

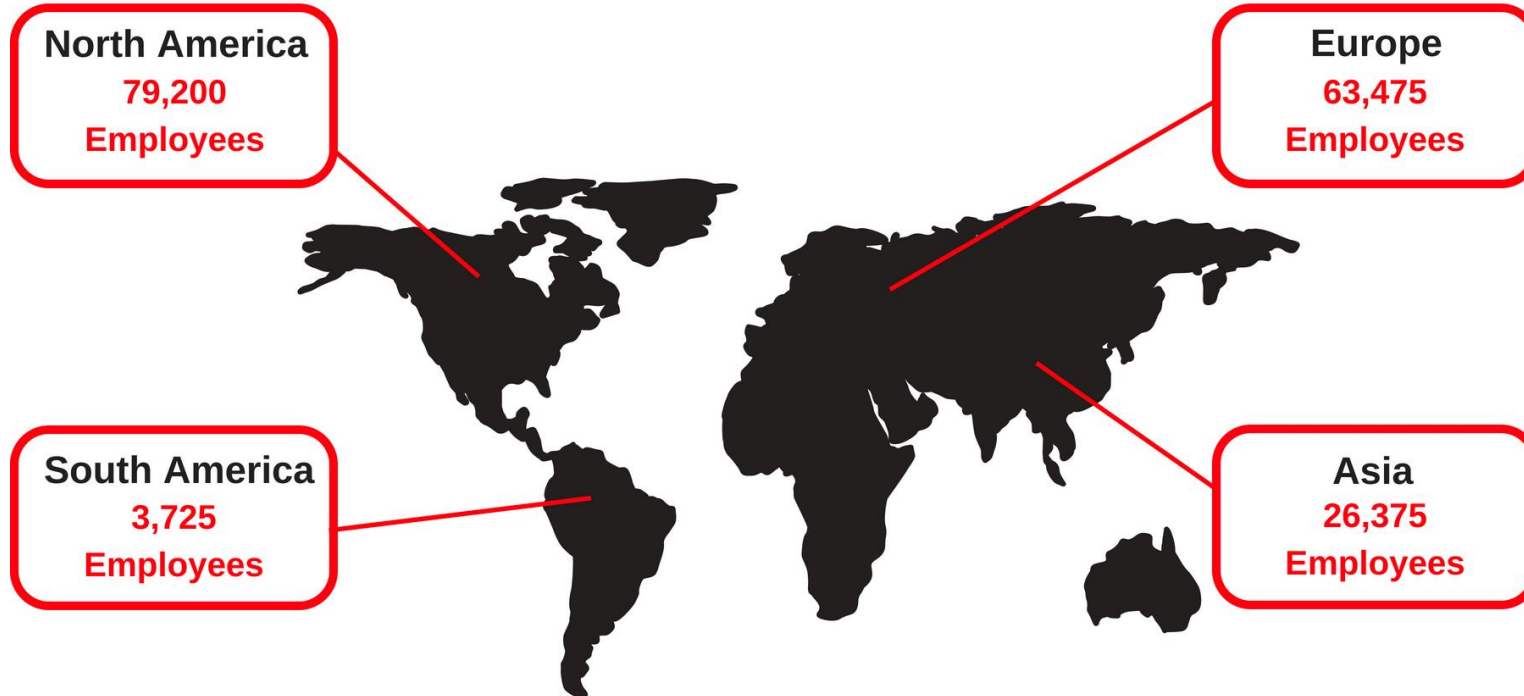


Connecting the Dots:

Bringing Together Claims Data and the Patient Experience

Dr. Krista Markew, D.C., B.Sc.

Manager, Health Promotion at Magna International



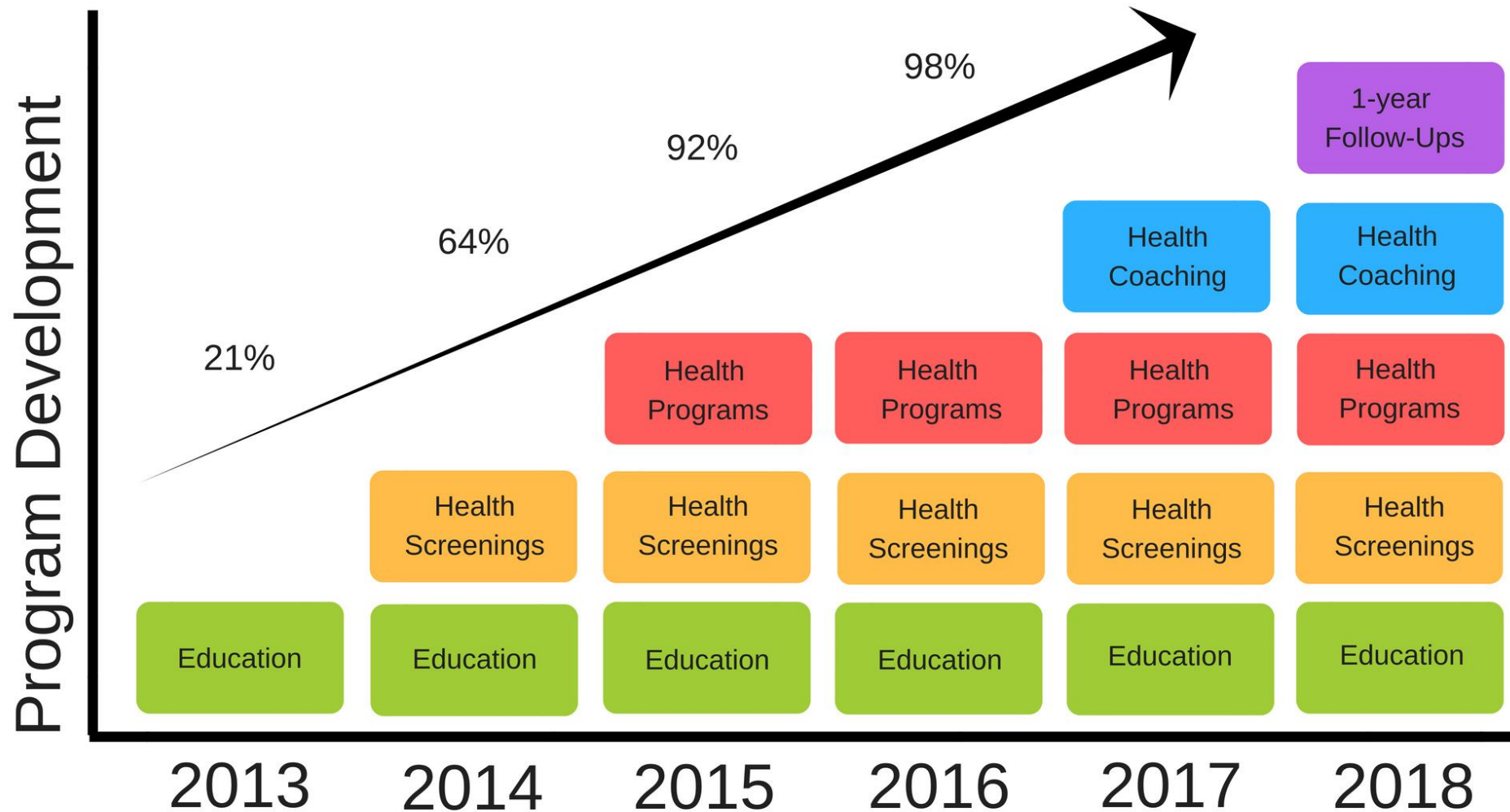
~ 20,000 employees; 42 divisions (52 locations) in Ontario

Health & Wellness for Employees



- Internal health and wellness program for Canadian employees
- Established in 2012
- ~20,000 employees in Canada
- 42 divisions (52 locations) in Ontario

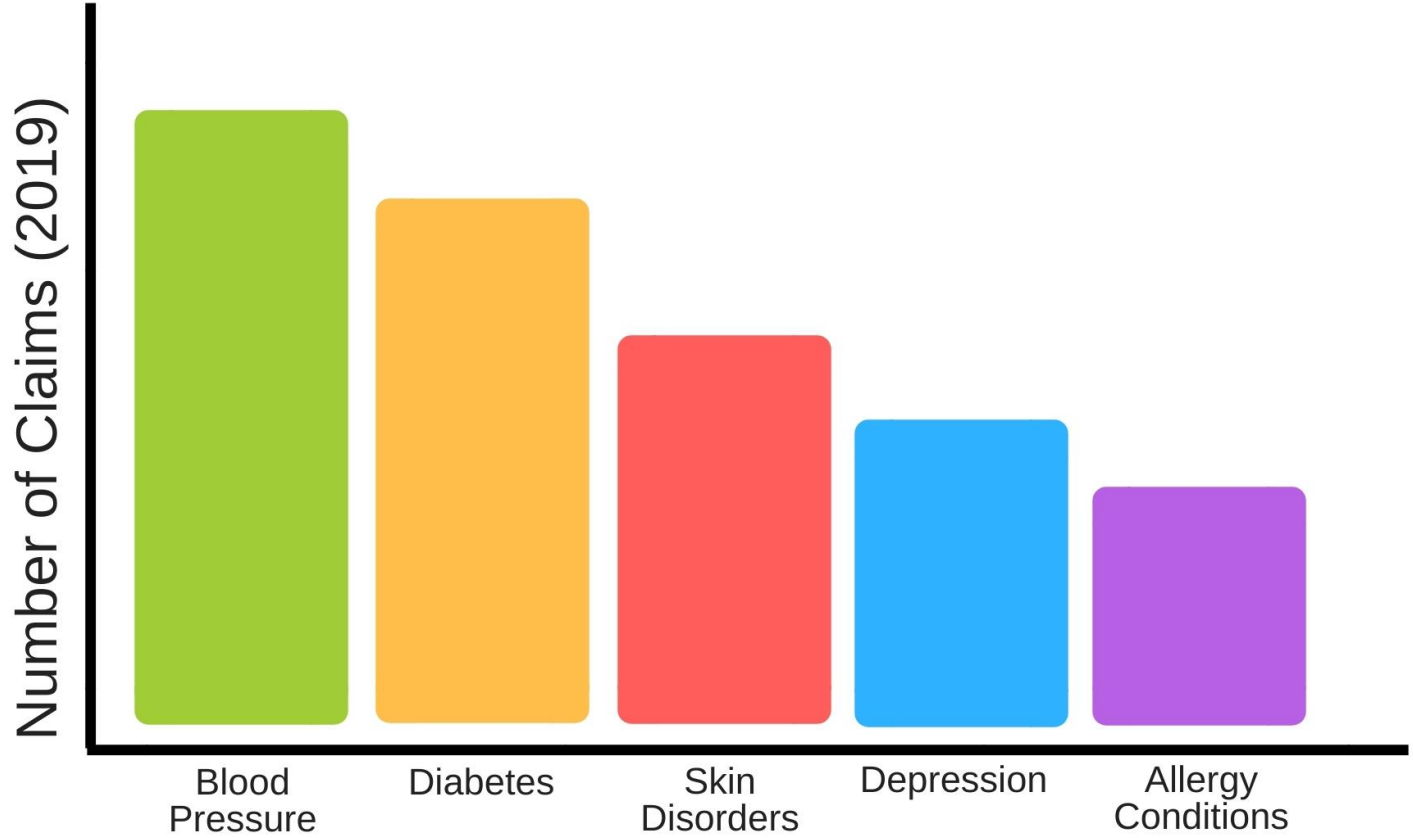
Magna Wellness over the Years



Developing Our Wellness Program

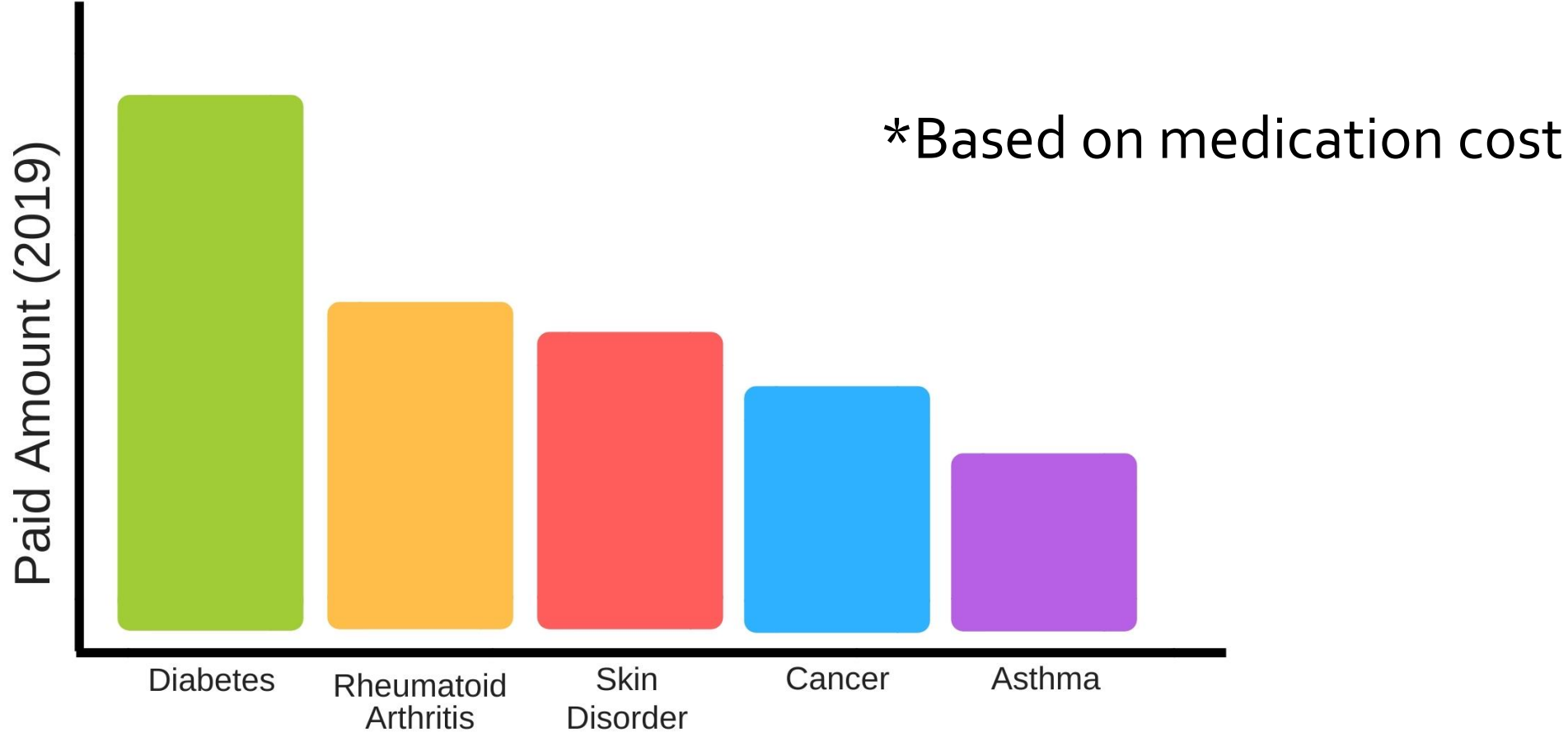
- 1** Data Analytics
- 2** Research & Design of Initiative
- 3** Implementation of Initiative
- 4** Assessment of Initiative and Program

Data Analytics: Looking at Benefit Claims Data



Average age
of claimant:
48.4
*(based on 2019 data for
Magna Canada)*

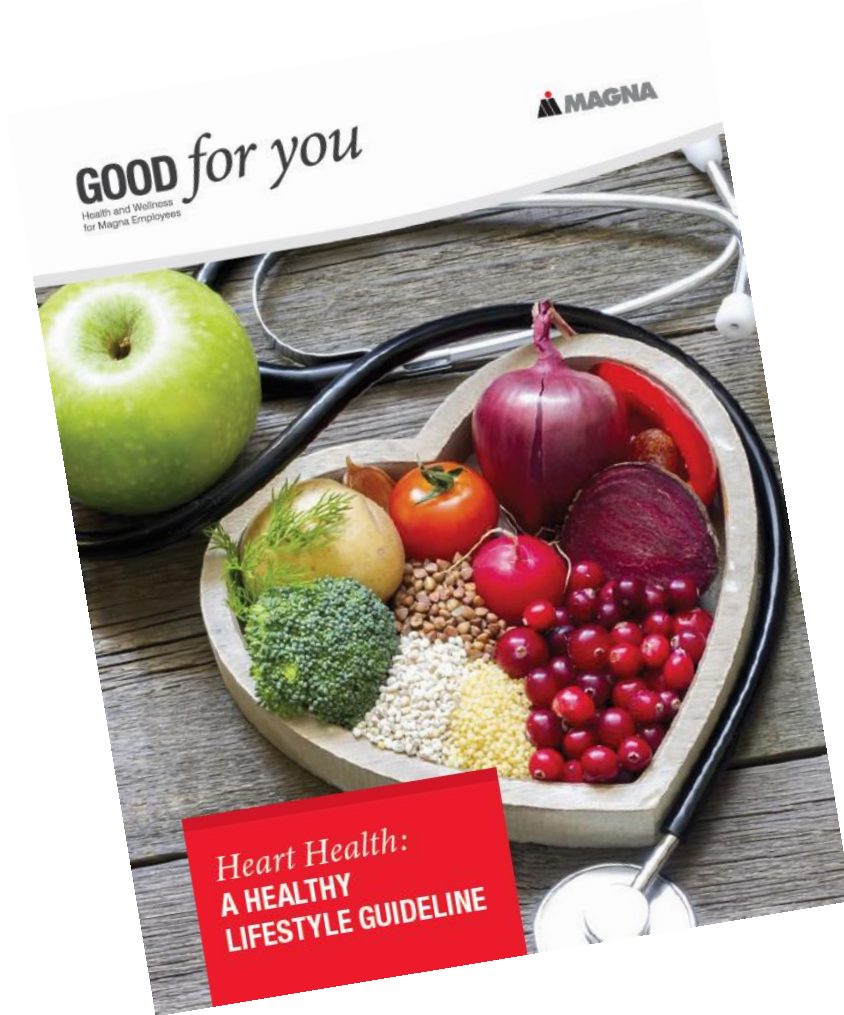
Data Analytics: Division/HR Perspective



Developing Our Wellness Program

- 1** Data Analytics
- 2** Research & Design of Initiative
- 3** Implementation of Initiative
- 4** Assessment of Initiative and Program

Research & Design: Health Programs



- Cardiovascular Program*
- Diabetes Program*
- Weight Management Program*
- Smoking Cessation
- Stretch & Strengthen
- Healthy Minds at Magna

Research & Design: Healthy Minds at Magna

- Employee mental health program
- Developed to address the increased demand from divisions and feedback that claims related to mental health were increasing
- **2019**: 3-month campaign including educational component, challenge, and employee event (health fair, sticker campaign)
- **2020**: continued passive campaign with the introduction of Mental Health First Aid training for employees in leadership positions (*on hold due to COVID restrictions*)
- **COVID-19**: predictions for 2020 claims



Research & Design: Education

- The foundation of our wellness program

Passive:

- Newsletter
- Posters
- Handouts
- TV Slides
- Toilet Talks
- Wellness Boards
- Wellness Wednesday emails
- Wellness Website

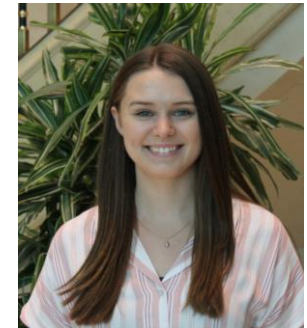
Active: *on hold

- Lunch & Learns
- Roams
- Presentations
- Health Screenings
- Challenges

Developing Our Wellness Program

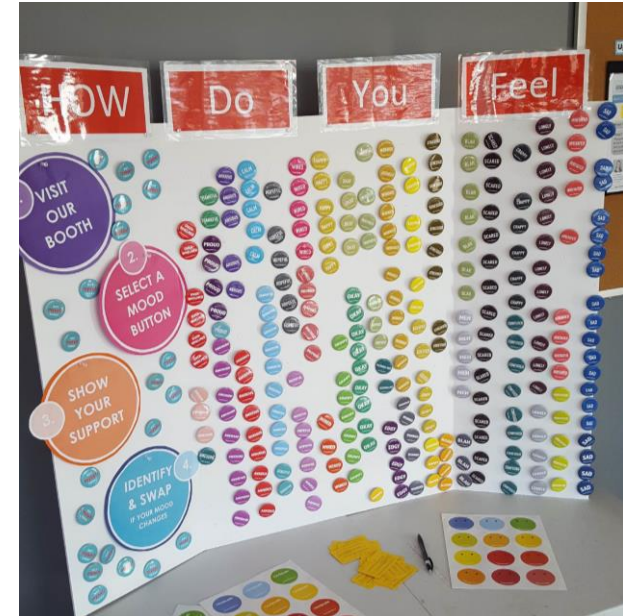
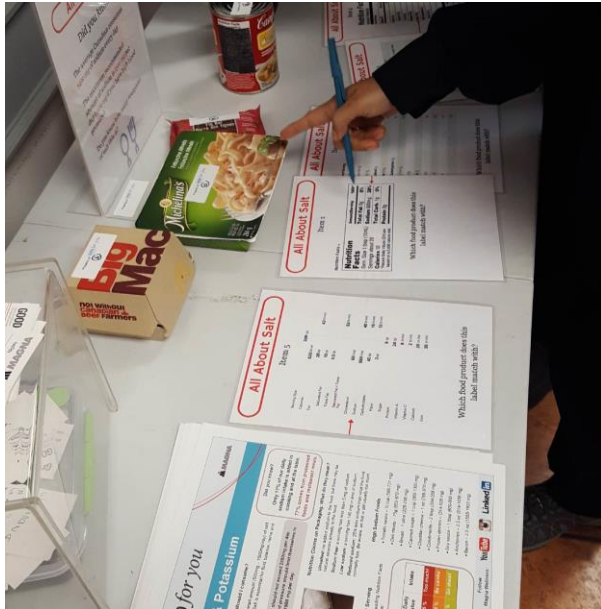
- 1** Data Analytics
- 2** Research & Design of Initiative
- 3** **Implementation of Initiative**
- 4** Assessment of Initiative and Program

Implementation: Magna Wellness Team



Implementation: Monthly Sessions

- Lunch & Learns (various topics), Demos, Samples, Interactive games



Implementation: Health Screenings



- Blood pressure
- Body fat percentage
- Cholesterol
- Glucose
- Weight, height, waist & hip circumference

*Tests conducted will depend on the specific Health Screening Program selected

Implementation: Health Coaching

Process:

- Begins with a mass health screening
- Identify high risk (high BP, A1C, or body fat %) and invite to health coaching
- 1, 2, 3 month follow-up with high risk individuals
- 6 month follow-up (then as needed)
- Track progress and provide lifestyle advice to improve risk

Developing Our Wellness Program

- 1** Data Analytics
- 2** Research & Design of Initiative
- 3** Implementation of Initiative
- 4** **Assessment of Initiative and Program**

Assessment of Program

- Monthly engagement
- Yearly satisfaction survey
- Ongoing employee/HR feedback
- Magna Wellness cohort study

Not included currently:


- Comparison of claims data (year over year)



Assessment: Magna Wellness Cohort Study

44 WELLNESS BENEFITS AND PENSIONS MONITOR | FEBRUARY 2020

WELLNESS WORKS



Measurable Benefits Of Magna's Health And Wellness Program

Over the past decade, workplace wellness has increasingly gained popularity within many organizations and industries. Generally speaking, both employees and management understand the benefits associated with workplace wellness, with reports indicating that wellness programs boost employee morale, lower stress, reduce absenteeism and presenteeism, improve employee health, and build a culture of wellness.

Additionally, by improving employee health and thereby lowering employee healthcare costs, there is evidence that a workplace wellness program can actually save a company money. But what does this mean to you? Wouldn't it be nice to evaluate the positive impact in your organization, specifically?

That is exactly what Magna Wellness wanted to do.

Magna International Inc. is a global automotive parts manufacturer based in Aurora, ON. In 2012, a new department called Magna Wellness was developed to provide health promotion to the almost 20,000 Magna employees working in Canada. The program began with a quarterly newsletter and quickly grew to include lunch and learns, challenges, health screening programs, and health coaching programs delivered in the workplace.

Magna Wellness addresses various health topics based on interest and analysis of benefits claims, with cardiovascular health, diabetes, and weight management as primary areas of focus for the health screening programs.

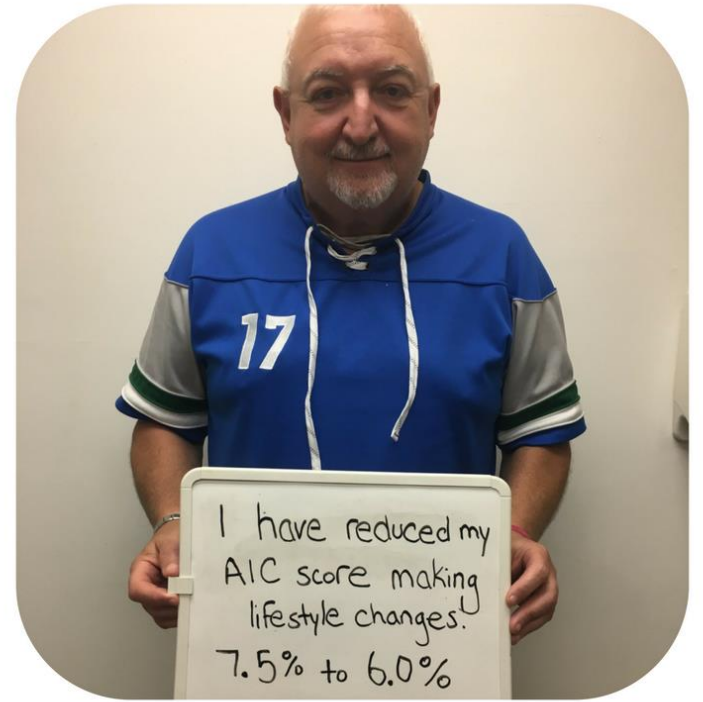
In 2016, Magna Wellness decided to investigate what outcomes were being achieved through the program. A cohort study to compare the health of those employees who participate in the wellness program initiatives versus those who do not was conducted. More specifically, it wanted to determine whether employees who participate in the wellness program improved their health compared to non-participants and whether there are economic advantages to Magna International Inc. for maintaining the program.

Magna Wellness enlisted the support of a third-party epidemiologist to help guide the structure of the study, the data collection process, and to perform the data analysis. Employees from Magna's Canadian divisions were randomly selected and invited to participate in the study, with a total of 358 employees agreeing to participate. These employees completed a questionnaire to establish the degree to which they currently participate in various aspects of the wellness program. The study group was divided into participants (those employees who

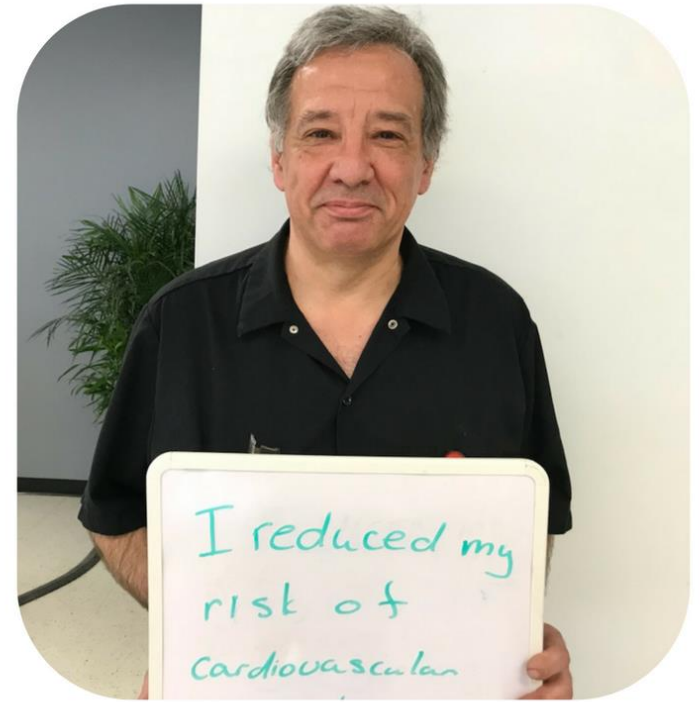
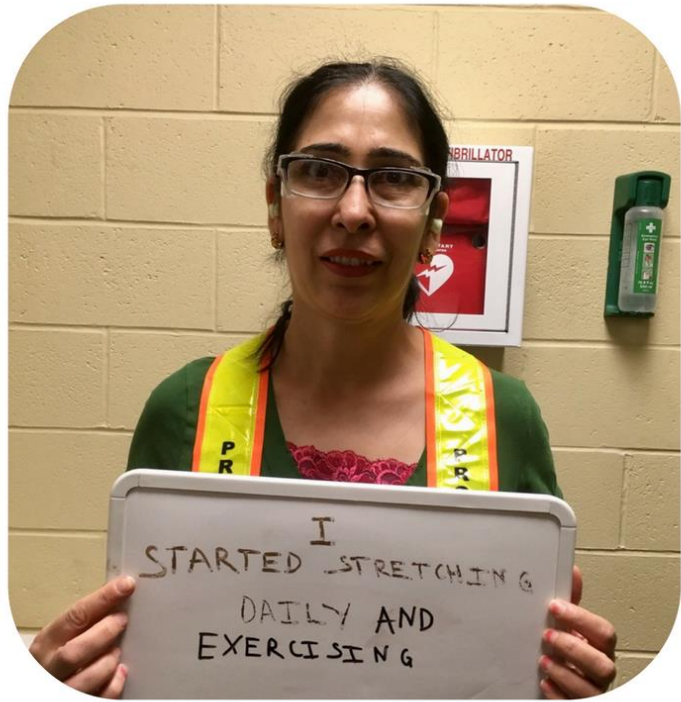
Study Group Results after 12-months:



Access full article in the Benefits and Pensions Monitor (Feb 2020 edition)



Assessment: Employee Testimonials



Assessment: Employee Testimonials



Assessment: Employee Testimonials

QUESTIONS



CONTACT: KRISTA.MARKEW@MAGNA.COM

Statistically Significant Results

	<i>Baseline</i>	<i>12-Month Follow-Up</i>
Blood Pressure	101/210 study group had high BP at baseline	28/101 dropped BP by 12.5mmHg or more 37/101 dropped in risk category
Total Cholesterol	40/208 study group had high total cholesterol at baseline	27/40 reduced cholesterol by 0.5mmol/L or more 32/40 dropped in risk category
HbA1c	31/210 study group had high or borderline HbA1c reading at baseline	27/31 reduced HbA1c by 0.54% or more 20/31 dropped in risk category
Absenteeism	Short term and long term disability data assessment	Study group employees lost an average of 0.8 work days during study period vs. the control group employees lost an average of 3.6 work days during study period
Cost Savings	Includes total costs attributed to health insurance paid claims, cost of lost productivity, and cost of running the Wellness Program	Employees who did not participate in the Wellness Program incurred an average cost of \$697.53 more than an employee who did