

At the Nexus of Tech and Medicine:

Evaluating the launch and implementation of the Galleri® multi-cancer detection test at tech company Micron

Case Study

GRAIL

Client: Micron

Industry: Technology

Benefits-Eligible Lives: 43,000

Offering the Galleri Test Since Early 2023

Micron Technology Inc. is a global leader in innovative memory solutions that transform how the world uses information. Micron sought to balance its benefits package by considering several offerings that their older or more experienced team members might find valuable. As cancer is one of the top three sources of medical spend, Micron explored the opportunity to help employees screen for more cancers with a solution as tech-oriented as the company itself.

The Challenge

Micron offers robust benefits, including several new or enhanced programs aimed specifically at new grads and young professionals. Like many companies navigating a highly competitive talent market, it is important to achieve a benefits portfolio that aims to attract and retain talent. With that in mind, Micron desired to add new and cutting-edge benefits that would better address the concerns of older adults and achieve a more balanced benefits portfolio.

With better balance, the company hoped to drive clear workforce wins: Senior employees aren't only more difficult and expensive to replace, they are also often extraordinarily valuable assets, changing jobs less frequently, using less paid time off, and carrying important institutional knowledge.¹

The mandate was clear: Make Micron's benefits compelling to its seasoned workforce.

But what might such a benefits portfolio look like? Research shows that when it comes to benefit packages, older employees are most interested in:

- » Flexible schedules
- » Alternative paths to retirement
- » Health and wellness offerings that speak to their unique needs²

High on senior employees' list of health concerns is cancer—a common condition that costs employers millions each year and is more likely to be diagnosed as people age.³

13x:

Increase in cancer risk for those aged 50+ versus under 50⁴

The Solution

Micron assessed the potential impact that the Galleri multi-cancer early detection test might have for their employees across several parameters:

- » How much would this offering cost?
- » Would the Galleri test be duplicative of any other benefits already offered?

- » Did Micron's healthcare costs indicate a need for this kind of test?
- » How many employees stood to benefit from its inclusion in the portfolio?

During their impact analysis, Micron noted that modeled data indicated the Galleri test can potentially detect a cancer signal shared by 98% of cancer types found in a traditional employer population.⁵

Micron also found that adding the Galleri test to its benefits package would allow employees to be screened for more cancers. Cancer diagnosis and treatment at early stages may be associated with lower healthcare resource utilization and costs.⁶

In addition, the Galleri test directly echoes the spirit of technological innovation that Micron prizes—indeed, AI and machine learning, processes which require semiconductors, are key components in the data analyses required for the Galleri test process.

The Launch

Micron's multipronged approach to integrating the Galleri test into their benefits portfolio included:

- » An email campaign to notify eligible employees of the benefit and how it works
- » A testing event with on-site Galleri blood draws to raise employee awareness and drive maximum engagement
- » Continuing direct mail, email, and team member information posted on Micron's internal HR communications website about the benefit

Having benefits leaders on hand to answer questions was imperative to the successful integration of the Galleri test into Micron's array of benefits offerings. Micron explained to employees that a prescription was

Upon learning of the Galleri test, Micron's employees had questions:

- » "Are you sure it requires a blood draw?"
- » "Do I really want to know my cancer status?"
- » "What will happen to my job if I test positive?"

necessary before the test could be taken. The test—which requires a simple blood draw—would be collected during a three-day onsite event at Micron's Boise headquarters, or via in-home or local lab draws at the employee's convenience.

The Results

Since Micron launched the Galleri benefit, more than 650 Galleri tests have been completed by Micron employees, and four employees have received cancer signal detected results. All employees who receive this result have access to several resources to help them achieve diagnostic resolution:

- » A GRAIL patient advocate is available to assist employees on the next steps required—such as benefits education, assistance in locating local, in-network Primary Care Physicians (PCPs), and more
- » Blue Cross Care Guides oversee care coordination, explore financial assistance for high-cost procedures, and otherwise guide patients through diagnosis and treatment
- » For patients' providers, GRAIL also provides comprehensive, individualized assistance from Medical Science Liaisons who can, as needed, also connect PCPs with 1:1 consultations with nationally recognized experts in relevant subspecialties based on the patient's specific results

More than 650 Galleri tests completed by Micron employees since launch

Satisfaction with the Galleri test has been high among Micron employees, with a Net Promoter Score of 60 and a Customer Satisfaction Score (CSAT) of 90. Micron team members have expressed appreciation not only for bringing forward a new benefit offering that helped balance Micron's benefits portfolio, but also the opportunity to go further in their cancer screening efforts.



Offering the Galleri test as a benefit validated for many Micron team members that they are an important, highly valued part of our ongoing success as a diverse, multi-generational workforce. Galleri is the single most valued benefit we've implemented in the last five years."



Denice Stull

Health Benefits Senior Manager at Micron

Galleri does not detect a signal for all cancers and not all cancers can be detected in the blood. False positive and false negative results do occur. Galleri should be used in addition to healthcare provider recommended screening tests.

Important Safety Information

The Galleri test is recommended for use in adults with an elevated risk for cancer, such as those aged 50 or older. The Galleri test does not detect all cancers and should be used in addition to routine cancer screening tests recommended by a healthcare provider. Galleri is intended to detect cancer signals and predict where in the body the cancer signal is located. Use of Galleri is not recommended in individuals who are pregnant, 21 years old or younger, or undergoing active cancer treatment.

Results should be interpreted by a healthcare provider in the context of medical history, clinical signs and symptoms. A test result of "No Cancer Signal Detected" does not rule out cancer. A test result of "Cancer Signal Detected" requires confirmatory diagnostic evaluation by medically established procedures (e.g., imaging) to confirm cancer.

If cancer is not confirmed with further testing, it could mean that cancer is not present or testing was insufficient to detect cancer, including due to the cancer being located in a different part of the body. False-positive (a cancer signal detected when cancer is not present) and false-negative (a cancer signal not detected when cancer is present) test results do occur. Rx only.

Laboratory / Test Information

GRAIL's clinical laboratory is certified under the Clinical Laboratory Improvement Amendments of 1988 (CLIA) and accredited by the College of American Pathologists (CAP). The Galleri test was developed, and its performance characteristics were determined by GRAIL. The Galleri test has not been cleared or approved by the Food and Drug Administration. GRAIL's clinical laboratory is regulated under CLIA to perform high-complexity testing. The Galleri test is intended for clinical purposes.

1. [Columbia University \(2023\)](#)
2. [SHRM \(2012\)](#)
3. [National Cancer Institute \(2021\)](#)
4. GRAIL, LLC data on file GR-2023-0098 (2023)
5. GRAIL, LLC data on file GA-2022-0085 (2022)
6. [AMCP Nexus \(2021\)](#)