



ValidationInstitute

2020 Validation Report

Review for: Alight Solutions
Valid March 2021



Company Profile

Category:	Third Party Administrator
Website:	https://alight.com
Public or Private:	Private
CEO:	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

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

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

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.





Validation and Credibility Guarantee

Alight Solutions achieved level 1 validation for Savings. Validation Institute is confident that **Alight Solutions** performs as they state they are willing to provide up to a \$25,000 guarantee as part of their Credibility Guarantee Program*.

Level 1 - Savings

Can produce a reduction of health care spend including the cost of the provider. Product/solution has produced, and replicated a lower cost for healthcare overall or a specific component of healthcare

Level 2 - Outcomes

Product/solution has measurably “moved the needle” on an outcome (risk, hba1c, events, employee retention, etc.) of importance.

Level 3 - Metrics

Claim is made that – with sourced, overridable assumptions linked to peer-reviewed or government sources

Level 4 - Contractual Integrity

No outcomes or savings has been shown, but vendor is willing to put a part of their fees “at risk” as a guarantee



Limitations

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



Validation Expiration: March 2021

CERTIFICATE OF VALIDATION

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:

Level 1 – Validated for Savings

Linda Riddell
VP, Population Health Scientist
Validation Institute

Benny DiCecca
Chief Executive Officer
Validation Institute





About Validation Institute

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 healthcare.

To strengthen our offering and provide additional credibility around our service, the **Validation Institute** recently announced a Credibility Guarantee* that offers customers of validated solution providers up to a \$25,000 guarantee. This guarantee confirms that a validated solution provider will, achieve what the validation language on a marketing claim says it will achieve.

