

Managing the Cost of Employment-Based Health Benefits

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# TRANSFORMING THE EMPLOYEE EXPERIENCE

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# VISION.

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.



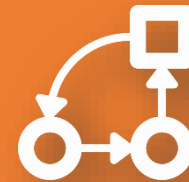
AWARENESS



PREVENTION



OPTIMIZATION



PERFORMANCE



Plan design is important but not everything.



From



To

Playbooks +  
Ideas +  
OPPORTUNITIES



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