Meeting human capital and risk management needs

Aerospace, defense and government services industry

Aerospace, defense and government services industry employers have unique needs

At first glance, many employers doing business with the U.S. government look similar to other commercial companies. They strive to create workplace environments where their business and employees thrive. But beyond that, these organizations face additional challenges — from reporting and hiring practices to accounting and compliance.

Our industry-specific strength

The Willis Towers Watson Aerospace, Defense and Government Services Group (ADGS) brings over 35 years of industry experience to help clients navigate the complex ADGS human capital and risk landscape. Our team of consultants and subject matter experts have in-depth knowledge of risk management, compensation trends, benefit design and management, and talent and workforce planning. We leverage our extensive research, benchmarking tools and consulting team to provide industry-specific solutions for your human capital and risk needs.

Willis Towers Watson can help you address challenges related to margin pressure, contract pricing, fixed price over time and materials, DCAA/DCMA oversight and audits, and nontraditional talent competitors.

How we help our government contractor clients

Proactive talent solutions: Our consulting team and tools help you offer competitive compensation and benefits that engage and attract employees in the war for talent, especially against other adjacent industries.

Industry connectivity: Our relationships within the industry — and with prominent government contracting attorneys, the Defense Contract Management Agency (DCMA) and the Defense Contract Audit Agency (DCAA) — enable an open dialogue and allow you to balance your legal, moral and practical obligations in dangerous, austere environments (e.g., following SCA or FAR compliance).

Experience-based solutions: We can help you predict long-term labor requirements and contract turnover. We can also guide you in restructuring business units and internal functions during realignment or M&A.

Improved employee experience: Our solutions support an employer mindset of employees as consumers and address the full wellbeing spectrum — physical, emotional, social and financial — for today's employee.

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Why Willis Towers Watson?

35+ years industry-specific human capital and benefit consulting	**100+** ADGS clients	We work with **10** of the **10** largest ADGS contractors	We work with **37** of the top **50** Washington Technology list organizations	Health and benefit advisor to **7** of the top **10** Washington Technology list organizations

We offer:

Corporate Risk Management and Broking	Health Care Marketplace and Benefits Delivery
Investment, Risk Management and Reinsurance	Human Capital and Benefits Consulting

Deep experience supported by

200+ consultants

including Cost Accounting Standards (CAS) accounting, DCAA and DCMA experience

Dedicated ADGS property and casualty risk management practice

including advisors who mitigate against civil complaints, criminal investigations, and administrative and regulatory proceedings

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

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