Company Vital Signs Executive

Summary Prepared For

Sample Company

Provided by:

We at SOAR, Inc wish to express our appreciation for the opportunity to work with your great company and your wellness program. We commend you for your proactive thinking and approach to managing employee health care. In this report we will summarize the current health status of your organization and review your company's "Vital Signs".

These Vital Signs include:
- Group Primary Health Findings
- Risk Presence and Prevalence
- Disease Status
- Newly Discovered Conditions
- Excess Costs and Economic Impact Associated with Risks
  - Excess Medical Claims
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This report is not a diagnostic tool. The presence of a risk factor increases the probability of a chronic health condition but is does not assure that a condition will develop. The more risk factors present, the greater the probability.

National Top Ten Killers

Center for Disease Control's Top Ten Killers Men	Percentage
1) Heart disease	26.3
2) Cancer	24.1
3) Unintentional injuries	6.6
4) Chronic lower respiratory diseases	4.9
5) Stroke	4.5
6) Diabetes	3.0
7) Suicide	2.2
8) Influenza and pneumonia	2.1
9) Kidney disease	1.8
10) Alzheimer's disease	1.8

Center for Disease Control's Top Ten Killers Females	Percentage
1) Heart disease	25.8
2) Cancer	22.0
3) Stroke	6.7
4) Chronic lower respiratory diseases	5.3
5) Alzheimer's disease	4.2
6) Unintentional injuries	3.5
7) Diabetes	3.0
8) Influenza and pneumonia	2.5
9) Kidney disease	1.9
10) Septicemia	1.5
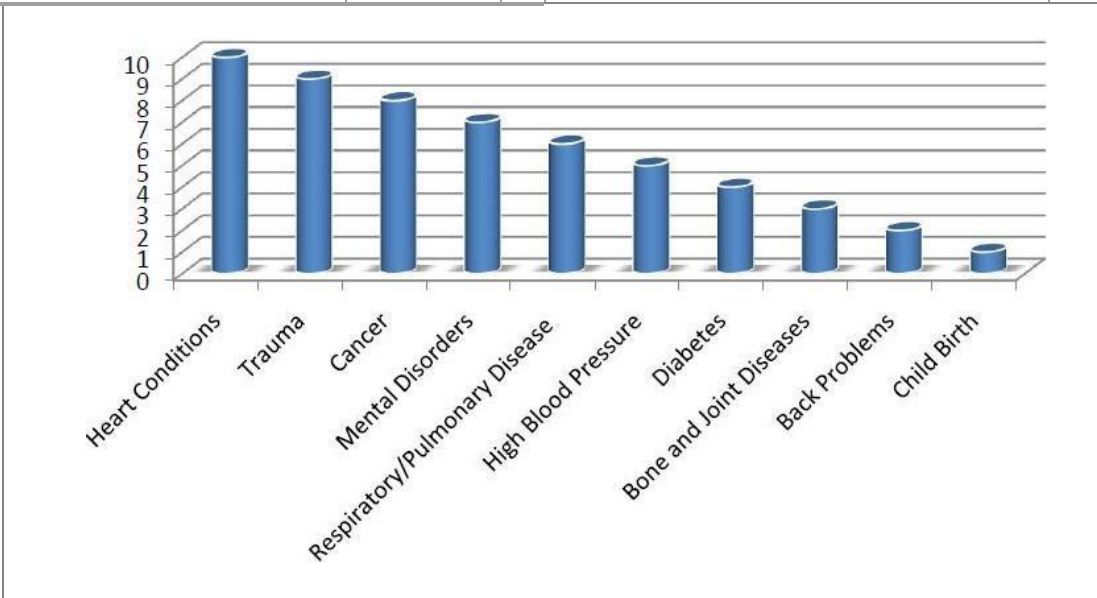
General Demographics and Group Primary Health Findings

General Demographics	Number	% Of Group
Total Persons Screened	142/150	95%
Men	65	43%
Women	77	51%
Participants Over Age 45 Men	34	23%
Participants Over Age 45 Women	45	30%
Persons with conditions that warrant follow-up with a physician	140	93%
Persons who have not had any recommended preventative health screenings	46	31%
Body Mass Index Normal	37	25%
Body Mass Index Overweight	49	33%
Body Mass Index Obese	56	37%

Overall Wellness Risk Levels	Number	% Of Group
Persons who are considered overall Low risk	5	3%
Persons who are considered overall Moderate Risk	34	23%
Persons who are considered overall High Risks	95	63%
Persons who are considered overall Very High Risk	8	5%

Biometric and Clinical Testing Risk Levels	Number	% Of Group
Persons who are considered Optimal Risk	28	19%
Persons who are considered Low Risk	49	33%
Persons who are considered Moderate Risk	36	24%
Persons who are considered High Risk	29	19%

Company Risk Levels

- 19% High Risk
- 24% Moderate Risk
- 33% Low Risk
- 19% Optimal Risk
- 5% Not Assessed
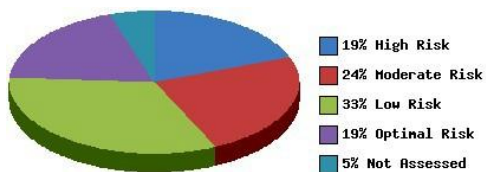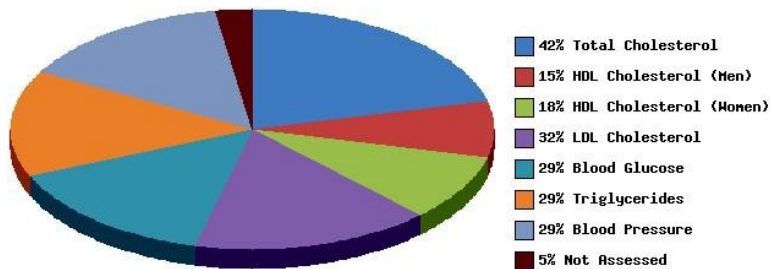
33% of the Employees' BIOMETRIC AND CLINICAL TESTING at Sample Company fall in the LOW Category

Clinical Results	Number	% Of Group
Total Cholesterol:		
Less than 200 (Low Risk)	80	53%
200 – 239 (Moderate Risk)	46	31%
240+ (High Risk)	16	11%
HDL Cholesterol:		
Greater than 40 Men (Low Risk)	42	28%
Greater than 50 Women (Low Risk)	50	33%
30 – 39 Men (Moderate Risk)	15	10%
40 – 49 Women (Moderate Risk)	16	11%
Less than 30 Men (High Risk)	8	5%
Less than 40 Women (High Risk)	11	7%
LDL Cholesterol:		
Less than 129 (Low Risk)	94	63%
130 – 159 (Moderate Risk)	34	23%
160 – 189 (High Risk)	6	4%
190+ (Very High Risk)	8	5%
Blood Glucose:		
1 - 70 Hypoglycemic (Moderate Risk)	1	1%
71 – 99 Normal (Low Risk)	98	65%
100 – 125 Pre-Diabetic (Moderate Risk)	34	23%
126+ Diabetic (High Risk)	9	6%
Triglycerides:		
Less than 150 (Low Risk)	99	66%
150 – 199 (Borderline High)	16	11%
200 – 488 (High Risk)	24	16%
500+ (Very High Risk)	3	2%
Blood Pressure:		
Below 120/80 (Normal Blood Pressure/Low Risk)	31	21%
120 – 139/ 80 – 89 (Pre-Hypertension/Moderate Risk)	32	21%
140 – 159/ 90 – 99 (Stage 1 Hypertension/High Risk)	10	7%
160+/100+ (Stage 2 Hypertension/Very High Risk)	1	1%

Clinical Testing Moderate to High Risk

- 42% Total Cholesterol
- 15% HDL Cholesterol (Men)
- 18% HDL Cholesterol (Women)
- 32% LDL Cholesterol
- 29% Blood Glucose
- 29% Triglycerides
- 29% Blood Pressure
- 5% Not Assessed

Clinical Results	Number	% Of Group
WBC:		
Less than 3.9 (Low)	6	4%
4.0 - 12.0 (Normal)	136	91%
12.1+ (High)	0	0%
LYM Count:		
Less than 0.7 (Low)	0	0%
0.8 - 5.6 (Normal)	142	95%
5.7+ (High)	0	0%
LYM Percentage:		
Less than 16.9 (Low)	1	1%
17.0 - 50.0 (Normal)	138	92%
51.1+ (High)	2	1%
MID Count:		
0.0 - 1.1 (Normal)	142	95%
1.2+ (High)	0	0%
MID Percentage:		
0.0 - 11.0 (Normal)	101	67%
11.1+ (High)	41	27%
GRAN Count:		
Less than 1.4 (Low)	2	1%
1.5 - 1.8 (Normal)	4	3%
1.9+ (High)	136	91%
GRAN Percentage:		
Less than 32.9 (Low)	1	1%
33 - 70 (Normal)	136	91%
70.1+ (High)	5	3%
NEU Count:		
Less than 1.4 (Low)	0	0%
1.5 - 8.0 (Normal)	0	0%
8.1+ (High)	0	0%
NEU Percentage:		
Less than 42.9 (Low)	0	0%
43.0 - 76.0 (Normal)	0	0%
76.1+ (High)	0	0%
MON Count:		
0.0 - 0.95 (Normal)	0	0%
1.0+ (High)	0	0%
MON Percentage:		
Less than 1.0 (Low)	0	0%
1.1 - 13.0 (Normal)	0	0%
13.1+ (High)	0	0%
EOS Count:		
0.0 - 0.5 (Normal)	0	0%
0.6+ (High)	0	0%

EOS Percentage:		
0 - 6.0 (Normal)	0	0%
6.1+ (High)	0	0%
BAS Count:		
0.0 - 0.6 (Normal)	0	0%
0.7+ (High)	0	0%
BAS Percentage:		
0 - 3.0 (Normal)	0	0%
3.1+ (High)	0	0%
RBC:		
Less than 3.7 (Low)	0	0%
3.80 - 5.90 (Normal)	128	85%
5.91+ (High)	14	9%
Hemoglobin:		
Less than 11.6 (Low)	0	0%
11.7 - 18.0 (Normal)	132	88%
18.1+ (High)	10	7%
Hematocrit:		
Less than 34.8 (Low)	0	0%
34.9 - 54.1 (Normal)	136	91%
54.2+ (High)	6	4%
MCV:		
Less than 79.9 (Low)	3	2%
80.0 - 99.0 (Normal)	136	91%
99.1+ (High)	2	1%
MCH:		
Less than 26.4 (Low)	6	4%
26.5 - 34.0 (Normal)	135	90%
34.1+ (High)	1	1%
MCHC:		
Less than 31.4 (Low)	2	1%
31.5 - 36.0 (Normal)	140	93%
36.1+ (High)	0	0%
RDW:		
Less than 9.9 (Low)	0	0%
10.0 - 15.0 (Normal)	129	86%
10.1+ (High)	13	9%
Platelet:		
Less than 149 (Low)	1	1%
150 - 450 (Normal)	141	94%
451+ (High)	0	0%
MPV:		
Less than 6.4 (Low)	0	0%
6.5 - 11.0 (Normal)	117	78%
11.1+ (High)	25	17%

Sodium:		
Less than 135 (Low)	1	1%
136.0 - 150.0 (Normal)	141	94%
151+ (High)	0	0%
Potassium:		
Less than 3.4 (Low)	4	3%
3.5 - 5.3 (Normal)	137	91%
5.4+ (High)	1	1%
Chloride:		
Less than 97.9 (Low)	0	0%
98.0 - 110.0 (Normal)	139	93%
110.1+ (High)	3	2%
Total Carbon Dioxide:		
Less than 21.9 (Low)	26	17%
22.0 - 32.0 (Normal)	116	77%
32.1+ (High)	0	0%
Calcium:		
Less than 803 (Low)	0	0%
8.4 - 10.5 (Normal)	142	95%
10.6+ (High)	0	0%
BUN:		
Less than 5.9 (Low)	3	2%
6.0 - 22.0 (Normal)	134	89%
22.1+ (High)	5	3%
Creatinine:		
Less than 0.5 (Low)	0	0%
0.6 - 1.5 (Normal)	142	95%
1.6+ (High)	0	0%
Bilirubin:		
0 - 1.3 (Normal)	137	91%
1.4+ (High)	5	3%
ALT:		
0.0 - 72.0 (Normal)	137	91%
72.1+ (High)	5	3%
AST:		
Less than 4.9 (Low)	0	0%
5.0 - 58.0 (Normal)	141	94%
58.1+ (High)	1	1%
Albumin:		
Less than 3.4 (Low)	1	1%
3.5 - 5.0 (Normal)	140	93%
5.1+ (High)	1	1%
Total Protein:		
Less than 6.2(Low)	6	4%
6.3 - 8.3 (Normal)	135	90%
8.4+ (High)	1	1%

ALK Phos:		
Less than 39.9(Low)	2	1%
40 - 160 (Normal)	139	93%
160.1+ (High)	1	1%
Globulin:		
Less than 1.9(Low)	0	0%
2.0 - 4.8 (Normal)	0	0%
4.9+ (High)	0	0%
A/G Ratio:		
Less than 0.5(Low)	0	0%
0.6 - 2.2 (Normal)	0	0%
2.1+ (High)	0	0%
B/C Ratio:		
Less than 8.5(Low)	0	0%
8.6 - 36.0 (Normal)	0	0%
36.1+ (High)	0	0%
GFR:		
Less than 60(Low)	0	0%
60+ (Normal)	0	0%
eGFR:		
Less than 60(Low)	15	10%
60+ (Normal)	127	85%
TSH:		
Less than 0.29(Low)	4	3%
0.30 - 4.82 (Normal)	134	89%
4.83+ (High)	4	3%
PSA:		
0 - 4.0 (Normal)	60	40%
4.1+ (High)	3	2%

| Perceived Health	Number	% Of Group
I am in great health and I am as healthy as anyone I know	119	79%
I seem to get sick more often than other people.	7	5%
I think I need to see a doctor about my health.	8	5%
I think my health is failing and going to get worse.	1	1%
I have a serious health problem I do not expect to go away or get better.	7	5%

Perceived Health Moderate to High Risk

- 79% Great
- 5% Sick
- 5% Need to see Doctor
- 1% Failing
- 5% Serious
- 5% Not Assessed
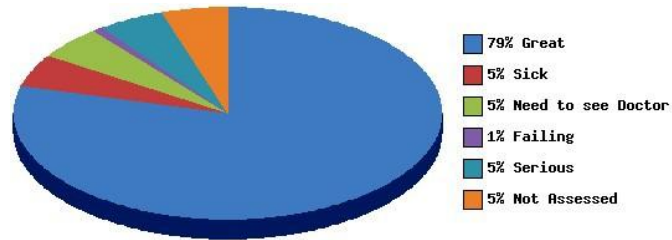
Coronary, Cardiovascular and Stroke Risk

| Risk Levels	Number	% Of Group
Persons who are considered Low risk	50	33%
Persons who are considered Moderate Risk	71	47%
Persons who are considered High Risk	21	14%

Risk Levels Percentages

- 33% Low Risk
- 47% Moderate Risk
- 14% High Risk
- 6% Not Assessed
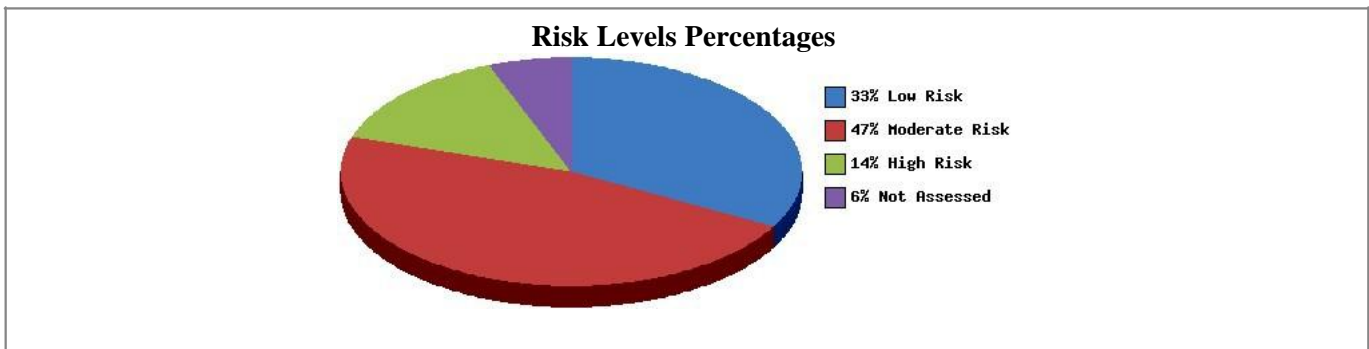
Heart Disease and Stroke are responsible for over 30% of all deaths in the United States and are the most expensive Health Conditions!

Number Of Coronary Risks Per Person	Number	% Of Group
Persons with 0 Coronary Risks	5	3%
Persons with 1 Coronary Risk	17	11%
Persons with 2 Coronary Risks	28	19%
Persons with 3 Coronary Risks	42	28%
Persons with 4 Coronary Risks	29	19%
Persons with 5 Coronary Risks	16	11%
Persons with 6+ Coronary Risks	5	3%

Cancer

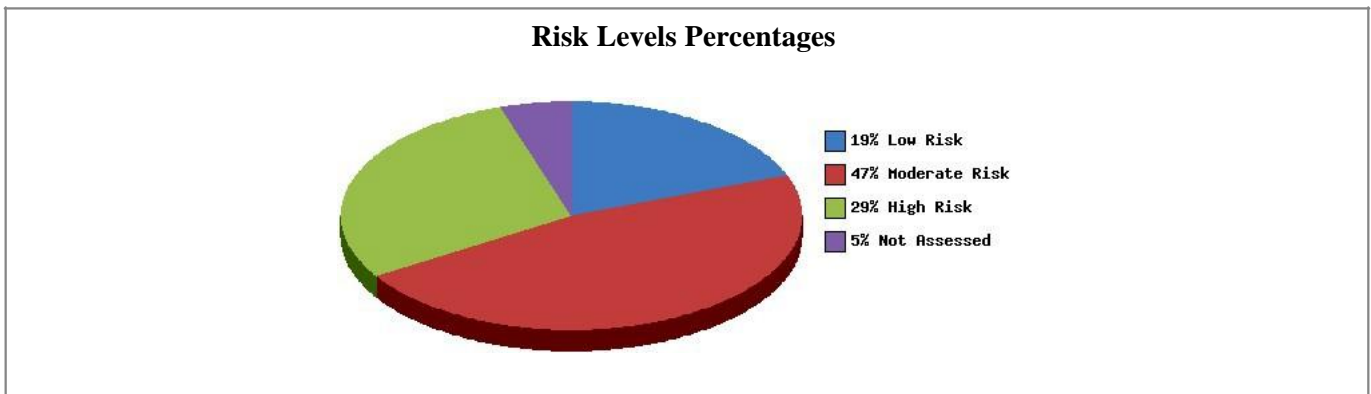| Risk Levels	Number	% Of Group
Persons who are considered Low risk	13	9%
Persons who are considered Moderate Risk	41	27%
Persons who are considered High Risk	88	59%

Risk Levels Pecentages

- 9% Low Risk
- 27% Moderate Risk
- 59% High Risk
- 5% Not Assessed
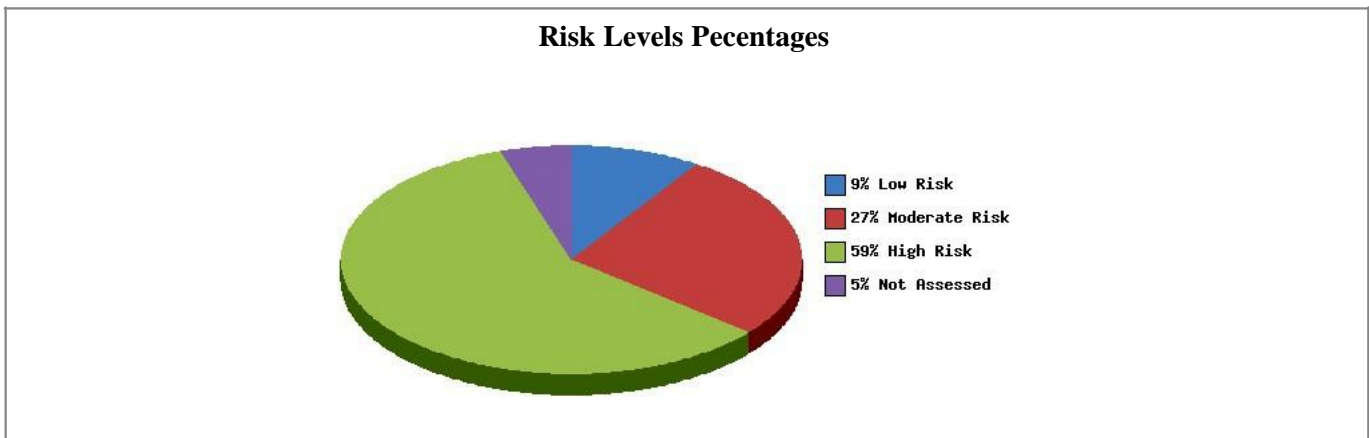
70% of Cancer Risk Factors are Preventable!

Number Of Cancer Risks Per Person	Number	% Of Group
Persons with 0 Cancer Risks	2	1%
Persons with 1 Cancer Risk	2	1%
Persons with 2 Cancer Risks	9	6%
Persons with 3 Cancer Risks	21	14%
Persons with 4 Cancer Risks	20	13%
Persons with 5 Cancer Risks	25	17%
Persons with 6+ Cancer Risks	63	42%

Diabetes

Risk Levels	Number	% Of Group
Persons who are considered Low risk	28	19%
Persons who are considered Moderate Risk	71	47%
Persons who are considered High Risk	43	29%

Risk Levels Percentages

- 19% Low Risk
- 47% Moderate Risk
- 29% High Risk
- 5% Not Assessed

$1.00 Out of Every $10.00 Spent on Health Care in the United States is Related to Diabetes

Number Of Diabetes Risks Per Person	Number	% Of Group
Persons with 0 Diabetes Risks	1	1%
Persons with 1 Diabetes Risk	9	6%
Persons with 2 Diabetes Risks	18	12%
Persons with 3 Diabetes Risks	37	25%
Persons with 4 Diabetes Risks	34	23%
Persons with 5 Diabetes Risks	27	18%
Persons with 6+ Diabetes Risks	16	11%

Mental Disorders

Risk Levels	Number	% Of Group
Persons who are considered Low risk	0	0%
Persons who are considered Moderate Risk	82	55%
Persons who are considered High Risk	40	27%

Risk Levels Percentages

- 0% Low Risk
- 55% Moderate Risk
- 27% High Risk
- 18% Not Assessed
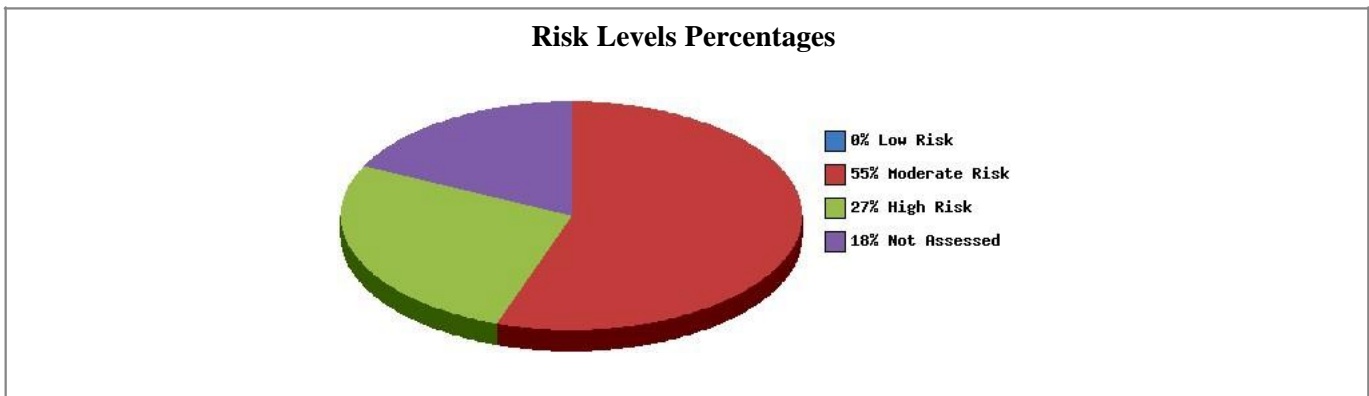
The American Journal of Health Promotion states that
"Employees who are at risk for stress and depression expend 46% to 70% higher medical costs respectively to those are not at risk."

Number Of Mental Risks Per Person	Number	% Of Group
Persons with 0 Mental Risks	0	0%
Persons with 1 Mental Risk	4	3%
Persons with 2 Mental Risks	16	11%
Persons with 3 Mental Risks	39	26%
Persons with 4 Mental Risks	43	29%
Persons with 5 Mental Risks	16	11%
Persons with 6+ Mental Risks	24	16%

Chronic Diseases or Medical Conditions Status

Condition Or Disease	# Group	% Of Group	Newly Discovered
Cancer	10	7%	1
Diabetes	45	30%	34
Heart attack or other coronary or cardiovascular diseases	4	3%	
Stroke	1	1%	
High Blood Pressure	64	43%	36
Arthritis	6	4%	
Alcoholism	0	0%	
Other physical degenerative diseases (Multiple Sclerosis, Muscular Dystrophy ext)	2	1%	
Chronic back pain	7	5%	
High Cholesterol	82	55%	43
Allergies	0	0%	
Asthma or other respiratory conditions	17	11%	
Depression or Anxiety	22	15%	
Kidney Disease	2	1%	1
Liver Disease	25	17%	23

Conditions With Medication Prescribed		Taken As Prescribed		Not Taken	
	83		73		10
Conditions With Treatment Plan Prescribed		Plan Followed		Not Followed	
	49		47		2

Group Health Practices
Nutrition and Eating Habits

Perceived Nutrition And Eating Habits		% Of Group
Number of Employees who thought they had good eating habits	46	31%
Number of Employees who thought they had poor eating habits	4	3%
Actual Nutrition And Eating Habits		**% Of Group**
Number of Employees with good eating habits	46	31%
Number of Employees with fair eating habits	12	8%
Number of Employees with poor eating habits	84	56%

Eating Habits

- 31% Good Eating Habits
- 8% Fair Eating Habits
- 56% Poor Eating Habits
- 5% Not Assessed

Physical Activity

- 41% Healthy Activity Levels
- 37% Fair Activity Levels
- 17% Poor Activity Levels
- 5% Not Assessed
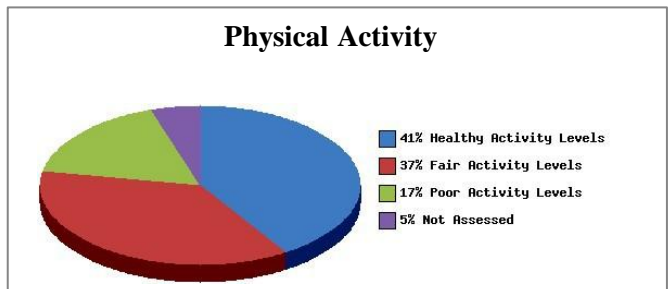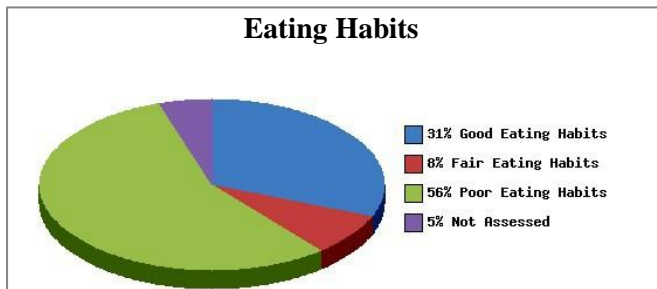
Physical Activity

Perceived Physical Activity Levels		% Of Group
Number of Employees who thought they had healthy physical activity levels	47	31%
Number of Employees who thought they had poor physical activity levels	15	10%
Actual Physical Activity Levels		**% Of Group**
Number of Employees with healthy physical activity levels	61	41%
Number of Employees with fair physical activity levels	55	37%
Number of Employees with poor physical activity levels	26	17%

Substance Use / Safety Practices

Substance	% Of Group Who Are Medium To High Risk
Alcohol	5%
Tobacco	17%
Other drugs or medications	11%
Safety Practices	0%

Stress Management and Coping Skills

Life Area	Number and % of Stress Levels Medium to High Risk	
Relationships	67	45%
Finances	101	67%
Health	86	57%
Employment	56	37%
Emotional/Environmental	48	32%

Group Average Stress Score for Relationships
3.44

Group Average Stress Score for Finances
3.26

Group Average Stress Score for Health
3.88

Group Average Stress Score for Employment
3.35

Group Average Stress Score for Emotional/Environmental
3.40

Group Total Average Stress Score
3.47

A level/score of 0-3 in a particular area is indicative of healthy stress levels and good stress management skills.
A level/score of 4-6 is indicative that there are some concerns starting to arise and we should address them sooner than later.
A level/score of 7-10 is indicative that there are major problems that need to be addressed immediately to avoid dangerous physical and emotional effects.

Economic and Productivity/Performance Impact Report
Absenteeism Costs

Condition	Average Annual Lost Work Days P/Person	Number With Or At Risk Of This Condition	Potential Annual Economic Impact
Depression/Sadness/Mental Illness	25.6	22	$45,056.00
Cancer	12.5	10	$10,000.00
Arthritis	10.0	6	$4,800.00
Heart Disease	14.0	4	$4,480.00
Stroke	17.2	1	$1,376.00
Diabetes	8.9	45	$32,040.00
Allergies	6.3	0	$0.00
Kidney Disease	18.1	2	$2,896.00
Liver Disease	19.1	25	$38,200.00
Migraine/Headache	8.0	15	$0.00
Respiratory Disorders Asthma/Sinusitis/Bronchitis	14.7	17	$25,976.00
			Total $164,824.00

References

CDC National Health Interview Survey, American Hospital Association

Reported Missed Work Days P/year	Number & Percentage Of Group		Actual Absenteeism Cost	Potential Savings With 10% Reduction	Potential Savings With 20% Reduction
1-3	113	7	$1130-$3390	$113-$339	$226-$678
4-6	22	15%	$880-$1320	$88-$132	$176-$264
7-10	3	2%	$210-$300	$21-$30	$42-$60
11+	4	3%	$440	$44	$88
			Total $2660-$5450	**Total $266-$545**	**Total $532-$1090**

Based on reported average hourly wage of $10

Productivity and Performance Costs

Conditions Associated With Lost Productivity or Performance	Limitation or Loss of Productivity %	Number With Or At Risk of This Condition	Potential Monthly Economic Impact	Potential Annual Economic Impact
Depression/Sadness/Mental Illness	10	22	$3,784.00	$45,408.00
Cancer	11.4	10	$1,960.80	$23,529.60
Arthritis	12.6	6	$1,300.32	$15,603.84
Diabetes	11.9	45	$9,210.60	$110,527.20
Allergies	6.3	0	$0.00	$0.00
Heart Disease Stroke	15.1 22	4 1	$1,038.88 $378.40	$12,466.56 $4,540.80
Kidney Disease	18.2	2	$626.08	$7,512.96
Liver Disease	22.4	25	$9,632.00	$115,584.00
Migraine/Headache	8.3	15	$2,296.20	$27,554.40
Respiratory Disorders Asthma/Sinusitis/Bronchitis	8.0	17	$2,339.20	$28,070.40
High Cholesterol	3.7	82	$5,218.48	$62,621.76
High BMI 30+	1.5	56	$1,444.80	$17,337.60
References CDC National Health Interview Survey			Total $39,229.76	Total $470,757.12
Risk Factors Associated With Lost Productivity or Decreased Performance	**Limitation or Loss of Productivity %**	**Number With Or At Risk of This Condition**	**Potential Monthly Economic Impact**	**Potential Annual Economic Impact**
Current Smoker	2.8	26	$1,252.16	$15,025.92
Low Physical Activity	1.9	3	$98.04	$1,176.48
Alcohol Use	1.9	8	$261.44	$3,137.28
Use of Relaxation Medication	8.4	83	$11,991.84	$143,902.08
Life Dissatisfaction	4.5	21	$1,625.40	$19,504.80
Job Dissatisfaction	3.0	10	$516.00	$6,192.00
High Stress	10	29	$4,988.00	$59,856.00
			Total $20,732.88	Total $248,794.56
Potential Annual Savings 5% Increase $12,439.73	**10% Increase $24,879.46**	**20% Increase $49,758.91**	**30% Increase $74,638.37**	**40% Increase $99,517.82**

References: Wayne Burton, et al. The Association of Health Risks with On-The-Job Productivity, Journal of Occupational and Environmental Medicine 2005;

47:769777 Psychiatric Serv 55:1371-1378, December 2004

Costs per Conditions Most Prevalent in Group

Conditions	Annual Average Medial Cost	Number With Or At Risk Of This Condition	Potential Annual Economic Impact
Depression/Sadness/Mental Illness	$745.00	22	$16,390.00
Cancer	$1,580.00	9	$14,220.00
Arthritis	$503.00	6	$3,018.00
Diabetes	$3720.00	45	$167,400.00
Heart Disease Stroke	$1340	4	$5,360.00
High Cholesterol	$335.00	82	$27,470.00
High BMI 30+	$1425.00	56	$79,800.00
			Total $313,658.00

References: CDC, Americas Health Ranking.org, Health Parterns.com

Potential Savings Possible by Preventing or Managing Conditions

10% Reduction = Savings of $31,365.80

20% Reduction = Savings of $62,731.60

30% Reduction = Savings of $94,097.40

The above are not precise numbers. They are estimates based on the number and severity of untreated medical conditions discovered. |

SOAR, Inc. DOES NOT MAKE MEDICAL DIAGNOSES.

Employee willingness to change perception on higher premium

Employees were asked the following questions.

Question 1:

What is your personal willingness to change your lifestyle and habits in order to improve your health now and in the future?

1. Don't know Don't Care
2. Maybe, let me think about it.
3. Yes, I just need some help getting started.
4. Definitely yes let's get started right now.
5. I feel that I am on track right now and I will do whatever it takes to stay that way.

Question 2:

Do you feel if someone in your group is unwilling to take care of their personal health and are driving up the group's health premium costs, they should pay a higher premium?
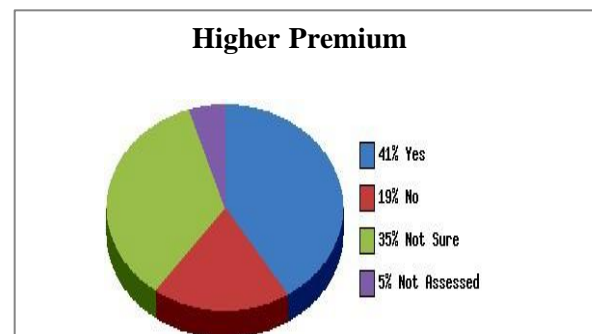
Yes... No... Not sure...

Question 1

Willingess to Change

- 3% Don't Know Don't Care
- 11% Maybe
- 27% Yes
- 15% Definitely
- 39% Ontrack
- 5% Not Assessed
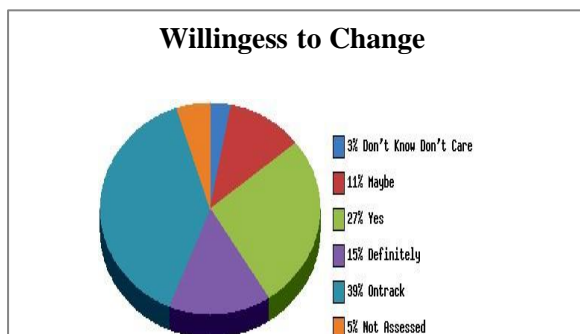
42% of the Group is willing and wants help to change their lifestyle and their health practices!

Question 2

Higher Premium

- 41% Yes
- 19% No
- 35% Not Sure
- 5% Not Assessed

41% of the Group feels that people who are unwilling to take care of their health should pay a higher premium!