



**Validation**Institute

# 2026-2027 Validation Report

**Review for: Alight Solutions**  
**Validation Achieved: Savings**  
**Valid through: May 2027**

# 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>	Public
<b>Year Established:</b>	2017
<b>CEO:</b>	Rohit Verma
<b>Company Contact:</b>	<a href="mailto:digitalmarketing@alight.com">digitalmarketing@alight.com</a>

## Description Provided by the Company:

Alight is a leading benefits administration provider of integrated health, wealth, leave and point solutions enabled by market leading technology that powers the full employee lifecycle at enterprise scale. Alight has 80+ years of service delivery experience, serves 30+ million people and administers ~\$1.7 trillion in assets in the wealth space, providing Alight with unmatched scale, a unique and expansive data infrastructure and best-in-class domain expertise.



# Method / Calculation / Examples

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Alight brings a world-class engagement platform to drive utilization of healthcare solutions including Healthcare Navigation and Clinical Services. These health programs direct insured plan members to lower-cost and high-quality providers who offer more efficient care pathways and better transactional costs. The program's goal is to help employers reduce overall medical costs while increasing the quality standard of care.

The analysis included 713,571 cases over a 5-year period. In 264,082 cases, the plan member had a medical service provider selected when he/she contacted the program. For these cases, the savings are the difference between how much the plan ultimately paid (the actual allowed amount) and a market-based benchmark cost. The analysis includes cases where the members did not change providers after consulting with the program.

In 449,489 cases, the plan member worked with Alight to select the medical provider before the first visit. Savings is the difference between the actual claim amount and the average payment for similar care episodes by similar plan members. Similar members were selected based upon how long the care episode lasted, provider specialty, insurer, and diagnosis.



# Method / Calculation / Examples

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Both the allowed amount and the comparison are generated from actual medical claims specific to the employer and account for the employer's program ecosystem and macro trends in healthcare.

Savings are driven by engaging members with doctors who:

- Pursue less intensive care pathways (avoiding unnecessary surgery and imaging).
- Have histories of superior referrals and facility privileges.
- Practice preventative approaches to managing chronic disease.
- Diagnose and treat in-office when possible.

Case Type	Cases	Plan Payment/ Market Cost for Expected Course of Care (000s)	Plan Payment for Actual Course of Care (000s)	Savings %
Alight-led	449,489	\$751,142	\$541,911	27.9%
Pre-existing	264,082	\$636,222	\$549,281	13.7%
Total	713,571	\$1,387,365	\$1,091,192	21.3%

The total spend for the actual course of care across 713,571 cases where a member consulted with the program was \$296 million less than the original course of care pursued by the member. This is a 21.3% 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.

Alight studies impacted cases but does not evaluate overall plan trend inclusive of non-engaged members.



# Validation and Credibility Guarantee

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**Alight Solutions' Compass Healthcare Navigation Solution** achieved validation for **Savings**. Validation Institute is providing its [\\$100,000 ERISA Immunity Guarantee](#) (for Healthcare Navigation) as part of its 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: May 2027**

# CERTIFICATE OF VALIDATION

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

**Product:** **Healthcare Navigation Solution**

**Claim:** Alight Solutions 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.

**Validation Achieved:** Validated for Savings

**Validation Award Date:** May 5, 2026

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**Al Lewis**  
**Founder & Validator-In-Chief**  
**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.