

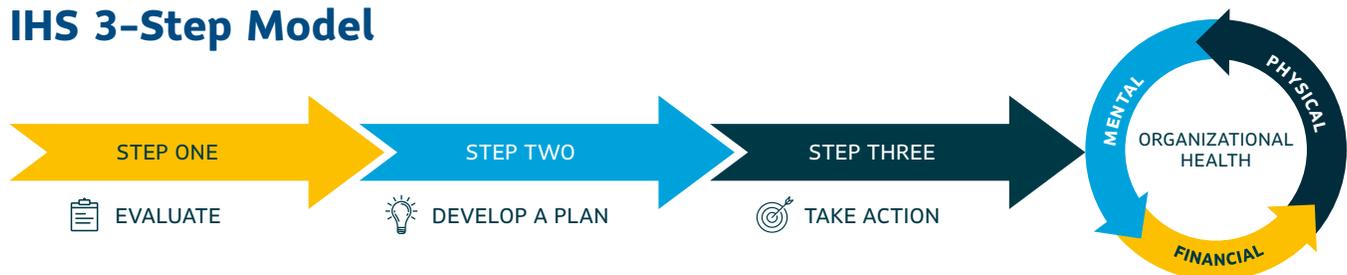
Integrated Health Insights Report



Sun Life's Integrated Health Solutions (IHS) best practice three-step approach starts with evaluation. Through this step, we can help you understand your current state and identify workplace health priorities. The Integrated Health Insights Report is a key service for evaluation.

Your Organizational Health Consultant (OHC) prepares the Integrated Health Insights Report. This report gives a full analysis of your employee and organizational health data. This report goes beyond traditional reporting. We provide you with a dynamic and detailed picture of health at your organization. You'll receive actionable insights and recommendations. These can help you set, measure, and achieve your workplace health and wellness goals.

IHS 3-Step Model



The Integrated Health Insights Report offers guidance and insights on:

- How your organization performs against key drivers of workplace health.
- The prevalence of chronic disease within your organization.
- Factors that may influence employee health or benefits plan performance.

The results can help you:

- Set up baseline metrics and strategic goals for workplace health.
- Prioritize where to take action to achieve your goals.
- Create a plan to track and measure your progress.
- Make informed decisions to improve workplace health and plan performance.

Report details

You can choose either a **standard** or an **enhanced** report, depending on your data and needs:

STANDARD REPORT

- Analyzes employee demographics along with long-term and short-term disability claims, drug data, and paramedical claims. Includes top conditions by claims cost and volume, and disability incidence and duration.
- Gives a snapshot of your claims performance by physical, mental and financial health.
- Illustrates claims performance trends in detail through graphs and visuals.
- Helps you understand performance in health risks and claims performance.

ENHANCED REPORT

- Analyzes the same data as the standard report PLUS casual absence patterns, workers' compensation, turnover, and engagement data. This report also includes the results of your employee health programs, such as health screening clinics.
- Provides an in-depth review of the Key Performance Indicators (KPIs). Explains the data using graphs and expert commentary.
- We group this data into 4 KPIs of Organizational Health. Together, the KPIs tell a story of the health risks that exist within your workforce. For example, you can see how corporate culture is influencing these conditions. The 4 KPI categories are:
 - **Health Risks:** mental and physical health
 - **Claims Performance:** disability claims, drug claims and paramedical claims
 - **Corporate Culture:** wellness/ health programs, employee turnover, engagement surveys
 - **Employee Productivity:** absence days taken/ employee, EAP use, health risk assessment results (as available)



Your OHC will work with you and your benefits consultant or advisor to obtain data for the report. Once the report is complete, your OHC will share the report and findings. This gives you an opportunity to discuss the findings together and decide next steps and recommendations.

Following the report

Your OHC can help you develop or improve your workplace health strategy, roadmap, or action plans. As part of this process, we'll help you determine your ongoing data analytics needs and KPIs.

Though evaluation is step one, it is also an ongoing process. Our core purpose is to help you set measurable goals and track progress. These results can help you show the value of your investment in workplace health.

Getting started

Reach out to your OHC or Sun Life Group Benefits Representative to learn about how Sun Life's Integrated Health Insights Report can help your organization.

* Depending on your plan design, data for the standard report may be available from Sun Life. We'll work with you and your OHC / advisor as applicable to get the data for the enhanced report.

Life's brighter under the sun

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