

Loudoun County Public Schools

Since 2005, Loudoun County Public Schools (LCPS) has experienced unprecedented growth in its employee population and number of worksites.

Like many other employers, LCPS also faced three main challenges:

- Uncontrolled health care costs – ~17% annual increase
- Growing employee population – from 5,000 to 8,000 in four years
- Aging employee population – average age is 42

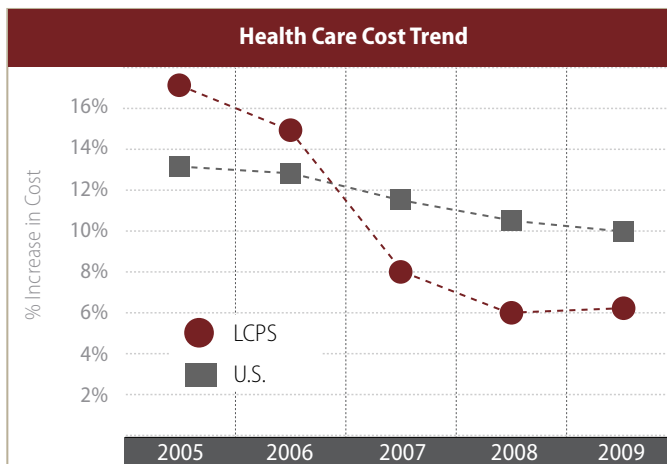
Wellness Strategy

In 2005, LCPS chose to collaborate with CIGNA to create a total health and wellness solution to address the high increases in their employees' health care costs – ~17% at the time. It was equally important to LCPS that they improve the health and well-being of their employees.

Working with CIGNA, LCPS conducted a needs assessment that defined areas of opportunity for health improvement. The needs assessment showed that the employee population would respond to a comprehensive wellness program that would ultimately result in a lower health care cost trend.

LCPS used CIGNA's health assessment as a key tool in their efforts to focus on the specific needs of their employees. After reviewing 2007 data, three health conditions were targeted for improvement: diabetes, high blood pressure and high cholesterol. LCPS then designed an annual wellness calendar to give employees the necessary preventive and condition management education.

Each following year, LCPS encouraged all employees to complete a health assessment to learn more about their health, and find immediate, actionable solutions for improvement. The health assessment was required to qualify for \$120 annual wellness incentive.



Segal Health Care Trend Cost Reports 2005 – 2009 & CIGNA Annual Trend for LCPS 2005 – 2009

Population Facts

- ~17% annual medical trend before initiating wellness program
- In 2007, high incidence of:
 - High blood pressure (23%)
 - High cholesterol (20%)
 - Diabetes mellitus (5%)
- Average population: 42 years old, with 75.9% female
- Population growth: 5,000 in 2005 to 8,000 in 2009
- Average tenure: 7 years

Actions

- Partnered with CIGNA for needs assessment
- Implemented a Wellness Passport, including:
 - Mandatory Health Assessment to qualify for Wellness incentives
 - Persistent internal promotion of Health Assessments, Biometric Screenings, and Disease Management Programs
 - Financial incentive for health assessment and biometric screening completion

Outcomes

- National recognition for innovative approach to health and wellness programs
- Trend reduction: from ~17% pre-wellness implementation in 2007 to 6.2% in 2009
- \$1.5M in savings for diabetes, high cholesterol and high blood pressure



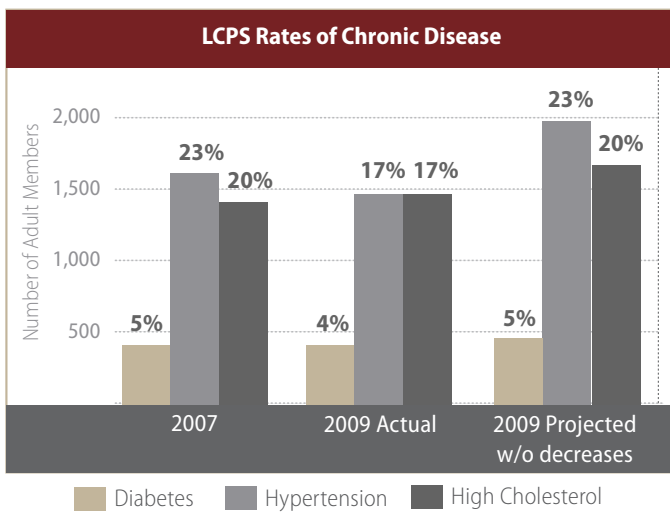
Wellness Solutions

LCPS' branded health and wellness program "Wellness Works" offered the following benefits:

- Health assessment access and on-site biometric screenings
- Wellness seminars and wellness activities (e.g., walking programs)
- Disease and lifestyle management programs
- Dedicated funds for health and wellness initiatives
- Annual wellness incentive program (\$120 in the employee's flexible spending account)

Return On Investment

In mid-2009, the health assessment data was compared to the 2007 data, and the news was good. Incidences of diabetes (4%), high blood pressure (17%) and high cholesterol (17%) had all decreased, even as the employee population grew dramatically.



CIGNA Health Assessment Aggregate Report and Risk Profile Report Data 2007 & 2009

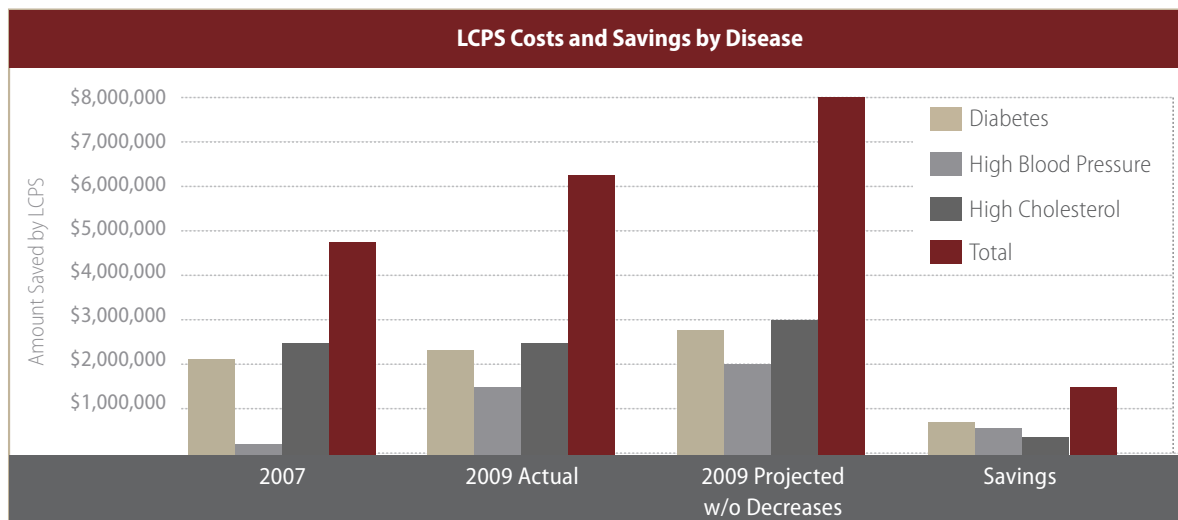
In four years, LCPS went from an annual trend of ~17% and growing, to 6.2%. They also saw the incidence of three chronic diseases (diabetes, high blood pressure and high cholesterol) reduced to below national norms, resulting in a savings of \$1.5M per year based on the average costs/patient/year as defined by the American Heart Association.

In 2007 LCPS was the first school system in the nation awarded the American Heart Association *Start! Fit Friendly Gold Award*. They earned it again in 2008 and 2009; and were also profiled in *School Business Affairs* in February of 2007.

Conclusion

Each year, CIGNA and LCPS jointly review the aggregate data from the health assessment for key health improvement opportunities that will shape the wellness program strategy for the next year. By using data from the health assessment and claims, LCPS has been able to focus their annual wellness calendar on workshops, health screenings and other events/activities to increase employee knowledge of prevention, early detection, and treatment of diabetes, high blood pressure and high cholesterol.

The reduction in health care cost trend has resulted in lower costs for both LCPS and their employees. Clearly, by educating their employee population and providing easy, frequent access to activities and services that positively affect their health, LCPS was able to reduce the incidence of three serious chronic diseases, improve employees' overall health and well-being, and contain health care costs.



Heart Disease and Stroke Statistics—2009 Update, American Heart Association; CIGNA Health Assessment Aggregate Report & Risk Profile Report Data for 2007 and 2009

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