

Think about the programs you design and deliver. Is there a gap between what you want employees to understand and do and what they actually experience? Mercer Belong[®] is your link.

Mercer Belong streamlines the delivery of human resources content and places information and tools at employees' fingertips. With a user-friendly interface at its core, this innovative, Internet-accessible web portal makes it easy for you to drive performance and inspire employees to engage. Rich with content, functionality and interactivity, Belong is customizable to your brand, value proposition and enterprise portal.



Mercer Belong[®] provides multiple views.

The Employee View

User-friendly for content and self-service applications that enhances the employee experience, allowing users to chart their careers, analyze benefits, take advantage of work/life programs. Regardless of the employee's career stage — applicant, new hire, active, or retiree — Belong lets them do just about anything.

The HR and Manager View

Toolkit designed for managers to get up to speed quickly with people-management tools, just-in-time training, and back office functions, including self-service applications.

The Family View

It's no secret that many benefit decisions are made by someone other than the employee. Belong can be configured to enable access for family members, including spouses and domestic partners.

Start small. Go everywhere.

Belong is designed to scale wide, or dig deep, or do both. It can provide content for a range of topics or content-specific verticals. Logical information architecture and intuitive navigation help employees find what they need fast. So whether you're looking to implement a full-scale HR portal or merely a content-specific vertical — such as Money, Health, Career and Live/Work — Belong flexes to fit your evolving information delivery needs.



Vertical: A discrete section of content on the portal, such as Health or Money.

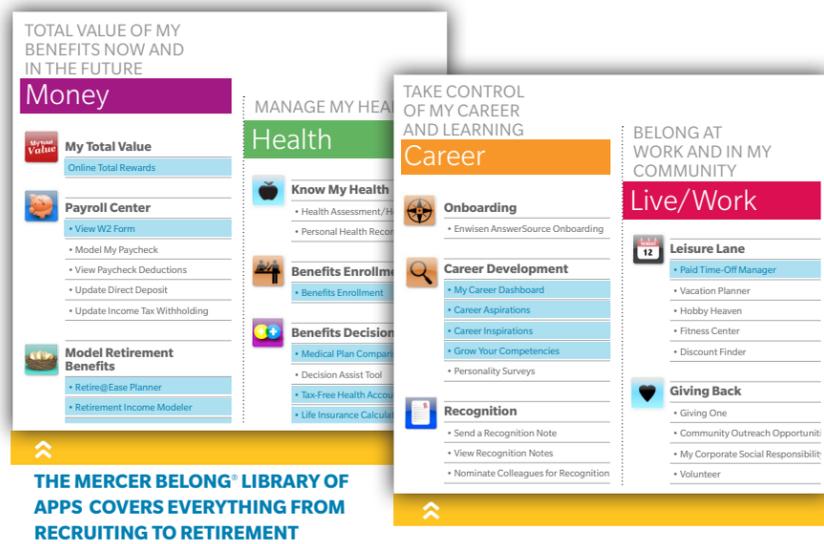
Get it done. Tools.

Belong organizes and delivers the world of HR applications intuitively and seamlessly to employees. Use these apps to learn, work, transact, share — to get it done. And, Belong widgets provide on-the-spot information to inform and inspire employees to take action.

Belong apps and widgets can enhance HR delivery of information and tools covering Money, Health, Career and Live/Work. Employees can view their paycheck, tackle a health quiz, explore job postings, and more, with just one click.

Both apps and widgets leverage Mercer-proprietary technology, as well as third-party solutions. They can function solo, link to corporate applications or open a gateway to vendor/partner sites.

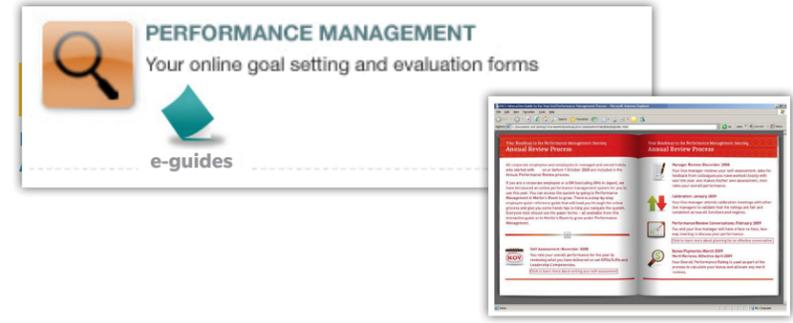
Widget: “Mini-apps” for delivering specific information.



THE MERCER BELONG LIBRARY OF APPS COVERS EVERYTHING FROM RECRUITING TO RETIREMENT

Point-and-click. Do-it-yourself training and education.

For apps with more robust functionality or in-depth information — such as performance management or open enrollment — e-guides, videos, flipbooks, and other rich media can power employees with just-in-time education to maximize app functionality. Among their benefits, these tools can help employees see the full value of their employment, promote reward programs and support HR initiatives.



Ready to Get Started?

You're ready to take the next step. But how do you get started? The Belong implementation process is flexible and readily adaptable to help address a broad range of scenarios and challenges, including timing, budget, acute and strategic business demands, content needs, technology environments and culture.

Mercer uses a collaborative, scalable approach to define and develop a portal based on your unique requirements. We work with you and all your diverse stakeholders — HR leaders, content experts, technologists, employee representatives and third party vendors — to make sure your portal will meet the needs of your organization.

Although you can implement in a number of ways based on need, there are two approaches that we find are most common: Deep Dive and Light Touch Full HR.



APPROACH: Deep Dive in One Topic Area

With this approach, you identify one subject, such as Health or Money, and fully develop it. A “vertical” implementation delivers content, apps and widgets while offering access to additional services and information related to a specific content need – Money, Health, Career, Live/Work.

We find this approach is an effective way to support a program launch, initiative or organizational change, such as a wellness campaign.

APPROACH: Light Touch Full HR

With this approach, Mercer helps you begin with a portal that is light on content, but provides a complete framework from which you can build.

This creates a thin slice of the entire portal. It can include personalization, navigation, targeted functionality and information, and the most important apps, guides and widgets.

We find it's most common to use this approach when you want a complete portal solution, but time, budget or resources are limited.



“We need help communicating our new wellness program.”

“The retirement section of our existing HR portal needs serious attention.”

“How can I be sure my employees understand their care options and take action to improve their health and lower my spend?”

“We need to connect all our HR programs.”

“We'd like to drive self-service and give our employees more tools and information.”

Moving Forward

Implementations can scale up, down or sideways to work for you. This flexibility allows us to scale solutions to meet urgent content delivery challenges, deliver modular or phased releases, or deploy full-scale portals — whatever your timing and strategy demands. Here are some key questions that will drive the scope, cost and timing of your Belong implementation.



username:

password:

- Which applications will you integrate?
- What kind of personalization?
- What are the audiences?
- How many Single Sign-On connections?
- What content will you include?
- How much data will you integrate?
- What kind of social media would you like to include?
- What are your branding requirements?

Implementation Approach

Mercer's proven four-stage implementation process helps clients optimize their HR information and functionality delivery by equipping employees and managers with a one-stop online resource for optimal self-service, knowledge sharing and transaction performance.

Whether you're challenged with building an HR portal from the ground up, or simply launching a set of informational apps to promote employee understanding and action, the Belong implementation model can flex to meet your needs.

