

EMPAQ® Overview

EMPAQ® (Employer Measures of Productivity, Absence and Quality™) is a set of standardized metrics and benchmarking tools developed by the National Business Group on Health that enables large employers to assess the impact of program design on workforce health and productivity at the employer, industry and national levels.

Benefits to Employers

- **Improve Outcomes** by tracking, assessing and managing program performance over time using nationally standardized measures.
- **Enhance Quality** by utilizing integrated benchmarking and best in class improvement opportunities. Members of the Fortune 500 make up the core of EMPAQ® benchmarking.
- **Manage Costs** by identifying programs that deliver value and those that do not.

Metrics

Benchmarking is available across eight different program areas and employer demographics for more than 50 metrics using data submitted at the aggregate and/or claims level.

| Short-Term Disability | Workers' Compensation | Long-Term Disability | Group Health |
|---|---|---|--|
| <ul style="list-style-type: none"> • Cost per Employee • Cost per Claim • Lost Workdays • Return-to-Work • Major Diagnostic Categories | <ul style="list-style-type: none"> • Cost per FTE • Cost per Claim • Lost Workdays • Return-to-Work | <ul style="list-style-type: none"> • Cost per Claim • Annual Claim Incidence • Major Diagnostic Categories | <ul style="list-style-type: none"> • Costs for Medical, Rx, Behavioral, Dental • Major Diagnostic Categories |
| Family and Medical Leave | Incidental and Total Absences | Employee Assistance Programs | Health Management Programs |
| <ul style="list-style-type: none"> • Claim Incidence • Lost Workdays | <ul style="list-style-type: none"> • Paid/Unpaid Lost Workdays • Wage Replacement | <ul style="list-style-type: none"> • Program Costs • Participation Rates | <ul style="list-style-type: none"> • Participation Rates |

Timelines

- Data Submission Period: May 10 – July 1, 2010
- Data Integrity Reports Delivered (in real time): May 10 – July 1, 2010
- Benchmarking Reports Delivered: Mid-August 2010
- Industry Peer Group Sessions and Benchmarking Debrief at the Business Group's National Conference on Health, Productivity, and Human Capital: September 14 – 16, 2010
- Annual Summary Research Report Delivered: Late October 2010

Pricing

Participating in EMPAQ® is a free membership benefit for all National Business Group on Health members. Non-member companies may submit data free of charge and the cost per benchmarking report is \$750 per program up to a \$2,500 maximum. Data Suppliers may submit data on behalf of all clients free of charge and the cost per benchmarking report per non-member company is \$750 per program up to a \$2,500 maximum.

