



Introducing ANALYTICS on BENEFITS JUNCTION

The goal of analytics is to provide an ongoing data driven story of your benefit program. It's the natural evolution of our ben admin platform as we summarize the data stored in Benefits Junction and feed it into a purposefully designed set of dynamic dashboards, which can deliver actionable data to benefits agencies and the employers they serve.

Discover, interpret, and understand meaningful patterns that can be applied to decision making and stewardship reporting.

Our standard dashboards include:

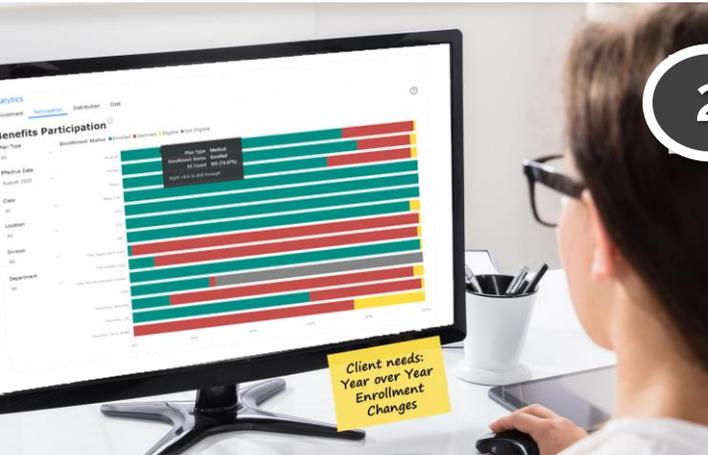
- Enrollment
- Participation
- Distribution
- Cost

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Enrollment

The Enrollment chart provides a pre versus post annual enrollment (OE) comparison for each benefit type and the percent change.

See impact of communication, plan changes, and how well open enrollment outcomes were achieved.



2

Participation

The Participation chart demonstrates how employees are engaging with the benefit program at different points in time.

Boost communication or inform immediate action that needs to be taken.

3

Distribution

The Distribution chart drills down into the plan distribution within medical, dental, and vision benefits, pre and post open enrollment – especially useful to review migration patterns when multiple plans are offered and changed for OE.

Validate use of education and decision assist tools, among other services and strategies.

The Cost dashboard summarizes financial data stored in Benefits Junction that would take a lot of time for producers or account service teams to obtain. It visualizes the cost sharing between employer and employees by plan type. It summarizes the financial performance of the benefits program for the CFO, comparing to total payroll cost of the company. An advisor with multiple groups on the platform can use this for quick benchmark comparisons of costs by pan type across clients.

See financial impact of benefit strategies, validate employee cost sharing goals, and benchmark across clients.

4

Cost

Learn more
customersuccess@workforcejunction.com

DISCOVERY

Here are some questions that analytics can help answer.

Does the financial cost summary align with the strategic goal? Is there a need to review the employee cost sharing schedule?

How do the client's numbers compare with benchmarks? Your other similar clients, with national benchmark data? Other companies in the industry?

Does the budget for benefits, relative to payroll, align with the employer's value proposition to their employees? Does this align with feedback from employees about the value of their benefits? Is there a need to survey employee understanding and satisfaction with their benefit program?

Is the benefit program working? Bottomline, if employees are not enrolling in certain types of plans, they are not offered what they need, or their benefits have not been communicated effectively.

Of the various plans offered, which are the ones that employees are enrolling in? Are there are some with low enrollment that need to be communicated better, or scrapped?

Are there any groups of employees that are not eligible that may be addressed through voluntary offerings?

What is the distribution of enrollment by plan? Are there any skews that may indicate over or under insuring bias? Is there any need to provide better decision support for better plan choice?

During Open enrollment, can we see some early trends and intervene with targeted communications?

Learn more
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TRIAL & PRICING

Workforce Junction is happy to offer a two-week trial, free of cost, limited to two users from a firm for the same two-week period. After that period, there will be a license fee for continued use of the Analytics module, which covers a licensing cost of integrated tools incurred by Workforce Junction.

Employer Client License

The Analytics module is included at no charge for two client admin users for clients at the 'Premium' subscription level.

Clients at Standard and Economy subscription levels can access Analytics for a monthly subscription fee of \$100 per month (or \$1,000 annual fee) for two users.

Broker Partner License

The monthly license fee for our broker partners is \$100. The number of users will be based on the number of clients that a partner has on the enrollment platform.

Number of Clients	Number of users with Analytics license
1 to 5	2
6 to 10	3
11 to 20	5
21 or more	10

Single user licenses over the limit may be obtained at \$50 per month per additional user.

To learn more or set up a trial for your firm, contact:
customersuccess@workforcejunction.com

