



ValidationInstitute

2021 Validation Report

Review for: XP Health

Validation Achieved: Level 1 - Savings

Valid through: September 2022



Company Profile



Category:	Vision Care
Website:	https://www.xphealth.co/
Public or Private:	Private
Year Established:	2018
CEO:	Antonio Moraes
Company contact:	CONCIERGE@XPHEALTH.CO

Description:

XP Health allows employees to take care of the most important human sense - sight - without leaving their offices or homes.

XP Health offers vision-as-a-service for employers that makes your existing vision benefits better at lower cost. XP Health Online makes it easy and affordable for employees to get perfect frames and high-quality lenses from their homes.

XP Health platform offers a customized online eyewear store, dozens of designer frame brands at preferred pricing, and doctor-recommended high-quality lenses.





Claim Assertion for Validation

XP Health plans cost less and give employees the same or better benefits than other vision plans.





Method / Calculation / Examples

In this case study, an employer with 3,039 employees was analyzed. The employer's claims and management costs for eyeglass lenses, frames, and contact lenses were totaled for a 12-month period ending November 2020. The cost Per Employee Per Month was calculated taking the total claims and management fees divided by the number of employees and divided by 12 months.

The PEPM cost was then compared to XP Health's cost for covering the same group of employees.

The incumbent plan benefits were compared to XP Health plan's benefits.





Findings and Validation

Table 1 summarizes the 12 months of claims and management fees, along with XP Health’s estimated premium. XP Health’s premium is 40% lower than the previous plan’s annual claims and management fees. Table 2 summarizes the two plans’ benefits and out of pocket costs for plan members. For the sample employer, XP Health’s Out of Pocket for frames and lenses are 38% lower than the incumbent plan.

	Claims + Mgt Fees	XP Health (Est.)
Eyeglasses (lenses + frames)	\$131,554	N/A
Contact Lenses	\$141,183	N/A
# of Employees	3,039	3,039
Per Employee Per Month	\$7.48	\$4.50
Employer's Total Cost	\$ 272,737	\$ 164,106

Table 1: Claims and Management Fees December 2019 – November 2020 / XP Health Estimated Costs

	Incumbent Plan	XP Health
Frame Out of pocket (average)	\$80.00	\$31.70
Lens Out of Pocket (average)	\$50.00	\$49.50
Total Out of Pocket (average)	\$130.00	\$81.20

Table 2: Comparison of Plans’ Out of Pocket costs





Findings and Validation

	Incumbent Plan	XP Health
Pairs of eyewear covered	1 pair	3 pairs
Coverage for non-prescription eyeglasses and sunglasses	No	Yes
Basic Lens (No AR, no UV, CR39, No Blue Light)	\$0.00	N/A
Anti-reflective coating	Add 'l cost	Included
UV protection	Add 'l cost	Included
Polycarbonate	Add 'l cost	Included
Blue-Light	\$25.00	\$30.00
Material copay	\$25.00	\$0.00
Frame allowance / Glasses Allowance	\$200.00	\$150.00
Frequency	every 12 months	every 12 months

Table 3: Comparison of Plans' Benefits





Limitations

This analysis does not address whether XP Health's anticipated costs (as estimated in XP Health's PEPM estimate) will match the actual costs.





Validation and Credibility Guarantee

XP Health's Benefit Plan has achieved a level 1 – validation for Savings. Validation Institute is willing to provide up to a \$25,000 guarantee as part of their Credibility Guarantee Program. To learn more, visit <https://validationinstitute.com/credibility-guarantee/>.

Level 1 – Savings

Can reduce health care spending per case/participant or for the plan/purchaser overall.

Level 2 – Outcomes

Product/solution has measurably moved the needle on an outcome (risk, hba1c, events, employee retention, etc.) of importance.

Level 3 – Metrics

Credible sources and valid assumptions create a reasonable estimate of a program's impact.

Level 4 - Contractual Integrity

No outcomes or savings has been shown, but vendor is willing to put a part of their fees "at risk" as a guarantee.





Validation Expiration: September 2022

CERTIFICATE OF VALIDATION

Applicant: **XP Health**
Palo Alto, California 94306, US

Claim: XP Health plans cost less and give employees the same or better benefits than other vision plans.

Validation Achieved: **Level 1 - Validated for Savings**

Award Date: October 2021

Linda K. Riddell, MS
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Validation Institute

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Validation Institute





About Validation Institute

Validation Institute is a professional community that advocates for organizations and approaches that deliver better health value - stronger health outcomes at lower cost. We connect, train, and certify health care purchasers, and we validate and connect providers delivering superior results. Founded in 2014, the mission of the organization has consistently been to help provide transparency to buyers of health care.

