



Chris MacAllister
President and CEO

MacAllister Machinery, Inc.

HealthTrack

Company Overview

- Type of industry: Caterpillar dealership, sales and service
- Number of employees: 625

Program Components

- Unwavering leadership commitment towards employee wellness
- Incentive program offering both cash and premium discounts
- Full time champion dedicated to program management and analysis
- Onsite and telephonic coaching
- Educational opportunities that target key risk factors
- Reimbursement policies for smoking cessation and health club memberships

Program Highlights

- Significant reduction in employee risk factors over a two-year period
- Health care claims costs stabilizing
- High participation among employees and spouses in screening/Health Risk Assessment (HRA) program

CEO Statement

“Our strategy is to improve lifestyles and instill a savvy consumer mentality in our health care plan participants. Education, incentives, behavior change, personal responsibility, and quantifiable measures are our tactics.”

The Value of Health Risk Assessments (HRAs)

A Health Risk Assessment, or Health Risk Appraisal (HRA), typically serves as a **core measurement** and **intervention tool** when combined with **appropriate follow-up and referral**.

HRAs range from self-scoring questionnaires to sophisticated online applications. The primary goals of an HRA are to:

- Raise employee awareness about the association between health practices/measures and future health problems.
- Motivate employees to seek appropriate interventions and reinforce progress through follow-up assessments.
- Identify the distribution of risk (e.g., percentage of low-risk and high-risk employees) across the population.
- Serve as a benchmarking, planning, and evaluation tool.

Employee participation in an HRA also has been linked to health care cost control.^{19,20,33}

Many HRA programs are combined with health screenings, providing personalized “wellness scores” and health reports that recommend action steps for risk reduction. Emerging evidence shows that to be most effective, HRAs should include health coaching (face-to-face, telephonic, and/or Internet) to reinforce healthful behavior change.^{19,20,33,54,55}

MEDICAL COSTS AND WELLNESS SCORE

Research conducted at General Motors by the University of Michigan has demonstrated the inverse relationship between an HRA’s “wellness score” and annual medical expenditures. As the “wellness score” increased, health care costs decreased.³⁶



Source: Yen L, McDonald T, Hirschland D, Edington, DW. Association between wellness score from a health risk appraisal and prospective medical claim costs. *J Occup Environ Med.* 2003;45(10):1049-1057.³⁶

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