

HOST

LK INSURANCE SERVICES

**Brokerslink Affiliate** 















Brokerslink





# **Brokerslink today after 20 years**

José Manuel Fonseca, President & CEO

**Presentation** 



















# Employee Benefits practice Business cases & country reports

Gerard Baltazar, EB Practice Leader

Anne Collette, Business & Partnerships Director























# Our Brokerslink Employee Benefits core team





**Gerard BALTAZAR EB Practice Leader** 



Mélodie ALVARO **International Business** Coordinator



**Roman BEMBINOV** Business & Partnerships Assistant



**Anne COLLETTE Business & Partnerships** Director



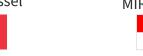


Valérie TABOY DELBOS EB Manager Filhet Allard





**Paul VINCK EB** Manager Van Dessel





**Faradina WARDANI** Senior Associate MIR Brokers





**Martin MEISELBACH Managing Director** GGW



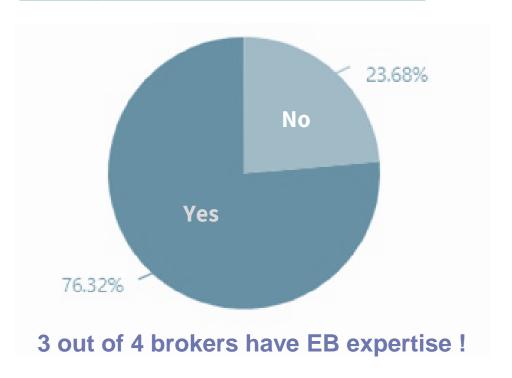


**Rene PENAREDONDA** Vice-President **Trinity Insurance Brokers** 









Top 3 main expectations of our network



The EB global practice has been designed to address our network main challenges







#### 1. Brokers with established Global EB capacities

- Access to exclusive pricing & underwriting terms
- Seize international opportunities
- Benefit from our global outreach

#### 2. Brokers with mainly local EB capabilities

- Develop multinational Best Practices
- Enhance EB capabilities & knowledge
- Benefit from Global EB capabilities
- Expand globally with our outreach

#### 3. Brokers aiming to develop further their EB operations

- Receive ongoing training and client support
- Stay informed with regular EB insights
- Participate in Webinars for skill development

# **Employee Benefits Academy Roadmap updated status**

## Stage 1



#### Launched in 2023

- Global Benefits Management
- Brokerslink Multinational Broker Pool
- Global Mobility & Expatriate
   Insurance Solution
- Brokerslink International Healthcare Solution
- Pan-European Risk Benefits
- Pan-African Risk Benefits

#### Stage 2



#### In progress 2024

- Employee Wellbeing solutions
- White labelled products for partners
- Employee Benefits Pool Management
- Employee Benefits Benchmarking
- Global Pension Solution
- Global pricing & underwriting terms

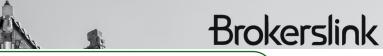
### Stage 3



#### Ready to be launched by 2025

- Employee Benefits Captive
- Merger & Acquisition
- Online Benefits
- Employee Benefits Data Services
- Employee Benefits Survey tool

Seoul, 10 - 12 April



- Medical insurance
- Preventive Care
- Vision
- Dental
- Specify second Option
- Mental Illness
- Employee Assistance program



- Remote work
- Relocation
- Education/ Development
- Key leaves









Risks Benefits



Financial Benefits



- Retirement plan
- Global mobility retirement plan
- Investment plan

- Life insurance
- Disability insurance
- Absenteeism
- · Claims ratio optimization
- Critical illness insurance
- Salary Protection
- K & R and Travel





# **Employee Benefits Academy** From knowledge to broker expertise and new business



Training center **covering all areas of EB benefits** including market insights



Available to all Brokerslink brokers free of charge



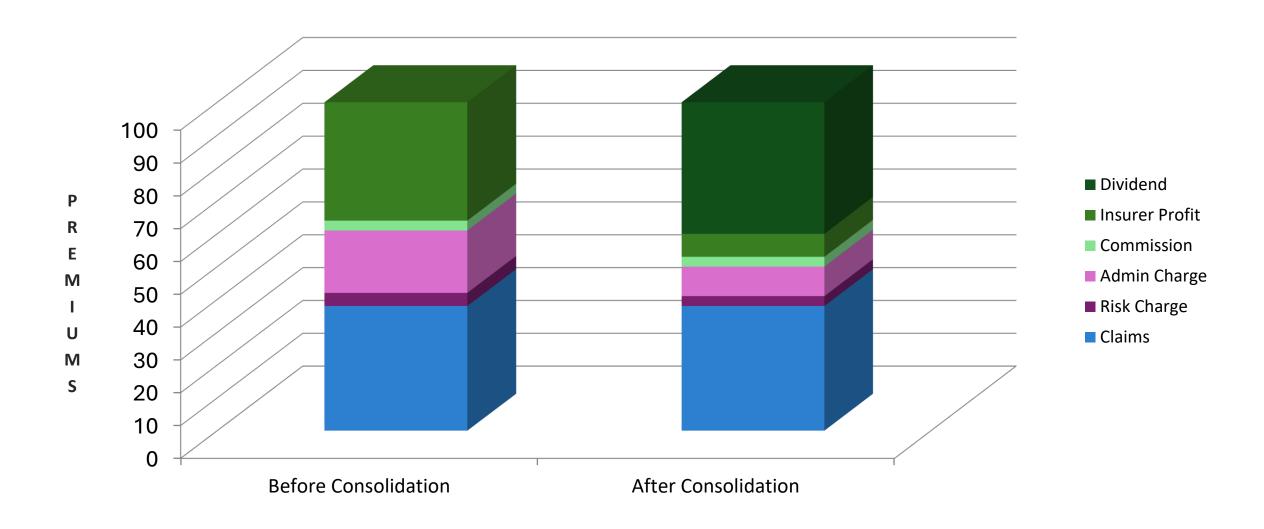
Support our brokers developing and promoting their EB capabilities, sales proposals of products and services



Webinars for brokers and client companies



# **EB Global program example**

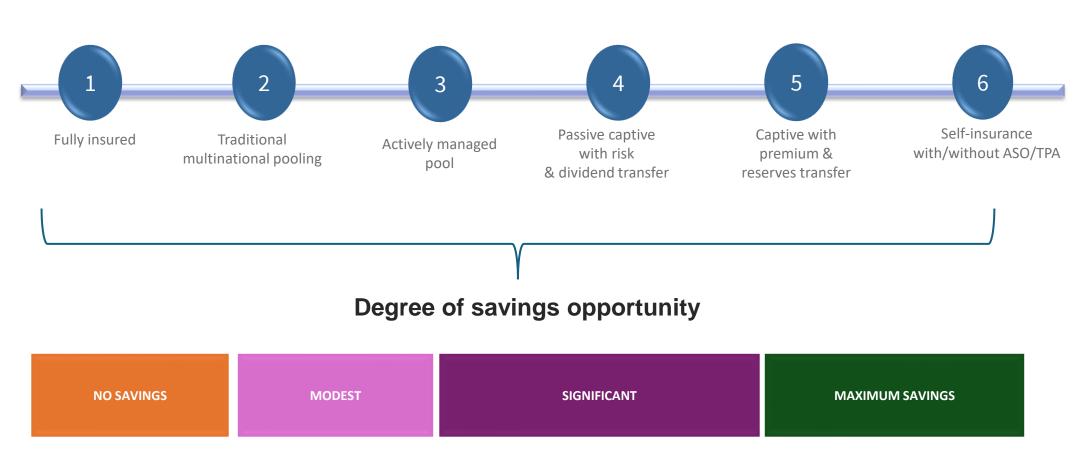






# Balancing cost, risk and control

#### Degree of risk retained by the company







# **Employee Benefits Practice Insurer agreements status**

# Agreements already in force

# Multinational Pooling

EB global carriers







+ other potential carriers

# **On-Going Discussions**































# Our EB Global Practice is able to manage inquiries from small to large international business regardless of geographies

Client industry	Countries	Employees	Type of request
Insurance company	1 country from Eastern Europe	35	Redesign of their <b>life</b> product
Consulting Group	11 countries from Europe, North America and APAC	4 722	RFP health, disability and pension
Automobile	1 country	1 148	Online tool
Renewables	4 countries from Europe and Africa	42	Worldwide life and accident/disability insurance
Services	46 countries from all continents	12 000	Country benchmark
Services	41 countries from all continents	5 000	Country benchmark
Banking	Greece	48	Life insurance
Industry	1 country from LATAM	126	Pooling
B to C Retail	6 countries from Europe	785	Sales support
Pharmaceutical	33 countries from all continents	2 600	Sales support







# 2024 ongoing business cases (1/2)

	Case n.1 Lead from central team to 39 local brokers	Case n.2 Lead following the Americas 2024 meeting	
Context & objectives	IT group HQ in Amsterdam Small employee count per country	Client request from a Brokerslink LATAM broker. Current insurer is Metlife.	
Client needs	Looking for harmonized benefits in all countries	<b>Life insurance</b> renewing on April 1st Expects better conditions from the market	
Country scope	The group operates in <b>39 countries</b> worldwide.	Headquarters in Brazil, need for Austria	
EB Practice plan	We are looking at a combination of <b>Pan-European</b> & international solutions	20% premium decrease compared to US market \$50 000 total annual premium & compliance Quote process : 5 working days	





# 2024 ongoing business cases (2/2)

Case n.3 Global support to local broker

Case n.4 Lead from central team to local brokers

Context & objectives

Insurance policies will renew mid 2024 Lines of business: health, life & disability.

New business opportunity for local broker Spain. Multinational client company HQ in France Our contact if the Head of Procurement, in charge of all insurance for the group Current broker is from Europe

Client needs

Coverage needed for all employees living outside of the broker's region, Europe.

**Asia**: Health & retirement plan for expats North America: life insurance for 9 local employees sum insured: 4.8M USD (3x annual salary)

Country scope

Tanzania, UK, Brazil

Now: APAC, North America Potential: Global RFP including Europe

**USA Life** proposal from European Carrier:

EB Practice action plan

Insurance policies and claims review. **BORL** signed with Risk Manager. Discussions with key players to get the most competitive offer.

38 000 € of total annual premium **APAC medical healthcare** for active expats with sub-group of retired: Potential of 2M \$ annual premium





# **Employee Benefits Academy upcoming agenda**

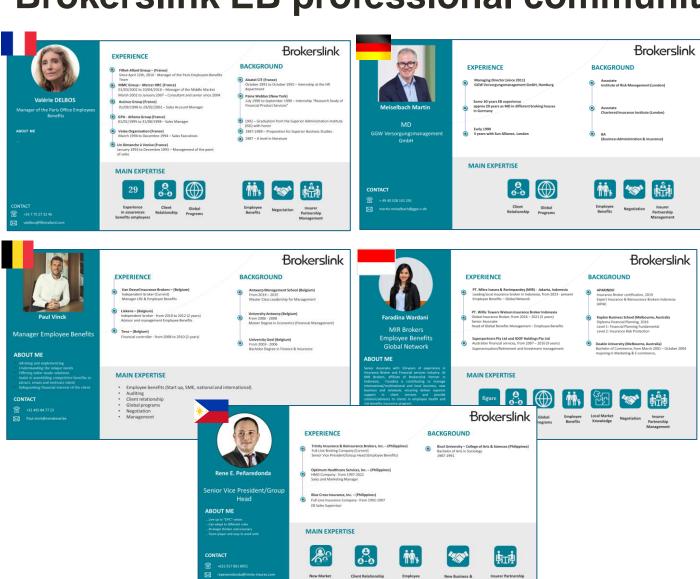
Event	Save the dates	
Americas regional meeting : Mexico City	Feb 28th to March 1st	
1st online training: 1 hour – with UTMOST  Pan European Solutions, Global mobility	February, 29th	
Europe & Middle East regional meeting – Bucharest Focusing on the local needs of Europe & Middle Eastern market, understand local needs to win new EB business	March 21st – 22nd	
APAC regional meeting – Seoul : Focusing on the local needs of APAC regional market, understand local needs to win new EB business	today	
New EB Survey – We count on you!	April 11th (today)	
2nd online training: 1 hour with INSUROPE Global Benefits Management, Brokerslink pooling solutions	April, 24th – 19:30 HK Time	
Africa regional meeting – Douala : Panafrican needs and opportunities to grow the EB business	June, 12th to 14th	
3rd online training: 1 hour Healthcare, wellness, lifestyle management	July, 12th	





# Share your CV and be part of Brokerslink EB professional community!







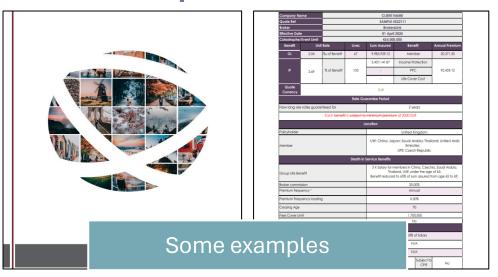


# Some examples of how the EB global practice can support you

# Country benchmark

#### **Country overview** India Death in service benefits are provided by prescribed employers (currently 187 classes of establishments with 20 or more employees) through the Employees' Provident Fund Scheme, 1952 (EPF), Employees' Pension Scheme, 1995 (EPS), Employee's Deposit Linked Insurance Scheme, 1976 (EDLIS). Provided by prescribed employers (applies to 606 Districts in 35 States and Union Territories in 2023) through the Employees' State Insurance Scheme (ESI Scheme), administered by the Employees' State Insurance Corporation. Employers include non-seasonal factories and establishments with 10 or more employees, shops, hotels, restaurants, cinemas, newspaper establishments, road motor transport establishments, and private medical and educational institutions with 20 or more employees (10 or more employees for prescribed States), construction site employers. Provided by employers through the Employees' State Insurance Scheme, Workers' compensation is also provided by prescribed employers (not covered under the ESI Scheme) through a workmen's compensation insurance plan (employers may self-insure). Prescribed employers include factories, mines, plantations, mechanically propelled vehicles, construction work, and certain other hazardous occupations. Also provided by prescribed employers (applies to 606 Districts in 35 States and Union Territories in 2023) through the Employees' State Insurance Scheme (ESI Scheme), administered by the Employees' State Insurance Corporation. Provided by prescribed employers (currently 187 classes of establishments with 20 or more employees) through the Employees' Provident Fund Scheme, 1952 (EPF), Employees' Pension Scheme, 1995 (EPS). The EPF and EPS are

#### **Insurer preferential terms**



Brokerslink Employee Benefits
Global Practice brochure

administered by the Employees' Provident Fund Organisation (EPFO).





# **Empowering Brokers - information and technology**

Tony Mitchell, CRO WhiteGate Consulting



















**Brokerslink Asia Pacific Conference** 

Seoul April 2024

Empowering Brokers – Information and Technology





# Our Partners

White Gate has established partnership with FSI industry leaders, with highest rate of success, lower cost and future ready platforms to bring the end-to-end digital solutions for Insurance Brokers, and MGAs.



















& MORE

White Gate's team boasts extensive experience derived from collaborating with over 40 major financial institutions, either in executive roles or spearheading digital transformations globally.

# Our Team



Ashish Rawal

xSAP, xAccenture. Certified Digital Strategist and Enterprise Architect



Tony Mitchell

xCEO Lockton, Willis 30+ years of Broking Industry and Insuretech



xSAP. Certified **Enterprise Architect and** Author of multiple Finance Digital



Mike Gourlay

Chairman at QBE Insurance, xCEO MSIG Singapore. Digital Transformation Sponsor and Industry ambarrador



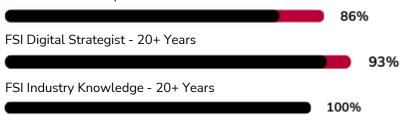
xCEO of Discovery, and Founder of ABC - where is focusses in nurturing businesses with strategy and execution.



# **1**00% Delivery success

We adopt a systematic approach to understanding a client's business, strategy, growth plans, resources and existing technology stack to develop and professionally implement a plan to address pain points and provide the technology to properly enable them for future growth.

FSI Consultants experience - 10+ Years







Certified Enterprise Architects



Global FSI Domain Expertise

# 01 Initial Assessment

- Understanding Client's business objectives.
- Analyzing current IT landscape
- Identifying key performance indicators
- Defining measurable outcomes

#### 02 Tailored Digital Strategy

- Crafting customized solutions
- Allocating necessary resources in terms of Products, Consulting & Governance.
- Establishing milestones

#### 03 Execution

- Collaborative approach with client / stakeholders
- Solution implementation with best practices framework
- Governance and Design Authority to control standard software deviations

# 04 Outcome, Delivery & Assurance

- Outcome fulfilment and evaluation
- Addressing shortfalls/gaps
- Finalizing the engagement and change management
- Future Innovations and Product Roadmap







High Stick to Standard



Low TCO









Brokers Digital Transformation



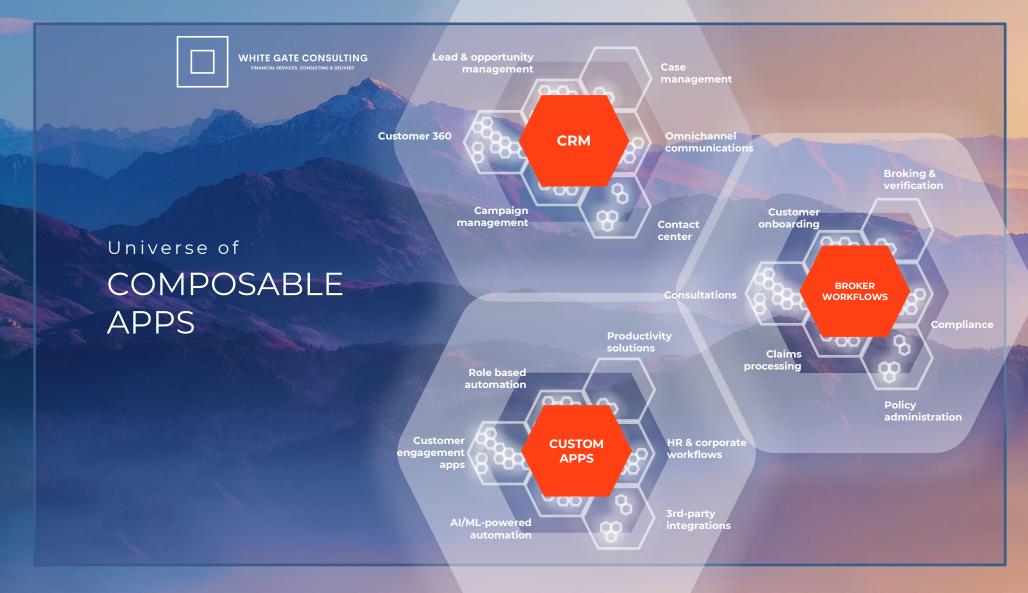




"Opinion is usually something which people have when they lack comprehensive information."

— Idries Shah











# Financial Performance:

Dashboards on revenue, profits, and key financial metrics such as return on investment and expense ratio.



#### Market Trends:

Analysis of industry trends, including changes in regulations, emerging risks, and competitive landscape.



Customer

Retention: Metrics on customer satisfaction, policy renewals, and customer retention rates.



#### **Sales Performance:**

Dashboards on new business acquisition, premium growth, and market share.



#### Compliance and

Legal: Updates on regulatory compliance, legal issues, and any pending legislation that may impact the business.



## Staffing and Recruitment: All HR

matters including open positions and recruitment situation.



# Head of Sales



#### **Sales Performance:**

Analyse sales figures, including total revenue, new policies sold, renewals, and upsells/cross-sells.



#### **Cross-sell Opportunity**

prompts as to what are the best opportunities to increase client sale penetration



#### **Lead Generation**:

Track lead sources, conversion rates, and the effectiveness of marketing campaigns in generating leads.



#### Sales Pipeline: Review

the status of deals in the pipeline, identify potential bottlenecks, and ensure a healthy flow of prospects through the sales process.



#### **Team Performance:**

Monitor individual sales team members' performance, including key metrics like conversion rates, average deal size, and activity levels.



#### Market Trends: Stay

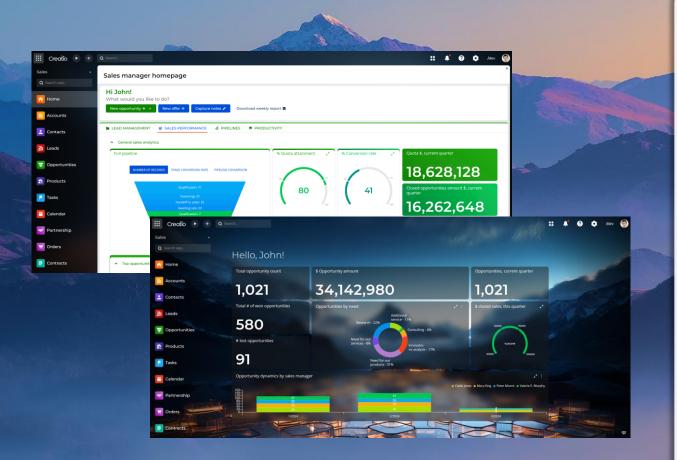
informed about industry trends, competitor activities, and regulatory changes that could impact sales strategies.

#### **Financial Metrics:**

Review budget vs. actuals, cost per acquisition, and other financial metrics to ensure profitability and optimize resource allocation.







#### **SALES**

- Lead management
- Opportunity management
- Referral management
- Cross-/up sales recommendations
- Consultations







#### **MARKETING**

- Segmentation
- Campaign management
- Loyalty and reward programs
- Event management



# **C**lient Manager



Comprehensive dashboards on client portfolios, including policy details, premiums, claims history, and communication logs.



Overview of on-line and platform sales performance and understanding of customer behaviour whilst using these systems.



Premium volumes and account profitability by Insurer.



Team performance and efficiency, status of renewals and new business placements.



Claims statistics and status



Additionally, insights into client preferences, behaviour patterns, and satisfaction levels can inform targeted strategies for retention and upselling.







# **C**lient Management Tools



Policy sales and on-line client management via platform – especially in Affinity and high volume low premium policies



Access via portals to review their policies, claims status, buy new policies and report claims on-line as well as communicate with their account servicers.



Al solutions including effective chat bots and assistance.



Employee Benefit programme management with portal access by HR head, client employees as well as the broker and insurer.



Claims management and verification and fraud detection using Al







India | USA | Singapore | Malaysia | Thailand | UAE

#### How it Works



Extracts and organizes information from complex content in any document format



Intelligent
Document
Extraction &
Classification

Data Correction Human-In-The-Loop validation

Review and Audit

#### Technologies Leveraged by Marvel.ai for Next-Generation Al-Powered Conversational Solutions





Natural Language Processing



**Deep Learning** 



**Pattern Recognition** 



**Neural Networks** 





**Reinforced Learning** 



**Adaptive Learning** 



**Linear Regression** 



**Predictive Analytics** 





### Why Marvel.ai is important for you?

### Before

80%

of company data is unstructured

50%

of the employees spend too much time in manual processing

83%

of the employees frequently recreate documents as they can't find relevant information in massive data sets



After

80%

saving in process time

60%

reduction in direct cost

**3X** 

increase in processing capacity





#### Fast-track claims settlements

#### **Challenges**



- Delayed medical claims settlement due to manual validation of diverse insurance data.
- Approximately 98% of data being unstructured, scattered across documents and folders.
- Lack of granular data for analysis, adding complexity to codification and verification.

#### Solution



- Implementation of Marvel.ai, an Al-based intelligent document processor.
- Automatic extraction, validation, and categorization of submitted document data.
- Faster and automated claims processing, providing data-driven insights for fraud detection and process optimization.

#### **Outcome**



- 95% accurate high-quality structured data.
- 90% reduction in data processing time.
- 80% elimination of manual efforts.
- · Return on investment within months.
- Fast-track claims settlement leading to customer satisfaction.





### Automated Anomaly Detection in Health Claim Data

#### **Challenges**



- Difficulty in identifying anomalies in health claims data due to outdated infrastructure and data inconsistencies.
- Rudimentary analysis techniques lacking accuracy, requiring manual investigation.

#### **Solution**



- Deployment of Application Al for tailor-made anomaly detection workflow.
- Automates and streamlines analysis process with no code requirement.
- Utilizes machine learning algorithms to detect recurring patterns and clusters, aiding in decision-making.

### Outcome



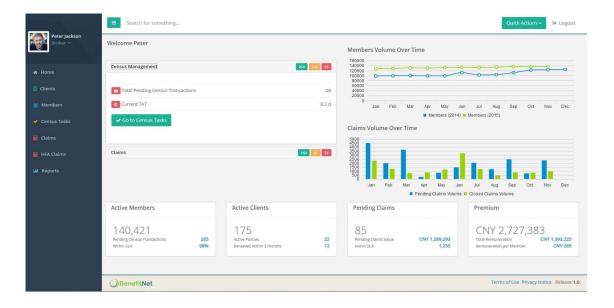
- Improved risk assessment accuracy.
- Reduced incurred claim ratios.
- Streamlined operations.



#### Overview

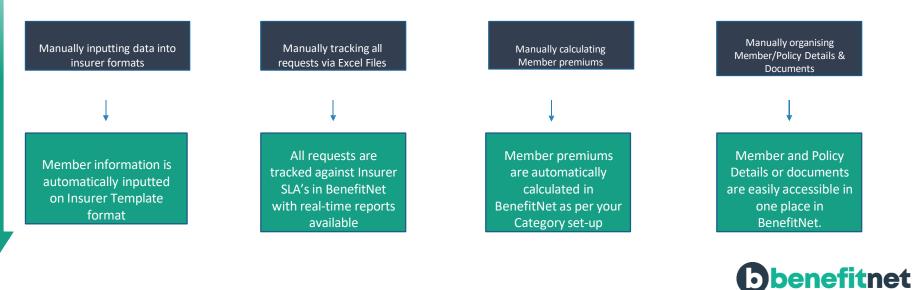
BenefitNet is an insureTech online platform for modern insurance brokers and insurers. We help these players to better acquire and serve their customers through a digital proposition.

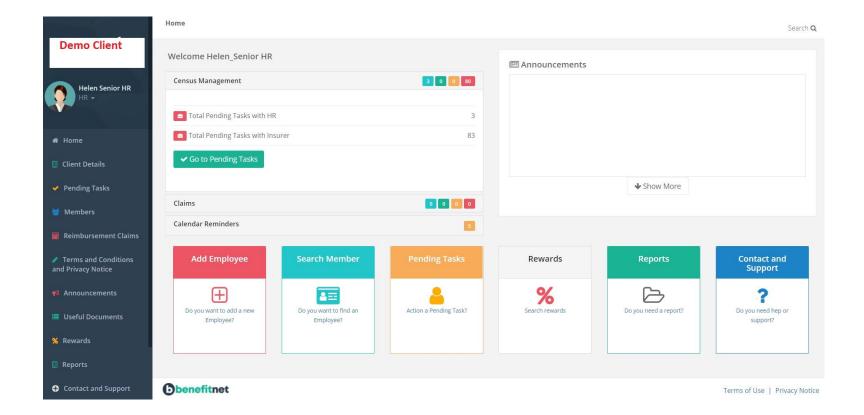
Website www.benefitnet.com





BenefitNet is a unique product that helps insurers, insurance brokers and employers administer their employee benefits schemes for medical, life and other flexible benefits product lines. System effectively automates complex workflows related to census management, claims management and streamlines the relationship between clients, brokers, insurance providers and employees.







Brokers have an enormous amount to gain from a modern IT system and strategy. There are a lot of questions to be answered before the correct approach can be identified and it needs a very systematic review and process ideally by an experienced third party who can make truly independent observations and guide you along the chosen path.

Key elements of the strategy definition are a data maturity assessment and strategy, a process assessment and strategy with phases and capability maturity, a platform and product strategy including build, buy or lease assessments, a people and resource strategy as well as a change management and culture strategy.





# Group Photo Lunch

@foyer of Emerald room















