

Integrated Data, Smarter Decisions

Honeywell Technologies & Truven on KPI-Driven Benefit Management

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Solving the biggest challenges facing benefits leaders

Eight pressures shape benefit strategy today — each one measurable, and each one addressable with integrated data.



Healthcare inflation

Track cost trend and assure affordability with a focus on prices.



Workforce resilience

Build resilient workforces — physically, emotionally, socially and financially.



Specialty drugs/Cell & Gene Therapies

Understand and control specialty drug and Cell & Gene Therapy, risk, use, and pricing.



Regulation & choice

Adhere to regulations and give consumers tools for informed choices.



Program effectiveness

Measure the effectiveness of programs and plan offerings.



Health equity

Measure and address social drivers of health that drive inequities.



Chronic conditions

Manage chronic conditions across the whole population.

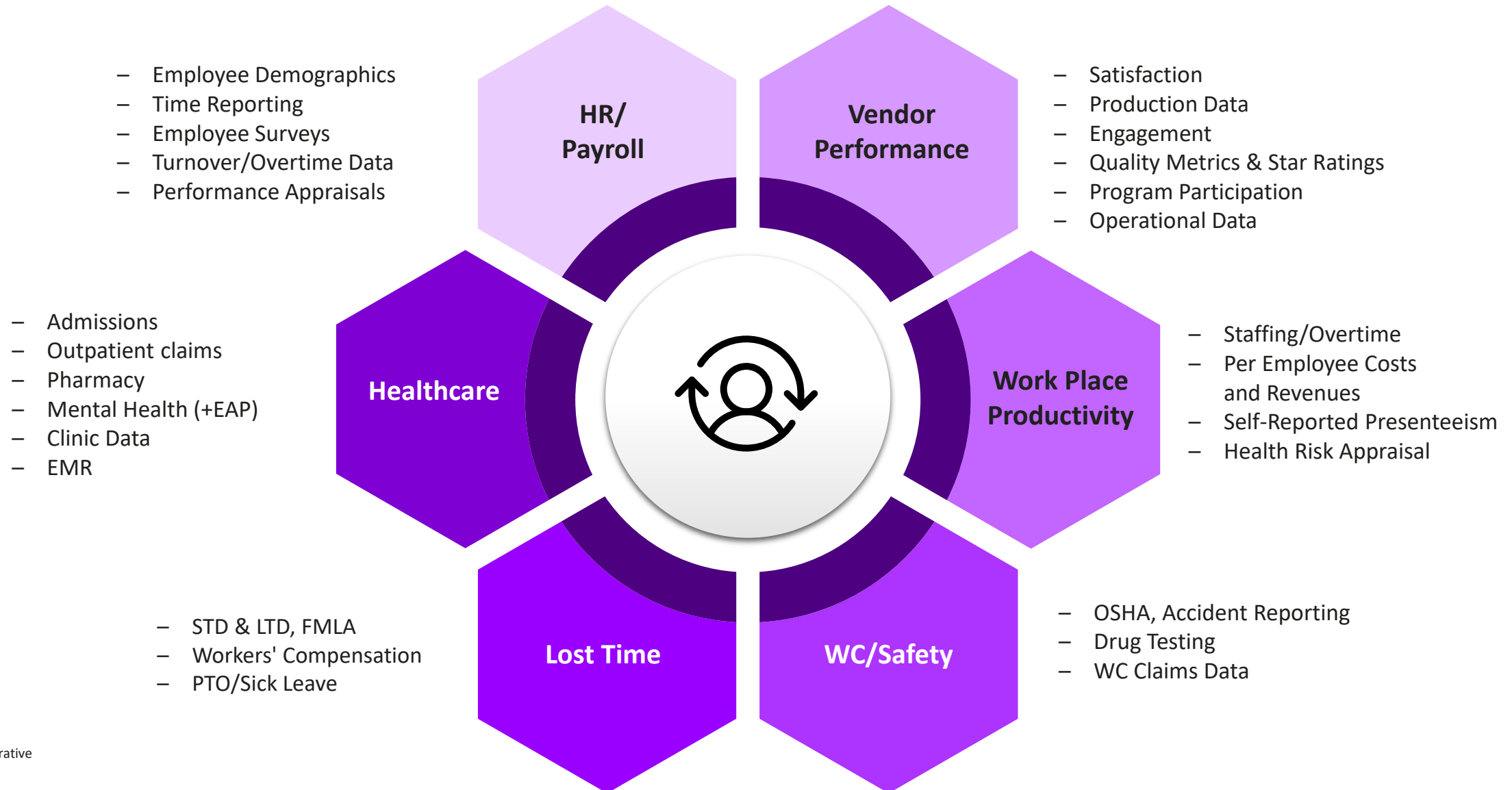


AI adoption

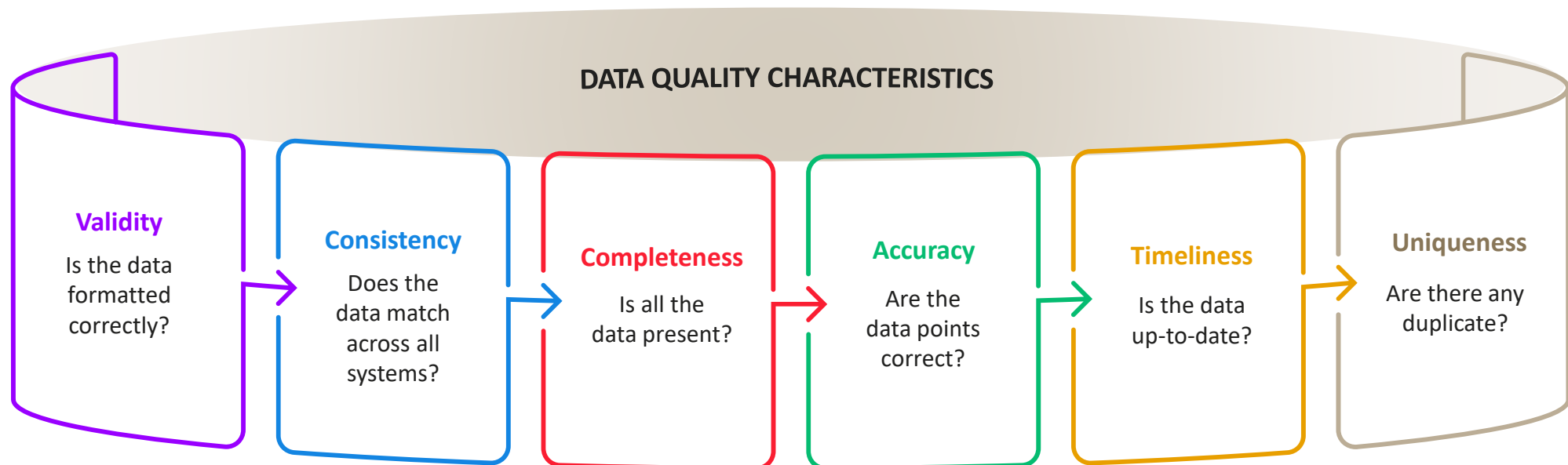
Use of AI in benefits strategy and member engagement

WHERE DO YOU START?

Integrating the right data to provide a complete picture

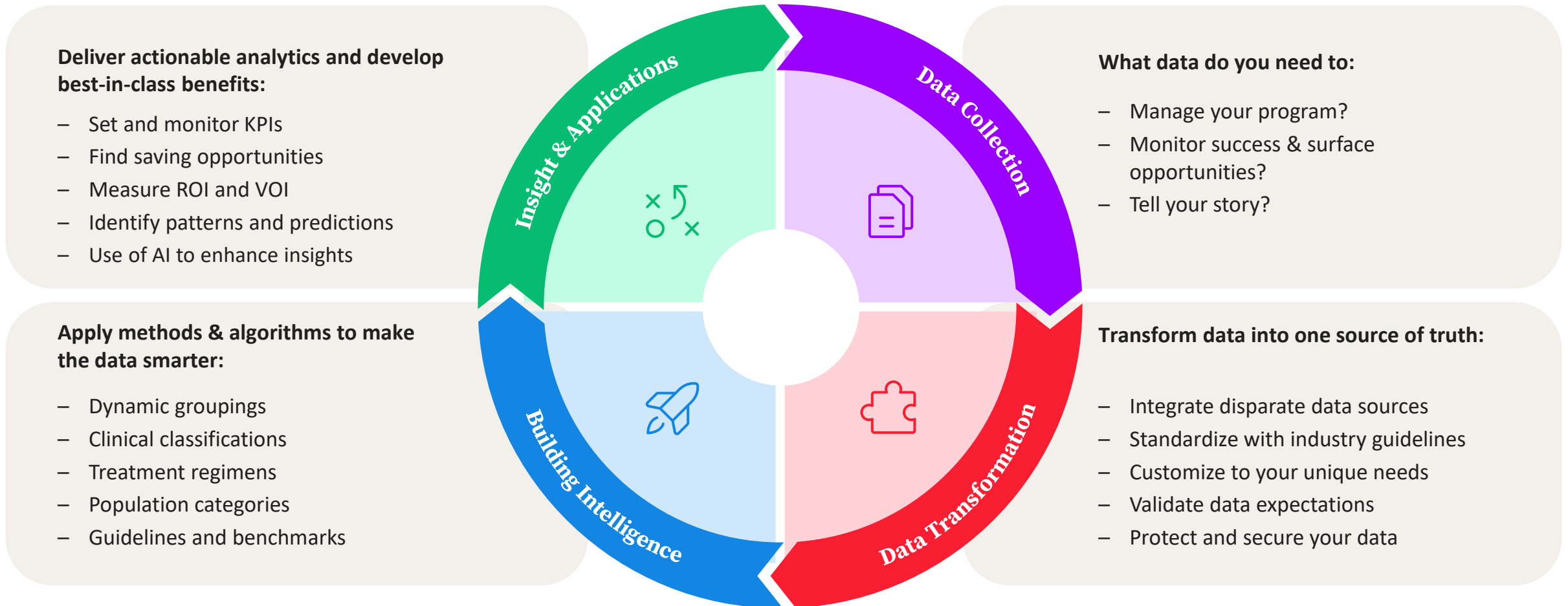


Trusting your data is the foundation



Data you can trust is the starting point — every insight, decision, and outcome downstream depends on it.

Evolving cycle to actively manage your benefits strategy



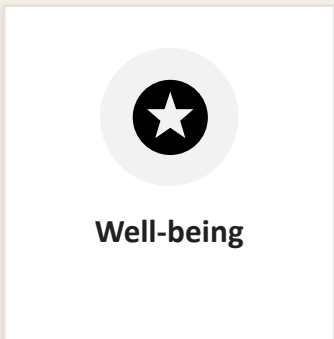
Benefits as a strategic lever, aligned to measurable outcomes

Honeywell's benefits programs are aligned to measurable outcomes and supporting employees and their families through every life and career stage. **Data is critical to every area of the business — and benefits should be no different, especially given the external factors that can drive significant workforce and financial impacts.**

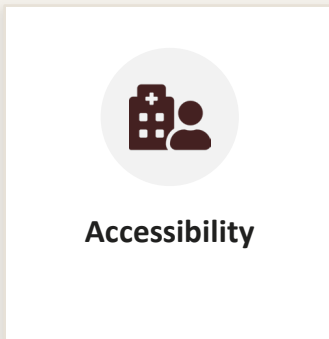


Benefits can be one of the largest workforce investments in a company.

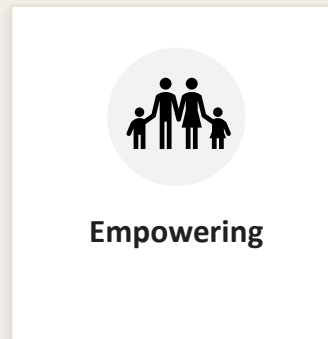
Every program and dollar must prove its worth — and that requires data that stands up to scrutiny.



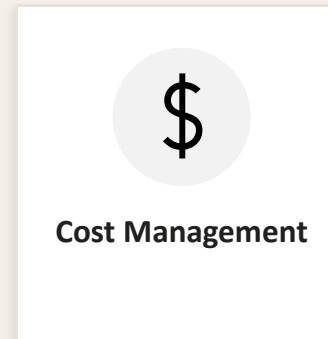
Well-being



Accessibility



Empowering



Cost Management

Key focuses that anchor Honeywell's benefits strategy

From fragmented vendor reporting to one consolidated KPI dashboard

A single, integrated data model stitches together data from every benefit program and vendor partner into one connected source of truth.



Medical	Pharmacy	Disability
Leave	Retirement / 401(k)	Savings Accounts
Preventive Wellness	Care management	Surveys
Resources	Payroll	Benchmarks



KPIs that turn data into visibility across the whole population



Understand how employees use benefit programs within the context of benchmarks, performance diagnostics and prioritizes action through actual experience.



Health outcomes

Track prevention, chronic conditions, access and mental health support.



Utilization

Measure program use across multiple offerings and programs.



Engagement

Connect surveys, benefits-site and navigation signals.



Financial well-being

Monitor 401(k), HSA and disability outcomes.



Trends & tracking

Compare benchmarks, diagnose performance and prioritize action.

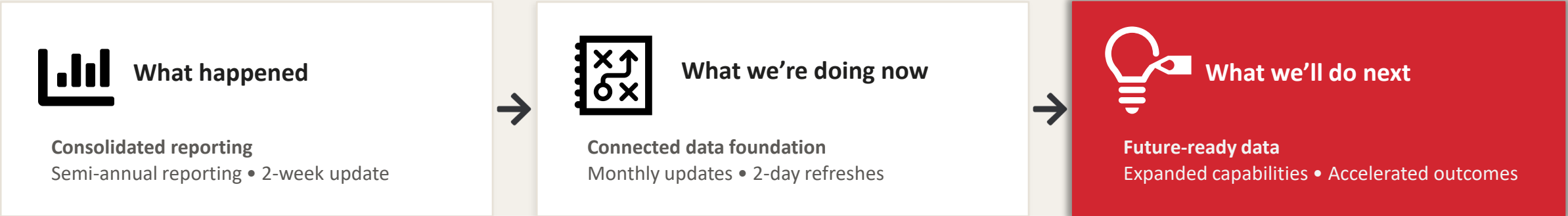


Cost Management

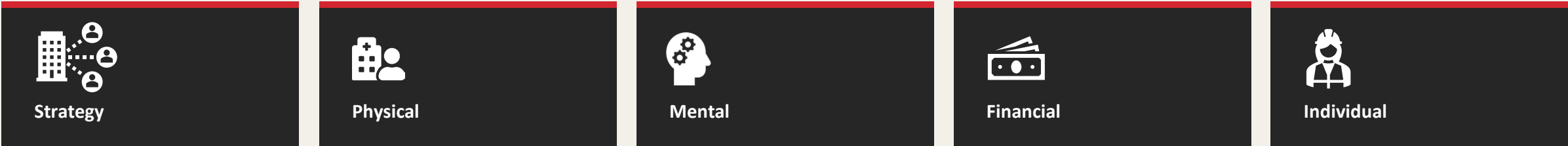
Maintain stewardship while identifying opportunities.

Data readiness: from what happened to what to do next

Continued automation and expansion of data feeds reduces manual reporting, freeing the team to focus on insight, action planning, and predictive analytics.



One measurement strategy that spans four benefit pillars



A connected view of benefits performance that drives proactive decisions



Proactive decision-making

Act on insight, not lagging reports.



Stronger vendor management

Hold every partner to measurable outcomes.



Agile scenario planning

Model options before committing spend.



Foundation for prediction

A base for future predictive benefits management.

WHY INTEGRATE

One integrated database. Better questions answered.

When disability and absence data are integrated with medical, pharmacy, eligibility and workers' compensation data, reporting can pull results together across benefit types — positioning you to answer:



Cross-benefit cost

What are my cross-benefit costs and how are they trending across medical, Rx and disability?



Trend drivers

What is driving our year-over-year disability cost trend — incidence, duration or case mix?



Opportunity

Where is the opportunity to reduce disability-related costs and productivity losses?



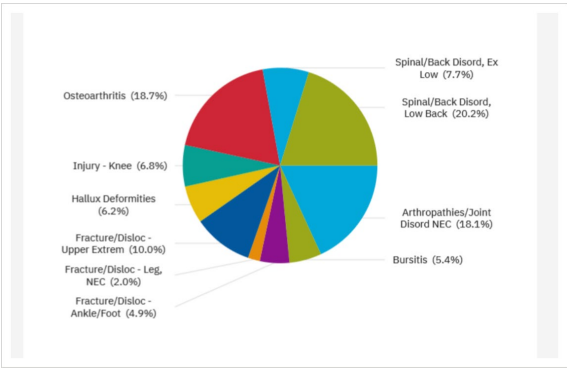
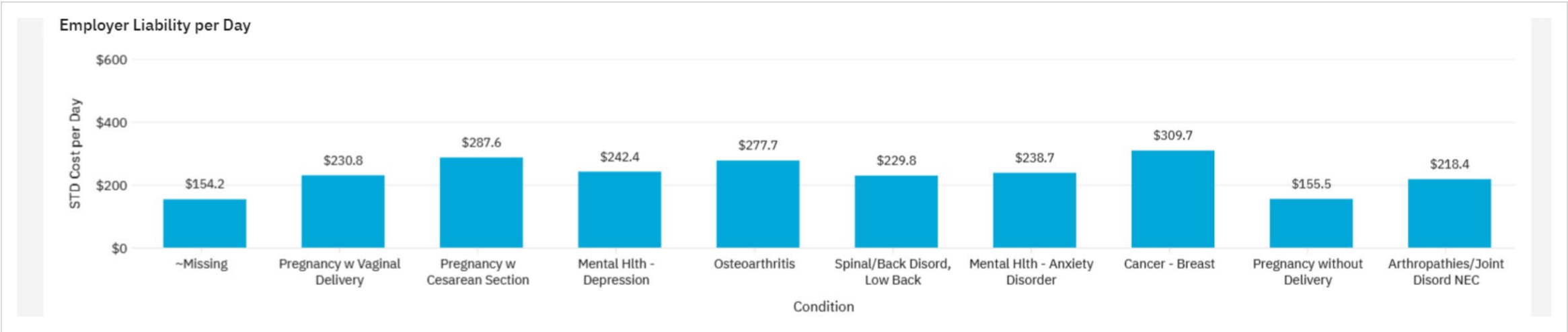
Program impact

How are existing programs (EAP, disease management) impacting disability expenditures?

Pinpoint the conditions driving cost and days lost

Integrated condition views combine spend with days-lost-per-case and case mix — so you can target the drivers behind disability trend.

EMPLOYER STD LIABILITY PER DAY, BY CONDITION



MSK STD CASE MIX

- **Highest liability per day:** Cancer–Breast (\$310), Pregnancy w/ C-section (\$288) and Osteoarthritis (\$278).
- **Days lost are driven by** mental-health and musculoskeletal conditions — the prime targets for cross-benefit intervention.
- **MSK case mix concentrates in** spinal/back, arthropathies and osteoarthritis — pointing to ergonomics and return-to-work programs.

Spot spend patterns before a long-term disability absence

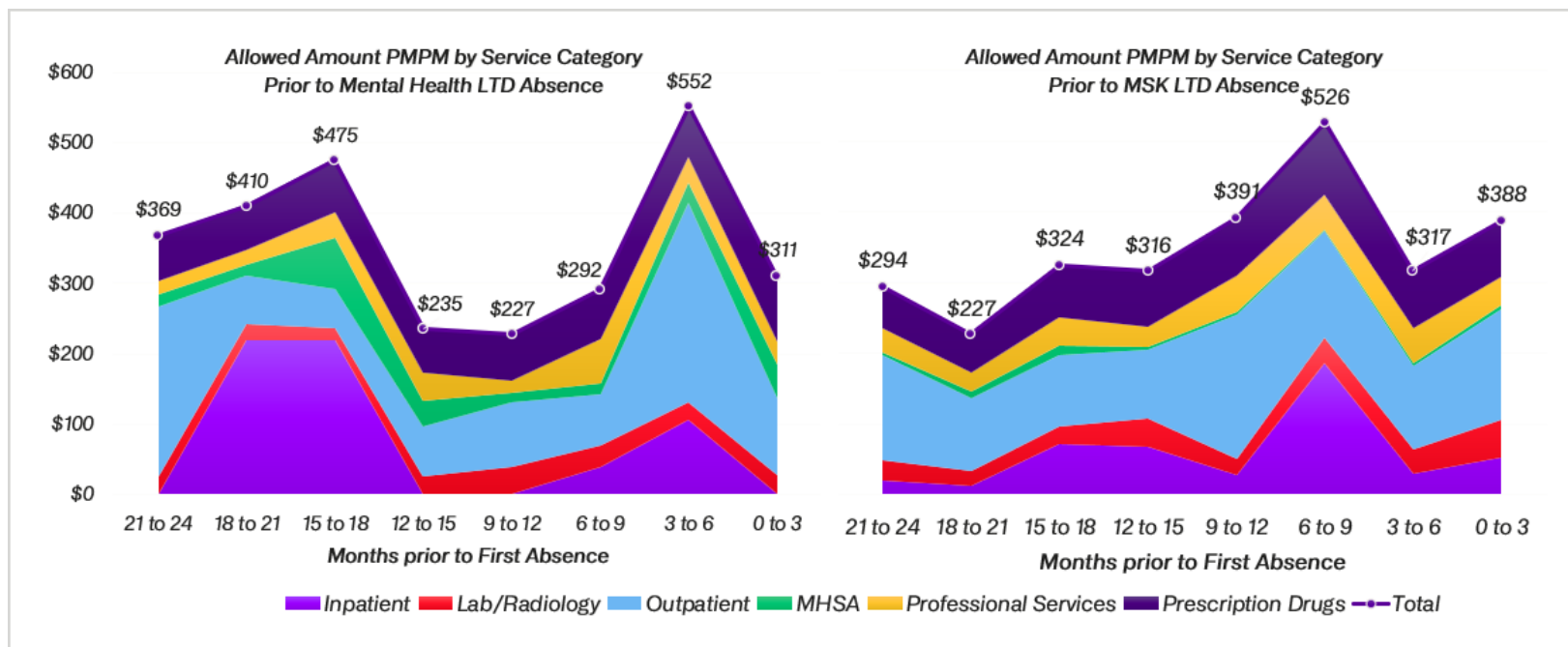


Figure 1 — Allowed medical/Rx spend (PMPM) by service category in the months leading up to a first LTD absence, for mental-health vs. musculoskeletal cases. Built with Truven Health Insights cohorts, time windows and Service Categories.

THE APPROACH

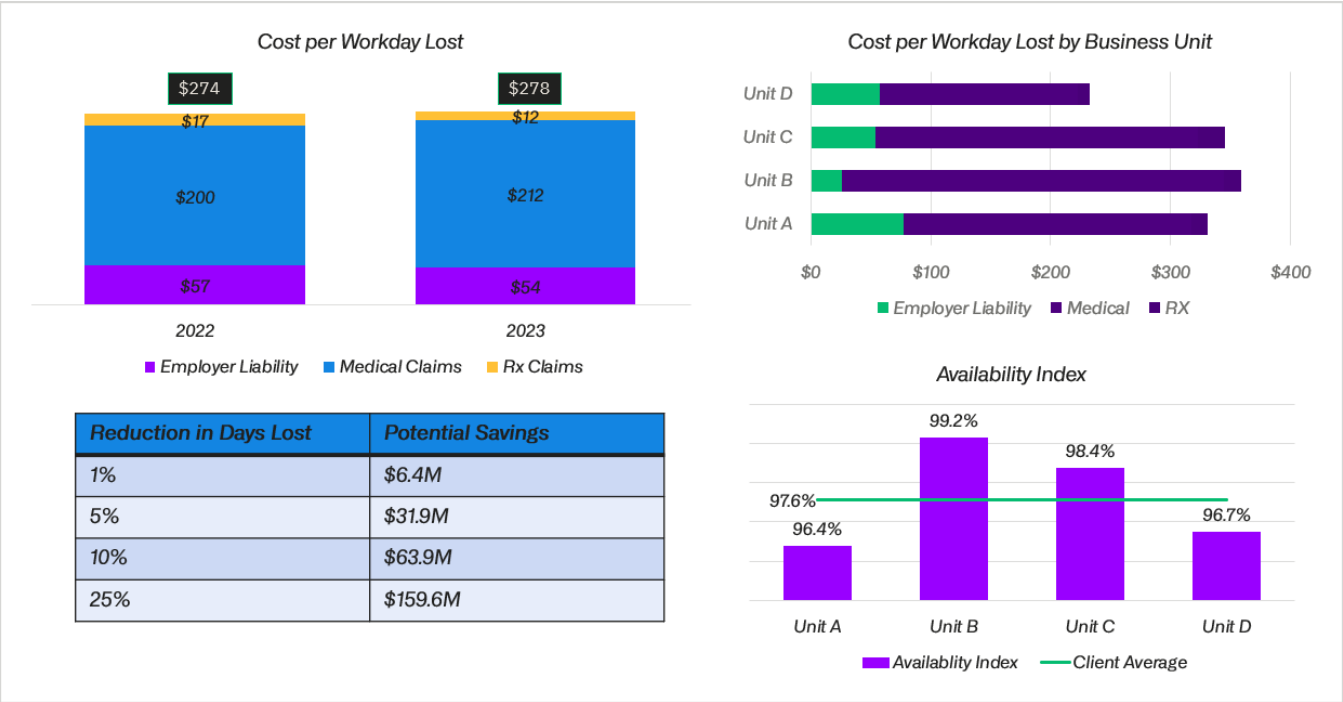
Merative linked medical, pharmacy, eligibility and disability data, then isolated claims incurred in quarterly windows before each employee's first LTD absence.

THE INSIGHT

- Mental-health cases peak in spend 3–6 months before an LTD absence.
- Musculoskeletal cases peak later — 6–9 months prior.
- Inpatient mental-health spend peaks 15–21 months out, revealing an early-warning window.

Spend signals shift 3–9 months before an LTD absence — a practical early-warning window for outreach.

Quantify the savings from fewer days lost



Example 2 — Integrated data estimates cost savings from reduced disability days and compares cost-per-workday-lost across business units and demographics.

ESTIMATED SAVINGS FROM REDUCED DAYS LOST

1% fewer days

\$6.4M

5% fewer days

\$31.9M

10% fewer days

\$63.9M

25% fewer days

\$159.6M

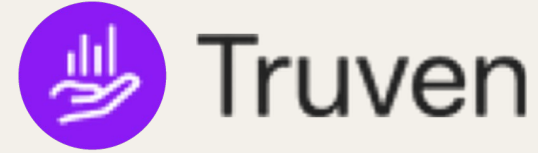
THE OUTCOME

- Reveals critical junctures where intervention can keep employees off disability.
- Informs the design of absence-management programs and drives measurable results.
- Builds the business case to justify new or existing program investment.

What we heard from
Honeywell Technologies

1.6K
saved workdays

\$0.9M
estimated productivity savings



Q & A

Thank you

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