



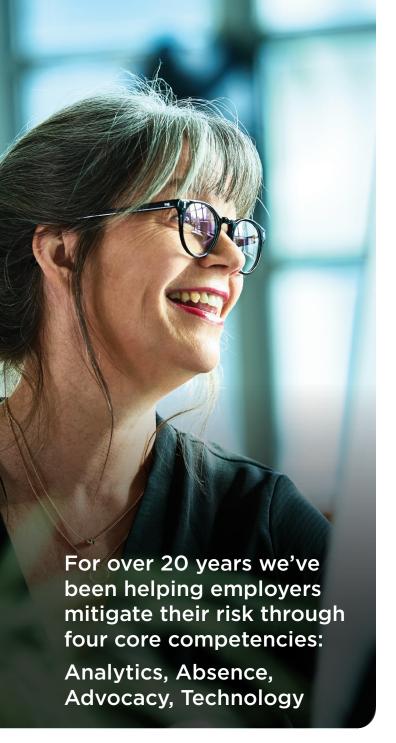
Create engagement and optimize human capital costs with Workpartners.

Our philosophy is to help optimize your company's benefit engagement rate while reducing your total human capital costs.

Our approach is to take an employee-level focus using data-driven insights to deliver personalized tools and solutions to optimize engagement. Helping your employees navigate their benefits to be their best, do their best, and achieve their best while helping your company thrive—we call that People Activation.

Learn how to Identify, Engage, and Impact more >>

Identify up to
40%
more opportunities to engage using employee-level data



We leverage our proprietary data models to identify at-risk populations, predict individuals who will be at risk, and get them engaged in meaningful programs.

We empower your employees and their families to take charge of their individual health care journey while helping you optimize health and productivity within your organization.

That's our approach to improving your company's bottom line—enhanced benefit performance, maximum employee engagement, and reduced impact of health on expense and productivity.

IDENTIFY MORE

Employee-level view leads to actionable insights

Our holistic, person-centric view of your human capital extends beyond medical and pharmacy claims and incorporates the impact of time away from work. Our measures include long- and short-term disability, workers' compensation, FMLA, sick leave, and paid time off as well as benefit design, benefits administration data, compensation structure, employee demographics, and policies. All are key health and productivity performance indicators. Evaluating this comprehensive set of integrated data gives you a holistic view of worker health and productivity within your organization and establishes a broader set of opportunities to improve your bottom line.

ENGAGE MORE

Innovative and integrated tools

Trend reduction within your organization is only possible when a critical mass of your population engages in programs and services that are truly capable of reducing risk and cost. By turning integrated analytics into action, Workpartners works with you and your service partners to build critical bridges to engage your population. Workpartners identifies every opportunity to serve up the right tools and solutions to the right people at the time they are most likely to engage. Our proven methods have generated engagement rates up to 40X that of traditional outbound calling.

IMPACT MORE

Measurable results and engagement

By monitoring the personalized Human Capital Risk Index (HUI) of each employee, we are able to measure our success rate of intervention programs, vendor and provider network quality, and impact on moving an employee from a high-risk category to a lower-risk category. Additionally, we can benchmark against industry, geography, and other subpopulations.

Human Capital Risk Index (HUI)

Our flexible systems and approach allow us to quickly and easily ingest data from a variety of sources using a late binding approach. We aggregate data from all of your separate, transactional systems at the lowest level of granularity with minimal transformation, allowing for ongoing flexible analyses.

By applying our proprietary algorithms developed using our own organic research reference database of over 4 million integrated claims, we create the most comprehensive retrospective analyses on the market and have proven that integrated data boosts our **PREDICTIVE** models by up to 40X over medical claims and pharmacy data alone.

We further leverage that analytic expertise to establish a proprietary person-centric risk metric—we call it our Human Capital Risk Index (HUI™).

Figure 1 High-Risk Cohort (top 5%)

Metric (# per year)	5% High Risk	15% Emerging Risk	80% Low Risk
Diagnoses	18	11	4
Medications	10	8	3
Providers	14	8	3
Medical Tests	8	4	2
Lost Work Days: WC STD, LTD	44	14	2
Risk Index (HUI)*	5.6	2.9	0.9

*A Human Capital Risk Index (HUI) with values greater than 1.0 represent above-average risk. In the chart above, the Risk Index for the 5% High-Risk Group of an employee population was over six times the average for the Lowest-Risk Group at 80%.

Data at your fingertips

Our online business intelligence tool provides a custom SaaS platform and reporting tool with flexible, real-time access to all of your information and program trends with self-service, drill-down capability. Workpartners can create customized reports relevant to your company's needs and goals.

Dashboard for executives





Our Analytic Focus Areas

Population risk stratification

Actionable cost opportunity analyses across group health, lost time, and disability programs

Predictive modeling for various business outcomes

Benefits design support

Program/Provider evaluations

Custom analytics and extracts

□ Advanced search for power users



Integrated Suite of Solutions



Analytics provides the foundation for a personcentric, data-driven approach in identifying risk.

- Integrated data warehouse
- Online business intelligence tools and reporting (O|BI)
- Advanced analytics
- Predictive health modeling
- Benchmarking

To learn more about how we help increase your employees' benefit engagement while optimizing their total human capital costs, visit workpartners.com or call 1-866-229-3507.



Advocacy offers a range of employee engagement solutions.

Well-being Solutions

- Full suite of workplacebased wellness programs
- Lifestyle and condition management
- Organizational consulting and incentive planning
- Data-driven personalization and analytics
- Engagement platform

Employee Assistance Program

- Employee and employer counseling
- Work-life assistance
- Financial and legal guidance
- Critical incident assistance

On-Site Services

On-site/Near-site clinics

- Telehealth services
- Occupational health services
- Acute and primary care services

Clinical Decision Support

 Information, education, and support for high-risk groups (KnovaSolutions)



Absence offers a range of programs to help manage time away from work.

Leave Management Administration

- FMLA, federal, state, USERRA, intermittent, casual, other
- ADA/ADAAA

Short-Term Disability (STD)

Return to Work

Workers' Compensation

- Commercial insurance
- Third-party administration

Risk Control and Injury Prevention

Nurse Case Management



Technology provides the platforms for HR needs.

- HR benefits platform (eBenefits)
- ACA compliance
- Benefits plan administration
- Health care spending and utilization
- ICHRA administration

analytics | advocacy | absence | technology



IDENTIFY 📮

Collect Data

We gather medical, pharmacy, disability claims, benefits administration data, workers' compensation claims, and numerous other data streams for each of your employees and their family members. Using this data, we then build an integrated view of your total employee population at an individual level—this is your own,



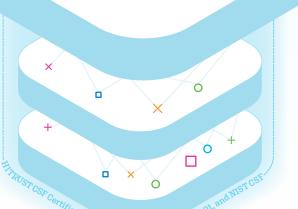
Research ----- Reference Database

The RRDb includes data on hundreds of insured groups and more than 4 million de-identified employees and dependents. Our database includes over 1 billion person-centric records that span over 10 years. Starting with human capital (people) data, we add information about jobs, compensation, benefits, health and safety programs, and business performance in order to produce custom, timely research outcomes.



Build the Data Warehouse

Our proprietary algorithms are used to analyze your company profile against millions of integrated claims that Workpartners has gathered over 20 years of industry modeling.



ENGAGE

drives the highest portion of your health claims. These people could have long-term conditions or have suffered events that have led to poor health. Because this group is your highest risk, they need specialized advocacy tools for support, including **KnovaSolutions clinical** nurses, counselors, and









Phone





Counselor



Text



On-site nurse

High-Risk Cohort

This small population health coaches.

Emerging Risk

People in this cohort

prehypertension and

borderline cholesterol

readings as well as those

who are overweight and/

or sedentary. Appropriate

outreach can often move

people to the low-risk

cohort, while not taking

an upward move to the

high-risk cohort.

Low Risk

any action might result in

People in this category do not have any overt health conditions. However, they

need to be encouraged

and motivated to stay healthy. Tailored workplace incentive programs can help keep healthy people

could include those with

EMERGING RISK Accounts for 30% of the total integrated cost





IMPACT ₩

Individual

There are a multitude of ways that Workpartners can drive engagement. For us it's about finding the right solution at the right time with a very specific set of engagement services for each individual. From our data integration and predictive modeling we can see, for example, that an individual with a high HUI score could benefit by engaging with a KnovaSolutions nurse. Through their conversations we can assess an individual's attitude regarding their health and readiness to make a change. This information then helps us curate a unique set of services for that individual to help move them in a healthier direction.

Every person and circumstance is different, and Workpartners' collection of services—ranging from on-site nurses, doctors, counselors, pharmacists, nutritionists, and more—allows us to cater to every individual. No matter if it's a high-risk person with a high HUI score or a low-risk person wanting to make a change in their diet, our ability to see every individual and assess their personal situation leads to ROIs ranging from 2:1 to 7:1. This combined with our high customer satisfaction scores truly makes Workpartners' The People Activation Company.



Susan, a single mom with several children, was significantly overweight and suffering from severe back pain. She was heavily reliant on opioids for pain management and constantly worried about how she would care for her family or do her job if she had to get surgery. With Susan identified as high risk, Workpartners' KnovaSolutions was able to step in and help her improve her health and wellness. Through targeted, customized clinical decision support by the KnovaSolutions

healthy lifestyle changes. Susan was able to avoid surgery, get off opioids, reduce her stress, and even lose 15 pounds, all thanks to the targeted intervention by KnovaSolutions.

Jose was always a top-performing employee, but taking on extra responsibilities at work meant taking on more stress. While getting his preventive screening this year, he was told he was at risk for hypertension and that his stress-induced eating habits were having a negative impact on his cholesterol.

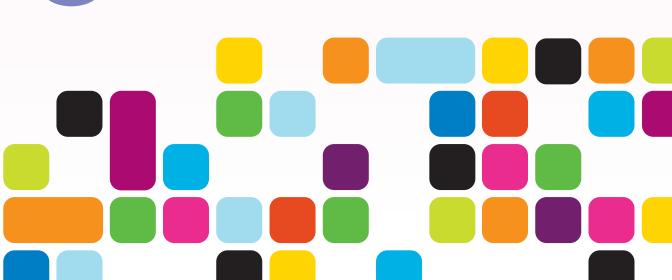
team, Susan was enrolled in physical therapy, weaned off opioids, given

information on available child care resources, and encouraged to adopt

He enrolled in Workpartners' health coaching program sponsored by his employer and started to learn and adopt new techniques for managing his stress, plus creative ways to keep active. His blood pressure lowered, his diet improved, and he's more engaged than ever in the workplace.

Erica's Story

Erica is motivated to maintain her health independently but is always happily surprised by the convenience of her company perks. When she was training for her annual 5k and sprained her ankle, she was able to stop in the on-site clinic at work for some advice. Her EAP even helped her find child care resources in her community so she could get a few miles in after work. When she wasn't seeing the results she wanted, she chatted with an online health coach, who gave her some new ideas for balancing her diet through exercise.





Department

Population Risk Assessment

Our comprehensive risk evaluation

employees' benefit consumption

behaviors. It also helps us identify

the trends and issues that relate to

your organization, then benchmark

them against leading industry

integrated data inputs.

gives you actionable insight on your







