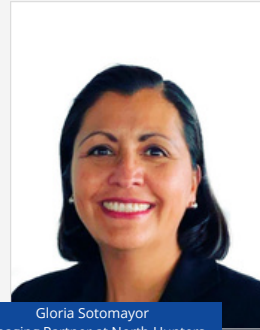


## How has COVID19 impacted the employee benefits package?

*As a result of the Covid-19 pandemic, organizations are facing drastic changes, not only with respect to the workplace, the imminent handling of digital tools, or the development of new skills, but also the importance of having a benefits package related to changes the home office has imposed us.*

*From the Latin American point of view (Mexico), the review and redesign of benefits packages are quite important because some of them will cease to be attractive in a distance work scheme.*



Gloria Sotomayor  
Managing Partner at North Hunters

*For example, foodservice (when it is no longer necessary to have meals at the office) or a company car (which has been parked in the garage for months) and also parking space, which at this moment are not benefits that make the difference when negotiating a position.*

*In my opinion, these are some benefits that will become more important for workers when working remotely:*

- *Having unlimited internet service and telephone/cell line (paid by the company).*
- *Providing office supplies, such as office chair, desk etc. (paid by the company).*
- *Online psychological support for the employee and his/her family.*
- *Online educational support for school-aged children.*
- *Flexibility in working hours, and also in some cases, when commuting to the office.*
- *Training of using digital tools to do the job (Zoom, Teams, etc.).*
- *Family Medical Expense Insurance with broad coverage.*
- *Private transportation service when employees must go to the office in order to avoid public transportation (paid by the company).*

*Therefore, it's time for HR departments to innovate strategies to design alternative benefits packages (align with the new cost adjustment policies their company decided to implement) considering the professional and personal needs their workers have in this new reality.*