

Attached are selected sample pages from the **EMPAQ® Insights Benchmarking Report** for program year 2014. Truven Health Analytics® and the National Business Group on Health® provide this custom report to every organization that participates in the EMPAQ survey. Although in this example, the company, industry, and benchmark values are not actual results, they provide a sense of the types of data provided and the accompanying recommendations. Included in this sample are the Summary of Results, Demographic Information, and Short Term Disability results. The full report is 14 pages and includes the following:

- A **summary of results** for all measures including industry-specific, overall average, and overall median results
- **Demographic information** about the respondents' company as well as industry and overall comparisons and key findings in this area
- **Benchmarks and key findings** regarding:
 - Wellness Programs
 - Stay-At-Work Programs
 - Fitness Programs
- **Respondent-specific usage, duration, and cost information**, along with industry-specific and overall comparisons in each of the following program areas:
 - FMLA Leaves
 - Incidental Absences
 - Short-Term Disability
 - Long-Term Disability
 - Workers' Compensation
 - Group Health
 - Employee Assistance Programs

These are accompanied by **key findings and recommendations** for improving outcomes.

- Benchmarks and key findings about the availability of **On-Site Clinics**, including access and the types of services offered
- Benchmarks and key findings about **Health Risk Assessments**, including participation rates and incentive amounts

To learn more about EMPAQ® or participate in the next survey, contact us at empaqa@truvenhealth.com or visit www.empaq.org.

Summary of Results

	Your Industry* Results	Your Industry* Average	EMPAQ Average	EMPAQ Median
Demographic Information				
■ Average employee age	43.0	49.6	43.5	44.3
■ Percentage of employees that are female	35%	28%	41%	38%
■ Percentage of employees that are unionized	23%	40%	26%	12%
■ Average number of active employees	25,993	33,755	47,312	18,921
FMLA and Incidental Absence				
■ Total FMLA leaves per 100 covered employees	14.4	18.4	19.6	16.8
■ Non-concurrent FMLA claims per 100 covered employees	3.2	6.8	10.4	7.5
■ Non-concurrent FMLA lost workdays per 100 covered employees	56	94	156	104
■ Incidental absence total lost workdays per employee	0.8	3.0	5.5	3.0
Non-Occupational Absence (Short- and Long-Term Disability)				
■ Annual STD claim incidence per 100 employees	18.1	10.4	8.4	7.9
■ STD cost per employee	\$415	\$396	\$373	\$361
■ STD lost workdays per 100 employees	43	433	320	290
■ Annual LTD claim incidence per 1000 employees	3.8	5.2	4.1	3.3
■ LTD cost per claim	\$15,757	\$5,874	\$10,008	\$6,637
Occupational Absence (Workers' Compensation)				
■ Annual WC claim incidence per 100 FTEs	1.4	4.7	3.6	3.0
■ WC cost per FTE	\$147	\$459	\$318	\$211
■ Lost WC TTD workdays per 100 FTEs	22	44	35	8

*NA indicates that an industry norm is not available due to insufficient sample size

Note: in subsequent reports, insufficient sample size will be indicated by an asterisk (i.e., *)

Summary of Results (cont'd)

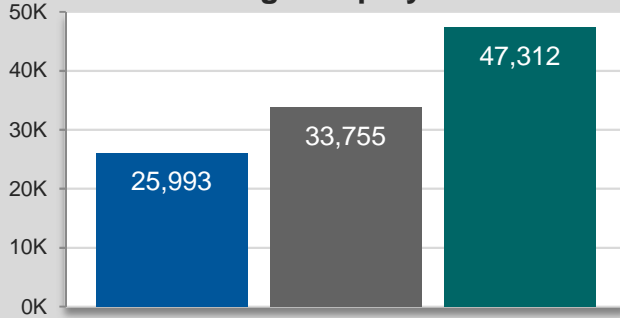
	Your Results	Industry* Average	EMPAQ Average	EMPAQ Median
Health and Employee Assistance Programs (EAP)				
■ Group health program costs per covered employee	\$6,675	\$10,425	\$10,295	\$10,059
■ EAP program costs per employee	\$27	\$27	\$22	\$21
■ EAP cases per 100 employees	6.4	3.7	6.1	5.2
Health Risk Assessments				
■ Percentage of employers offering an HRA	Yes	88%	92%	—
■ Percentage offering an incentive to complete the HRA	Yes	80%	75%	—
■ Percentage offering incentive for dependents	Yes	40%	67%	—
■ Average HRA participation rate	63%	64%	49%	55%
■ Average HRA incentive amount	\$215	\$115	\$231	\$215
On-Site Clinics				
■ Percentage of employers with on-site clinics	Yes	92%	58%	—
■ Percentage of employers offering acute care services at clinic	Yes	65%	86%	—
■ Percentage of employers offering occupational health services at clinic	Yes	62%	67%	—
■ Percentage of employees with on-site clinic access among employers offering on-site clinics	89%	80%	59%	61%
Other Programs				
■ Percentage of employers offering wellness programs	Yes	90%	95%	—
■ Percentage of employers offering stay-at-work programs	Yes	65%	56%	—
■ Percentage of employers offering fitness programs	Yes	80%	93%	—

*NA indicates that an industry norm is not available due to insufficient sample size
Note: in subsequent reports, insufficient sample size will be indicated by an asterisk (i.e., *)

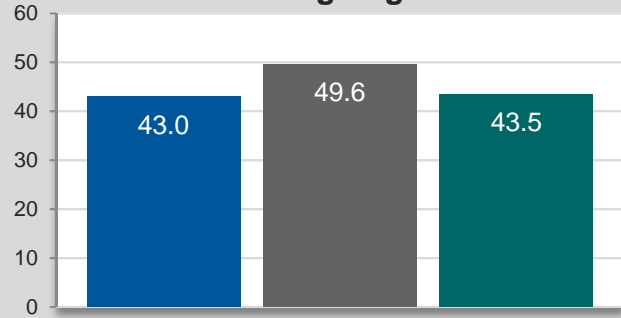
EMPAQ[®] is the Registered Service Mark of the National Business Group on Health. Copyright 2015. All Rights Reserved.

Demographic Information

Average Employees

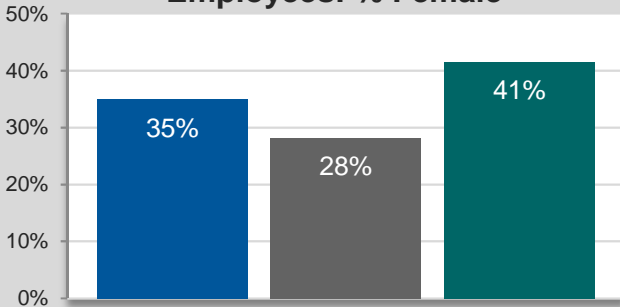


Average Age

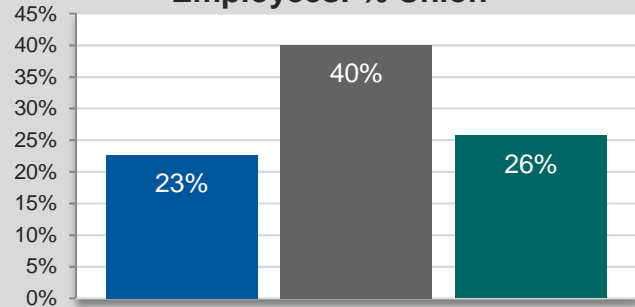


Sample Size: 25 84 30 103

Employees: % Female



Employees: % Union



■ Sample Corporation ■ Industry Average for Sample Industry ■ EMPAQ Average

Sample Size: 30 102 23 68

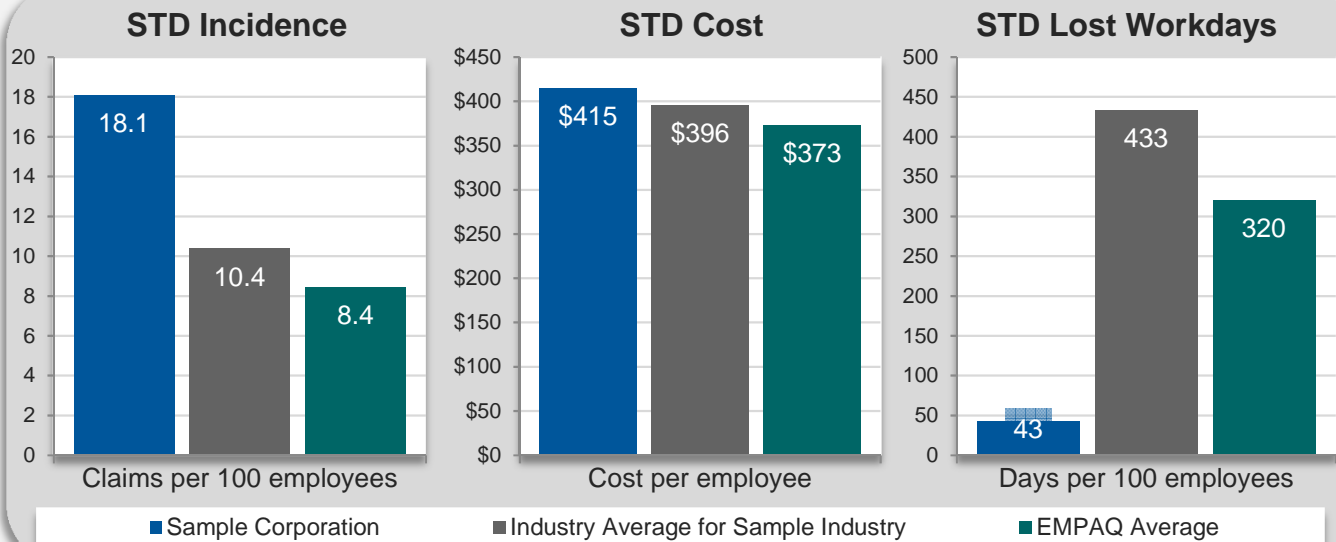
Key Findings

- The size of the Sample Corporation active employee population is lower than that of employers in both the industry and EMPAQ total norms (by 23% and 45%, respectively)
- The average age of employees in the Sample Corporation population is 13% lower than the industry norm and similar to the EMPAQ total norm
- The percentage of Sample Corporation employees that are female is 7 points higher than the industry norm and 7 points lower than the EMPAQ total norm
- The percentage of Sample Corporation employees that are unionized is 17 points lower than the industry norm and similar to the EMPAQ total norm

Metric Definitions

- **Average employee age:** the average age in years of U.S.-based active employees, and employees on leave
Data provided directly by respondent
- **Percentage of employees that are female:** the percentage of active employees and employees on leave that are female
Data provided directly by respondent
- **Percentage of employees that are unionized:** the percentage of active employees and employees on leave that are covered under a collective bargaining agreement
Data provided directly by respondent
- **Average number of active employees:** the total number of U.S.-based full-time equivalent employees
Data provided directly by respondent for measure Workers' Compensation Full-Time Equivalents

Short-Term Disability



Sample Size: 29 99 27 95 29 101

Key Findings and Recommendations

- Sample Corporation STD claim incidence is higher than both the industry and EMPAQ total norms (by 74% and 115%, respectively)
- Average STD costs per employee for Sample Corporation are higher than both the industry and EMPAQ total norms (by 5% and 11%, respectively)
- The rate of STD lost workdays for Sample Corporation is higher than both the industry and EMPAQ total norms (by 90% and 115%, respectively)
- Identify the clinical drivers of disability for Sample Corporation (e.g., if multiple conditions are identified, consider the impact of the stretch exercises)
- Determine if salary replacement for Sample Corporation is greater than 70%, employees may not see the benefit of the program
- Incidence rates are driven by many factors, including the age of the population, rate of unionization, and generosity of benefits—it is important to understand whether any of these factors contribute to the overall incidence rate

Client-specific Key Findings and Recommendations are provided for each of the health and productivity programs included in the report.

Metric Definitions

- Annual STD claim incidence per 100 employees:** the total number of new, approved STD claims with dates of disability in the reporting period per 100 employees in the STD plan
Calculation = 100 x [New STD Claims] / [Short Term Disability: Covered Employees]
- STD cost per employee:** the STD payments made for active claims during the reporting period per employee in the STD plan
Calculation = [Total STD Benefits Paid] / [Short Term Disability: Covered Employees]
- STD lost workdays per 100 employees:** the total lost workdays attributable to active STD claims during the reporting period per 100 employees in the STD plan
Calculation = 100 x [Total STD Days] / [Short Term Disability: Covered Employees]