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# Y-12 Health and Wellness

## A Health and Productivity Management Program

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# Y-12 National Security Complex

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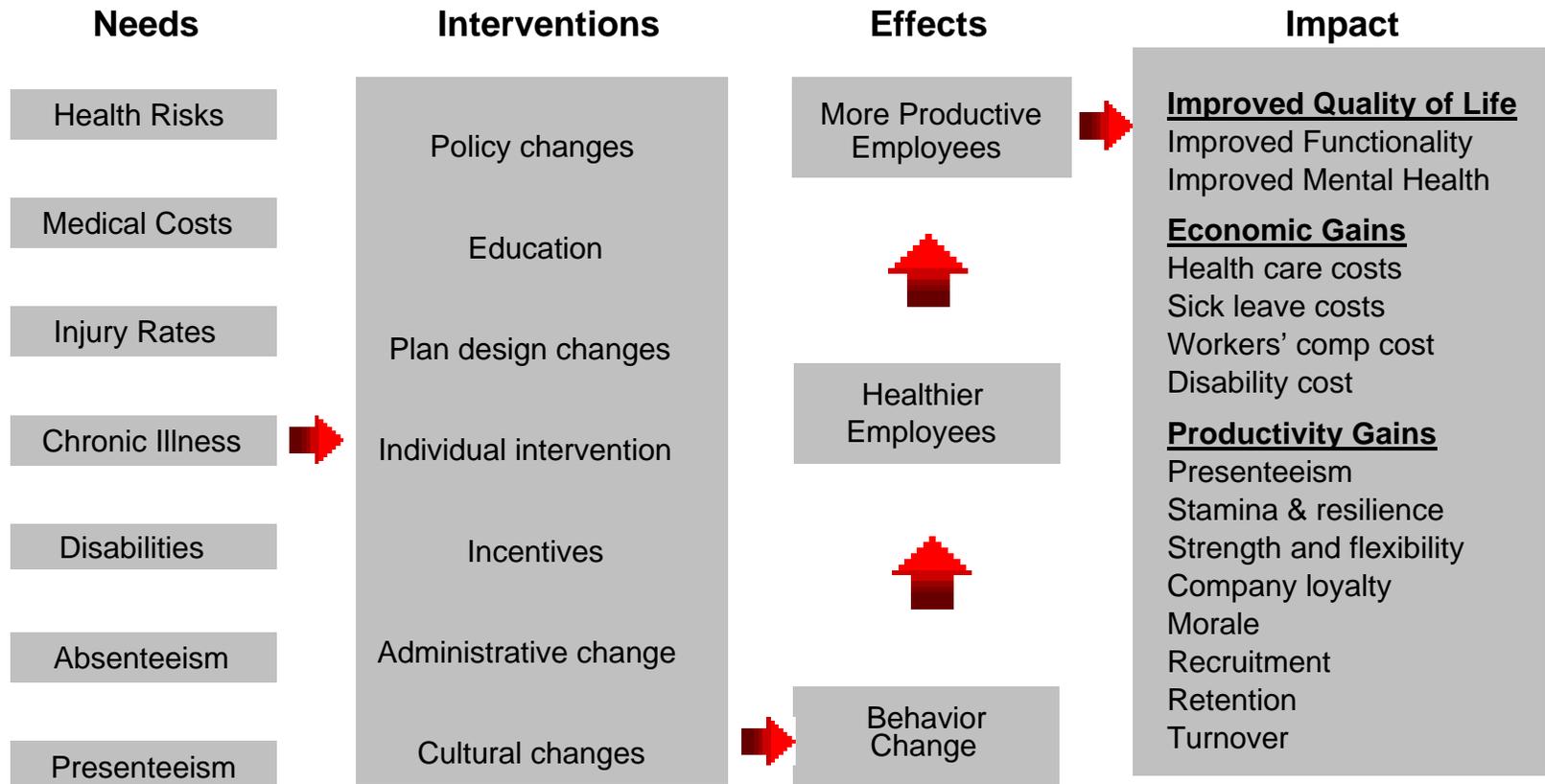
# Y-12 Health and Wellness Program

As defined by the Academy of Health and Productivity Management:

- Accomplishes a comprehensive approach to reducing or eliminating health and injury risks.
- Embraces the integration of all organizational departments.
- Enhances the portion of personal performance that relates to health, wellness, and quality of life.

# Y-12 Health and Wellness Program

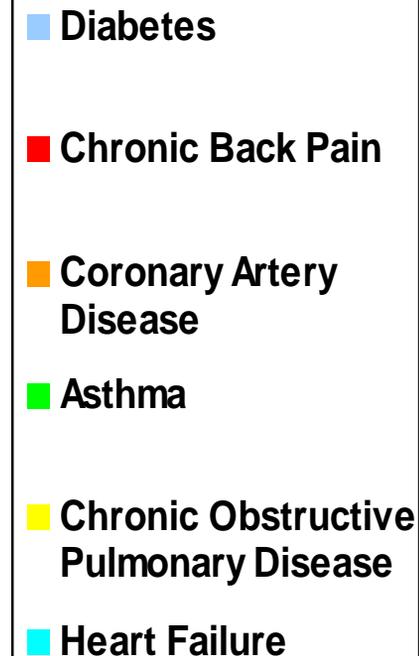
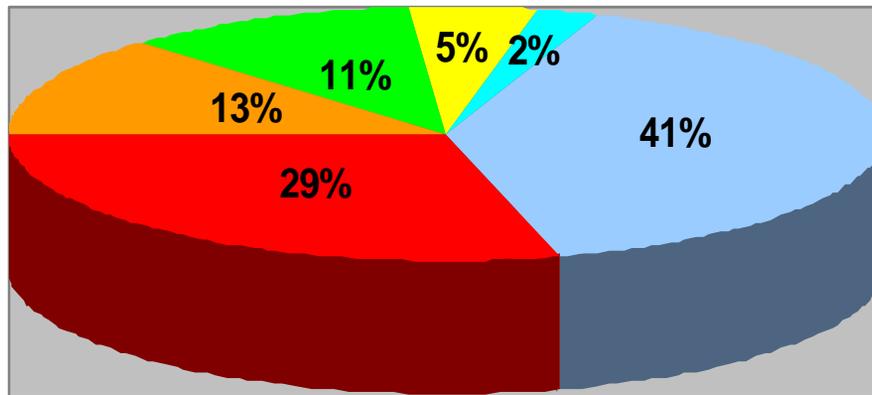
## HPM Framework



# Justification of Need

- Y-12 healthcare expenditures are increasing due to an aging workforce that has a disproportionate amount of obesity and chronic illnesses.
- 99% of all Y-12 healthcare expenditures are related to these chronic/complex conditions.

Y-12 Disease Prevalence



# Justification of Need

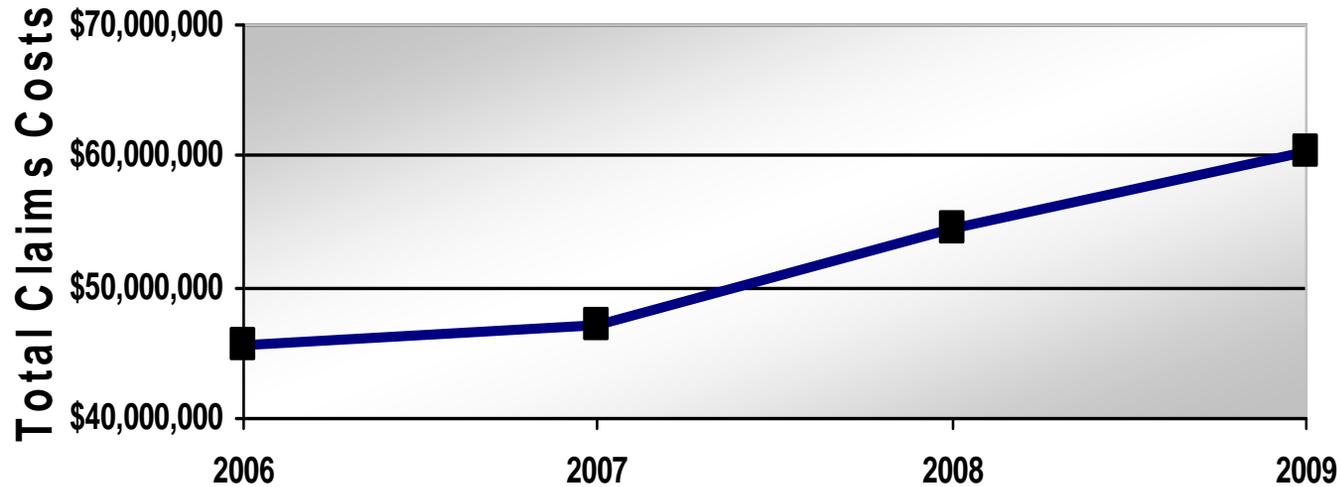
5% of claimants account for 48% of the health care costs:

The Y-12 Health & Wellness Program focuses on the high risk population, disease management, and conditions that drive these costs.

60% of claimants account for 9% of the health care costs:

The Y-12 Health & Wellness Program coordinates health education, fitness, and other human resources for the low risk population, but also focuses on those at high risk to provide magnified results.

# Justification of Need

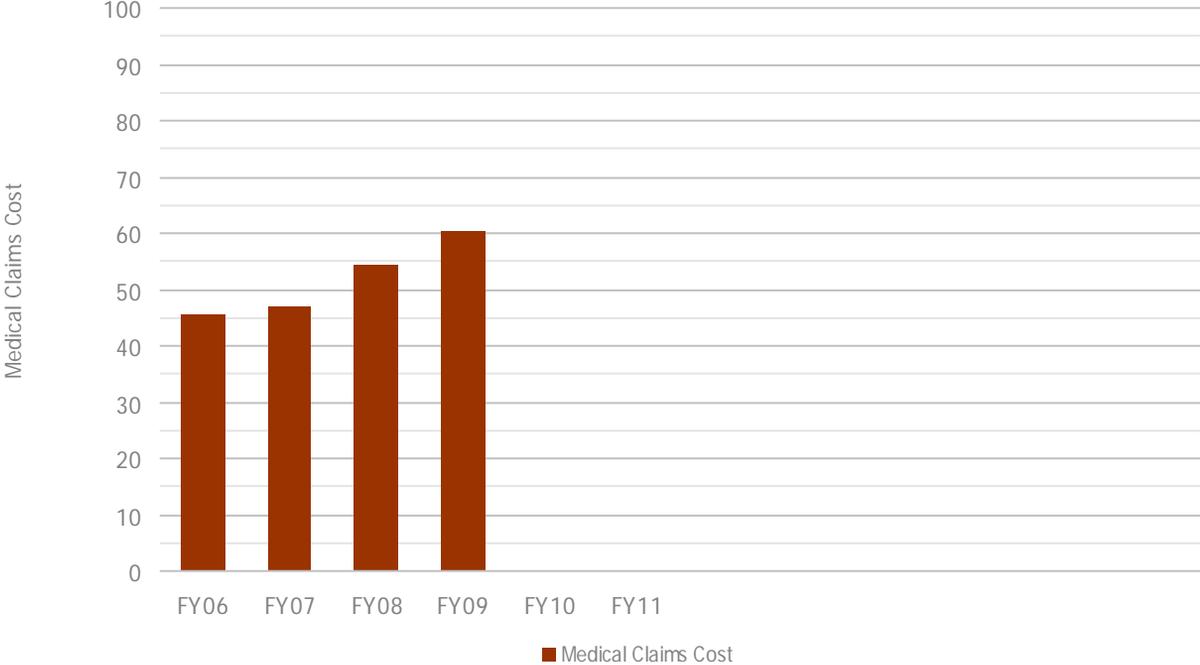


Medical claims costs have increased more than 25% since 2006.

The Y-12 Health & Wellness Program targets conditions that contribute to these costs.

# Performance Metric

## LiveWise : Medical Claims Cost



**DISCUSSION/DESCRIPTION OF DATA**

Data represents Y-12 annual medical claims cost.

**ACTIONS TO IMPROVE**

TBD

**GRADING CRITERIA**

- Outstanding      TBD
- Very Good        TBD
- Good                TBD
- Satisfactory     TBD
- Unsatisfactory   TBD

	<b>RATING</b>	<b>NO TREND</b>	MANAGER: Michelle Reichert    CONTACT: Doug LeVan    UPDATE:
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# Justification of Need

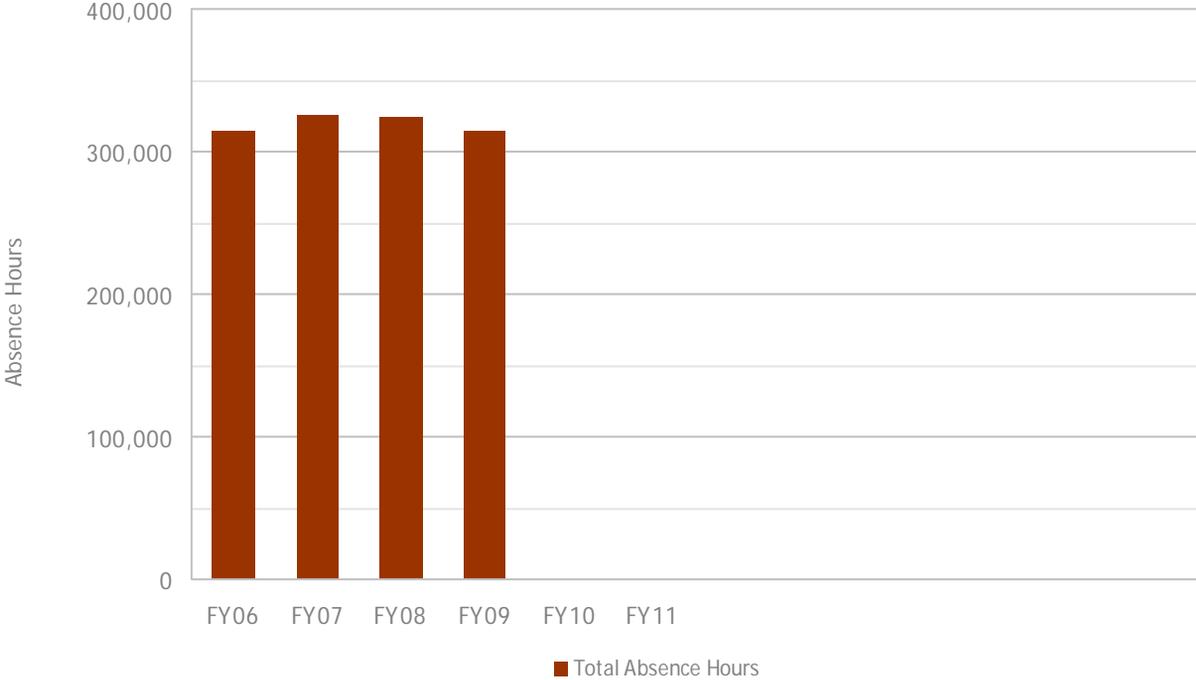
Year	Total Absence Hours Paid	Number of Employees	Absence per Employee (Hours)	FBLR	Cost per Employee	Total Cost
2005	306,963	4,593	66.8	\$72.98	\$4,877	\$22,402,159
2006	313,599	4,554	68.9	\$75.75	\$5,216	\$23,755,124
2007	324,931	4,583	70.9	\$81.22	\$5,758	\$26,390,895
2008	324,011	4,440	73.0	\$81.86	\$5,976	\$26,523,540
2009	313,903	4,638	67.7	\$82.90	\$5,611	\$26,022,558

NOTE: Paid absences include Sick Leave, FMLA Sick Leave, Non Occupational Injury, Occupational Injury, and Occupational Disability FMLA; Holiday and Vacation costs are excluded.

**The Y-12 Health& Wellness Program targets injuries and conditions that contribute to these costs.**

# Performance Metric

## LiveWise : Absenteeism (Work Hours Missed)



**DISCUSSION/DESCRIPTION OF DATA**

Data represents the annual number of Hourly, Weekly, and Monthly work hours missed due to:

- Paid Sick Leave
- Paid Sick Leave FMLA
- Paid Occupational Injury
- Paid Non Occupational Injury
- Paid Occupational Disability FMLA

**ACTIONS TO IMPROVE**

TBD

**GRADING CRITERIA**

Outstanding	TBD
Very Good	TBD
Good	TBD
Satisfactory	TBD
Unsatisfactory	TBD



RATING

NO TREND

MANAGER: Michelle Reichert CONTACT: Doug LeVan UPDATE:



# Justification of Need

<u>BMI</u>	<u>CATEGORY</u>	<u>% OF INJURIES</u>
<18.5	Underweight	0%
18.5 – 24.9	Normal	20%
25.0 – 29.9	Overweight	29%
30.0 – 34.9	Class I Obesity (Obese)	25%
35.0 – 39.9	Class II Obesity (Morbidly Obese)	18%
>40.0	Class III Obesity (Super Obese)	8%

NOTE: 80% of FY09 Recordable Injuries happened to employees who were “overweight”.

The Y-12 Health & Wellness Program targets weight control and associated conditions.

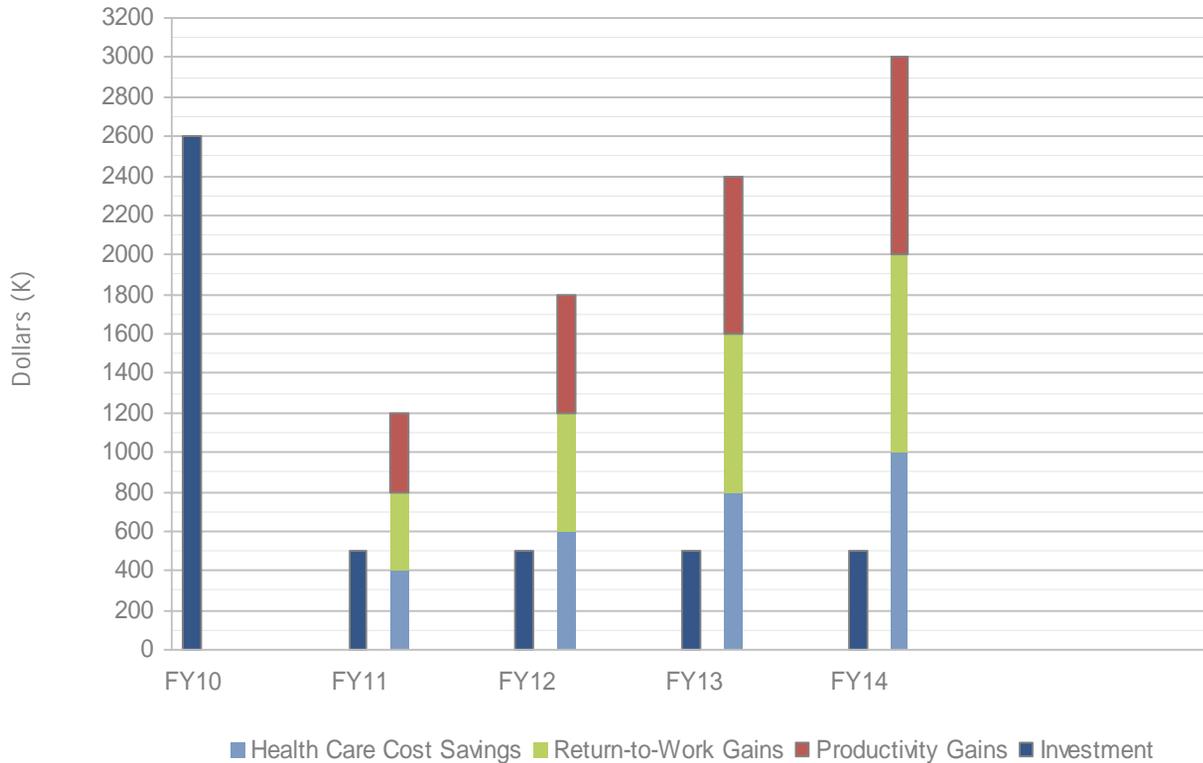
# Return on Investment

A study by Heirich and Associates found that the most effective programs reviewed involved access to a fitness facility, outreach, personal counseling, dietary consultation and organizational changes that facilitated participation during work hours.

Health & Wellness Program Return on Investment		
Company	ROI (per \$1 invested)	Years since inception
AXA Equitable Life Insurance Company	\$5.52	1
Blue Cross Blue Shield Association	\$2.51	5
Citibank	\$4.56	5
Coors Brewing Company	\$6.15	6
DuPont	\$2.05	6
General Mills	\$3.90	1
Kennecott Copper	\$5.78	4

# Performance Metric

## LiveWise: Return on Investment



### DISCUSSION/DESCRIPTION OF DATA

$$ROI = \frac{\text{Payback} - \text{Investment}}{\text{Investment}}$$

### ACTIONS TO IMPROVE

TBD

### GRADING CRITERIA

Outstanding	TBD
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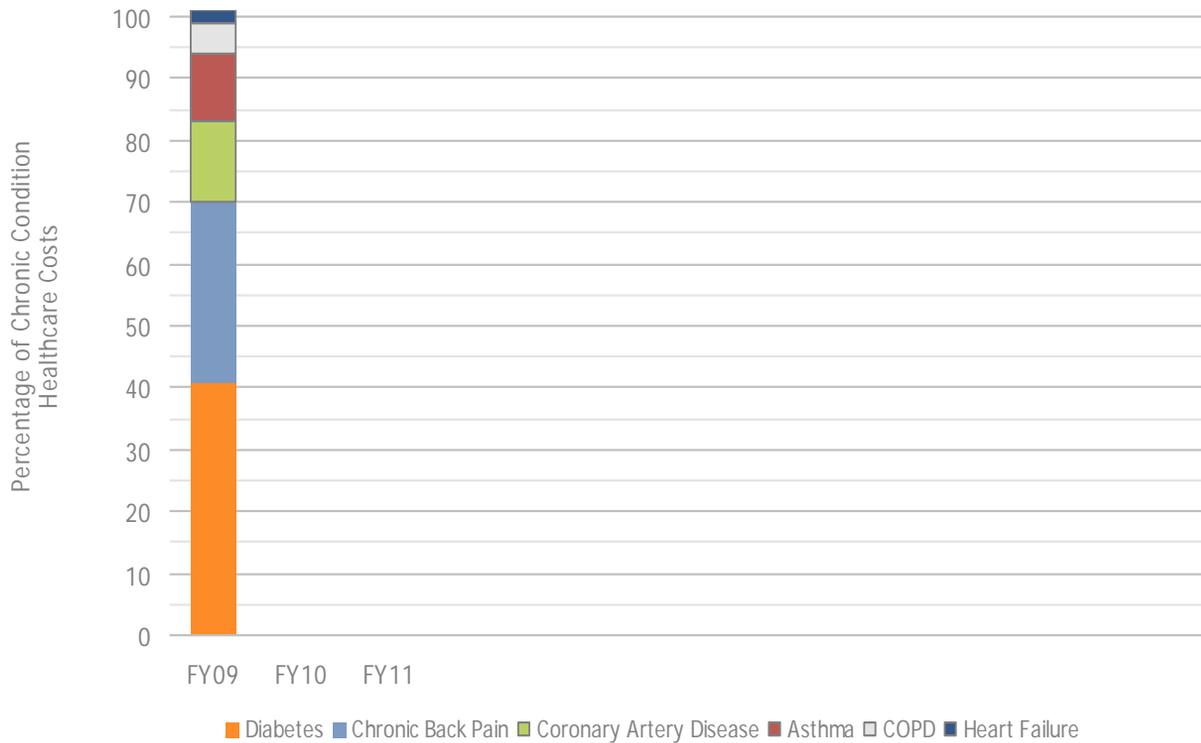
# GOAL – Healthy People at Work

## Helping Employees Achieve Long Term Health

- Chronic Disease Mentoring:
  - Chronic condition screening / monitoring
  - Education
  - Optimal Health outreach
  - Dieticians
  - Pharmacists
- Organizational Health:
  - Return-to-Work
  - Stay-at-Work
- Environmental Health:
  - Risk Communication

# Performance Metric

## LiveWise : Chronic Condition Costs



### DISCUSSION/DESCRIPTION OF DATA

Data represents the percentage of health care costs related to the top chronic conditions of Y-12 employees.

### ACTIONS TO IMPROVE

TBD

### GRADING CRITERIA

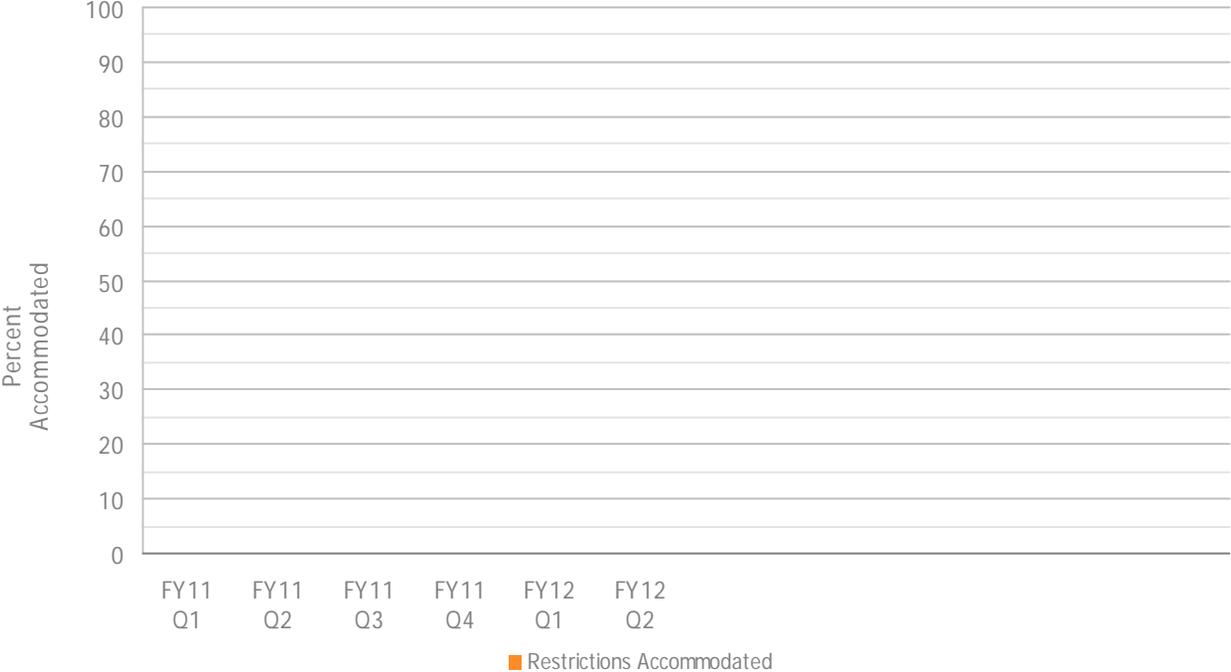
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	RATING	NO TREND	MANAGER: Michelle Reichert	CONTACT: Doug LeVan	UPDATE:
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# Performance Metric

## LiveWise : Return To Work (RTW)



**DISCUSSION/DESCRIPTION OF DATA**

Data represents the percentage of temporary medical restrictions accommodated.

**ACTIONS TO IMPROVE**

TBD

**GRADING CRITERIA**

- Outstanding      TBD
- Very Good        TBD
- Good                TBD
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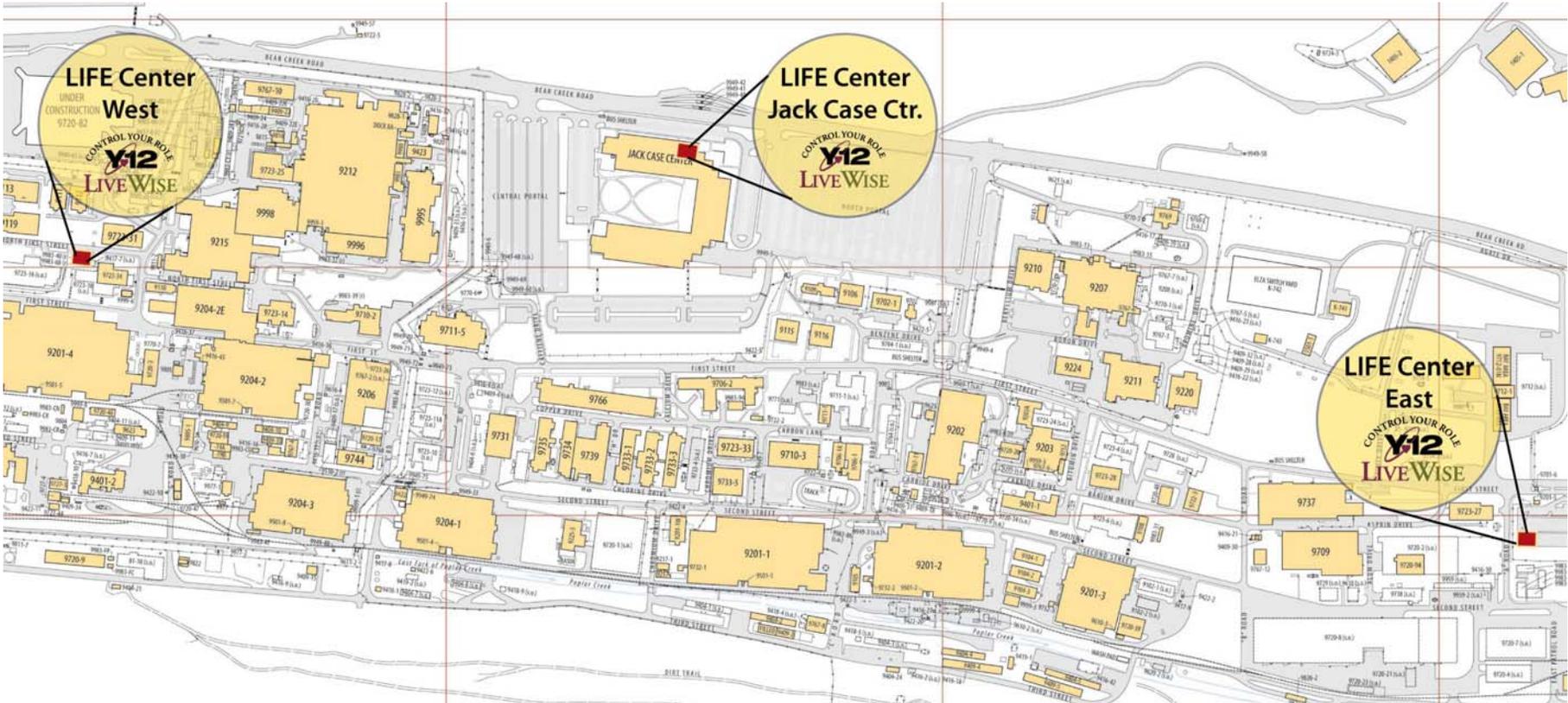


# GOAL – Healthy People at Work

## Lifestyle Intervention For Employees

- Testing & Assessment:
  - Health Risk Assessments
  - Fitness Testing
  - Wellness Coaching
- Fitness & Therapeutic Activities:
  - Trainers
  - Facilities / Equipment
  - Physical Therapy
- Weight Management:
  - Weight Management
  - Dieticians
  - Education / Seminars
  - Healthy Food Choices

# LIFE Center Locations



# Dedication of Y-12's First Wellness Center



June 15, 2010

# Typical Life Center Equipment



# Use of Modular Buildings to Expand Capacity



August 26, 2010