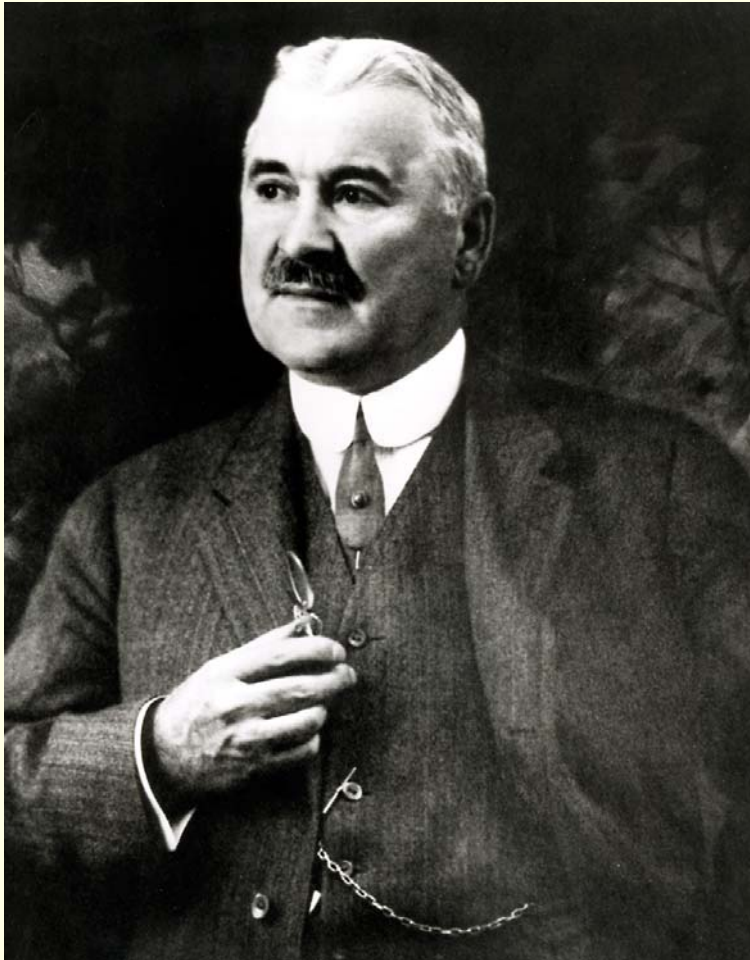


Olin Corporation Brass & Winchester Divisions



History of Olin

Olin Medical Department

Model Practice Programs

1. On-site Primary Care

- Evolution of the Concept
- Implementation Challenges
- Clinical Perspective
- Key Measurements

2. Diabetes Management

- Innovative approaches
- Quality Outcomes

The Olin Story

- **Founded 1892 in East Alton, Illinois as a Powder Manufacturing Company, the East Alton site is the current home of the Winchester and Brass Divisions**
- **Olin today is a major industrial company with annual sales of approximately 2.5 billion**



The Olin Story

The Brass Division is an Industry Leader in the production of high-performance copper alloys

The Olin Story

Winchester produces small, medium and large caliber ammunition for law enforcement, military and sport applications



The Olin Story

- **Headquartered in Clayton, Missouri**
- **6000 Employees Worldwide**
- **Approximately 3600 located at the original site in East Alton, Illinois**
- **Heavily Unionized Workforce**



On-site Primary Care: Evolution of the Concept

**Brass and Winchester Divisions Represent a
Challenging Work Environment**

**Double digit increases in
annual health care costs**

30% Smokers

70% Overweight

57% do not exercise

**55% of employees have a
chronic disease**

On-site Primary Care: Evolution of the Concept

Directed to develop a strategy to control health care costs

Benchmarking trips to identify corporate best practices

- ✓ Primary Care – based upon sufficient patient numbers
- ✓ Data Warehouse - key to understanding the drivers of health care costs and an important tool for measuring outcomes

On-site Primary Care: factors favoring success

- Concentration of employees at the East Alton facility (approximately 3600 employees)
- Existing On-Site Occupational Medicine Clinic; 82% of employees visited the clinic at least once in 2005
- Good Company / Union relations

On-site Primary Care

Established July 2004 as a benefit for employees, spouses and pre-65 year old retirees*

Non-occupational and Primary Care accounted for 45% of Medical Department visits in 2005

***Spouses and retirees required to be a participant in an Olin health plan**



The Challenges of Implementing On-Site Primary Care

- Challenges Associated with implementing primary care in a busy Occupational Health clinic:

**Jamie McEvers, BSN, COHN-S
Manager Clinic Services**



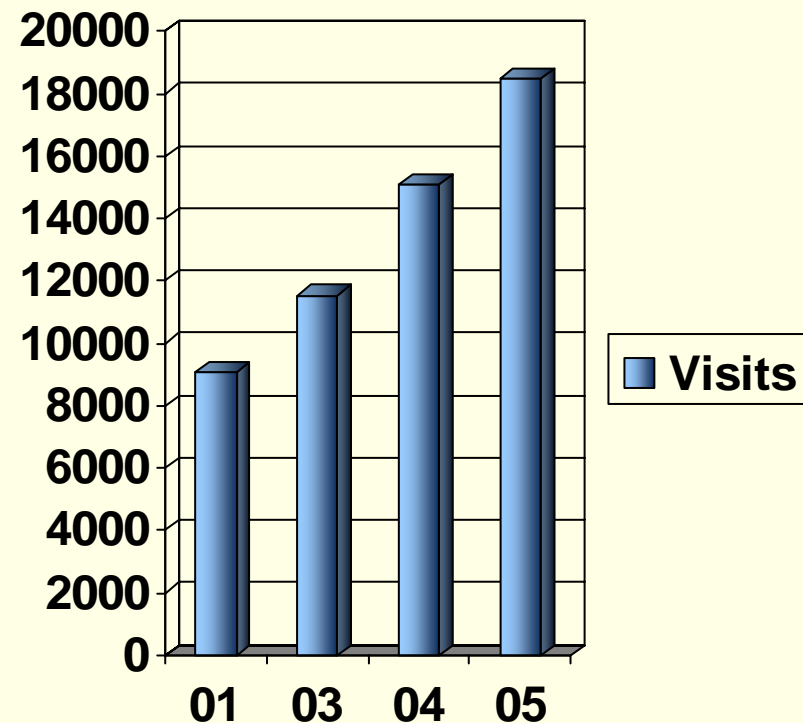
Olin Medical Department

Established in 1940s to provide care for injured workers

Staffed by RN's, OHN's, NP, Wellness Coordinator, Medical Assistants & MD

Current Activities also include:

- ✓ **OSHA medical surveillance**
- ✓ **Wellness Programs**
- ✓ **Disability Management (STD, LTD, WC)**
- ✓ **Primary Care**



The Challenges of Integrating Primary Care into an existing Occupational Health Clinic

- Staffing Issues
- Medical Records
- Confidentiality
- CPT / ICD-9 Coding
- Communication
- Growing the Practice
 - ✓ Referrals out of existing Occupational Medicine Programs
 - ✓ Voluntary Health Risk Appraisals
 - ✓ Walk-Ins



On-site Primary Care Services

Free On-site Services include:

- ✓ Exam
- ✓ Laboratory
- ✓ Radiology
- ✓ Dietitian Consults
- ✓ EAP

Specialty Services:

- ✓ Optometry
- ✓ Podiatry
- ✓ Physical Therapy
- ✓ Physiatry



Current Clinic Enrollees

45% Female

55% Male

77% Employees

✓ Hourly 85%

✓ Salary 15%

20% Spouse

3% Retirees



Prevalence of Disease within the Clinic Enrollees

- Hypertension 29%
- Hyperlipidemia 23%
- Diabetes 10%
- GERD 10%
- Depression 6%
- Osteoarthritis 5%



Primary Care Practice in an Industrial Setting

Key elements of a successful
clinical practice

**Mindy Bingham, MSN,
APRN, BC**

TIME

- Time To Talk With Patients to Obtain a Good History
- Time to Assess
- Time to Teach & Validate Patient Understanding
- Time to Answer Questions
- Time to Hand Hold & Reassure



THE PERSONAL TOUCH

- Make Appointments to Consultants for the Patients
- Follow-up Phone calls to check Progress/Improvement
- Copy of Lab and Letter of Explanation with all Lab results
- Personal Hospitalist



CONVENIENCE FACTOR SAVES LIVES

- DM with no Rx for 2 Years, Now comes in for Quarterly Visits
- Sore Throat? Had No Provider, Came In because we were Convenient
- UTI? Persistent Hematuria, Free Second Opinion
- “Mild Chest Pain, but I’m sure it is Nothing!”

Primary Care Practice Key Measures

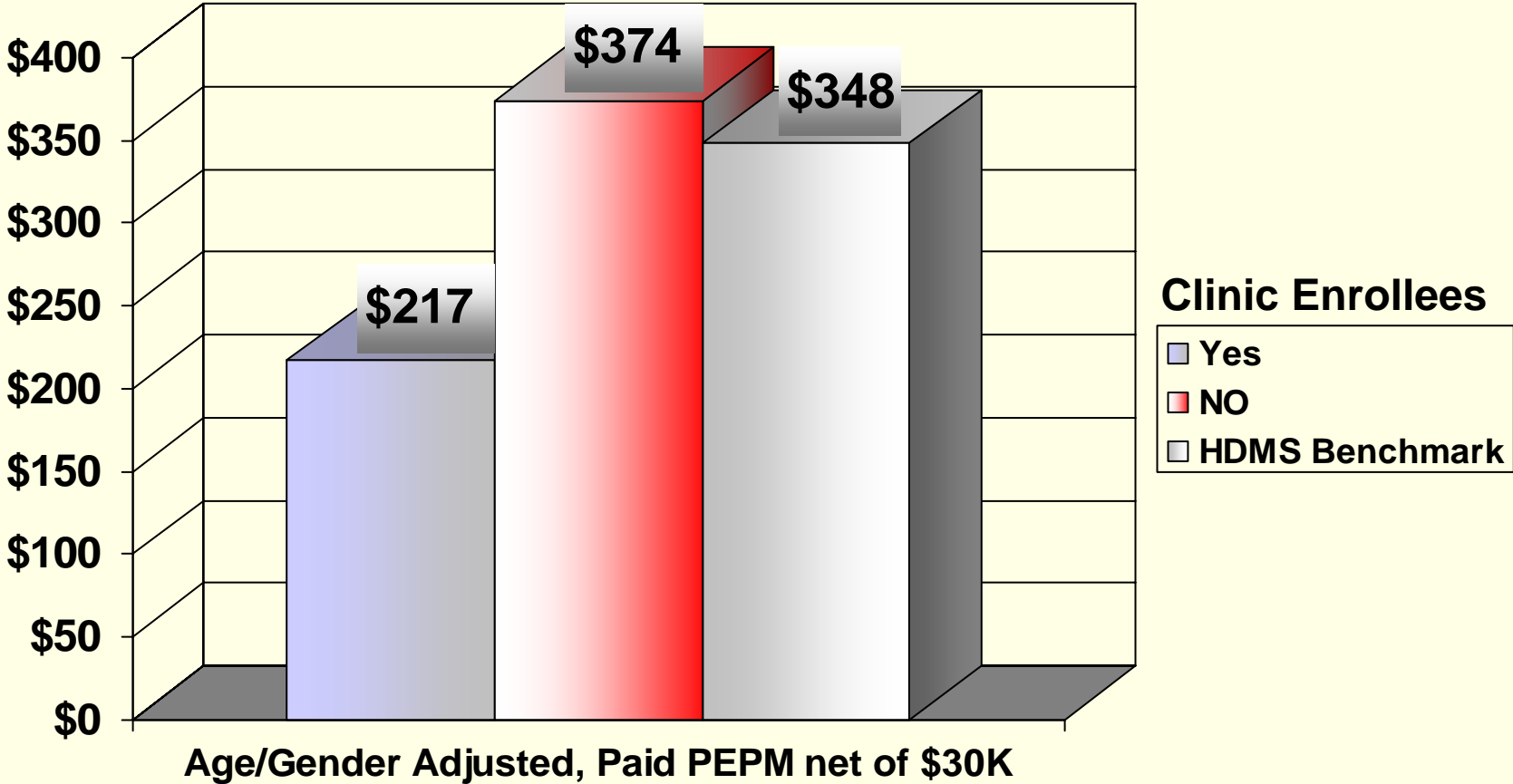
- Financial results
- Employee satisfaction data
- Clinical outcomes



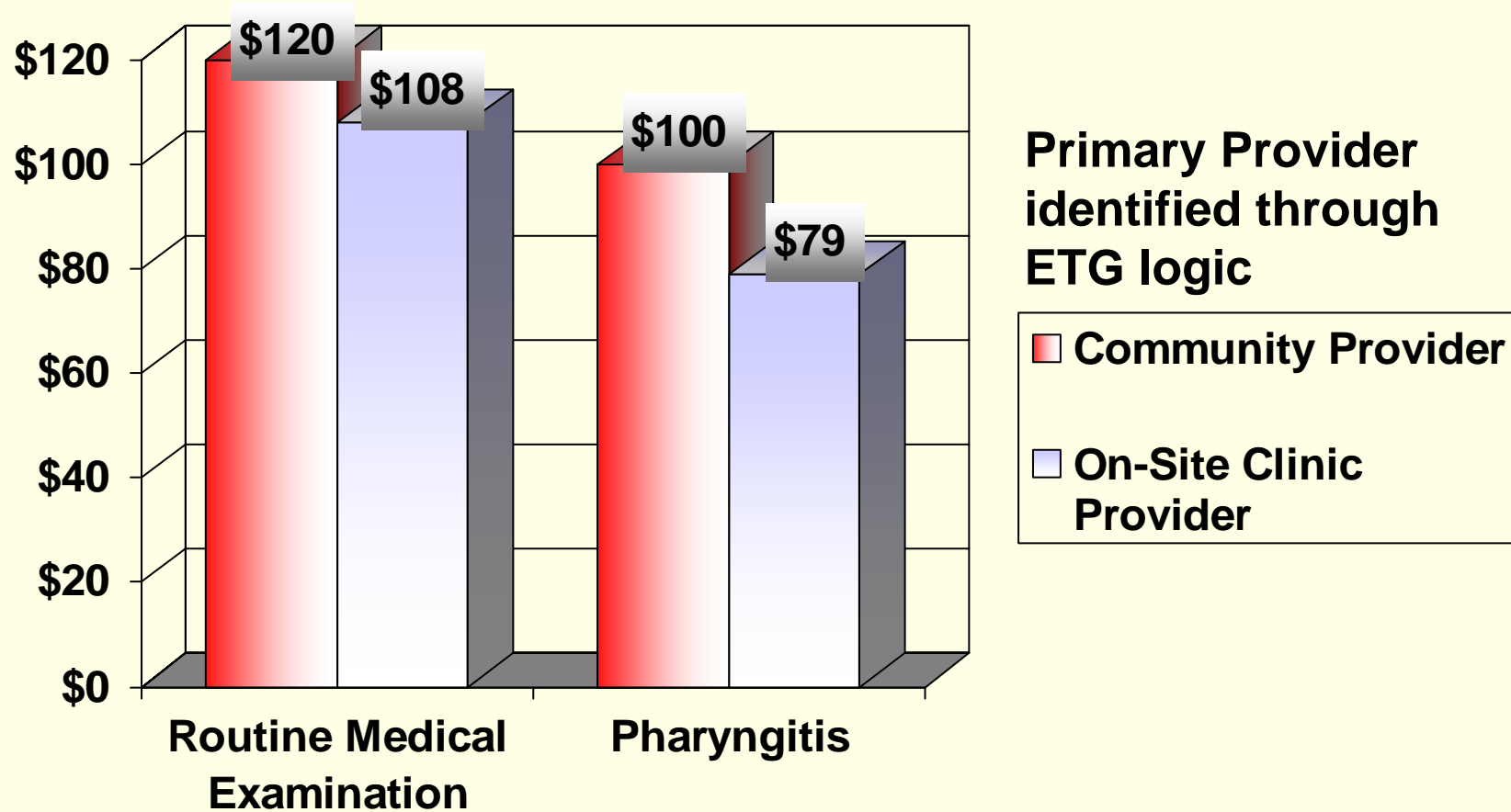
Outcomes: Cost Effectiveness

- Evaluated 5 Months of Clinical Data
- Noted reasons for Primary Care Visits
- Computed Olin's costs for those Services had they been rendered by community providers (net discounts and co-pays)
- Identified actual costs of those services (laboratory charges, X-rays, Salaries for 2.5 FTE positions, etc.)
- Annualized the difference, which represented cost avoided by providing on-site services...
\$777,000.00

Primary Care Outcomes All Service Categories October 2004 – September 2005



Average Covered Charge per Episode of Care



Outcomes: Employee Surveys

Satisfaction Surveys are distributed to individuals upon registering with the Medical Department receptionist. The proportion of responses rated “good” or “excellent” is indicated for each question:

- Were you helped within 15 minutes or less?**89%**
- Was the nursing staff courteous and helpful?**96%**
- Did you feel the nursing staff was knowledgeable about your problem?**96%**
- Did the medical professional seeing you spend enough time with you?**96%**
- Would you recommend this office to your coworkers for care?**95%**
- Would you return to this office for future care?.....**96%**

Outcomes: Time

Average Wait Time.....**8.2 minutes.**

The average total time that elapsed from registration to the completion of the examination and discharge from the clinic.

- Primary Care.....**36 minutes**
- All other visits.....**28 minutes**

HEDIS Effectiveness of Care Measures

Measure	Olin Clinic Enrollees	Commercial Health Plans
Breast Cancer Screening	85.7%	73.4%
Cervical Cancer Screening	95.3%	64.7%
Colorectal Cancer Screening	89.8%	49%
Controlling High Blood Pressure	87.1%	66.8%

Diabetes Management : Innovative Approaches

Access database

- ✓ To identify patients for appointment reminder calls
- ✓ Summarizes outcome metrics for quarterly performance reviews

Diabetic Care flow sheet in patient charts

Routine and Specialty Evaluations on-site

Targeted Physician lead educational programs

HEDIS Effectiveness of Care Measures

Comprehensive Diabetes Care

Measure	Olin Clinic Enrollees	Local Community Providers	Commercial Health Plans
HbA ₁ C test	100%	31%	86.5%
HbA ₁ C > 9%	21%	NA	30.7%
LDL-C Screening	100%	49%	91.0%
LDL-C < 100mg/dl	58%	NA	40.2%
Eye Exam	76%	40%	51.0%
Microalbuminuria test	92%	12%	52.0%

Conclusions

- **On-site primary care services are well-received by Olin employees**
- **On-site primary care does not compromise patient privacy or confidentiality**
- **On-site primary care can be performed within measurable standards of quality**
- **On-site primary care is a convenient and cost-effective alternative to community medical care for employees, family members, and retirees.**