



PROGRAM YEAR 2019

# Lawley Captive Aggregate

Aggregate Presentation & Program Review\*

June 11<sup>th</sup>, 2019

\*Data through 5/24/19

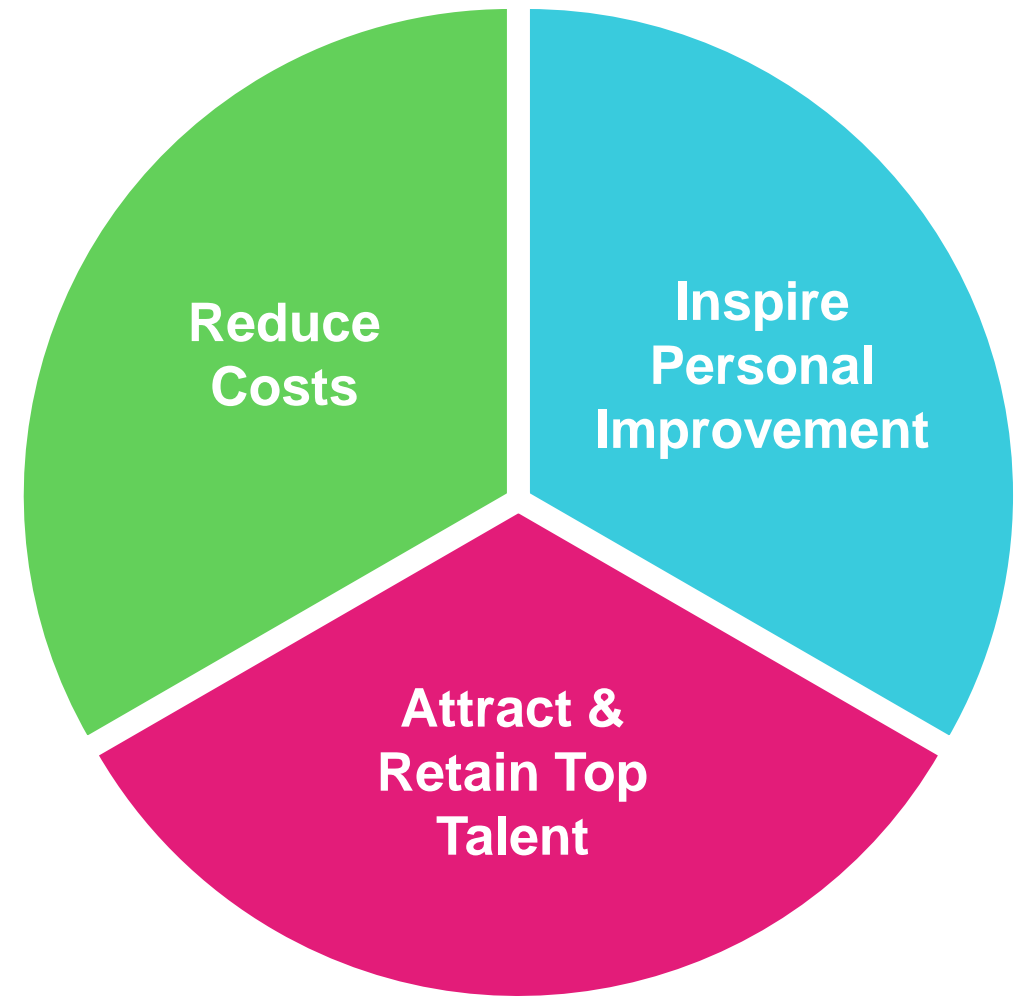
# Agenda

1. Our Goals Together
2. 2019 Program Year Aggregate Review
3. 2020 Program Year Recommendation
4. Communications Overview
5. Next Steps



# 2019 Goals

1. Drive health improvements
2. Increase engagement in wellness initiatives
3. Maintain positive culture



# Lawley Captive Plan Designs

---

## Aware Plan Design:

**Earn \$600 for completing all three of the following:**

- Health Screening
- Annual Physical with Your Primary Care Physician
- Health Assessment

## Active Plan Design:

**Earn \$200 for completing all three of the following:**

- Online Health Assessment
- Health Screening
- Annual Physical with Your Primary Care Physician

**Earn an additional \$200 for meeting 3 of the 5 following biometric goals:**

- Body Mass Index  $\leq 29.9$   
If your BMI is elevated due to lean muscle mass, waist measurement will automatically correct it (female  $\leq 33$  inches, male  $\leq 35$  inches).
- Blood Pressure  $\leq 140/90$
- Total Cholesterol  $\leq 240$
- Glucose  $\leq 125$
- Triglycerides  $\leq 200$

**Earn an additional \$200 for meeting the following:**

- Negative Tobacco/Nicotine Result

## Program Highlights



A total of **4,931** pounds lost this year.\*\*

Of these, **159** employees lost more than 10 pounds and **54** lost more than 20 pounds.

**52**

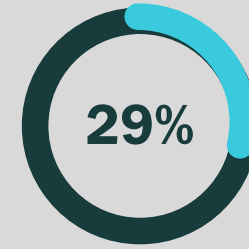
Number of critical risks identified

**613**

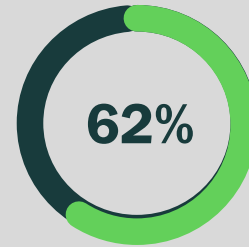
Number of calls, emails and contact us forms received

**22**

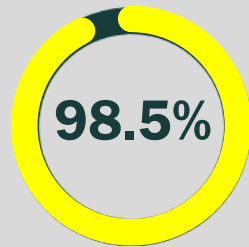
Appeals and Reasonable Alternatives processed



Of those with one or more risks in the prior year have eliminated at least one risk.



Of those with two or more risks reduced by at least 1 risk factor



Participants were satisfied with their onsite screening experience



\* Number of screened/number from most recent eligibility file. Includes EE and SP.

Does not include Lawley groups who are still screening or yet to screen.

\*\* Based on cohort data.

## Program Highlights

Group	Total Eligible	Total On Health Plan	% of EEs on the Plan who Screened	% of SPs On the Plan who Screened	# of EEs Not on the Plan who Screened
BIOMED INNOVATIONS CO	95	95	89.3%	70.0%	0
BIOMEDICAL INNOVATIONS	100	100	88.5%	84.6%	0
CHIAMPOU, TRAVIS, BESAW & KERSHNER, LLP	112	76	93.1%	61.1%	2
CONSERVE	702	702	51.2%	32.6%	0
COSTANZOS BAKERY	109	109	53.2%	46.9%	0
EASTMAN MACHINE COMPANY	105	105	61.4%	22.7%	0
EVANS ROOFING	97	97	96.1%	80.0%	0
GERNATT ASPHALT PRODUCTS, INC.	112	112	80.7%	70.8%	0
HORIZON HEALTH SERVICES, INC.	420	420	84.8%	76.9%	0
ISAAC HEATING AND AIR CONDITIONING, INC	255	255	56.9%	48.3%	0
KREHER FAMILY FARM	267	267	41.7%	46.9%	0
LEHIGH CONSTRUCTION GROUP, INC.	74	74	91.5%	81.5%	0
LEONARDS EXPRESS	516	516	32.4%	29.4%	0
MACO BAG	58	58	65.4%	66.7%	0
MAZZA MECHANICAL SERVICES, INC.	112	112	35.6%	32.0%	0
MERCY FLIGHT, INC.	71	71	72.9%	50.0%	0
NISSHA MEDICAL	267	267	70.0%	71.9%	0
REGIONAL INTERNATIONAL CORPORATION	105	105	66.2%	57.1%	0
REID PETROLEUM CORP.	144	144	70.9%	94.1%	0
SEALING DEVICES, INC.	164	164	69.0%	54.2%	0
SEQUEL SPECIAL PRODUCTS	40	40	96.8%	66.7%	0
SPEED GLOBAL SERVICES	97	97	19.0%	22.2%	0
SW RODGERS CO	189	189	52.2%	49.0%	0
TIOGA PIPE, INC.	142	102	33.3%	6.7%	1

2,688

Individuals registered  
61.8%\*

2,421

Individuals screened  
55.6%\*\*

1,905

Individuals passed 3  
out of 5 biometrics  
78.7%\*\*

1,596

Individuals  
completed the  
Health Assessment

338

Individuals  
completed the  
annual physical  
with their PCP

52

Individuals who  
completed the  
Teladoc  
registration\*\*\*



\*Percentage based off of total eligible

\*\* Percentage based off of those who screened

\*\*\*Chiampou, Travis, Besaw, & Kershner LLP was the only group to include this in their plan design this year.



## Onsite Screenings Highlights

# Lawley Captive Screening Participant Survey Report

Collection Date Range: October 11, 2018 - May 16, 2019

Total Surveys Collected: 2,379

Total Screening Events to Collect Surveys: 74

Total Percentage Satisfied: 98.5%

### Participant Survey Report Summary

Statement	Average Rating (Out of 6)	Satisfied Participants
1. My needs were met and questions were answer during the screening proce	5.67	95.96%
2. The examiners performed the screening in a professional and clinically appropriate manner.	5.92	99.50%
3. The health screening took just the right amount of time.	5.88	98.91%
4. The examiners that operated the screening were friendly and professional.	5.92	99.41%
5. My privacy and confidentiality were protected during the screening.	5.87	98.89%

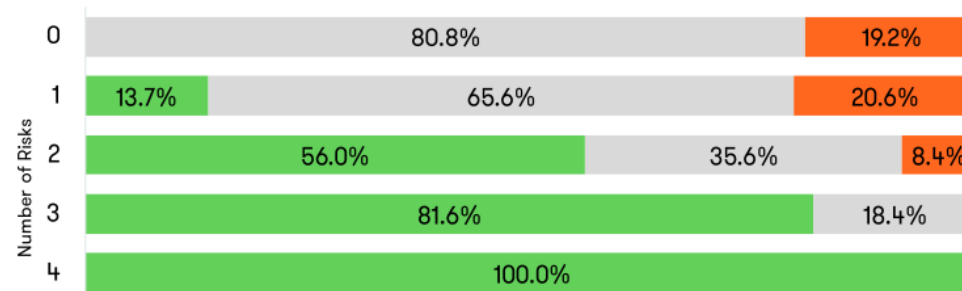
## Risk Factors Migration – Cohort Population

High Risks	
BMI	> 30 kg/m <sup>2</sup>
BP	> 140/90 mmHg
LDL	> 160 mg/dL
GLU	> 125 mg/dL
TOB	Positive

Total Number of Risks: 07/2018 - 07/2019 (YOY Population)

Number of Risk Factors	07/2018	Total - 07/2019					
	Count	0	1	2	3	4	5
0	546	441	97	6	2	0	0
1	524	72	344	99	8	1	0
2	191	9	98	68	16	0	0
3	49	5	10	25	9	0	0
4	4	1	0	1	2	0	0
5	0	0	0	0	0	0	0
Total	1314	528	549	199	37	1	0

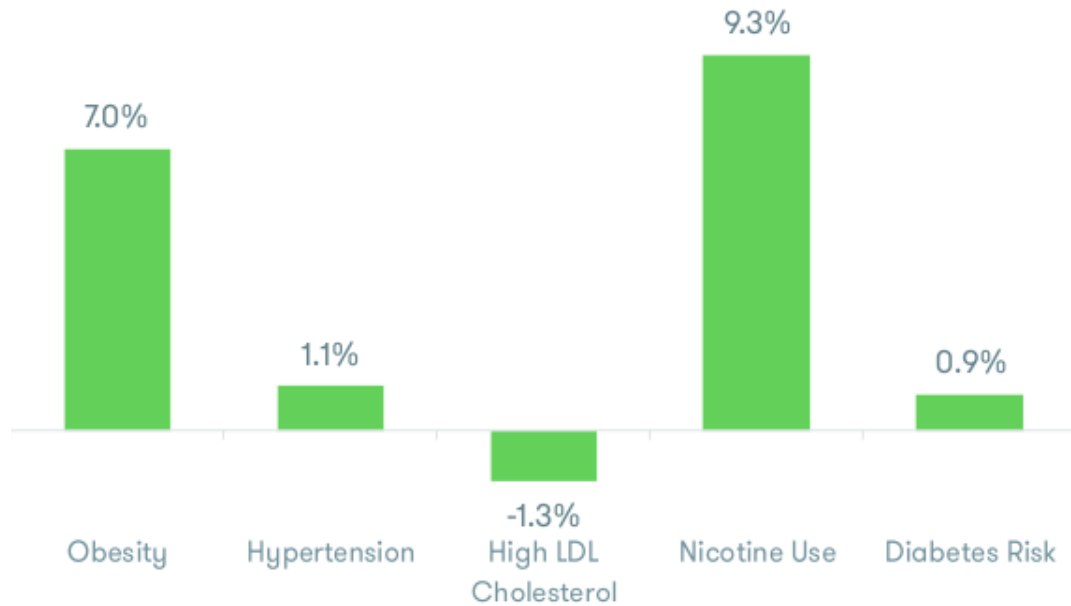
Migration Direction By Number of Risks (last year)





## Comparisons

Participants are better than the Bravo average on one of five biometric measures. Nicotine is the main concern.



Risk	Bravo Average	Lawley Captive
Obesity	36.1%	43.1%
Hypertension	12.2%	13.3%
High LDL Cholesterol	6.1%	4.8%
Nicotine Use	12.2%	21.5%
Diabetes Risk	5.8%	6.7%

0 Risks	48.9%	39.3%
1 Risk	34.9%	41.5%
More Than 1 Risk	16.1%	19.2%

The average value among a sample of Bravo's screening data that has the same age and gender distribution as the client's screened population. Made up of approximately 175,000 unique participants and more than 330,000 screenings.

# Opportunities

bravo®

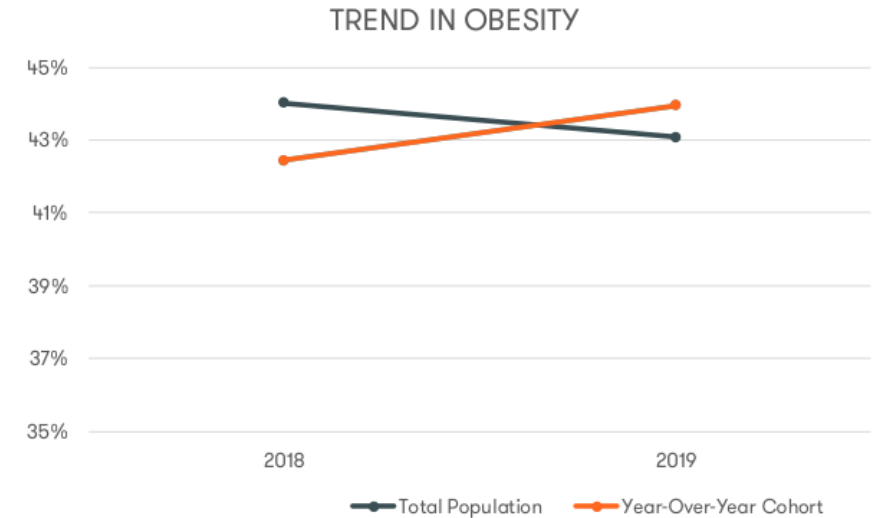


## Opportunities – Obesity

- Obesity has decreased among the total population, but has increased among the cohort population.
- Obese participants are 2.3 times more likely to have high blood pressure and 4.3 times more likely to report diabetes risk.
- 67 participants gained more than 20 pounds in the past year.

Obesity: 07/2018 - 07/2019 (YOY Population)

Goal:	N/A						
BMI Category	07/2018	07/2019					
	Count	DESIRABLE [18-24.9]	OVERWEIGHT I [25-27.5]	OVERWEIGHT II [27.6-29.9]	OBES E I [30-34.9]	OBES E II [35-39.9]	OBES E III [above 40]
DESIRABLE [18-24.9]	300	249	43	5	1	1	1
OVERWEIGHT I [25-27.5]	235	33	138	57	6	0	1
OVERWEIGHT II [27.6-29.9]	216	4	48	105	57	2	0
OBES E I [30-34.9]	279	7	3	34	185	46	4
OBES E II [35-39.9]	147	0	0	4	26	89	28
OBES E III [above 40]	127	0	0	2	6	22	97
Total	1304	293	232	207	281	160	131



## Opportunities – Tobacco Use

- Participants experienced an increase in nicotine use in both the year-over-year and total populations.
- Nicotine use is more common among males than females.
- Nicotine use is more prevalent in the 40 – 49 age group.

### Nicotine Use: 07/2018 - 07/2019 (YOY Population)

Nicotine Category	07/2018	07/2019		Got Better	Stayed the Same	Got Worse
	Count	NEGATIVE	POSITIVE			
NEGATIVE	1113	1049	64		94.2%	5.8%
POSITIVE	196	23	173	11.7%	88.3%	
TOTAL	1309	1072	237	1.8%	93.4%	4.9%

## Opportunities - Hypertension

- Hypertension has decreased among the year-over-year population as well as the total population.
- 63.6% of those with hypertension are also obese.

Hypertension: 07/2018 - 07/2019 (YOY Population)						
Goal:	N/A					
BP Category	Count	07/2018	07/2019			
		NORMAL (below 120/80 mmHg)	PRE-HYP 1 (120-130 and 81-85)	PRE-HYP 2 (131-139 and 86-89)	HYPERTENSION 1 (140-159 and 90-99)	HYPERTENSION 2 (above 160/100)
NORMAL (below 120/80 mmHg)	479	375	84	10	7	3
PRE-HYP 1 (120-130 and 81-85)	518	247	173	50	39	9
PRE-HYP 2 (131-139 and 86-89)	149	62	47	18	13	9
HYPERTENSION 1 (140-159 and 90-99)	129	39	54	20	13	3
HYPERTENSION 2 (above 160/100)	26	7	8	5	3	3
TOTAL	1301	730	366	103	75	27

## Opportunities – Total Cholesterol

- Total cholesterol has decreased among the year-over-year population.
- High cholesterol (above 240) is more common in females than males, and is more prevalent in spouses than employees.

### Total Cholesterol: 07/2018 - 07/2019 (YOY Population)

Goal:

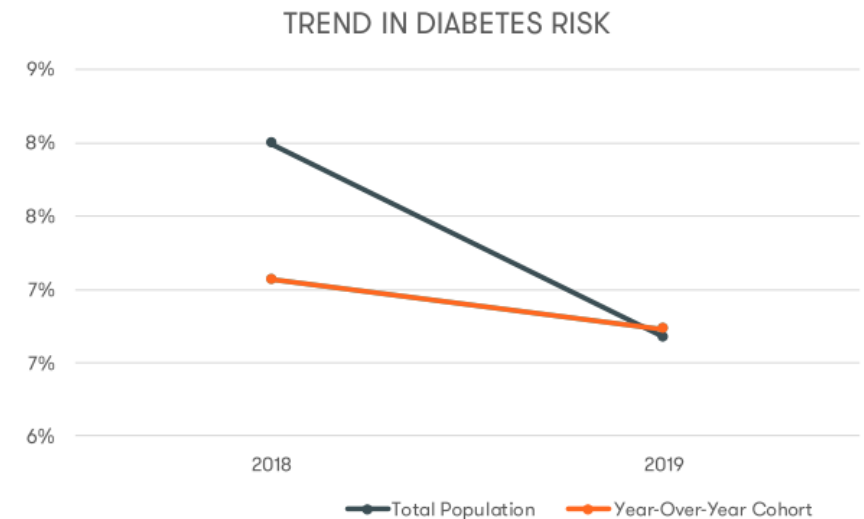
Total Cholesterol Category	07/2018	07/2019		
	Count	DESIRABLE (below 200 mg/dL)	BORDERLINE HIGH (201-239)	HIGH (above 240)
DESIRABLE (below 200 mg/dL)	794	678	108	8
BORDERLINE HIGH (201-239)	395	172	186	37
HIGH (above 240)	112	14	44	54
Total	1301	864	338	99



## Opportunities - Diabetes

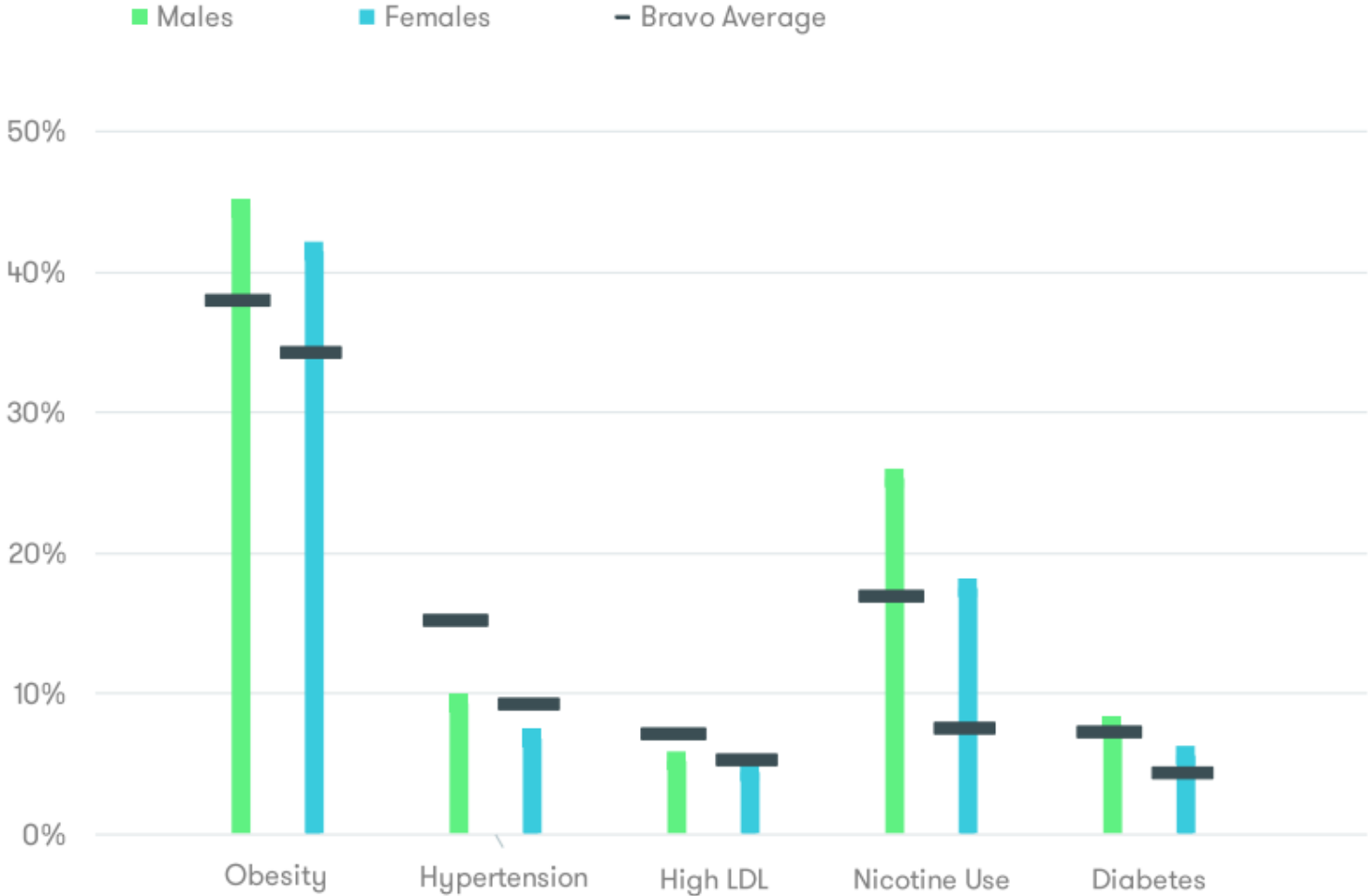
- Diabetes risk has decreased since the start of the program.
- Employees have a higher incidence of diabetes than spouses.
- 76.4% of those with diabetes are also obese.

Diabetes Risk: 07/2018 - 07/2019 (YOY Population)				
Goal:	N/A			
Glucose Category	Count	07/2019		
		07/2018	NORMAL (70-99 mg/dL)	PRE-DIABETES (100-125)
NORMAL (70-99 mg/dL)	871	695	155	21
PRE-DIABETES (100-125)	333	152	160	21
DIABETES (126 or higher)	92	25	22	45
Total	1296	872	337	87



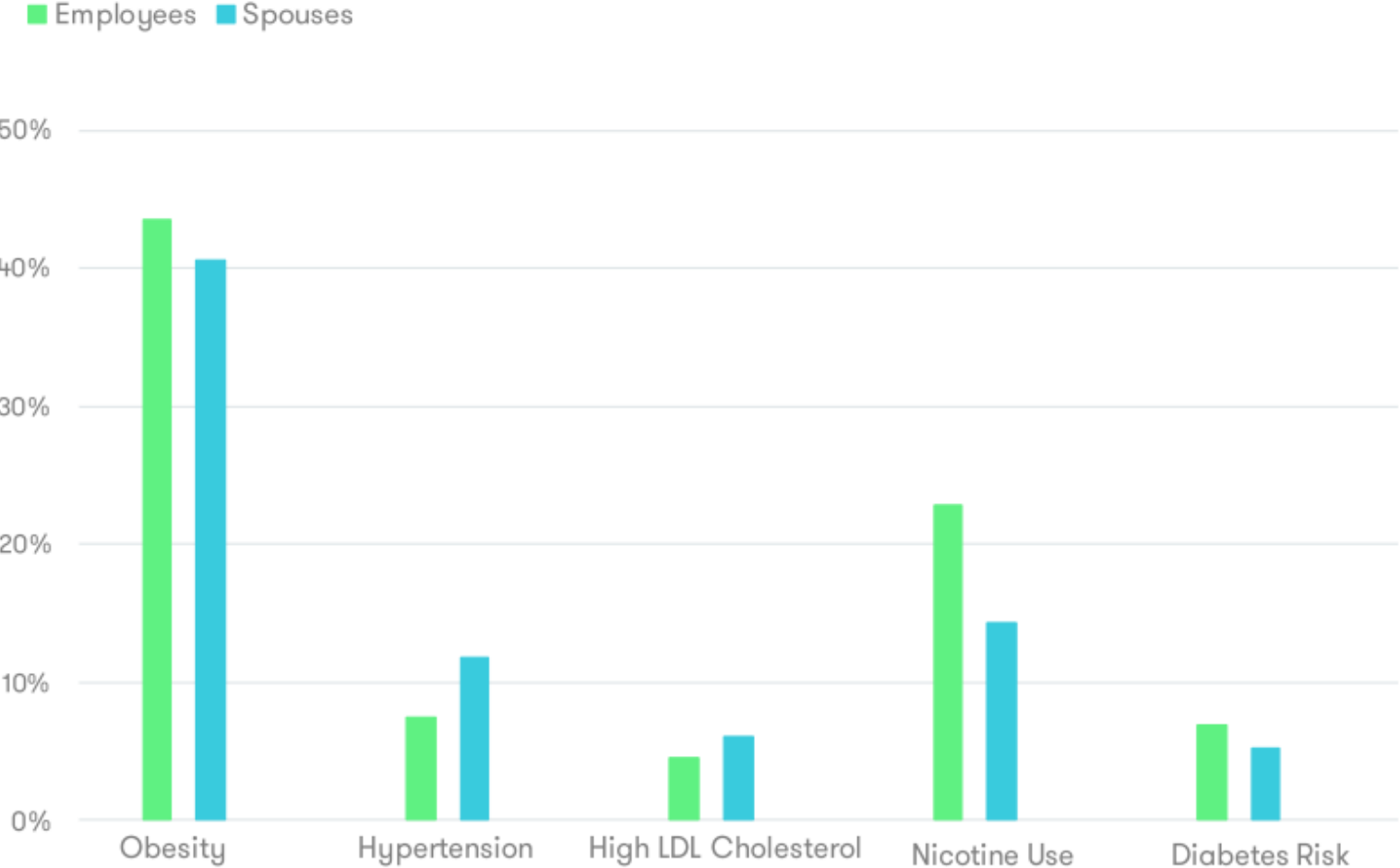
# Gender Comparison

GENDER COMPARISON



# Employee vs Spouse Comparison

## MEMBER TYPE COMPARISON



# Evolving the Program

2020 and beyond



## 2020 Insights & Future Tactics

---

### ENGAGEMENT

#### INSIGHTS

Opportunity to include the wellness program in communication pieces throughout the year to drive continuous engagement



#### FUTURE TACTICS

- Emails included in standard communications package
- Bravo App

### HEALTH RISKS

Greatest areas of opportunity within the population are:

- Obesity with a focus needed on nutrition & fitness



- Tighten biometric goals to continue to encourage health improvement

## 2020 Program Recommendation

### This year:

Measures	Lenient/Generous Goals	Passing Percentage
BMI	≤ 29.9 or Waist: F ≤33; M ≤35	56.9%
BP	≤ 140/90	91.9%
Total Cholesterol	≤ 240	91.5%
Glucose	≤ 125	93.3%
Triglycerides	≤ 200	88.5%

- Given the passing percentages for BP, Total Cholesterol, Glucose and Triglycerides, we recommend adding a moderate goal set to the plan design as an option for those groups who are ready to tighten their goals, but don't want to move to NIH goals.
- We would keep the BMI goal the same for now and look at potentially tightening that goal in the future.

### New moderate goal option for 2020:

Measures	Moderate Goals	Reasonable Alternative
Biometric Screening	Complete	N/A
Annual Physical with PCP	Complete	N/A
BMI	≤ 29.9 or Waist: F ≤33; M ≤35	Meet 3 out of 5 goals with alternative of completing Online University courses, based on measures that were missed
BP	≤ 130/85	
Total Cholesterol	≤ 220	
Glucose	≤ 100	
Triglycerides	≤ 150	
Tobacco	Negative	Online University course (LivingFree)



## COMMUNICATIONS

# We believe in honest conversations.

To drive high engagement within a wellness plan, we focus on removing the taboos around discussing health and provide the tools and support necessary for individuals to feel encouraged to take their first step.



# Communications Packages

We take the guesswork out of communications.

Choose from **three** prepackaged campaigns based on your unique needs and program goals.

## Digital-Only

*Best for clients with a limited budget or a population that prefers digital communications.*

- ✓ Postcard\*
- ✓ Print-ready file of program guide
- ✓ Print-ready files of posters and flyers
- ✓ Emails
- ✓ Engagement portal
- ✓ Digital screens
- ✓ Results letter\*
- ✓ Usage instructions
- ✓ Deployment timeline

**ESSENTIALS**

## Digital and Printed Posters and Flyers

*Designed for clients who have a small communications' budget but no time or resources to print.*

- ✓ Postcard\*
- ✓ Print-ready file of program guide
- ✓ Professionally printed posters and flyers
- ✓ Print-ready files of posters and flyers
- ✓ Emails
- ✓ Engagement portal
- ✓ Digital screens
- ✓ Results letter\*
- ✓ Usage instructions
- ✓ Deployment timeline

**ESSENTIALS+**

## Digital and Suite of Printed Materials

*Recommended for clients interested in fully integrating their wellness program into their space and culture.*

- ✓ Postcard\*
- ✓ Print-ready file of program guide
- ✓ Professionally printed posters, flyers, door hangers, table tents and rack cards
- ✓ Emails
- ✓ Engagement portal
- ✓ Digital screens
- ✓ Results letter\*
- ✓ Usage instructions
- ✓ Deployment timeline

**PREMIUM**

*\*may already be included as part of your standard offering.*



All packages come with bilingual call center support.

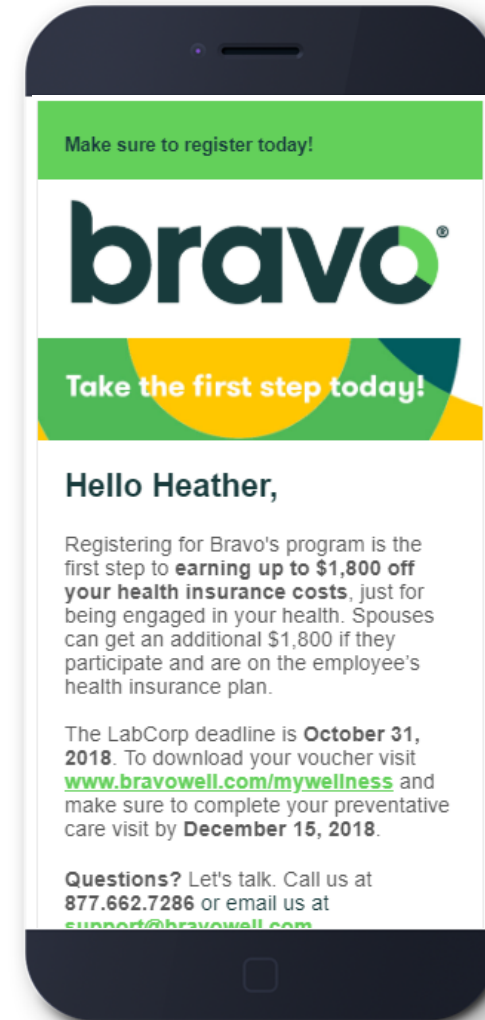
Spanish translation available upon request.

## Communications: Standard Emails

---

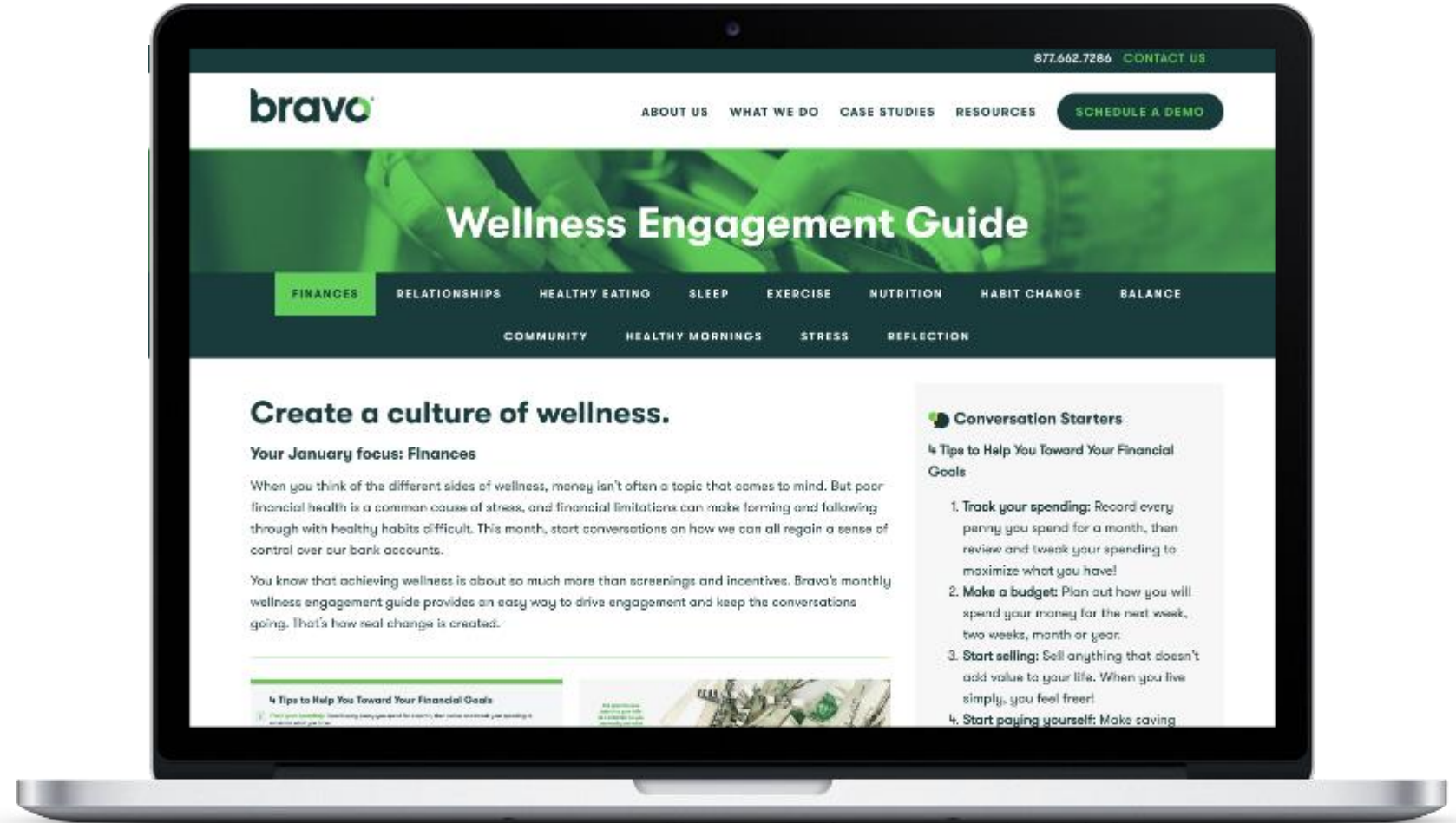
# Standard Emails now included!

- ✓ Drive sense of urgency to complete key program activities
- ✓ Remind those that are busy and may have forgotten
- ✓ Meet the participant where they are (most people check email multiple times daily)



## Content Calendar: Monthly Engagement

Monthly downloadable resources and engagement tools encourage your team to make time for wellness.



# Content Calendar: Monthly Engagement



## Recipes

Encourage participants to meal plan with a variety of healthy recipes.



## Workout Calendar

Empower participants to take the next step in their wellness journey with workouts and mini challenges.



## Articles

Variety of different resources highlight the different aspects of well-being.

## Next Steps

---

We look forward to working together to help you achieve your wellness goals in 2020 and beyond!





**bravo**<sup>®</sup>

**Thank You**

---