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A SPRINGBUK CLIENT SUCCESS STORY

Make Confident Benefits Vendor Selections with Data

A midwestern employee benefits consulting firm has helped numerous employer clients navigate the ever-flowing stream of wellness initiatives available in the benefits space.

With an 800%+ increase in the amount of healthcare data available from new solutions and programs in the market, it can be daunting to understand where to focus programs. **However, through the firm's partnership with Springbuk, they can streamline the program decision process and consult on initiatives that fit employer population needs.**

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DIAGNOSE

A long-time client of the firm had historically not engaged a wellness program vendor in their benefits strategy. The team had been actively working with the client's Health and Wellness Committee to justify the cost for the vendor but lacked the data sets needed to receive buy-in.

The firm worked with the Springbuk Analytic and Strategic Consulting Services to build a custom risk factor analysis that included metrics around gaps in care and the Springbuk proprietary financial forecast and risk scoring models. This report also underlined various compliance gaps and opportunities to mitigate the risk of future disease.

For the first time, the client's Health and Wellness Committee had the information needed to bring on a wellness vendor.

PLAN

With the opportunity in focus, the team worked with their employer client to implement a wellness vendor and begin building a 3-year wellness strategy that would become more robust each year. In year one, they focused on biometric screenings to aid in their risk analysis.

MEASURE

To monitor the program's impact and overall effectiveness, the team began reporting on several risk factors identified by individuals' wellness screenings and costs. To accomplish this, the team worked off of data from the members' wellness screening vendor and the associated health claims data to track:

| The risk score (Low, Medium, High) before and after each wellness screen

| The number of individuals in each risk tier

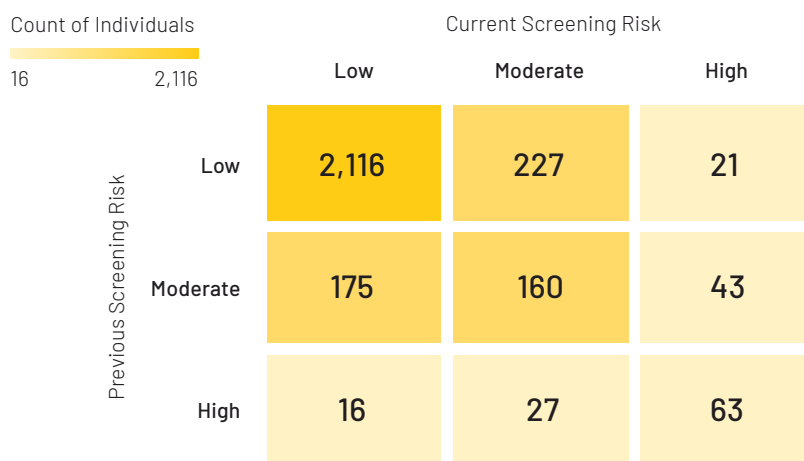| The PMPM difference between each wellness screening
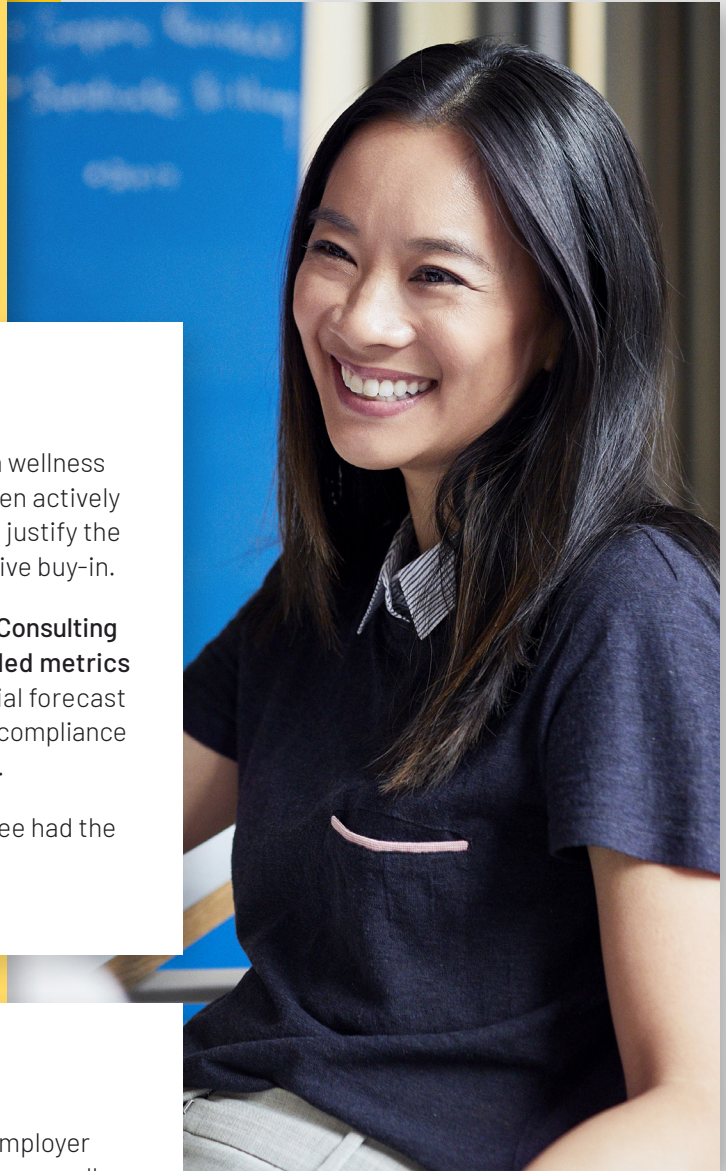
EVALUATE

With the metrics in focus, they worked with Springbuk Analytic and Strategic Consulting Services and the Advanced Reporting module to create robust monthly reports. **This type of custom report helps connect the value of wellness programs with overall Medical/Rx benefit's plan utilization and behavior.** Often, wellness vendor reports look at year-over-year participation data and ingested biometric data. However, this type of baseline report doesn't highlight members' utilization of health benefits.

Now, the firm and their client have the insight and tools needed to look at migration between risk tiers and PMPM by risk tier. When reviewing year-over-year reports, the team found that while overall plan utilization had increased, the current period PMPM had decreased as well as the number of individuals within the High-Risk category:

Risk Movement

Shows movement in risk factors from previous to current screening

Count of Individuals

16   2,116

Current Screening Risk

Previous Screening Risk	Low	Moderate	High
Low	2,116	227	21
Moderate	175	160	43
High	16	27	63

This added layer of information helps guide the discussion around how the wellness plan impacts behavior, plan utilization, and their bottom line.

Ultimately, the client can easily answer the question, **"Why pay for wellness programs?"**

PMPM Summary

Current Period Paid: 4/1/2019 – 3/31/2020   Previous Period Paid: 4/1/2018 – 3/31/2019

CURRENT PERIOD	Low	Moderate	High	Total
Count of Individuals	2,623	481	147	3,251
Current Period PMPM	$393	$918	$1,297	$513

PREVIOUS PERIOD	Low	Moderate	High	Total
Count of Individuals	2,622	435	136	3,233
Current Period PMPM	$415	$911	$1,524	$530

To see how Springbuk can help you streamline your vendor decision process and add a layer of customization to your monthly reports, **request a personalized walk-through at springbuk.com/request.**

Schedule a Demo Today