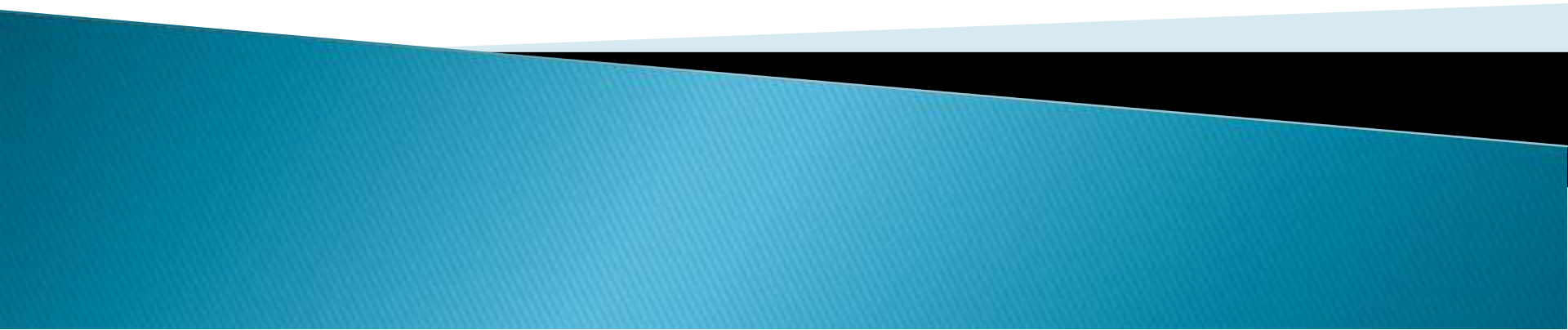


# Developing On-site Health Clinics by Integrating Existing Programs & Driving Utilization





EAGLE ALLOY / EAGLE PRECISION  
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## Pre-Clinic

- ▶ Went self-insured in 1993
- ▶ Consumer driven plan design—three choices
- ▶ Prescription drugs at 30% vs flat fee
- ▶ Wellness plan started 2005 (10 yrs in place pre-clinic)
- ▶ Health screenings – BP, BMI, sugar
- ▶ Health Risk Assessment—lifestyle, etc.
- ▶ Risk Mgmt coaching
- ▶ Health Classes

*50% participation even with 25% discounted rate*



- ▶ Added Healthy Rewards in lieu of discounts, in an attempt to attract a great percentage of participants.

▶ On-site Biometrics	\$100
▶ 1 <sup>st</sup> Health Coach meeting	\$75
▶ BMI goals met- twice	\$200
▶ 2 <sup>nd</sup> Health Coach meeting	\$75
▶ 2 <sup>nd</sup> Health class	\$75
	\$600 each

***Still only 50% participation***

## The stick is more powerful than the carrot!

Created three plans, Gold/Silver/Bronze, each with varying deductibles and participation.

***BUT***

For those not participating in the wellness plan, they could only get the Bronze plan at the Gold plan's pricing.

***70% participation***



## Where we are now:

- ▶ Made it easier to participate
- ▶ Stopped the requirement of health classes but made them voluntary with rewards
- ▶ Added fun wellness events
  - 3 mile hikes, family bike rides, financial classes, healthy cooking class

***85% Participation***



- ▶ Health Clinic opened in Jan 2015
- ▶ Shared costs with 2 other employers
- ▶ No cost to employees
- ▶ 2 sites for employees to use
- ▶ Marketing

