

Xerox Corporation

Healthwise



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Program Overview

- Number of employees: 61,000 worldwide, with 35,000 in U.S.

Program Goals

- Helping our people to be educated consumers of health care and take an active role in managing their health care.
- Better health and higher productivity for our people.
- Lower costs for our people and for our company.

Program Components

- *Toolkit: A Guide for Actively Managing Your Health Care.* A four-part educational folder mailed to all U.S. employees in 2004.
- Free Online Health Assessment and health coach program.
- Interactive online benefits enrollments kits and decision guides, online resources and referral tools, free access to health-related courses such as smoking cessation.
- Frequent health education campaigns through various employee communication channels.
- Focus on healthy workspaces: Onsite fitness facilities in major locations, onsite health screenings, ergonomic counseling, healthy cafeteria options.

Key Findings

- The medical trend for our active employees has been in single digits for the past 2 years.
- More than 98 percent of U.S. population enroll online for health benefits.
- Use of data-intensive predictive modeling tools such as Aetna's Med Query enable proactive steps by health plans in alerting a person's physicians to potential medical issues with their patients.

“Like most corporations, Xerox is too familiar with the spectre of ever-increasing health care costs. But companies can't solve the problem alone. Our health care business strategy today—evolved from our long history of supporting a healthy workforce and workplace—is built on further strengthening the employee value proposition and specifically, investing in tools that help guide employees in actively managing their health.

“For example, guides such as a four-part toolkit are designed to help people better understand and navigate the often complex U.S. health care system. An online health assessment helps people identify critical risk factors that may lead to poor health—and more importantly, how to fix them. In the 9 months following the assessment's launch, 60 percent of employees whose risk factors made them eligible to work with a free health coach took advantage of the coaching. Nearly 20 percent of those people reduced or eliminated at least one of their risk factors.

“That's good progress. We anticipate more. And we believe continued education and empowerment will ultimately translate to lower costs for us all—and better health for our people.”

THE BOTTOM LINE

“We believe continued education and empowerment will ultimately translate to lower costs for us all—and better health for our people.”