



Conference Forum—March 2021



Wespath

BENEFITS | INVESTMENTS

Benefit Plans Summary Report

Agenda

- Introduction
- New Content
 - Scoring
 - Action Items
 - News
 - Insights
- Delivery and Timing

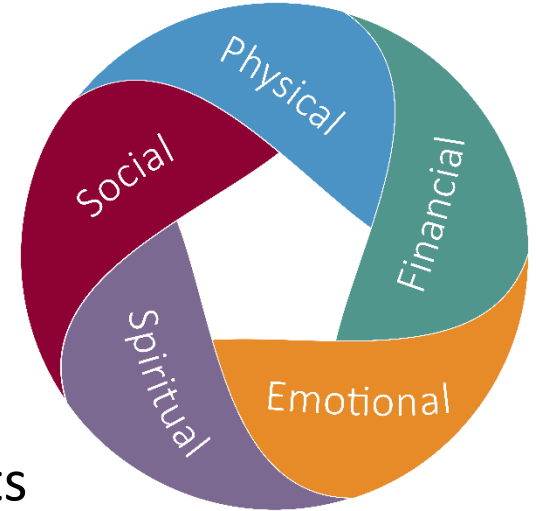




Introduction

2019 Summary Report

- Combined multiple benefit programs in one report
 - Retirement
 - Health & Well-being
 - Welfare
- Executive summary includes program highlights
- Connects the Five Dimensions of Well-being



2020 Summary Report

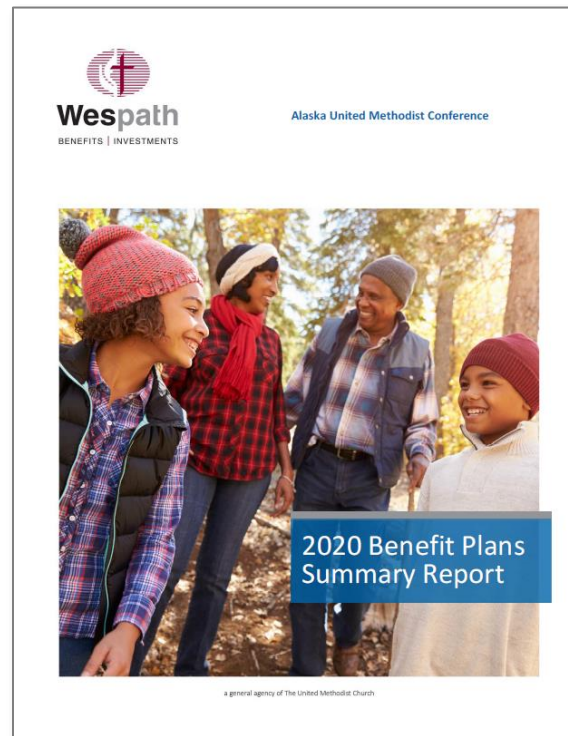
- Next step on the road to
 - More comprehensive benefit information
 - Increased integration of program information
 - Better monitoring
- Consulted with the Conference Advisory Board (CAB)
 - Feedback on the 2019 Summary Report
 - Feedback on proposed changes and content for 2020
- Intended to answer the questions:
 - What are the impact and outcomes of participant engagement?
 - What are the integration points and relationships between my programs?



2020 Summary Report

2019 content plus:

- Score by category
- Recommended action Items
- News Section
- Cross-program Insights





New Content

Scoring

- Scoring provides a means to:
 - Monitor changes over time
 - Identify areas that need attention
 - Measure effectiveness of actions taken
- Incorporated CAB feedback on our scoring approach
- Plan sponsors were scored in the following categories:
 - Participant Engagement
 - Population Health
 - Retirement Readiness



How Does the Scoring Work?

- Each category is evaluated by a group of metrics
 - Metrics used differ based on the programs offered by the plan sponsor
- Each metric has a **Target** developed by Wespath
- The **Target** is influenced by:
 - Industry standards
 - Ideal outcomes
 - Average performance across the UMC
- Your organization's **Outcome** for each metric is compared to the Target
- A sub-score is assigned based on the percentage of the Target that was achieved



Scoring Illustration

Participant Engagement	Outcome	Target	Sub-score
Metric 1	70%	60%	100
Metric 2	4.00%	5.00%	80
Metric 3	45%	90%	50

- The sub-scores for the individual metrics are averaged to determine the Score for a particular category
- For example, the illustrative score for Participant Engagement would be 87 ($[100+80+50]/3$)

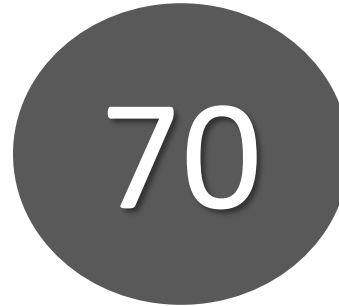
Scoring Illustration

For each category, your Score will be shown alongside the UMC average Score

Your Score



UMC Average



Action Items

- For each category, suggested action items are included in the executive summary
- Suggestions are based on your individual programs and Score results



News

- New section shares
 - Industry information
 - Impacts of legislation
 - Wespath program enhancements
- 2020 Examples
 - COVID-19 legislation
 - COVID-19 benefit enhancements
 - Custodian changes
 - Changes to dental plan



Insights

- New analysis allows us to see relationships across programs
 - Highlight program effectiveness
 - Identify trickle down impacts
 - Identify synergies
- 2020 Examples
 - UMPIP vs HSA contributions
 - Impact of health coaching on health risks
- We will continue to expand this section in future years





Timing and Delivery

Timing and Delivery

- Reports are expected to be released in April
- Client Relationship Managers will be reaching out to you to schedule delivery meetings
 - Include subject matter experts
 - Explain report results
 - Discuss action items





Wespath

BENEFITS | INVESTMENTS