

Unrecognized risks are holding your people and business back

Many employees struggle with basic needs. Yet most employers don't know how prevalent they are or how to help.

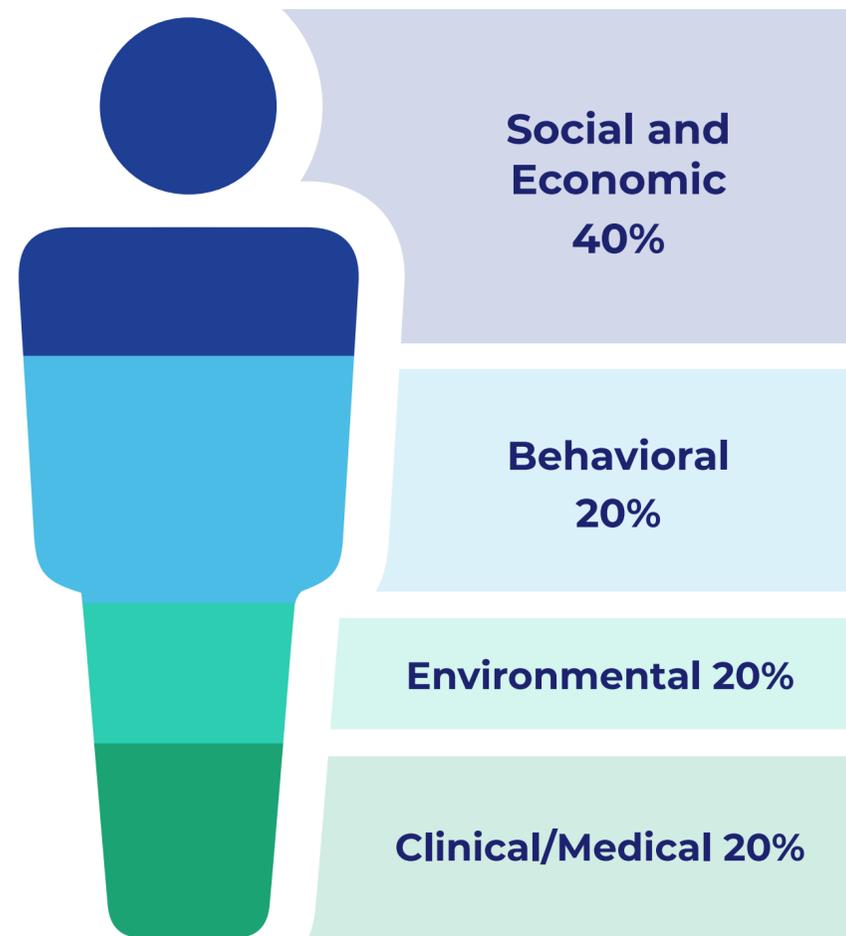


The Unrecognized Risks

Social and economic challenges have a big impact on your employee's health, wellbeing, and productivity. This consequently drives presenteeism and low engagement—translating to significant costs to your organization. Employees with social and economic risk factors are also **3x more likely to struggle with depression**.¹

But, what unrecognized risks exist in your employee population? How do you quantify them? And what can you do to address them?

Until now, employers have lacked practical solutions to assess these unrecognized risk factors – and more importantly, meaningful solutions to address them.



Clinical care accounts for only 20% of health outcomes. SDOH factors and behavior taken together influence over 70%.²

Social and economic factors—traditionally referred to as Social Determinants of Health (SDOH)—most impacting employee health and employer costs

- Food insecurity
- Financial strain
- Housing insecurity
- Childcare & eldercare
- Transportation
- Emotional wellbeing

¹Harris-ProMedica SDOH Poll; December, 2020

²County Health Rankings, 2014

Real world impact

These unrecognized risks have real impacts on healthcare costs and utilization for employed populations.



Employees experiencing Social Determinants of Health challenges

With chronic conditions

- Have 10% higher health care costs (excluding surgical costs)
- Visit the emergency room at significantly higher rates (+86%)
- Are more likely to experience multiple SDOH needs with behavioral health and economic strain being most common

That are healthy / no chronic conditions

- Tend to have 14% higher health care costs
- Visit the emergency room more frequently (+28%), and have a higher proportion of potentially avoidable visits
- Typically experience a single SDOH need, with behavioral health and economic strain being most common

“Employers are discovering influences impacting their employee populations that the public health sector has known about for decades... there is a call to action to address social risk factors and needs throughout the workforce.”

– Health Enhancement Research Organization (HERO), 2020

The Call to Action

Among full-time working Americans¹

24% have experienced food insecurity

20% worry about stable housing

27% have childcare challenges

¹ A 2020 national Harris Insights/ProMedica SDOH poll

Until now, employers have lacked a starting place for addressing these unrecognized risks.

Introducing Resourceful, the first designed specifically for employers and customized for you—fills critical gaps unmet by traditional employee-based solutions.

Resourceful quantifies the prevalence of these unrecognized risk factors in a confidential and stigma-free experience.

We help you support your employee's unique needs – creating a better experience for your people and a better bottom line.

Resourceful works with your existing programs, and as a new, innovative foundation to center your wellbeing strategy on what matters most.

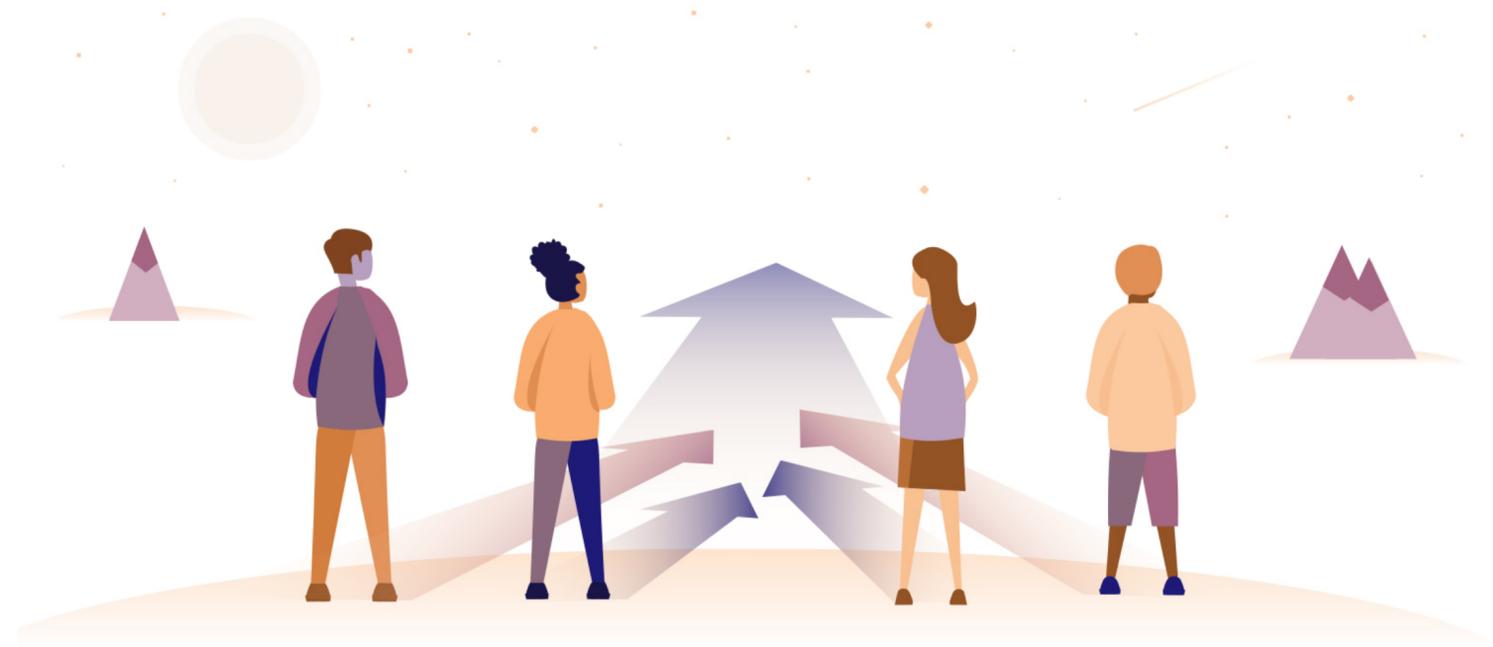
resourceful

A collaboration of ProMedica and Kumanu



For your organization

Resourceful is a unique solution delivering deeper insights into your employees' social, economic and emotional wellbeing needs and helps address them.



Uncover current risks and significant cost drivers with a customized tool that screens employees for risk factors missed by traditional health and wellbeing assessments.

Engage your employees in optimizing use of your benefits and resources you already offer your employees to address these risks.

Activate individuals by strengthening their inner resources (resilience and purpose) AND seamlessly connecting them to valuable outer resources - including self-help, local resources, and under-utilized benefits.

Gain deeper insights and track change in employee health, engagement, and quality of life that impacts your organization's performance and costs.

Address diversity, equity and inclusion authentically by demonstrating a clear commitment to your people and their families with compelling communications that de-stigmatize challenges and drive use.

For your employees

Resourceful **intelligently assesses, activates, and connects** employees with resources that support their individual essential needs all in a comprehensive, confidential, and convenient platform.

Personalized Resources and Support for Tackling Life's Big Challenges

Apply what you're learning in *Finding Purpose and Meaning in Life* to each day with Purposeful, a groundbreaking digital companion available on phone, tablet, or web browser.

Get started

Learn more



Childcare & Eldercare
Housing insecurity
Transportation

Food Insecurity
Emotional wellbeing
Financial strain

How It Works

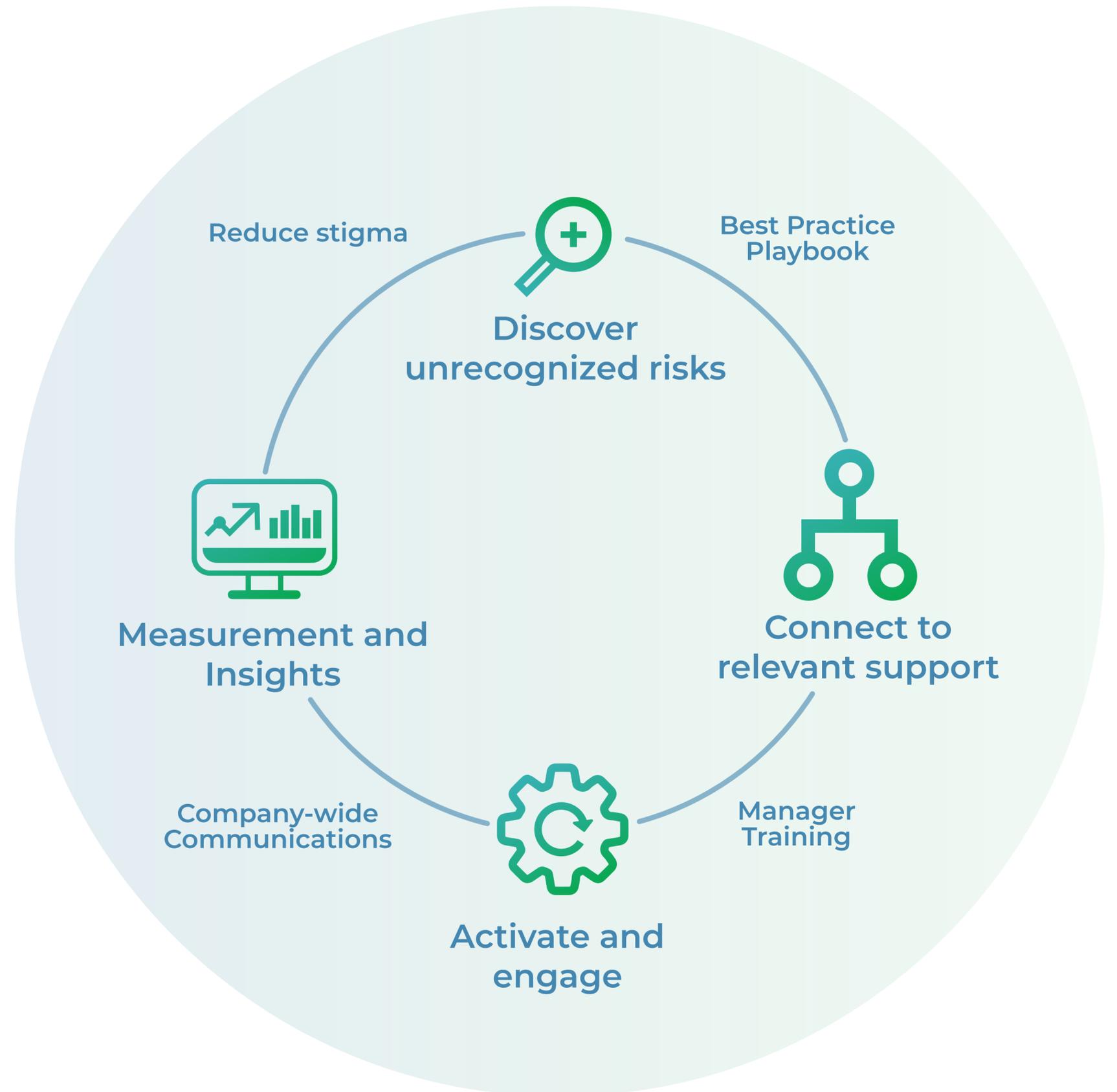
Resourceful delivers new insights you need to understand what's truly holding your employees back from being present, productive, and resilient – supported by a wrap-around communication plan to reduce the stigma and drive engagement.

Identifies unrecognized risks through a confidential assessment completed by each employee uncovering their individual needs

Seamlessly connects employees to 1:1 interventions and other resources including digital self-help, local community resources, and under-utilized benefits.

Activates individuals by strengthening their inner resources (resilience, self-efficacy and purpose), follow up to track progress, change and impact.

Measures changes over time on employee health, engagement, and quality of life providing benchmarks and comparison data, driving better decision-making.





It's time to understand and better support your employees' unrecognized needs

Meet them where they are with the only solution centered on assessing critical unmet needs and activating positive change to effectively address the social determinants of health impacting your workforce.

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