Aon Architect® Solution

Balance benefit costs and employee perception.

Do you consider your benefit plans an important part of your employee attraction and retention strategy? Would you like insight into how employees will perceive the relative value of different benefit offerings and changes to benefit plans? Large U.S. employers will spend $10,000 per employee on health care benefits in 2019, but employees often overlook the true value of their health benefits.

Introducing Aon Architect, an innovative and streamlined approach to plan design and contribution modeling. Aon Architect helps employers thoughtfully balance financial objectives and employee satisfaction.

Employer Health Plan Challenges

❯ Employee job satisfaction has been constantly dropping over the last 20 years, with compensation and benefits among the top factors for the downward trend.

❯ Employers continue to make plan design changes each year that shift healthcare expenses to their employees.

❯ Medical costs continue to grow faster than inflation: 6.5% versus 2.4%.

❯ 70% of employers say they are going to be revising their total rewards strategy to accommodate the changing needs and demographics of their workforces in the next five years.

❯ CHROs and CFOs need to model a long-term benefits plan approach that incorporates both costs and employee perception.
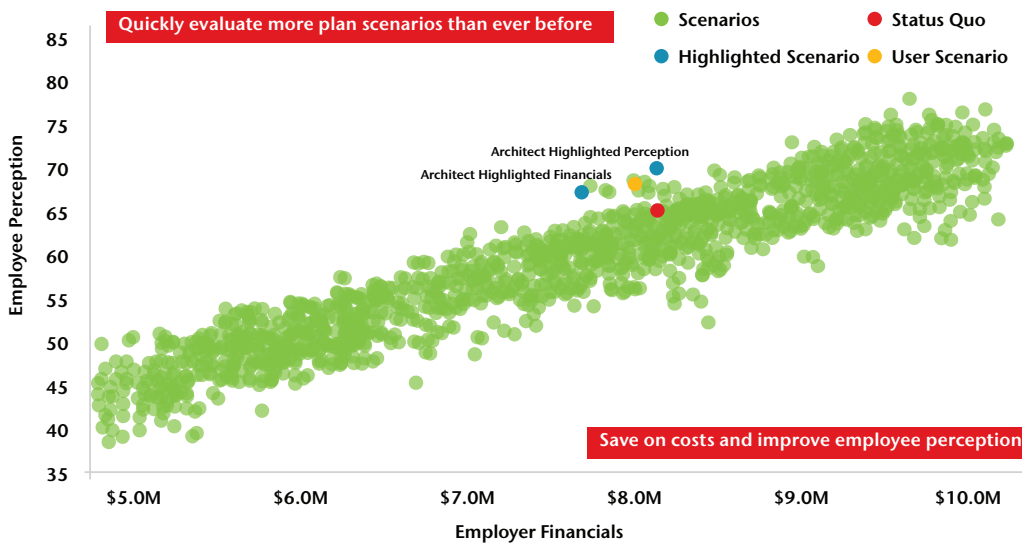
We're here to empower results

To learn more about Aon Architect, please contact your Aon representative or email:

health@aon.com

AON

Empower Results®

Highlighted Scenarios Result

Quickly evaluate more plan scenarios than ever before

Legend:
- ● Scenarios
- ● Status Quo
- ● Highlighted Scenario
- ● User Scenario

Chart — Employee Perception (y-axis: 35, 40, 45, 50, 55, 60, 65, 70, 75, 80, 85) vs Employer Financials (x-axis: $5.0M, $6.0M, $7.0M, $8.0M, $9.0M, $10.0M)

- Architect Highlighted Perception
- Architect Highlighted Financials

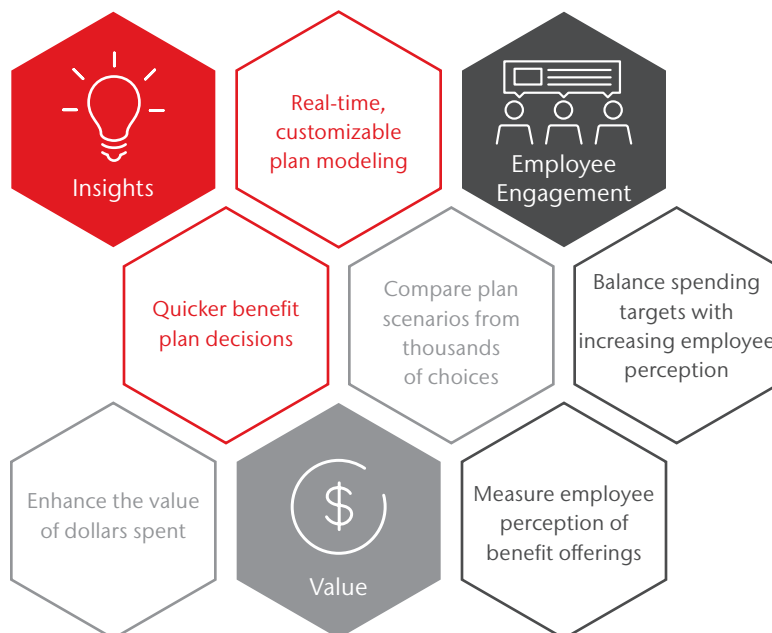**Save on costs and improve employee perception**

Balance Employee Perception and Health Care Costs

The current state of employee health care planning is complicated. As employers have complicated conversations about benefits, unexpected pivots come up and new questions require additional analysis — leading to extended timelines and missed deadlines.

Aon Architect facilitates these conversations, addresses core concerns and provides flexible and instantaneous analysis, which means the discussion can evolve in real-time. Aon Architect analyzes roughly 500,000 client-specific scenarios, and allows you to create and modify your own scenarios. The tool measures employee perception using proprietary data and advanced statistics, and uses machine learning to predict employee plan selection behavior. Many advanced tools come in a single package with Aon Architect.

Why Aon Architect?

- Insights
- Real-time, customizable plan modeling
- Employee Engagement
- Quicker benefit plan decisions
- Compare plan scenarios from thousands of choices
- Balance spending targets with increasing employee perception
- Enhance the value of dollars spent
- Value
- Measure employee perception of benefit offerings

Who Should Consider Aon Architect?

- Any size employer.
- Employers with self-funded plans.
- Employers with fully insured plans.
- Employers considering voluntary benefits.

A New Approach to Plan Modeling

- Immediate: Instant, custom plan modeling and detailed analysis.
- Insightful: Expand analysis to evaluate employee perception impact.
- Accessible: Efficient, reliable process available to all employers.
- Actionable: Save on costs and improve employee perception.
- Strategic: Data-driven results and recommendations.

About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

For further information on our capabilities and to learn how we empower results for clients, please visit **http://aon.mediaroom.com.**

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