

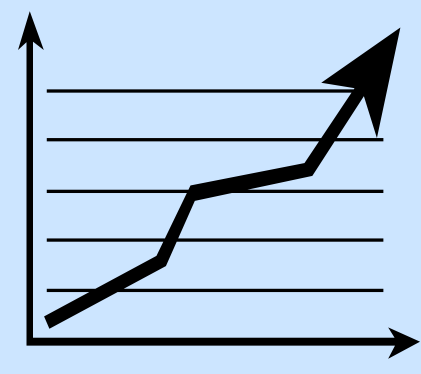
Synergies at Work

Realizing the Full Value of Health Investments

US Health Care Costs Are on the Rise Due to:



Expanded Coverage



Rising Prices



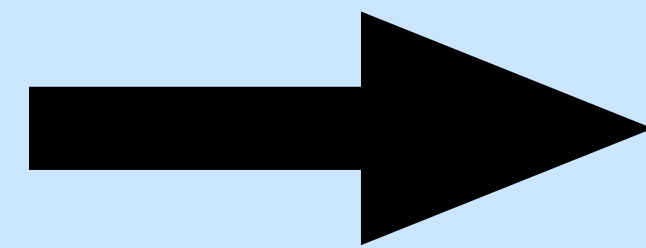
Increased Utilization

Result: Employers Shift Costs to Consumers

Increased consumer cost-sharing



ultimately causes



Reduced use of essential services

Decreased employee productivity

Diminished business performance



Employers need to shift their focus from "How much are we spending?" to "What is the full value of our health investment?"



How Do We Measure the Full Value of Health?

Direct Medical Costs

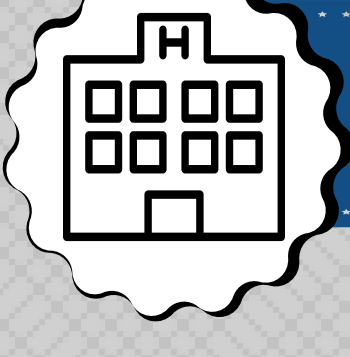
Productivity Costs



Prescription Drugs



Procedures



Hospital Stays

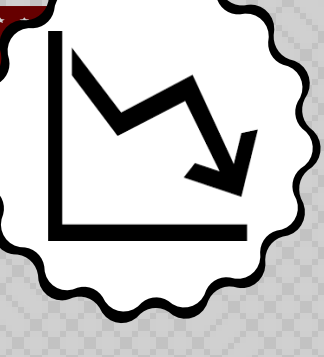
Absenteeism



Disability

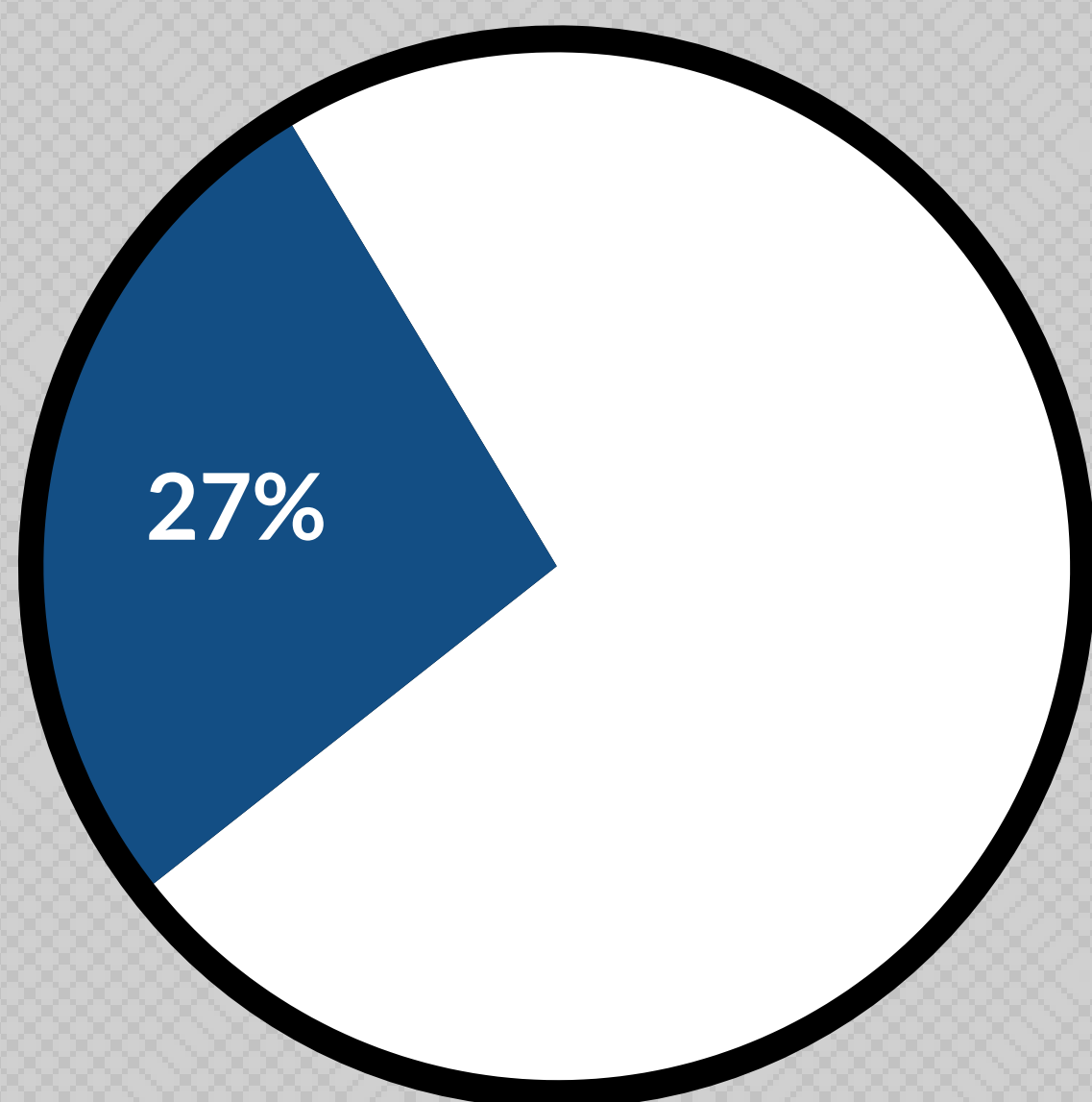


Job Performance

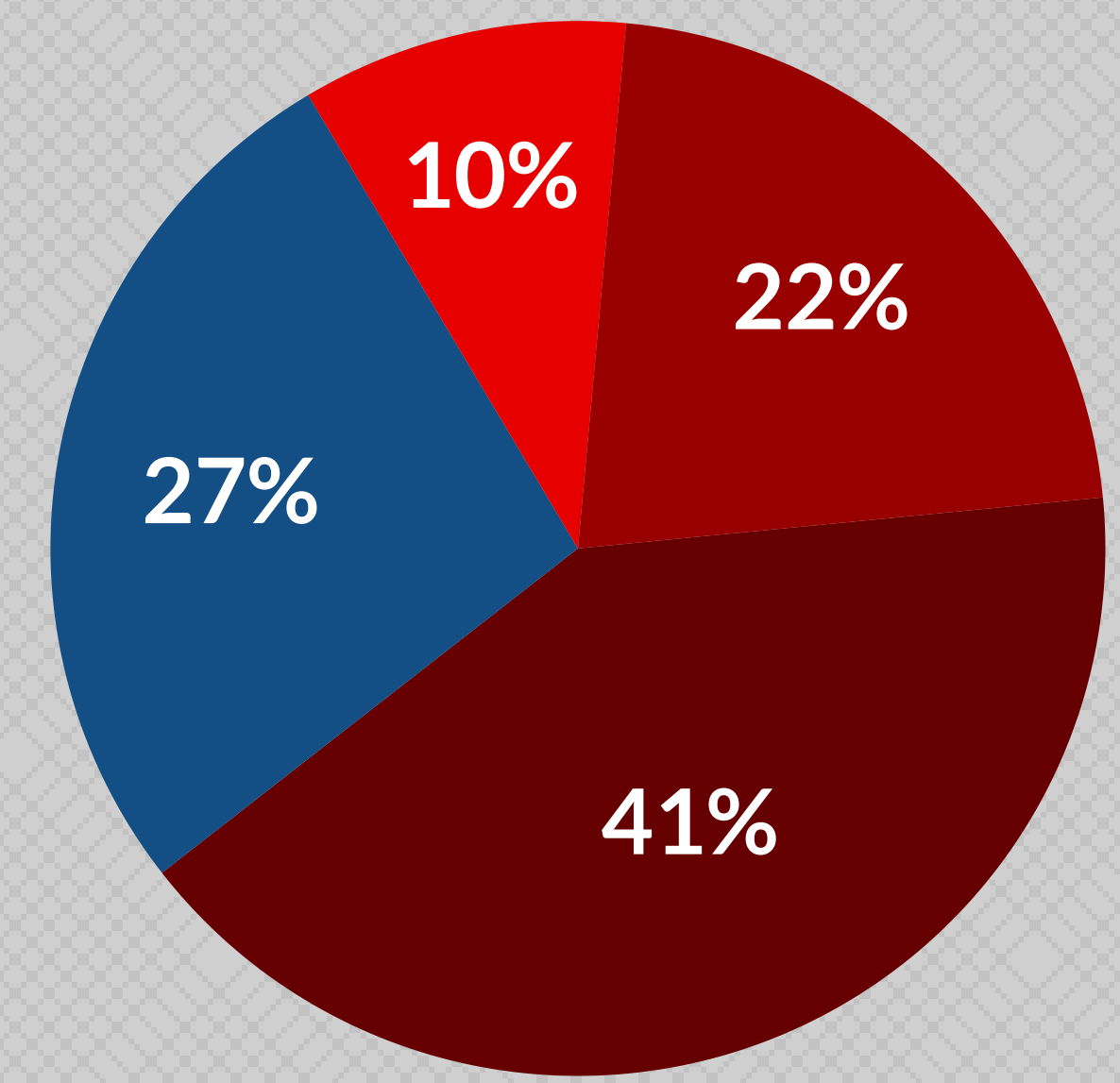


Traditional assessments of health care spending underestimate the economic benefits of a healthy workforce.

Traditional Model



Full Value Model



Legend

- Direct Medical Costs
- Lost Productivity: Absence
- Wage Replacements
- Lost Productivity: Job Performance

Source: Integrated Benefits Institute

To accurately measure the return on investment of health care spending, employers must consider a full value model approach.

How Do We Implement the Full Value Model?

Direct Medical Costs

Expanded Model

Productivity Costs

Think Broadly

Focus on Value

Gather Empirical Evidence

Implementing a Full Value Approach: Benefits for Employers



Create a Culture of Health



Promote Smarter Health Care Spending



Develop a Healthier Workforce



Enhance Financial Performance

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