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PROVEN RESULTS *Priceless benefits*

# The Complete Health Improvement Program: A Solution For Employers

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# Typical Workforce Health Stats – 2017

Condition	% of workers with this condition
Obesity	45%
Overweight	30%
High blood pressure	30%
Pre-hypertensive	52%
Diabetes	11%
Pre-diabetes	28%
High LDL cholesterol	21%
Borderline high	30%

**21% of your workers  
have 2 or more  
of these conditions**

National averages provided by Vital Incite's 2017 book of business



**Do employees  
with these  
conditions  
cost your health  
plan more?**

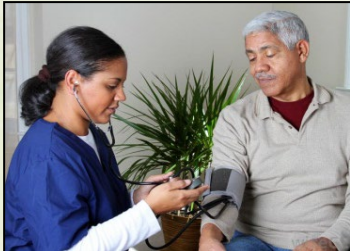
# Employee Claims, Part I

Data provided by Vital Incite Book of Business 2017



## BMI

Annually, obese individuals cost **\$1,436** more in healthcare expenses than those with a desirable BMI. Additionally, they incur over **\$500** in lost productivity costs.<sup>1</sup>



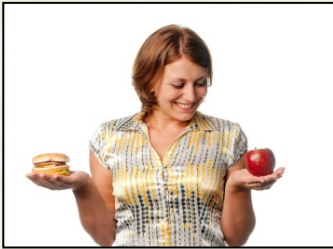
## BLOOD PRESSURE

Individuals identified with hypertension cost **\$7,854** more in annual healthcare costs than those identified without the condition.

<sup>1</sup> Cawley J, Meyerhoefer C. The medical care costs of obesity; [J Health Econ](#). 2012; The State of Obesity; RWJ Foundation and the Trust for America's Health Report-2016; <http://stateofobesity.org/healthcare-costs-obesity>

# Employee Claims, Part II

Data provided by Vital Incite Book of Business 2017



## CHOLESTEROL

Individuals with cardiovascular disease\* cost **\$6,886** more in annual healthcare costs than those identified without cardiovascular disease.



## GLUCOSE

Diagnosed diabetics cost more than **\$8,817** in annual healthcare costs than non-diabetics. Also, it is estimated that 70% of pre-diabetics will eventually develop diabetes.<sup>2</sup>

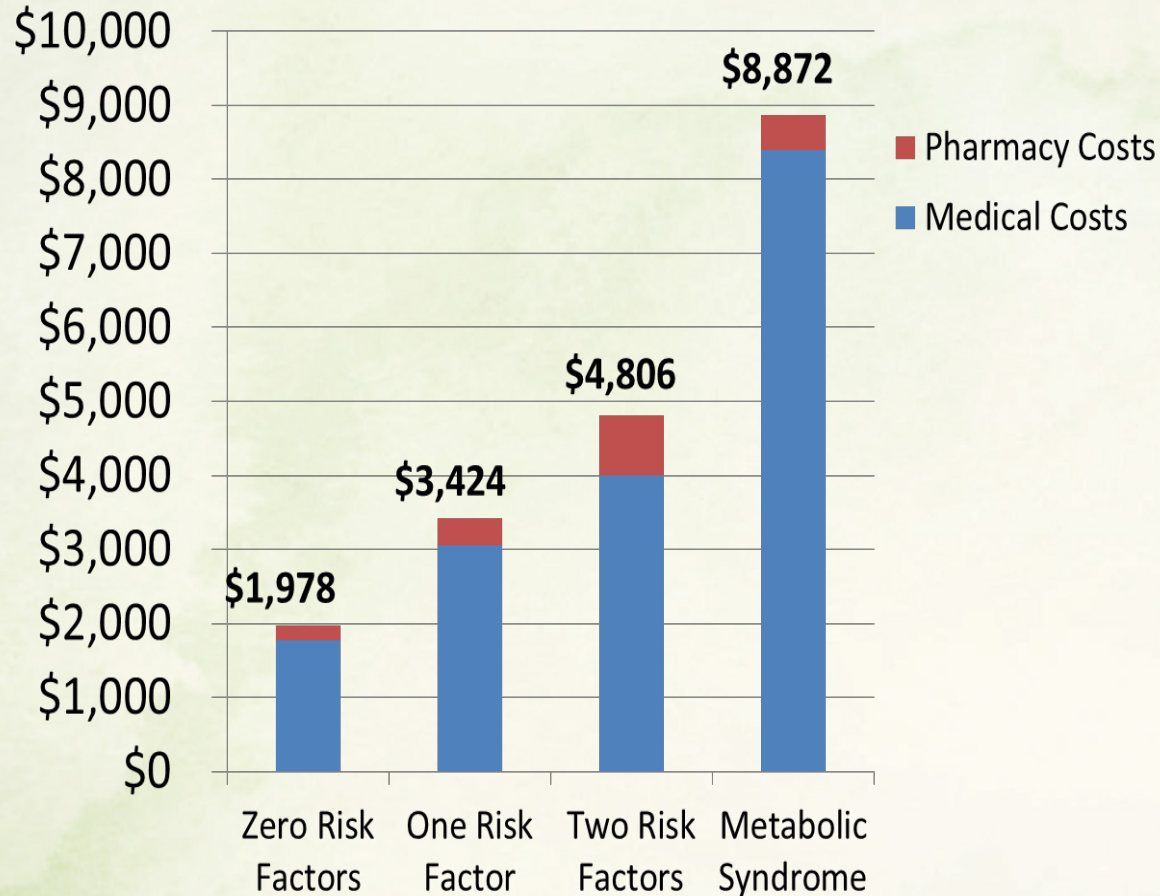
*\*Includes Lipid disorders, Ischemic Heart Disease, and Hypertension*

<sup>2</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3891203/>

# An Example of Obesity Claims in a Workplace



# Claims Costs by Number of Risk Factors



\*Metabolic Syndrome is considered three or more risk factors

Source: Birnbaum, JOEM, Volume 53, Number 1, January 2011, p. 27-33.  
Claims data compiled from Chevron Texaco Corporation, San Ramon, California employees

**What  
Approach  
Can We Take  
to Reverse  
These  
Alarming  
Trends?**





Evidence now demonstrates that the great majority of these conditions and the claims that result from them are **lifestyle related...**

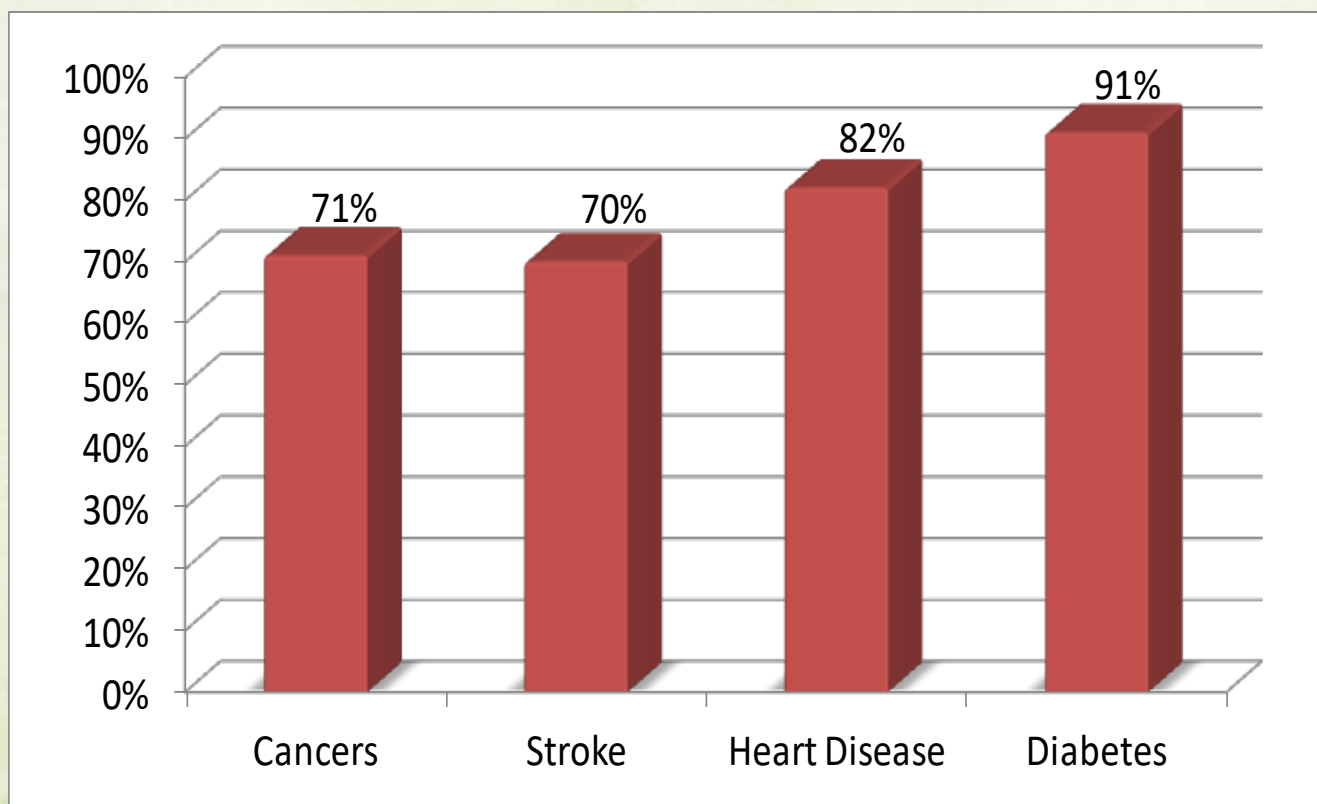




**CHIP is a lifestyle change program that can halt and even reverse these conditions and reduce related claims...**

# Facts About Lifestyle Behavior

Lifestyle accounts for 75% of national medical costs and associated chronic diseases.



# THE WALL STREET JOURNAL

Aug. 8, 2017

## Healthier Workers Are More Productive, Study Finds

*By Lauren Weber*

**Lifestyle changes—better nutrition, more exercise, less stress—were responsible for most of the gains.**

Healthy employees are more productive employees, according to new research bolstering the case for corporate wellness programs.....

# National Institute of Health Diabetes Prevention Study

(Involved 3,234 participants who were overweight and pre-diabetic)

- Participants who received lifestyle behavioral changes reduced their risk of developing diabetes by **58%**. (Participants over 60 reduced their risk by **71%**.)
- Participants taking metformin reduced their risk of developing diabetes by **31%**.

# Behavioral Counseling to Promote a Healthful Diet and Physical Activity for Cardiovascular Disease Prevention in Adults With Cardiovascular Risk Factors: U.S. Preventive Services Task Force Recommendation Statement

Michael L. LeFevre, MD, MSPH, on behalf of the U.S. Preventive Services Task Force\*

**Recommendation:** The USPSTF recommends offering or referring adults who are overweight or obese and have additional CVD risk factors to intensive behavioral counseling interventions to promote a healthful diet and physical activity for CVD prevention. (B recommendation)



- CHIP is an intensive behavioural counseling program with proven results based on years of scientific research.
- Participants commit to make lifestyle changes for just nine weeks. Health improvements become apparent during that time.
- Change happens in the way you eat, move, and think. CHIP challenges participants to change for the better!



- Video-based lifestyle intervention:

- 18 sessions
- 60 minutes
- Group or virtual setting

- Education; practical experience; reinforcement

- Behavior change focus

- Biometric pre/post data captured to prove results

“Whole of Health” approach





# CHIP: AMERICAN JOURNAL OF CARDIOLOGY



## Biometric data of 5,000 CHIP participants

Risk Factor	N Baseline	N Post-Intervention	Baseline Mean (SD)	Post-Intervention Mean (SD)	Mean Change	% Mean Change
<b>Cholesterol (mg/dl)</b>						
Optimal (<160)	631	1,682	141.0 (18.7)	133.2 (24.8)	-7.8	-5.6
Elevated (160-199)	2,116	1,781	182.5 (15.7)	165.5 (24.4)	-17.0	-9.3
High(200-239)	1,261	756	215.6 (10.5)	188.5 (25.5)	-27.1	-12.6
Very High (240-280)	478	183	254.7 (10.7)	215.2 (30.7)	-39.5	-15.5
Dangerous (>280)	126	30	306.6 (27.2)	245.9 (43.4)	-60.7	-19.8
<b>Triglycerides (mg/dl)</b>						
Optimal (<100)	3,053	3,232	95.5 (29.7)	99.7 (41.8)	4.2	4.4
Above Optimal (100-199)	753	765	171.9 (13.9)	158.1 (13.9)	-13.8	-8.1
Borderline (200-500)	820	663	270.5 (62.4)	220.1 (62.4)	-50.3	-18.6
Very High (>500)	45	11	634.7 (114.2)	354.8 (114.2)	-279.9	-44.1
<b>Fasting Glucose (mg/dl)</b>						
Normal (<100)	3,716	4,026	90.7 (9.9)	86.6 (10.9)	-2.1	-2.3
Impaired (110-125)	390	304	116.1(15.5)	106.0 (15.5)	-10.1	-8.7
Diabetes (>125)	525	301	164.0 (42.2)	131.4 (34.5)	-32.6	-19.9

# Corporate CHIP Class: What to Expect



Participate in facilitated “community engagement” sessions (either in-person or through a web conference).

Discuss what you learned in the videos and how it can be applied to your daily living.

# Corporate CHIP Class: What to Expect



Session 1 - The Rise and Rise of Chronic Disease

**Your Email**  
Please enter your email address

In his 1928 textbook, Sir William Osler wrote that you could be expected to see one heart attack per year in an average hospital in an average sized town in North America. But over time the problem has risen, **currently in North America there are how many heart attacks suffered per day?**

500  
 2000  
 4000

It's estimated that how much of what happens to us health wise is determined by our lifestyle?

10%

Watch the assigned video. (We recommend doing this at home with individuals in your support network). Video links are available on the CHIP website. The textbook reinforces the video content.

Complete the quiz corresponding to the video.



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# Corporate CHIP Class: What to Expect



Complete the workbook assignments.

Apply information from the program to your daily living!



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# Can CHIP Make A Difference in your Workplace?

**Absolutely!**



## Corporate CHIP Case Studies...

## In 2014 LMHS Performed a CHIP Financial ROI Study

**LEE MEMORIAL  
HEALTH SYSTEM**

- Total investment for 30 employees in study = \$37,800
- LMHS compared 12 months of claims on participating employees both before and after CHIP intervention.
- Total health expenditure savings realized = \$70,155



**Calculated ROI = 1.85**

**(for every \$1.00 spent they were able to save \$1.85)**

# Lee County, FL Schools



- 13,000 total employees / 10,000 benefit eligible
- \$67 million dollars a year in medical and Rx claims
- Self-insured. Built an aggressive wellness initiative including the CHIP program
- No increase to healthcare premiums for two consecutive years.
- Used CHIP for high-risk employees as their lifestyle change program
- **Attributed over \$100,000 in savings to CHIP**

# Press Release



Lee County Schools is the recipient of the Work-Life 2016 Seal of Distinction Award for creating positive work environments. Director of Insurance and Benefits for the School District, Bonnie McFarland attributes new wellness initiatives like CHIP as reasons for their world class distinction.

The press release continues:

**“CHIP is an innovative program scientifically proven to reverse diabetes and heart disease....in its first year of implementation the District saved over \$100,000 in healthcare costs.”**



# Ohio University Employees and CHIP

Results in 36 Days

Test	Jan 2018	March 2018	Change
Total Cholesterol	188	164	-12.8%
LDL Cholesterol	105	91	-12.9%
Triglycerides	155	125	-19.3%
Weight (pounds)	190.8	180.1	-10.7 lbs

## CHIP Lifestyle Program at Vanderbilt University Demonstrates an Early ROI for a Diabetic Cohort in a Workplace Setting

Average Cost & Utilization (Plan-paid Medical & Rx and Copays)		Avg. Net Payment per Member (Medical + Rx)			
		Q1 2010	Q1 2011	Q2 2010	Q2 2011
<b>CHIP Participants</b> Type 2 VHP Diabetics (ages 35 to 65)	Total	\$2,040	\$1,328	\$1,733	\$1,212
	<b>% Change</b>	<b>-34.9%</b>		<b>-30.1%</b>	
<b>Non-CHIP</b> Type 2 VHP Diabetics (ages 35 to 65)	Total	\$2,258	\$2,415	\$2,440	\$2,876
	% Change	6.9%		17.9%	

In total, the approximate health care cost (medical + prescription drug) savings for this six-month time frame exceeded \$65,000.

**Cummins Inc. ran a successful CHIP pilot in 2014.  
Over 2,500 employees have now participated in CHIP.**



“We’ve had employees come off their meds in just a few weeks. (CHIP) classes have been sell-outs over the last year with waiting lists.”

-- Dexter Shurney, MD  
Cummins Health Plan Medical Director



## **Cummins Preliminary RX And Medical Cost Savings Calculations 12 Months After CHIP...**

CHIP participants RX costs went down by an average of **\$239.12**  
(Non-CHIP employees RX costs went up by an average of \$ 43.92)

In addition, CHIP participants' medical claims paid by the health plan went down by an average of **\$458.28!**

**What would be the cost of doing nothing??**

# CHIP Success Stories



“CHIP gave me hope that I could control my life again. Renewed my belief in being healthy by choice!” – John Davis



## 12 months after CHIP

- Eliminated the need for 3 meds
- Went from 8.9 to 5.7
- Lost 30 pounds

# CHIP Success Stories



“If you want a program that has proven results to lengthen your life and help you become the very best version of yourself, try CHIP!”

– Alyssa Hawkins



## 12 months after CHIP

- 40% reduction in total cholesterol
- Lost 7 inches off her waist and 40 pounds

# Why CHIP for Your Organization?

## Help Your Employees:

- Understand the relationship between lifestyle and health
- Recognize and understand the value of changing unhealthy behaviors
- Stabilize and/or reduce out-of-pocket health care costs
- **Improve their health and productivity (and reduce health plan costs!)**



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# More Information:

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