

# Real-time Benefits Benchmarking



**EAST COAST**  
BENEFIT PLANS, INC.

**HR Compare, powered by Highroads, provides employers year-round access to real health care plans and cost data for easy, customized, unbiased benchmarking.**

Through the award winning The Lab®, employers have real-time access to in-depth plan and cost information, allowing benefits teams to compare their plans with other organizations by industry, geography, company size, plan type and employee type.

Real-time benefits benchmarking is available through:

- A free trial
- Unlimited annual subscription
- Customized reports delivered via email

Gathering and accessing current, thorough data has long been a major roadblock for benefits experts. Information was either too high-level or outdated - severely limiting its usefulness in helping HR teams evaluate their existing plans and understand current trends in the marketplace. HR Compare provides real data, not based on surveys that are often compromised, and has the added benefit of allowing comparisons to peers without the need for expensive consultants.

## HR Compare features include:

- Customization to the detail of benchmark report, peer group and specific day of delivery.
- Reports delivered via email in three optional formats with built-in executive summaries, detailed graphs (including prevalence and sample sizes).
- Upgrades to The Lab option for unlimited "generate your own report" access to the entire real-time market database.

The screenshot displays the 'TheLab' interface with a navigation menu at the top: 'Getting Started > Plan Benefits > Cost > Benchmark'. The main content area is divided into two columns. The left column contains a 'Restrict benchmark to the following values:' section with a list of employee count ranges: 1 - 4,000, 4,001 - 8,100, 8,101 - 22,000, 22,001 - 46,000, and > 46,000. The '> 46,000' option is selected with a checkmark. Below this is a 'Check all' checkbox. The right column shows 'Benchmark Criteria' for '757 Plans / 21 Companies', with a list of filterable categories including Company Information (Industry, Codes 20-39, Manufacturing, Number of Employees, Geographic Location) and Plan Information (Funding Type, Awarded/Proposed, Product Subtype, Add on(s), Active Tiers, Retiree Tiers, Effective Date, Contract Duration, Location of Coverage, Employee Type, Expected Enrollment, Plan Source). A 'Clear All' button is located at the bottom left of the interface.

