

UPMARKET/DOWNMARKET

While almost all of our Ben Admin partners have decided they prefer upmarket (somewhere north of 1000 lives) we are encouraged that there are new downmarket solutions in the HRIS/HCM world. WorkDay has launched a downmarket solution. Dubbed "Emerging Markets" this solution is designed for the 100-500 life group.



We need to better understand functionality and implementation but are excited about a new but known entrant. Workday also has a "Middle Enterprise" solution for the 500-3000 life space.

Aptia is the new organization formed by Mercer and Bain and is in a hiring frenzy which leads us to believe we will see a lot more of them in the near future. They claim to have 1000 global clients and we assume that includes those that rolled over with the Mercer platforms.

NEXT GEN

Ben admin partners are looking for ways to differentiate among themselves. Expect more in the precision benefits area where individual guidance can be available during OE and life events based on personal claims experience. Expect more in the push communications arena, designed in part to reach populations via text chats and emails.



CHANGES AT ALIGHT



Alight has sold its Professional Services and Payroll and HCM Outsourcing units to H.I.G. Capital for \$1.2 billion. The funding from the sale will allow Alight to refocus and invest in their core business and to buy back some stock, which should improve overall financial performance.

DIGITAL SOLUTIONS

Our highlight this month is Sworkit, a digital health and fitness company founded in 2012. They provide a 4 in 1 solution for physical activity, mental health, MSK, and nutrition. Thus far, 300 companies are using this solution. In addition, some of the regional health plans and TPAs are rolling it out. Call if you need more intel.



NAME CHANGES AND ACQUISITIONS



Empyrean has renamed Enspire-now Connect which is available with Empyrean or as a stand alone communication tool.



Ceridian is now Dayforce. New name; same solution goes into effect 3/31/2024.



Workday acquired HiredScore.

MANAGING ENGAGEMENT AND CHANGE

There is a strong correlation between trust in leadership and employee engagement. Unfortunately, Gallup's most recent research reveals that only 23% of employees trust their leaders, and managers play a pivotal role in correcting this problem. If your employees seem disengaged and your managers are struggling, ask us how we can help.



MEETINGS, MEETINGS, MEETINGS



We are not able to attend all but have selected the following to attend in person:

- PlanSource Eclipse (and we will absolutely attend our first rodeo)
- Empyrean Advisory Board

Our colleagues will attend and report back:

- BenefitFocus Advisory Board
- Paycor Advisory Board
- AFLAC Tech Connect

LMCIS - HERE TO HELP

Rethinking your technology strategy?

Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time.

Let us know what your needs are.



SHARE THE KNOWLEDGE

If you are sharing this with a colleague, invite them to join our community. Send us the contact information and we will add them to our list.

Leslie Miller - leslie@lesliemillerinsurance.com

Jill McCarthy - jill@lesliemillerinsurance.com

LMCIS - Leslie Miller Custom Insurance Solutions

<https://www.lesliemillerinsurance.com>