



# Identify. Engage. Impact. more

## 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



For over 20 years we've been helping employers mitigate their risk through four core competencies: **Analytics, Absence, Advocacy, Technology**

**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.

## Our Analytic Focus Areas

Population risk stratification

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

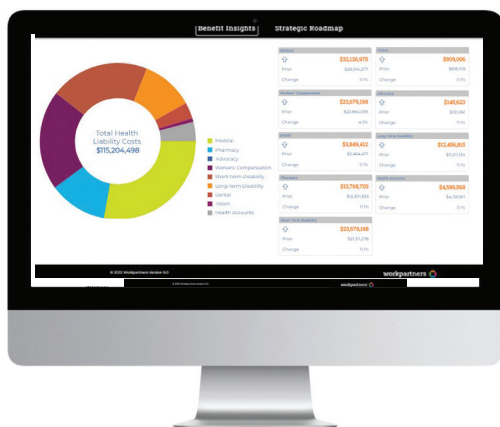
Predictive modeling for various business outcomes

Benefits design support

Program/Provider evaluations

Custom analytics and extracts

↓ Dashboard for executives



↓ KPIs for managers and consultants



↓ Advanced search for power users



# Integrated Suite of Solutions



**Analytics provides the foundation for a person-centric, 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](http://workpartners.com) or call 1-866-229-3507.



**Advocacy offers a range of employee engagement solutions.**

#### Well-being Solutions

- Full suite of workplace-based 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



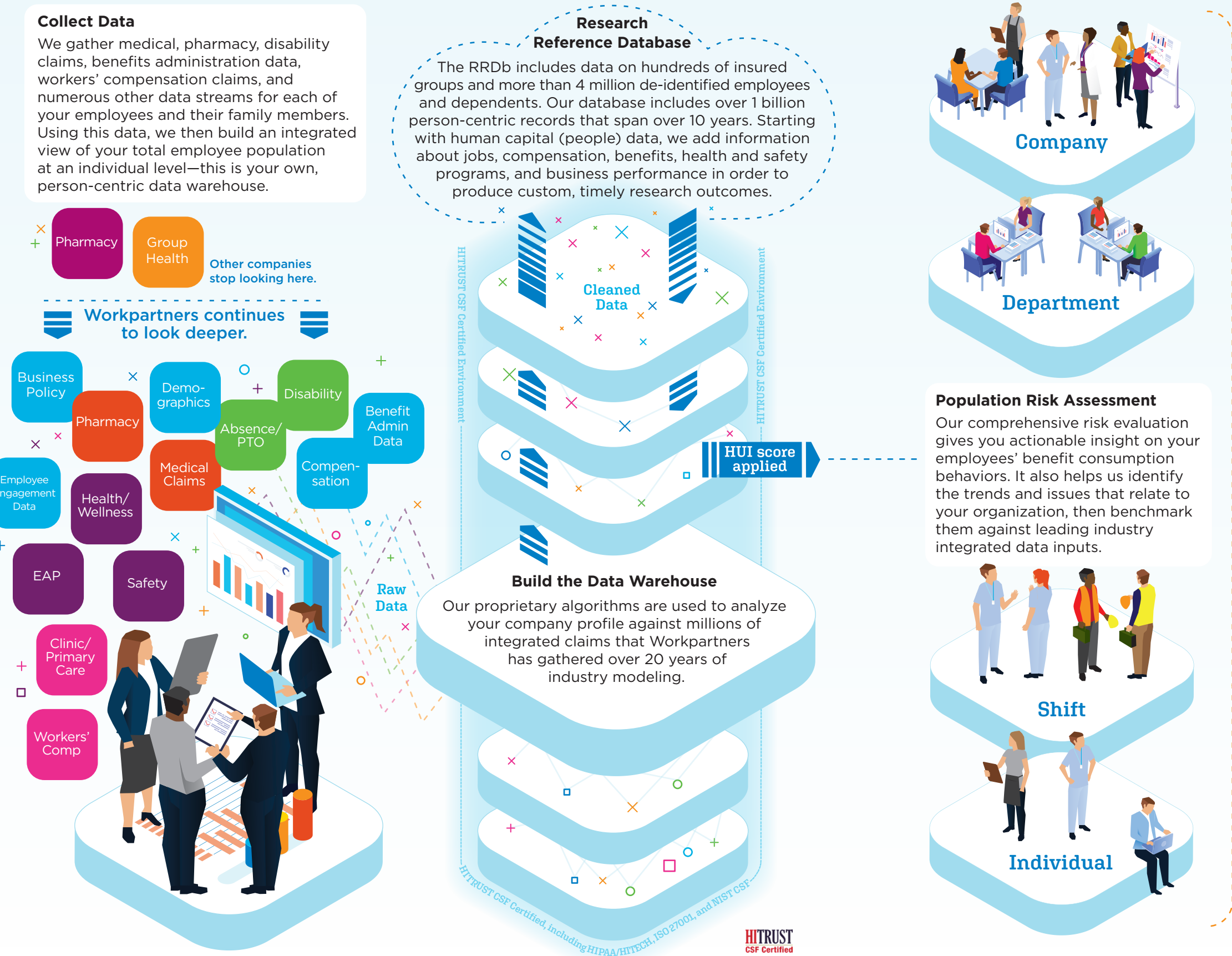
**Technology provides the platforms for HR needs.**

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

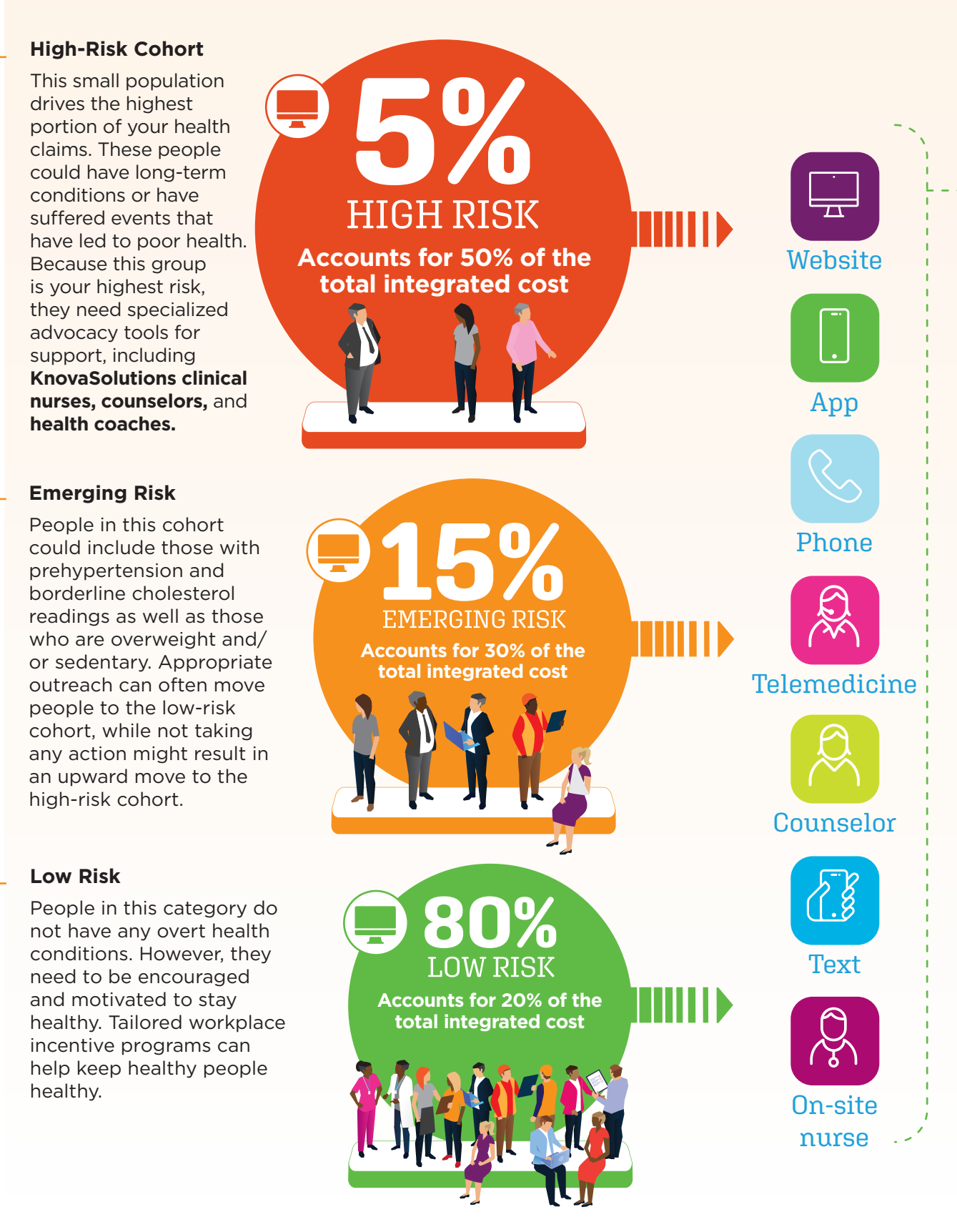
analytics | advocacy | absence | technology



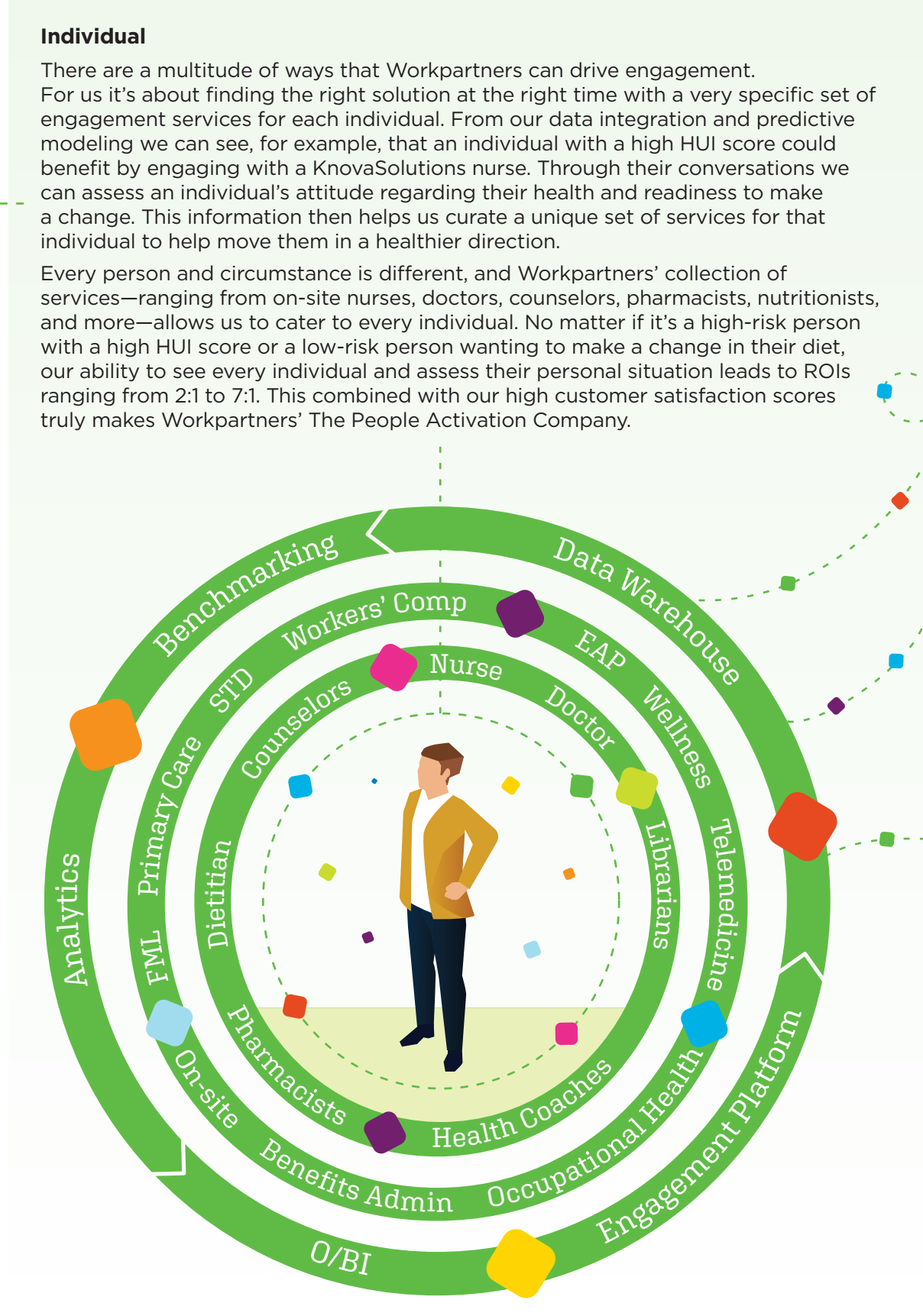
# IDENTIFY



# ENGAGE



# IMPACT



# TESTIMONIALS

**5% HIGH RISK**

**Susan's Story**  
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 team, Susan was enrolled in physical therapy, weaned off opioids, given information on available child care resources, and encouraged to adopt 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.

**15% EMERGING RISK**

**Jose's Story**  
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. 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.

**80% LOW RISK**

**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.