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Population Health Indicators Impact on Business

- Prioritize our Approach

- What is the impact on our employees and our business?

- Proactive Approach

- Useful – Timely Data

- Health Care - We want higher value at lower cost

- Maintain or improve the health of our employees and dependents

Aging Population

- Average age at Lacks is 42
- 880 Employees are 50 years or older
- This is 32% of our workforce
- Aging population puts financial pressure on payers, healthcare system, and doctors
- 11,000 baby boomers are entering the Medicare system daily
- Ratio use to be 4 to 1 workers to Medicare
- Now 2.8 to 1

Drugs and Alcohol

- Tight labor market
- 4 out of 10 current applications either fail their drug screen, try to cheat, or disqualify themselves.
- Another 2 out of 10 have a DUI or OWI on their record
- Society seems to be moving towards legalizing marijuana use

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Drug and Alcohol

- How will employers be able to manage their worksites and keep employees safe?

- What level of "under the influence of marijuana" is too much?

- Marijuana is a gateway drug to other narcotics – any experienced law enforcement office will tell you this

Drugs and Alcohol

- A significant percentage of individuals committing crimes are under the influence of alcohol or drugs

- Overuse and misuse of painkillers/opioids

- Very serious issue in Michigan

- Employers can hide their addictions

- 10 year employee showed up for work, he was impaired and blew a 0.40!!

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Primary Care Doctors

- Concern over shortage of Primary Care Doctors – hasn't hit us yet, but we don't want to wait for that issue to arrive

- Lack of coordination of care

- HCMS – Top 5% band had 14 providers, 12 diagnoses, 46 tests, 10 Rx, spend on average $51,000 – Majority had no Primary Care Doctor managing these activities.

Nutrition and Wellness

- Obesity in adults and children are a major concern

- Lack of exercise/sedentary lifestyle

- Imagine the cost implications 25-30 years from now

- 50% of our healthcare costs come from lifestyle choices

Technology and Data

- What is the best way to use technology and data to manage healthcare issues?

- You need good and accurate data to make good decisions

- How far can technology take us?

- Fitbit Today – Virtual Doctor tomorrow?

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So, How is Lacks Addressing These Issues?

Aging Population

- Wellness Programs

- Education – Lots of it

- HCMS/Knova Solutions to maintain or improve employees health

- Job Rotation

- Ergonomic Practices

Alcohol and Drugs

- Zero tolerance
- Drug screen at pre-employment and after any accident at work
- Train Supervisors/Protective Services on what to look for with individuals who may be under the influence.
- Attendance can be key indicator
- Robust E.A.P. – We have an office at our Occupational Health Center
- Trial program of having a counselor at the plant
- CareATC & Priority Health Doctors to manage use of pain killers

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Primary Care Doctors

- Access through CareATC and Priority Health

- CareATC – We are managing (3) doctors, easier for consistency

- CareATC doctors are on a salary

- Eliminated majority of paperwork

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Nutrition and Wellness

- Award Winning Wellness Program
- Education for entire family
- Wellness Fair – Targeting dependents
- Weekly Fruit and Veggie Truck at plants
- Plant Specific Challenges
- Biometrics/PHA conducted at our CareATC Clinics
- Build Employee Center – Fitness, nutrition, healthy lifestyle education
- Culture of Wellness

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Technology/Data

- Priority Rewards Program

- Med Now

- HCMS Data – Provides the CareATC primary doctors good data to use in managing patients

- Culture that will try new things and we are pretty nimble as a company

Collaboration

- Can not solve complex issues alone
- Clear vision on where you want to be, partners need to help you get there