



CASE STUDY

Measurable Health Impact and Demonstrated ROI Across a Large Healthcare Workforce

PROGRAM DESIGN AND REACH

Wellworks For You partnered with a large health system to develop a two-step engagement model: members complete the Know Your Number (KYN) Health Risk Questionnaire and biometric screening, earning premium credits scaled to their KYN Risk Score. Members with elevated risk scores unlock additional program components, including health coaching, KYN Health Report Reviews, and Diabetes Care enrollment. A Reasonable Alternative pathway ensures that members who screen above the diabetes or metabolic risk threshold can earn full premium credits through the Diabetes Care program.

29,122

TOTAL ELIGIBLE EMPLOYEES

15,014

2026 ENROLLED (52%)

+12%

YOY ENROLLMENT GROWTH

2,715

COACHING PARTICIPANTS

Enrollment reached 15,014 members in 2026, representing 52% of the eligible population and a 12% increase over the prior year. Of those enrolled, 96% are insured members. The program has driven meaningful engagement at the highest-risk tiers: 1,648 members are stratified into the Diabetes category and 1,176 into the High and Extremely High risk band, both of which carry the greatest downstream cost potential. A total of 2,715 employees engaged in either Lifestyle Coaching (LC) or Diabetes Care (DC) coaching during 2024 and 2025.



COACHING PROGRAM CLINICAL OUTCOMES: BIOMETRIC RISK REDUCTION

Among the 2,032 coaching participants with paired biometric assessments across 2024 and 2025, the program delivered statistically significant improvements in all tracked cardiometabolic markers. Critically, the coached population carries three times the metabolic syndrome prevalence of non-participants (30% vs. 11%), confirming that program resources are concentrating where the clinical and financial risk is highest.

Coached participants reduced their cardiovascular and metabolic risk markers at more than twice the rate of the general population, with resolution rates exceeding 50% for high cholesterol and nearly 70% for elevated blood pressure.

Coaching Cardiovascular and Metabolic Risk Reduction

70%

Resolution rate for elevated blood pressure

36%

of coached members lost 5 or more pounds

50%

Resolution rate for high cholesterol

25%

of coached members lost 10 or more pounds

Diabetes Care Program Results

780+

Members participating

20%

of elevated cases resolved to normal

48%

of participants improved A1C

10.5-6.2

Largest individual A1C reduction



CLAIMS DATA AND FINANCIAL IMPACT

Claims data confirm what biometric outcomes predict: engaged participants are spending less on medical care and more on prevention.

13%

Participant medical PMPM fell 15% more than non-participants.

\$34.5

Preventive screening PMPM of \$34.5 compared to \$17.1 for non-participants.

This investment in prevention is reflected in the claims trajectory: engaged participants are reducing acute and chronic care costs while increasing screening activity that prevents higher-cost events downstream.

PROJECTED ANNUAL COST AVOIDANCE

Applying peer-reviewed cost-avoidance models to measured biometric and behavioral outcomes, the program delivers projected annual cost avoidance across three non-overlapping categories:

\$3.1-\$3.7M

Projected annual cost avoidance

4x

Projected ROI achievable with continued expansion

5.3x

Conservative ceiling at full program participation

Based on measured biometric risk reductions in the current population, the program already delivers a 2.0 to 2.5x return on investment in realized cost avoidance, with 4x achievable through continued program expansion and a conservative ceiling of 5.3x at full participation.