

## The Doctor is In OneAmerica Unveils New Employee Clinic

It's a common scenario: You wake up with a pesky tickle in your throat. By afternoon, you've developed a full-fledged sore throat and are feeling a little feverish. Not quite as common – but growing in popularity – is what happens next.

Instead of suffering at your desk or scrambling to finish your work so you can get to the doctor's office before it closes, you take the elevator to the basement of your building. There, you're welcomed into a tranquil lobby by a nurse who leads you to a spacious and inviting examination room. A few minutes later, the doctor examines you, determines your illness and writes a prescription (which you most likely pick up on site).

Sound too good to be true? Not if you're an employee of OneAmerica Financial Partners, Inc. in downtown Indianapolis (and a growing number of other employers throughout the state). At OneAmerica, employees have access to a 40-hour-a-week health and wellness facility that offers free medical care to employees and their dependents.

Open to all 1,300 OneAmerica employees, their spouses and family members age 16 and older, as well as OneAmerica retirees under the age of 65, OurClinic @ The Tower is staffed



The opening of OurClinic @ The Tower included OurHealth employees and Dayton Molendorp, chairman, president and CEO of OneAmerica Financial Partners – who had the ribbon-cutting honors.



with two doctors, a nurse practitioner, two nurses and a health coach from OurHealth, a provider of on-site health management services for employers. It's all part of the company's Active Choices employee wellness program.



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“As an organization, we decided that we needed to focus more on health and wellness for our employees,” says Debby Routt, vice president of compensation and benefits at OneAmerica. “In looking at what we needed to do going forward, we decided to move our plan from something that was much more activities-based in 2010 to something much more results-based in 2011; it is now the cornerstone of our wellness program.”

Employees receive incentives – such as health insurance premium discounts of up to \$300 – based on their achievement of health target goals (e.g., achieving a certain weight, cholesterol number and/or blood pressure target range).

Routt explains that lab work is done at the clinic and that the company stocks 80 generic prescriptions in the pharmacy. OneAmerica also is encouraging employees to be better health care consumers.

“As with most companies, we're faced with escalating health costs. At the same time, we also want to make sure we're focusing on our employees as one of our greatest assets,” she asserts.

Dayton Molendorp – company chairman, president and CEO – notes that the company looked at insurance claim experiences and realized that many employees didn't have a personal physician. OneAmerica was fortunate, he says, to connect with OurHealth to get the program underway.

“Cost is always a part, but I think with us it starts with our employees. We want a healthy workplace, a healthy employee group; we want more people at work, less absenteeism and those kinds of things that come with illness. We also wanted to give our folks an opportunity to do that in a very convenient way,” Molendorp acknowledges.

This isn't the first foray into the health care clinic world for OneAmerica. In 2005, the company and the Indiana University Department of Family Medicine unveiled the IU Family Medicine at OneAmerica Tower medical clinic, which serves the building employees and the general public. That clinic is still in operation on the ground floor of the OneAmerica Tower building, but is not affiliated with OurClinic @ The Tower, which is open only to OneAmerica employees.

To view the May/June 2007 BizVoice® story on employer clinics, go to the archives section of [www.bizvoicemagazine.com](http://www.bizvoicemagazine.com).

### INFORMATION LINK

**Resource:** Debby Routt and Dayton Molendorp, OneAmerica, at [www.OneAmerica.com](http://www.OneAmerica.com)

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