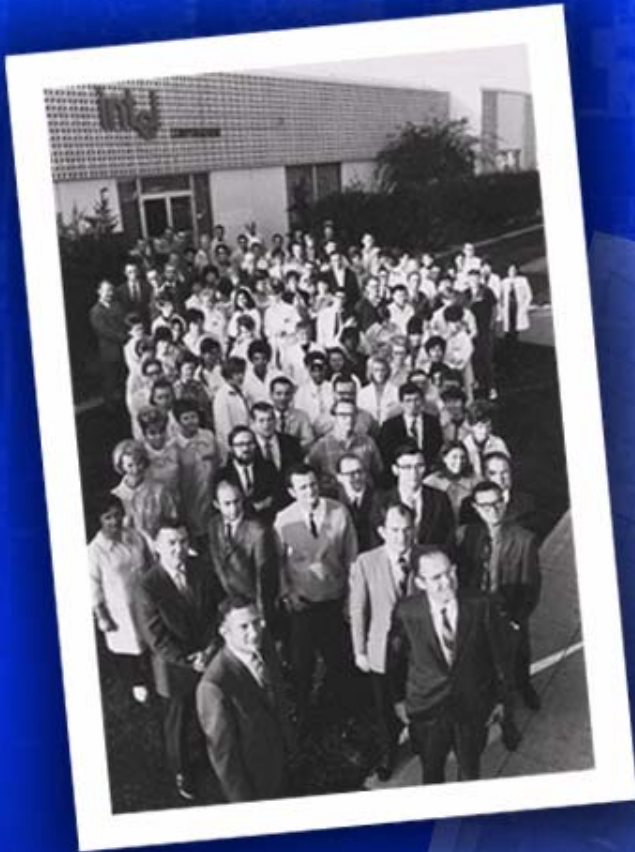


Intel Health For Life Program Overview

Don C. Fisher, MD, MS
Occupational Medicine EFCOG Subgroup Meeting
20 April 2007
Albuquerque, NM

Intel Snapshot

Intel is the world's leading innovator in advanced silicon technology, with more than 35 years of leadership in computing and communications.



- Year founded 1968
- Number of Employees
= Approx. 94,100
- Revenues: 35.4 Billion (2006)
- Products and services: over 450
- Worldwide Offices /Facilities
= 294

Intel Operates Globally



Intel's Strategic Direction:

Deliver platforms with more added value and performance to every end user



Health & Well-being Program Vision

- **Intel encourages personal and business excellence through a culture of optimal health and well-being for our most valuable asset -
People**

What Influenced C-Suite Support

- Timing
 - Employee Retention, Health Care Costs Rising, Addressing Aging Population
 - Wellness Model integrates with Benefits Strategy
 - Compelling Research
 - JOEM August 2005 Estimating the Return-on-Investment from Changes in Employee Health Risks on the Dow Chemical Company's Health Care Costs
 - Returns vary from 2:1 to 15:1; typically 3:1 savings
 - JOEM November 2003, The Relationship Between Health Promotion Program Participation and Medical Costs: A Dose Response
 - The Art of Health Promotion; July/Aug 2005; “Meta-evaluation of Worksite Health Promotion Economic Return Studies: 2005 Update” by Larry S. Chapman, MPH

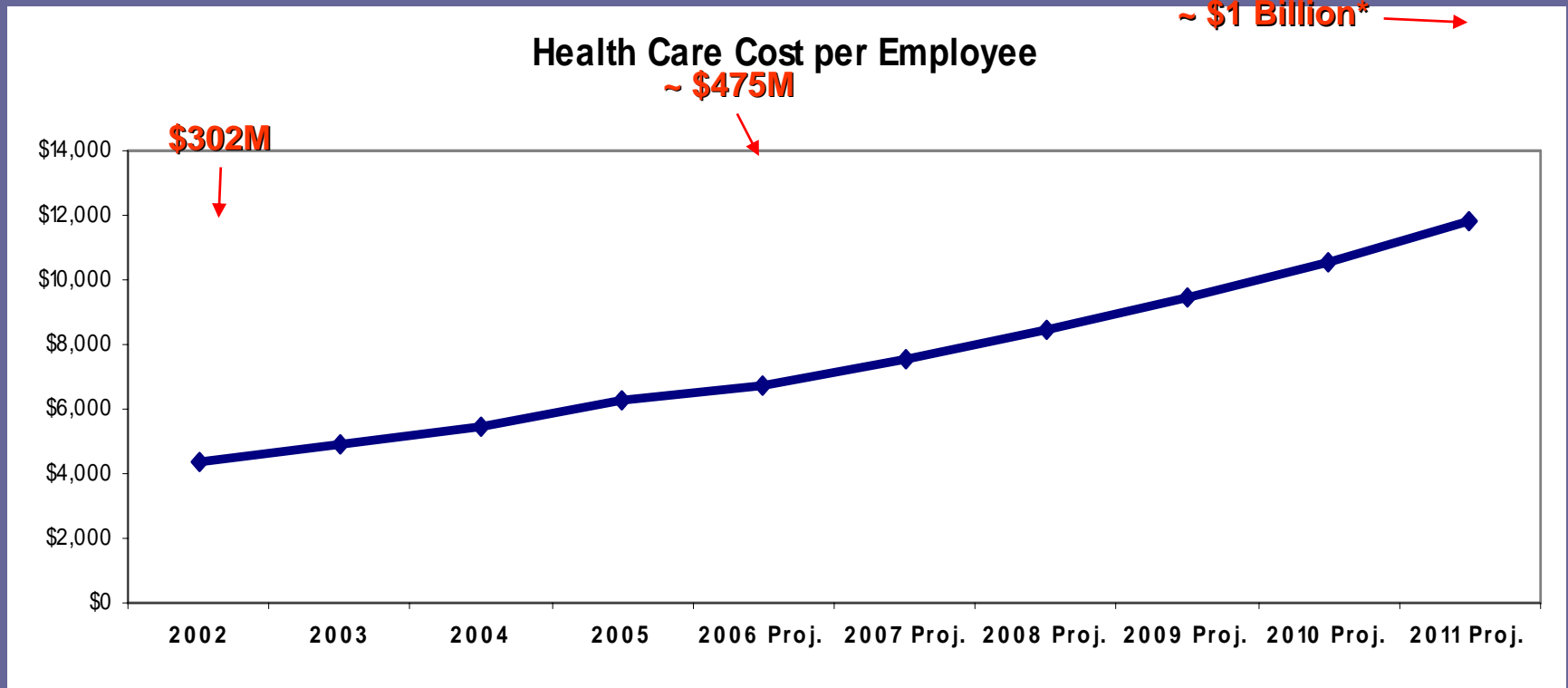
Why is Intel doing this?

- Research documents concrete rewards of workplace wellness programs
 - Better stress management, elevated mood, enhanced productivity, increased strength and stamina, improved decision quality and interpersonal skills, stronger moral, positive attitude, lower health care claim costs
- Gives employees the opportunity to understand the current state of their health and an action plan/support to improve their quality of life
- Intel values and cares about the health of our employees and their families
 - CEO: “This is the one thing we can do for our employees in a difficult time”

It's the right thing to do

Escalating Costs - Intel Medical Data (US)

* Without significant change to Intel's program



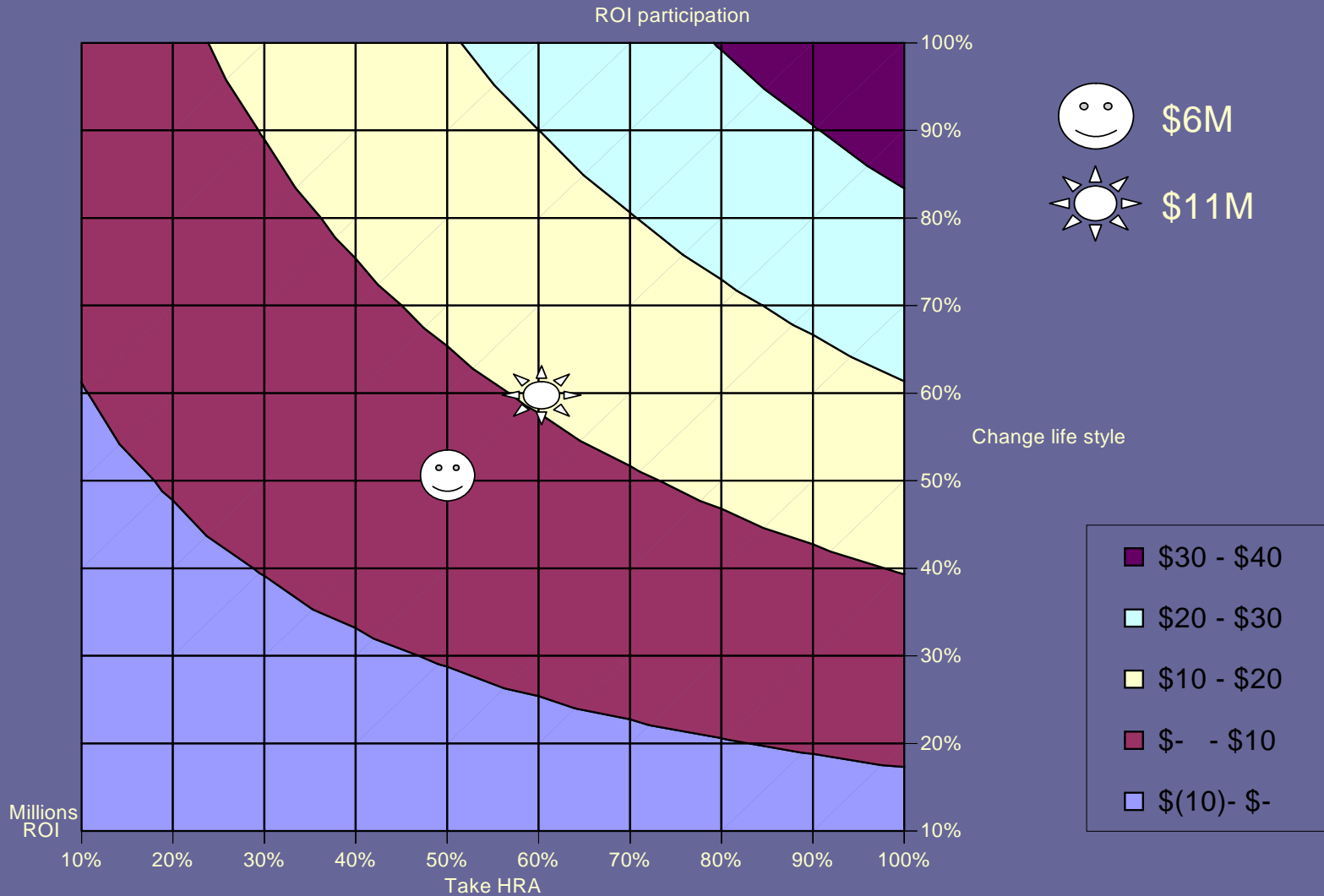
Young population today, but getting older

50 yr old employee costs 2x more than employees in their 20s-30s

Health Risk factors are higher the older a person gets

- Unhealthy behavior today that goes unchecked can become a major concern in the future
 - Early data suggests our population is unaware of their health risks

Health for Life- ROI



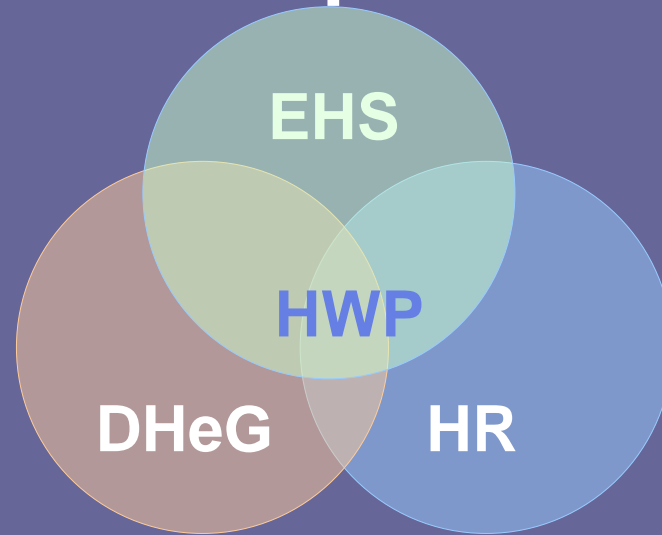
Updated ROI is \$6M (50% participation) or \$11M (60% participation)

Needed Change to Health & Well-being approach (before HFL)

- **Current state (as of Jan 2006)**
- We have a number of wellness programs & tools that are not integrated or marketed extensively
 - Realize low participation
- **Future state**
- Data driven engagement model
 - Improvement based on data is our culture
 - Connect the dots with a robust, year-round Mar/Comm Plan

The missing link is objective actionable health data connected to personalized support

Integration Leads to Leaps



Digital Health Platform formation created greater opportunities for collaboration and partnership

Intel HFL Benchmark Summary

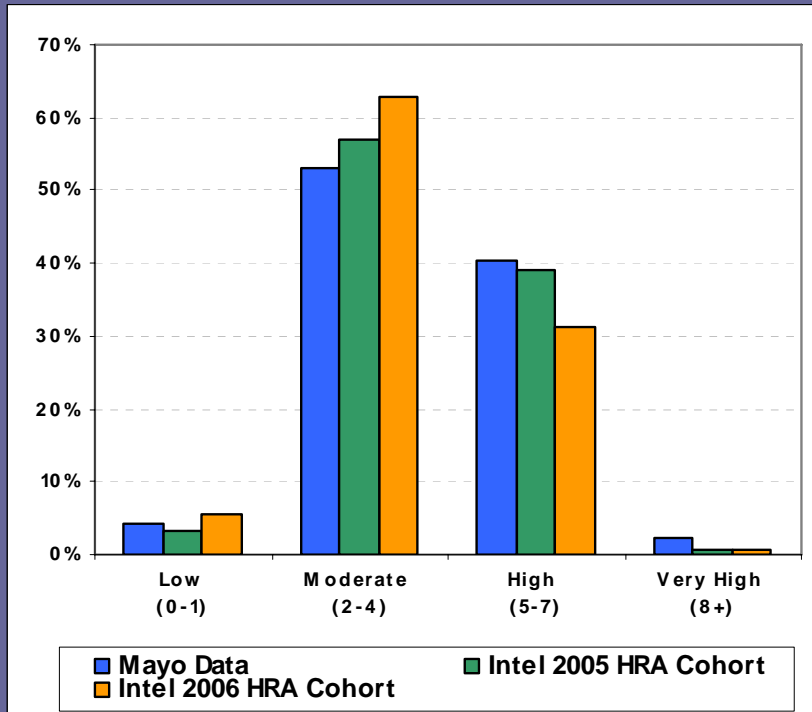
- **Contacted:**

- Discovery Channel
- Dow Chemical
- SC Johnson Co
- General Mills
- Cisco
- Lockheed/Martin
- Nokia
- DuPont
- Credit Suisse
- Dell

- **Monitoring:**

- Pitney-Bowes
- Boeing
- Pfizer
- GSK
- Union Pacific
- Bank One
- Ford Motor Company
- J&J

2006 HRA Results



	Intel 2005 HRA	Intel 2006 HRA	All Companies
Excellent	15%	13%	22%
Very Good	36%	33%	40%
Good	39%	44%	33%
Fair	9%	9%	5%
Poor	1%	1%	1%

• Cohort Data

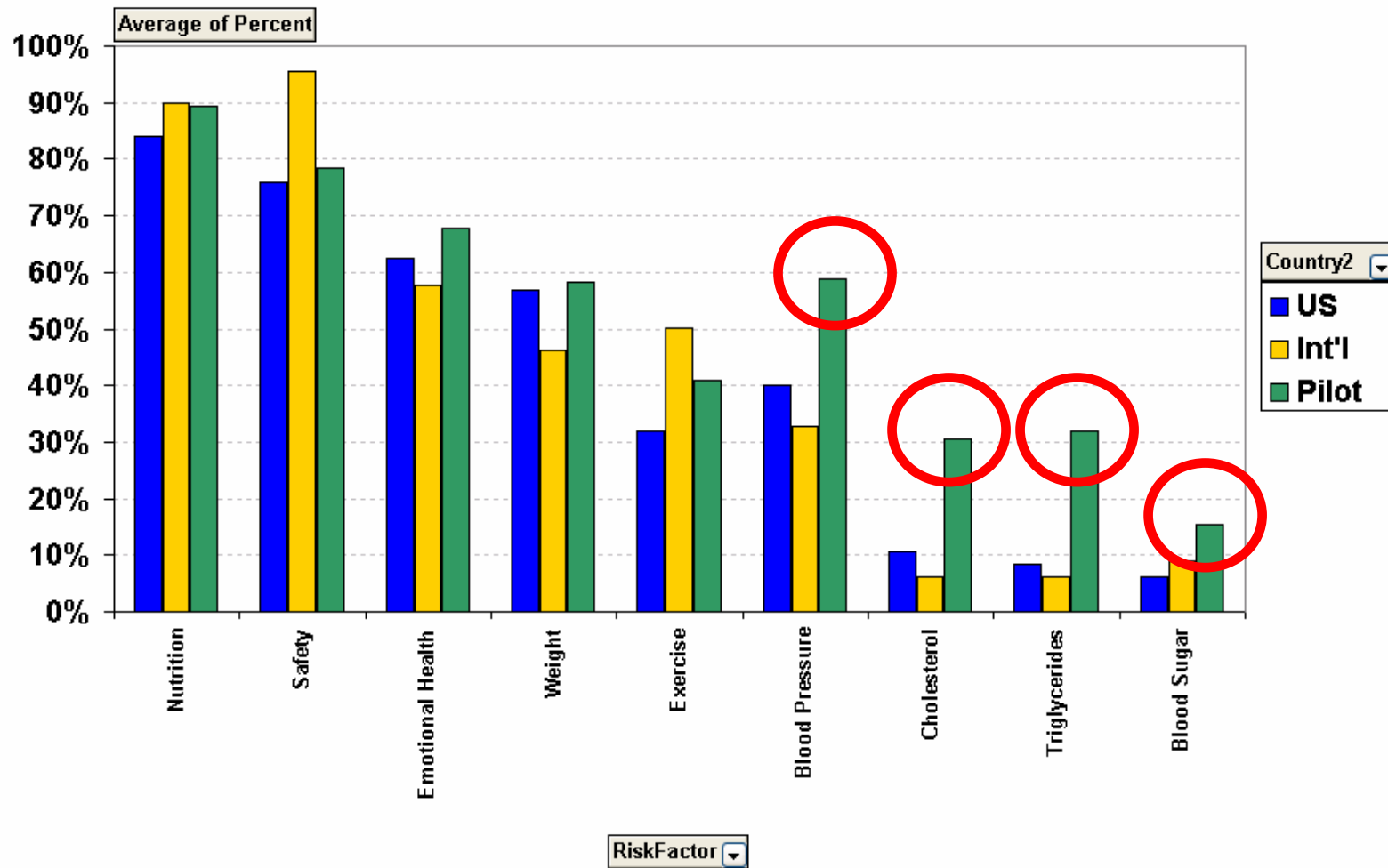
- Repeat takers
- Shift Left with repeat taker

• Optimistic self image

- >90% of employees have an optimistic self-image of their health status
- More than 10% think their health is excellent, while less than 10% have Low Risk factors

Pilot and General HRA Data Comparison

Year 2006



Higher Risk in the Pilot Related to Accurate, Onsite Biometrics

Design Proposal



- **Recommended: Culture Transition/Sustained Program**
- Begin the culture transition and create value
 - Senior management engagement, branding/marketing, incentives, resources
 - High accuracy with maximum convenience
 - Venipuncture (blood draw) for highest accuracy
 - “Finger Sticks” give false negatives & false positives
 - Predictive and convenience scheduling advantage
 - More personal, time-valued
 - Current Beta observation: our employees engage through f2f discussion
 - Minimized confidentiality issues (i.e., ee’s less concerned than anticipated)
 - On-site clinic build time for global quality implementation
 - Phase I Level in US: Compliance exams, venipuncture tests, coaching
 - Phase II Level for non-US: Compliance exams, venipuncture tests, coaching, potentially Urgent Care or Primary Care needs
 - Unknown: Mar/Comm Roll-out
 - 6-12 month roll-out
 - Transition to Perennial

Not another “HR”
program to put on the
shelf

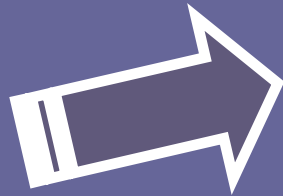
Core Wellness Model

End-to-end engagement



On-site Biometrics

- Comms/invitation
- At US sites
- Opt in through scheduling
- Includes labs and vital signs
- **Oct 2, 2006 implementation**

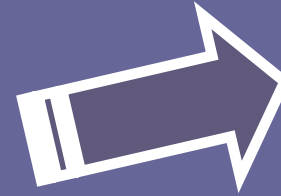


Participation goal = 50% US employees



HRA Questionnaire

- Online with Mayo Clinic
- Upload biometric information
- Instant results



Results & Health Coaching

- F2F health coach
- Prioritize risks
- Links to health plans and resources
- PHR



Health Promotion & Disease Management

- Mayo Lifestyle coaching
- Internal/external programs
- Med screening referral



Incentives

- \$50 Gift Card
- Transition to premium reduction ('08)



Approved Plan

Basis of the Whole Health Coaching Model

- More than 40% of Intel HRA participants have 5 or more risk factors
- Few are going to want to tackle every risk every year
- Coaching is designed to help the individual decide which risk(s) is most important to them and where their greatest personal leverage lies, then to coach them through tools to make lasting change
- Coaches do not employ “command and control” techniques

Transtheoretical Behavior Change Model (from Prochaska)

- Also known as “readiness to change”
- The five stages are:
 - 1. Pre-contemplation – “I can’t or won’t”
 - 2. Contemplation – “I may”
 - 3. Preparation – “I will”
 - 4. Action – “I am”
 - 5. Maintenance – “I still am”



*"When you feel great,
your whole world
feels better."*



Take time for health. Take time for yourself.

Get \$50 in American Express gift cards and a healthier you.

Improving your health benefits you, your family and your work.

That's why Intel is making it easy to participate in the new Health for Life wellness program, a convenient and completely confidential way to evaluate, understand, and positively affect your health.

Follow these 3 easy steps:

- 1 Start with an initial health check.** Schedule a 30-minute appointment for an on-site health check, which includes height, weight, blood pressure measurements, and a blood sample. Upon completion of this step you'll get your first \$25 gift card.
- 2 Complete an online questionnaire.** Use your health check results to complete the 20-minute online Mayo Clinic Health Risk Assessment (HRA).
- 3 Meet with a Whole Health coach.** Complete a 1:1 coaching session with a Whole Health coach, who will work with you to develop an action plan to fit your personal health needs. Ongoing coaching in nutrition, fitness, stress management, and other lifestyle decisions may also be available. After this step, you'll receive your second \$25 gift card.

It's easy, voluntary, and now available to you at no cost.

Take the first step today! Even small lifestyle changes can make a difference and yield results. For complete details, from *Circuit* search for "Health for Life."

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*Other names and brands may be claimed as the property of others. 0906/TFM/HBO/PC/25K

HFL Metrics

- Program Participation stats
 - Biometrics, HRA, counseling participation
 - Health Promotion Program referral and participation stats
 - Program satisfaction surveys
- Aggregate risk and risk level analysis (incl. presenteeism score)
 - Cross-sectional
 - Follow up
- Mayo Health Advisor participation and outcome stats

New in 2006

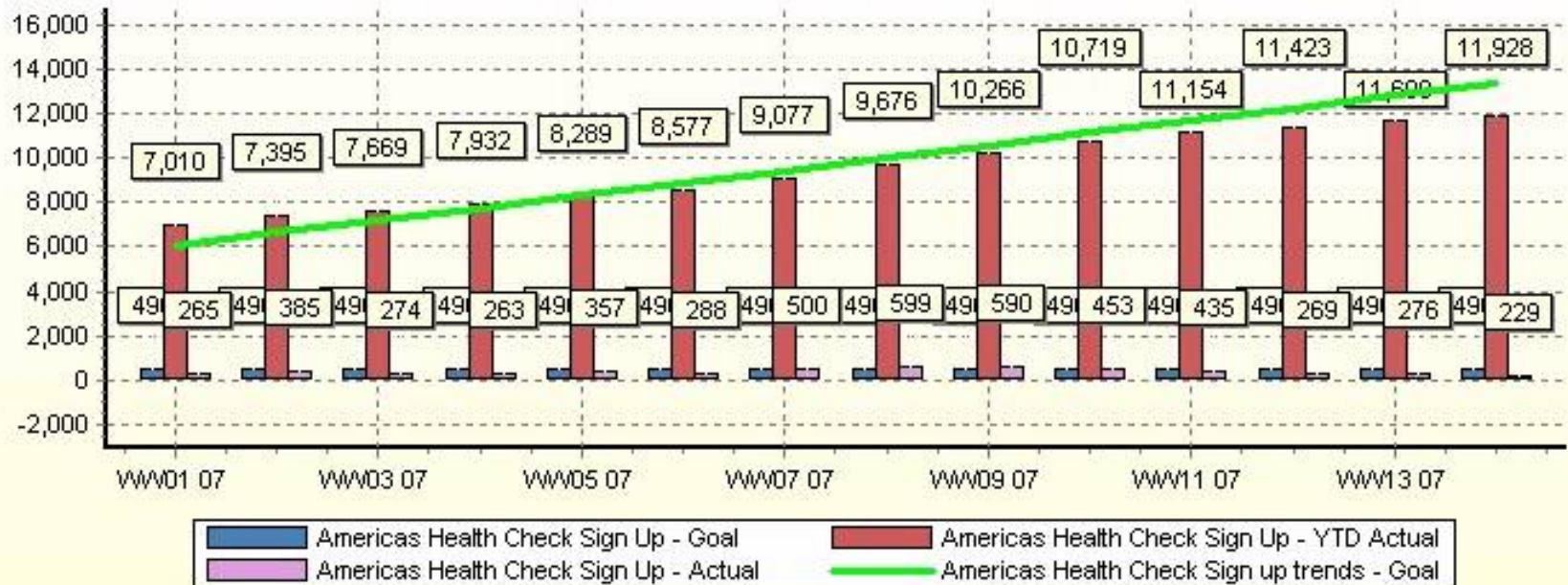
- - Presenteeism Survey within HRA
 - *Intel received a summary report that links aggregate health risk appraisal data with aggregate presenteeism data*
 - HRA Results Upload to Integrated Medical Management Tool
 - *Intel de-identified HRA risk data uploads to IMMT for the purpose of improved data analysis*
 - Lifestyle Coaching
 - *Lifestyle coaching uses motivational techniques and behavior change theory to support healthy lifestyle changes*
 - Bio-metric & Coaching Pilot
 - *400 employees participated in successful pilot which provided bio-metrics pre-HRA with post-HRA coaching*

HFL Metrics (cont.)

- Integrated Medical Management Tool (IMMT – Ingenix)
 - Fully loaded health-related costs
 - Direct health plan costs
 - STD/LTD, Rx, LOA
 - HRA risks including presenteeism score
 - HFL participation
- Epidemiological analysis of health risk and influence on preventive treatment, health costs, and disease acquisition
- IM Squared sponsorship (OH, Benefits, Finance, HFL vendors)
- Results drive Benefits and OH program design changes

Health Check Signed Up

Americas Health Check Sign Up



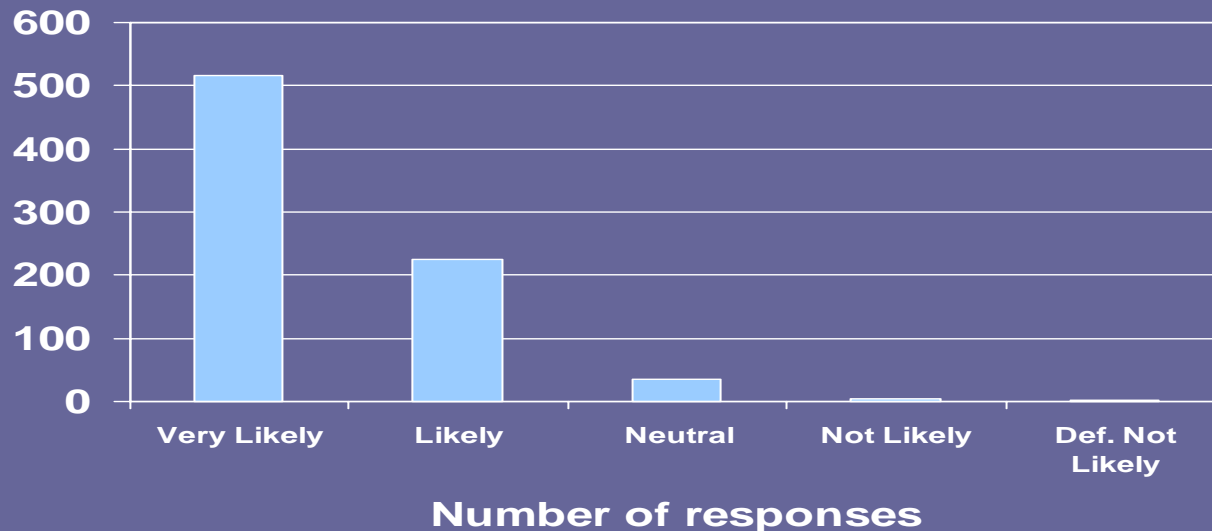
We are reviewing the data for each clinic

Each clinic team is developing tactic to effect changes for their site

One area of focus is factory employees

Satisfaction Questionnaire – Feb 07

- 784 responses
- Question 6: How likely it is that you would recommend the HFL program to a co-worker?



Louis Burns (VP Digital Health Group) comments on HFL 1/8/07

- “Like loading a factory, never want to be without capacity”
- “Don’t cut corners; this is a shining star positive program”
- “Stay focused on informing ee’s so they can manage their health”.
- “Paul (Otellini) is in a really good mood about this and now is the time to go ahead (with Global HFL)”

Health & Wellbeing Programs Asia

- Core Wellness Model Components
 - Biometric Testing
 - Done in Malaysia, India, Shanghai (Funded by C&B)
 - Not done in Philippines, Chengdu currently
 - HRA
 - Offered everywhere consistently
 - Incentives
 - Site based incentives used for HRA participation – lotteries, grab bag, etc.
 - Lifestyle Coaching
 - Current coaching done by nurses, panel doctors on site (Funded by EHS)
 - Other Wellness Programs
 - Robust set of wellness programs available at every site
 - Consistent global quarterly focus areas being offered at every site
 - Based on global strategic plan
 - Dedicated OH resource for wellness at every site

Shanghai China

HRA: 991 participants, about 25.7% of PD site population

General health check: 1570 participants, about 25% of eligible employees

Stress management workshop: 32 participants

Walk to wellness: 260 enrollment



2006 乒乓球赛



上一页

Health & Wellbeing Programs Costa Rica

- Core Wellness Model Components
 - Biometric Testing
 - Offered onsite
 - Labs and coaching are paid for by employees
 - HRA
 - Offered everywhere consistently
 - Incentives
 - No
 - Lifestyle Coaching
 - Current coaching done by nurses, panel doctors on site (Funded by EHS/ employees)
 - Other Wellness Programs
 - Robust set of wellness programs available at site
 - Consistent global quarterly focus areas being offered at every site
 - Based on global strategic plan
 - Dedicated OH resource for wellness at site



Weekly Health & Wellbeing Clinics



Health & Wellbeing Programs EMEA

- Core Wellness Model Components
 - Biometric Testing
 - Done in UK (C&B budget)
 - Israel has offered betas for fab sites only (EHS budget)
 - Ireland offered in conjunction with HRA in 2006 (OH budget)
 - HRA
 - Offered everywhere consistently
 - Incentives
 - None offered
 - Lifestyle Coaching
 - Minimal nurse coaching offered with biometric testing in betas
 - No trained coaches or budget for coaching available
 - Other Wellness Programs
 - Limited wellness programs offered
 - Consistent global quarterly focus areas being offered at every site
 - Based on global strategic plan
 - No dedicated resource for wellness at EMEA sites.



Wafer Fabrication site in Israel



