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Session 3B: Could a Unicorn Bend the Trend?

June 8, 2020





SOCIETY OF ACTUARIES Antitrust Compliance Guidelines

Active participation in the Society of Actuaries is an important aspect of membership. While the positive contributions of professional societies and associations are well-recognized and encouraged, association activities are vulnerable to close antitrust scrutiny. By their very nature, associations bring together industry competitors and other market participants.

The United States antitrust laws aim to protect consumers by preserving the free economy and prohibiting anti-competitive business practices; they promote competition. There are both state and federal antitrust laws, although state antitrust laws closely follow federal law. The Sherman Act, is the primary U.S. antitrust law pertaining to association activities. The Sherman Act prohibits every contract, combination or conspiracy that places an unreasonable restraint on trade. There are, however, some activities that are illegal under all circumstances, such as price fixing, market allocation and collusive bidding.

There is no safe harbor under the antitrust law for professional association activities. Therefore, association meeting participants should refrain from discussing any activity that could potentially be construed as having an anti-competitive effect. Discussions relating to product or service pricing, market allocations, membership restrictions, product standardization or other conditions on trade could arguably be perceived as a restraint on trade and may expose the SOA and its members to antitrust enforcement procedures.

While participating in all SOA in person meetings, webinars, teleconferences or side discussions, you should avoid discussing competitively sensitive information with competitors and follow these guidelines:

- Do not discuss prices for services or products or anything else that might affect prices
- Do not discuss what you or other entities plan to do in a particular geographic or product markets or with particular customers.
- Do not speak on behalf of the SOA or any of its committees unless specifically authorized to do so.
- Do leave a meeting where any anticompetitive pricing or market allocation discussion occurs.
- Do alert SOA staff and/or legal counsel to any concerning discussions
- Do consult with legal counsel before raising any matter or making a statement that may involve competitively sensitive information.

Adherence to these guidelines involves not only avoidance of antitrust violations, but avoidance of behavior which might be so construed. These guidelines only provide an overview of prohibited activities. SOA legal counsel reviews meeting agenda and materials as deemed appropriate and any discussion that departs from the formal agenda should be scrutinized carefully. Antitrust compliance is everyone's responsibility; however, please seek legal counsel if you have any questions or concerns.



Presentation Disclaimer

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WHO'S SPEAKING?

Amy Christensen

Partner at Vistria Group a private investment firm focused on middlemarket companies in the healthcare, education, and financial services industries.



achristensen@vistria.com

WHO'S SPEAKING?

Dave Nelson FSA, MAAA

Senior Adviser at the health strategy and actuarial firm PascoAdvisers

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WHO'S SPEAKING?

Keith Passwater FSA, MAAA

Managing Director at the health strategy and actuarial firm PascoAdvisers

Keith@PascoAdvisers.com





• VC/PE Introduction

Healthcare Start-up ROI

• Examples



Poll Question:

What's your level of expertise with Venture Capital/Private Equity backed healthcare companies?





Poll Question:

In how many Venture Capital/Private Equity backed healthcare companies have you invested company and/or personal money in the past three years?

None
 1-2
 3-5
 6-20



Venture Capital & Private Equity Introduction



Stages of Investment





Characteristics by Stage of Investment

	Angel/Seed Investing	Venture Capital	Growth Equity	Private Equity
Ownership	Small minority w/large group of individual investors	Minority with some other institutional investors	Minority/Majority with few other institutional investors	Majority
Financial Profile	Pre-revenue	Generates revenue, burning cash	Generates revenue, break even cash flow	Generates revenue and EBITDA
Growth Expectation	Exceptionally high revenue growth	Exceptionally high revenue growth	High revenue growth, single digit EBITDA	Double EBITDA
Returns Expectation	Varies dramatically	0-10x	4-5x	2-3x
Time Horizon	Varies	1-2 years	3-5 years	3-5 years
Investor Involvement	Low	Low-Medium	Medium-High	High



Implications of Those Characteristics

Ownership	Can have multiple chefs in the kitchen	
Financial Profile	 If you're burning cash, every dollar of revenue (and every payer contract) is critical and time sensitive 	
Growth Expectation	 High pressure environment for management Depending on stage, may prioritize revenue over profit or vice versa 	
Returns Expectation	 For all stages, expect to exceed public market returns Exit valuations are measured as multiple of revenue/EBITDA Investors look at the blended risk/return profile of an entire portfolio of companies which affects individual company return expectations 	
Time Horizon	 Returns are measured relative to the investment hold period When the company is looking to exit (and to whom) may be important 	
Investor Involvement	 May have more hands-on involvement from investors (e.g., private equity's use of operating partners and board of directors) Investor may leverage relationships to try to help company win new business or increase revenue Investor may be able to leverage synergies across portfolio companies 	



Investor Value Add

STRATEGIC ALIGNMENT

- » Ensuring clarity of vision, common financial expectations, and aligned incentives
- » Collaboratively determining long-term strategy, identifying growth opportunities, setting cultural aspirations, and targeting operational changes and upgrades

REGULATORY INSIGHTS

» Relying on regulatory knowledge, experience, and relationships to advise companies on how to navigate and take advantage of complex and changing landscapes

STRATEGIC RELATIONSHIPS

- » Facilitating partnerships that will drive transformational growth
- » Bringing Fortune 100 relationships to middle-market companies
- » "Connecting the dots" and making door opening introductions to strategic customers and partners

STRATEGIC ALIGNMENT

VISTRIA

HUMAN CAPITAL OPTIMIZATION

- » Ensuring "A Players" are in key roles, through rigorous assessment of management team and recruiting/ onboarding to fill gaps
- » Tapping network and engaging industry "heavyweights" to Board and Advisory roles

OPERATIONAL IMPROVEMENT

- » Bringing Operating Partner expertise to bear across all aspects of the business
- » Upgrading commercial (including sales and product marketing) and operational capabilities
- » Helping measure performance and use data to make decisions
- » Identifying opportunities to better use technology (e.g., data analytics, digital marketing)



2019 Activity – US Healthtech







2019 Activity – US Healthtech



PitchBook-NVCA Venture Monitor



2019 Activity – US Biotech and Pharma





PitchBook-NVCA Venture Monitor

2019 Activity – US Biotech and Pharma

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PitchBook-NVCA Venture Monito

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Healthcare Start-up ROI



Healthcare Start-up: Value to Payer

Payer ROI_{Rough} = Incremental Value of Product/Service - Incremental Cost

Or

Incremental Value / Incremental Cost

Complications:

- Likelihood of success
- Timing
- Incomplete demonstrations of value
- Unknown costs
- Higher risk- sticky accountability



Payer Incremental Value

- Admin savings
- Cost of Care savings
- Revenue increases
- Strategic value

Payer Incremental Cost

- Cash
- Time
- Resources
- Adjacent Project Acceleration
- Surprises





Healthcare Start-up Compensation Structures



- Types
 - Fee for Service
 - Pmpm
 - Per patient engagement
 - Case rate
 - Shared savings

- Complexities
 - Immature business model
 - Payer system limitations
 - Med cost reimbursement segmentation
 - Shared savings madness
 - Equity decision-making



Healthcare Start-up Likelihood of Success

Considerations/Questions:

- •Proven (or, at Least Credible) Concept
- •Regulatory Hurdles
- Competitive Distinction & Advantage
- Operational Capability/Mngmt Prior Success
- •Key Relationships
- •Funding Stream Adequacy
- •Customers/Revenue
- Implementation Feasibility





Healthcare Start-up: Payer Challenges

- **Risk/Reward**
- Prioritization
- **Executive Decision-making**
- Impact to Target
 - Payer rivals Ο
 - Adjacency rivals 0
 - Unfriendly acquisition Ο
- **Overwhelming Volume of Opportunities**





Poll Question:

How many investor-backed healthcare companies have you evaluated for ROI in the last three years?

- 1. None
- 2. 1-2
- 3. 3-5
- 4. 6-20
- 5. 20+





Poll Question:

For those of you who have evaluated some investor backed healthcare companies for ROI, what percentage had high enough ROI to proceed with a deal to implement?

- 1. < 10%
- 2. 10 to 25%
- 3. 26 to 50%
- 4. 51 to 75%



5. 76 to 100%

How to Prioritize Opportunities

- Evaluation Process
- Materiality
- Market Demand
- Link to Other Offerings
- Executive Advocacy
- Other



Healthcare Start-up Examples





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1 in 3 Americans skips care because of cost.

This nonadherence has sweeping consequences.





 Clinical side effects, polyphermacy bears, incorvenence, or untimery access to core Breacher, B. A., Garvetz, J. H., & Sournerd, S. B. (2007), Patients at this for cost-related medication nonadimension: A were of the Instature. Journal of General Internal Medicine, 22(6), 864–871. The New England HosPitane Instatute. (2008). "Histing Guided-the Pitton: A System-wide Agencian to Instature general Medication Advence for Chronic Deeses. New England Healthcare Institute, August, 1–21.

\$300**B**

Annual cost of nonadherence &

suboptimal drug administration

There are billions spent on pharma drug coupons each year. But, they're not spent well.

\$4B





One size fits all / little power to incentivize



Unsophisticated targeting & economics





Increasing regulatory scrutiny

Vearte. November 2011, 'How Copuy Coupons Could Pase Prescriptori Drug Costs by \$32 liliton over the Next Decade."

Sempre allows payors to leverage manufacturer dollars. We improve adherence and provide a personalized patient benefit over time, for free.









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We see 8x higher enrollment than typical payor programs.

ENROLLED

35%

Member submitted phone number & provided explicit consent to enroll ACTIVATED

92%

Member has filled at least 1 prescription with Sempre

~80% of members enroll without intervention





Our dynamic discounts change behavior.





- 86% of fills are on-time (within 3 days of the expected refill date)
- 30% of enrolled members were reactivated (had stopped filling more than 30 days before enrolling)
- · 36% of members text 'thanks'



This translates to healthier and happier members.





Judy Miller

"I signed up because of the financial payments, but I found that I really liked knowing that somebody out there cared whether I got my medication filled each month....by the end of the study I had lost 25 pounds and my fasting blood sugar dropped from 145 to about 100. So thank you for helping me to make these changes in my health."
Sempre Health Leadership



Anurati Mathur

Cofounder & CEO

Anurati believes that price is the most tangible, yet untapped lever on patient behavior today. She was the founding data scientist at Propeller Health, before which she built data products at Practice Fusion and led clinical analytics & special projects for the CFO at DaVita Healthcare Partners.



Swaraj Banerjee

Cofounder & CTO

Swaraj is building technology to predict and deliver the right price for the right patient at the right time. He was a machine learning engineering director at Expect Labs, before which he was an early engineer on Zynga's FarmVille 2 team. Swaraj holds a dual B.S., in Electrical Engineering & Computer Science from UC Berkeley.



Dr. Mark Fendrick

Dr. Mark Fendrick researches how consumer engagement initiatives impact access to care, quality of care and healthcare costs. He is the founder of the University of Michigan Center for Value-Based Insurance Design. He also serves on the Medicare Coverage Advisory Committee and remains clinically active in the practice of general internal medicine.



Charlene Frizzera

Charlene Frizzera serves as President and Chief Executive Officer of CE Health Advisors. She is also a Senior Advisor at Leavitt Partners. Charlene was previously Acting Administrator for the Centers for Medicare and Medicaid Services (CMS), where her responsibilities included leading the policy and operational aspects of CMS, while executing the design and implementation plan for the Affordable Care Act. As a well-deserved mark of respect. Charlene received the Presidential Rank Award in 2000 and 2008, an honor for outstanding leadership reserved for the nation's top one percent of the Senior Executive Service



Poll Question:

What's the likelihood this program will deliver on its promises?

- 1. < 10%
- 2. 10 to 25%
- 3. 26 to 50%
- 4. 51 to 75%
- 5. 76 to 100%



Panelists' Questions/Considerations:

- •Proven (or, at Least Credible) Concept
- •Regulatory Hurdles
- Competitive Distinction & Advantage
- Operational Capability/ Mngmt Prior Success
- •Key Relationships
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- •Implementation Feasibility







Better Care, Sooner



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Predict the What, Why and When of Tomorrow's Cost				
Mitigate Rising Risk	Steer High Cost Events	Predict Total Cost		
Solution 1: COST BLOOM INTERVENTION	Solution 2: STEERAGE PRECISION	Solution 3: RISK ASSESSMENT		
 Cost Bloom, Jump, High Cost Claimant Likelihood Engagement Likelihood Clinical Impactability Score Case Selection Optimizer Action Plan Recommendation 	 Clinical Event Likelihood Engagement Likelihood Event Timing Likelihood Case Selection Optimizer Case Summary 	 Prospective Risk Score & Cost Concurrent Risk Score & Cost Cost Bloom, Jump, High Cost Claimant Likelihood 		
Ave Annual Price Per Customer: <mark>\$850k</mark>	Ave Annual Price Per Customer: \$400k	Ave Annual Price Per Customer: \$600k		

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Strategic Approaches	Competitive Landscape	
1. Machine Learning Predictions with Drivers and Actions	Cardinal Analytx	KenSCI (Provider) Cyft (CM platform)
2. Machine Learning Predictions + Model Correlations	Base Health (Med Adv. Risk Jvion (Provider) Ayasdi (Provider)	Adj)
3. Machine Learning Predictions	Lumiata (Risk) Cogitativo (Payment) HBI Solutions (Risk) IBM Watson (Truven)	Ark.one (Risk) NextHealth (Provider) Hindsait (Data Aggregation)
	Optum (Risk) Milliman (Risk)	Health Catalyst (Provider) Welltok (Member Platform)

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_	Engaged	l Founde	rs, Investo	ors & Boa	ard —
Founders	Nigam Sh Associate Pro Stanford	ah fessor of Medicine,	P	rnold Milstein rofessor of Medicine, ranford	
	Associate Professor of Medicine, companies; Asst Director of Cent efellow, American College of Mer for Clinical Investigation. MS and MD Baroda College (Barc Postdoctoral, Medical Informatic	er for Biomedical Informatics Resea lical Informatics and American Soci Ida, India), PhD, Penn State,	ety Center; Elected Mer of Sciences; Medica Trustee Intermount Founder national he Group; former Cong	he and Director, Stanford Clinical E mber Institute of Medicine Section Director at Pacific Business Group ain Healthcare. aith care performance improvemer ressional MedPac Commissioner. Aits; MPH, U.C. Berkeley.	of National Academy on Health; Board
Investors (CPCARdinalpariners PREMEI		John Doerr Family Fund	Blue Shield of Californic	la Blue 🚭 🖲
Board	(B)	Thomas McKinley Chairman of Cardinal Analytx Partner at Cardinal Partners		Linda Hand CEO of Cardinal Analytx	
B	John Doerr Chairman, Kleiner Perkins		Mark Smith California HealthCare Foundation, Co-leads a CMS effort to accelerate value-based payment	Q	Nigam Shah Associate Professor of Medicine, Stanford
	G:	Elizabeth Spaulding Partner at Bain & Company, Global Head of Bain Digital	B	Kent Marquardt Former EVP and CFO at Preme Blue Cross	era
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Source: Business Insider







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Everything Starts Small





Thank you for joining!







Troy Medicare removes the fat in the Medicare healthcare program.





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Medicare Market



- Medicare is a government program that covers the healthcare of 50 million seniors and continues to expand each year to cover more residents of all ages
- Medicare Advantage represents the private companies which the US government contracts to administer the Medicare program for 21 million Americans
- Medicare Advantage is growing at an increasing rate, and will surpass 40 million seniors by 2025 (that's a <u>\$800 Billion market size</u>)

https://www.lek.com/sites/default/files/insights/pdf-attachments/2135-Medicare-Advantage-Penetration.pdf



Independent Pharmacies



- 21,767 community pharmacies (36% of all pharmacies in the US) are independently owned small businesses, often located in underserved areas where access to care is a challenge
- Services include: Immunizations, Medication Reconciliation, Home Delivery/Home Visits, Tobacco Cessation Programs, Nutrition Counseling, and Point of Care Testing
- The average senior visits their community pharmacy 3 times per month (36 times per year) and trust their pharmacist more than their primary care doctor



Direct Competitors



- United Healthcare Group \$240 Billion market cap closely partnered with Walgreens
- Humana \$40 Billion market cap closely partnered with Walmart
- Aetna purchased by the CVS pharmacy chain for \$69 Billion
- Cigna merged with Express Scripts in a deal valued at \$67 Billion
- WellCare purchased by Centene for \$15 Billion



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The Fat

- Advertising/Marketing accounts for 45% of non-medical expenses each year
- Insurance Brokers account for 25% of non-medical expenses each year
- Pharmacy Benefit Managers (PBMs) 5% of non-medical expenses
 - Bloated transactional system with 0 drug pricing transparency
 - Ineffective at managing drug costs and disconnected from the health costs
- Third Party Administrator (TPA) functions 20% of non-medical expenses
 - Outdated technology standards make care management impossible
 - Data delays lead to provider and patient dissatisfaction
- Care Management Vendors 4% of non-medical expenses
 - · Many duplicate vendors with no incentives to integrate and share data





Enter Troy Medicare

 Troy Medicare is the only Medicare company that combines modern data science techniques with the patient accessibility and trust of local community pharmacies.

Unfair competitive advantage:

- Customer Acquisition Cost is 20 times lower than the competition
- Close relationships with 21,000+ local community pharmacies in all 50 states
 - · Unique care management that is more effective than current models
- · Founded by software engineers with a history of disrupting Medicare
 - · Data-driven benefit design proven to attract members

Troy Medicare is Live and Proven



- APR 2019 Received license from the North Carolina Department of Insurance
- JUL 2019 Received approval from the Center for Medicare and Medicaid Services
- SEP 2019 Completed \$10.2 million financing round
- SEP 2019 Contracted a large network of providers (including Duke Health, CHS, South Eastern, and Cape Fear Valley Hospital Systems)
- OCT 2019 Proved model by enrolling 250 members in Troy Medicare at \$0 CAC
- JAN 2020 surpassed \$3 million in Annual Recurring Revenue (ARR)



Actuarial Financials



	2019	2020	2021	2022	2023	2024	2025	2026
Capital	10.2M	25M	0	0	0	0	0	0
Contribution	US\$	US\$	US\$	US\$	US\$	US\$	US\$	US\$
Members Enrolled	0	400	2,085	8,030	10,070	13,690	16,640	24,790
Total	0	4,500,600	31,571,286	135,208,457	181,958,868	255,441,356	322,692,780	497,371,236
Revenues		US\$	US\$	US\$	US\$	US\$	US\$	US\$
EBITDA	-3,267,488	-5,797,274	284,368	3,061,158	7,732,212	14,644,130	20,134,241	33,400,259
	US\$	US\$	US\$	US\$	US\$	US\$	US\$	US\$
Capital	4.6M	23.8M	24M	27.1	34.1M	43.6M	56.7M	78.4M
Reserves	US\$	US\$	US\$	US\$	US\$	US\$	US\$	US\$



Unfair Distribution

- Troy Medicare has an unfair advantage: a customer acquisition cost that is 1/20th compared to United, Humana, and Aetna.
- By leveraging a free pharmacy distribution channel, Troy Medicare is acquiring customers without being beholden to insurance broker commissions
- Due to word-of-mouth, Troy Medicare has acquired all members while spending \$0 on advertising and marketing.
- Unlike the relationship with an insurance broker, seniors have a trusted, long-term relationship with their pharmacy.
 - This leads to a much higher retention and long-term value (LTV) of each member



Unique Care Management



 Troy Medicare has a network of trusted, local pharmacies that patients see <u>36 times per year</u> on average (compared to the 3 times they see their PCP)

· Every Troy Medicare member has a local pharmacy care manager assigned to them

 Each month, the care manager meets in-person to review health goals, social determinants, complete a care plan, review medications and create an action plan

 Troy Medicare provides the data and technology tools to each care manager to have complete visibility into each member across their health spectrum



Data-driven Benefit Design



- Transparent drug pricing
 - Troy Medicare is the first Medicare Plan to have 100% transparency for the patient and pharmacy on the cost of each medication
- \$0 Durable Medical Equipment up to \$90 in value
- · Key medications covered that are low cost but high value
- \$0 premium
- \$0 deductible
- \$0 primary care visits



Geographic Expansion



 Enabled by signed contracts with 3800+ providers, including Duke Health, Cape Fear Valley, and South Eastern, Troy Medicare will expand to 13 more counties in NC in 2020

· Detailed expansion plans can be viewed in the Series B data room

 In early 2020, Troy Medicare leardership is holding meetings with the departments of insurance in South Carolina, Virginia, and Tennessee to discuss expansion plans

 To better serve our Medicaid population, Troy Medicare will be adding a Dual Eligible Special Needs Plan (D-SNP) in 2021



Troy Medicare Leadership





Flaviu Simihaian Chief Executive Officer

 Previously CEO of iMedicare, a SaaS platform 6,000+ pharmacies use to help seniors pick Medicare plans

 Facilitated the enrollment of over 1 million seniors in Medicare Advantage plans



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Michael Cutroni Chief Financial Officer

- CFO @ MDWise - CFO @ Consumers Mutual Insurance of Michigan

- VP of Financial Planning @ Universal American





Elyse Eisenberg Chief Operating Officer

- Executive Director @ Vantage Cancer Care Network - Director, Corporate Contracting @ Bravo Health - Director, Corporate Development @ AmeriHealth

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Jeff Scribner Chief Compliance Officer

- Former Deputy US Marshal and Special Agent

 Chief Compliance Officer and Privacy Officer for publicly traded companies, HMOs, large complex healthcare systems



Troy Medicare Leadership





Josh Young, Pharm D Pharmacy Officer

Josh is a co-founder of Troy Medicare, as well as a pharmacy owner and works with hundreds of independent pharmacies to build the Troy Medicare playbook for Medicare Advantage.



Lateef Jackson Chief Information Officer

Lateef has 20+ years of machine learning, data science, and has managed large tech teams, exited 2 startups, and been a leading architect at New Relic.



Amina Abubakar Clinical Director

Amina owns RxClinic pharmacy in NC, was awarded national pharmacist of the year, and is considered one of the most innovative clinical pharmacists in the US



Dr. Bader Almosheli Medical Director

Dr. Almoshelli is a leader in value-based post-acute care delivery, with a focus on physiatry. He has been in practice for over 10 years.


Troy Medicare

Troy Medicare Leadership





Susan Esparza, NP VP Medical Management

Previously with Optum, Susan brings over 20 years experience in health care. She is a Board Certified Nurse Practitioner.



Kim Ryals Director of Operations

Kim has worked with both national Medicare plans to deliver the highest quality of service within all aspects of Medicare Adavntage



Steve Kaczmarek Actuary

Steve Kaczmarek is a leading Medicare actuary for Milliman, the firm a majority of health plans use to submit their CMS bids.



Jeff Spight Chairman of the Board

Jeff Spight was previously President of the ACO business @Universal American and VP of Development @ Bravo Health



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Poll Question:

What's the likelihood this program will deliver on its promises?

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If you plan health care for **annual plan decisions**, **doctors**, **hospitals** and **drugs** – you get health care for **annual plans**, **doctors**, **hospitals**, and **drugs**.





Bind changes the design of health insurance





Designing a health plan from scratch



Core

- + Designed to meet ACA requirements
- + Copays only no deductibles or co-insurance
- + Bind's copays are smart!
- + Elected during annual enrollment

Add-Ins

- + Time to plan for care
- + Range of treatment options, providers and settings
- + Copays and additional paycheck contributions
- + Purchased on-demand at any time throughout the year

+ Employers save 10%-15%

+ Rich Core benefit





Same member experience for the pharmacy benefit





Source: Business Insider

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When you design around conditions, you can impact all points of the patient journey.





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Average Knee Arthroscopy Cost Breakout by Location





Cost Breakout of Knee Arthroscopy Episodes by Location



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Case study: Employees prefer Bind.

Active enrollment – effective date 1/1/19

	РРО	ACO 1	ACO 2	bind
Employee	\$143.00	\$77.00	\$77.00	\$82.00
Employee + 1	\$304.00	\$161.00	\$161.00	\$161.00
Family	\$481.00	\$250.00	\$250.00	\$244.00





Source: Business Insider

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People register and engage.





Bind members make better Rx choices.



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People make better use of their pharmacy benefit.

Even with a higher utilization rate, the pharmacy benefit PMPM cost was 46% lower than industry.

Bind Q119 actual data.





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Bind members are more satisfied.



Rating on a 1-5 scale where 5 is excellent.



Source: Business Insider

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Bind keeps our clients UNDER budget.





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Bind Leadership



Jodi Hubler is President & Board Director of Bind On-Demand Health Insurance. Jodi previously served on the boards of Lemhi portfolio companies: DNA Direct, Liazon, Carol, DestinationRx, OneHealth Solutions, Shareable Ink, RetraceHealth, PokitDok, PlanSource and Recondo Technology. Over her career, she has held executive positions in a variety of public and private companies, including re-engineering efforts for Cargill; driving systems to support lean manufacturing and process change for a \$2B division of Alcoa; and start-up experience with venture-backed Definity Health, where she served as chief people officer. Definity Health was ultimately acquired by United Health Group for more than \$300M.



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