



***Onsite
Medical Clinics***

Richard Kruger

- I/O Psychologist
- 20 years in HR/Training
- 7 years at Nice-Pak – Director of HR
- First medical clinic

Nice-Pak

- Nice-Pak Products, Inc. is the global leader in the design, manufacture, marketing and distribution of premium quality branded and private label wet wipe products.
- Nice-Pak makes 100 billion wipes each year: 24 by 7 that's 3,171 wipes a second.

3 Manufacturing Facilities

New York

- 700 Associates
 - 200 Salary
 - 500 Union

Indiana

- 600 Associates
 - 100 Salary
 - 500 Hourly

Arkansas

- 150 Associates
 - 30 Salary
 - 130 Hourly

On-Site Clinics Opened in 2012



Mooresville, IN



Jonesboro, AR

Operation

- Introduction & informational meetings with all associates
- Open to associates & anyone eligible to be covered on NP benefits
- Indiana
 - 8 hours/week: Thursday 4pm-8pm/Friday 4am-8am
 - Walk in Clinic, no appointments taken
- Arkansas
 - 16 hours/week: Monday & Thursday 7:30a-4:30p
 - Flexibility to see patients at other times
 - Scheduling through HR using shared online calendar
 - First 2 hours primarily held for 3rd shift associates & sick call appointments

Usage

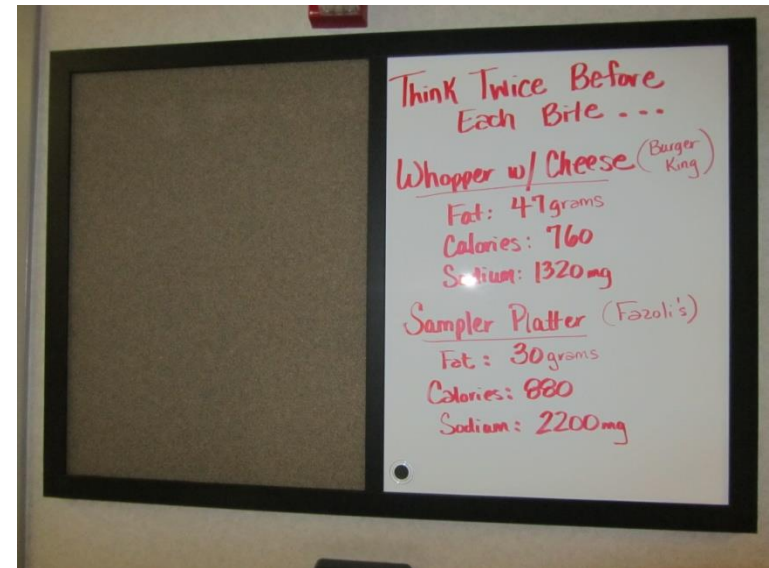
- Indiana - Currently seeing an average of (7) patients per day with 5% of those being family members / 95% associates
- Arkansas – Currently seeing an average of (10) patients per day with 25% of those being family members and 75% associates.
- Both clinics had staffing issues
 - Indiana - the on site PA was out for 3 mos. Replacement PA's were found for most of the time.
 - Arkansas – PA resigned – several weeks to replace

Successes

- Associates & family members have been fortunate to discover & remedy many very acute conditions due to the ease & convenience of establishing a relationship with our clinic.
 - Newly hired Associate with Blood Pressure 240/140 given script for \$4 medication.
- Other successes:
 - Saving time – Someone can spend less than 30 minutes to take care of what might take an entire day away from work.
 - Convenience – Appointments are being made because now someone who “never goes to the doctor” doesn’t have an excuse.

Health & Wellness

- Board outside of clinic for communication
- Rack with various materials about nutrition, monitoring chronic health conditions, & other topics
- Training information sessions on wellness topics – education & communication



Coordination

- EAP – triage situation & referral to services
- QuitPower
 - Easy access for consultation & Chantix prescription
 - Coordination with QuitPower counselor for appointments & access to other stop smoking aids
- Coordination with HR & UHC to maximize benefits usage such as RX 'n Go
- Work-related incidents – initial assessment and/or follow-up appointments

Coordination

- Collaboration with treating physicians for chronic medical conditions
 - Blood pressure monitoring
 - Allergy shots
 - School Physicals
- Same day appointment at First Care Clinic if physician needed.



Savings

Activity	Units	Cost in Clinic	Prod Time	Total Cost	Comments
Occ Injuries/Illness					
Initial Visit-99201	4	\$41.00		\$164.00	
Initial Visit-12001		\$485.00			
Initial Visit-99203	8	\$153.94		\$1,231.52	
Initial Visit-99204	2	\$179.37		\$358.74	
Initial Visit-99205		\$256.24			
Return Visit - 99211	1	\$58.24		\$58.24	
Return Visit - 99212	2	\$82.76		\$165.52	
Return Visit - 99213	15	\$105.74		\$1,586.10	
Return Visit - 99214	2	\$153.25		\$306.50	
Return Visit - 99215		\$0.00			
Total Visits	34				
Wellness Visit					
Vital Signs (including just BP)		\$0.00			
Urinalysis		\$6.00			
Injection - 96372	1	\$34.03		\$34.03	
Emergency Room Visit Avoidance	2	\$1,000.00		\$2,000.00	
Return to work					
Non- Occ Injury					
Total Visits	3				
Total Estimated Charges if seen by PCP				\$5,904.65	
Cost Avoidance				\$1,958.65	\$5,904.65 -\$3,946.00 =
				Supplies	\$0.00
				Staff	\$3,946.00

Indiana Savings

	procedures	er avoidance	savings	cost	savings
jan					
feb	54	0	\$7,627	\$3,280	\$4,347
mar	33	1	\$6,284	\$2,948	\$3,336
apr	31	1	\$5,389	\$8,946	-\$3,557
may	33	2	\$7,050	\$4,050	\$3,000
june	17	0	\$2,697	\$2,602	\$95
july	23	1	\$4,047	\$3,285	\$762
aug	34	2	\$5,905	\$3,946	\$1,959
sept	21	3	\$5,798	\$2,741	\$3,058
oct	31	4	\$7,880	\$3,946	\$3,934
nov	32	2	\$6,322	\$2,616	\$3,707
dec	30	2	\$6,554	\$3,281	\$3,274
totals	339	18	\$65,555	\$41,641	\$23,914

Arkansas Savings

- Over 350 patients seen in 2012, with a total Savings of Approximately \$25,000

Overall Savings

- Indiana -\$24,000
- Arkansas – \$25,000
- Total Savings \$49,000
- Uncalculated Savings
 - turnover cost is approximately \$15,000 for an operator
 - Lost days is approximately \$100/day per person in additional OT cost
 - Lost days could impact production \$\$\$\$\$

Return on Investment

- Jonesboro
 - Initial cost for space \$0
 - Total savings first year - \$25,000
- Indiana
 - Initial cost for space \$100,000
 - First year savings – \$24,000
 - ROI - $\$100,000/\$24,000 = 4.1$ years

Future

- Indiana
 - Expanding clinic hours to 5 days a week, 4 hours a day. Potential yearly savings expected to be more than double.
 - New ROI $\$76,000/\$48,000 = 1.5$ years plus past year equals 2.5 year payback.
- Opportunity to impact our associates & their families to help them live healthier lives.
- Opportunity for cost avoidance & resource for best usage of insurance benefits.
- Ties in with our caring culture & pursuit of premier employer status.
- Overall turnover should be reduced.