



Greenspire Health Cost & Outcome Factors Directory - Summary

Purpose: Evolving set of validated factors effective in improving employer health care costs and member health outcomes

Complete Directory: Includes indicators, metrics, benchmarks, partner depth, impact experience, and implementation keys

Listed by: Category type, employer-employee impact, and network partnering firm and/or preferred vendor.

Impact Key: ● = significant ● = very significant ● = critical

Accountability: Greenspire Health Operations Division

A. Plan Administration (20)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Employer and Greenspire's identified program gaps to plan in terms of cost, health outcomes, services & engagement	●	●
2. Plan compliance to current plan agreement terms	●	
3. Claims processing value, cost, timeliness, compliance	●	
4. Broker relationship, services & fees	●	
5. Enrollee incentives, value & disincentives	●	●
6. Plan participation, incentives, disincentives	●	
7. Wellness-prevention programs performance, ROI	●	●
8. Workman's comp program cost & outcomes performance	●	
9. All disability leave management performance	●	
10. Occupation health service, prevention & personal care integration	●	●
11. Dental care component	●	●
12. Vision & hearing care component	●	●
13. Stop loss coverage/reinsurance	●	
14. Specialized risk underwriting	●	
15. Reference "blue book" pricing program	●	●
16. Administrative time & service for health benefits	●	
17. Health risk assessment & biometric testing	●	●
18. Endorsement & ROI of free-discounted health screenings-testing-therapies by disease state	●	●
19. Organization health-culture, environment ROI	●	●
20. Negotiated high claims discounts	●	

B. Cost of Care Reduction (22)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Enrollee predictive analytics alignment with individual coaching, self-management expected spend by need	●	●
2. Aggregated enrollee predictive analytics expected spend for results tracking, resource use, & budgeting	●	
3. Primary care value- cost & outcomes comparative	●	●
4. Urgent care value – cost & outcome ROI	●	●
5. Emergency services, care & value ROI	●	●
6. 5%-8% Of enrollees generation 70% of total spend performance, management & ROI	●	●
7. Urgent care, ER, primary care utilization	●	
8. Pharmaceuticals cost & utilization	●	●
9. Pharmaceuticals counseling & use compliance	●	●
10. Pharmaceuticals formularies & protocols performance	●	
11. Individual coaching for self-management behavior change, plan compliance & support	●	●
12. Clinical behavioral care management ROI	●	●
13. Point of care behavior management ROI	●	●
14. High cost/over utilization of health services	●	●
15. 24/7 Virtual primary care access & usage ROI	●	●
16. Onsite clinic care value, cost & care ROI	●	
17. Behavioral health need, access & availability	●	●
18. Health risk predictive analytics for budgeting & metric tracking and dashboard	●	●
19. Workforce absence rate management ROI	●	●
20. Recruitment & retention cost management ROI	●	●
21. Concierge episode management services	●	●
22. Enrollee environment, economic & social impedance ROI	●	●

C. Physicians & Hospitals (10)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Access, cost, quality & experience with local care		
2. Managed care contracting, discounting performance		
3. Direct contracting for imaging, labs, surgery, occ. health, urgent care, prevention & rehabilitation		
4. Population health planning and performance ROI		
5. Community prevention, care and networking collaboration value, cost & service ROI		
6. Primary care performance stratification & usage ROI		
7. Value-base ancillary prevention & care management ROI		
8. Employer Chief Medical Officer/ Medical Director- Advisor management ROI		
9. Employer direct hire of primary, ancillary and complimentary providers		
10. Provider network development & management		

D. Enrollee Engagement (12)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Workforce turnover		
2. Recruitment & retention		
3. Industry talent bidding		
4. Workforce productivity		
5. Workforce adoption to change		
6. Workforce satisfaction balance of life issues		
7. Internal innovation, performance improvement		
8. Workforce empowerment		
9. Leadership's engagement talent & skills		
10. Personal financial wellness services		
11. Personal life-skills development services		
12. Retiree covered benefits wellness, prevention management ROI		