



**ValidationInstitute**

# **2025 Validation Report**

**Review for: Alight Solutions**

**Validation Achieved: Contractual Integrity**

**Valid through: October 2025**



# Company Profile

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<b>Category:</b>	<b>Human Capital Management</b>
<b>Website:</b>	<a href="https://www.alight.com/">https://www.alight.com/</a>
<b>Public or Private:</b>	Private
<b>Year Established:</b>	2017
<b>CEO:</b>	Stephan Scholl
<b>Company contact:</b>	amanda.wood@alight.com

## Description:

With an unwavering belief that a company's success starts with its people, **Alight Solutions** is a leading cloud-based provider of integrated digital human capital and business solutions. Leveraging proprietary AI and data analytics, **Alight** optimizes business process as a service (BPaaS) to deliver superior outcomes for employees and employers across a comprehensive portfolio of services. **Alight** allows employees to enrich their health, wealth and work while enabling global organizations to achieve a high-performance culture. **Alight's** more than 16,000 dedicated colleagues serve more than 30 million employees and family members. Learn how **Alight** helps organizations of all sizes, including over 70% of the Fortune 100 at [alight.com](https://www.alight.com).





# Claim Assertion for Validation

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Provided all program requirements are met, Alight Solutions will guarantee a \$1:1 (dollar for dollar) direct savings-to-cost, return on investment based on participation and treatment verification and cost calculations for participants enrolled in its Surgery Decision Support (SDS) Program.

Eligible surgical procedures include Low Back Surgery, Hysterectomy, Knee Replacement, Hip Replacement, and Weight Loss Surgery.





# Method / Calculation / Examples

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An independent analysis will be conducted approximately ten (10) months following the end of the prior year. If the direct savings-to-cost calculation results in less than a 1:1 (dollar for dollar) return on investment, Alight Solutions will refund dollar for dollar, the net difference between the calculated amount of direct savings and the per employee per month (PEPM) fees collected for the applicable contract year of the initial term of the SDS Program.

For example:

1-year cost to Company equals \$100,000 and 1-year verified calculated direct savings equals \$85,000, then Alight Solutions will refund \$15,000 to Company.





# Findings & Validation

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Alight Solutions guarantees the financial impact of its Surgery Decision Support Program. Across its book of business, per case savings from avoided surgeries average \$26,125, often driving rates of financial return that exceed 4:1 for client organizations as less invasive, clinically effective alternative therapies are substituted and as overall case rates in the organization (i.e. total surgeries/1,000) decline vs. an agreed-upon benchmark. This plausibility check has been validated by the Validation Institute.

The Validation Institute guarantees that this plausibility check is a true and valid measure. If, following reconciliation, Customer feels that this Plausibility Check yields an outcomes measure less valid than the standards of the industry, showing a reduction that did not take place, Customer may submit a claim up to \$10,000 to the Validation Institute (VI). VI will review the claim and either pay it, offer a smaller payout, or request a binding, final finding by an arbitrator assigned by the American Arbitration Association.





# Validation and Credibility Guarantee

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**Alight Solutions** has achieved validation for **Contractual Integrity**. Validation Institute is willing to provide up to a \$10,000 guarantee as part of their Credibility Guarantee Program. To learn more, visit <https://validationinstitute.com/credibility-guarantee/>.

## Program Validation

Program has strong evidence of significant impact on both patient outcomes and on medical costs. Evidence is assessed based upon the certainty it provides that the result is due to the program and not to other factors, such as recruiting people to participate in the program who are most likely to succeed.

## Savings

Can reduce health care spending per case/participant or for the plan/purchaser overall.

## Outcomes

Product/solution has measurably improved an outcome (risk, hba1c, events, employee retention, etc.) of importance.

## Metrics

Credible sources and valid assumptions create a reasonable estimate of a program's impact.

## Contractual Integrity

Vendor's model contract meets Validation Institute standards for transparency.





# CERTIFICATE OF VALIDATION

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**Applicant:** **Alight Solutions**  
4 Overlook Point No. 4OP  
Lincolnshire, Illinois, 60069

**Claim:** Alight Solutions guarantees a 1:1 savings or they pay back the customer fees

**Validation Achieved:** **Validated for Contractual Integrity**

**Award Date:** March 2021

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**Linda K. Riddell, MS**  
**Chief Data Scientist**  
**Validation Institute**

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**Al Lewis**  
**Chief Executive Officer**  
**Validation Institute**



# About Validation Institute

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Validation Institute is a professional community that advocates for organizations and approaches that deliver better health value - stronger health outcomes at lower cost. We connect, train, and certify health care purchasers, and we validate and connect providers delivering superior results. Founded in 2014, the mission of the organization has consistently been to help provide transparency to buyers of health care.

## Validation Review Process

Validation Institute has a team of epidemiologists and statisticians who review each program. The team focuses on three components:

- Evidence from published literature that a similar intervention had similar results.
- The reliability and credibility of the data sources.
- The rigor of the approach to calculating results.

To achieve validation, the program has to satisfy each of these components. VI's team then summarizes the review into a report which is publicly available. Details of VI's review are available with the program's permission.