



To: IBI member companies

Date: December 17, 2009

Re: IBI in 2010

Before we end the year and head into 2010, I wanted to give you a brief overview of the research, measurement and forum programs that IBI will provide to members in 2010.

Research

Each month in 2010, IBI will distribute a new research product to members – whether an IBI Full Report, Quick Study or Research Insight. We will bring you a steady flow of research throughout the year that will contribute to improving your efforts to manage health, absence/disability and productivity.

Three major studies are on tap for 2010:

1. ***Employer Strategies for Managing Health and Productivity***: A survey of 450 employers detailing the health and productivity management programs they have implemented, their plans over the next two years and how they are measuring key outcomes.
2. ***Corporate Measures of Success and Health & Productivity Programs***: Starting with the HPM survey of 450 employers, we'll calculate an effectiveness rating for HPM practices and analyze how the scores are related to key corporate financial measures of success such as profit margins, return on assets and revenue per employee.
3. ***Chronic Health, Lost Time, Employee Performance and Engagement***: Working with an IBI large manufacturing employer member, we'll investigate the relationships among health, absence, presenteeism, productivity and employee performance, and engagement. We'll address the question: do healthier employees perform at higher levels and are they more engaged in their organizations?

While these projects are underway, IBI also will publish a series of Quick Studies – short, focused research pieces from available databases that address key issues in health and productivity management. Quick Studies will be drawn from a variety of topics including: (1) on-the-job performance and presenteeism, (2) opportunities for employers to reduce short-term disability durations, (3) contributions of acute and chronic health conditions to lost time, (4) refinement of lost-productivity models, (5) variation by employee, employer and industry in workers' compensation outcomes, (6) chronic illness, treatment and lost time, and (7) effectiveness of employer health and productivity management programs. We'll supplement these periodically with IBI Research Insights that bring you summaries of key peer-reviewed research important to you.

We're also working with research partners to develop additional projects, including: (1) the impact of chronic health conditions on workers' compensation experience, (2) integrating productivity into value-based benefits design, (3) implications of medication compliance on lost productivity costs, (4) how employers use employee self-reported information in managing health and productivity and (5) reflecting workforce health and productivity as a corporate asset on the balance sheet.

Measurement and Benchmarking

IBI will expand our industry-largest occ/non-occ benchmarking program in 2010. For the most recent data year (2008), IBI has compiled program-specific data on 27,000 employer benefits programs based on 2.76 million claims and provides reports on 600 industry groups across STD, LTD, FML and workers' compensation. To augment our program for 2009 experience data, we'll expand data collection on workers' compensation and FML and move forward the timing of benchmarking availability to September 2010.

IBI also plans to expand our suite of modeling and measurement tools in 2010. In 2009, we released a suite of Lost Productivity Calculators to go with our Health and Productivity Snapshot and the HPQ-Select. We'll begin development in 2010 of a Full-cost Modeling tool that will provide employers with estimates of full benefit program costs – including absence, presenteeism and lost productivity – based on the data the employer has available internally. For data the employer doesn't have, we'll fill in the blanks using IBI databases and modeling programs. Results will help provide the needed information for integrating programs and building the business case for health & productivity investment and management.

Forum

The second annual Health and Productivity Forum with the National Business Coalition on Health, scheduled for San Antonio February 8-10, will be the highlight of our face-to-face education program for 2010. The Forum will begin with a keynote address on healthcare reform legislation and its implications for health and productivity management in the employer setting. IBI's new research on the link between health and productivity management and corporate financial measures of success will be featured in a plenary session on the opening morning.

The Forum is designed to bring the best in research, case studies and employer experience to attendees. Because we don't have an exhibit hall or paid presentations, we have scheduled our sessions and events to offer an effective learning environment and ample networking time for attendees. We know you are limited in the number of conferences you can attend in 2010. We believe the Forum will be the one you don't want to miss.

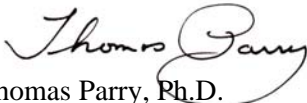
In addition to this event, IBI will provide bi-monthly research webinars, enhanced information delivery through the IBI website, joint seminars and webinars with key members and ongoing training for IBI members in the use of our tools and benchmarking program.

We welcome your feedback throughout the year on how we're doing and how we can more closely meet your needs.

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We all know the U.S. economy is emerging from a very difficult year and there is tremendous pressure to improve productivity so that U.S. companies can effectively compete in global markets. We look forward to being your partner in this important endeavor.

Thank you for your continued support. Have a joyous holiday season.


Thomas Parry, Ph.D.

President