



IBI ALPHA TOOLS

ABSENCE, LOST-PRODUCTIVITY
+ HEALTH ASSESSMENT

IBI ALPHA Tools

A SUITE OF TOOLS FOR DEMONSTRATING THE BUSINESS VALUE OF WORKFORCE HEALTH

Move workforce health and productivity in the right direction with IBI tools that demonstrate the full value of your benefits investments.

IBI ALPHA Tools are proprietary measurement and modeling tools developed by IBI to help employers assess benefits program performance and the health and productivity of their workforce. They're powerful, insightful and affordable.

IBI ACE

IBI's **Absence Cost Estimators** predict absence-related lost-productivity costs for a company, occupation group or pool of claimants. It's a sophisticated online calculator to jump-start the health and productivity conversation.

IBI Health & Productivity Snapshot

Limited data or resources? Using only a handful of corporate descriptors, estimate the lost-time/lost-productivity impact of chronic conditions on your workforce and financial results to help build your business case for health investments.

IBI Benefits Intelligence

How do your benefits measure up? Benchmark the performance of your disability and absence programs against peers with IBI's industry-largest benchmarking program.

IBI HPQ-Select

Expand your insight into the chronic conditions that drive health costs and productivity loss for your workforce. This next-generation self-report tool helps focus your health interventions for the greatest bottom-line return.



Explore IBI Alpha Tools today.

Access the tools, see sample reports and learn about the methodology at IBIWEB.ORG/ALPHA



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health + productivity at work

▶ **"WE HAVE A TIGHT BUDGET AND LIMITED RESOURCES BUT STILL WANT TO BEGIN THE PROCESS OF UNDERSTANDING THE BROAD IMPLICATIONS OF WORKFORCE HEALTH BEYOND HEALTH CARE COSTS."**



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IBI Absence Cost Estimators (ACE)

Here's an eye-opener:

Research shows that the *real* costs of absence are greater than wage-replacement payments made to absent workers. These costs may vary by:

- The difficulty in replacing an absent worker
- The impact of not producing/delivering products or services on time
- The degree to which absent employees work in a team

ACE helps you demonstrate the *real* value of investments in workforce health and productivity—it's as simple as one, two, three:

STEP 1: Consider the true cost of absence for the firm, including lost productivity.

STEP 2: Harness cutting-edge research with IBI's online ACE to quickly answer the business-critical question, "*What is the real cost of employees being away from work?*"

STEP 3: Plug ACE results into the business case for managing health and productivity.

How It Works

Access ACE anytime. ACE comes as three online calculators—one for calculating absence costs at the company level, a second for modeling the costs for a specific occupation type, and a third that monetizes lost time for a specific group of claimants (e.g., sick leave, workers' compensation, short-term disability). These easy-to-use calculators require minimal data elements that most employers have readily available, such as:

- Industry
- Company size (FTEs)
- Major occupations*
- Lost days*
- Payroll and benefits*

*Don't worry—industry- and occupation-specific defaults are provided if values aren't available.

See How You Benefit

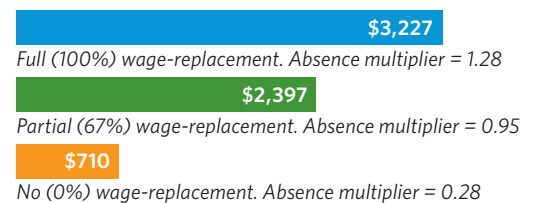
ACE shows how absence translates to lost-productivity costs. ACE uses absence multipliers developed through rigorous academic research to estimate the true cost of absence—beyond just the wages and benefits of absent workers—to an organization's bottom line.

Real-time results. In the blink of an eye, get credible modeled absence and lost-productivity results, with custom output that includes:

- Overall absence costs
- Costs per FTE
- Modeled absence multiplier
- Alternative absence lost-productivity estimates
- Bottom-line implications

LOST-PRODUCTIVITY COSTS

per FTE in claimant group



ACE today.

Access the calculators, see sample reports and learn about the methodology at IBIWEB.ORG/ACE



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▶ **"I NEED TO UNDERSTAND HOW HEALTH CONDITIONS ARE LIKELY TO IMPACT WORKFORCE BOTTOM-LINE PRODUCTIVITY, BUT I DON'T HAVE THE TIME, DATA OR DOLLARS."**



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IBI Health & Productivity Snapshot

Smile.

The Snapshot is perfect for companies getting started and on a tight budget. It creates estimates of the true cost of workforce health conditions needed to start an effective health and productivity business case. The Snapshot—created by IBI in partnership with Dr. Ron Kessler of Harvard Medical School—puts what's important into focus.

How It Works

Point and shoot.

Give IBI a handful of firm-level descriptors:

- Industry
- Company size (headcount/FTEs)
- Financial: revenue, earnings (EBITDA), payroll and benefits load
- Demographic: age, gender and major occupations

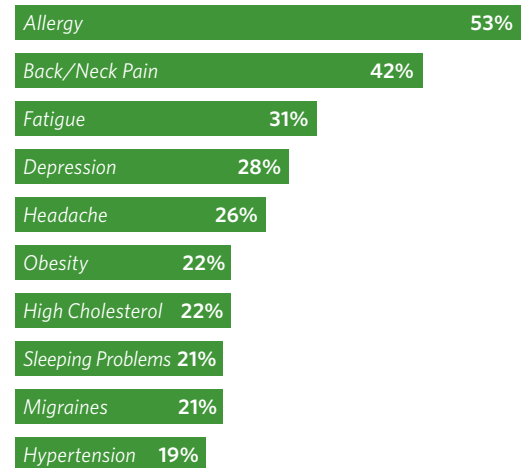
The Snapshot estimates typical prevalence, treatment and lost time associated with chronic health conditions typical for a similar workforce modeled from a large, credible database of employee survey results.

IBI's Snapshot dashboard report predicts:

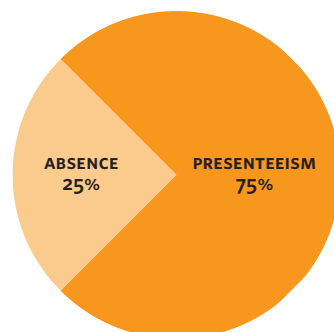
- Health conditions, treated and untreated, typical for your workforce
- Resulting lost time due to absence and presenteeism
- Lost-productivity costs using research-proven models
- The bottom-line impact of lost-productivity costs in terms of your firm's financial measures

TOP 10 MOST PREVALENT HEALTH CONDITIONS

Percentage of workforce with condition



MODELED WORKFORCE LOST-TIME STATUS



Take a look for yourself.

See sample reports, information on data submittal, and pricing at IBIWEB.ORG/SNAPSHOT



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▶ **"I WANT TO UNDERSTAND HOW MY ABSENCE/DISABILITY PROGRAM PERFORMANCE COMPARES WITH MY INDUSTRY PEERS."**



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IBI Benefits Intelligence

How do you measure up?

If you are managing lost-time programs, we can help you benchmark workers' compensation, short- and long-term disability, and family and medical leave programs using our industry-leading program. IBI works with our Data Consortium of insurers and third-party administrators to create the country's largest and most detailed benchmarking database that spans occupational and non-occupational programs.

IBI's comparison database includes 27,000 employer benefits programs, with almost three million claims and reportable on more than 600 industry groups.

How It Works

Make your mark. We compile data, make sure it is valid and consistent, and calculate metrics based on nationally standardized definitions. Then, you benchmark company data against groups within your industry that match your profile and plan designs.

Reports will point you to where you're doing well—and where results could be improved. Comparisons with industry data on cost, incidence and duration will help pinpoint opportunities for interventions.

For Employers:

IBI Benefits Intelligence allows you to submit data online for benchmarking against industry results of your choice—for some down to the four-digit SIC level. You can also compare against a variety of plan designs. We'll give you a lost-productivity estimate for your company based on the financial information you provide.

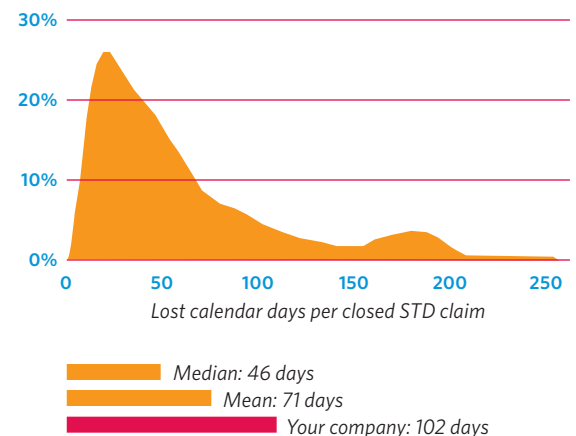
For Suppliers:

Charter and Stakeholder members can access industry summary reports for short- and long-term disability, workers' compensation, and family and medical leave. Reports are available for more than 600 industry groups—some down to the four-digit SIC level—as well as at both the claim and employer level. Associate-level supplier members may access all division-level industry summary reports.

Stakeholder members also can go online and use our database query tool. It lets you cut the data by sex, age, industry, plan type, employer size and (for workers' comp) claims jurisdiction to create customized reports.

LOST DAYS

by percentage of closed STD claims



See how you measure up.

See sample reports, information on data submittal, and pricing at
IBIWEB.ORG/BENEFITSINTELLIGENCE



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▶ **"I WANT TO KNOW HOW ILLNESS AFFECTS THE HEALTH AND PRODUCTIVITY OF OUR WORKFORCE AND JUDGE WHERE INTERVENTIONS WILL MOST INFLUENCE PRODUCTIVITY AND DRIVE VALUE TO OUR BOTTOM LINE."**



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IBI HPQ-Select

Where are you?

Think of IBI's HPQ-Select as a health-status GPS for your company. For employers, it simplifies and transforms the HPQ research tool developed by Harvard Medical School's Ronald Kessler, PhD and the World Health Organization. This employee survey tool measures the impact on the bottom line of chronic health conditions beyond claims costs. It also helps focus specific health and productivity interventions.

For **your** workforce, the HPQ-Select report:

- Shows prevalence, treatment status, lost time from absence and presenteeism, and lost productivity for chronic conditions
- Shows prevalence for acute conditions
- Focuses a targeted business case for health investments
- Maps out a baseline against which to gauge the impact of interventions over time, and clarifies the risks of standing still and doing nothing

How It Works

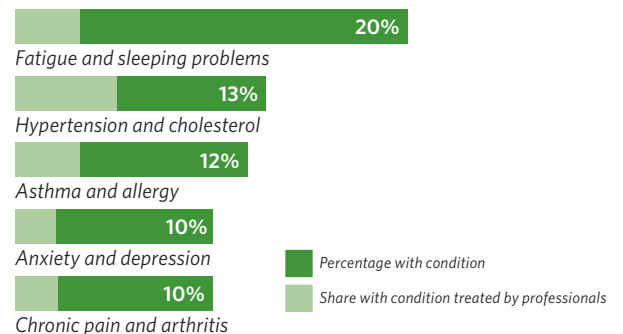
It's easy to get started: Similar to an employee satisfaction, engagement or health risk survey, the HPQ-Select is a confidential, online, seven- to 15-minute employee survey that poses core health and lost-time questions. The survey can be merged into a health risk assessment or used as a standalone lost-productivity assessment. From those results, IBI uses proprietary algorithms to analyze responses and generate an aggregate, business-focused report on the health and productivity of a firm's workforce. To ensure confidentiality and maximize participation, no individual employee information is identified.

You Are Here: An Executive Summary tells you exactly where you are by reporting the most-significant results in a graphical, employer-friendly format. The full report gives workforce-impact details on 29 common health conditions.

"When employers want to use the HPQ self-report tool, I send them to IBI. We worked together to create the streamlined HPQ-Select. The survey is more accessible to employees, and the reporting is tailored to employer needs while retaining the tested measurement and methods of the original HPQ."

—Ron Kessler, PhD
Harvard Medical School

TOP FIVE CO-MORBID PAIRS OF CONDITIONS



Go further with HPQ-Select.

See sample reports, information on data submittal, and pricing at IBIWEB.ORG/HPQ-SELECT



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