

## About IBI

*The Integrated Benefits Institute is a national, not-for-profit organization that provides its member employer and supplier partners with resources for establishing the business value of a healthy workforce. More than 450 corporate sponsors comprise IBI's membership. Employers make up 90% of IBI member companies. IBI's mission is served through research, measurement/ benchmarking and forum programs.*

### **Research**

IBI's research program is focused on market-leading research to help employers and suppliers understand the broadest reaches of health and business-relevant outcomes. In May, IBI published a major study of the full costs of depression in the workforce and is now analyzing data from 450 employers on their health and productivity strategies and programs. That research will be presented at our joint forum early in 2010. In addition, IBI researchers were part of the research team resulting in an article in the April 2009 issue of the Journal of Occupational and Environmental Medicine entitled, "Health and Productivity as a Business Strategy: A Multiemployer Study." IBI plans to publish a dozen research products in 2010.

Finally, IBI members now receive an IBI research publication each month – full research studies, IBI Research Insights or IBI's new feature, IBI Quick Study.

### **Health and Productivity Measurement Tools/Benchmarking**

IBI understands that measurement is critical to making strategic and tactical change. Our measurement and benchmarking programs help our members understand what's at stake in the health and productivity.

IBI recently launched three new absence-focused lost-productivity calculators. Developed in conjunction with Dr. Sean Nicholson at Cornell University, the calculators allow our members to quantify lost productivity associated with absence from three different perspectives – at the firm level, the occupation level and the claimant/lost-time level. The calculator is available to members on an unlimited basis at no cost.

IBI continues to expand our measurement work with employers using the Health and Productivity Snapshot and the HPQ-Select tools (both developed in

conjunction with Professor Ronald Kessler of Harvard Medical School). Additionally, the 2008 data from IBI's industry-largest (27,000 employer programs; 2.75 million claims; 600+ industry reporting groups) disability/leave benchmarking program is now available; reporting is being expanded to feature benchmarks calculated both with the employer as the unit of analysis (that is, each employer contributing a single data point to the metric) and with the claim as the unit of analysis (i.e., each claim contributing a data point to the metric) to increase user flexibility in reporting. Major diagnostic prevalence and cost distributions also are available for short- and long-term disability.

### **Forum/Education**

Delivery of the health and productivity message through a variety of different strategies makes IBI a market leader in education and other forum activities. IBI will hold the second annual health and productivity forum with the National Business Coalition on Health in San Antonio February 8-10, 2010. Coverage of IBI's work also continues to grow significantly – between January and June of this year, IBI's research and related work has been covered in 48 articles; IBI also has participated in 78 presentations and conferences/meetings during the same time frame. In addition, IBI's educational activities in 2009 included expanded regional program offerings and other forum functions that span the gamut of published research, webcasts and an enhanced website.