

WHAT WE DO

Spectrum Group Consulting Services, LLC is an independent consulting firm assisting global companies with the design, implementation and management of global mobility and international benefits strategies. By specializing in both, we can offer a more coordinated and comprehensive service.

What's more, "We've been there, done that." Unlike many consultants, we have worked as Global Mobility and Global Benefit managers. We know what you do, and therefore we can help you do it more effectively.

6 WAYS WE'RE DIFFERENT

- We're independent
- We've worked in your job
- Our costs are competitive
- Our global HR experience is extensive
- Our approach is pragmatic and cost effective
- We respond to the unique needs of each client

 **Spectrum Group**
Consulting Services, LLC



*Specializing in
International Benefits
and Global Mobility*

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HELPING COMPANIES DO BUSINESS AROUND THE WORLD

GLOBAL MOBILITY

Expatriate Benefits Strategy and Management

We help design and manage benefits for expatriate employees and local nationals, including negotiating contract terms, funding options and fees.

Global Mobility Strategy and Administration Structure

We analyze the existing administration structure for cost effectiveness and potential streamlining while identifying risks and evaluating performance.

International Assignment Policy Development

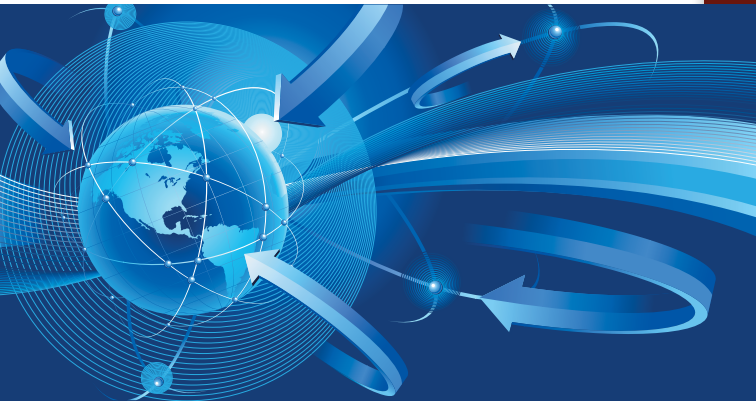
We design and help communicate policies for different international assignments. We also develop repatriation processes.

Mobility Administrative Policies and Benchmarking

We evaluate current practices for competitiveness and cost efficiency and benchmark those practices against industry standards and company objectives.

Mobility Supply Chain Vendor Management

We evaluate the supply chain and identify areas of potential cost savings and streamlined administration. We assist with vendor selection, contract drafting and ongoing vendor management as well as help guide decisions within Procurement departments.



INTERNATIONAL BENEFITS

Global Benefit Management Strategies

We create models for efficiently managing international benefit programs to ensure cost effectiveness and regulatory compliance.

Global Governance and Compliance

We assist with gathering, coordinating and managing a global benefits inventory database. We then create compliance checklists to manage local country and global compliance.

Benefits Funding Strategies

We evaluate global benefits funding strategies, help clients assess options and assist with implementation and management.

Management of Multinational Pooling Networks

We advise on the selection of multinational pooling partners, negotiate contracts and analyze the networks' performance.

Benefits Benchmarking

We evaluate competitiveness and cost efficiency and benchmark both against industry standards and client objectives.

Global Business Travel Accident (BTA) Coverage

We help select insurance carriers, negotiate terms and pricing, explain coverage to beneficiaries and manage renewal negotiations and regulatory compliance.

Emergency Medical/Security Evacuation and Travel Assistance Benefits

We assist in insurance carrier evaluation, selection and negotiation. We make sure that travel assistance benefits are coordinated to avoid duplicate coverage or gaps in coverage.



WHO WE ARE

Lisa Fink Burkard, CEBS, GMS, GRP Managing Director

Spectrum Group Consulting Services, LLC, was founded by Lisa Fink Burkard. With nearly 30 years of industry experience encompassing insurance underwriting, benefits consulting and international corporate leadership, she offers a unique blend of skills and expertise.

She is the former Director of International Compensation, Benefits and Global Mobility for UPS, and has lived abroad in Brussels, where she was responsible for the competitiveness and compliance of all compensation, benefit and mobility programs in 35 countries.

Lisa earned her bachelor's degree in Risk Management and Insurance from the University of Georgia's Terry School of Business and her MBA from Georgia State University. She has served on numerous boards including Worldwide ERC, Metro Atlanta Relocation Council and Atlanta Women's Network as well as Past President of CEBS, Georgia Chapter.

Susan MacInnes, CEBS Managing Consultant

Susan MacInnes has more than 30 years of experience in benefits compliance consulting and corporate benefits management.

She held corporate benefits roles at both SP Newsprint Co. and RockTenn where she directed major benefit-plan consolidation and administrative transition projects necessitated by corporate acquisitions. She was responsible for resolving various compliance issues involving benefit plans in Puerto Rico and Canada. Previously Susan was the lead consultant in Compliance and Administration practice of Towers Perrin, Atlanta office.

Susan received her MBA in finance from Georgia State University. A Certified Employee Benefit Specialist (CEBS), she is a Past President of the Georgia Chapter of ISCEBS.