



# employee benefit solutions

outsourced . customised . affordable . exclusive



## Why an Employee Benefits Program?

Simply because it's a cost effective way to help HR achieve their targets. An employee benefit program is a useful tool which can assist management strategies to:

- Attract and retain the best people
- Motivate and engage everyone
- Increase loyalty and commitment
- Enhance productivity and performance
- Raise employee morale
- Support you as a "preferred employer"

### How does it work?

Member Advantage works closely with you to tailor a solution that meets your needs and budget. We have over 50 years experience in managing and servicing benefit programs so that you don't need to worry about a thing.

### Solutions to suit everyone's needs

An employee benefit program is a tangible value added service that staff rate highly as a means of being recognised, rewarded and appreciated.

# What's in it for them?



## retain . reward . increase loyalty . recognise achievement

### We provide and deliver everything for you including:

- A dedicated and **co-branded website** that only your employees can access via a secure login.
- A co-branded **membership card** for all employees allowing POS activation on dining and entertainment benefits – *a share of their wallet and a constant reminder of you every time they use it.*
- An experienced and **dedicated Account Manager** who will ensure you are regularly updated and your communications and reports are always on time. *Someone you have direct access to at any time.*
- **Marketing and communications** – our speciality and key to success. We use all available channels to build and boost awareness and the latest technologies to engage, excite and reward your people.
- An **in-house customer service** centre – *ensuring your needs are taken care of immediately.*

### Something for everyone!

Immediate access to exclusive discounts and savings on a wide range of lifestyle and financial services including unlimited usage, meaning you can **reap the benefits over and over again.**

Our diverse range of benefit providers are quality brands well established in the market place.

Because of our large buying power we are able to aggregate significant savings. Your program will offer choice in areas of priority interest including:

- Dining and entertainment
- Credit cards
- Health insurance
- Home loans
- Car purchasing
- Airline lounge memberships
- Accommodation
- Car rental
- Professional insurances
- Groceries and petrol
- Movie tickets
- Shopping and gifts
- Package tours
- Tourist attractions
- Leisure activities
- Electrical and whitegoods
- Superannuation
- Magazines

### How long does it take to implement?

Member Advantage can implement a program seamlessly within six weeks from your approval.



# How much does it cost?

Whether you have less than 50 employees or more than 5,000, Member Advantage offers a range of programs that can be tailored to suit every budget.

You may choose an online only program or select the full program. Our pricing model is structured around economies of scale - the more staff the lower the cost.

***We are fully flexible and happy to negotiate with you to reach the right outcome***

Member Advantage is very aware of the link between retention and a company's financial performance; that's why we pride ourselves on being affordable - with no hidden extras in our costs.

## Scenario

***There is a link between retention and a company's financial performance...***

### Consider

Your turnover costs are 50% of your employees annual salary and you have a turnover rate of 18% pa\*. This has an enormous impact on your bottom line.

### Member Advantage Employee Benefit Program Costs per employee per annum

No. of employees:	500
Cost per employee:	\$37
Total annual program costs:	\$18,500
Annual staff turnover cost:	\$1,787,500 <sup>^</sup>

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**Net savings made by  
reducing turnover by 5%:           \$669,000**

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\* ABS Labour Mobility, Australia, Survey - February 2010  
<sup>^</sup> Based on average salary of \$55K per annum and an 18% turnover rate

## Maximise your investment

An employee benefit program is a tangible solution able to be implemented, monitored and measured against your objectives. The success in maximising your investment is being able to realise the intangible and indirect benefits, such as employee morale, staff importance and the overall feeling of value and appreciation.

Member Advantage benefit programs are designed to engage your most valuable asset.

We work with you to build and implement a robust marketing plan to ensure your Member Advantage employee benefits are top of mind. So when your employees think:

*I want to go out for dinner*

*I need to go shopping*

*I need a holiday*

*I need a financial plan*

*I need private health insurance*

*I want to go to the movies*

They think – "My employee benefits offer all this and more. Too easy!"





# What makes us different?

## Proven Results

Ever wondered why some people stand out from the crowd? It's the little things that can make a big difference.

Our management experience leaves nothing to chance. Our capability to deliver high quality, tailored and customised programs with dedicated and personalised service, sets us apart from our competitors. We appreciate that in business today you need to be flexible, innovative and affordable without compromising quality and output.

Member Advantage Pty. Ltd. was established in 1998, ten years on from operating highly successful benefit programs for its parent not-for-profit organisation, APESMA.

We pride ourselves as one of the only Quality Assured benefit program provider in the marketplace demonstrating our commitment to high class service and delivery.



***Our programs reach over 450,000 throughout Australia and New Zealand.***

## Contact Us

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