

Solutions to new workforce management challenges

We have the answers to absence management

Our absence, disability, and life practice continually develops innovative absence management and time off solutions to maximize workforce productivity and reduce cost associated with absenteeism.

Partner with the world's largest human resources consultant and risk manager

Marsh & McLennan Companies is the world's leading professional services firm in the areas of risk, strategy, and people. Join us as we aggregate the purchasing power and best practices of leading employers in all industries.

Simplify complexity

Managing and reducing employee benefit costs is no longer enough. You need an advisor with the technical experience to help you navigate new challenges that directly affect leaves of absence, time away from work, and employee productivity.

Our consultants help prominent employers understand and manage the cost of employee absence, disability, and life insurance programs. We're both a broker and consultant to many of the nation's most demanding benefits buyers.



Develop new ways to understand, integrate, measure, and manage your time-away-from-work programs



Capitalize on the buying power of Marsh McLennan and the boutique expertise of MMA ADL



Implement customized solutions to achieve extraordinary results during this unprecedented time



Request a *Leaves-of-Absence Compliance Audit* today and confirm that your time-away-from-work programs are fully aligned with regulatory requirements, while learning what you can do to make them even better.

ContactADL@MarshMMA.com
www.MMA-ADL.com

Reduce compliance risk

State- and federally-mandated paid and unpaid employee leave programs create new challenges and dangers for employers. Dozens of new employee-leave laws have been initiated across the country. Many states have pending legislation, and federal authorities require full compliance with ADAAA and FMLA guidelines.

The pandemic has created major challenges to traditional ways of managing employee productivity and absence. We design *time-away-from-work* programs that can flex with emerging statutory and pandemic requirements to help you comply with federal and state statutes.

Attract employees with adaptive Time-Away-from-Work Programs

The reality of today's multi-generational workforce requires you to prepare for numerous life events. Employees expect time-away-from-work benefits that adapt to various personal and professional needs.

By promoting work-life balance, you improve employee performance, satisfaction, and retention. MMA generates significant cost savings while helping its clients meet employee expectations by re-imagining and re-balancing these benefits, including sick time, vacation, disability, and more.

Enhance the employee experience

Progressive time-away-from-work programs that meet employee expectations are essential to the health of your organization. Along with flexible and compliant time-away-from-work benefits, employees expect the administrative experience to be seamless and hassle-free. Successful program design requires the creation of efficient and intuitive workflow and business processes. Our leaves compliance practice conducts routine audits of insurance companies and third-party administrators (TPAs) to ensure your programs remain compliant, effective, and employee friendly.

Optimize business processes

Leveraging cloud-based data management, artificial intelligence (AI), and machine-learning is critical to future success in the benefits field. Absence management service providers, as well as payroll and ancillary vendors, need to be aligned in full support of your programs. We never stop working to deliver best practices and results to our clients.



A business of Marsh McLennan

Your future is limitless.SM

Five steps to ensure success

1. Request a Leaves-of-Absence Audit to benchmark, redesign, and refine program best practices
2. Assess work flow and business process to improve the employee experience
3. Explore "re-balancing" absence, sick-pay, PTO, leaves, and insurance policies
4. Identify cost drivers and implement expense-reduction strategies
5. Review ongoing data analytics, identifying new opportunities to increase work force productivity

Maximize the value of your leaves and disability programs

MMA-ADL.com

This document is not intended to be taken as advice regarding any individual situation and should not be relied upon as such. Marsh & McLennan Agency LLC shall have no obligation to update this publication and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting or legal matters are based solely on our experience as consultants and are not to be relied upon as actuarial, accounting, tax or legal advice, for which you should consult your own professional advisors. Any modeling analytics or projections are subject to inherent uncertainty and the analysis could be materially affected if any underlying assumptions, conditions, information or factors are inaccurate or incomplete or should change. d/b/a in California as Marsh & McLennan Insurance Agency LLC; CA Insurance Lic: 0H18131. Copyright © 2023 Marsh & McLennan Agency LLC. All rights reserved. MarshMMA.com