

Mission Statement

Our commitment is to provide superior, ethical service delivery and to do it cost effectively.

Our excellent reputation is furthered by employing the most talented and experienced case managers in the industry.

Our aim is to provide unparalleled job satisfaction by positively inspiring and creatively motivating all who work with us. We encourage an open work environment with all staff by promoting honesty, trust, and professional integrity.

At The ALARIS Group, Inc.[®], we take charge of and personally shape our own career destinies. Effort and talent will determine success. Our work is based on the highest professional standards and ethics, and we encourage expansion of existing skills as well as fostering one another's growth and strength. We provide an upbeat, secure work environment.

Team work is integral to our success. Whether our efforts are directed at professional goals or personal victories or trials, we want to “be there” for each other. In essence, we become a work family and our success is realized by interdependently working together.

Our mission is to establish and maintain the most technically advanced disability management service to date.

We provide unparalleled, high quality outcomes and outstanding service to our customers. The technical advantages we possess result in the product customers desire.

ALARIS provides a unique work environment. Our corporate office is based in Duluth, Minnesota and coordinates and directs all work products yet each employee is “housed” in his/her own home. The internet allows us to have a virtual company with no brick and mortar walls. This capability allows us to have employees in many states but still enables us to communicate effectively and with no time delay. Managers for each primary jurisdiction are provided so that in-person contact is readily available. The managers provide direct supervision of standards established and maintained by the corporate office.



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Bi-Lingual Telephonic Case Management

ALARIS® offers NATIONWIDE Interpretation services to assist you with your non-English speaking workers. ALARIS has expanded its opportunity to assist you with these challenging claims by adding a Telephonic Case Management program which employs very experienced SPANISH speaking Nurses.

Lisa Sanmartin, ALARIS' Multicultural Coordinator will triage your call & help facilitate your specific needs. We can medically manage Spanish speaking clients anywhere.

- Spanish Speaking Nurses
- Nationwide Coverage
- Communication Development
- Understanding Cultural Differences
- Reduce Claim Costs

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Press 2 Bi-Lingual Telephonic Services
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Catastrophic Case Management

Extreme injuries require meticulous handling right from the start. ALARIS Catastrophic Case Managers are exceptionally qualified to assess the injury, clarify the diagnosis, define the treatment plan and coordinate all necessary services to stabilize the patient. Their timely involvement can expedite the transition from acute care to optimal functioning—and lessen the cost of the loss.

- Available 24 hours per day
- Available 365 days per year
- 12 to 24 hour visit response time
- Experienced CAT Case Managers
- Team of Registered Nurses

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Credit Disability Case Management

ALARIS can assist with the medical perspective and vocational aspect of credit disability claims. The goal is to deliver medical and/or vocational information to the claims professional thus to determine continued eligibility of benefits. Through various services provided by our experienced nurses and vocational case managers ALARIS can offer the tools and resources to the claims professional to effectively manage these costly claims.

- In-Home Assessments
- Attend Provider Appointments
- Telephonically Assistance
- Job/Video Analysis of the job
- Transferable Skills Analysis
- Telephonic Vocational Assessments
- Labor Market Surveys
- Employer Assessments
- Task Provider Assignments
- Job Readiness Training

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Critical Incident Management

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A Disability prevention service and health promotion model. It is an early interventional goal directed strategy focused on education, prevention, and return to work and normal routine. Debriefing services are conducted with individuals or groups impacted by a traumatic event.

- Response team is available 24/7
- *One step* referral process
- Available Internationally
- Experienced professionals
- Trained in stress management
- Stabilizes a situation quickly
- Cost containment and health promotion
- Prevents impact of workplace
- Promotes wellness
- Decreases the utilization of sick time
- Management's first line of defense
- Reducing long-term costs
- Reduces the litigious response

Assists individuals in returning to pre-event levels and in getting back to work sooner with less complication

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Ergonomics

A well-designed work environment helps prevent injuries & maximize productivity. Our team of trained Ergonomic Specialist assess workplace jobs, tools, machines, systems, tasks, and environments. We make recommendations to ensure that workers are as safe as possible. We also recommend adaptive measures to facilitate employment for workers with injuries or disabilities.

- Office Ergonomic Evaluations
- Industrial Ergonomic Evaluations
- Customized Training Programs
- Assistance with Ergonomic Purchases

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Legal Vocational Evaluations

In cases where employability is an issue, our specialized Vocational Consultants can professionally assess how an individual's abilities & limitations impact his or her job prospects & earning potential. They conduct extensive research & provide an objective, expert analysis of employability. In addition to drafting comprehensive reports, they are prepared to testify as expert witnesses.

- Vocational Services & Expert Testimony in the areas of:
 - Workers' Compensation
 - Personal Injury
 - Divorce/Marital Dissolution
 - Employment Law
 - Social Security Disability
 - ADA
- Vocational Rehabilitation Services
- Vocational Assessment

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File Review Services

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ALARIS file review services provide a medical specialists perspective on the claim. This tool will assist the claims handler in predicting future treatment needed on a complex file. It takes the guess work out of what is related, where to set reserves, and how best to proceed on the claim.

- Put records in date order
- Determine relatedness
- Pre-existing injuries
- Degenerative Injuries
- Identify Red Flags
- Assist in setting reserves
- Provide a plan of action

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Financial Case Management

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Tangible method of driving aggressive hard dollar savings for the healthcare Payor – prospectively or retrospectively managed.

Savings are identified based on invoice corrections and/or direct negotiated discounts.

Services can work as an adjunct to your traditional provider bill review program.

Services Include:

- Out of network bills - Prospectively or Retrospectively
- Prospective review of costly services
- Negotiation of long term costs for services on catastrophic, complex or chronic files for life of file
- Control pricing with discharge planning & utilization management
- Audit services to identify errors, over-delivery, cost-shifting

Commonly Repriced Charges:

- Surgeries
- Surgical Centers
- Surgeons
- Implants/Hardware
- DME
- Infusion Therapies
- Home Health/Nursing Services
- Rehabilitation Stays
- Chronic Pain Control
- Large Cost Pharmaceuticals

Total risk free to our customers!

- Fees are based on a percentage of what is saved
- No balance billing to Payor or Patient
- Signed Financial Agreements obtained from Provider

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Liability Nurse Review Services

Liability claims are notoriously costly. In order to evaluate the worth of the claim, you need to know the true medical, vocational and financial implications of the accident. In a Liability Review, our experienced nurses can thoroughly review and assess records, bills, injuries and treatments, and all related costs and charges. The findings are summarized in an objective report, the tool that will assist you to mediate or negotiate a settlement.

- Core Liability Nurse Review
 - Organize records & identify missing records/bills
 - Identify prior injuries or medical conditions that may affect the outcome
 - Assess injuries & diagnosis that are directly related to the incident
 - Consult if a Peer Review or IME is appropriate
- Medical Bill Review Options
 - Check for coding or billing errors
 - Check for medications or treatments not related to the injury
 - Check for unreasonable or excessive treatment
 - Check for reasonableness of charges

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Long Term Disability Case Management

Insurance companies provide a reasonable replacement of monthly earnings to insured's that become disabled for extended periods of time due to accident or sickness. These claims can escalate and become extremely costly. ALARIS can assist with providing medical case management and vocational rehabilitation services. We can provide the resources and tools to support the individual with training or assistance with return to work as well as navigating through the health care system.

- In-Home Assessments
- Transferable Skills Analysis
- Labor Market Survey
- Vocational Assessment
- Employer Assessment
- Task Provider Assignments
- Job Readiness Training
- Job Placement

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Medical Chronology Reviews

Sorting through medical records in preparation for litigation/case resolution can be very time consuming, but necessary. Our experienced medical review staff can help you navigate this process in a more timely, cost effective manner. We review all provided records and summarize them in a chronological spreadsheet. This spreadsheet will list dates of service, provider, description of treatment provided and each record will be identified for easy/quick accessibility during trials or depositions. A report summary shares insight into red flags, inconsistencies and patterns of behavior for each case. Pre-existing diagnoses and co-morbid conditions will be high-lighted and a timeline of treatment specific to the injury will be outlined.

- Sort through medical records in cost effective manner
- Prepare for litigation/case resolution
- Experienced Review Staff
- Detect inconsistencies for your case
- Discover missing medical records

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Medical Cost Information Services

Need cost information quickly, ALARIS Select will meet your needs. A Medical Cost Analysis will identify a single item such as a surgery or event i.e. long term infusion therapy.

For more comprehensive cases, we provide customized Medical Cost Projections or a Life Care Plan for lifetime expenses.

ALARIS Select Cost Information Services provides expert assistance is settling claims or setting reserves.

- Licensed/Certified Professionals
- Easy to Read Report Format
- Quick Turn Around Times
- National Coverage
- One Step Referral Process
- Tailored To Your Needs

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Medical Financial Management Tools

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Setting reserves, settling claims? Long or short term, or over the lifetime of the client/file, we provide the needed services to assist with the projection and mitigation of anticipated costs.

- Life Care Plan
- Life Care Plan Review
- Medical Cost Projection
- Financial Case Management
- Medicare Set-Aside
- Medical/Legal Nurse Consulting
- Chronology Report & Summary

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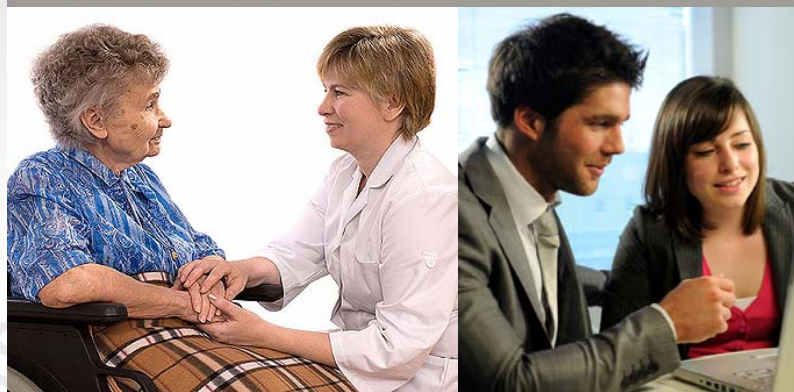
Medicare Set Aside

ALARIS Select Medicare Set Aside Allocators are experienced and certified. The ALARIS Select professional specializes in identifying those medical settlements (workers compensation and liability) where an MSA should be completed and when filing the MSA with CMS is required or recommended. Our experienced professional will answer your questions and provide support from referral to completion.

- Certified Consultants
- One point of contact
- 30 day turn around time; 14 day turn around time for RUSH service
- Flat Rate Pricing Options
- Conditional payment dispute services
- No charge on preliminary file reviews
- Provide onsite training and services
- Seamless filing process
- Quality Assurance Reviews

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Multicultural Solutions

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ALARIS offers a variety of unique multicultural solutions. Our language services team can customize solutions for your particular language and cultural needs.

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For More Information Contact:



Amy White
Manager of Multicultural Solutions
amy.white@alarisgroup.com
Mobile: 612-387-5016

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languageservices@alarisgroup.com
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CONSULTING

- Provide on-site solutions in working with your employees from foreign countries
- Provide complete package of solutions including interpreting, translation, and cultural competency training
- Translate all documents into any language
- Provide interpreters from any language to work directly with your employees
- Can assist with and attend appointments needed for employees outside of work

EDUCATION & TRAINING

- Work towards mutual cultural understanding among employees
- Facilitate communication skills among employees
- And for bilingual employees:
 - Learn interpreting skills following basic standards & ethics
 - Develop Spanish/English Medical Vocabulary

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Occupational Health Nurse Services

We understand that employee Health & Safety is your number one concern. Our top priority is to make certain we work with your staff in order to promote a safe work environment, in a quest to control costs and help you to stay competitive & successful in your industry.

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ALARIS Occupational Health Nurses (OHN's) provide numerous services to employers, specifically having these primary goals:

We promise to:

- Be proactive in our goal to work with you to reduce and prevent workplace injuries and illnesses
- Work diligently to mitigate overall WC and Health Insurance Costs
- Educate your employee body on healthy lifestyle promotion and disease prevention

- Reduce healthcare costs by early detection/prevention through employee education
- Reduce employee occupational and non-occupational injuries and illnesses
- Implement health safety programs
- Reduce employee absenteeism
- Promote staff development and team building through health programs
- Solve health and productivity challenges with expertise in healthcare and business
- 24/7 Nurse Care Line services available

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Short Term Disability Benefit Management

Insurance companies provide a reasonable replacement of monthly earnings to insured's that become disabled for a period of time due to accident or sickness. These claims can escalate and become extremely costly. ALARIS can assist with providing medical case management and vocational rehabilitation services. We can provide the resources and tools to support the individual with training or assistance with return to work as well as navigating through the health care system.

- Understand & review of employer's policy to assure adherence to guidelines
- Review Medical Certification
- Discussion of treatment plan and progress with provider and employee on claims
- Review of diagnosis & disability durations using Standard Treatment Protocols and Guidelines
- Notify employer of approval to pay claim
- Advise employers of anticipated disability duration
- Follow up with providers regarding medical information
- Review medical documentation & notify employer of benefit extensions
- Provide consultation services to employer which may include recommendation of IMEs, RTW coordination, etc.

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Transitional Return to Work Program

ALARIS' Transitional Return to Work Program facilitates an Injured employee's return to work while they are within the healing period. This is a temporary work assignment that complies with all medically defined work restrictions outlined by the treating provider, with wages paid for by the employer at time of injury. This work assignment can be either at the employer's location or at an alternative, transitional work site.

- Onsite visit at employer
- Identify transitional work assignments at employer's location
- Identify work alternatives
- Coordinate with local agencies and non-profit organizations
- Monitor, update and facilitate communication with:
 - Employee
 - Employer
 - Insurance Carrier
 - Transitional Work Site
- Ensure program success

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Utilization Review

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Utilization Review provides expert review and consultation by clinical nurse reviewers and physicians regarding the appropriateness and necessity of recommended medical treatment for both inpatient and outpatient care. ALARIS

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- Prospective Reviews
- Concurrent Reviews
- Retrospective Reviews
- Discharge Planning
- Peer Reviews
- Independent Medical Examinations

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Customized Career Services - Voc-Ed

Do you have the **LIFE SKILLS** necessary to be successful in the new Millennium?

You may benefit from guidance from experts who have advised more than 2000 individuals regarding Voc-Ed Options.

Choosing to call us **ALARIS** to assist you with your **Job search** will help you make life changing decisions.

Do you know how to?

- Choose an occupation?
- Choose and get into a College?
- Access the labor market and get the job you want?
- Move forward with your goals in spite of special needs or circumstances?
- Make effective career/job changes?
- Are you concerned about someone who is struggling with any of the above?

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