

Mercer Marsh Benefits & Darwin

Energize the Experience

welcome to brighter

Employee Experience Platform



To attract and retain talent you need more than excellent employee conditions.

Many HR Departments nowadays still work with paper documents. All employees receive the same terms of employment, often reviewed only once upon commencement of employment and based on efficiency rather than experience and interaction. This approach is way behind the current job market as well as the technological user experiences of employees.

In today's job market, how an employee experiences their terms of employment is just as important as the terms themselves. A digital approach helps you showcase what your organisation is all about. A simple proposal on paper is no longer sufficient.

Should technology only be used for the user experience?

Many employees are aware of their rewards, but all other aspects that are arranged for them are often not common knowledge. For the employer, who spends a lot of money on terms of employment, it is a missed opportunity to not turn this into an 'experience.' In times of great insecurity and a fast-changing economy, we are forced to look at a different way of working. Unsure times ask for a thought-out approach when it comes to the wellness, health and the financial security of employees. These differ not only per employee, but also to different generations with different wants and needs. Terms of employment therefore should not be hidden away on a piece of paper.

Technology offers and facilitates choices as well as communication that is tailored to personal needs. Employees are most productive and happy when they feel appreciated. It's during important moments in their private and professional life that they want to be supported and facilitated by their employer. Research has shown that this not only improves profitability, but also increases employee retention.

Do you get the most out of the money you invest in your terms of employment?

Darwin shows employees the value of your investment. In an attractive digital magazine format, Darwin presents data from several sources, like your HR Information System (HRIS).

Darwin shows what it means to work for your organisation and it supports you and your staff 24/7, wherever they are (especially handy now working from home has become the new norm) - and during their entire employment period.

Darwin lets you send direct and relevant information to your employees when it matters most to them.



Multifaceted in design and branding

A simple, intuitive and easy approach of employment terms with Darwin

“When you take care of your employees, they will take care of you.” This is an important reason why organisations offer additional fringe benefits. But when this is accompanied by unclear registration processes, poor accessibility and difficult to use technology and platforms, an opposite effect often occurs.

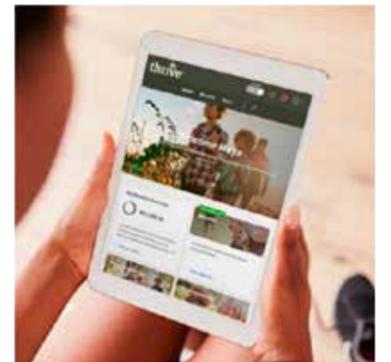
Well-known and fun to check out

Darwin connects with the current digital user experiences and is recognizable for your employees thanks to a custom setup with - for example - your company logo, colours and tone of voice. Employees can access their own personal information, 24/7 via smart phone, tablet or desktop.

A personal experience for every employee

Darwin is all about the employee: insight in their salary, fringe benefits, personalised messages, notifications, interaction, possibilities for choices in employee benefits, a flexible spending budget and many more interesting info about on-boarding, career opportunities, diversity & inclusion and events. Any and all subject matter can be included by Darwin.

You can add windows to the Darwin homepage with links to third party information. It can also host a variety of HR documentation, for example with a link to the existing intranet. This also increases the number of visits to the platform.





Automated administration

Darwin gives you complete control over your employee benefits

Managing terms of employment is a labour intensive, time consuming process. And because of the complicated rules and regulations, as well as manual processes it can be risky as well. The complexity increases when you have more branches and/or locations.

Darwin gives you complete control over your terms of employment by streamlining your administration and automating your communications. This gives you and your team the opportunity to fully focus on content and interaction.

Most extensive automation

Automate your (monthly) administration with the use of software. Existing administrative processes are linked with each other and integrated in Darwin.

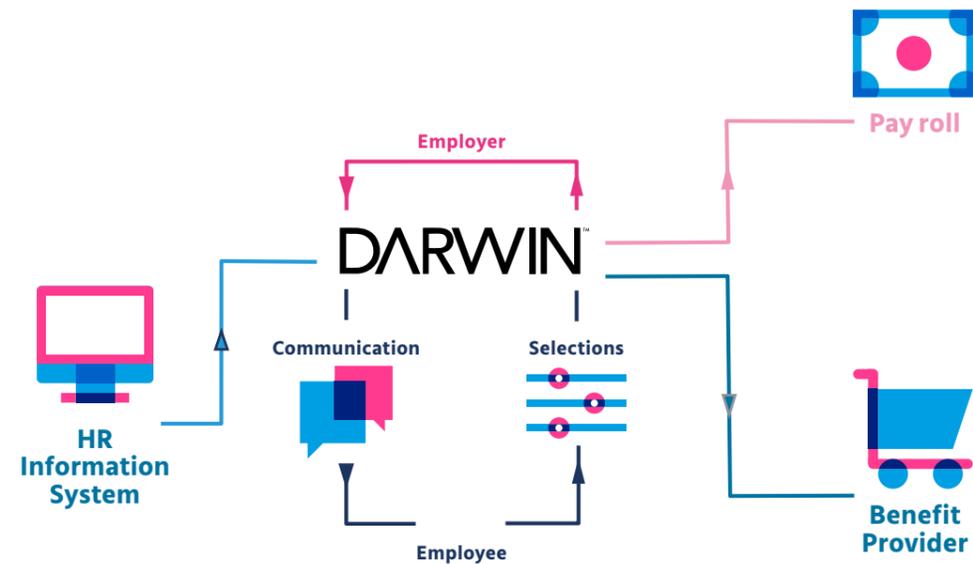
Darwin can show all terms of employment, no matter the complexity.

You can also:

- Assign different employee populations to authorisation levels;
- Send tailored communication to your employees based on segmentation;
- Exchange data from family members from an HRIS with Darwin and ensure the family situation is taken into account, for example with regards to coverage, child care or parental leave;
- Show a different employee benefits package per location, even if these are in different countries.

Strong interface and reporting

Darwin takes place in the centre of your HR Eco System and integrates with all your systems. Data is transferred immediately from your HR Information System (HRIS) to your payroll system and external providers. The HRIS is and will be the only data source, which ensures the correctness of the personnel data. And with Darwin's interface possibilities, you can view data from almost any external source.



Trust in your communications

Darwin records all actions and mutations. Message trails can be reproduced, which means you log all your actions and you can prove information has been provided in a timely and complete manner.

Your roll changes

Darwin gives employees the opportunity to take action themselves. They can use a FAQ to find answers to their questions. This takes the pressure off your HR Team. Employees will be less dependent on your HR Team, which reduces calls to and from your HR Team. Employees have easy access to all the information they need to make the right decisions. This is especially useful if they work outside the office a lot. And this changes your roll. To make sure your employees keep visiting the Darwin Platform, it's important to update your content on a regular basis.

You can use the editor in your own control centre to create campaigns and change communication settings, such as sending automatic messages.

The editor is quick and easy to use. Darwin does not work with turnaround times and change requests. Employees are immediately presented with new information.

Furthermore, Mercer works with selected providers who have developed information specifically tailored to Darwin. For example on information about continued investment in the pension scheme, digital health or a private insurance package.

And if so desired, we can support you with customised communication.

The best of two worlds
With Darwin you choose an innovative and flexible technological solution.

The success of your Darwin Platform depends of course on the content and communication of this platform. Mercer understands your needs and has in-depth knowledge of the local Dutch employment conditions, legislation and insurance market. With this knowledge we continue to build on an improved digital experience, so that you and your employees can get the most out of Darwin.

It is the combination of our consultancy and the proven Darwin Software that makes us unique - not just in the Netherlands but worldwide.

Giving you and your employees peace of mind
 Darwin and its hosting partner have numerous security certificates and fully comply with the General Data Protection Regulation of the European Union.



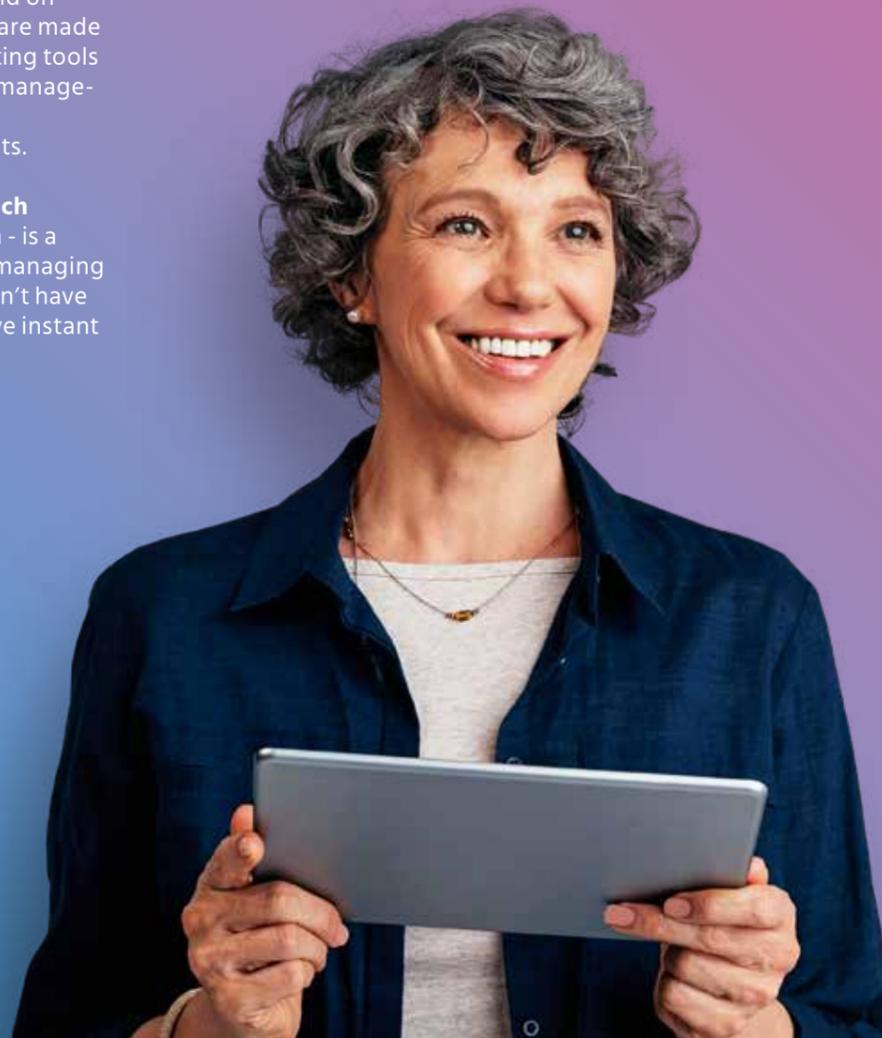
Self-Service Functionality

Strong reporting tools

Would you like insight into what you spend on terms of employment and which choices are made by your employees? With Darwin's reporting tools you can build and create a whole host of management information reports, giving you detailed and actionable insights.

Everything you need to know, within reach

Darwin Explorer - our e-learning platform - is a simple and yet comprehensive guide for managing terms of employment. This means you don't have to wait for answers to questions - you have instant access to all the information you need.



Select data with powerful integrated interfaces

Darwin's interface capabilities allow you to display data from almost any external source.



HR systems



Training and Development



HR Documentation



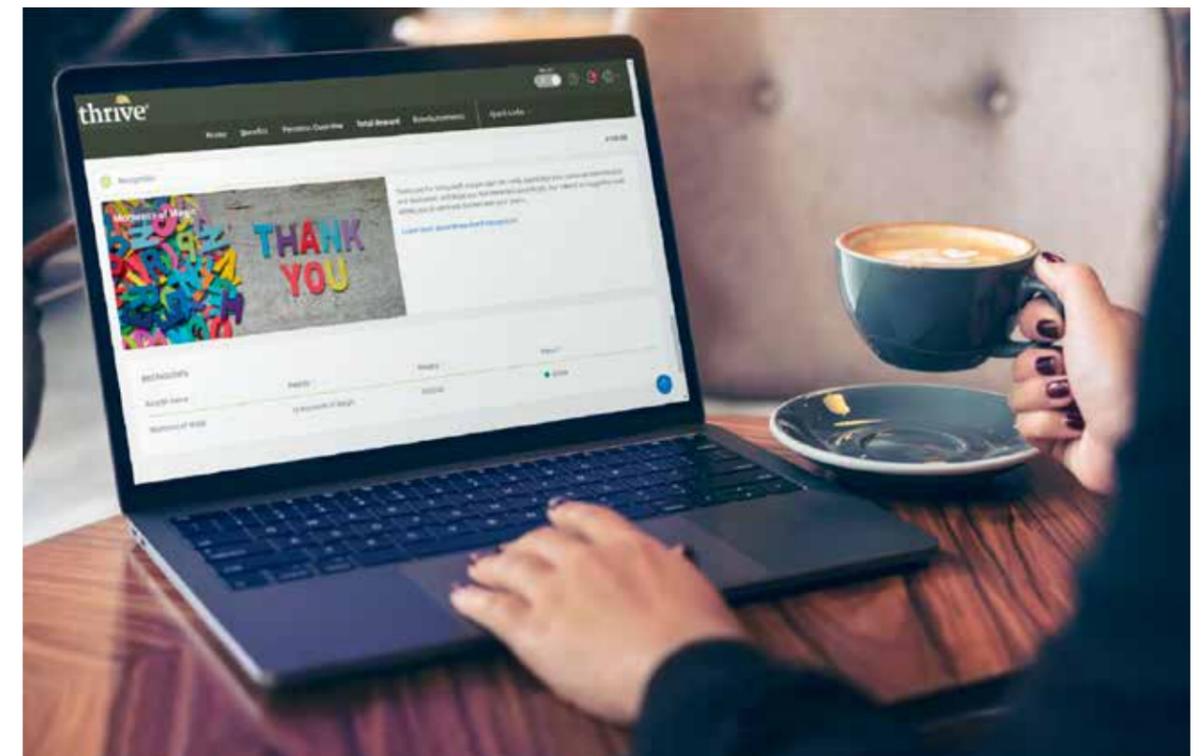
Employee Selections



Reward and Recognition



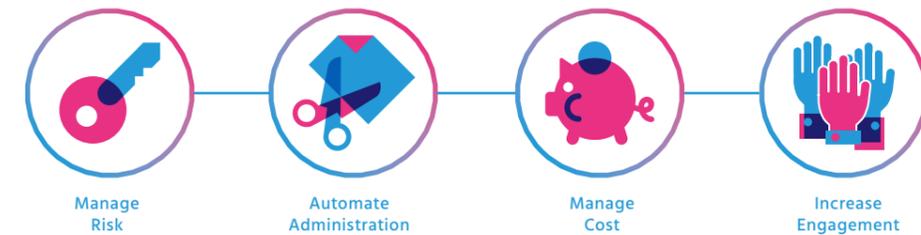
Third Party Discounts





Increased employee engagement with intuitive software.

Darwin's user experience is, in contrast to other HR Software, modelled on the apps and software your employees use outside of work. Its responsive design adapts its view to the size of the screen.



Multifaceted in design and branding

Darwin's look and feel can be adjusted to your brand, style and culture. It's thanks to this flexibility that you can match the unique communication needs of your organisation. Show your Employee Value Proposition and realise optimum engagement.

Show what you stand for, anytime, anywhere

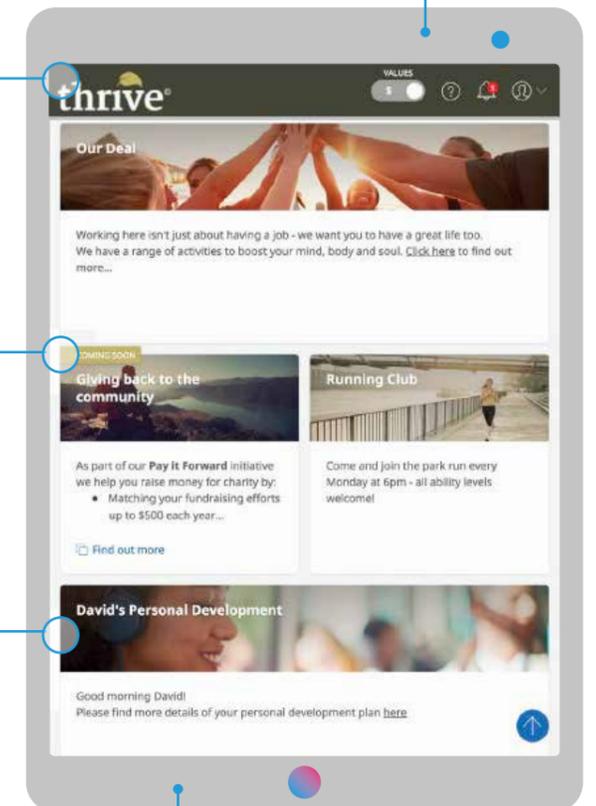
Darwin involves your employees in the wider impact of your organisation. You can support and promote initiatives concerning diversity, environment and how your organisation invests.

A unique user experience for each individual employee

With Darwin you offer your employees a unique user experience. And due to segmentation you have the ability to offer content tailored to different groups.

Total control with the self-service editor

Keep the content on your Darwin Platform relevant and up to date with the smart Darwin Self-Service Editor.



Darwin Ecosystem



Darwin is a fully scalable, modular management platform for your terms of employment that helps you increase employee engagement.

Darwin offers several modules, including benefit registration, total reward, compensation and a range of additional features. This gives you the opportunity to create the perfect package of terms of employment and rewards to reach your organisational goals.

Benefits Registration		Analytics	
Transparency of Total Rewards		Personalised	
Easy Declaration		Onboarding	
Communication		Worldwide Mobility	
Manage benefits yourself		Management Information	

- Worldwide scalable software on desktops, smart phones and tablets.
- 24 releases a year
- Over 2 million users
- Available in over 90 countries
- Translated in 36 languages
- Supports all currencies
- 160 million EURO invested in development
- Local support by Mercer Consultants

welcome to
brighter

For more information, visit:
<https://www.mercer.nl/wat-we-doen/darwin-flexibele-benefits.html.html>

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