



PARTNERING
for
RESULTS.

EMPLOYEE BENEFITS AND HR SOLUTIONS

ARDENT
SOLUTIONS

AN ALERA GROUP COMPANY

EMPLOYEE BENEFITS | HR TECHNOLOGY



BUILD *your* WINNING TEAM.

ARDENT SOLUTIONS will help you **control** your company's healthcare and insurance costs, **create** and **execute** the most effective benefit plans, **stay compliant** with regulatory changes, and **keep abreast** of trends in your industry. We know the benefits plan challenges of mid-market employers well, so we provide our clients with Fortune 500 solutions and a high-touch level of customized service designed specifically to address their unique challenges as a business.

One of the most important keys to attracting and retaining top talent is offering employees a competitive benefits package. Because reducing benefits to offset increasing costs directly contradicts this fundamental goal, we specialize in building customized, sustainable benefits plans tailored to fit your unique needs and budget.

In 2016, Ardent Solutions merged with 23 like-minded, high-performing independent firms across the United States to form Alera Group, one of the nation's top 15 largest independent insurance agencies and top 10 largest privately held benefits firm. Joining Alera Group gives Ardent Solutions the resources, technical expertise, and best practices of a larger national firm, while maintaining the personal, local service our clients have come to expect.

See how you can build your winning team with Ardent Solutions in your corner.



HR ADMINISTRATION

The administrative burden surrounding changes and maintenance to your benefits plan can be overwhelming — that's where we come in. Let Ardent streamline your processes and implement cutting-edge technology to ease your administrative workload. We will provide expert advice to help ensure you stay compliant with applicable state and federal labor laws.



HR TECHNOLOGY

Advancements in technology are changing the way we do business in many ways, and your HR department and employee benefits plan should be evaluated to ensure they're running as efficiently as possible. Our team can evaluate and implement technology solutions to streamline your HR administration, payroll, and benefits programs, allowing you more time to focus on your greatest assets — employees who move your company forward.



DATA ANALYTICS & BENCHMARKING

Our experts leverage the best data analytic tools in the industry to analyze and interpret the key medical and pharmacy drivers of your benefit plan. Once we identify current and emerging high-risk populations and individuals, we implement strategies to help keep the cost trends down. We combine comprehensive benchmarking reports with your unique goals to develop and adjust your plan as needed.



ACTUARIAL

Our actuarial team forecasts risky situations and prepares you for the financial impacts they may have on your company. With the right tools and analysis, we can develop strategic business plans that fit your company's goals. With this proactive plan management approach, we use data to drive decisions and deliver your company more predictable and stabilized costs.



WELLNESS & POPULATION HEALTH MANAGEMENT

Our wellness team helps you and your employees live well and be well. We analyze your claims data and population characteristics to implement and oversee a tailored strategy aimed at improving your employees' overall wellness, leading to increased productivity and reduced expenses tied to employee benefits and disability.



COMPLIANCE

Our compliance team helps you navigate the complex landscape of healthcare legislation, regulation and reform. We provide practical compliance advice from ERISA lawyers to make well-informed decisions for your company and employees. Our proactive compliance evaluations, timely updates on changes, seminars, webinars, and personal support ensure your benefits plans and company remain in compliance.



EMPLOYEE ENGAGEMENT

It is important to us that your employees appreciate and value your investment in them, so we develop a communication program unique to your culture that ensures your employees understand and value their benefits more. We teach and guide employees to navigate the healthcare system and become healthier consumers and control costs.



PHARMACY

Our pharmacy team helps you and your employees improve the quality and cost of pharmacy benefits. We negotiate the terms of Pharmacy Benefit Management agreements and assess potential impacts of plan changes. Our experts can recommend ways to improve prescription benefit plans and achieve significant savings on your annual drug spending.



PRIVATE EXCHANGE

Our team can strategize and design a defined contribution approach to meet your business and benefits objectives. With a defined contribution approach, employers can predict benefits spending while offering a broad range of plan options.



CAPTIVES

These solutions provide more certainty in expenses from a fully-insured plan with more protections than a traditional self-insured plan. Customized plan designs and more stable cash flows can make these solutions a great fit for some employers that also want retain underwriting profits and investment income.

Your employees are an investment in the future of your business, and putting together the right solutions to reflect your goals is our job. Together, we will build a customized benefit plan and ensure you receive all the services your business needs to succeed.

👍👍 We have received nothing other than **OUTSTANDING GUIDANCE, COMMITMENT, PATIENCE AND SERVICE...** the entire experience has far exceeded my expectations. 👍👍

— HR DIRECTOR, HOUSTON, TEXAS

👍👍 **YOU GUYS ARE SO GREAT TO US** — always want to help as quickly as possible. Thanks for all you do to assist us. I love working with Ardent Solutions. 👍👍

— VP OF HUMAN RESOURCES, OKLAHOMA CITY, OKLAHOMA

👍👍 I became a client and, by doing so, **TOOK OUR FIRM TO A HIGHER LEVEL** of service. 👍👍

— HR DIRECTOR, HOUSTON, TEXAS

👍👍 I just spoke with [an employee] and he was extremely complimentary of your assistance. **YOU ARE THE BEST.** Our employees aren't used to this, so it is a real pleasure for them to reach someone who actually cares and takes an interest in them. 👍👍

— HR DIRECTOR, HOUSTON, TEXAS

👍👍 Thank you for your **OUTSTANDING CUSTOMER SERVICE.** 👍👍

— SR. HUMAN RESOURCES MANAGER, IRVING, TEXAS



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