

A Broader View of Health

Results from the HPQ-Select Employee Survey

EXECUTIVE SUMMARY

Prepared for Company XYZ

Date:



INTEGRATED
BENEFITS
INSTITUTE

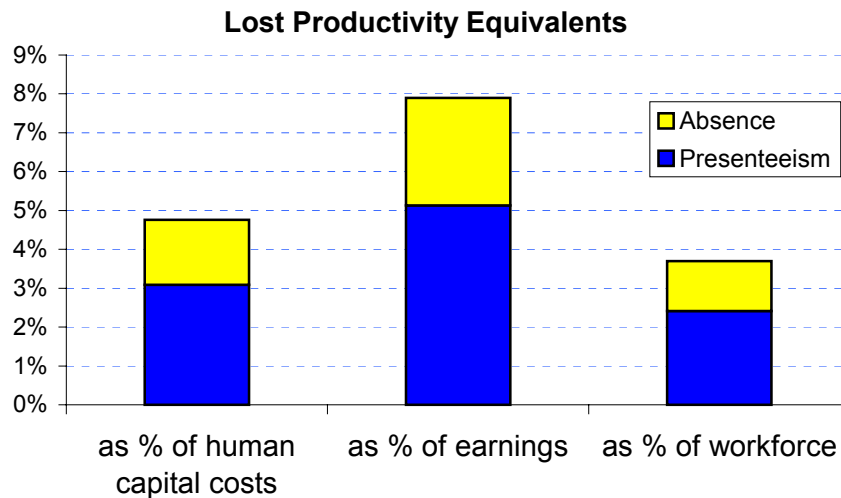
health + productivity at work

The HPQ-Select is the next generation of the Health and Work Performance Questionnaire (HPQ) designed by Dr. Ronald Kessler of Harvard Medical School and the World Health Organization. IBI developed the HPQ-Select in partnership with Dr. Kessler and the Midwest Business Group on Health.

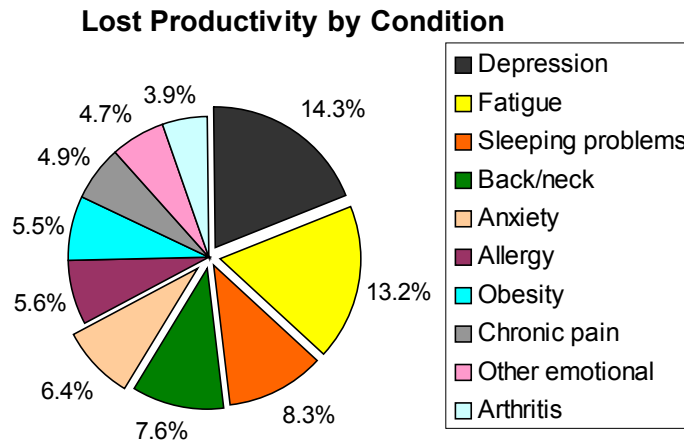
HPQ-Select Survey Highlights

This Executive Summary provides highlights from the company’s full report quantifying the link between health conditions and their business outcomes based on 14,850 employee survey responses (39% of the workforce) to the HPQ-Select employee questionnaire. These highlights provide key findings on the magnitude of lost productivity, the prevalence of key chronic conditions and their treatment, key conditions driving lost productivity and the potential business impacts of improvements. Details on each of these dimensions can be found in the full report.

1. Finding: Health-related lost productivity equals \$119 million and is a significant business cost for your company. Presenteeism (lost productive capacity due to employee ill health at work) accounts for 65% of this total (see Full Report, Sections II & III).

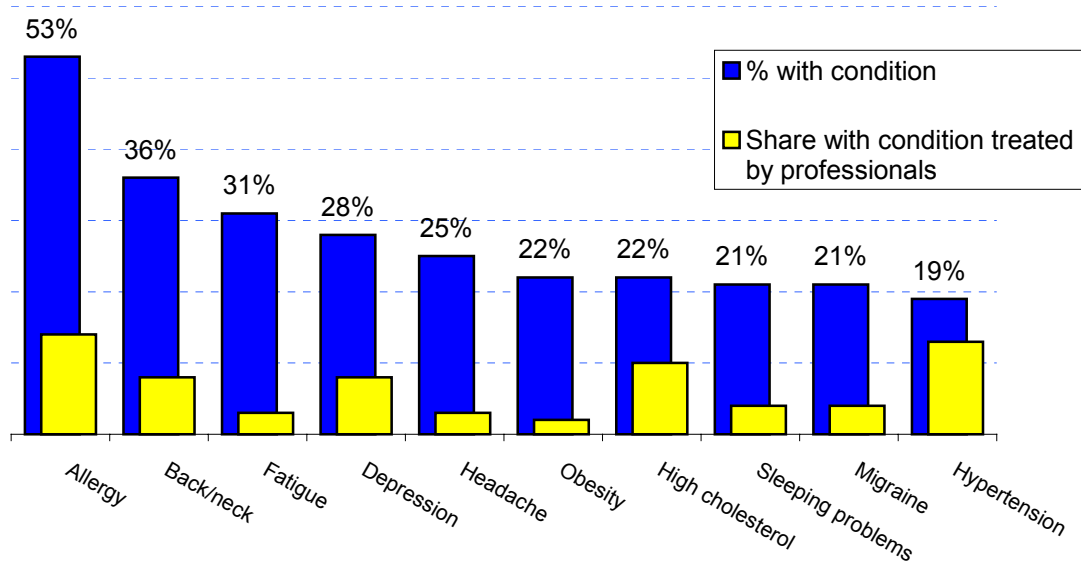


2. Finding: 10 conditions contribute 74% to lost productivity from chronic health conditions and, of these, 5 comprise 50% (see Full Report, Section III).



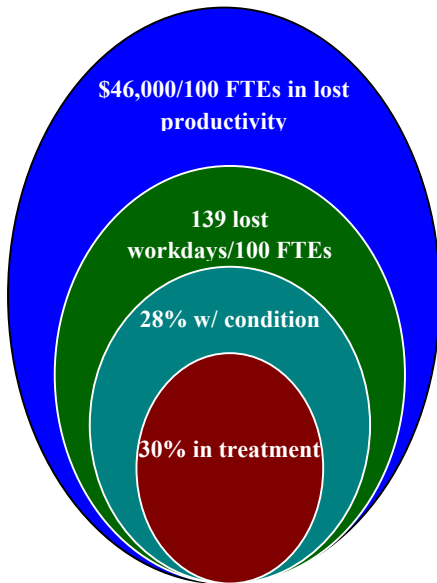
3. Finding: The most prevalent conditions often are not being treated by medical professionals (see Full Report, Section I).

Prevalence & Treatment of Top 10 Conditions

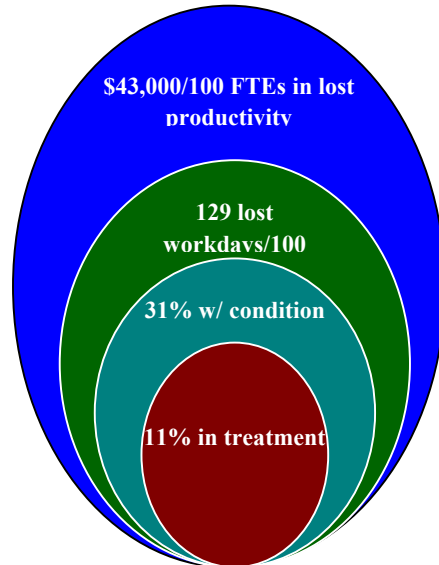


4. Finding: The top 5 health conditions driving lost productivity represent significant opportunities for improvement (see Full Report, Sections I - III).

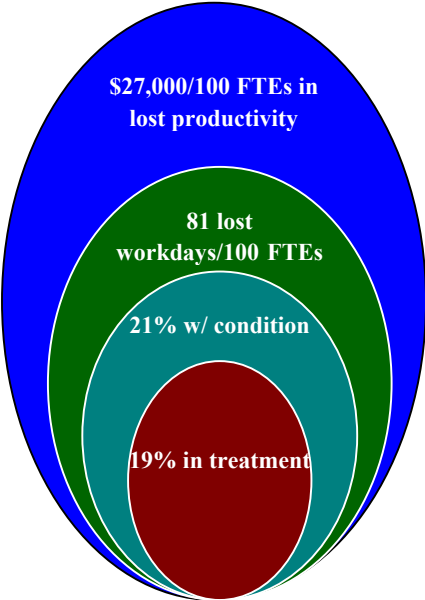
1. Depression



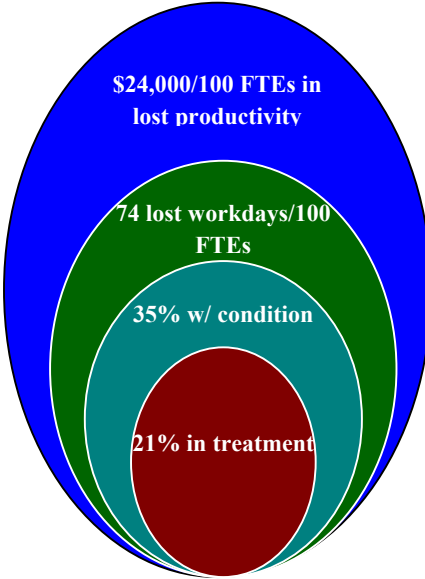
2. Fatigue



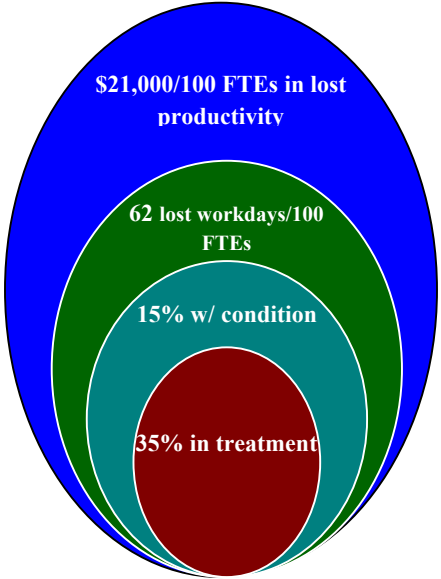
3. Sleeping Problems



4. Back/Neck Problems



5. Anxiety Dx



6. Finding: Improvements in health-related lost productivity can represent a significant business opportunity (see Full Report, Section III).

Savings equivalents in key operational measures for the company

<u>Target Productivity Savings Levels</u>	<u>\$ Productivity Gains¹</u>	<u>Equivalent Revenue Growth²</u>	<u>Added Workdays³</u>	<u>Human Capital Growth⁴</u>
1%	\$1.19 million	\$12 million	3,367	.05%
5%	\$5.96 million	\$60 million	16,836	.25%
10%	\$11.9 million	\$120 million	33,670	.48%

7. Survey sample: 39% of the company’s employees participated in the survey. **Respondent characteristics:** average age, 37 years; 45% male; median income, \$48,500; 50% of the sample is in the executive, administrator and professional occupational class. See Appendix 1 and Appendix 5 for more details on the sample relative to the employer’s overall workforce.

¹ Productivity gains are calculated as the % savings in total health-related lost productivity at each improvement level
² The amount of additional gross revenue – based on the company’s gross revenue to earnings ratio – needed to equal productivity gains at each improvement level. Earnings is calculated before interest, depreciation, taxes and amortization (EBITDA)
³ The number of additional workdays that could be funded at each productivity savings level.
⁴ The % increase in human capital (wages plus benefits) that could be funded at each productivity savings level.