



HIGHROADS GIVES GLOBAL EMPLOYERS COUNTRY-SPECIFIC HR PROGRAM BENCHMARKS

ENHANCED GLOBAL DATA MANAGEMENT SOLUTION REVEALS WHETHER EMPLOYEE BENEFIT PLANS ARE COMPETITIVE AND COMPLIANT WORLDWIDE

BOSTON (Apr. 28, 2008) - [HighRoads](#), the only company providing employers year round access to real-time benefits benchmarking data, today launches its enhanced Global Data Management solution delivering country-specific benefit plan designs and benchmarks from the source that insurance companies have used for years.

For the first time, global benefits teams can easily compare their worldwide plans to statutory and market practices, and ensure that current and future offerings are both competitive and compliant on a country-to-country basis.

This enhanced benchmarking capability extends HighRoads' Global Data Management solution to deliver granular and actionable visibility across global divisions and now within specific country markets. Existing country plans are collected and electronically stored into HighRoads' global operations center, and made comparable to best-practices of country peers.

"HR strategic planning at a global level has never been more challenging because of what's required to stay on top of emerging markets, rising costs and ever-changing regulations," said Brent Bannerman, founder and chief strategy officer of HighRoads. "Whether a company's doing business in China, the Czech Republic or South Africa, stretched-thin HR teams must ensure that global benefits offerings position the business to succeed."

A company's own benefits data is now complemented with unbiased third-party research that's updated monthly from Axco Insurance Information Services Limited, the global information provider to the world's largest insurers.

"Compliance with global market regulations is at the top of everyone's agenda," said Marcus Corbally, director of Axco Insurance Information Services. "Axco regularly visits the countries that we report on, collecting critical statutory and market practice data for employers with operations outside the US. We look forward to working with HighRoads as they continue to expand the geographic scope and content of their Global Data Management solution."



Available as a managed service, the HighRoads Global Data Management solution delivers:

- centrally stored HR plan details from every country, made easy to update and analyze while streamlining communications between corporate and country divisions
- detailed side-by-side comparison reporting capabilities, including statutory and market practices in 61 countries

HighRoads' Global Data Management solution seamlessly integrates with the company's full suite of HR program solutions for managing HR and benefits plan procurement, contract lifecycles, vendor performance and summary plan descriptions. The world's largest employers rely on HighRoads' managed services to automate HR processes, aggregate and centralize HR program information, more strategically leverage HR consultants, improve critical decision-making ability and ensure compliance.

ABOUT HIGHROADS

HighRoads, Inc. (www.HighRoads.com), is the only company providing employers year round access to real-time, unbiased benchmarking data for HR plans and pricing for complete market visibility. HighRoads HR managed service aggregates HR plan and supplier information into a central repository, dynamically fueling its real-time benchmarking tool, The Lab™, while automating the entire HR supplier management process. HighRoads has automated HR processes for more than 100 Fortune 500 employers along with 700 of their vendors, consultants and outsourced administrators. Clients include some of the world's largest companies, such as General Dynamics, Honeywell, IBM, Kraft, Staples and Textron. Founded in 1999, HighRoads is a privately held company headquartered in Woburn, Mass.

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