
- Global retirement services

A History of Firsts

Building on a history of innovative thinking spanning 90 years, Buck maintains thought leadership in HR and benefits consulting and administration, including some notable "firsts":

- Pioneer in pension plan funding
- First Global Employee Stock Ownership Plan (GESOP)
- First fully integrated Health Savings Account (HSA)
- First-of-its-kind severance solution
- Groundbreaking Lifetime Health® concept
- First global wellness survey

Lifetime Health® is a registered trademark of Buck Consultants, LLC.