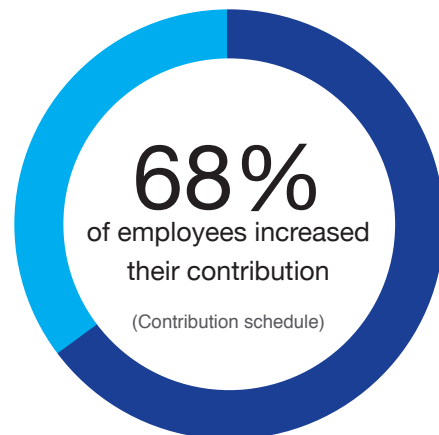


Case Study

Employee engagement

Sector: Information Technology

Employees: 280



The facts

Our client is a leading provider of hardware support services ranging from business continuity through to data recovery and secure data storage solutions.

They wanted to re-engage employees with their pension scheme, test it's competitiveness and introduce salary sacrifice in a cost effective way with a 50% rebate of employers National Insurance.

The company selected its existing financial adviser and Johnson Fleming as specialist in this area to conduct a formal feasibility study and pitch for the business.

The action

At Johnson Fleming we demonstrated our expertise in delivering similar successful projects. Our market review highlighted the following "key" improvements could be implemented at no cost to the client:

- A reduction in scheme charges by over 28%
- Full IT support to calculate and administer the salary sacrifice data for payroll
- One to one employee meetings
- Online pension enrolment
- Formal and structured governance reporting

Johnson Fleming was successful and appointed to run this pension project and manage the existing benefits portfolio.

The outcome

Over a six week period, several planning and design meetings were followed by a series of employee presentations, one to one meetings and structured telephone meetings for remote employees.

The client was delighted with the outcome of the project that delivered the following results:

- Pension membership increased to 84%, well on the way to their 2012 target
- A successful and hassle free introduction of salary sacrifice
- 68% of employees increased their contributions despite the current economic climate
- A higher than expected employer National Insurance saving was secured
- A fee free solution to ensure that salary sacrifice savings were maximised

Johnson Fleming

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0870 242 86 00
johnsonfleming.com