

Sequoia Global Benefits Services

Smart benefits solutions for your global workforce

Need benefits support globally? We've got you covered... everywhere you operate around the world

From globally mobile employees, to a solo employee opening operations in a new country, to your local employees in any country, Sequoia simplifies the management of global benefits to better support your global business mission.

With a global network covering over 130 countries, we work globally with clients ranging from emerging tech firms with small employee populations in a handful of countries, to large employers with thousands of employees in dozens of countries. These people-first employers choose Sequoia as their global benefits partner because of our unique and effective global benefits management model.

Our innovative approach benefits you and your employees

Simply stated, our global benefits management model is different, and offers distinct advantages over traditional models:

- Less disruption of local brokerage relationships, so less pushback from local operations
- Ease of implementation
- Next generation global benefits management technology (Sequoia's Global HRX System)
- Better control of local brokerage commission and consulting fee costs
- More effective negotiations with local insurers
- Improved local SLA monitoring and adherence (insurers and brokers)
- Elimination of financial conflicts of interest among local brokers and the coordinating broker

We manage your global benefit plans so you can focus on your business and your employees.

Services at a Glance

- ✓ Global Benefits Strategy
- ✓ Global Benefits Brokerage
- ✓ Global Benefits Benchmarking
- ✓ Global Benefit Inventories
- ✓ Global Compliance Management
- ✓ New Country Plan Implementation
- ✓ Multinational Pooling
- ✓ Expatriate Benefits Solutions
- ✓ Global M&A Support
- ✓ Global Benefit Communication

A Local Presence Wherever You Operate





Sequoia brings key advantages to the management of your global benefit plans

Highly Experienced Global Consulting Team

Sequoia's global consulting team has decades of combined experience in global benefits, and deep knowledge of the types of plans that people-first employers provide in countries around the world. They have a proven track record helping clients improve the design, financing, and delivery of their benefit arrangements globally.

Best-in-Class Local Country Resources, Specialized in Benefits

Sequoia provides global benefits brokerage services through our proprietary Global Network of local actuaries, brokers, and consultants in over 130 countries, which was developed to be best in class in all locations regardless of ownership structure. Our Network Members are all market leading benefits experts, focused on providing our clients with the best benefits advice and service.

Flexibility

We believe in choice. With Sequoia, you can choose to retain your existing local brokers or replace them with our local Network Members, whichever makes the most sense for you in each country. Either way, we oversee and coordinate the work of all local brokers to ensure consistent adherence to your global strategies and provide effective management and stewardship of your benefit plans around the world.

Focus on Helping Clients Grow Globally

Sequoia is the partner of choice for people-first companies. We've spent almost two decades supporting the world's most innovative, market changing employers, and we know what it takes to fuel your growth and come through for your people globally. We have helped literally hundreds of companies establish their first international operation and efficiently scale those global operations as their worldwide business grows.

Leading Edge Global Benefits Technology

We provide all our global benefits brokerage clients with Sequoia's Global HRX System...a web-based global benefit inventory tool that stores the details of all benefits in all countries, produces an annual renewal calendar for all plans, allows for custom side-by-side reporting on all plan provisions, stores all plan documents, and includes a project management / collaboration function that we will use to keep track of all activity we conduct on your behalf. We take responsibility for keeping the details on your plans up-to-date in the system.

Unique Culture of Service and Innovation

At Sequoia, our culture is based on highly dedicated people, a passion for service, and innovative thought leadership. We focus on companies that look to the future and are on the cutting edge of progressive benefit plan design, implementation, and management globally.



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