

Date: April 4, 2019

To: JLMBC

From: Staff

Subject: **LAWell Program Benefit Service Provider Goals, Metrics, and Data Reporting**

JLMBC MEMBERS

Employee Organizations
David Sanders, Chairperson
Paul Bechely
Chris Hannan
Steve Koffroth
William Violante

Management
Wendy G. Macy, Vice-Chairperson
Neil Guglielmo
Rich Llewellyn
Tony Royster
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RECOMMENDATION

That the JLMBC receive and file report regarding LAWell Program benefit service provider goals, metrics, and data reporting.

DISCUSSION

A. BACKGROUND

On **January 4, 2018**, staff initiated a series of ongoing LAWell Program Benefit Service Provider summits in response to recommendations provided by the JLMBC's consultants at Keenan. The goal for these summits was to create a group structure for developing a goals-driven approach to coordinating benefit service provider resources, improving member outcomes, and evolving LAWell Program services to members. Targeted areas include preventive services, condition management, wellness services, communications, and data management.

On **March 30, 2018**, Keenan convened the first benefit service provider summit. Subsequent summits were held on **July 10, 2018**, and **September 9, 2018**. Progress updates were provided to the JLMBC at meetings held on **August 2, 2018**, and **November 1, 2018**. At its **February 7, 2019** meeting, the JLMBC approved staff's and Keenan's proposal for providing quarterly activity updates and supplementary data reports to the JLMBC.

B. ACTIVITIES UPDATE AND ONGOING QUARTERLY REPORTS

An additional update from Keenan is provided as **Attachment A** to this report. As that report indicates, Keenan has developed initial data sets to collect from LAWell Program service providers for the purpose of creating a data dashboard that will be presented to the JLMBC on a quarterly basis. The first such data dashboard report will be presented at the JLMBC's May 30, 2019 meeting (or early July meeting if the May 30 meeting is canceled). Keenan will review the data sets and contemplated reporting structure at the JLMBC's April 4, 2019 meeting.

Submitted by: _____
Steven Montagna

City of Los Angeles
Health Management Metrics, Goals, and Strategies Update

April 4, 2019

Overview

On February 26, 2019, a City of LA Benefit Service Provider Summit attended by representatives from Personnel Staff, Keenan, Anthem Blue Cross, Kaiser Permanente, Delta Dental, EyeMed, Optum, the Standard, Limeade, and Segal was held to review current reporting available from the service providers on metrics that could be used for a) identifying the primary health issues and cost drivers among the City's workforce, b) tracking employees' use of the health management resources available to them, and c) guiding the development of health management strategies for optimizing the health of City employees. The group also reviewed initial drafts of potential goals for positively impacting those metrics, including participation, engagement, health risk prevalence, chronic condition prevalence and cost, and condition management.

During the meeting, several issues were identified that need to be addressed in collecting and reporting the health management metrics, setting appropriate goals, and developing strategies for achieving those goals:

- Identifying the eligible populations
- Determining frequency and timing for data reports
- Setting realistic short-term versus long-term goals as appropriate to the metric to be impacted
- Developing strategies that will be effective in assuring that the goals are met
- Determining the most appropriate comparison groups for metrics benchmarking

As a next step in the development of this health management project, Keenan consultants drafted templates for use in collecting the relevant data identified at the meeting, tracking those data points over time, and setting short- and long-term goals and strategies. These template drafts, along with simulated examples of how the metrics and goals can be tracked on quarterly and yearly bases, are provided below. The templates and the associated dashboard reporting will be revised as additional or more relevant metrics become available, and goals will be adjusted as appropriate. The metrics and goals will be used as the basis for determining appropriate health management strategies, and will be tracked and evaluated to measure the progress and success of the City's health management initiatives.

Progress has been made on establishing specific goals, but the goal-setting process is still underway. Updates on this project, along with dashboard reports, will be provided to the JLMBC on a quarterly basis. The first quarterly dashboard with "real" data and specific goals for several of the metrics will be provided at the May 30th 2019 JLMBC meeting.

Please note: Templates for Standard, Limeade, WageWorks, and LIVEwell are currently under development.

City of LA – Health Management Metrics, Goals, and Strategies

Template General Layout

Draft

- A draft of the general layout of the health management metrics, goals, and strategies templates is presented in slides 2-3.
- Drafts of the templates for Anthem Blue Cross, Kaiser Permanente, Optum, Delta Dental, and EyeMed are presented in slides 4-14.
- Examples of what the health management data dashboard will look like, using simulated data, are presented in slides 15-18.

Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	Anthem Website	Anthem Website/Mobile App Member Activity Report			Qtrly	registration, utilization	Registration
	LiveHealth Online	LiveHealth Online Report			Qtrly	medical activity: registration, utilization behavioral health activity: registration, utilization	Registration
	Mobile Health App	Mobile Health App Report			Qtrly	registration, utilization	Registration
Preventive Care	Preventive Screening/ Immunization Compliance	Preventive Care Services Report			Qtrly	preventive screening/immunization compliance, well adult visits, benchmark	Participation in prevalence care screening/immunization compliance
	Maternity	Future Moms Program Activity Report			Qtrly	registration, participation, symptoms, recommendation, delivery outcomes, benchmark	Registration for Future Moms Program Participation in Future Moms Program Normal birthweight for Future Moms Program participants Full-term birth for Future Moms Program participants
Chronic Conditions	Diabetes (Type 2)	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Hypertension	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Hyperlipidemia	Clinical Dashboard Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Coronary Artery Disease	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Asthma	Clinical Dashboard Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Overweight/Obesity	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Low Back Pain	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Depression	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer – Skin	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Breast	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Colorectal	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD

City of LA – Health Management Metrics, Goals, and Strategies

Template General Layout (continued)

Draft

Metric To Be Tracked	FY 2017/18 Baseline		FY 2018/19					FY 2019/20 Goal		Strategy for Attaining 2019/20 Goal	FY 2024/25 Goal		Strategy for Attaining 2024/25 Goal
	YTD Q4	Benchmark	YTD Q1	YTD Q2	YTD Q3	YTD Q4	Benchmark	Goal	% Change		Goal	% Change	
Registration													
Registration													
Registration													
Participation in preventive care screening/ immunization compliance													
Registration for Future Moms Program													
Participation in FUTURE MOMS Program													
Normal birthweight for Future MOMS Program participants													
Full-term birth for Future MOMS Program participants													
Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD													
Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD													
Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD													
Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD													

City of LA – Health Management Metrics, Goals, and Strategies

Template - Anthem Blue Cross

Draft

Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	Anthem Website	Anthem Website/Mobile App Member Activity Report			Qtrly	registration, utilization	Registration
	LiveHealth Online	LiveHealth Online Report			Qtrly	medical activity: registration, utilization behavioral health activity:	Registration
	Mobile Health App	Mobile Health App Report			Qtrly	registration, utilization	Registration
Preventive Care	Preventive Screening/ Immunization Compliance	Preventive Care Services Report			Qtrly	preventive screening/immunization compliance, well adult visits,	Participation in preventive care screening/ immunization compliance
	Maternity	Future Moms Program Activity Report			Qtrly	registration, participation, symptoms, recommendation, delivery outcomes, benchmark	Registration for Future Moms Program Participation in Future Moms Program Normal birthweight for Future Moms Program participants Full-term birth for Future Moms Program participants

*Indicate what populations are displayed in the report: employees, dependents, all members.

City of LA – Health Management Metrics, Goals, and Strategies

Template - Anthem Blue Cross (continued)

Draft

Chronic Conditions	Diabetes (Type 2)	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Hypertension	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Hyperlipidemia	Clinical Dashboard Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Coronary Artery Disease	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Asthma	Clinical Dashboard Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Overweight/Obesity	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD

City of LA – Health Management Metrics, Goals, and Strategies

Template - Anthem Blue Cross (continued)

Draft

	Low Back Pain	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Depression	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer – Skin	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Breast	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Colorectal	Lifestyle Condition Report			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
Condition Management	ConditionCare Engagement Rate	ConditionCare Program Activity Report			Qtrly	condition prevalence rates, risk stratification, enrollment,	Enrolled of those contacted
							Engaged of those enrolled

City of LA – Health Management Metrics, Goals, and Strategies

Template - Anthem Blue Cross (continued)

Draft

Health Risk	Prediabetes				Qtrly	Risk factor prevalence,	Prevalence rate
Health Behaviors	Gaps in Care	Mobile Health App Report			Qtrly	gaps in care (GIC), member responses to gaps	App user responses to gaps in care App user gaps in care
Utilization	Emergency Room Visits	Clinical Dashboard Report			Qtrly	ER visits, avoidable ER	ER visits Avoidable ER visits

City of LA – Health Management Metrics, Goals, and Strategies

Template - Kaiser Permanente

Draft

Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	KP.org	KP.org Member Activity Report			Qtrly	registration, utilization; benchmark	Registrations Sign-ins
	Healthy Lifestyle Programs	Customer Composite Scorecard			Qtrly	participation in healthy lifestyle programs; benchmark	Participation
	Telephonic Wellness Coaching	Customer Analytics and Reporting (CAR) Customer Composite Scorecard			Qtrly	participation in telephonic wellness coaching; benchmark	Participation
Preventive Care	Preventive Screening/ Immunization	Customer Analytics and Reporting (CAR) Customer Composite Scorecard			Qtrly	preventive screening/immunization compliance, benchmark	In compliance with recommended preventive screening/immunization
	Maternity	Prevention and Lifestyle Risks Report			Qtrly	maternity incidence, prenatal/postpartum care participation, health status, % of maternity costs related to moms with chronic	Participation by all moms who are healthiest Participation by all moms who have major chronic conditions
Chronic Conditions	Diabetes (Type 2)	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Hypertension	Customer Composite Scorecard			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD

*Indicate what populations are displayed in the report: employees, dependents, all members.

City of LA – Health Management Metrics, Goals, and Strategies

Template - Kaiser Permanente (continued)

Draft

Chronic Conditions	Hyperlipidemia	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Coronary Artery Disease	Customer Composite Scorecard			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Asthma	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Obesity	Customer Composite Scorecard			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Low Back Pain	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD

City of LA – Health Management Metrics, Goals, and Strategies

Template - Kaiser Permanente (continued)

Draft

Condition Management	Depression	Customer Composite Scorecard			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer – Skin	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Breast	Customer Composite Scorecard			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Cancer - Colorectal	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, paid claims % of total paid claims related to individuals with the chronic condition, benchmark	Prevalence rate, total \$ of incurred claims paid YTD, % of total \$ of all incurred claims paid YTD
	Diabetes (Type 2)	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, metrics on condition control, eye exam, benchmark	Enrolled in condition management Blood sugar good control - HbA1c <8% Eye exam completion
	Hypertension	Customer Composite Scorecard			Qtrly	condition prevalence rates, metrics on condition control,	Enrolled in condition management BP control <140/90

City of LA – Health Management Metrics, Goals, and Strategies

Template - Kaiser Permanente (continued)

Draft

Condition Management	Hyperlipidemia	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, metrics on condition control, benchmark	Enrolled in condition management Total chol < 200 LDL <= 129 HDL >=40 (male) or >=50 (female) Trig <150
	Coronary Artery Disease	Customer Composite Scorecard			Qtrly	condition prevalence rates, medication adherence, metrics on	Enrolled in condition management Beta blocker use
	Asthma	Customer Analytics and Reporting (CAR)			Qtrly	condition prevalence rates, metrics on condition control,	Enrolled in condition management Asthma med ratio
	Depression	Customer Composite Scorecard			Qtrly	condition prevalence rates, metrics on condition control, benchmark	Enrolled in condition management Effective acute phase treatment Effective continuation phase treatment
Health Risk	Health Risk Awareness	Customer Analytics and Reporting (CAR)			Qtrly	Awareness of BMI, BP, exercise status; benchmark	Aware of BMI, BP, exercise status
	Prediabetes	Customer Composite Scorecard			Qtrly	Risk factor prevalence, benchmark	Prevalence rate
	Obesity	Customer Analytics and Reporting (CAR)			Qtrly	Risk factor prevalence, benchmark	Prevalence rate

City of LA – Health Management Metrics, Goals, and Strategies

Template - Kaiser Permanente (continued)

Draft

Health Risk	Hypertension	Customer Composite Scorecard			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	High Total Cholesterol	Total Health Assessment (THA) Report			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Low HDL	Customer Analytics and Reporting (CAR)			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	High Triglycerides	Customer Composite Scorecard			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	High Blood Glucose	Total Health Assessment (THA) Report			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Low Physical Activity	Customer Analytics and Reporting (CAR)			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Poor Nutrition	Customer Composite Scorecard			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	High Alcohol Use	Total Health Assessment (THA) Report			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Tobacco Use	Customer Analytics and Reporting (CAR)			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	High Stress	Customer Composite Scorecard			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Low Skin Protection	Total Health Assessment (THA) Report			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
	Depression	Customer Analytics and Reporting (CAR)			Qtrly	Risk factor prevalence rate, benchmark	Prevalence rate
Health Behaviors	Gaps in Care						
Utilization	Emergency Room Visits				Qtrly	ER visits, benchmark	ER visits
							Avoidable ER visits

City of LA – Health Management Metrics, Goals, and Strategies

Template - Optum

Draft

Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	EAP Core Services	EAP Activity Report			Qtrly	core services participation, benchmark	Participation in core services
	EAP Core Services	EAP Activity Report			Qtrly	core services engagement, benchmark	Engaged in core services
	EAP WorkLife Services	EAP Activity Report			Qtrly	WorkLife utilization, benchmark	Participation in WorkLife services

Template - Delta Dental

Draft

Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	Dental Website	Utilization Report			Qtrly	website registration, benchmark	Registration
	Dental Services Utilization	Plan Performance Report			Qtrly	utilization (by procedure – preventive, diagnostic, etc.), benchmark	No dental visits
Preventive Care	Dental Services Utilization	Plan Performance Report			Qtrly	utilization (by procedure – preventive, diagnostic, etc.), benchmark	Completion of dental cleaning

*Indicate what populations are displayed in the report: employees, dependents, all members.

City of LA – Health Management Metrics, Goals, and Strategies

Template - Eye Med

Draft

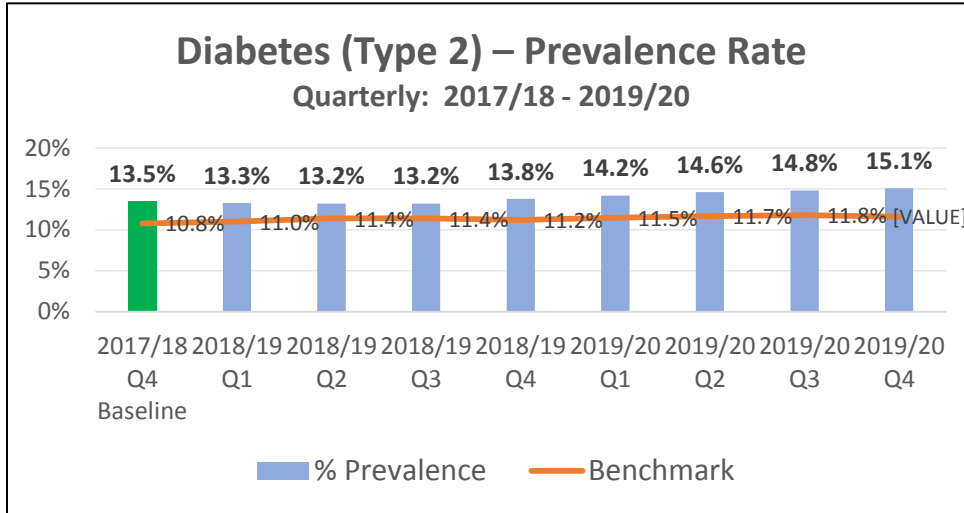
Metrics Category	Metric	Source of Metric	Report Population*		Freq	Report Elements	Metric To Be Tracked
			# Ees	# Members			
Member Participation & Engagement	Utilization	Utilization Report			Qtrly	vision exams as percent of total members	Completion of annual vision exam
Chronic Conditions	High Risk for Chronic Conditions	Wellness Report			Semi-Annl	high-risk diagnosis rates for conditions (including diabetes, diabetic retinopathy, hypercholesterol, hypertension)	High-risk diagnosis for diabetes
							High-risk diagnosis for diabetic retinopathy
							High-risk diagnosis for hypertension
							High-risk diagnosis for hypercholesterol

*Indicate what populations are displayed in the report: employees, dependents, all members.

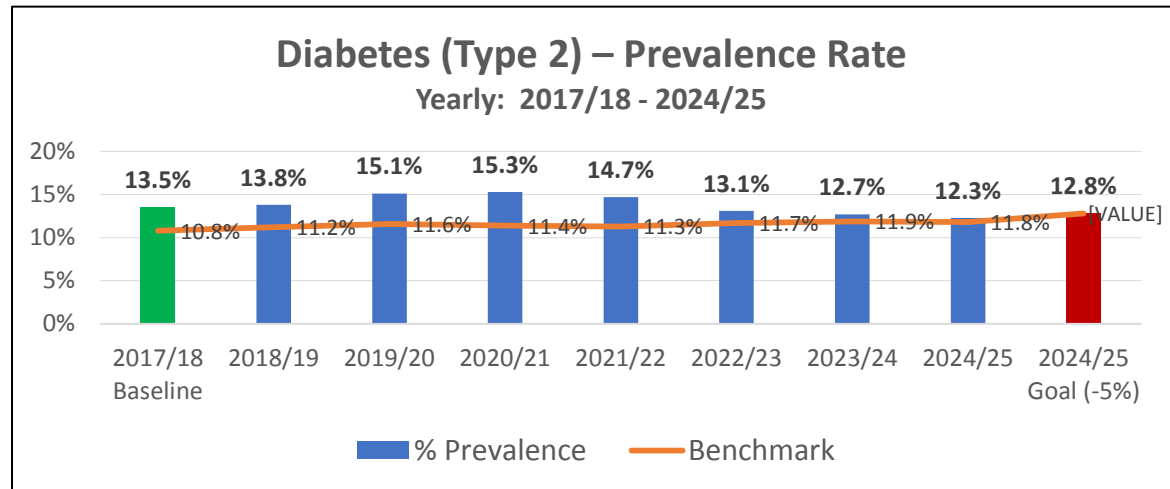
Templates for Standard, Limeade, WageWorks, and LIVEwell – Under Development

City of LA – Health Management Metrics, Goals, and Strategies

Data Dashboard Examples

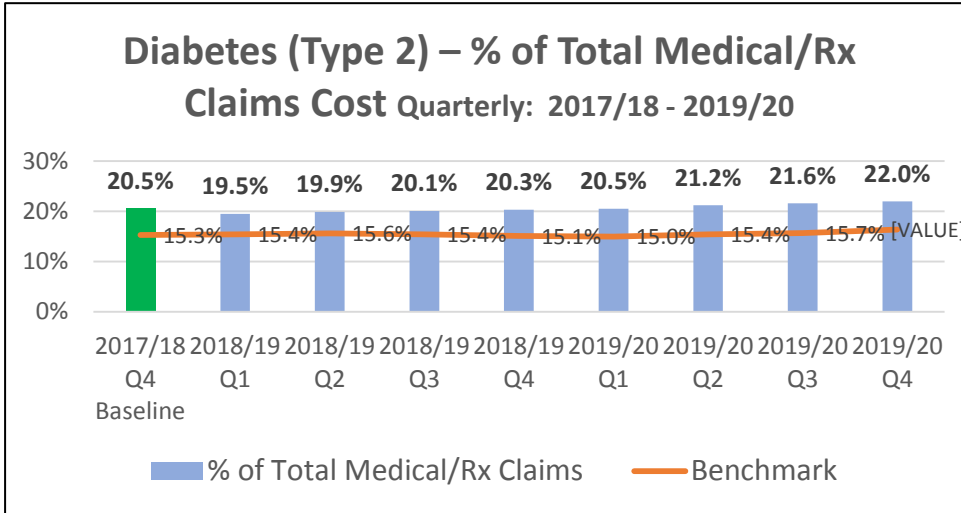


Simulated Data for Demo Purposes Only

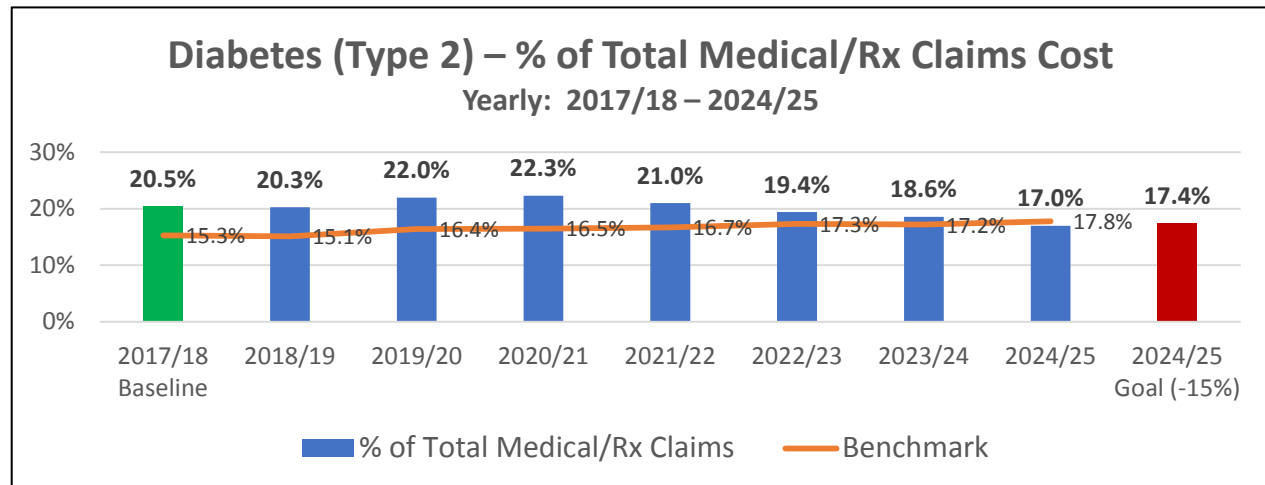


City of LA – Health Management Metrics, Goals, and Strategies

Data Dashboard Examples

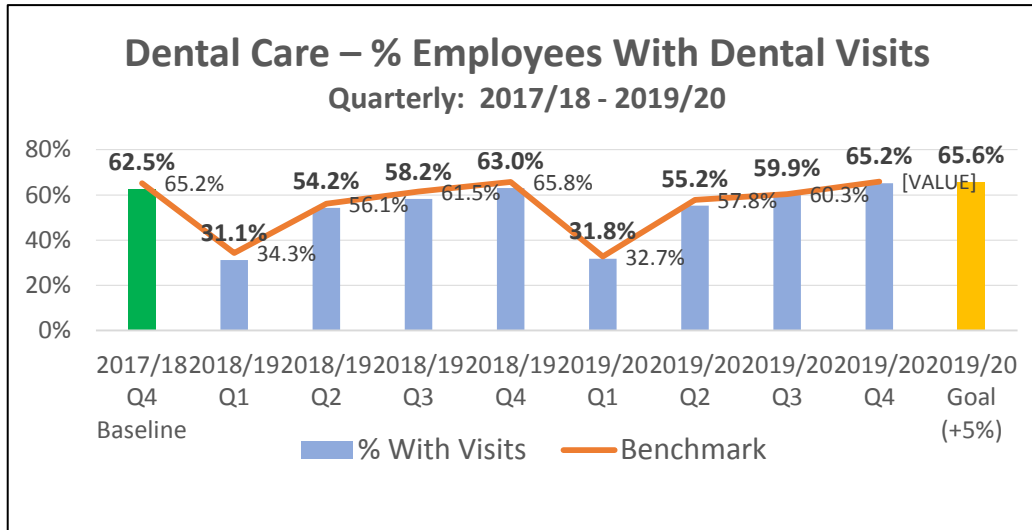


Simulated Data for Demo Purposes Only

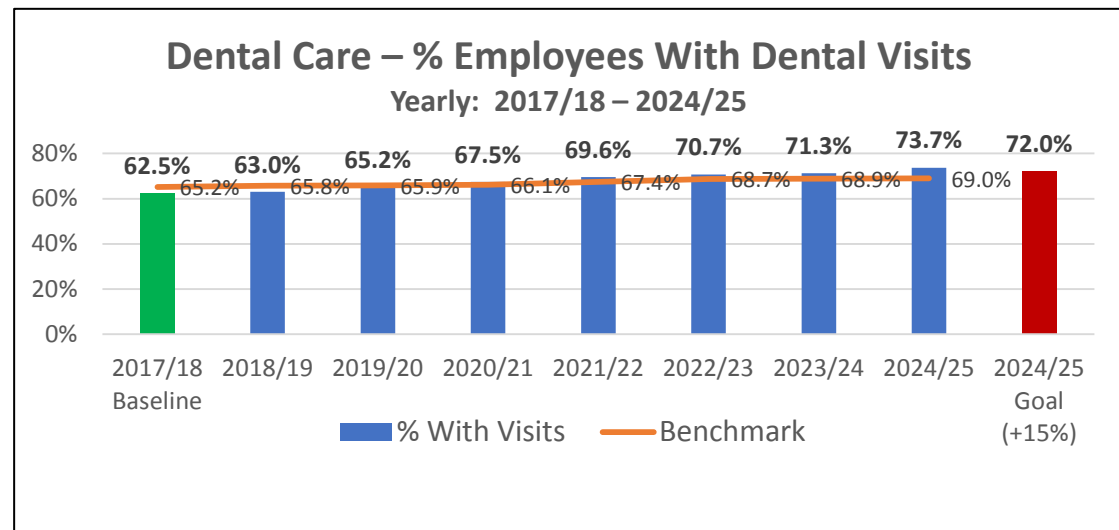


City of LA – Health Management Metrics, Goals, and Strategies

Data Dashboard Examples



Simulated Data for Demo Purposes Only



City of LA – Health Management Metrics, Goals, and Strategies

Data Dashboard Examples

Simulated Data for
Demo Purposes Only

