

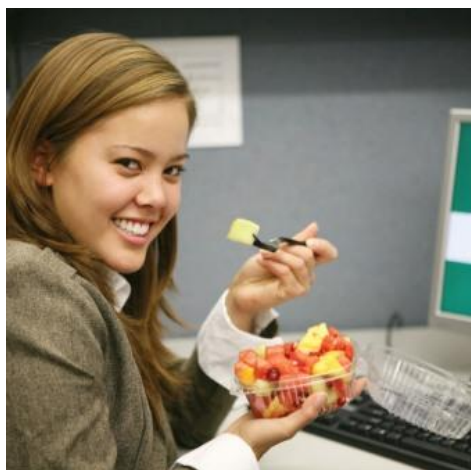
# Employer Update

from MEDICA.

Total Health Management

Employer Resources

Member Resources



Questions? Please contact your broker or Medica representative.

## Medica Employer Event

**Extend your benefits:** Valuable training to help manage employee and workplace issues

**Thursday, May 15**

### Medica

401 Carlson Parkway  
Conference Room 101  
Minnetonka, MN 55305

[See article to register.](#)

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## Events

[Extend Your Benefits employer seminars: May 15](#)

## March Wellness News: Weight management

Reaching and maintaining a healthy weight requires eating nutritious, satisfying food, staying active and controlling portions. This month's *Wellness News* offers tips for recognizing common dieting pitfalls, strategies for sticking to a weight-management plan and a tasty, healthful recipe for oven-fried chicken.

[Download \*Wellness News\* to share with your employees.](#)

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## Reduce health risks, reduce costs

Our February customer seminar focused on "driving results" by taking advantage of Medica's turnkey wellness resources such as the Worksite Health Assessment Campaign.

Dr. Charles Fazio, chief medical officer at Medica, provided some compelling points on the role of health risks in increasing health care costs:

- Health risks translate into excess medical costs that can increase your company's medical trend: For

example, a person with no health risks will incur an average of \$921 in medical costs a year. A person who smokes, doesn't exercise and doesn't wear a seatbelt would incur an average of \$2,182 in medical costs a year.

- Greater body mass index corresponds to more likelihood of hypertension, diabetes and arthritis.
- Using himself as a case study, Dr. Fazio showed that simple life changes applied consistently over time can greatly reduce personal risk factors such as obesity, hypertension and high cholesterol.

### Small group highlights

Attendees also divided into small groups to discuss challenges, tips and successes. Here are the major takeaways:

Obstacles	Solutions	Medica resources
"We have a limited budget."	Take advantage of Medica's turnkey tools and program at no extra cost.	<a href="#">Wellness Resource Center</a> Password: wellness
"Our employees are reluctant to participate."	Offer incentives to create enthusiasm.	<a href="#">Health Assessment Campaign includes</a> <ul style="list-style-type: none"> <li>◦ 12 Wellness Credits toward a \$25 gift card (25 Credits to earn gift card.)</li> <li>◦ Free drawstring backpack</li> </ul>
"I'm not sure where to start."	Take baby steps to build momentum.	Send <a href="#">Wellness News</a> to employees monthly.

<p>"My boss doesn't see the value in wellness programs."</p>	<p>Arm yourself with the facts on the costs of doing nothing to promote employee health.</p>	<p><a href="#">White paper on controlling costs with worksite wellness programs</a></p> <p><a href="#">Dr. Fazio's presentation</a></p> <p><a href="#">Medica - Life Time Fitness Study</a></p>
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### Ready to drive results at your company?

At the seminar, *57% of participants committed to hosting a wellness activity* at their workplace, such as the Health Assessment Campaign or Shape Up challenge. Why not join them today?

[Register for the Health Assessment Campaign](#)

[Download Dr. Fazio's presentation](#)

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### Health risk management: Survey says...

In this winter's *Medica Indicators*® newsletter, we encouraged readers to take a quiz on how well their companies are managing health risks. The results are in, and we thought you'd be interested to know how you measure up to your colleagues.

#### Of those who responded:

- 76% said their company leaders support worksite health and wellness activities.
- 33% have surveyed their employees to learn about their health and wellness interests.
- 68% have used materials or information from the Medica Wellness Resource Center in the past 12 months.
- 70% encourage their employees to complete a health assessment.
- 16% got more than half of their employees to complete a health assessment in the past 12 months.

Congratulations to Denise Bohrer, from Arrowhead Regional Computing Corporation, our \$100 gift card winner! Denise

accepted her prize in the form of four \$25 gift cards, which she will award to employees who participate in their company's wellness initiatives.

[View complete survey results.](#)

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### **New resources for Employee Assistance**

On April 1, 2008 we're offering two new resources for the Medica Employee Assistance Program (EAP). First, we will initiate a new-and-easier-method for requesting training programs. Instead of calling us to start the process, you will be able to submit your request using a simple, [online training request form](#) at the [Wellness Resource Center](#).

Medica EAP offers more than 100 training programs, summarized in a two-page guide that is easy to scan. Organized by popular areas of interest, the guide also contains suggestions on how to schedule and prepare for a training program.

We hope these new tools will make your training decisions and the request process easier. Of course, you can still call to discuss what programs would be best for your organization. Contact Julie L'Herault at Medica® Optum® at 952-769-1399 or [juliann\\_m\\_lherault@uhc.com](mailto:juliann_m_lherault@uhc.com)

Note: Medica EAP is available to all fully insured customers, and optional for those who are self insured.

These resources are available on Medica's [Wellness Resource Center](#) (password: wellness):

- [Training Catalog](#)
- [Training Catalog \(Addendum\)](#)
- [Training Request Form](#)
- [Training Reference Guide](#)

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### **More ways to shop for care**

We continue to enhance Main Street Medica, our online comparison tool, by adding information designed to activate and motivate consumers. Recent additions allow members to:

- Review cost information for 27 additional conditions, including allergy, depression, diabetes and migraine headache.

- Read profiles for same day surgery centers, which highlight the services, quality initiatives and online tools offered at 16 area facilities.
- Compare the average cost of a variety of common lab tests when performed in a clinic versus a stand-alone laboratory or hospital.
- See Minnesota Community Measurement ratings information for clinics that treat patients with asthma, diabetes and hypertension.

As with all pricing on Main Street Medica, the new pricing information is based on actual contracted rates for the Medica Choice® network.

[Visit Main Street Medica today.](#)

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### **Members maximize their benefits with myMedica®**

When your employees have questions about their Medica plan, myMedica.com can provide the answers. This secure Web site offers Medica members convenient access to general health topics and personalized plan information, including:

- **Nurse chat:** Real-time, confidential, one-on-one discussion with a nurse about a variety of general health topics
- **Claim Center:** Look up the status of a pending claim and information about a claim that has already been processed.
- **Health Topics and Tools:** Research health conditions and symptoms. Find tips on how to be a wise health care consumer
- **Physicians and Facilities:** Connect to the Find A Doctor search tool. Change primary care clinic (Medica Elect and Medica Essential) or home clinic (Medica Focus).
- **My Coverage and Costs:** Choose from a list of benefits to see the coverage. See the applicable deductibles, maximum out of pocket and coinsurance costs (as well as definitions of these terms).
- **Prescriptions:** Find drug formulary and pharmacy benefit information.
- **Manage my Account:** View detailed plan information, order new ID cards, and print temporary ID cards.

Encourage your employees to register at [www.myMedica.com](http://www.myMedica.com) today.

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### **Fit Choices<sup>SM</sup> by Medica adds new locations**

Twelve locations joined the Fit Choices by Medica network of clubs effective March 1. Fit Choices offers a \$20 credit toward the monthly dues of an eligible health club membership for visiting a participating location eight or more days in a calendar month. (A family membership qualifies for one credit per month.)

Did you know that other health plans require a minimum of 12 days to receive reimbursement? We've kept our minimum at eight because our research found that those who are not exercising perceive eight days as an attainable goal. According to Dr. Charles Fazio, chief medical officer at Medica, health benefits are more significant when a sedentary person becomes more physically active vs. someone who is already exercising 8 times a month and moves to 12 times a month.

Fit Choices is included with fully insured plans and optional for those who are self-insured. The program is available in Minnesota, eastern North Dakota and western Wisconsin.

[Medica-Life Time fitness study](#)

[List of new locations](#)

[Complete list of locations](#)

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### **Medica Employer Event, Extend Your Benefits:**

Valuable training to help manage employee and workplace issues

**Thursday, May 15**

#### **Medica**

401 Carlson Parkway  
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<p><b>Morning Session</b></p>	<p><b>Registration</b> 8:00 a.m.</p> <p><b>Presentation</b> 8:30 - 10:30 a.m.</p>	<p><b>Building Motivation and Morale in the Workplace</b></p> <p>This program offers participants practical, timely tips that can contribute to employee motivation and increased productivity.</p>	<p><a href="#">Register</a> for <b>Morning Session</b></p>
<p><b>Afternoon Session</b></p>	<p><b>Registration</b> 1:00 p.m.</p> <p><b>Presentation</b> 1:30 - 3:30 p.m.</p>	<p><b>Chronic Conditions in the Workplace</b></p> <p>Are managers comfortable when faced with an employee who is dealing with a chronic condition or is the caretaker for someone with a chronic condition? This program will help managers and supervisors understand chronic conditions, explore roles and legal obligations, and offer suggestions for providing support.</p>	<p><a href="#">Register</a> for <b>Afternoon session</b></p>

<p style="text-align: center;"><b>Afternoon Session</b></p>	<p style="text-align: center;"><b>Presentation</b> 1:30 - 3:30 p.m.</p>	<p><b>Stress and Life Balance</b></p> <p>An out-of-balance life can contribute to high levels of stress. Learn methods of using assets to meet needs and take home a variety of tools for addressing stress.</p>	
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