

# Leveraging Resources



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President and CEO

**B**eginning with volunteers or a dedicated staff and teaming up with internal and external resources, organizations can develop **effective health management programs that will produce a positive return-on-investment (ROI).**

## Internal resources

**Small and mid-sized companies** can organize volunteer committees to help plan and coordinate worksite activities such as:

- Health Risk Assessments (HRAs)
- Health screenings
- “Lunch and learn” lectures
- Collaboration with third-party organizations to help deliver health promotion activities (see *External resources* below)

**For larger organizations,** an interdepartmental human capital team can include members who represent:

- Health promotion
- Human resources (e.g., personnel, training/development, benefits)
- Employee Assistance Programs (EAPs)
- Occupational health and safety
- Work/life initiatives
- Workers’ compensation/disability management
- Medical and health services

## External resources

**Health plans** and other outside organizations already may offer data management, HRAs, and targeted interventions. Third-party organizations include:

- EAPs and work/life consultants
- Physicians, hospitals, and managed care organizations
- Pharmaceutical representatives
- Health promotion/disease management vendors
- Colleges and universities
- Not-for-profit organizations, such as the American Diabetes Association or American Heart Association
- Business health coalitions
- Governmental agencies, such as the Centers for Disease Control and Prevention (CDC)

## Buffalo Supply, Inc.

*New Health Care Choice Merged with Prevention*

### Company Overview

- Type of industry: Medical equipment and supplies
- Number of employees: 21

### Program Components

- BSI pays the total premium for employees and their families for a high deductible policy with a Health Savings Account (HSA)
- 100% coverage and no copay for all drugs or services once the deductible is met
- Employees receive rates negotiated by the insurance company when paying the deductible
- Preventive care is covered at 100% and is exempt from the deductible
- BSI pays for flu shots administered onsite by a nurse
- Monetary incentives are paid to employees who stop smoking

### Program Highlights

- Realized 21% premium reduction for identical coverage as a result of obtaining professional employer origination from insurance provider and being placed in a larger risk pool

### CEO Statement

“Preventive health care is very important to reduce future health care costs and improve productivity. It is very difficult to attract and keep highly qualified employees without excellent medical coverage.”

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