



**Validation**Institute

# 2025 Validation Report

**Review for: Alight Solutions**  
**Validation Achieved: Savings**  
**Valid through: October 2025**



# Company Profile

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<b>Category:</b>	<b>Third Party Administrator</b>
<b>Website:</b>	<a href="https://alight.com">https://alight.com</a>
<b>Public or Private:</b>	Private
<b>CEO:</b>	Stephan Scholl

## **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** 15,000 dedicated colleagues serve more than 30 million employees and family members.





# Claim Assertion for Validation

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**Alight Solutions** Compass Healthcare Navigation Solution directs insured plan members to lower-cost providers who meet quality standards. The program's goal is to reduce medical costs while maintaining quality of care.





# Method / Calculation / Examples

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The analysis included 75,613 cases in which a plan member had a medical service provider selected when he/she had contact with the program. The allowed amount for the member’s originally selected provider was then compared to the allowed amount for the provider he/she ultimately chose. (See table below) The analysis includes cases where the member did not change providers after consulting with the program.

The allowed amount comes from the participating employer and thus represents what the plan would have paid. The amount ultimately paid came from medical claims data.

Cases	Allowed Amount For Original Selected Provider	Confirmed Payment to Provider Ultimately Selected	Savings / %
75,613	\$513,840,645	\$410,947,602	\$ 102,893,043/ 20%



# Findings & Validation

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The allowed amount for the providers used by 75,613 members who consulted with the program was \$102 million less than the provider they had originally selected. This is a 20% savings.



# Limitations

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The savings are gross, not net of Alight's program fees. Quality of care is not addressed in this analysis.





# Validation and Credibility Guarantee

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**Alight Solutions' Compass Healthcare Navigation Solution** achieved validation for **Savings**. Validation Institute is willing to provide up to a \$25,000 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.





**Validation Expiration: October 2025**

# CERTIFICATE OF VALIDATION

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**Applicant:**

**Alight Solutions**

4 Overlook Point No. 4OP

Lincolnshire, Illinois, 60069

**Product:**

Compass Healthcare Navigation Solution

**Claim:**

Reduce medical costs while maintaining quality of care

**Validation Achieved:**

**Validated for Savings**

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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.