



ValidationInstitute

2026-2027 Validation Report

Review for: Alight Solutions

Validation Achieved: Contractual Integrity

Valid through: May 2027

Company Profile



Category:	Human Capital Management
Website:	https://www.alight.com/
Public or Private:	Public
Year Established:	2017
CEO:	Rohit Verma
Company contact:	digitalmarketing@alight.com

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.



Contractual Language for Validation

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

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

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 is eligible for the Credibility Guarantee, as noted below.



Validation and Credibility Guarantee

Alight Solutions has achieved validation for **Contractual Integrity** for this program. Validation Institute backs this validation with a [\\$100,000 ERISA Immunity 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

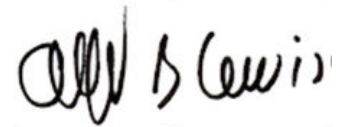
Applicant: **Alight Solutions**
4 Overlook Point No. 4OP
Lincolnshire, Illinois, 60069

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. The metrics used to measure this outcome and the metrics in the Contract will validly reflect actual outcomes and savings achieved.

Validation Achieved: **Validated for Contractual Integrity**

Award Date: May 5, 2026



Al Lewis
Founder & Validator-In-Chief
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 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.