



Workplace Wellness Programs

2022 Furniture Manufacturer
1,000 employees
Headquartered in Virginia





BIOMETRIC & ROI CASE STUDY

The Problem:

In 2016, a furniture manufacturer in the Southeast approached TargetCare with a need of supporting their employees with health education and to help them mitigate claims costs. This client had a multitude of employees with chronic diseases and wanted assistance on educating employees on their importance and how to navigate the healthcare system.

The Response:

TargetCare responded by implementing a hybrid health coaching program and onsite clinic. Locations with fewer employees have a health coach who can be seen in-person or telephonically. Our multiple clinic locations are staffed with nurse practitioners.

Our program also incorporated a behavioral health counselor for employees to help address stress management and other mental health concerns. This provider can conduct appointments telephonically for remote employees, to provide more access to care.

TargetCare conducts annual Clinical Health Assessments, or CHAs, with this client. These assessments gather biometric data such as height, weight, and waist measurements, along with a blood draw, to identify any pre-existing chronic health conditions.

2,000+

Appointments with
the TargetCare
provider each year.

5.3:1

Average ROI across a
5-year cohort

80%

of participants prevented
their overall risk score
from increasing.

The Results:

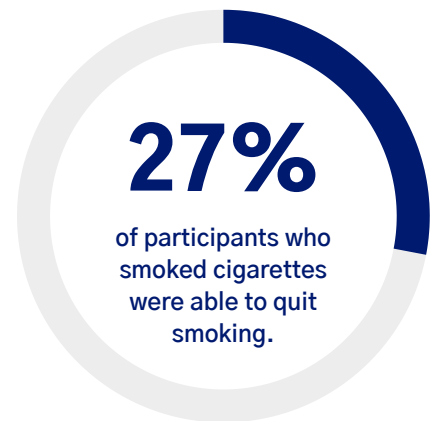
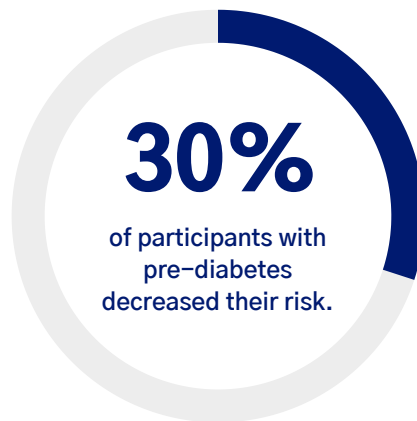
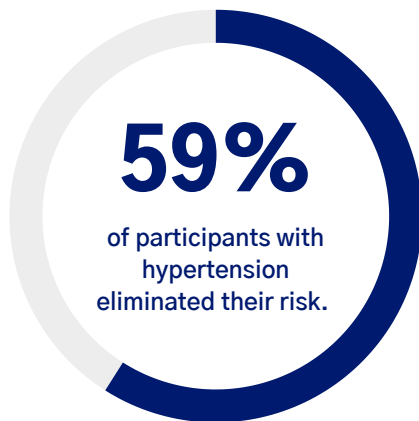
Our employee-sponsored wellness program serve as a strategy to educate these employees on their health, reduce healthcare spending, and monitor and manage acute and chronic care conditions.

TargetCare biometric screenings are conducted annually, and provide employees with an individual "Know Your Number," or KYN, risk score which serves as a base measure to compare against a variety of chronic conditions.

We have successfully moved participants risk scores down in the extremely high, high, and borderline high risk categories. The TargetCare program decreased the risk score of this client from 113 to 103 in the extremely high risk category across the 5-year cohort.

Each participants risk score places them in a risk category ranging from extremely high to optimal. Each year's biometric screening hopes to move employees in and out of certain ranges and towards the optimal category.

Across the five-year cohort, 80% of participants prevented their overall risk score from increasing.



Several years ago, we were faced with unsustainable increases in our health insurance costs. In response, we implemented a wellness program with TargetCare. Through their onsite clinics at our facilities, TargetCare provides annual health risk assessments and continuing personalized health coaching for our associates. The healthcare professionals who staff the clinics are a valuable part of our team, whom our associates trust. I consider our wellness initiative to be a huge success, measured by our controlled health insurance costs, and give TargetCare much of the credit!

– Client Representative

The Results:

Each occurrence of a chronic condition, an office visit, lab fee, absenteeism, and presenteeism contribute to the overall costs an employer will pay for healthcare related expenses. Introducing a wellness program helped this client with their high claims costs.

The following figures are averaged over a 5-year cohort of this client’s wellness program.

Risk Reduction:

Per occurrence of preventable chronic disease

Number of occurrences:	157 occurrences
Avg. Cost per occurrence:	\$4,284
TOTAL COSTS AVOIDED:	\$676,552.25

Office Visits:

Costs diverted from physician’s office or health counselor

Visits:	2,514 visits
TOTAL COSTS AVOIDED:	\$187,711

Lab Fees:

Based on market lab rates

TOTAL COSTS AVOIDED:	\$340,071
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Absenteeism:

Reduction in chronic disease absenteeism

TOTAL COSTS AVOIDED:	\$85,753
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Presenteeism:

Reduction in chronic disease presenteeism

TOTAL COSTS AVOIDED:	\$392,163
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Total Costs Avoided:

\$1,528,486

Average ROI:

\$5 : \$1