



Wellness Guidance and Consulting

At Hill, Chesson & Woody, we realize that preventive care and wellness initiatives are important components to a well-rounded medical benefit plan. This is why HCW is one of the only benefits consulting firm to offer a Medical Management officer, **Twyla Hutchins, RN, BSN, COHN-S**, to help our clients in reducing claims costs without further reductions to their plan designs. She accomplishes this by consulting on specialized wellness and health risk management programs that can help maximize your employees' productivity and reduce chronic health conditions. Through wellness and medical management, we can provide clients with tools for customized wellness programs.

The Assessment Process

Using our wellness continuum, Hill, Chesson & Woody will assist you in planning a customized wellness approach designed to meet the needs of your employees while focusing on your strategic plan for wellness. We have the tools and resources to help you analyze the data to drive program results. We can perform an in-depth claim analysis to review the preventable claims from your employees and your claims experience. Next, we offer tools such as an Individual Health Survey to discover the needs and interests of your employees, as well as customizable templates that we can host for you electronically, taking all the work off your plate. Once the data is collected, we will analyze it and return it to you in a summarized format. We then utilize a data-driven decision making process as we work with you to tailor suggested programs and interventions to your population. HCW can even assist with selecting a "Health Assessment" questionnaire to provide necessary health data for an employee wellness analysis. This element will provide important readiness to change information. A full analysis and rollup of all data is provided at no additional cost.



Programming and Implementation

Hill, Chesson & Woody has many resources that will assist you in implementing a targeted, results-oriented program. Below are some of the items from our Wellness Toolkit available to you:

- Worksite Wellness Planning Summary
- How to Start a Wellness Program (includes all essential elements of a successful program)
- Wellness Program Outline
- Starting a Wellness Committee
- Sample Wellness Mission and Value Statement
- Health Observance Calendar (updated annually)
- Guidelines for Conducting Wellness Challenges
- Setting Up a Wellness Lunch and Learn
- Wellness Incentives
- Sample Incentive Programs
- HIPPA Wellness Rules
- Guidelines for Healthy Alternatives for Onsite Vending Machines



And there are more! We will assist you with establishing implementation timelines, utilizing resources in the community, finding a third party vendor if needed, and comparing and contrasting service providers. We always strive to stay current on best practices to keep you informed in order to make sound decisions.

Carrier Resources

One of our basic goals is educating you and your staff on carrier resources to maximize the value of services for which you are already paying. Often, there are many resources that are being underutilized here.

Compliance

We have an in-house compliance attorney that consults and answers questions on wellness including:

- HIPAA
- ADA
- COBRA
- Internal Revenue Code Taxation
- NC Smoker Protection Law
- Review & assist with waivers for fitness centers, standards-based programs, etc.



Communications

Our in-house communications department can also provide various resources such as brochures and pay stuffers to bring more awareness to employees from a wellness perspective. You will also receive a monthly Health Care Curriculum article on wellness-related topics that you can circulate to employees.

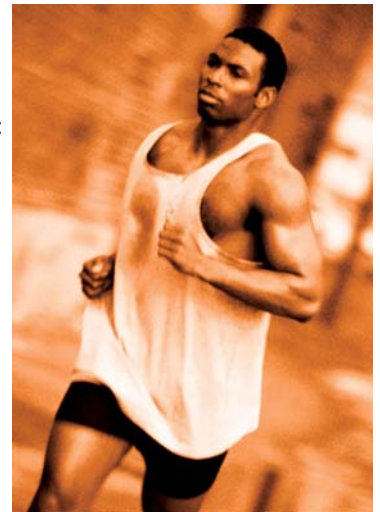
Program Evaluation

No program would be complete without the element of evaluation or a Return-on-Investment (ROI) strategy. We know it is of the utmost importance that we supply you with tools and resources to assist in this area, including the following:

- ROI calculators
- Peer-reviewed articles
- Books by experts in the field of wellness
- ROI methods and strategies

In addition, we offer evaluations for individual program components or your entire program such as:

- WELCOA Well Work Place Checklist and Process
- HERO Best Practice Scorecard
- American Heart Association Fit Friendly Criteria



All of our services are customized and included in our standard consulting fees. Should you have any further questions about our wellness consulting and guidance services, give us a call at 919.403.1986 or visit our website at www.hcwbenefits.com.

We thank you for your time and look forward to being your partner in improving the health and productivity of your workforce!

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