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## *PHCO ROI Study Results*

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Informational Sheets Covering:

- Study Summary
- Graphical Data

## Study Summary

The Physician Hospital Community Organization (PHCO) Fishbowl Experiment is an all-encompassing work-site wellness and disease management program that serves to encourage employees to make healthy lifestyle decisions.

The major components of the program include:

- Employer-subsidized membership at [www.myephit.com](http://www.myephit.com), a wellness-oriented web site, which assists and coaches employees in making diet and exercise plans.
- Voluntary, employer-subsidized health club membership (subject to certain utilization rules).
- Quarterly wellness fairs, which consist of the following screenings: total cholesterol, blood pressure, bone density, body composition and blood sugar. All employees are invited to participate.
- A non-discriminatory smoking cessation program, supported by a discount on health care premiums for non-smoking employees.
- Educational opportunities, including guest speakers and posted articles on topics of nutrition, diseases, fitness and other work site wellness programs, which, emphasize the company's dedication to wellness.

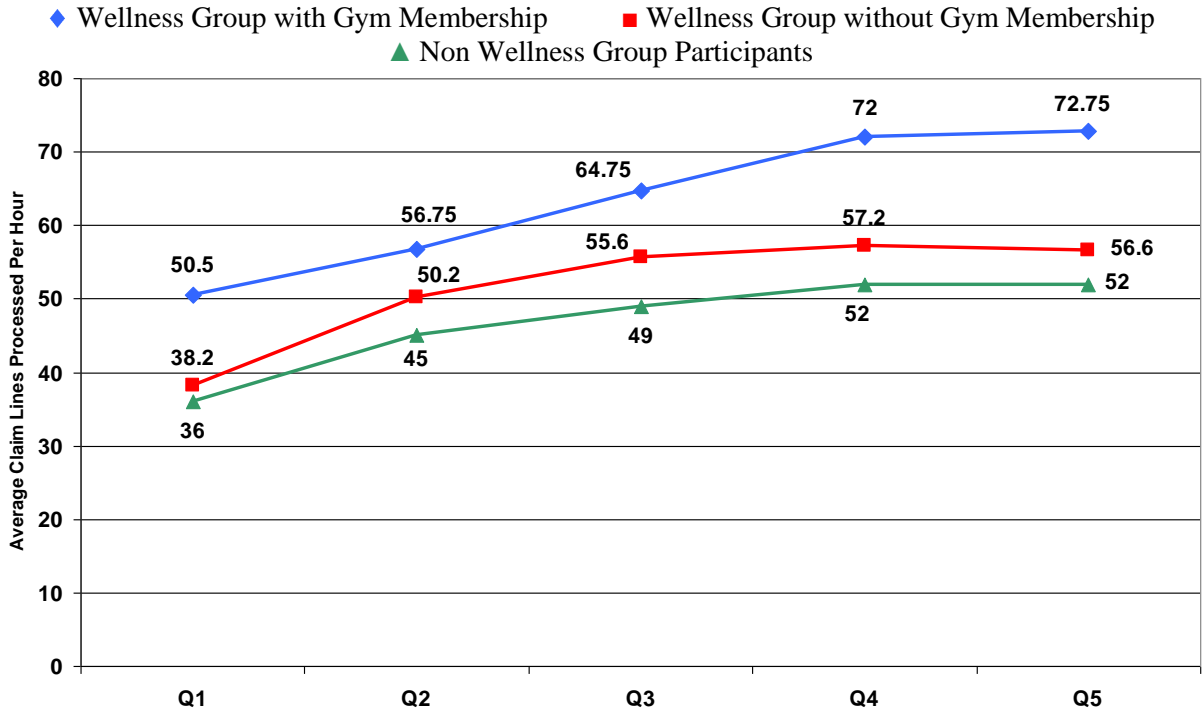
The program's success lies in the commitment of upper management, ensuring a positive ROI from the program. Since the implementation of the program, numerous employees have experienced weight loss, lowered cholesterol, and lowered blood pressure. The PHCO has also experienced a decline in unscheduled paid time off ("sick days") and an increase in employee productivity.

Attached charts:

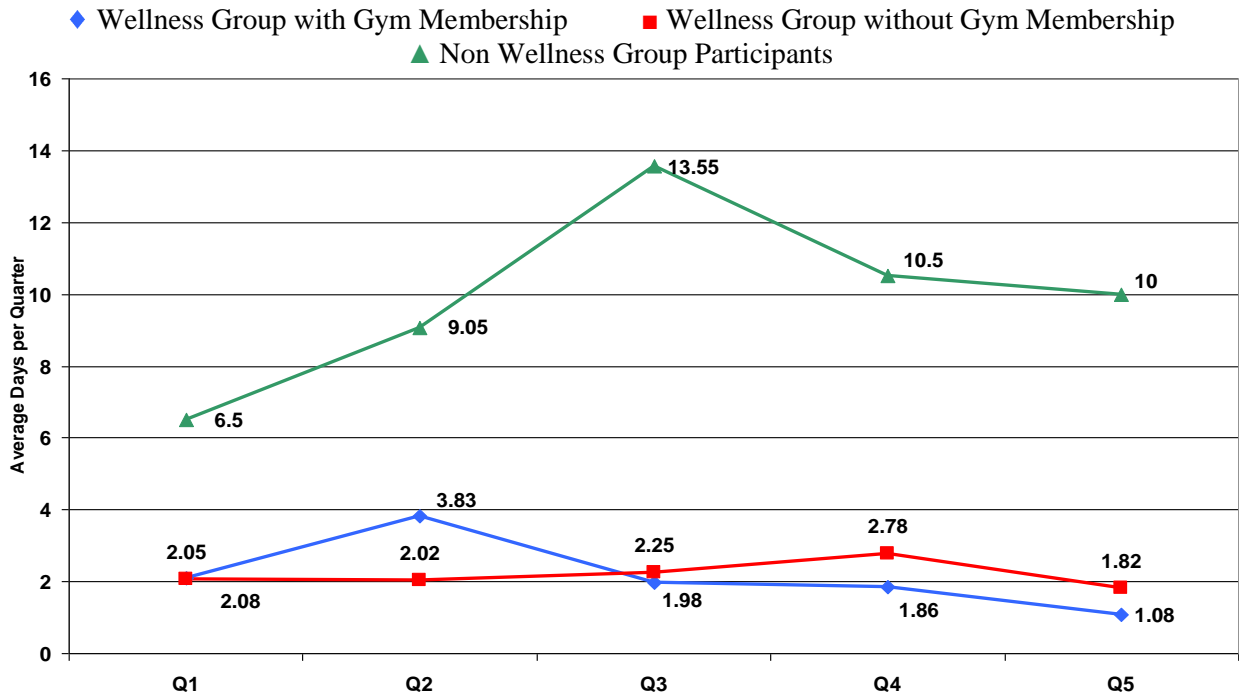
- **Productivity (Lines Per Hour):** The Employer is a Third Party Administrator, a company which processes claims for self-funded employers. The accurate claims lines per hour measurement is monitored to ensure employees are processing claims in an appropriate volume. A weekly report illustrates the total claims processed by each employee.
- **Unscheduled Paid Time Off:** This chart details out the unscheduled days off per quarter used by Employees. This is the indicator of "sick time."
- **Medical Cost:** This chart compares the average medical cost per quarter for each of the three employee groups.
- **Pharmaceutical Cost:** This chart compares the average cost per quarter of the pharmaceuticals utilized by the three groups of employees.
- **Cholesterol:** The cholesterol of the health club participants and the employees who participate in the wellness fairs and programs are plotted over five quarters.
- **Body Mass Index (BMI):** Body Mass Index: a) describes body weight relative to height, b) is strongly correlated with total body fat content in adults and c) provides a better predictor of disease risk than body weight alone.

## Graphical Data

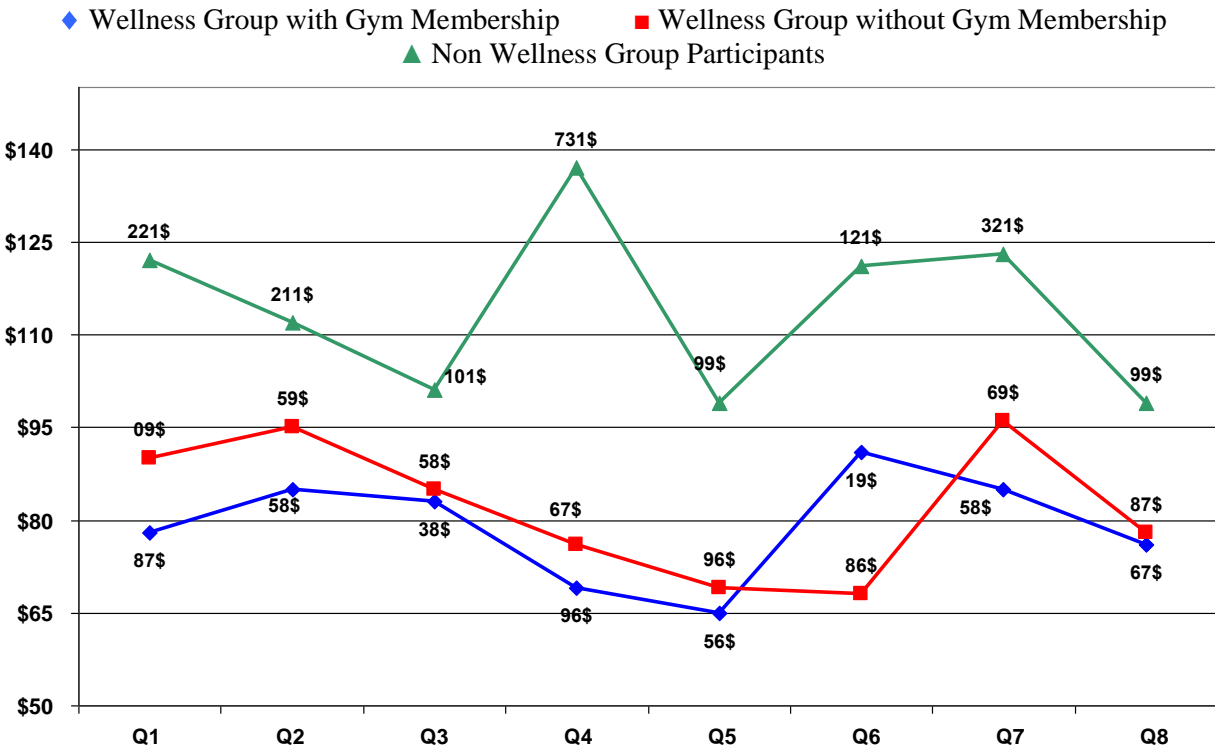
### Productivity



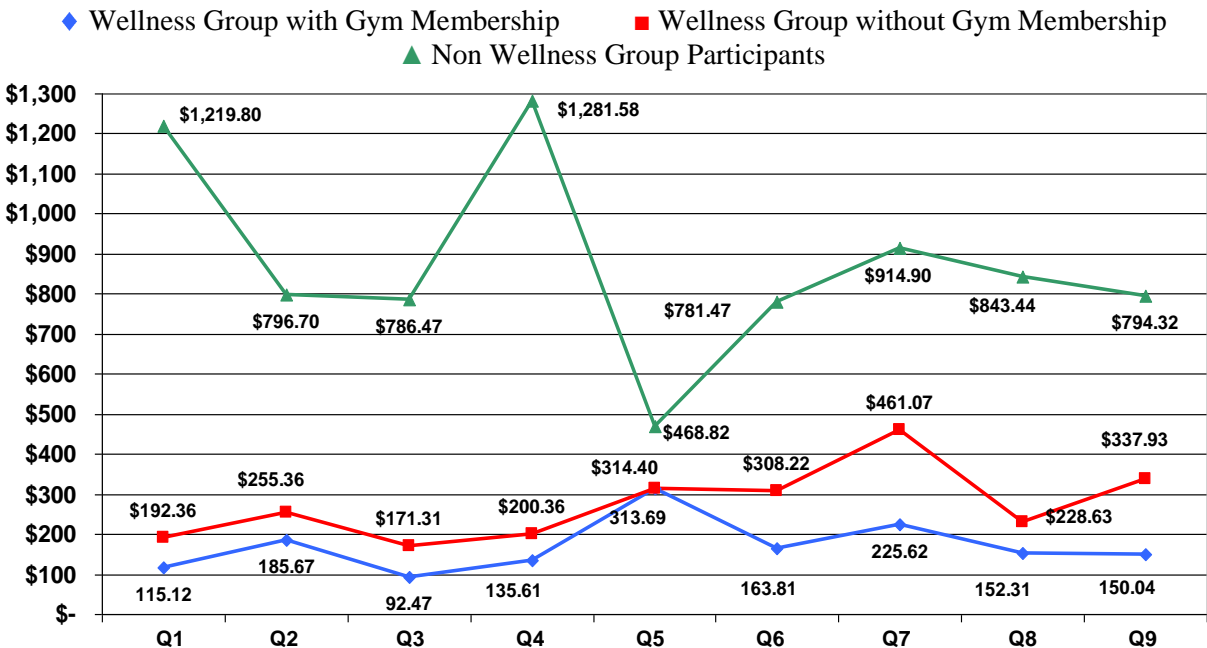
### Unscheduled Paid Time Off



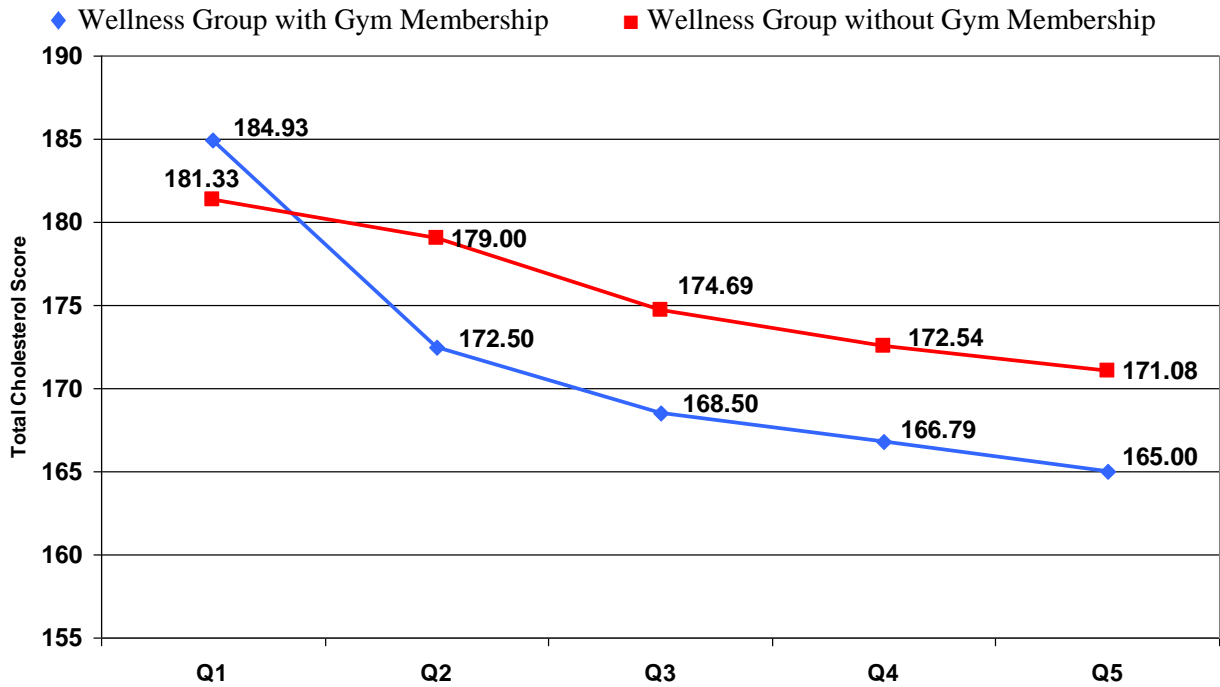
### Medical Cost



### Pharmaceutical Cost



### Cholesterol



### Body Mass Index (BMI)

