

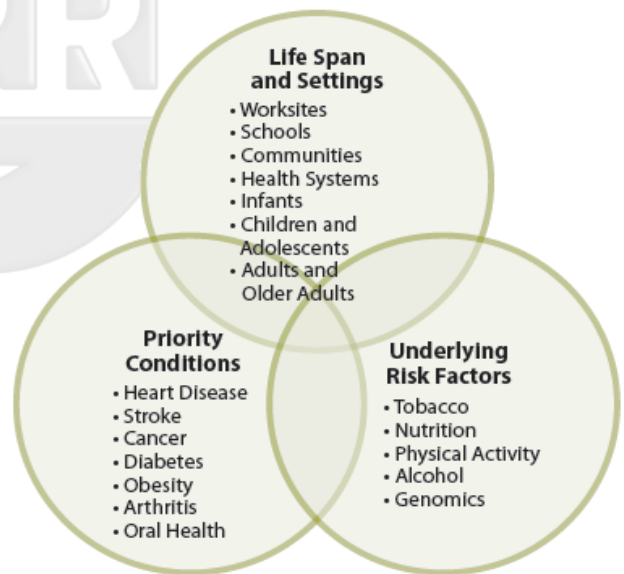
BARR Corporate Health : Consulting & Coaching

BARR's program consultants bring you all the tools you need to bring your program to compliance or implement a program from the ground up. Our team know which activities fit with your unique organization and will transform your workplace into **'A Culture Of Health'**.

The Affordable Care Act reward employers who make an effort to improve the health status of their population through an employee wellness program. These laws provide employers the ability to introduce premium differentials of 20% (through rewards or penalties) based on an employees health status or participation in a wellness program.

What's more...by law this reached 30% in 2014 and may allow 50% by 2018.

However, employers' wellness programs must meet certain standards and use utmost care when dealing with employee's private health information. For this reason employers have turned to third-party wellness consultants for plan design & execution.



A Focus on Prevention of Chronic Diseases

Chronic Diseases are not only the most costly ailments affecting your workforce, they are also the most preventable. Over 75% of healthcare costs are due to chronic diseases, nearly 90% of which is preventable. This being the case, it is of utmost importance that you have a health risk management program that places emphasis on keeping healthy people healthy, while treating the chronically ill for present conditions. (cdc.gov)

BARR Consulting Services

Your Objective: to create a 'Culture Of Health' within your organization

Your team can count on BARR's experience in the wellness field and vast network of associates to deliver a program that works right the first time and ensures the longevity of your health & productivity initiative.

Whether your wellness program is years in the making or off to a fresh start, we create the strategy for success. We bring our knowledge plus all the right tools to the table to maximize your budget and prevent your team from making costly mistakes along the path to your 'Culture Of Health'.

Your Consulting Package

- Organizational Needs Analysis
- Environmental & Cultural Audit
- Budgeting
- Wellness Committee formation
- Goals & Objective setting
- Calendar planning
- Liaison to Broker and Carrier wellness resources
- Local Community Resource analysis
- Government Wellness Grant applications
- Kick-off Event planning
- Wellness Challenge Coordination
- Monthly Consultant meeting
- Quarterly Reporting & Planning
- Long term Pay-back strategy

Onsite Health Coaches

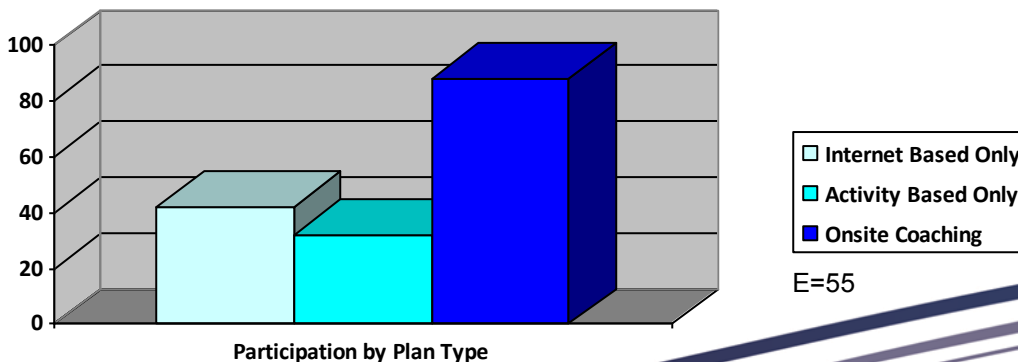
The highest return on investment and thus the most valuable tool in a group's toolbox is that of an onsite health coach. With an onsite coach, your program has a face, someone to turn to, someone to be accountable to. These coaches act as an employee of your team, however they remain a BARR employee for one key reason; to keep private health information outside the company silo, yet allow claims data to be utilized in coaching sessions for maximum efficiency in the one-on-one consultations.

Our coaches also handle the administrative duties of your program through our online health portal. It is here that appointments are set, coaching data is stored, events are promoted and fun team challenges are organized. By combining the high touch experience of an onsite coach, with the organization & simplicity of our high tech portal, your team receives the ultimate wellness package.

What Activities does a Coach Perform?

- Nutrition & Exercise Counseling
- Onsite Exercise classes
- Education seminars
- Biometric Screenings
- Health Risk Assessments tests
- Group Weight Management
- Diabetes & other disease management
- Smoking Cessation & Alcohol Abuse classes

Brokers and Consulting firms can hire a single coach to divide their time between client locations.



Coaching affects Healthcare Claims

Study Shows Coached Employees Have Significantly Lower Medical Claims

November 29, 2012—Blue Bell, PA

Results have been released from an ongoing study conducted by the University of Michigan's Health Management Research Center. UM-HMRC is a world-wide leader in studying how health choices influence total health and productivity, quality of life, vitality and health care economics throughout a lifetime. The purpose of the study is to measure the impact on-site coaching has on medical claims and health risks over a several year period. This is a multi-year study was sponsored by the Oswald Companies, and includes analyses of medical costs and health risk factors for the past two years while being provided onsite coaching services. In addition to onsite coaching, there is an on-going incentive campaign in place for all employees, which includes requirements for Health Assessment completion, blood work screenings and meeting certain risk criteria. Participants are also offered web based support wellness tools and resources.

A summary of preliminary results from the first two years of this study are as follows:

Medical Claims Reduced

As the frequency of one-on-one onsite coaching sessions per employee increase, the medical costs per employee decrease. (chart below)

More specifically, medical costs for employees coached 25+ times over the 2 year study period (an average of 12.5 sessions per year) were **\$1,421 lower** per employee, when compared to employees coached 0-9 times (an average of 0 to 4.5 sessions per year)

# sessions (2 year study period)	Year-Over-Year Medical Costs per Employee
<i>0-9 onsite coaching sessions per EE</i>	<i>Increased by \$640 per EE</i>
<i>10-25 onsite coaching sessions per EE</i>	<i>Decreased by \$311 per EE</i>
<i>25+ onsite coaching sessions per EE</i>	<i>Decreased by \$781 per EE</i>

High Risk Cholesterol lowered by 37%

High Risk Stress reduced by 3%

Smoking prevalence by 17%

Illness Days Reduced by 4%

Poor Physical Activity by 19%

Perceived Health Age Index improved 20%

