



Quarterly Educational Event

June 22, 2022



Mayor's Fitness Council
City of San Antonio

SABGH WELCOME

Buck Brockman

Director-Employee Benefits, Southwest Research Institute

Education Committee Chair, San Antonio Business Group on Health

Agenda

- | | |
|---------------|--|
| 8:30 – 8:45 | Welcome & Healthy Workplace Recognition Program (HWRP) |
| 8:45 – 9:40 | Healthcare Trends & Innovations |
| 9:40 – 10:20 | Wellness Programs: Looking Back & Moving Forward |
| 10:20 – 10:30 | Other Topics from Employers |

Sponsor Thank You



UNCOMMONLY INDEPENDENT

2021 HEALTHY WORKPLACE RECOGNITION PROGRAM (HWRP)

Marissa Scheffler

Human Resources Manager, Generations Federal Credit Union
Healthy Workplace Recognition Program Chair,
San Antonio Business Group on Health

Healthy Workplace Recognition Program



body. mind. spirit.



HEALTH CARE TRENDS & INNOVATIONS

Healthcare Needs and Costs

- Healthcare needs are increasing right now. Why?
 - Direct COVID (e.g. Long COVID impact)
 - Indirect COVID (e.g. Preventive Screenings delayed)
- Increased Healthcare needs is leading to higher costs
- Higher Healthcare costs are a challenge to our employees
 - Why? Inflation is driving up household costs in many areas.
- What can employers do?
 - Healthcare innovation

Table Discussion Topics

- What is your organization's biggest healthcare challenge?
- How does your organization plan to meet those challenges?
- What new areas might be a good fit for your organization to explore to overcome these challenges?

WELLNESS PROGRAMS: LOOKING BACK & MOVING FORWARD

2021 Wellness Programs Highlights

- Mental Health Resource Groups
- COVID Care Kits
- Musical Therapy – brought in a guitarist to play to associates
- COVID vaccine and booster clinics
- Free Telehealth sessions
- Virtual Wellness Education
- Remote Perks Program – included healthy snack boxes, wellness kits, cookbooks
- Paid time off for annual physical/preventive care exams

2021 Wellness Programs Successes

- Return of Onsite Biometric Screenings
- Specific focus on Disease Management (Diabetes)
- COVID Testing Partnerships (available testing sites specifically for employees)
- Re-opening of on-site fitness centers

Table Discussion Topics

- What is an area of your wellness program that you modified throughout 2020-2021 (due to COVID) that you plan to keep moving forward?
- What shifts do you see are important as you plan your wellness activities in 2022 and beyond?
- What educational topics do you plan to offer to your employees moving forward?

CLOSING REMARKS

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Thank you for joining us!



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City of San Antonio



Ikigai Growth Partners

SAN ANTONIO BUSINESS GROUP
ON HEALTH

June 22, 2022

Innovation in Broken Markets

“Innovation is the unrelenting drive to break
the status quo and develop anew
where few have dared to go.”

- Steven Jeffes, Marketing & business expert



A new reality for Benefits leaders

Fear of legal action

National Legislative Actions Put Direct Pressure on Employers as Fiduciaries

The Consolidated Appropriations Act 2021, Transparency in Coverage or the No Surprises Act creates new duties and responsibilities for healthcare stakeholders:

1. Health systems and payors required to disclose negotiated costs and to update them monthly.
2. Brokers required to disclose all direct and indirect compensation.
3. Employers will have new and more stringent fiduciary responsibilities under these laws and regulations and liabilities can extend to company boards.



CURATED INNOVATION



Ikigai Growth Partners

Founder

- 36+ years in healthcare
- Cigna, Humana, United, DaVita (the evil empires?)
- Funware, Cogent Healthcare, Embark Health (VC-backed start-ups)
- DXC Technology, Texas Instruments (global IT giants)

Advisors

- Combined >600 man-years of healthcare experience

Focus: healthcare technology and tech-enabled services

- Introductions through networks of VCs and healthcare “old-timers”

Results

- >360 firms evaluated, 10 core clients
- >97% rejection rate



Innovation in Healthcare

- Crunchbase shows 9,919 healthcare start-ups
- Rock Health says that in 2021 alone, 729 new digital health firms got funding
- How and where would you even start to look at innovation?





Ikigai innovation customers



Apaly Health



www.apaly.com

- Digital direct contracting: don't settle for terrible rates where you have volume
- Direct primary care networks: why force members to one specific DPC provider when you can have many?
- Vendor management: stop do the monthly grind of pushing vendor invoices through your brutal AP processes
- Bundled services networks: why pay piecemeal for services that can be bundled into a known, total price with quality providers



Goldfinch Health



www.goldfinchhealth.com

- Surgical Optimization (completely voluntary)
 - ERAS protocols (20+ years, 4000+ articles, only used 1 in 20 surgeries)
 - Education, advocacy, direction and 24-hour support
- >30 days back to work faster PER surgery
- Up to 90% drop in opioid usage (and addiction)
- Fewer ER visits and readmissions
- Incredible patient satisfaction





www.homethrive.com

- 20% of your workforce is secretly supporting one or more elderly loved ones (and it's exhausting them)
- Much of the support is done during work hours, because that's when help must be provided
- Major cause of employee burnout, decreasing productivity, and turnover
- Homethrive is a balanced blend of digital and human resources to support caregiver and their elderly loved ones to lower stress, and increase productivity and job satisfaction
- 10+ hours a month returned per employee engaged
- Lower reported stress, lower turnover.
- Employer get the credit for helping employees improve their lives





www.upswinghealth.com

- MSK is always 1, 2, or 3 in terms of the highest cost of care
- Founding orthopedic physicians found that >70% of their patients had no reason to be in their offices
- Their triage algorithms were developed into digital assets
- Head to toe MSK digital triage
- At a button virtual support from athletic trainers or orthopedically trained PCPs
- Fixes most MSK issues without leaving home or running up any claim costs.





www.groupwell.net

Virtual Group Mental Health Therapy

- Not just a mental health “dating app” like so many others
- Addresses the underutilized aspects of group therapy instead of individual therapy
 - Much less expensive per person
 - For many issues, much more effective...why?
 - Because group therapy addresses social health, mental health, and physical health
 - Due to COVID virtually all the highest incidence issues are social health related; loneliness, stress, isolation, more.

Full-service platform and deliverable

- From finding a group, to signing up for a group, to being screened for appropriateness, to holding sessions, measuring progress and reporting on outcomes. One stop group mental health care.



Cardiovascular Care Reimagined

- For many employers CV care is their #1 cost area
- True, value-based care...no more fee for service with 5-minute appointments
- Development and delivery of personalized care paths
 - Initial cardiologist face-to-face evaluation and plan development
 - Full care team support: NPs, nutritionists, care coordinators, health coaches
 - All supported by Karoo's digital technology infrastructure
 - In person care performed in Karoo owned cardiology clinics

Contract enabled by value-based risk sharing structures and payment methodologies



Texas based innovators:

Retro Health and Texas Medical Management

Retro Health

- Unique blend of on-site occupational health and primary care
- Specifically aimed at chronically ill employees and dependents
- Dramatic shift in spending away from hospitalizations and other high-cost, facility-based expenditures to clinical providers and prevention
- Outstanding outcomes

Texas Medical Management

- Born out of the bundled episode movement
- Dramatically lower cost surgeries done by the most respected surgeons in the best area outpatient facilities
- No more surprise bills, costs, unknown pieces and parts
- 50-70% typical savings
- Outstanding outcomes
- Moving into maternity bundles as well



Your Path to Innovation

- **Have a plan:**
 - Regular, scheduled implementation of curated innovation improves the patient experience, raises the quality of outcomes, and lowers costs of care — which in turn validates your role in supporting the fiduciary duty of your customers around health benefits and costs.
- **Don't settle for the Status Quo.**
- **Drive better results, better relationships through innovation.**
- **Start your journey.**





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Come explore with us.