

# Go365 PROVIDES A PATHWAY TO COST CONTROL AND INCREASED PRODUCTIVITY



## Wellness is vital. Why?

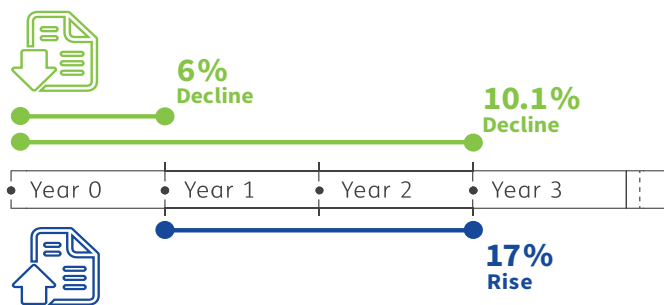
Because productivity losses related to personal and family health problems cost U.S. employers \$226 billion annually.<sup>1</sup>

## Employers need help.

Currently, only 19 percent of employers are focusing on health programs to improve workforce performance versus focusing primarily on lowering medical costs. But... 46 percent of employers say they are looking to make that shift in three to five years.<sup>2</sup>

## Lower health claims costs<sup>4</sup>

**Engaged members' health claims costs** were 6 percent lower in Year 1, and continued to decline relative to those of unengaged members; by Year 3, their costs were even **lower** by 10.1 percent.



From year to year... **The healthcare costs of unengaged members** gradually **rose** by 17 percent from Year 1 to Year 3.



### Bottom Line for Employers

Lower claims costs equals bottom line savings.

## Our results...

### Go365® three-year impact study at a glance

Employers need to know if their investments in wellness initiatives are effective and achieving their goals of a healthier and more productive workforce. We have those results.

Go365 recently concluded a three-year study of how the program affected the productivity, as well as the healthcare usage and claims, of more than 8,000 Humana employees.<sup>3</sup> The study results showed that employees who were more engaged with Go365 had fewer unscheduled absences, lower overall health claims costs, and fewer visits to the hospital and to the emergency room.

## Less absenteeism

**Unengaged members** averaged **23 hours of unscheduled absences** per year over the course of three years.



**Engaged members**, on average, had **six fewer hours of unscheduled absences**.



### Bottom Line for Employers

Less absenteeism means a workforce that is on the job.

More employers are looking at metrics other than healthcare costs to determine the value on investment (VOI) of their wellness programs.<sup>5</sup>

According to the Centers for Disease Control and Prevention (CDC), chronic conditions are responsible for the bulk of healthcare costs in the U.S.<sup>6</sup>

## Fewer lifestyle risk factors for chronic conditions

Among all types of medical claims, the **biggest difference** in healthcare spending between engaged and unengaged employees was seen in those with **“lifestyle chronic conditions.”**



Weight

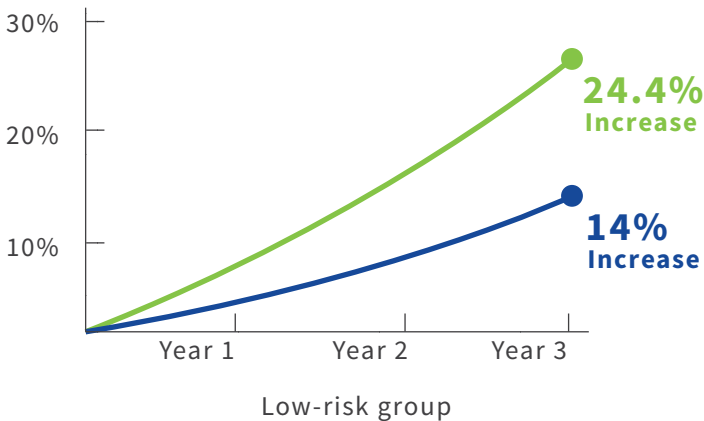


Tobacco



Stress

The percentage of engaged **members in the low-risk range increased** by **24.4 percent** over the three years, compared to only **14 percent** for the unengaged members.



### Graph Key

■ Engaged members ■ Unengaged members



### Bottom Line for Employers

Chronic conditions are responsible for the bulk of healthcare costs in the U.S.<sup>7</sup> Lower risk for those chronic conditions means happier and healthier employees.

## Less emergency healthcare consumption

In the third year of the study... Non-chronic **engaged members** were likely to use healthcare for routine **check-ups/physicals, preventive screenings**, and musculoskeletal claims, while...



Check-ups



Physicals



Preventive Screenings

**Unengaged members had 56 percent more emergency room visits** than engaged members. They also had 37 percent more hospital visits.



Emergency Room Visits

56% More



Hospital Visits

37% More



### Bottom Line for Employers

Generally, less emergency healthcare means less healthcare costs. And with an increase in regular physicals and screenings, employees can be healthier and more productive.

Employers are still looking for ways to validate the success of their wellness programs, and there are more ways than ever to measure a value on investment (VOI). Go365 is one program that has delivered such results over a multiyear span.

For more information about the study, the Go365 program, or how to increase the VOI of your program, go to [humana.com/employer](http://humana.com/employer).



### Sources

1. Centers for Disease Control and Prevention - Worker Productivity, <http://www.cdc.gov/workplacehealthpromotion/businesscase/reasons/productivity.html>, accessed January 19, 2016. 2. The Future of Health. Calling All Employers: Be Agents of Change. Highlighting results from the 2015 Aon Hewitt Health Care Survey. 3. Engaged HumanaVitality members are defined as those who earned more than 5,000 Vitality Points. Members who earned fewer than 5,000 Vitality Points were defined as unengaged. 4. All internal findings from the HumanaVitality 3-year impact study, 2015. 5. 10087\_Willis\_Health\_Productivity\_Survey\_2015 6-7. CDC\_Chronic\_Disease\_Prevention\_2014.

Go365 is not an insurance product. Not available with all Humana health plans. NYHJJY5EN