

DOES WELLNESS REALLY INCREASE MY BOTTOM LINE?

Everyone is doing or has tried some type of wellness program

We have an in-house program that stalls out

I don't have money available for feel good programs

Can't prove its working, our CFO thinks it's a waste of money

Our Carrier offers a free wellness program but few employees access it because its hard to access and we can't track it.

BOTTOM LINE

What if there was a strategy that outlined specific savings by type of medical service and a process to reduce those services with both known savings to your medical plan and the ability to monitor the progress and realize real dollar savings:

1. Actual results that make your employees healthier
2. Actual reduction in your medical spend

Spire Wellness has the strategy, programs, and tools to meet these goals.

CASE STUDY THAT SHOWS OPPORTUNITY

- **Small Employer**

- 275 Employees, 495 Lives
- Total Opportunity
 - \$645,728 in prevention
 - \$264,604 in medication compliance
- Gaps in Care 20%

- **Midsized Employer**

- 450 Employees, 1025 Lives
- Total Opportunity
 - \$909,243 in prevention
 - \$348,830 in medication compliance
- Gaps in Care 17%

- **Large Employer**

- 4,215 Employees, 6,223 Lives
- Total Opportunity
 - 71.3% in prevention
 - \$407,886 in medication compliance
- Gaps in Care 16%



DATA EXAMPLE

DATA REVIEW

	7/13/2015	7/27/2015	10/27/2015	12/29/2015	1/26/2016	2/23/2016
<i>All Members</i>	486	490	493	502	496	492
Opportunity Zones						
1) Prevention						
- Cost	\$651,115	\$645,728	68.60%	66.90%	67.30%	66.30%
- Top 4 Events/Services	Vaccinations	Vaccinations	Vaccinations	Vaccinations	Vaccinations	Vaccinations
	Cervical Cancer Screening	Cervical Cancer Screening	Cervical Cancer Screening	Cervical Cancer Screening	Colon Cancer Screening	Colon Cancer Screening
	Colon Cancer Screening	Colon Cancer Screening	Colon Cancer Screening	Colon Cancer Screening	Cervical Cancer Screening	Cervical Cancer Screening
	Well Child Care	PSA	PSA	PSA	PSA	PSA
2) Compliance						
- Cost	\$271,906	\$264,604	\$313,605	\$321,501	\$331,719	\$145,309
- Top 4 Conditions	Cholesterol	Cholesterol	Cholesterol	Cholesterol	Cholesterol	Diabetes
	Diabetes	Diabetes	Diabetes	Diabetes	Diabetes	Cholesterol
	RX Management	RX Management	RX Management	RX Management	RX Management	RX Management
	HBP	HBP	HBP	HBP	HBP	HBP
3) Average PMPM Prevention						
- Current 12	\$206	\$299	\$225	\$197	\$195	\$179
- Forecasted 12	\$297	\$297	\$286	\$263	\$270	\$230
4) Total Cost						
- Current 12	\$1,203,975	\$1,348,874	\$1,329,139	\$1,188,151	\$1,158,665	\$1,059,625
- Forecasted 12	\$1,899,477	\$1,947,541	\$1,886,341	\$1,761,319	\$1,791,096	\$1,431,420
Employee Only						
<i>Employee Only</i>	275	277	275	278	276	274
Opportunity Zones						
1) Prevention						
- Cost	\$463,253	\$451,762	NA	69.40%	64.40%	71.20%
- Top 4 Events/Services	Vaccinations	Vaccinations	Vaccinations	Vaccinations	Vaccinations	Vaccinations
	Cervical Cancer Screening	Colon Cancer Screening	Colon Cancer Screening	Colon Cancer Screening	Cervical Cancer Screening	Colon Cancer Screening
	Colon Cancer Screening	Cervical Cancer Screening	Cervical Cancer Screening	Cervical Cancer Screening	Colon Cancer Screening	Cervical Cancer Screening
	PSA	PSA	PSA	PSA	Well Child Care	PSA
2) Compliance						
- Cost	\$190,799	\$188,983	\$240,273	\$237,032	\$243,739	\$105,600
- Top 4 Conditions	Cholesterol	Cholesterol	Diabetes	Cholesterol	Cholesterol	Cholesterol
	Diabetes	Diabetes	Cholesterol	Diabetes	Diabetes	Diabetes
	RX Management	RX Management	RX Management	RX Management	RX Management	RX Management
	HBP	HBP	HBP	HBP	HBP	HBP
3) Average PMPM Prevention						
- Current 12	\$281	\$314	\$304	\$202	\$258	\$244
- Forecasted 12	\$384	\$381	\$365	\$256	\$341	\$288
4) Total Spend						
- Current 12	\$928,586	\$1,043,289	\$1,002,894	\$1,017,966	\$852,981	\$802,259
- Forecasted 12	\$1,413,573	\$1,440,573	\$1,369,131	\$1,448,692	\$1,284,631	\$1,021,201

POTENTIAL SAVINGS

Medication/ Condition	Avg Cost Per Month (Employer Cost)	Savings Per Year (Employer Savings)
Diabetes Medicine	\$62 – \$179	\$745 - \$2,142
Diabetic vs. Pre-Diabetic <small>*not including chronic complications or other diseases associated with diabetes</small>	Diabetic: \$11,613/year Pre-Diabetic: \$5,049/year	\$6,564
Cholesterol Medicine	\$59 - \$70	\$708 – \$840
Iron Infusion	\$181 - \$747	up to \$8,964

*Targeted Programs not only help individuals improve their current health conditions but it also prevents additional conditions from developing. Helping just 3 individuals go from diabetic to pre-diabetic status saves the employer **\$19,692** annually!*

SPIRE WELLNESS

Our Goal: Use exact data to set specific goals to reduce the spend on major cost drivers in a short period of time. Ultimately, to reduce your medical spend and measure it along the way.

Industries we've helped:

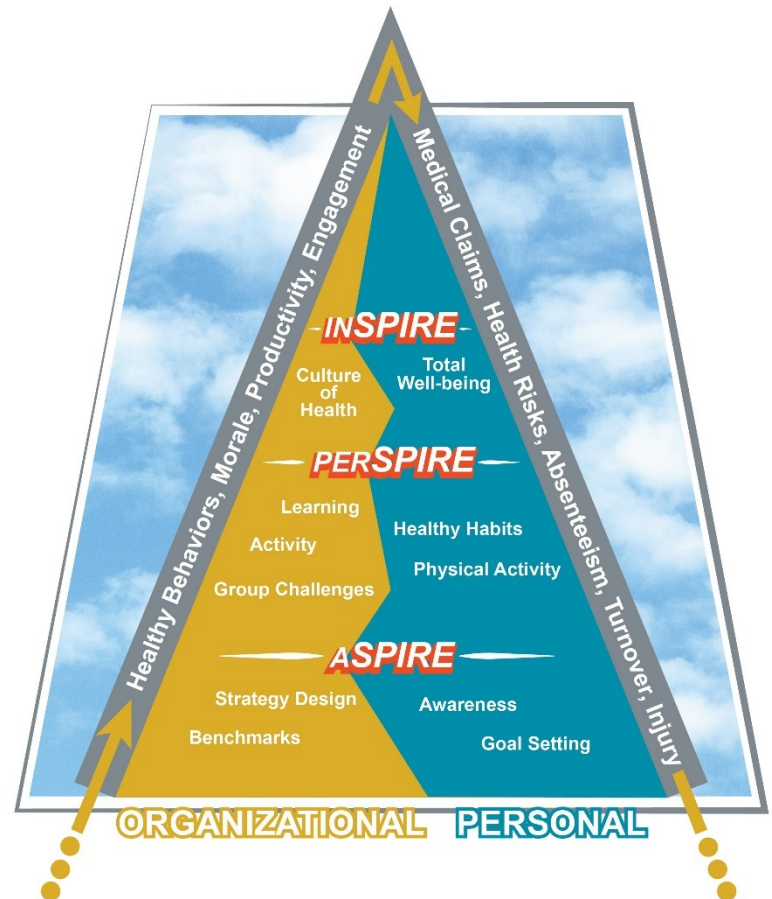
- Manufacturing
- Technology
- Private Schools
- Transportation
- Staffing
- Non-Profits
- Engineering
- Long Term Care
- Professional
- Agriculture
- Marketing Agencies
- Country Clubs
- Law Firms
- CPA's
- Trucking



SPIRE WELLNESS

Spire is your partner in developing the strategy using cutting edge data that reduces you claims spend by:

- Deciding Who and What to invest in to control Health Care Spend
- Creating a thoughtful plan to reach goals
- Find what is working and what needs to be adjusted
- Report back on True Data and Results



DATA DRIVEN STRATEGY



CLAIMS DATA ANALYSIS – COMPANY 1

	02/2009 - 02/2010	02/2010 - 02/2011	02/2011 - 02/2012	02/2012 - 02/2013	02/2013 - 02/2014
Average # of Employees/Month	463	401	380	439	461
Average # of Dependents/Month	543	482	498	555	570
Average # total Members/Month	1006	883	878	994	1031
Total Medical Claims	\$4,039,249	\$3,187,062	\$3,831,370	\$3,708,885	\$2,592,306
Total Rx Claims	\$579,472	\$532,676	\$579,791	\$620,676	\$596,126
Total Claims (Medical + Rx)	\$4,618,721	\$3,719,738	\$4,411,161	\$4,329,561	\$3,188,432
Claims Per Employee/ Year	\$9,975	\$9,276	\$11,608	\$9,862	\$6,916
Claims Per Member/Year	\$4,592	\$4,213	\$5,024	\$4,356	\$3,092
Claims in Excess of Specific (\$100K)	\$592,320	\$345,492	\$866,507	\$624,732	\$287,293
Average Network Discount	24%	23%	19%	22%	46%
Annual Reinsurance Premium	\$377,850	\$278,288	\$305,098	\$473,923	\$474,577
# of Claimants in Excess of \$50,000	16	12	13	16	9

This Client experienced a reduction in claims year-to-year! Trend says an employer's claims are expected to increase between 8-12% each year

Notes:

- Wellness Program Began in 2010
- Claims are holding level, while plan design has continued to stay the same.

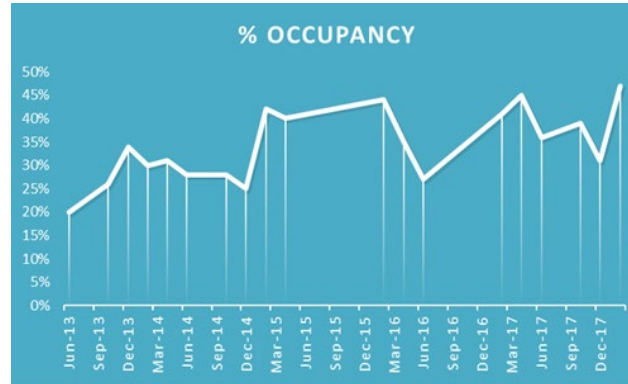
SPIRE CLIENT CASE STUDY

Employer Success	
Average Employee Participation	50%
Increase in Health Insurance Costs	0%
Aggregate Health Screening Improvements (5 total areas)	3 of 5 areas
See a Positive Change in Company Culture	92%
Wellness Awards Achieved	4

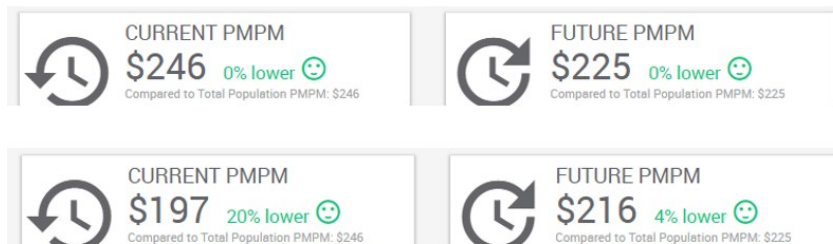
Employee Success	
Had annual doc's visit	84%
Lost weight	44%
Became more Health Conscious	64%
Increased Physical Activity	68%
Reduced Stress Level	28%
Introduced Healthier Foods into Diet/Limited Unhealthy Foods	44%
Reduced Smoking	4%
Increase in Financial Health	5+%
Increase in Productivity (self-reported)	26%
Increase in Job Satisfaction	20%

Example of Spire Wellness using Springbuk to track wellness

An example of Spire Wellness using Springbuk data to track our wellness initiatives and participation.



Spire current population (PMPM)



- Wellness population has lower claims than company total population
- Participation and occupancy are trending in the right direction

Example of Spire Wellness using Springbuk to track wellness

Focus Population: 2017 Fitness and Screening participants

CURRENT PMPM
\$197 20% lower 😊
Compared to Total Population PMPM: \$246
 Claims Summary: APR17 - MAR18

FUTURE PMPM
\$216 4% lower 😊
Compared to Total Population PMPM: \$225
 Claims Summary: APR18 - MAR19

POPULATION METRICS
Membership Distribution by Age

47
AVERAGE AGE

56% Female
44% Male

CLAIMS COST BREAKDOWN *(only for members in the current period)*

Total Cost by Claim Type

- + **\$199,128**
TOTAL MEDICAL (1,125)
- PROCEDURES (368)
\$78,904.30
- LABS (313)
\$14,516.94
- OTHER (444)
\$31,492.97
- + **\$110,312.50**
TOTAL RX (1,494)

Highest Cost Claims

1. Special Supplies
\$40,971.46
2. Office/Outpatient Visit, Est
\$9,329.70
3. Invokana
\$9,017.18
4. Elmiron
\$7,834.38
5. Catheter Placement In Coronary Art
\$7,647.12

- \$588 savings per participant

Example of Spire Wellness using Springbuk to track wellness

Focus Population: 2017 Fitness Participants Only



CURRENT PMPM

\$160 35% lower 😊

Compared to Total Population PMPM: \$246
Claims Summary: APR17 - MAR18



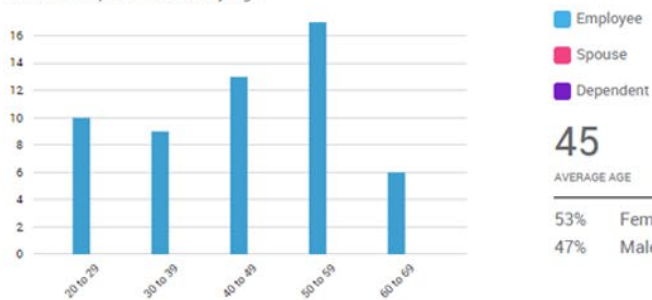
FUTURE PMPM

\$190 16% lower 😊

Compared to Total Population PMPM: \$225
Claims Summary: APR18 - MAR19

POPULATION METRICS

Membership Distribution by Age



Employee
Spouse
Dependent

45

AVERAGE AGE

53% Female
47% Male

CLAIMS COST BREAKDOWN *(only for members in the current period)*

Total Cost by Claim Type



Highest Cost Claims



- \$1,032 savings per participant
- Cost of program \$41,000; savings \$56,760

Spire Wellness Client Success - Awards

2014

- Large Client - Healthiest employers of Indiana – 8th; California/Bay Area – 9th
- Small Client - Healthiest Employers of Indiana – 2nd & Healthiest 100 Workplaces in America
- Medium Client – Healthiest Employer of Indiana – 4th

2015

- Large Client - Healthiest Employers of Indiana – 6th; California/Bay Area – 7th
- Small Client - Healthiest 100 Workplaces in America
- Small Client - Healthiest Employers of Indiana – finalist
- Small Client - American Heart Association Fit Friendly Award
- Small Client - WELCOA Well Workplace Award
- Small Client - American Heart Association Fit Friendly Award
- Medium Client - Healthiest Employers of Indiana – 1st

2016

- Large Client - Healthiest Employers of Indiana – 3rd; California/Bay Area – 6th
- Small Client - Healthiest Employers of Indiana – 1st
- Small Client - Healthiest 100 Workplaces in America
- Small Client - American Heart Association Fit Friendly Award
- Medium Client - Healthiest Employers of Indiana – 1st
- Large Client - Healthiest Employers of Indiana 1st
- Large Client - Healthiest 100 Workplaces in America 2nd
- Large Client - Best Places to Work Major
- Large Client - Best Places to Work
- Small Client - Best Places to Work
- Small Client - Best Places to Work

2017

- Large Client - Healthiest 100 Workplaces in America #11
- Small Client - Healthiest 100 Workplaces in America #63
- Small Client - American Heart Association Fit Friendly Award
- Large Client - Best Places to Work
- Medium Client – Best Places to Work
- Small Client - Best Places to Work
- Small Client - Best Places to Work

2018

- Large Client - Healthiest 100 Workplaces in America #54
- Medium Client - Healthiest 100 Workplaces in America #31
- Large Client - Healthiest Indiana #1
- Medium Client - Healthiest Indiana #2