



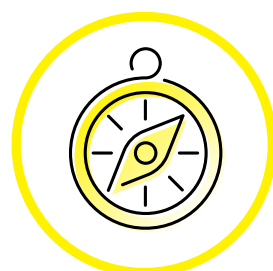
## CASE STUDY

# HII drives HR outcomes with Alight's benefit advantage solutions

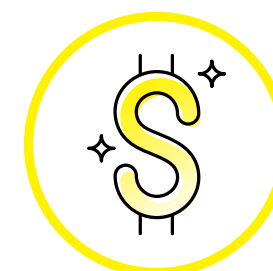
### Building a benefits advantage

Since becoming their own company in 2011, HII has worked with Alight to provide administration of their health, savings and pension benefits. Initially, HII partnered with Alight to simplify benefits administration and because of Alight's ability to administer their complex plans with a strong focus on operational efficiency and compliance. In partnership with HII, Alight has delivered a singular personalized benefit and wellbeing experience for every employee.

### OUTCOMES:



**100%** satisfaction amongst employees using healthcare navigation



**\$1.63 million** in cost savings through turnover avoidance

### Client profile:

HII is a global, all-domain defense provider. HII's mission is to deliver the world's most powerful ships and all-domain solutions in service of the nation, creating the advantage for our customers to protect peace and freedom around the world. As the nation's largest military shipbuilder, and with a more than 135-year history of advancing U.S. national security, HII delivers critical capabilities extending from ships to unmanned systems, cyber, ISR, AI/ML and synthetic training.

### Industry:

Military shipbuilding and all-domain defense solutions

### Workforce:

44,000+

### Headquarters:

Virginia, U.S.A.

### Featured solutions:

Health | Wealth | Wellbeing | Healthcare Navigation

### Partner products:

Vida | Kashable





## Challenge

### **Maintaining a healthy, engaged workforce in support of business**

Like many companies in the post-COVID era, HII faced a confluence of challenges. To better support their employees and their business, HII has continued to expand access to benefits and wellness programs designed to improve the health and wellbeing of their employees. Connecting employees to the right education, guidance and programs at the right time, however, was a challenge. A diverse employee population and expansive ecosystem of benefit offerings made it difficult to streamline the employee experience.

Separately, the HII business identified significant challenges in recruiting and retaining the uniquely skilled labor necessary to support their shipbuilding operations. All of this was against a backdrop of continued health challenges for their people and rising healthcare costs for the company. Faced with competing priorities across experience, business need and cost, Alight offered HII an opportunity to advance their benefits to build a thriving, outperforming workforce.



**alight**



## Solutions

### Optimizing the employee benefits experience while delivering superior business outcomes

HII activated a new benefits programs experience using the Alight Worklife® website and mobile app to unify their benefit ecosystem and improve engagement. An amplified wellbeing strategy and improved benefits navigation helped reinforce the value of employee health, wealth and wellness, while achieving better business outcomes.

To amplify the impact of critical benefits, programs and actions, HII leveraged Alight's program optimization feature; this AI-powered feature drives engagement by giving each employee unique experiences and timely, personalized benefits information. Additionally, HII doubled down on their strategy to provide a high-tech, high-touch experience for their largest union group, where retention and healthcare cost challenges were highest. By introducing Alight's Benefit Guidance solution, new hires were provided one-on-one benefit enrollment sessions conducted by licensed benefit counselors where they received personalized education on benefit plans and assistance with enrollment decisions.

Alight's healthcare navigation and clinical support solution was also leveraged as a way of giving union employees and their families the best care possible without exceeding spend. Alight Health Pros offer benefits support to employees in need, but they also provide tips for utilizing HII benefits to each employee's full potential. Medical Allies (another element of Alight's healthcare navigation) provides HII employees with condition-specific care and guidance, including access to expert medical opinions and surgery decision support.

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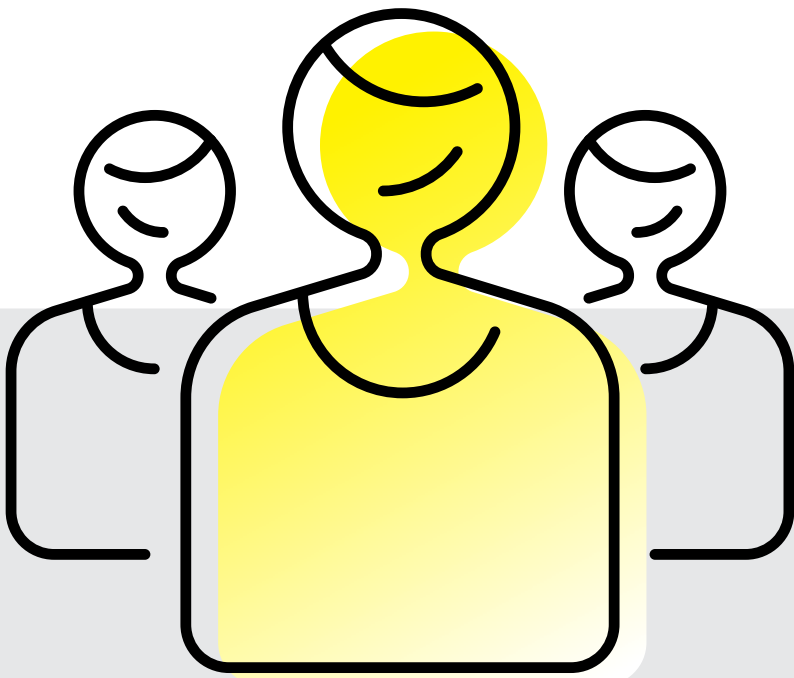
*For us, offering world-class benefits is not just about the benefits themselves. It is also about removing barriers so employees know about the benefits and use them in the right way at the right time. Alight has really helped us create a personalized experience for every employee that is helping us to increase awareness, utilization and appreciation of our programs.”*

— **Karen Velkey**  
Corporate Vice President, Compensation & Benefits

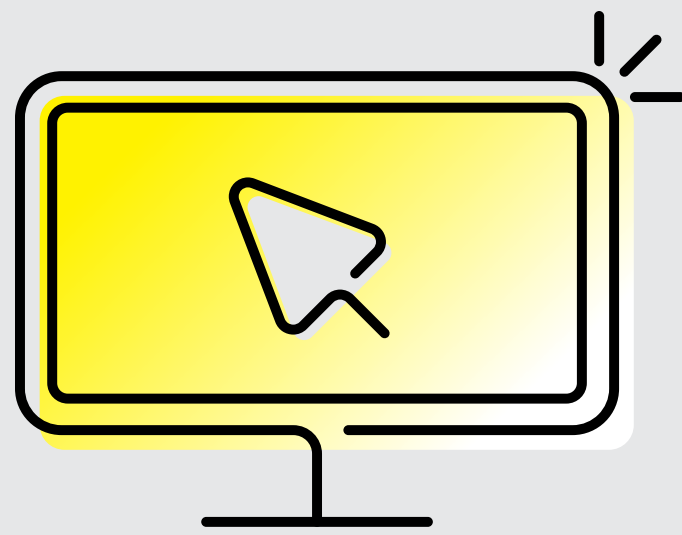
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# Results

HII has achieved significant improvements in the employee experience, resulting in increased engagement, retention and health outcomes over a nine-month period:



## ENGAGEMENT

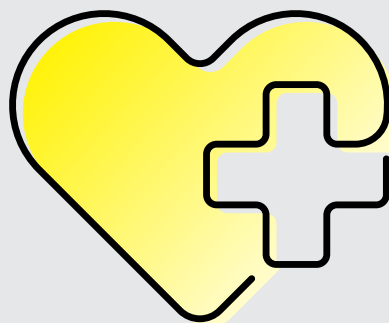


- 20x average** benefit interactions amongst those interacting
- 25%** of population actively engaged with new HII Alight Worklife programs experience
- 10.8K** program detail views; **648** high-touch program referrals from expert Health Pro support
- 43%** of navigation solutions initiated within one week of Alight LumenAI™-based outreach

## RETENTION

- 9% points decrease in turnover** amongst new hires that completed an Alight Benefit Guidance session vs. those who did not complete a session
- \$1.63 million** in cost savings through turnover avoidance\*

## HEALTH OUTCOMES

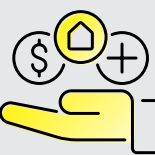


- Average savings of **\$850** per household
- 5.5%** engagement increase in cardiometabolic program
- \$1.1 million** in healthcare cost savings through Navigation
- New hires **30% more likely** to enroll in ancillary benefits based on individual need

## EXPERIENCE



**100%** satisfaction amongst employees using health care navigation



**>99%** satisfaction with HII benefits amongst new hires using Alight Benefit Guidance



**>99%** experience satisfaction amongst employees utilizing new-hire enrollment support



**47%** Mobile App utilization enabling sustained engagement for traditionally hard-to-reach populations

\*The total cost of turnover is calculated using the Bersin methodology. The Bersin methodology accounts for the costs to replace an employee, the cost of loss of productivity, and subtracts any savings of labor cost from an employee's separation. Assumptions are based on company size and industry.



## Start the transformation

Alight Worklife connects health, wealth and leaves in one place to cut complexities, elevate employee experience and improve business outcomes. Whether you're looking for a modernized HR experience or compliance solutions to protect your data, we've got you covered with best-in-class support and an AI-powered cloud platform that predicts the needs, risks and opportunities of your workforce. **[Learn more about Alight's solutions here.](#)**

### About Alight Solutions

Alight is a leading cloud-based human capital technology and services provider that powers confident health, wealth and wellbeing decisions for 36 million people and dependents. Our Alight Worklife® platform combines data and analytics with a simple, seamless user experience. Supported by our global delivery capabilities, Alight Worklife is transforming the employee experience for people around the world. Our Partner Network helps you extend the breadth of your benefits for your people and their families to provide a truly holistic offering. With personalized, data-driven health, wealth, pay and wellbeing insights, Alight brings people the security of better outcomes and peace of mind throughout life's big moments and most important decisions. Learn how Alight unlocks growth for organizations of all sizes at [alight.com](https://alight.com).

The Alight logo is displayed in a bold, lowercase, sans-serif font. The letters are black and have a modern, clean appearance. The 'a' and 'l' are particularly prominent, with the 'l' having a slightly rounded top. The 'i' and 'g' are also clearly defined, with the 'g' having a small tail. The 'h' and 't' are simple and straightforward. The overall logo is centered on the left side of the page, with a yellow background behind it.