The Hypertherm Associate Wellness Center (HAWC)
The New England Chapter of the ESOP Association Spring 2015 Meeting
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Topics

• Hypertherm Overview
• Our Strategy
• Healthcare Trends and Medical Home
• Our Vision
• History
• Services
• Value
• Communication
Hypertherm Overview

Founded in 1968 in Hanover, NH by Dick Couch on a patent for radial, water injection plasma cutting

Hypertherm designs and manufactures advanced cutting products for use in a variety of industries such as shipbuilding, manufacturing, and automotive repair. Product line includes plasma, laser and waterjet cutting systems, in addition to CNC motion and height controls, CAM nesting software, and consumables.

Hypertherm became an ESOP company in 2001 and celebrated becoming 100% associate-owned at the end of 2013. We have just over 1,400 associates along with operations and partner representation worldwide.

We believe all associates at Hypertherm are associated by the same vision, values, and culture.

Our Strategy for Associate Wellbeing
Hypertherm Associate Wellness Center (HAWC)  
Our Partner

Live Life Well  
Hypertherm Associate Wellness Center  
In partnership with:  
Dartmouth-Hitchcock Medical Center

Healthcare Trends

**Top Eight Behaviors and Risks**
- Insufficient Sleep
- Poor Standard of Care Compliance
- Excess Alcohol Consumption
- Poor Diet
- Physical Inactivity
- Smoking
- Poor Stress Management
- Lack of Health Screening

**Top 15 Most Costly Conditions**
- Diabetes
- Coronary Artery Disease
- Hypertension
- Back Pain
- Obesity
- Cancer
- Asthma
- Arthritis
- Allergies
- Sinusitis
- Depression
- Chronic Heart Failure
- Chronic Obstructive Pulmonary Disease (COPD)
- Chronic Kidney Disease
- High Cholesterol

80% of Worldwide Chronic Illness Cost

(Proink, 2011, p. 3)
Creating a Medical Home to Answer Healthcare Trends

An on-site wellness center creates a medical home where associates can take advantage of:

- Convenience
- Access
- Higher quality of care
- Continuity of care
- Care coordination
- A patient-centered approach

(Criss, 2015)

Hypertherm Associate Wellness Center (HAWC) Vision

Our Vision: Quality, Access, & Value

Hypertherm is committed to being a leader in offering coordinated Primary Care for Associates and families

- To enhance quality of life by improving health and well-being
- By providing easy access to quality, trusted providers
- While increasing the value of our healthcare investment
Hypertherm Associate Wellness Center (HAWC)

History

2/2009 HAWC Opens with Physician’s Assistant (PA) and Registered Nurse (RN) for Occupational Health and Acute Care

10/2014 Added On-Site Medical Doctor (MD)

4/2015 Added Certified Medical Assistant (CMA)

5/2014 Primary Care for Associates

3/2015 Primary Care for Spouses and Dependents aged 16 and up

Potential Next Steps: Pediatric Care, Medication Dispensing

Hypertherm Associate Wellness Center (HAWC)
Facilities, Two Buildings, Alternating Days
Hypertherm Associate Wellness Center (HAWC)
Two Types of Care

Live Life Well
Hypertherm Associate Wellness Center
In partnership with:
Dartmouth-Hitchcock Medical Center

Acute Care & Health Coaching

Primary Care

Hypertherm Associate Wellness Center (HAWC)
Acute Care & Health Coaching

• Open To:
  – All Associates
  – Spouses for Flu shots and Smoking Cessation Assistance

• Services Provided:
  – Acute care needs such as
    • Injuries, including occupational
    • Illness
  – Prevention
    • Flu Shots
    • Other vaccinations
  – Health Coaching
    • Smoking cessation
    • Weight loss
    • Health goals
Hypertherm Associate Wellness Center (HAWC)
Primary Care

• Open To:
  – All Associates who are covered by our medical plan
  – Spouses and 16 and up dependents covered by our medical plan

• Services Provided:
  – Complete Primary Care
    • Ongoing health management in partnership with the Associate
    • Coordination of specialty care
  – Acute care needs such as
    • Injuries, including occupational
    • Illness
  – Prevention
    • Flu Shots
    • Other vaccinations
  – Health Coaching
    • Smoking cessation
    • Weight loss
    • Health goals

Hypertherm Associate Wellness Center (HAWC)
Value on Investment for Associates

• $0 Copay, saves out of pocket expense.
• Able to visit the HAWC on a break and not have to use earned time off.
• More likely to go and comply with care programs because of convenience.
• Live a more active life by improving wellness.
• Live a longer life by catching little problems before they become big problems.
Hypertherm Associate Wellness Center (HAWC)
Value on Investment for Owners (Associates)

Direct Costs
- No claims costs for HAWC visits
- Reduced urgent care clinic visits and claims
- Reduced emergency room visits and claims
- Prescription filling expenses

Indirect Savings
- Time off (ETO is still paid time)
- Avoided illness through chronic disease management
- Avoiding presenteeism and lost productivity
- Not spreading an illness through the workplace

Communications: Program Guide, Monitors, Meetings, Open House, & Word of Mouth
References

Criss, L. (2015). Integration of on-site medical clinics with the patient-centered medical home. 12th Annual Congress on On-Site Employee Health Clinics, Las Vegas, NV.


Questions?