

Innovations in Employee Health

June 16 | 10:55 AM - 11:40 AM ET



Neil Goldfarb
President & CEO
Greater Philadelphia Business
Coalition on Health



Gary Strehlke
Wellbeing Navigator
Steelcase



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Vice President Human Resources
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Ted Van Aulen
Health and Safety Manager
New Jersey Natural Gas

#NASUMMITS



A Journey to Wellbeing: The Steelcase Story

1980 – 2000

Full Medical Clinic
(3 Doctors/7 Nurses)

Research
Partnership
(Dee Edington, U of M)

Awarded The
C Everett Koop
Award

2000-2010

Spectrum +
Encompass
Partnerships

Tobacco Free
(2005)

AON + Mayo Clinic
Partnerships *(in
response to rising health-care
costs)*

Bio-Metric
Screening

2011 - NOW

Workspace Futures:
6 Dimensions of
Wellbeing

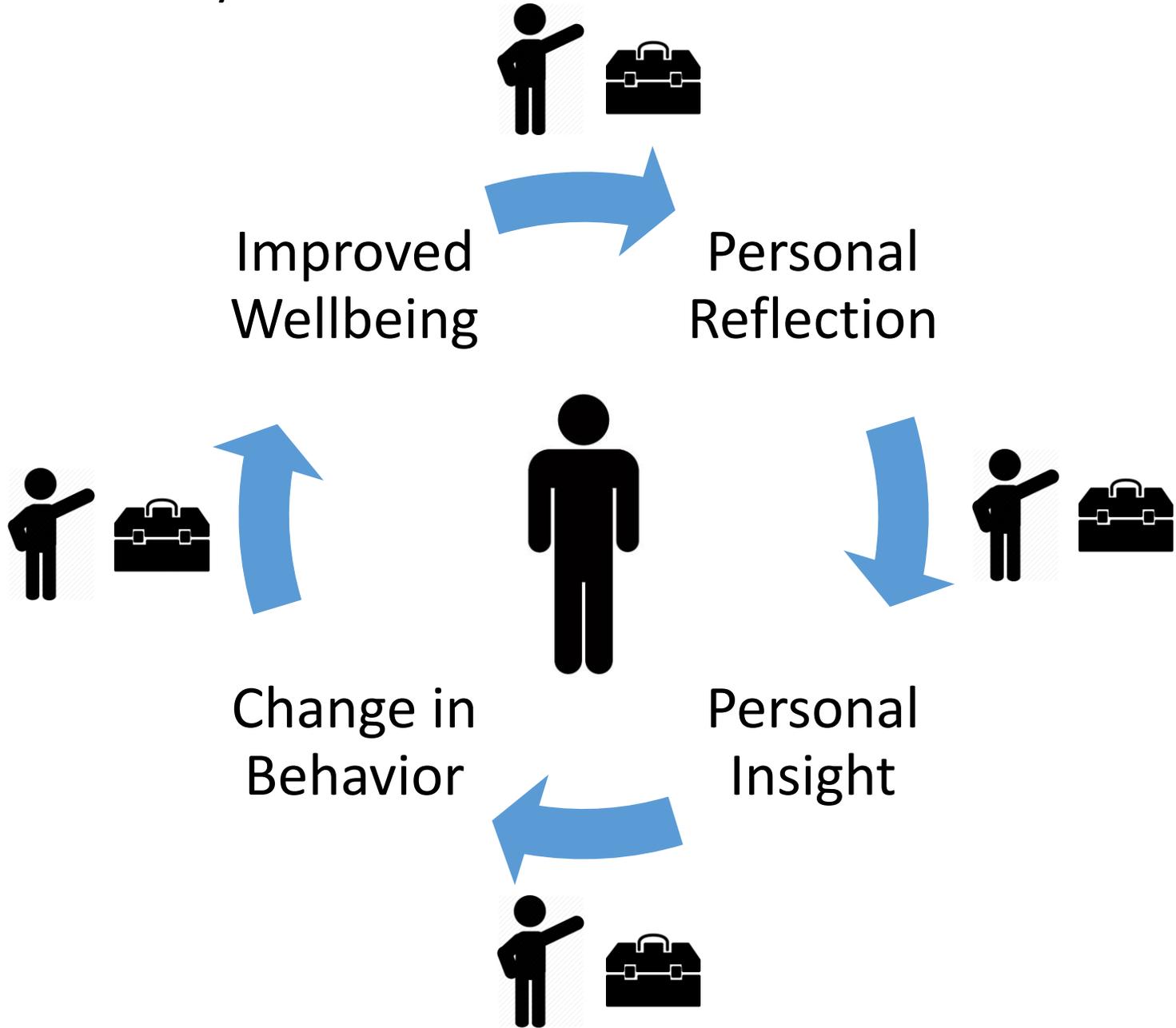
Partnered with
IDEO to re-imagine
our wellbeing
strategy

Passions,
Aspirations and
Personal Situations

A Human Centered Approach...



A Journey to Wellbeing: The Steelcase Story.





Reflection
KELLIGRIU



Health System

Hospital campuses: 19*

Employees: ~15,000

Licensed beds: 2,200+

*Campuses not pictured include Decatur West, Lincoln Medical Center & Curae Health hospitals in Russellville, Haleyville, and Winfield.



Marshall Medical Center



Marshall Medical South



Huntsville Hospital



Women & Children



Madison Hospital



Decatur Morgan Hospital



Athens-Limestone Hospital



Helen Keller Hospital



Lawrence Medical Center



Red Bay



Decatur Morgan/Parkway



The Heart Center



Surgery Center of Huntsville



Encompass Health

Traditional Approaches To Diabetes

ADA Guidelines

Diet
Exercise
Pharmacology
Behavior Change

Pharmacology

Metformin
Glucotrol
Actos
Januvia

Nutrition

Ketogenic
Mediterranean
DASH plan
Paleo

2019 Employee Diabetes statistics

Population

Employees: **15,000**
Covered Lives: **30,000**
Type 2s: **~800**

Costs

Total: **\$102 million**
Type 2: **~\$5.7 million**

A1c

2017: **7.32**
2018: **7.40**
2019: **7.01**

DayTwo Clinical Outcomes



▼ **0.98%**
reduction
in A1C

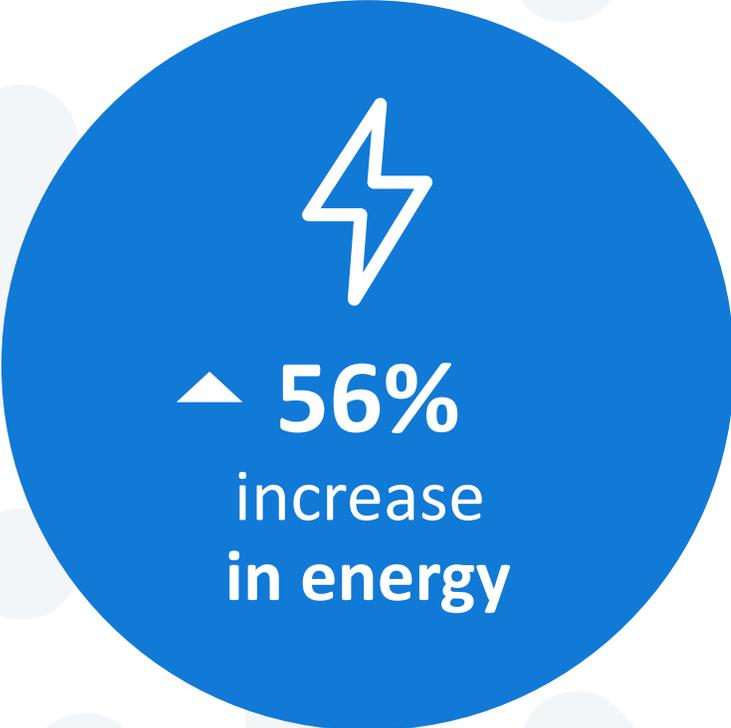


▼ **7.8 lbs**
reduction
in weight

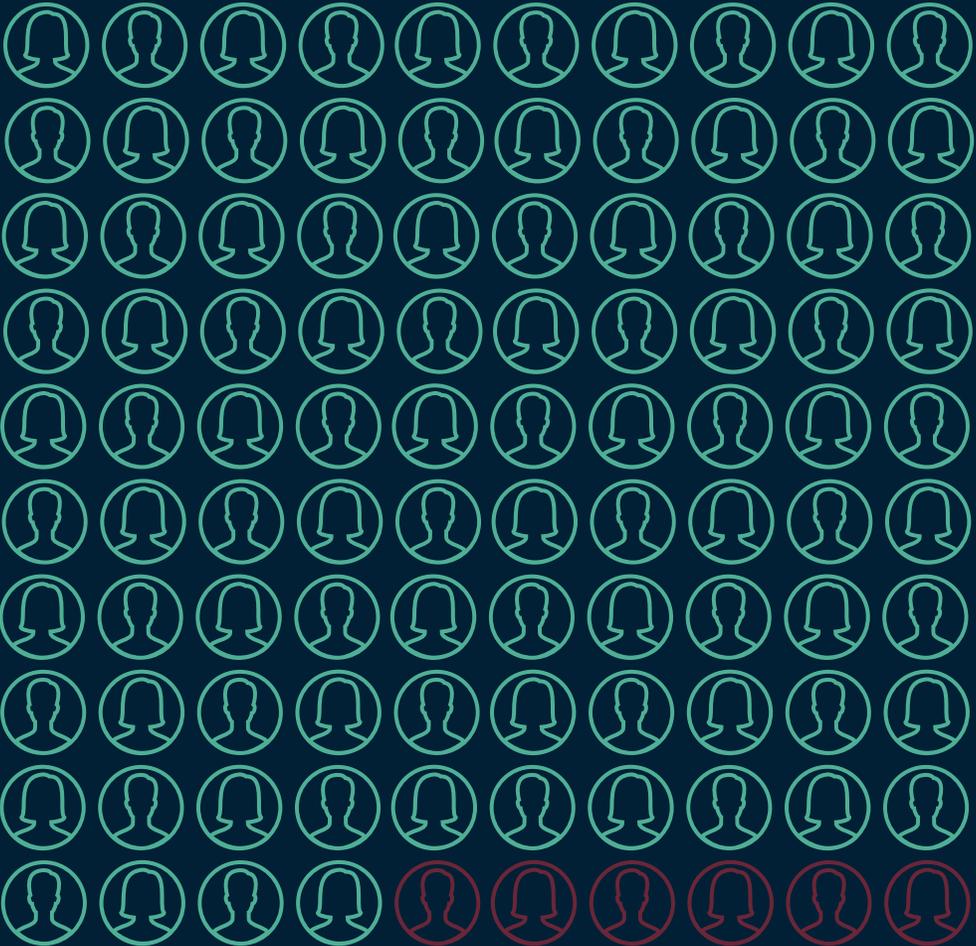


▲ **75%**
more
time-in-range

DayTwo Member Reported Outcomes



DayTwo Member Retention



A white circular callout containing a green person icon at the top. Below the icon, the text "94% member retention" is displayed in a bold, dark blue font. A dotted line extends from the center of the grid on the left towards the callout.

Risk Monitoring & Prevention

Preventative Physical Therapy & Wearable Monitoring

Ted Van Aulen, CSP

Health & Safety Manager

New Jersey Natural Gas



**SAFE, RELIABLE AND
COMPETITIVELY
PRICED SERVICE;
CUSTOMER
SATISFACTION;
GROWTH; QUALITY;
VALUING EMPLOYEES;
CORPORATE
CITIZENSHIP;
SUPERIOR RETURN.**



New Jersey Resources (NYSE: NJR) is a Fortune 1000 company that, through its subsidiaries, provides safe and reliable natural gas and clean energy services, including transportation, distribution, storage, asset management and home services. NJR is composed of five primary businesses:

New Jersey Natural Gas, NJR's principal subsidiary, operates and maintains over 7,500 miles of natural gas transportation and distribution infrastructure to serve over half a million customers in New Jersey's Monmouth, Ocean, Morris, Middlesex and Burlington counties.

NJR Clean Energy Ventures invests in, owns and operates solar projects with a total capacity of nearly 300 megawatts, providing residential and commercial customers with low-carbon solutions.

NJR Energy Services manages a diversified portfolio of natural gas transportation and storage assets and provides physical natural gas services and customized energy solutions to its customers across North America.

NJR Midstream serves customers from local distributors and producers to electric generators and wholesale marketers through its ownership of Leaf River Energy Center and 50 percent equity ownership in the Steckman Ridge natural gas storage facility, as well as its 20 percent equity interest in the PennEast Pipeline Project.

NJR Home Services provides service contracts, as well as heating, central air conditioning, water heaters, standby generators, solar and other indoor and outdoor comfort products, to residential homes throughout New Jersey.

NJR and its more than 1,100 employees are committed to helping customers save energy and money by promoting conservation and encouraging efficiency through Conserve to Preserve® and initiatives such as The SAVEGREEN Project® and The Sunlight Advantage®.

NJR Injury Prevention

In Partnership with Pro-Activity



stronger, happier people through better health

Pro-Activity's Elements for Health & Human Achievement



MOVE



FUEL



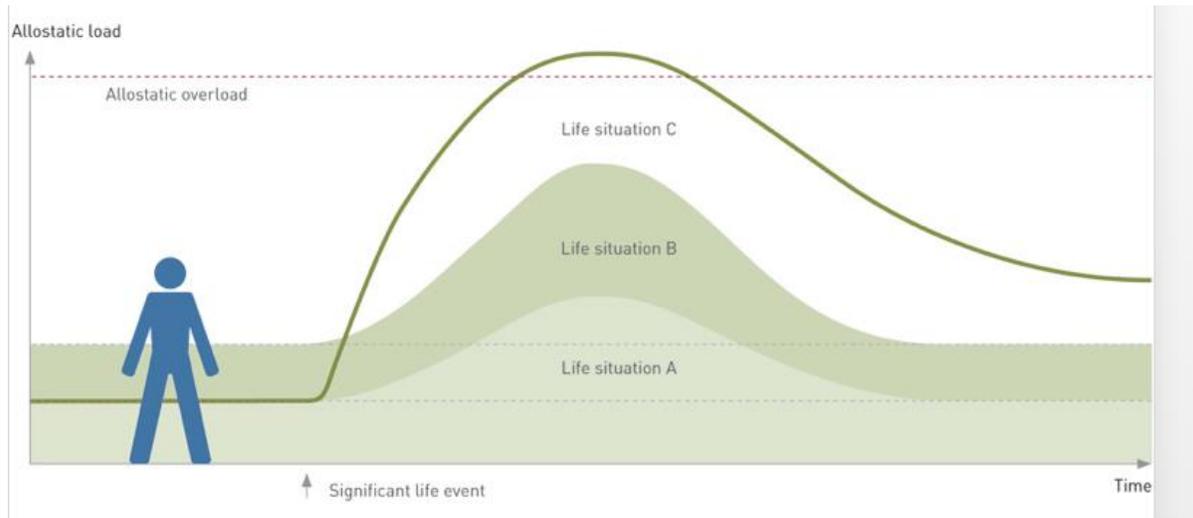
RECOVER



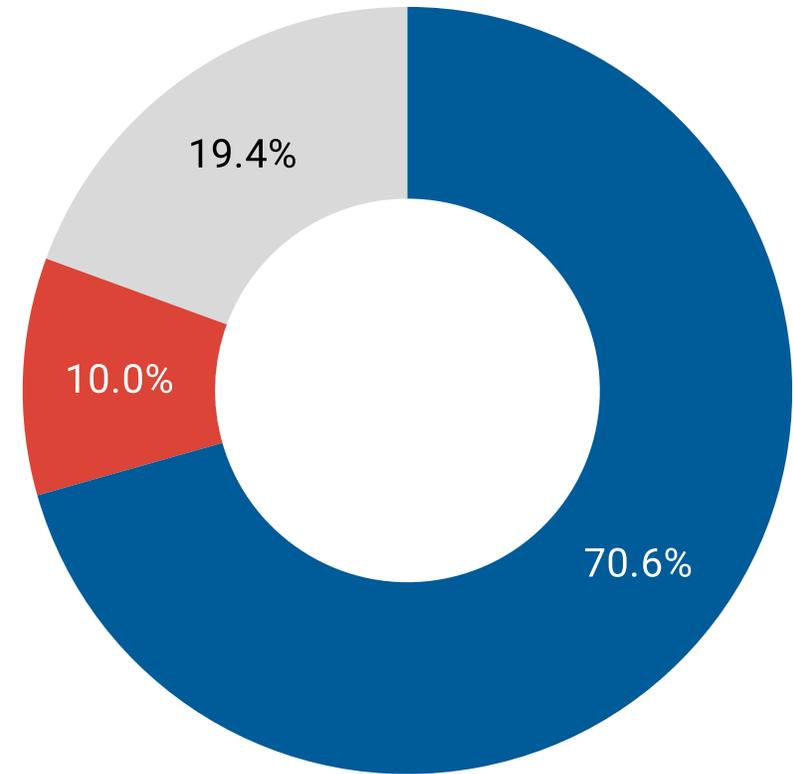
ENDURE



CONNECT



Percent Lost Work Days by Condition

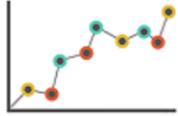


● MSK ● Mental Health ● Other





YOU WEAR A GARMIN BAND



WE MONITOR YOUR HEALTH DATA



IF YOU'RE AT RISK - WE CONTACT YOU



Stress



Resting HR



Quality Hours



Sleep Hours



Heart Rate Max



Intensity Minutes

- Targeted physiologic & health behavior markers that correlate with health to illness continuum.

- Analysis of % change, which has been shown to often predate onset of illness symptoms (fever, fatigue, headache etc).

- Data from wearable includes movement, sleep quality & duration, resting to maximal heart rate, and heart rate variability, & oxygen saturation (SpO2)



CISRS



Client ID
117



Name
1,745
↑ 28.5%



Stress
25.55
↑ 10.7%



Sleep Hours
7.55
↓ -0.5%



Quality Hours
3.03
↓ -7.0%



Resting HR
54.35
↑ 0.7%



Steps
10,525.87
↑ 1.9%

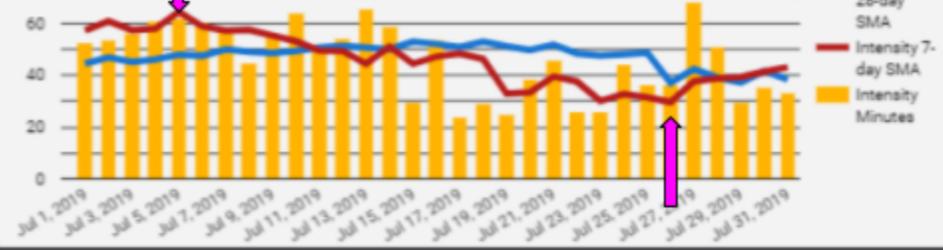


Intensity Minutes
45.24
↓ -5.2%



Heart Rate Max
132.58
↓ -0.2%

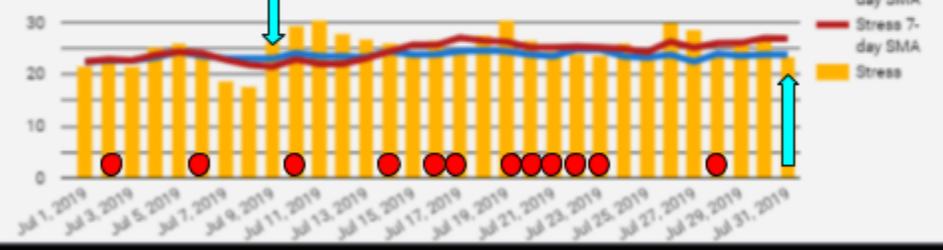
MOVE



RECOVER



ENDURE



Case Study – July 2019 (Heat Risk)

Sleep quality and stress notably increased even while exercise-level movement sharply decreased.

Concentrated 90+ degree days correlated strongly with increased stress.

Recommendations for heat precautions were made.

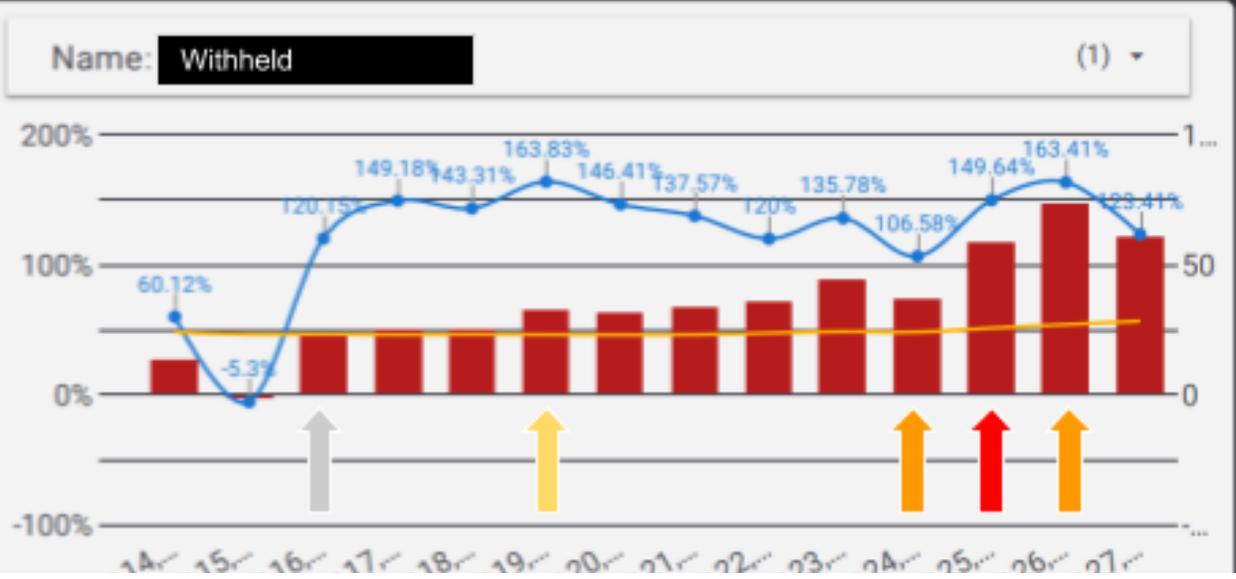
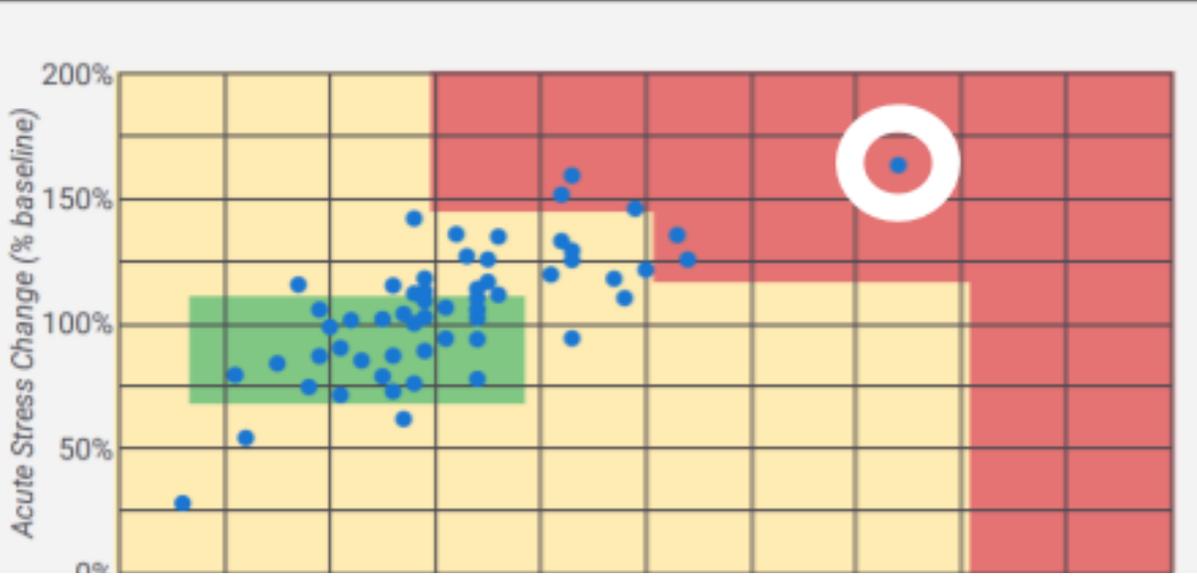
MOVE: Fairly steep drop off in July (trend b/t pink arrows), with notable low section after mid-month.

RECOVER: Steady with only a slight change in quantity but borderline-significant change in quality (purple box).

ENDURE: Not steep, but notable rise with acute stress (red line) eclipsing "baseline" (blue line) at/around the same time MOVE dropped (trend b/t teal arrows).

Ambient Temperature: Red dots show peak heat greater than 90 deg F. Notable increase in observation period.

Case 1 – COVID19-like symptoms, self-quarantine.



Case Potential COVID19: Otherwise healthy 40 y.o. male exhibiting steadily increasing stress starting 3/16 (grey arrow) as captured by wrist-based wearable. Above long-term baseline on 3/19 (yellow arrow). High risk on 3/24 (orange arrow). Fever on 3/25 (red arrow). In touch with public health authorities by phone. Able to manage at-home quarantine (avoid acute distress) 3/26+(orange arrow 2). Noted on system (white circle). Cost \$300/yr



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