

# Health, performance and cost savings: An analysis of the Go365 program

Researchers at the Wharton School, University of Pennsylvania conducted an independent analysis of Go365®, Humana’s wellness and rewards program. They examined 9+ years of Humana associate data and spotlighted positive outcomes of Go365 program engagement.



## Better productivity and quality of life

When a member rose in Status by 1 tier, on average they reported:<sup>1</sup>

- 0.15 fewer physically Unhealthy Days
- 0.15 fewer mentally Unhealthy Days

## Fewer and shorter hospital stays

Go365 engagement associated with:

- Large decrease in hospitalizations, modest decrease in emergency room admissions
- Significant savings, since going from 1 visit to 2+ visits is linked with an average increase in cost by more than \$66,000<sup>2</sup>



## Higher job performance

- Higher Go365 Status positively associated with higher job performance rating
- Higher Status tiers associated with Exceptional (the highest job performance rating) and lower Status tiers associated with Inconsistent (the lowest rating)

## Better health

As members rose in Status, they were more likely to improve biometric results:

- LDL cholesterol (predictor of cardiovascular disease)
- Systolic blood pressure (predictor of heart disease, stroke and other health issues)
- Fasting glucose (measures risk of diabetes)

Raising Status by 1 level creates positive results

## Go365 Status levels



## Healthcare cost savings

1 higher Status level linked to:

- \$480 estimated healthcare costs savings/year
- 11% spending decline relative to the average participant in the analysis

Go365, an incentive-based wellness program, empowers people with the tools necessary to reach their optimal health. By participating in health-related activities that can be tracked and measured, such as exercising, getting preventive screenings and completing recommended courses, members earn Points which are used to determine their Status. The number of Points that a member and his/her enrolled dependents earn determines their Status.



### Sources

“Health, Performance, and Behavioral Traits: Analysis of the Go365 Program,” 2021. <https://huma.na/3Kq7SXb>

<sup>1</sup> “Unhealthy Days and Healthy Days are metrics used by the Centers for Disease Control and Prevention,” Centers for Disease Control and Prevention, last accessed September 10, 2021, <https://www.cdc.gov/hrqol/methods.htm>.

<sup>2</sup> “Health, Performance, and Behavioral Traits: Analysis of the Go365 Program,” page 39, 2021. <https://huma.na/3Kq7SXb>.

Go365® is not an insurance product and is not available with all Humana health plans. This is a general description of services which are subject to change. Product features may vary by client. Please refer to Customer Support for more information.

In Kansas, Humana agents and sales representatives are prohibited from conducting pre-sale conversations with clients regarding Go365, EAP, or other value-added services.

This study was based on a subset of Go365 members. Results are not guaranteed.

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