Managing the Cost of Employment-Based Health Benefits

TRANSFORMING THE EMPLOYEE EXPERIENCE

SABRINA DAVISON
VICE PRESIDENT OF GLOBAL BENEFITS
WE ARE SUCCESSFUL WHEN, EMPLOYEES return back to their families as healthy, if not healthier, than when they started working at Comcast NBCUniversal.
>$1 billion covering
>200,000 participants
To keep **COSTS FLAT**, we need to continually reduce spend **WITHOUT** reducing quality.
HEADPIN.

△

DIGITAL FIRST
PRODUCT STRATEGY.

Health Assistants
Financial Assistants
Disruptive Models
Consolidation
WHAT IS WASTE?
WRONG DIAGNOSIS
WRONG TREATMENT
WRONG DOCTOR
WRONG SITE OF CARE
4 OUT OF 10 U.S. EMPLOYEES WASTE $750 EACH YEAR ON INSURANCE BENEFITS
APPROACH.

AWARENESS ➔ PREVENTION ➔ OPTIMIZATION ➔ PERFORMANCE
Plan design is important but not everything.
From

Playbooks + Ideas + OPPORTUNITIES

To

Prioritized Strategic ACTION PLAN
UNDERSTANDING + EMPATHY = BETTER EXPERIENCES = BETTER OUTCOMES
OFFER SUPPORT.
MISSION.

To INSPIRE BREAKTHROUGHS in how we deliver total rewards to EMPLOYEES and their families by disrupting the status quo and transforming how financial, emotional and health benefits are experienced.
THANK YOU