



Work Loss Data Institute



In focus with workplace health and productivity



The Principals



Phil Denniston, Jr. *PRESIDENT & CEO* Patricia Whelan *EXECUTIVE VP & CFO*

Philip L. Denniston, Jr., (B.S. Stanford University, M.B.A. Harvard University) and **Patricia Whelan** (B.A. Marymount College) have together founded a number of leading medical database companies. Included in their areas of healthcare database expertise are:

Workplace Health and Productivity — The trend toward corporate downsizing in the past decade fueled a need for sharper focus on workplace health and productivity issues. This environment dictated the demand for guidelines to manage employee absenteeism, optimize workforce productivity and identify programs and services to enhance the workplace environment, all aimed at utilizing, motivating and retaining industry's most important asset - the employee. Founded by Phil and Pat in 1995, Work Loss Data Institute (WLDI) develops and provides the content necessary to answer that demand. WLDI's purpose is to remain the proven industry resource for integrated return-to-work information of the highest quality, in absolute resonance with principled standards for evidence-based medicine, used by employers, insurers, third party administrators, physicians and case managers alike. Current WLDI offerings include *Official Disability Guidelines* and *Employer Health Register*, discussed on the following pages.

Prior to WLDI, Phil and Pat's contributions to the healthcare industry encompass the following:

Pharmaceuticals — As founders of Data Pharmaceutica, Inc., Phil and Pat created the Physicians GenRx database. First published in 1991, *Physicians GenRx* is a complete annual reference on prescription drugs - branded and generic - used primarily by physicians and pharmacists to determine when generic substitution is appropriate and when it is not, including costs and labeling information on alternative drugs. With the GenRx database, they became charter providers to *Physicians Online*. Acquired by Mosby-YearBook (now part of Harcourt Brace) in 1994.

Healthcare Products — Co-founded by Phil and Pat, and first published in 1981, *Medical Device Register* is an annually updated directory of equipment and supplies used by hospitals and health agencies for procuring medical equipment. Acquired by Thomson Corporation in 1985, *MDR* is still considered to be the premier resource for identifying medical equipment and supplies and the companies that manufacture them. Other databases developed by Phil and Pat within the hospital marketplace and included in the Thomson acquisition are *Distributor Profiles*, *Product SOS* and *Homecare Product Directory*. Further development followed, while under contract with Thomson, including *Directory of Hospital Personnel* and the *HMO/PPO Directory*. Phil later became CEO of Medical Economics Data with responsibility for PDR and American Health Consultants, publisher of *Occupational Health Management*, *Case Management Advisor*, *Disease State Management*, *Home Care Case Management*, *Employee Health & Fitness*, and *Hospital Case Management*.



Company Overview

Work Loss Data Institute (WLDI) is an independent database development company focused on workplace health and productivity. Founded in 1995, WLDI outlined its mission: To create, maintain and market information databases to implement standards for managing workforce productivity, with ongoing focus on healthcare cost containment.

WLDI created *Official Disability Guidelines (ODG)*, an annually updated reference providing disability duration norms for every illness and injury based on the largest credible experience database available - over 3 million cases. Thousands of employers are saving millions of dollars by using *ODG's* "Best Practice" Guidelines to help get employees back to work in good time. Because the data is experience based, it is fair to labor and defensible by management. *Official Disability Guidelines* is available as a 1,400-page book, an abbreviated Top 200 Conditions version, on CD-ROM, on the Web, and as part of a fully functional case management software application from Medgate, Inc. A generous mix of sample pages can be found at www.DisabilityDurations.com.

Reaching beyond the scope of getting employees back to work sooner, WLDI identified a need among employers to find ways to keep their employees productive, loyal, healthy and motivated. As a logical adjunct to *ODG*, WLDI developed *Employer Health Register* - a comprehensive database tool for employers seeking information on alternative programs, products and services designed to maintain wellness among their workforce and enhance and maximize their employees' performance. The complete *EHR* directory is available at no cost on the Internet at www.EmployerHealth.com, or in book and CD-ROM versions at a nominal charge.

Work Loss Data Institute also licenses its information bases in "raw data" form for integration with other software, or on a custom-program basis.

WLDI is a member of the American Association of Occupational Health Nurses (AAOHN), and the Disability Management Employer Coalition (DMEC).

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Official Disability Guidelines



Official Disability Guidelines (ODG) is the first and only evidence-based reference for disability duration. ODG's Best Practice & Summary Guidelines are based on national norms reported to CDC and OSHA, representing over 3 million cases described as "the most direct form of evidence that can be offered in court" under the Federal Rules of Evidence. With a comprehensive annual update process, an Editorial Advisory Board of over 80 world-renowned professionals in occupational health & disability medicine, and an unparalleled stronghold in evidence-based methodology, ODG is the steadfast authority on expected duration in workers' compensation and disability claims.



Organized by Official ICD-9 Code

- Fully compatible with the World Health Organization's 9th revision to ICD-9-CM
- Approximately 10,000 diagnoses covered

Return-to-Work Summary Guidelines

- Estimated days out of work (based on national norms) for each condition in summary, for those who just want to eyeball a range
- Cost justify case management efforts by "beating the guideline" using the At-Risk date

Return-to-Work "Best Practice" Guidelines

- Estimated days out of work (based on national norms) for typical cases within each condition depending on severity, type of treatment and type of job, including modified duty
- Indispensable to effective case management, identifies up front what "pathway" a case is likely to follow

Activity Modifications

- Condition-specific modifications for each level of job identified in the "Best Practice" Guidelines
- Allows for early return-to-work, given distinct limitations for prevention of re-injury
- Can be used to assist clinician in preparing employer's RTW form

Description

- Describes the injury or illness including symptoms and other names

ICD-10 Codes

- Provides complete ICD-10 translations for each condition

Other Links (Web version only)

- Links to pre-screened treatment and diagnostic information for each condition, including color pictures with explanatory detail
- Includes full text treatment guidelines from US State workers' comp systems

Medical Costs

- Average medical costs for each condition, including total number of cases per sample

Procedure Codes

- Common procedures performed for each condition cross-referenced by current code
- Links into procedure index with description, cost, and national ranking (Web version only)

Case Management Triage

- Priority indicators (Low Touch, Case Management, or Long Term Planning) for appropriate allocation of case management efforts when resources are spread thin
- Inflection point, flag date at which Level 1 claims should be resolved, or if return-to-work has not been achieved, should become actively case managed

Physical Therapy Guidelines

- Shows recommended frequency and duration of PT visits

Chiropractic Guidelines

- Shows recommended frequency and duration of chiropractic care

Age Adjustment Table

- Provides condition-specific multipliers for age adjusting disability guidelines
- Shows the At-Risk date pre-adjusted by multipliers



724.2 Lumbago

Return-to-Work Summary Guidelines
Midrange: 20 days | At-Risk: 79 days

Return-to-Work "Best Practice" Guidelines
Vague, descriptive diagnosis with multiple causes --
Mild, clerical/modified work: 0 days
Mild, manual work: 7-10 days
Severe, clerical/modified work (bed rest): 3 days
Severe, manual work: 14-17 days
Severe, heavy manual work: 35 days
With radicular signs, see 722 (disc disorders)
With radiating pain, no radicular signs, see 847 (sprains & strains)
Obesity comorbidity, multiply by: 1.5

Activity Modifications: For each level of job below --
Clerical/modified work: Lifting with knees (with a straight back, no no stooping) not more than 5 lbs up to 3 times/hr; squatting up to 4 times/hr; standing or walking with a 5-minute break at least every 20 minutes; sitting with a 5-minute break every 30 minutes; no extremes of extension or flexion; no extremes of twisting; no climbing ladders; driving car only up to 2 hrs/day.
Manual work: Lifting with knees (with a straight back) not more than 25 lbs up to 15 times/hr; squatting up to 16 times/hr; standing or walking with a 10-minute break at least every 1-2 hours; sitting with a 10-minute break every 1-2 hours; extremes of flexion or extension allowed up to 12 times/hr; extremes of twisting allowed up to 16 times/hr; climbing ladders allowed up to 25 rungs 6 times/hr; driving car or light truck up to a full work day; driving heavy truck up to 4 hrs/day.
Heavy manual work: No restrictions.
Description: Pain, discomfort, stiffness, and weakness of the lower back which may or may not extend to the legs, hips, and buttocks. This is a symptom of many diagnoses but it is not a disease in itself. Lumbago and other back problems are second only to upper respiratory infections as a reason for lost work.
Low back pain
Low back syndrome
Lumbalgia
ICD-10 Code(s): M54.4, M54.5, M54.8, M54.9
Other Links: Click below for detailed information on this condition:
WebMD | State Guidelines | Merck Manual | Merck Home Edition | Mayo Clinic |
Medical Costs: \$6,076 (average of 20,895 cases)
Procedure Codes: 97110 97124 97140
CM Triage: Level 1 (low touch), inflection point 20 days
Physical Therapy Guidelines
Allow for fading of treatment frequency (from up to 3 visits per week to 1 or less), plus active self-directed frequency (from up to 3 visits per week to 1 9 visits over 8 weeks)
Chiropractic Guidelines
Therapeutic care --
Mild: 6 visits over 2 weeks
Severe: Trial of 6 visits over 2 weeks
Severe: With evidence of objective progress, total of up to 18 visits over 6-8 weeks, avoid chronicity
Elective care -- As needed

Disability Duration Adjustment Factors by Age

Age Group	18-24	25-34	35-44	45-54	55-64	65-74
Adjustment Factor	0.66	0.74	1.07	1.10	1.35	1.64
At-Risk Days	52	58	85	87	107	

724.2 Lumbago continued on next page

(continued from previous page)

RTW Claims Data for Benchmarking

- Days away from work by decile (10 percent of claims back by tenth day, etc.), including mean

Length of Disability Data from CDC NCHS
(Centers for Disease Control National Center for Health Statistics)

- Charts disability duration data for all cases from the National Health Interview Survey
- Shows impact on total absence for each condition (total incidence and prevalence data)

OSHA DAW Data

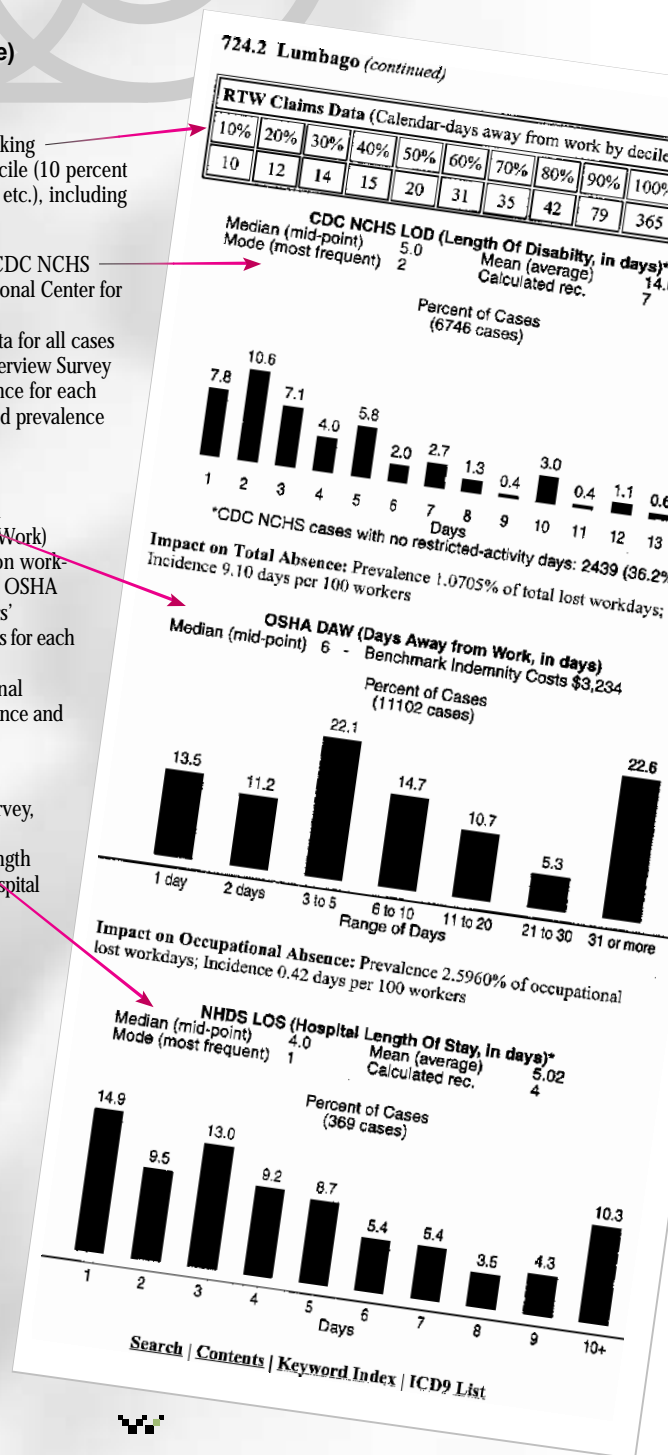
(Occupational Safety and Health Administration Days Away from Work)

- Provides lost time statistics on work-related disabilities as reported to OSHA
- Calculates estimated workers' compensation indemnity costs for each condition
- Shows impact on occupational absence (occupational incidence and prevalence data)

NHDS LOS Data

(National Hospital Discharge Survey, Length)

- Charts norms on hospital length of stay derived from actual hospital billing records

**Official Disability Guidelines is available in many forms...****ODG Complete**

At about 1,400 pages, ODG Complete contains disability duration and return-to-work information for every reportable condition – all 10,000 ICD9 codes. This attractive soft-cover book is a must for any professional in need of comprehensive, unbiased, evidence-based data to help manage, defend and benchmark time away from work. \$195 (includes free ODG Top 200)

ODG on CD-ROM

ODG Complete is available on CD-ROM with powerful search, case note entry, copy/paste and print capability, for both single-user and network versions. \$195 (includes free ODG Top 200)

ODG on the Web

The fastest growing of all formats, ODG Complete on the Web is an industry hit. A major advantage to the Web version is that it remains ever current given the infinite update capability. Plus, it acts as a portal linked by condition to the most valuable diagnostic and treatment information available, prescreened by ODG medical editors, including an index of State mandated workers' compensation treatment guidelines.

ODG on the Web offers search, copy/paste and print capability, runs under any Web browser with no software installation required, can be accessed from multiple locations (home or office), and works well on both high and low speed lines. \$195/user/year (includes free ODG Top 200)

ODG Top 200 Conditions

An abbreviated version of ODG Complete, ODG Top 200 covers the most common conditions found both in and out of the workers' compensation arena. These conditions account for about 75 percent of lost workdays and will satisfy information needs for the large majority of absenteeism. This compact, lightweight, inexpensive alternative is about 300 pages. \$99

License the Data

For claims/case management or external benchmarking, the information in ODG, including the duration guidelines and raw experience data, is available for licensing use in internal systems. We have developed considerable flexibility in how this data can be delivered, so contact us for more information on how we can best meet your company's needs.

Case Management Software

In partnership with Medgate, Inc, the industry leader in occupational health and safety software, the Official Disability Guidelines database is available integrated in the Medgate/ODG case management module – a fully functional recording and tracking application for integrated disability management. Stand-alone or as part of the complete OH&S system, this module can accommodate any number of users from any number of locations worldwide. Contact us for more info, pricing and to schedule a demo.

ODG Job Matching Database

The ODG Job Matching Database offers a unique set of job matching guidelines using SOC job titles and descriptions (Standard Occupational Classification), individually linked to ICD9 codes and appropriate therapies, that will reduce time away from work by identifying when an employee is ready for modified work, what modified work that employee can perform, and how long he or she will require modified duty.

Start maximizing your investment return in the delivery of quality occupational health and integrated disability management today!

ODG Treatment Guidelines

Work Loss Data Institute has undertaken a highly anticipated expansion into the realm of treatment guidelines with the May 2003 inaugural release of ODG Treatment in Workers Compensation (ODG/TWC). This clear, concise, evidence-based reference offers step-by-step decision protocols for the assessment and treatment of workers' compensation conditions. Based on a comprehensive medical literature review with preference given to high quality systematic reviews, meta-analysis', and clinical trials over the past 10 years and existing nationally recognized treatment guidelines from the leading specialty societies, development was chaired by Medical Editor, Charles W. Kennedy Jr., MD, a founding member of the Evidence Analysis Committee for the American Academy of Orthopaedic Surgeons. Designed for occupational and primary care providers, as well as insurance claims professionals, ODG Treatment is the only reference to unite evidence-based protocols for medical treatment with normative expectations for disability duration. Without any specific affiliation, WLDI is unique in being able to bridge the interests of the many professional groups involved in diagnosing and treating a particular condition. \$325 (May 2003)

Special RTW Reports

Major excavation is underway within the ODG source databases, primarily the CDC National Health Interview Survey (NHIS) and OSHA's Survey of Occupational Illness & Injury, to obtain decision-making information on key issues affecting return-to-work in disability and workers' comp. Reports are currently as follows (notifications at www.DisabilityDurations.com):

Disability Benchmarks by Major Diagnostic Category – To help answer the question "How are we doing?" this report catalogs normative disability duration and benchmark cost data by Major Diagnostic Category (MDC) based on 1,080,699 cases representing 10,630,533 lost workdays from CDC NHIS and 30,300,022 cases from the CDC Healthcare Cost & Utilization Project (HCUP). The report covers the aggregation of all unscheduled absence due to illness and injury (including STD, LTD, WC and sick leave) for a national sample of employers. At 30 pages, it is available for \$150 (order code: MDC).

OSHA Durations Report – From the OSHA database, this report tracks the norms, distributions, differences and outliers in days away from work from 1,702,470 occupational illness & injury cases across 275 diagnosis codes, 40 States, 675 Standard Industrial Classifications, 8 age groups, 130 body parts, 236 event classifications, by gender and by length of service. At 55 pages, it is available for \$250 (order code: OHS).

Carpal Tunnel Syndrome: Determinants of RTW – With a sample size approaching 100,000 from the CDC NHIS, this report puts to rest the controversy about the effects of computer work on carpal tunnel syndrome; prevalence of CTS increases by over 50% in these jobs. It also reveals interesting statistics on the demographics of CTS patients, including occupation, gender, age and race. The report includes the impact of co-morbidities and type of therapy on CTS and RTW. At 18 pages, it is available for \$50 (order code: CTS).

The US Hispanic Working Population – As the fastest growing ethnic/racial group in the US, many employers are concerned about the effect Hispanics will have on future costs of employee absence. The news is generally good, but there is variation among the different Hispanic subgroups, and outcomes also depend on company benefit structure. The report, from the CDC NHIS, totals 19 pages, and is available for \$50 (order code: HSP).



☐ **Yes!** Please send me the following under your unconditional guarantee. I understand that if I am not completely satisfied, within 30 days of receipt, I can return the product(s) for a complete credit or refund:

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☐ ODG Top 200 Conditions (book) at \$99 each

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Or, call 800-488-5548 or 361-883-5000 or visit us online at www.DisabilityDurations.com to place your order.





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