Before implementing any health and productivity management strategy, it is critical to first identify what your needs are and where your company can experience the greatest possible health improvements and return on investment. The success of your strategy starts with Advocate at Work analytics.

**Initial Discovery**
Advocate Health Care conducts a comprehensive review of the critical data that drives your health care expenditures using benchmarks built on medical best practices and leading industry standards. Specifically, we can determine:
- Root causes of your healthcare spending
- Medical plan benefits utilization
- Utilization of preventative care
- Prevalence of chronic disease and its financial impact on your company
- Projected return on investment and break-even point for an on-site clinic

We also uncover opportunities for more cost effective and higher quality of care, such as directing employees to visit a primary care provider for a sore throat, rather than the hospital emergency room.

Based on our findings, the Advocate at Work team will meet with your company’s leadership to make recommendations regarding the solutions that will be the most cost-effective and valuable for your employee population.

**Clinical Integration**
With the initial discovery as a baseline, your Advocate at Work analytics team will implement the proven clinical integration model that Advocate Health Care has been utilizing to improve outcomes and increase the value of health care expenditures.

This model incorporates the most current evidence-based medicine standards and ensures optimal short-term and long-term results. Our use of the clinical integration model has proven to result in:
- Fewer medical errors
- Improved health outcomes
- Reduced employee absenteeism
- Significant reduction of health care costs

The goal of Advocate at Work is to target solutions that lower health care costs and promote a healthy workplace.
Direct access to fitness can set the wheels in motion for your employees to achieve greater health, leading to lower health care costs and reduced absences. And since your employees spend the majority of their time at work, it only makes sense to bring that fitness access into the workplace setting.

Advocate Health Care has an exceptional reputation for high quality, award winning fitness facilities, program development and management services. Our solutions utilize a “Medical Model” approach, where we apply principles and guidelines from the American College of Sports Medicine (ACSM) to facility management and the development of personalized exercise and health programs.

We know it takes more than just exercise equipment and classes to bring about lasting lifestyle changes. Our Fitness at Work programs involve screening, testing and counseling for every employee before developing individualized exercise recommendations that are motivational, safe and highly effective. We closely measure program effectiveness using industry benchmarks and client-driven goals. This allows us to provide continuous quality improvements and make necessary adjustments to exceed your expectations.

**Management Expertise**
Under the supervision and guidance of a board-certified physician as medical director, we provide leadership, staffing and monitoring within every fitness facility. Our experienced staff members are some of the best in the industry and include ACSM certified and academically degreed exercise physiologists, as well as ACSM certified health specialists.

**Specific services include:**
- Facility management
- Staff recruitment
- Operational evaluations
- Customized program development

**Facility Design**
We bring the experience that comes from conceptualizing, planning and implementing more than 200 medical facilities across metropolitan Chicago and Central Illinois. Whether you are designing or re-designing a fitness space, Advocate Health Care can help create a facility that will exceed your goals.

**Specific services include:**
- Feasibility studies
- Strategic planning
- Facility concept and design
- Equipment and furnishings analysis
- Benchmark studies
- Budget and marketing development

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At Advocate Health Care, we have learned that individuals are more likely to follow a health and wellness plan when they are educated about their own health and the health care process. Navigating through the maze of health care options available to your employees can prove to be cumbersome for anyone. That is why we offer Advocate at Work Health Navigator.

Navigating Change
Modeled after the patient navigation services offered within Advocate Health Care’s most respected medical institutes, the Advocate at Work Health Navigator program guides your employees through the full continuum of care from health assessment and diagnostics through treatment and claims processing.

Most often, a health navigator resource is located on site and can fulfill any number of roles, from nurse practitioner to wellness coordinator to benefit specialist, depending upon the unique needs of your employee population.

Educated, Inspired Employees
Our Health Navigator at Work helps employees become inspired to take on their own care by offering educational materials and specific information about their care. We also provide integration between on-site and community-based clinicians to avoid redundancy.

Whether your employees are candidates for preventative wellness or for lifestyle health coaching to modify high risk behavior, Advocate at Work Health Navigator can assist in ensuring that your health care investment is spent wisely.

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An essential step in containing health care costs is changing the health habits of your employee population. However, lasting healthy lifestyle changes may prove to be very difficult for some, and at times a health expert who is skillful in behavior change may be just what is needed.

We can help.

Advocate Health Care has been helping people make lasting lifestyle changes for decades. Our investment in the health of our communities includes classes and programming for people with heart disease, diabetes, obesity and cancer. We regularly offer smoking cessation programs and a variety of health fairs and screenings.

A New Outlook
Our experience and research has shown that long-term behavior modification must come from an internal desire for change. We bring that knowledge to bear in delivering our Advocate at Work Lifestyle Health Coaching services.

Through in-person or telephonic one-on-one conversations, our Lifestyle Health Coaches help employees experience a shift in thinking that motivates them to take control of their own health. Advocate Lifestyle Health Coaching utilizes an Intrinsic Coaching® model to facilitate lasting change.

Quality Customization for Lasting Change
With the help of a health risk assessment and other screening tools, our providers will help identify employee candidates. Each coaching program is customized based on your employees’ needs and your goals as an employer.

Our program follows the latest research showing that providing supportive resources can prevent employees from moving to higher risk stratifications. At set intervals during the program, our Lifestyle Health Coaches conduct progress surveys with each employee to monitor program effectiveness.

Topics that our Lifestyle Health Coaches routinely coach around include:

- Weight Management
- Smoking Cessation
- Diabetes
- Behavior Change Compliance (i.e., physical activity, nutrition, stress management and medication compliance)
While preventing employee illness and injury is the primary goal of an effective health and safety strategy, workplace accidents and illnesses can still happen. Providing access to the most appropriate and prompt medical care is critical in ensuring that employees return to work as soon and as safely as possible.

**Right Time, Right Place Expertise**

As the largest health care system in Illinois, Advocate Health Care offers extensive experience in the medical treatment of job-related injury and illness. Our medical centers account for nearly one-third of the Level I trauma centers in Illinois, and we are home to nationally accredited rehabilitation facilities. We use that expertise in developing Occupational Health at Work programs that combine the highest quality care with complete customization and continuous communication.

Our Occupational Health team includes board certified occupational medicine physicians, specially trained nurses and experienced radiological technologists. Advocate Occupational Health Centers are conveniently located throughout metropolitan Chicago and Central Illinois, which means that the right care is there when your employees need it. For after-hours care, our emergency rooms provide initial treatment before referring employees back to your occupational health center for follow-up care.

**Beyond Convenience**

At Advocate Health Care, we believe that offering occupational health services on-site is not just convenient; it is also one of the best ways to reduce overall healthcare costs related to workplace injuries. Our providers can quickly become integrated in the culture of your company, making it easier to identify how to prevent workplace injury and provide treatment based on the unique circumstances of the injury. We offer complete management of the recovery process and provide prevention education to reduce the potential of a reoccurring injury. This wholistic approach allows us to focus on the medical and environmental issues that may be impacting your bottom line.

**Specific services include:**

- Customized post-offer physicals based on the needs of your company
- Annual DOT, OSHA and NIOSH mandated physicals and screenings
- Open communication policy that promotes interaction with the medical staff
- On-line reporting and statistics for injuries, drug and alcohol screening
- On-site services for convenience and accessibility
- Disability and FMLA case management

The goal of Advocate at Work is to target solutions that lower health care costs and promote a healthy workplace.
On-Site Clinic at Work

Creating a culture of health within your employee base cannot happen in a vacuum. A successful population health strategy also depends upon accessibility to the best health clinicians conveniently located on-site or near-site.

**Inspiring Medicine. Changing Lives.**
Advocate Health Care has been named by Thompson Reuters as one of the nation’s Top 10 Health Systems based on clinical performance. We have received numerous clinical awards, distinctions and certifications for the treatment of heart disease and heart failure, digestive disorders, traumatic injuries, and successful surgical outcomes.

Our physician network is one of the largest in the region. Working together, we continue to improve health care and outcomes while reducing overall costs. We utilize a nationally recognized, clinically integrated approach to care based on evidence-based best practices, advanced technology and quality improvement techniques. Every year, our physicians are featured in the “Top Doctors” edition of Chicago Magazine. Our nurses are also top notch, having earned Magnet Designation from the American Nurses Credentialing Center at four of our hospitals several years in a row.

**Prevention, Protection, Treatment**
As the second largest private sector employer in metropolitan Chicago and named among the Chicago Tribune’s Top Workplaces for 2010, we know that convenience is an essential step toward a healthy lifestyle. Our Advocate at Work On-Site Clinic programs are designed with your employees in mind.

**Program features include:**
- Family practice, internal medicine, specialty medicine (e.g., MD, APN, PA)
- Preventative care
- Disease, case and utilization management
- Lab services
- Pharmacy services
- Patient-centered medical model
- Provider-linked continuity of care

Based on the unique needs of your employee population and your goals as an employer, we assemble the right specialists together in an on-site or near-site clinic setting, providing easy access to care. Not only will this encourage compliance with your other wellness initiatives, it also ensures that your employees’ access to care will not be impacted as health care legislation continues to evolve.

From the manager with a dangerous arrhythmia to the associate in need of a primary care physician close by, Advocate at Work On-Site Clinic provides your employees the care they need, when they need it most.

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Corporate safety not only impacts the health and wellness of your employees; it can also impact your bottom line. At Advocate Health Care, we offer Safety Programs through Advocate at Work to address the safety education and training needs of your organization.

Based on an evaluation of your company’s unique structure and needs, we will recommend any number of specific programs for your employee population, including:

- Back Health
- Blood Borne Pathogens Training and Consultation
- CPR/AED (Cardiopulmonary Resuscitation/Automatic External Defibrillator)
- Chemical Exposure Assessment Studies
- Confined Space Entry Programs
- Ergonomics
- Eye Protection
- First Aid
- Hearing Conservation
- Indoor Air Quality
- OSHA Mandated (annual monitoring for toxic substances)
- Personal Protective Equipment Program
- Physical Therapy

We can also customize a safety program for your organization. All Advocate at Work Safety Programs are monitored, managed and evaluated to ensure the highest level of effectiveness.

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Engaged, healthy employees are your company’s greatest asset. Helping your employees achieve their health and wellness goals can lead to higher morale, improved productivity and greater loyalty to your brand.

**Culture of Health**
As a quality-driven, leading health care provider and a large employer ourselves, we understand the relationship between a corporate culture of health and success. Drawing from the experience of our vast physician network, we design customized preventative screenings and other Wellness programs to bring about healthy lifestyle changes for your employees, based on their unique needs and interests. We perform thorough assessments and apply data analytics to develop programs that will have the greatest impact on each employee's health status and your bottom line.

**Biometric Screenings**
- Blood pressure
- Blood screenings (fingerstick and venipuncture panels)
- Body composition
- Body mass index
- Height
- Weight

**Other Screenings**
- Bone density
- Resting metabolic rate
- Skin health
- Sleep

**Health Fair Services**
- Table top displays with interactive visuals, educational materials, inspirational and motivational demonstrations

**Topics may include:**
- Disease prevention
- Ergonomics
- Fitness
- Heart health
- Nutrition
- Sleep
- Stress management
- Tobacco cessation

**Speaker’s Bureau Services**
- Lectures on a variety of health and wellness topics:
  - Disease status (diabetes, hypertension, etc.)
  - Fitness
  - Heart health
  - Men’s health
  - Nutrition
  - Sleep
  - Stress management
  - Women’s health

**Massage Therapy**
(Conducted by Certified Massage Therapists)
- Table and Chair Formatted Offerings

**Educational Demonstrations**
- Cooking
- Desk stretches
- Workstation set-up

**Behavior Change Programs**
- Onsite fitness classes
- Relaxation
- Tobacco cessation
- Weight management

The goal of Advocate at Work is to target solutions that lower health care costs and promote a healthy workplace.
The Value of Partnership at Work

Generic Prescribing Initiative
Fact: It is estimated that every one percentage point increase in generic drug use results in a nearly one percentage point decrease in overall drug spending. Extensive research demonstrates the effectiveness of soon-to-be-available generic medications in treating patients. In addition, all generics have long-term safety data often not available with newer, branded medications. This combination of long-term efficacy and safety data, in addition to their low cost, makes generic pharmaceuticals a cost-effective option for physicians and their patients.

Advocate Physician Partners Impact on Quality and Cost
Advocate Physician Partners’ Generic Prescribing initiative resulted in generic drug prescribing rates 4 to 6 percentage points higher than the rates for two of the largest Chicago-area insurers. Using the lower percent differential, the initiative resulted in savings of $26.5 million annually for Chicago-area payers, employers and patients above the community performance.

Asthma Outcomes
Fact: A recently reported large, multi-site study found that over 50 percent of patients with asthma seeing a primary care physician had uncontrolled asthma as measured with an Asthma Control Test (ACT) tool which has been validated as one of the most effective means of objectively assessing asthma control levels.

Advocate Physician Partners Impact on Quality and Cost
Advocate Physician Partners’ comprehensive Asthma Outcomes initiative resulted in an asthma control rate 38 percentage points better than the national averages, saving nearly an additional $13 million in direct and indirect medical costs above national averages annually. These benefits include saving an additional 58,436 days from reduced absenteeism and lost productivity.

The goal of Advocate at Work is to target solutions that lower health care costs and promote a healthy workplace.
The Value of Partnership at Work

**Diabetes Care Outcomes**

**Fact:** Monitoring and control of blood pressure in a patient with diabetes can result in a 35 percent reduction in certain vascular diseases. The monitoring and management of a patient’s cholesterol result in a 25 to 55 percent reduction in coronary heart disease events and a 43 percent reduction in mortality.

**Advocate Physician Partners Impact on Quality and Cost**

Advocate Physician Partners’ Diabetes Care initiative resulted in an additional 16,430 years of life, 26,288 years of extended eyesight and 19,716 years free from kidney disease. Calculating savings from just one measure—poor HbA1c levels—resulted in more than $1.6 million in savings annually above the community performance level.

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<th>Measure</th>
<th>HEDIS HMO</th>
<th>APP HMO</th>
<th>Variance</th>
<th>HEDIS PPO</th>
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**Postpartum Depression Screening**

**Fact:** Awareness of the severity of postpartum depression has resulted in the American College of Obstetricians and Gynecologists and the U.S. Preventive Services Task Force recommendation to screen new mothers for postpartum depression. In addition, the Illinois Perinatal Mental Health Disorders Prevention and Treatment Act requires licensed health care professionals providing prenatal and postnatal care to invite women to complete a postpartum depression screening.

Advocate Physician Partners’ higher rate of screening, treatment and recovery of all eligible mothers for postpartum depression resulted in savings of nearly $600,000 annually and saved more than 1,638 work days per year.