

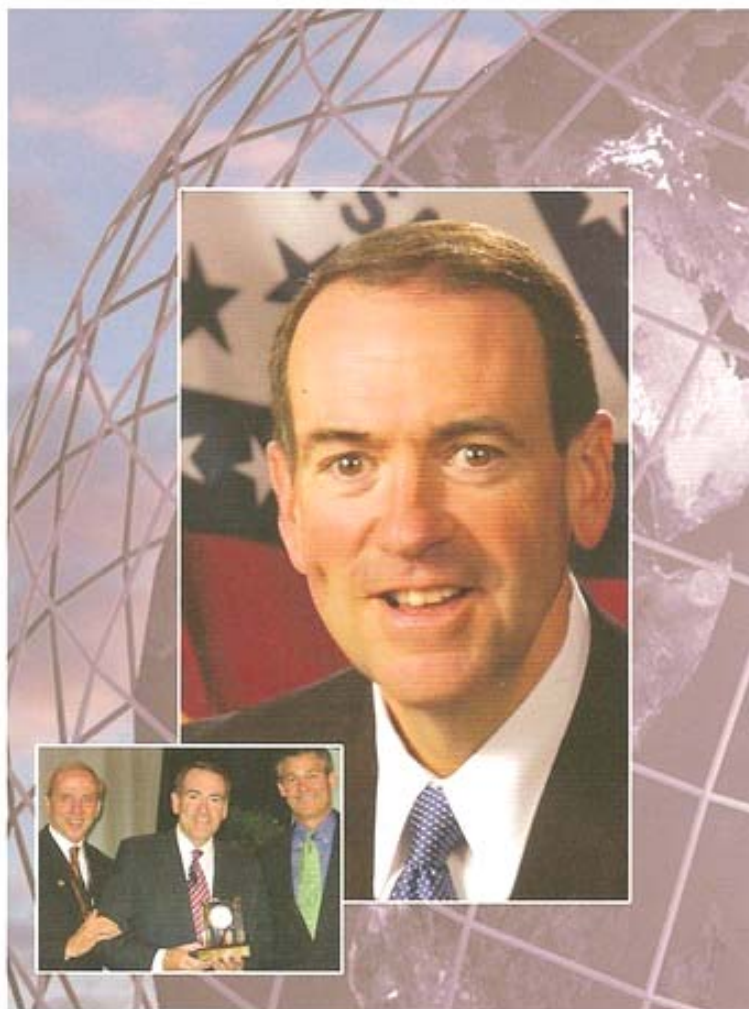
Health & Productivity

MANAGEMENT

Fall Conference Issue, 2007

EDITORIAL**At A Glance** 1**COVER STORIES****A Healthy Workforce:
A Priority Investment for Arkansas** 4**Best Demonstrated Employer: State of
Arkansas (with HealthMedia, Inc.)** 7**FEATURES****Health - The Right Answer: Looking
into the Heart of Value-Based
Health Benefits** 9**Healthy Does It** 16**Closing the Competitive Gap** 19**Integrative Medicine:
Sorting Fact from Fiction** 25**Depression: Using the Internet to Enhance
Medical and Productivity Outcomes** 28**ACADEMY BRIEFS****Predicting Smoking Cessation Attempts** 30**If Employees Quit Smoking, How Long
Do the Savings Take?** 31**IHPM RESOURCE PROVIDER****DIRECTORY 2008** 33

FOR ADDITIONAL INFORMATION GO TO:

www.ihpm.org

Left to right are: Sean Sullivan, JD, President & CEO, IHPM; Former Governor of Arkansas, Mike Huckabee; John B. Sory, Vice-President, Pfizer Health Solutions.

**IHPM's Fourth Annual
Health Management Conference
The Employer-Sponsored
Value-Based Health System:
New Key to Global
Competitiveness**

**March 31 - April 2, 2008
Hyatt Regency Grand Cypress
Orlando, Florida
- page 24**

Closing the Competitive Gap

TI Automotive is successfully decreasing rising health care costs

TI Automotive refuses to sit back and wait for health care costs to force them from the business they have dominated since 1922.

Introduction

In 2003, Carol McBride, HR Manager of the Cartersville, GA plant, attended a workshop presented by the State of Georgia's Cardiovascular Health Initiative addressing rising health care costs. Featured speakers from Health Navigators in Atlanta, GA presented a real business approach to improving the health of employees at worksites of all sizes.

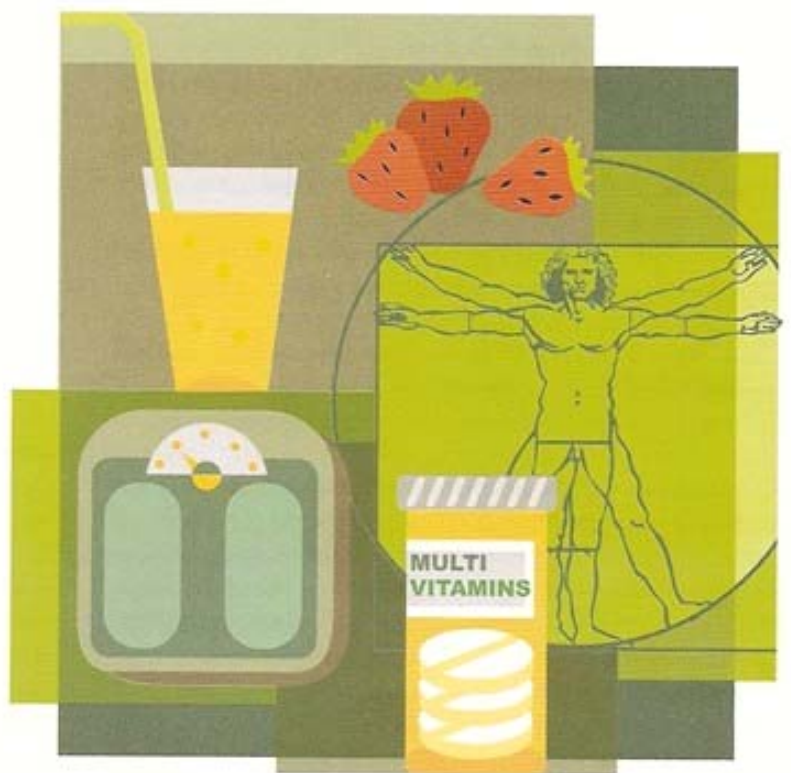
TI Automotive 2004

We analyzed our trend of rising health care costs and could clearly identify our tipping point. We could see a time when we would close plants on US soil due to competitive disadvantages caused by huge differences in global health care costs. Our visionary, but realistic, HR management team set a brave new course following evidence-based medical science and utilizing a process approach to a brighter future.

The Challenge

"Employers who continue to provide health insurance pay an average of 82 percent of the cost. With insurance premiums for a family of four now averaging almost \$900 a month, companies are bearing a huge expense that their foreign competitors do not." - Robert Wood Johnson Foundation

"Health care cost increases are averaging 12 percent in our



country. If this increase continues, American businesses will reach a point at which they can no longer compete in the global market place." - Peter A. Townsley, Health Navigators

A Statement on Health Promotion

A search of the literature on 'health promotion' shows a broad spectrum of ideas, programs, and events throughout industry intended to improve the health and well-being of employees. Lack of concrete evidence demonstrating successful long-term outcomes, however, implies that businesses are not recognizing their real needs and subsequently not offering solutions that produce measurable outcomes.

Terri Forman, Benefits Manager, TI Automotive, Warren, Michigan

The American Heart Association data show, "for every one point drop in cholesterol the risk of death from heart attack drops two percent".

Prevention

In 2004, U.S. Secretary of Health and Human Services, Tommy Thompson, declared: "The nation spent \$1.4 trillion on health care in 2001, three-fourths of that to treat chronic illnesses whose prevalence could be reduced through prevention." This message clearly defines prevention as "the" solution.

The TI Automotive Solution

The entire US auto industry is on the brink of disaster. Rick Wagoner, CEO, General Motors, said, "If you keep paying more and more for health care... it robs our ability to invest in future products and technology, which impacts our ability to employ people." This is a brutal fact for us.

With a better understanding of our needs and opportunities, TI Automotive partnered with Health Navigators, which was providing aggressive risk reduction interventions for high risk employees in a number of Fortune 500 companies around the country. We were anxious to identify our problems more clearly and implement a strategy and process for improvement.

Focus on the Risk Factors with the Highest Cost

All indicators told us that cardiovascular disease (CVD) is our greatest direct cost burden. Our shock claims (individual claims > \$100,000 in a calendar year) clearly demonstrated the dominance of cardiovascular disease. Analysis of our prescription drug costs placed CVD drugs in the top three positions.

We also learned that the same risk factors for CVD affect other preventable diseases, such as, diabetes, hypertension, and certain cancers. By narrowing our strategies to a manageable long-term focus on CVD, we set aside a budget which would allow us to fund services and programs necessary for decreasing our rising health care costs.

Our expectation was to decrease our health cost increases by decreasing the influence of CVD, America's number one killer of men and women of all social strata. Roughly one of every two Americans will die of heart disease. Additionally, fifty percent of persons with diabetes will die of heart disease. From a financial perspective, hospital charges for cardiovascular disease are typically more than double the sum of cancer, diabetes, asthma, arthritis, osteoporosis, HIV-AIDS, and motor vehicle deaths combined.

Achieve High Participation Rates

Since our goal is to reduce the number of associates in the "high risk for CVD" categories and the associated cost, we

knew we needed to find as many at-risk associates as possible. Our goal was 100 percent participation in the early detection phase.

At this time in our economic life, we cannot afford to create programs for our working healthy. We are trying to find those individuals who traditionally do not participate in health and wellness offerings and remove them from harm's way. We knew that if we had 100 percent participation from our total population in our health screening (CVD-focused clinical evaluations) our true needs would be revealed.

Presently, we achieve approximately 96 percent participation in our Cardiovascular Risk Reduction Program. We have accomplished this by including our health screening as a pre-requisite for our premium health plan. This makes screening and risk reduction mandatory within the plan. Our employees can always choose the less appealing higher-cost medical plan.

Early Detection

Health Navigators facilitated an early detection process to identify our associates at the highest risk. They offer a simplified, no frills, approach to generate hard data that would form the basis from which to evaluate needs and measure change. They designed a questionnaire for our associate population which was easy to use (in paper or on-line), eliminated volumes of self-reported minutiae and formed the basis for our management team to evaluate real needs and create strategies for measurable improvement. We knew that if we could not measure it we could not manage it, and if we could not manage it we could not improve it. "It" was early detection and risk reduction.

Follow Evidence-Based Medical Process

When you focus on cardiovascular disease, you must first identify problem areas. This requires gathering individual health information for analysis. Because we presented our employees with a positive program and reinforced the importance of confidentiality, we encountered very little resistance to our requests for personal health information.

Health Navigators' basic health and lifestyle history questionnaire has approximately 10 questions (including health history, lifestyle and CVD drug history). These questions directly relate to clinical values for blood pressure, fasting venous blood lipids and glucose, which are the foundation for early CVD detection and focused intervention strategies.

Because regularly scheduled health screening identifies

employees at highest risk, evidence-based procedures are essential to provide a reliable baseline to establish an action plan at the outset and measure success over time. Successful risk reduction programming and referral demands uncompromising standards. Doing our health screening the right way the first time meant that we would not have unnecessary repeat testing or challenges from physicians upon referral to the medical system.

We knew that even though we support regular physical examinations by paying the full cost of annual exams and cancer screenings, most of our associates had not been to a physician except for emergencies, and would be learning of their risk for the very first time.

Our health screenings are now routinely offered as part of our business operations; they are not a one-time health fair with no follow-through.

Manage the "High Risk"

By achieving nearly 100 percent participation in our evidence-based health screening, we consistently identify associates with elevated glucose and blood pressure requiring immediate attention and referral to our local hospitals and physicians. The clinical data allow us to visualize our "high risk" population and manage our interventions for efficiency and effectiveness. Health Navigators' medical team analyzes our data, evaluates that data to define "high risk" groups, communicates the risk to our associates and organizes those at "high risk" into cost-effective risk reduction education. Health Navigators identifies and trains registered and licensed dietitians to teach their proprietary eight-week Risk Reduction Program. At the conclusion of the education program, blood is re-drawn and lipid values re-measured for comparison.

This program is serious and uncompromising, as our associates are truly in harm's way. The programs are provided on-site and on the clock. We expect all qualified associates to be present and complete the requirements at all eight sessions.

Our expectation is that the Health Navigators Risk Reduction Dietitians influence the "high risk" population to choose dietary habits that will reduce cholesterol to levels of lower risk.

"Most of the ailments of people come from eating too much, or eating the wrong things." — Henry Ford

The American Heart Association data show, "for every one point drop in cholesterol the risk of death from Heart Attack drops two percent". At the same time, we consistently identify a certain percentage of individuals with genetic predispositions to high cholesterol and increased risk who are referred back to their physicians – who, hopefully, support good nutrition and physical activity as part of the management of these conditions.

2006 - Outcomes

Our initial CVD initiative began as a "pilot program" in our Cartersville, GA plant in 2004. We experienced 98 percent participation (281 associates & spouses) which uncovered 8 previously undiagnosed diabetics, 33 with pre-diabetes, 13 with critically high blood pressures and 35 who qualified for our Risk Reduction intervention.

In eight short weeks, total cholesterol averages dropped by 18 percent. Only four participants remained in the "high risk" group and 14 had achieved "low risk" status. We clearly knew that for the majority of our associates elevated cholesterol was a lifestyle choice.

We knew that all of these associates would be on expensive cholesterol medication for life if treated by our existing medical system. We knew that, based on American Heart Association data, "a 10 percent decrease in total cholesterol may result in an estimated 30 percent reduction in the incidence of death from CVD."

We immediately partnered with Health Navigators to facilitate programs for us at our Global Headquarters in Warren, Michigan and our 21 North American plants. We are presently experiencing significant health improvement at all locations.

Our expectation was to decrease the increase in rising health care costs. We expected to see this change within 5 years while hoping for sooner. We knew it could be achieved. In 2006, we saw a medical cost decrease in our Cartersville facility of 29 percent over 2005. This is without cost shifting or financial adjustment, and is against an historical 13 percent annual "increase." We are now seeing a positive economic effect at a majority of plants across the country. But, more importantly, we are saving the lives of our associates.

We, at TI Automotive, know that the root cause of high health care costs is simply poor health and we know that it is within our control to close the competitive gap by improving employee health. **HPM**



Terri Forman is the Benefits Manager for TI Automotive and is responsible for all aspects of the corporate benefit program including health care, pension, 401k and a very aggressive health initiative targeting cardiovascular disease and its shared risk factors. Her career has spanned 32 years in a variety of human resources positions to include; labor relations and salary administration for Wolverine Technologies in Lincoln Park, Michigan and Vincam Human Resources where she served as director of client services for 135 employers representing 5,000 employees. Terri is a popular speaker on the success of TI Automotive's Cardiovascular Risk Reduction Initiative. She has spoken to numerous industry association groups across the country.