

> Analytic Services

Since its inception, Optis has delivered to Fortune 1000 companies the information they need to more effectively manage their benefits programs and costs.

Optis' analytic services provide you with the information you need to improve the productivity of your workforce. We give you the power to look deep into your enterprise's databases and analyze absence trends, high-risk populations, healthcare cost drivers, and other employee benefits claims. Then we give you the guidance and information to make improvements.

Optis has developed unmatched expertise in the understanding and use of people data to help managers make better decisions. In addition, our wealth of expertise feeds the design and development of Optis' core reporting services. Based on our analytic findings, we have created more targeted and useful management reports for our customers.

OPTIS ANALYSES

- ⦿ Risk Segmentation and Pareto Analysis – Allow employers to more effectively focus management strategies that will improve employee health and productivity.
- ⦿ Impact Analysis – Predicts the impact on cost and absence from a proposed change to the design of a healthcare, disability, or sick leave policy.
- ⦿ Policy Design Change Evaluation – A retrospective evaluation of the costs and absence impacts that result from changes to benefits policy designs.
- ⦿ Population Risk Analysis – Quantifies both the biomedical and the behavioral components of cost and absence risk within a population of employees.
- ⦿ Health and Safety Program Evaluations – Quantify the isolated cost and absence impact of programs offered by employers to improve the health and productivity of employees.
- ⦿ Claims Duration Analysis – Identifies the data elements that contribute to increased disability and workers' compensation claim duration. When comparing claim duration among work groups, this type of analysis also quantifies how much of the duration difference is due to each contributing factor.
- ⦿ Medical Experience Analysis – Provides employers with information on the top diagnosis categories driving patient admissions and costs.
- ⦿ Pharmacy Cost Analysis – An analysis of primary drivers of pharmacy costs, including an assessment of utilization and cost by drug type.
- ⦿ Medical Utilization Analysis – Quantifies utilization of medical benefits based on inpatient admissions, outpatient visits, and lab visits.

OPTIS APPROACH

Optis' analytic model is person-centric in nature, suggesting the reality that the best opportunity for managing programs and improving productivity lies in the effective management of a company's human capital. Optis' data models are designed in a person-centric fashion to support this approach, and the results delivered by Optis analysts are produced with this framework in mind.

Optis' analyses are based on the broad set of data types that exist in each client's database, including:

- ⦿ Employee-based demographic and job type information
- ⦿ Employee and dependent healthcare and drug claims data
- ⦿ Disability and workers' compensation claims data
- ⦿ Sick leave information
- ⦿ Productivity data

Optis' consulting approach is partnership-driven and collaborative in nature. On the foundation of more than two decades of experience, Optis analysts provide suggestions for targeted interventions and management, specific areas within an organization that merit more careful scrutiny based on the data, and real case studies with measurable ROI from their experience with the ways in which other customers have attacked and resolved cost and productivity issues. With this in mind, Optis analysts also recognize that every customer's leadership is intimately familiar with its specific benefits issues, its particular populations, and its organization's tolerance and capacity for change. Therefore, while analysts will make suggestions that are grounded in significant experience, they will also collaborate with the customer stakeholders who know their business the best.