

EMPLOYEE BENEFITS POST ACQUISITION



“We are tremendous fans and hugely appreciate the extraordinary service and guidance Montagu provided us during the integration of LifeSize, as well as all the support the team have provided our employees since 2002.”

LAURA MACKINNON, SENIOR DIRECTOR, LOGITECH WW HR PROGRAMS

THE TECHNOLOGY INDUSTRY IS IN A CONSTANT STATE OF CHANGE, WITH CONSOLIDATION AND TAKEOVERS A REGULAR OCCURRENCE. THE HISTORY OF OUR BUSINESS IN THE UNITED KINGDOM IS MUCH THE SAME, AND IN LATE 2009 WE ACQUIRED LIFESIZE COMMUNICATIONS.

Montagu has administered our employee benefits since 2002. Upon acquiring LifeSize we wanted to extend our employee benefits in full to their staff based in the UK. We asked Montagu to manage the entire process, analysing the situation and recommending the best way forward.

Firstly, they advised that the increase in membership would mean that the insurance company providing the life, critical illness and income protection benefits would have to re-quote their terms.

Next they evaluated whether the existing LifeSize benefits were greater or worse than those provided for Logitech employees. They also researched whether the LifeSize Private Medical Insurance differed in the terms and nature of the cover, compared to our arrangement for Logitech employees - it was vital to ensure no worse terms.

Montagu noted that LifeSize offered their UK employees only Death-in-Service and Private Medical Insurance, with a different provider. They worked with our existing insurance company to review the terms for our Death-in-Service, Critical Illness cover and Income Protection. This resulted in a cheaper cost per head and a higher free cover limit as a result of the increased membership.

They compared our existing insurer's quotations against a sample of the market and concluded that they were still highly competitive and excellent value for money.

Montagu managed the extension of our benefits to LifeSize employees seamlessly, on the required date, as well as coordinating the closure of the existing Death-in-service arrangement at midnight the day before.

Their analysis of the existing LifeSize Private Medical Insurance policy showed that it was not as comprehensive. They arranged for LifeSize employees to switch to our scheme on the basis of no further medical underwriting so they were fully covered and only subject to the exemptions imposed by the previous LifeSize insurer.

We liked the fact that they met with each LifeSize employee individually, either in person or using LifeSize's HD video conferencing technology from the UK head office, and enrolled them in the Logitech Group Personal Pension Plan.

The integration of LifeSize into the Logitech arrangements means that our LifeSize employees benefit from the far superior Logitech benefits. It was a seamless and painless switch, in accordance with our instructions. They even managed to enhance our policies with higher free cover limits, this meant less people required future medical underwriting, and, lower costs per head as the premium unit rates fell on the economies of scale.