



What Benefits Leaders Need to Prepare for in 2023

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Artemis by Nomi Health

OUR PURPOSE

Turn the world's health data into great healthcare everyone can afford.

OUR APPROACH

We empower U.S. employers and their advisors to optimize health benefits using data.

We are driven by the mission of creating better, more affordable healthcare for everyone. When Artemis founders were searching for way to impact healthcare, they learned that over 50% of Americans access healthcare through their employers. That's why we work in the employee benefits industry. We believe U.S. employers and their advisors are the key to making healthcare more efficient, effective, and affordable. Artemis is now part of Nomi Health, a nationwide direct healthcare system making it easier than ever for any buyer of healthcare to access the highest quality care at affordable prices.

What Benefits Leaders Need to Prepare for in 2023

This webinar takes a close look at four key areas that many benefit leaders are focused on:

- Employee Well-being
- Diversity, Equity, and Inclusion (DEI)
- Population Health Management
- Affordability for both Employee and Company

You'll hear experts discuss ways to leverage your benefits data to mitigate disparities and build an inclusive and impactful benefits strategy backed by evidence. Employers need metrics to help identify what actions need to be taken, along with determining the effectiveness of their efforts. In this webinar, we'll show you how data insights lead to informed decisions which drive actions that improve outcomes while maintaining affordability.

Today's Speakers



Kate Scherkenbach, SPHR, CEBS

VP, Total Rewards Manager - Benefits



Jake Flaitz

Director, Benefits & Well-being



Everett Griffing

Customer Success Manager, Moderator



Cesar Concepcion

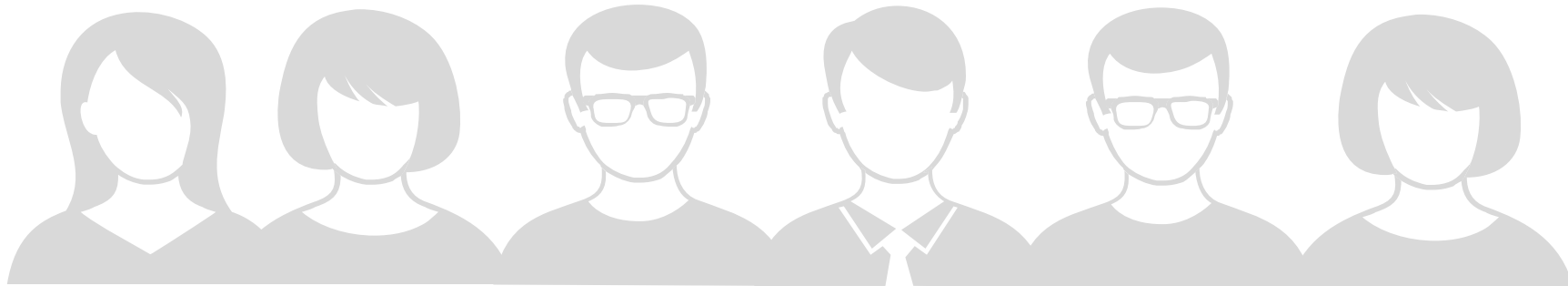
Customer Success Manager, Moderator



POLL

What percentage of the nation's 4.1 trillion in annual health care expenditures are for people with chronic health *and* mental health conditions?

- A.** 50 %
- B.** 68 %
- C.** 75 %
- D.** 90 %



Centers for Disease Control and Prevention

Question – Goals & Objectives

Main areas of focus or concerns going into the new year?

What goals and objectives do you have for 2023?

- Employee Well-being
- Diversity, Equity, and Inclusion (DEI)
- Population Health Management
- Affordability for both Employee and Company

Question – Commonalities and Differences

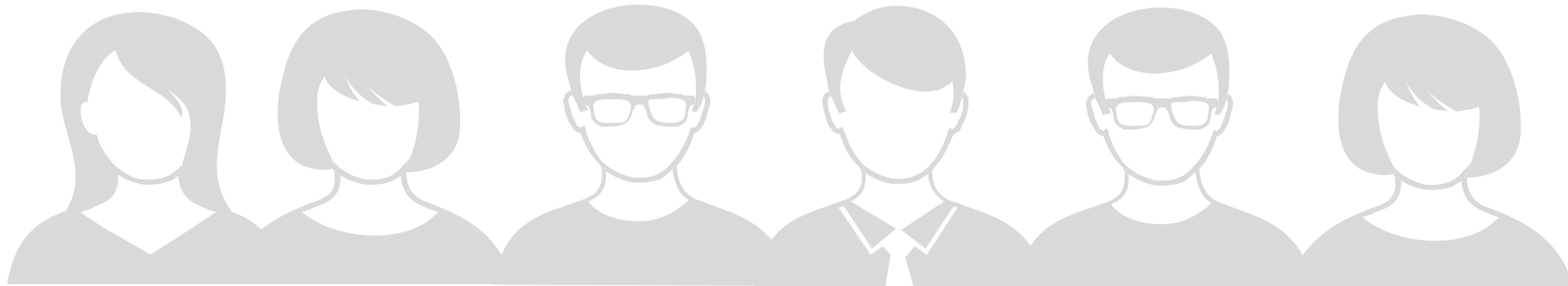
What commonalities do you see between Paychex and Baird as it relates to how you approach your benefits strategies as well as your well-being, DEI, or affordability objectives?

You also have some differences in your employee populations and therefore your benefit strategies, can you speak to those?

POLL

Which of the following is the most important reason for using data and technology in DEI efforts?

- A.** To help create a more inclusive and equitable work environment
- B.** To attract and retain a more diverse workforce
- C.** To improve employee morale and productivity
- D.** To identify and address potential bias and discrimination in the workplace



Question – Data and Evidence

How have you used data to provide the evidence that you needed to make informed decisions around your benefits offerings?

Can you share a benefits data analytics story or example that shows how you used data to make changes?

What outcomes or results have you seen so far as a result?

Question – Diversity, Equity, and Inclusion (DEI)

HR and benefits leaders view DEI initiatives as essential to prioritize in 2023 and beyond.

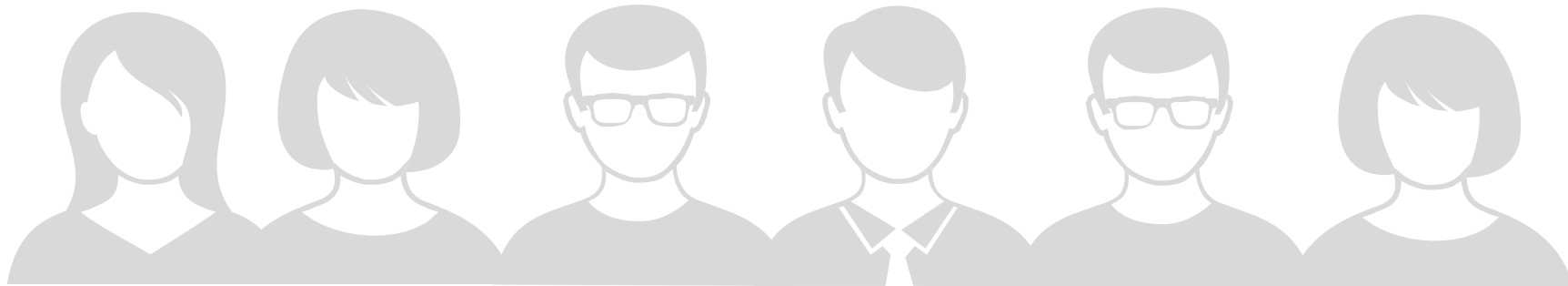
Employers are trying to foster a welcoming, inclusive work environment, which has been proven to increase productivity and employee satisfaction.

What are you doing at Baird and Paychex to consider DEI initiatives in your benefits strategy?

POLL

Which of the following is the biggest challenge when it comes to offering affordable benefits?

- A.** The rising cost of health care and other essential benefits
- B.** The need to provide a competitive benefits package to attract and retain top talent
- C.** The pressure to balance the cost of benefits with other business priorities, such as profitability and growth
- D.** The challenge of communicating the value of benefits to employees and getting them to enroll in programs



Question – Affordability for Employee and Company

U.S. employers expect healthcare costs to rise roughly 6% in 2023 after a 5% increase in 2022. And more than half of employers will exceed their budgets for healthcare spend in 2022.

“With no end in sight for projected cost increases, the need to manage healthcare costs and address employee affordability has never been greater.”

What are you doing at Paychex and Baird to address affordability and manage costs for both your employees and for the company?



Thank you for joining us today.

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