



HRM—A Success Story

PRESENTED BY LOCKTON COMPANIES, LLC

Opportunity

- ❖ Motivate employees to change daily behaviors to manage existing health conditions and prevent future conditions
- ❖ Combat unfavorable hospital discounts

Solution

- ❖ Hired two on-site wellness coordinators
- ❖ Developed a strategic operating plan to provide structure and direction to the health promotion program
- ❖ Developed an incentive structure that will drive participation to obtain sustainable behavior change
- ❖ Conducted a RFP to select health promotion provider
- ❖ Prepared materials and presentations for senior-level management
- ❖ Provided consultation to the wellness coordinators

Impact

- ❖ Medical costs have increased at 2.7 percent for the past three years
- ❖ Prescription costs have increased 10 percent per year, reflecting the increase in medical compliance with recommended standards of care. This increase is percent of overall spending
- ❖ Over the past three years, total healthcare costs have remained virtually flat, with a trend of 3.5 percent



L O C K T O N C O M P A N I E S , L L C