

An Innovative Approach to Improving the Health of Your Workforce

It's Pretty Simple

Ask Someone to **Pay More** for Something
They Tend to **Use Less**

In health care....evidence suggests that high levels of employee cost-sharing reduce utilization of both low and high value services

Value-Based Designs

Recent research has shown that “across the board” increases in copayments lead to significant decreases in the utilization of essential treatments. To encourage compliance with these treatments, Hewitt is helping companies develop value-based designs that reduce or remove financial barriers for evidence-based health care services proven to be effective to treat certain conditions, while potentially increasing cost sharing for those services that have not been proven to be as effective.

The Power of Collaboration

Hewitt has entered into a collaboration with A. Mark Fendrick, M.D., of the University of Michigan, and Michael E. Chernew, Ph. D. of Harvard Medical School, to develop the first clinically oriented actuarial model in the industry that helps employers quantify the cost impact of implementing a value-based design, starting with prescription drugs (Rx). Together, we will help your organization create a fiscally responsible and clinically sensitive approach through value-based design

Delivering Measurable Results

Employers can effectively support and influence positive patient behaviors by using value-based designs to help employees make better decisions, increase compliance with treatments and improve effectiveness and safety.

Value-Based Design is only one piece of an integrated solution. If we truly desire sustainable and improved health outcomes, every health care program component must work together to deliver measurable results.

- Lower than average market trends
- Improving health outcomes
- A more present and productive workforce

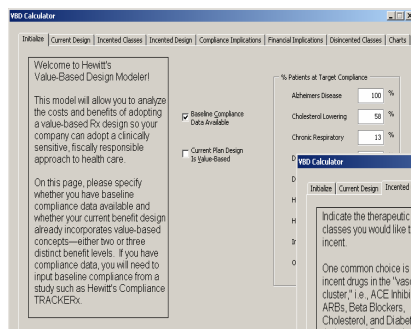
Hewitt's Value-Based Design Assessment Solution Combines our Compliance Tracker_x with Our Value-Based Design Model

Hewitt's Compliance Tracker_x assists you with the holistic management of total medical spend through analysis of pharmacy utilization

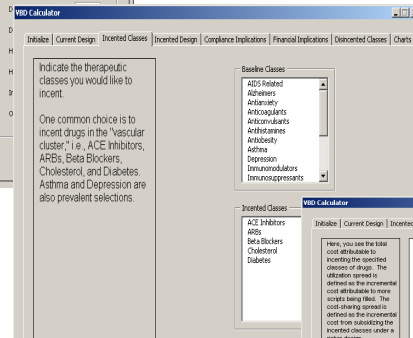
Therapeutic Class	Unique Members	Client XYZ Compliance	Mean Population Compliance	Target Compliance	% Patients at Target Compliance	Average Member Copay	Average Plan Pay
High Blood Pressure	5,519	80.95%	73%	85%	63.74%	\$12.26	\$25.87
Depression	4,310	69.93%	65%	90%	38.61%	\$18.66	\$74.04
Cholesterol Lowering	3,317	75.32%	60%	85%	52.36%	\$21.66	\$87.98
Diabetes	1,372	80.12%	73%	90%	58.45%	\$14.24	\$60.91
Chronic Respiratory	558	39.65%	53%	85%	15.59%	\$30.69	\$183.24
Osteoporosis	299	66.45%	55%	85%	41.14%	\$19.33	\$77.74
Immunosuppressant	62	72.32%	80%	95%	45.16%	\$34.46	\$470.12
HIV/AIDS	36	85.71%	74%	95%	63.89%	\$45.98	\$602.30
Hepatitis C	16	74.89%	50%	95%	56.25%	\$84.39	\$2,042.18
Alzheimer's Disease	16	10.97%	63%	90%	43.75%	\$24.50	\$168.92
Hepatitis B	3	76.24%	50%	95%	33.33%	\$85.87	\$458.94

Assess current Rx compliance and gaps across 11 chronic conditions

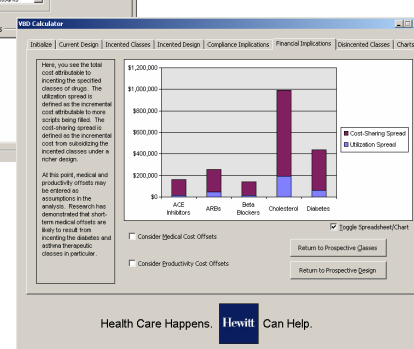
Our model then assesses and quantifies value-based design alternatives to target improved Rx compliance for specific conditions within your employee population



View compliance for specific conditions



Indicate therapeutic classes to incent



Calculate level of investment or amount of cost to spread to other benefit areas

Contact your Hewitt consultant for more information about how Hewitt's value-based design solution can be customized for your organization.