

# Winning the War for Tech Talent with Aon Choice

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Recruiting and retaining top talent remains a major challenge in today's increasingly competitive business environment, particularly in the information and communications technology industry. The Canadian information technology industry alone employs over one million Canadians directly and indirectly across the country (source: <http://itac.ca/our-industry-our-profile/>). Your budget and resources are finite, and with employees seeking greater choice in benefits and ease of access to benefits programs, it can be a struggle to find a cost-effective solution.

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## Did you know?

- Nearly 1/3 of employees view their base pay and benefits as below market
- One in three employees are looking to switch jobs in the next year
- Employees don't think their rewards are competitive
- Employees are five times more engaged when total rewards are viewed as competitive

*(Source: The Sanofi Canada Healthcare Survey 2015)*

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## The Aon Advantage

Aon Choice is a total rewards delivery system that allows small- and medium-sized companies to offer benefits programs traditionally only available to large companies in one integrated program. Built on our powerful administration technology, Aon Choice reduces your administrative burden while offering the most innovative rewards program to your employees.

### Coverage highlights

- Flexible or traditional group benefits
- Voluntary employee paid coverages
- Customized online reward statements for each employee
- Defined contribution retirement solutions
- Competitive premium
- Employee deals
- Integrated employee portal for all your rewards programs
- Online enrolment, claims submission and life changes for employees

At Aon, we're simplifying benefits through technology and our easy to administer benefits plan that offers you:

- Greater choice for your employees
- Best in class financial terms
- Enhanced benefits coverages

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## One approach to innovative health benefits

Aon Choice provides a unique and innovative experience of benefits that is accessible online. With Aon Choice, your employees can:

- Access all their plan information in one easy to maneuver customizable benefits portal
- Enrol and select coverage
- Add dependents and make changes
- View their coverages and plan details
- View their total rewards statement
- Submit claims and view claims history through a single-sign-on to the insurer's website
- View retirement savings plan balances, plan for retirement, make investment selections, and track investment returns
- Have access to voluntary benefit coverage

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## How it works

Setting up a benefits plan is easy with Aon Choice.

- Set a budget of how much you want to spend on group benefits
- Design your plan (traditional or flexible)
- Decide if you want to offer a retirement savings plan
- Select which rewards you want to show your employees in the online rewards statement

Our team of experts will be there to help you every step of the way during design, pricing, implementation, and enrolment. Once implemented, we will take care of the administration — you just need to send us a weekly employee data file.

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## Why Aon?

Aon has leveraged its' global strength to offer the best possible insurance solutions. We are committed to delivering the best pricing, and terms and conditions. Our powerful platform allows employees to compare coverages and costs from multiple insurance companies, enabling them to make informed decisions.

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## We're here to empower results

Contact an Aon expert to learn more about Aon Choice.

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