

Wellness Spotlight: Asheville Eye Associates

Practice Profile



- 178 employees at 10 different locations across western North Carolina
- Practice culture embodies integrity, compassion, unity, results, and excellence
- Employee health ranks above practices of equal size and the NCMS Plan overall
- Low modifiable disease/condition prevalence, centered on per member per month (PMPM) cost

Wellness Program Features



- In place since 2012
- Designed to improve or maintain employees' health through education, skill-building opportunities, health challenges, and encouragement
- Built around improving lifestyle habits such as physical activity, nutrition, tobacco use, stress management, and breastfeeding
- Organically grown programs paired with NCMS Plan benefits
- Monetary incentive offered quarterly

Results



- Highest wellness program participation rate to date attained in first quarter of 2016 (68%)
- Preventative screening compliance for members in 2016 ranked above the NCMS Plan for mammograms, cholesterol screenings, and physicals

Moving Forward



- Create a breastfeeding-friendly environment
- Provide more insight around resiliency and stress management
- Support employees in maintaining a healthy work-life balance
- Continue to connect and educate employees to benefits available through the NCMS Plan



“Our program supports me.

My yearly check-in shows my overall trends and lets me know if I need to keep up the good work or watch what I'm eating again. I've noticed a lot of people around the office being more active and losing weight. The journey is hard, but it's worth it.”

Jennifer Giberga
Clinical Research
Coordinator, Asheville
Eye Associates