



USING A SINGLE WEB-BASED PLATFORM, YOU CAN ...

- Keep your company compliant
- Stay ahead of new legislation and Social Security developments
- Monitor changing statutory rules and typical international benefits practices
- Plan for the impact of new legislation on future international employee benefits programs
- Avoid the consequences of failure to implement changes mandated by new legislation
- Contain and reduce costs
- Manage local programs around the world as effectively as possible



IBIS eVisor is the only comprehensive international benefits management service that keeps you informed of critical legislation and trends as they occur around the globe, allowing you to successfully steer your company through the constantly changing world of international benefits.

- **COMPLIANCE ALERTS** advise you on the steps needed to comply with local legal changes.
- **MONTHLY NEWS** informs you of critical legal changes.
- **COUNTRY REFERENCE MANUALS** provide you with detailed information on local benefits regulations, Social Security, market practice, and employment conditions.
- **IEB MANAGER** tracks and manages all your international employee benefits programs around the world with our proprietary web-based tool.





IBIS COMPLIANCE ALERTS

Most critical to the Global Benefits Manager, IBIS Compliance Alerts notify the busy executive of the required action needed to comply with changes in local legislation affecting pension and employee benefits programs in 40 countries. The Global Benefits Manager can easily identify and act upon important information, determine who receives Alerts, from which countries, and the level of Alerts sent.



A WORLD OF EMPLOYEE BENEFITS AT YOUR FINGERTIPS

IBIS NEWS

IBIS News provides monthly updates on legal changes and developments related to pension and employee benefits in the countries that you select. Articles are brief and easy to read, identifying the issues that are important for the Global Benefits Manager. Each News brief is linked to the relevant section of the corresponding Country Reference Manual, so users can easily access additional information with one click of the mouse. Currently, IBIS supplies News briefs in 40 countries.



IBIS Country Reference Manuals

IBIS Country Reference Manuals are written from an HR perspective, helping the Global Benefits Manager track the relative position of the company's benefits plans and labor policy in different countries.

Detailed, accurate, and current summaries of common benefit provisions, Social Security, market practice, and employment conditions in 70 countries, IBIS Country Reference Manuals contain information on the following topics:

- Retirement
- Short-term Disability
- Medical Benefits
- Severance (statutory)
- Termination
- Vacation/Leave, Perquisites, Company Car
- Additional employee benefits-related topics relevant to particular countries
- Death Benefits
- Long-term Disability
- Maternity/Parental Leave
- Holidays (statutory)

IBIS Country Reference Manuals are updated annually or more frequently as events warrant and are only available through IBIS eVisor.

IBIS IEB MANAGER

The International Employee Benefits (IEB) Manager is a proprietary online database that enables you to manage international benefits programs more efficiently. The IEB Manager houses important benefits information for all your countries, including plans, insurance policies, costs, contacts, and related documents.

- Built-in search capabilities allow focused access to specific company benefit plans and programs around the world.
- Customization allows you to personalize and define the level of information that is captured and made available to you and your staff.
- Reports allow you to compare, print, and export benefits and costs across countries.





IBIS ADVISORS

OVER 35 YEARS OF GLOBAL HR SOLUTIONS

IBIS IS ACCLAIMED TO BE THE MOST AUTHORITATIVE SOURCE OF INFORMATION ON INTERNATIONAL BENEFITS AND HUMAN RESOURCES IN THE WORLD.

IBIS specializes in comprehensive international human resources management, providing high quality information, advice, and solutions to meet the demands of your global organization.

At **IBIS**, you will find an international company of people committed to bringing together their creative talents and collaborative spirit.

We answer your calls immediately and respond to your needs faster than you could ever imagine. Every member of our staff and every product in our suite of international human resources services is geared toward solving your problem, saving you money, and increasing your productivity.

WE BELIEVE THAT OUR CLIENTS ARE OUR MOST VALUABLE ASSETS.

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