

SDOH & Social Risk Analytics

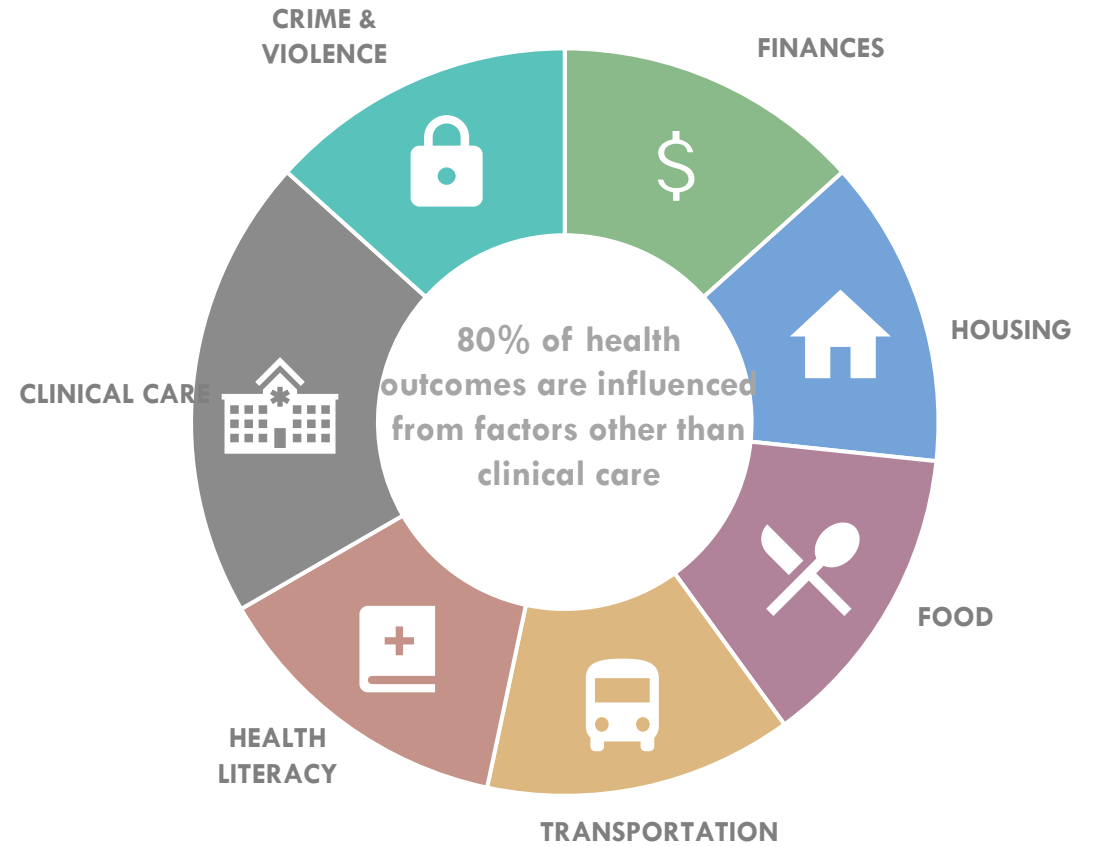
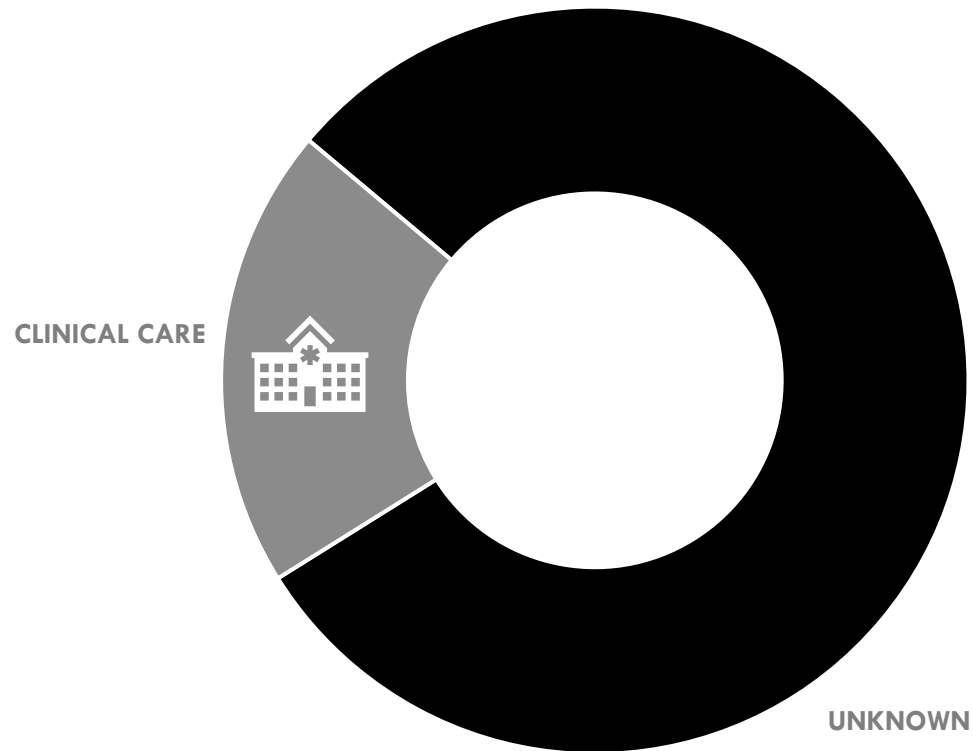
Solutions for Employers: Smarter Health Care Coalition

October 21, 2020



SOCIALLYDETERMINED

Employee Health: Drivers of Utilization, Cost, and Outcomes



Beyond Health Care: Impact of Social Risk on Business Performance

Social risk affects more than just the health of employees and their dependents.

Understanding the social risk of your employee base can inform targeted improvement of key performance measures:

- **Recruitment and Turnover**
- **Engagement and Satisfaction**
- **Presenteeism and Productivity**
- **Promotion and Performance**



Impact on Key Business Metrics

Absenteeism



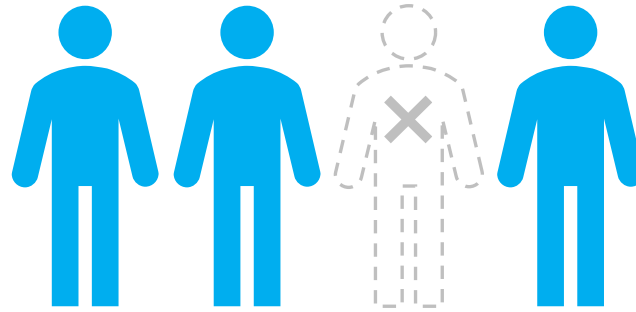
Diabetes
High Blood Pressure
Obesity
Physical Inactivity
Smoking

Five chronic diseases or risk factors cost the U.S. **\$36.4B** per year due to lost productivity **absenteeism**

In total, **absenteeism** annually costs more than **\$225B**



Presenteeism



Lost productivity from workers who are present annually costs employers between

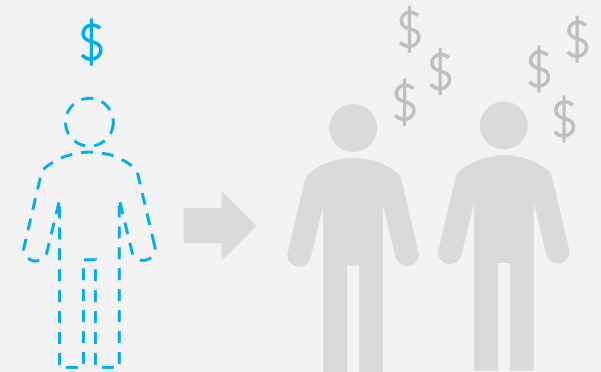
\$450B
and
\$550B

Turnover

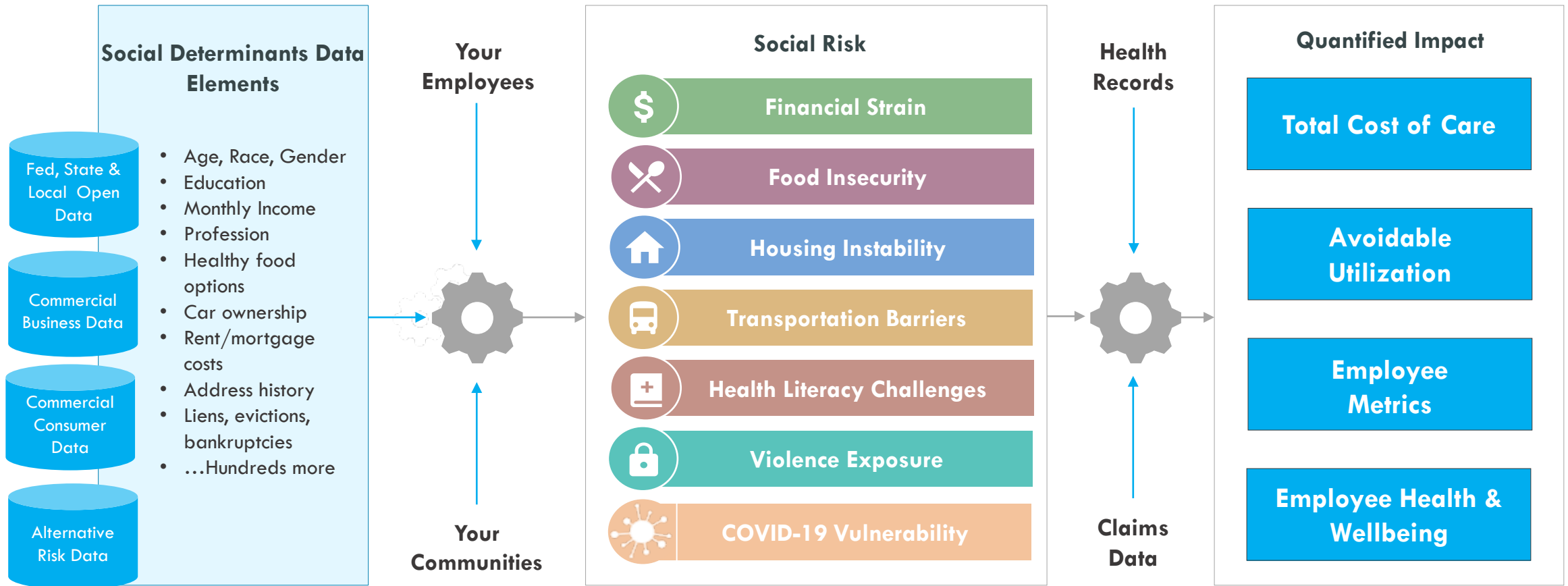
Voluntary turnover annually costs U.S. businesses

\$1 Trillion

The cost of replacing one individual is as much as two times the employee's annual salary



Social Risk is not Just Data – It's Why You Should Care

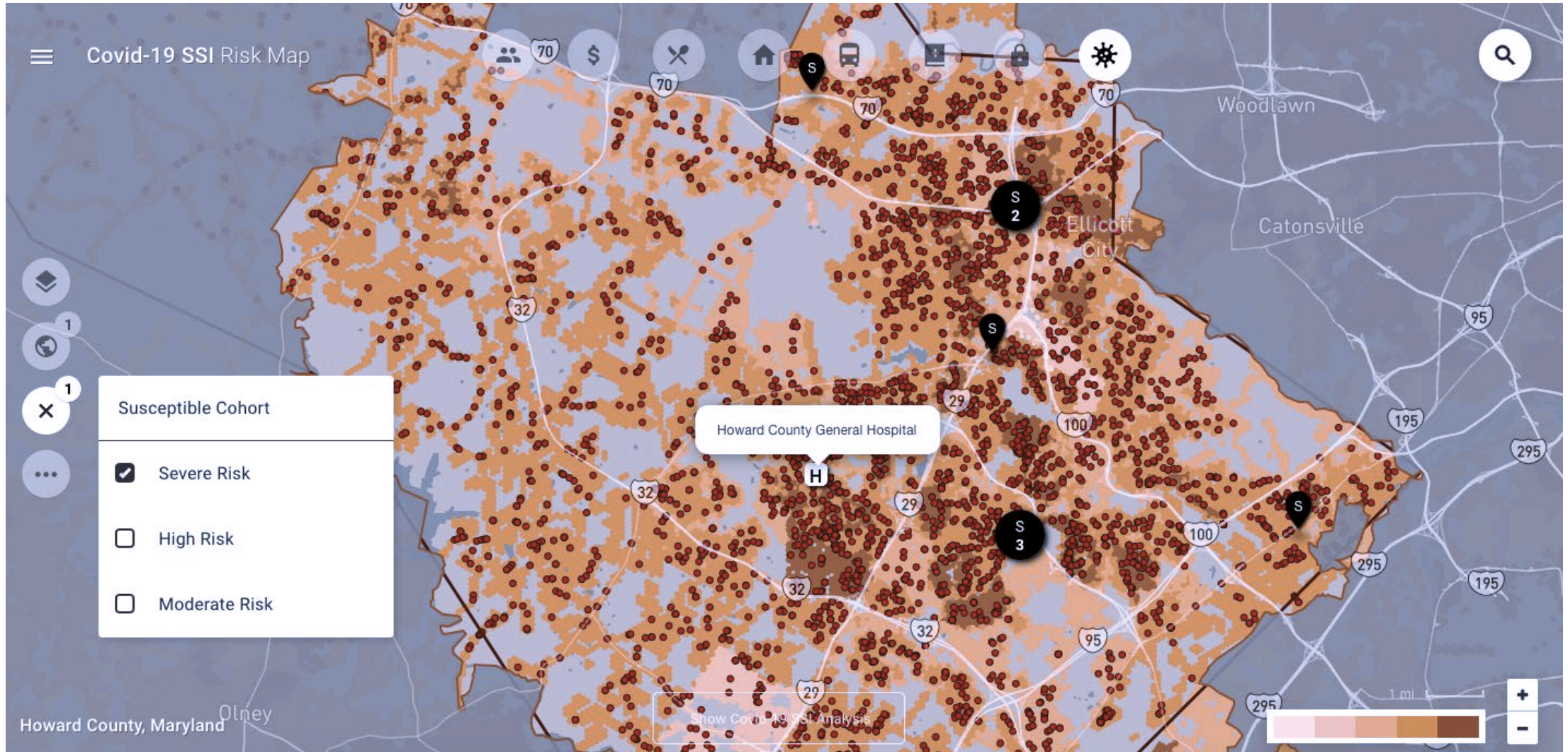


Data about the person and the communities where they live, work, play and pray

Advanced metrics to fuel analytics and focus attention on social risks and needs

Impact quantified on health and operating outcomes

Understanding Risk, Employee, and Resource Distribution



Translating Analytic Insights → Action → Impact



Benefit Strategy

Benefit strategy tailored to address **both** health and social needs of employees



Direct Contracting with Providers

Direct contracting with providers focused on needs of socially vulnerable employees



Community Partnerships

Partner with community-based organizations addressing social risk in employee communities



Wellness Programs

Design tailored wellness programs and improve engagement and impact

Reduce health care spend – Enhance productivity – Drive engagement – Improve Wellbeing