Global Vision®
An Integrated HR Management Tool
Staying abreast of all your benefit programs around the world can be difficult. The myriad of global and local challenges — including governance, compliance, funding, and asset performance — can be daunting. Your time is limited and responsibilities are endless — focus on the things that matter most to your business.

We can help. Our web-based platform, Global Vision, is an integrated HR management tool that simplifies the organization and delivery of your full suite of benefit services and programs. With a wide array of customizable programs, Global Vision puts data and decision-support tools at your fingertips to help you keep track of all of your benefit plans and meet your risk, governance, and compliance requirements in each country in which you operate — regardless of whether you have benefit programs in one country or in multiple countries.
Modules

Global Vision is highly flexible and customizable: You can select and tailor the modules that are most valuable to you today, and modify as your programs and needs change. Our modules are categorized into three areas: organization and insight, regulatory updates and alerts, and financial management.

Organization and Insight

Organizing and keeping track of each of your benefit plans can be challenging. The following three modules help minimize the hassles and complexities associated with monitoring and documenting your plans:

Data Warehouse (Figure 1) is a convenient repository where you can store and share information for all your benefit plans. It includes a summary table that contains the key provisions for each of your health and retirement plans and stores all of the documentation around these plans, including plan documents, summary plan descriptions, provider contacts, and key reports, such as actuarial reports and analysis.

Dashboard provides a visual overview of valuation results and other key metrics. Users can choose a dashboard graph of interest and drill down to obtain more detailed information. Within Dashboard, it’s easy to switch between plan years and plans to obtain current and historical exhibits. Dashboard’s dynamic interface allows all exhibits to be exported in various formats for use in presentations, reports, and emails.

Renewal Tracker helps you organize and manage forthcoming contract renewals so you can set your strategy and follow your insurance contract renewals around the world. Reminder messages are automatically sent to those with assigned tasks and the manager is apprised of the status of all activities.

Regulatory Updates and Alerts

Staying on top of important legislative activities — domestically and across the globe — can be arduous. We’ve created two modules that can alleviate this while also helping you plan and prepare for annual filing requirements.

Governance and Compliance delivers nearly 70 country reports that summarize statutory and customary benefit practices and directly sends (via email distribution) monthly regulatory updates. This ensures that you always have the most current information about local legislative changes and customary market practices that impact your benefit programs where you operate today and will operate in the future.

Calendar tracks important dates and events related to government filings, employee notices, and other reporting and disclosure requirements to ensure deadlines are anticipated and unnecessary last minute activities are avoided. In addition, you can add tasks and project milestones, assign reminders, and, if you wish, integrate the Global Vision calendar with your personal Outlook calendar.

Complyendar™ is a patent-pending feature of Calendar specifically for U.S. defined benefit, defined contribution, and health plans. It will automatically populate Calendar with applicable compliance dates based on responses (by the consultant or the client) to a series of questions pertaining to the plan.

Financial Management

With any benefit plan, there are a variety of responsibilities relating to financial management. These four modules help you track and understand the most pressing pension-related financial issues to save you time and money:

Sightline (Figure 2) allows you to forecast the contribution and expense requirements for your pension plans. Using a selection of assumptions, you can easily project multiple scenarios, highlight upcoming events, and plan a course of action to avoid surprises.

Accounting Coordination simplifies the year-end financial reporting process by collecting, managing, and consolidating your pension and post-retirement medical disclosure and expense information in one place. Whether you have a single defined benefit program, multiple programs for different employee populations, or multiple programs spanning two or more countries, this module generates reports in either the local currency or your base currency and can provide totals for some or all plans in the base currency. Accounting Coordination is available for both US GAAP and IFRS.
**Daily Funded Status** (Figure 3) provides the funded status of your defined benefit pension plans on a daily basis. Given the volatility of the markets and the movement of interest rates, this tool enables you to estimate the funded status of your plans, helping you plan for upcoming contribution and accounting decisions.

**Financial Benchmarking** gauges the competitiveness of your programs by comparing certain financial measures of your programs against those of other companies. It includes access to a public company 10-K database that provides benchmarks related to contribution levels, asset size, liabilities, and expenses to help you understand whether your financial management policies are producing expected results.

**Pension Risk Navigator™** (Figure 4) is a ground-breaking, patent-pending innovation that will enable you, together with our consulting team, to set specific measurable goals based on the current state of your organization’s pension plan, as well as the impact of strategic actions in light of an uncertain future. The interactive Pension Risk Navigator will monitor progress over time, show the likelihood of achieving your customized goals, and let you know whether you’re still on course.

**Explore the Value**

When you consider the number of plans you sponsor — along with the vast amount of related documentation, the number of activities occurring at any point in time, the overwhelming compliance requirements, and your fiduciary responsibilities — your time commitment seems endless. Global Vision offers you a way to not only monitor and manage your plans, but also to anticipate the deadlines, deliverables, and requirements that are coming. And if you require any hands-on support or strategic guidance with your benefit programs domestically or worldwide, our consultants are ready to assist.

**Learn More**

To find out more about Global Vision, contact our Global Consulting and Strategy team at **1.866.355.6647** or **hrconsulting@xerox.com**

Xerox HR Consulting is delivered through Buck Consultants at Xerox.

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