

# Real-time Benefits Benchmarking

**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 Information was either too high-level or outdated - severely limiting its usefulness in helping HR teams evaluate their existing plans and understand current trends in the marketplace.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 for benchmarking. The top navigation bar includes 'Build Report' and 'Glossary'. The main content area is titled 'Getting Started > Plan Benefits > Cost > Benchmark'. It features a 'Restrict benchmark to the following values:' dialog box with checkboxes for employee counts: 1-4,000, 4,001-8,100, 8,101-22,000, 22,001-46,000, and >46,000. The '>46,000' option is selected. Below this, there are dropdown menus for 'Industry', 'Number of Employees', and 'Geographic Location'. A 'Set' button is present. To the right, a 'Benchmark Criteria' sidebar shows '757 Plans / 21 Companies' and lists various plan information fields like 'Funding Type', 'Awarded/Proposed', 'Product Subtype', etc. A 'Clear All' button is at the bottom left.

