



# INTER OFFICE MEMO

**TO:** All Employees

**AT:**

**DATE** 5/28/86

**FROM:** W. E. Flaherty

**AT:**

**SUBJECT:** MANAGEMENT APPOINTMENTS - HEALTH INDUSTRY SERVICES

I am very pleased to announce the following appointments in the Health Industry Services Group effective immediately.

Tony Hubbard has been appointed Vice President of Cost Containment. Since assuming leadership of the Purchasing of Hospital Services Program, Tony has demonstrated the organizational and managerial talents which are needed to ensure continuing progress in this effort and to implement effective arrangements for purchasing other health care services on behalf of our subscribers. In addition to the Hospital Services Project, Tony will be accountable for Purchasing of Physician Services and for our Health Care Audit programs.

Reporting to Tony will be Beverly O'Steen, Director of Institutional Reimbursement, Carl Homer, Director of Professional Reimbursement and Tom Dunn, Director of Health Care Audit.

Bill Johns has been appointed Vice President of Utilization and Benefits Management. Bill has demonstrated unique capabilities to manage this division over the past several months and possesses a keen insight into the rapidly changing health care environment in Florida. In this position, Bill will be responsible for the design and development of managed care programs which encourage appropriate utilization of health care resources. These include the Pre-Admission Certification Program, the Hospital Stay Certification Program, Case Management, Discharge Planning and Mandatory Second Surgical Opinion.

Reporting to Bill will be Sandy White, Director of Utilization Management, the Director of Health Care Analysis and the Director of Benefits Management.

As I have indicated in the past, these programs are critical to the overall success of the organization. With these appointments, we are emphasizing the importance of the programs and are continuing to match the talents of our management with priority programs of the organization.

Please offer Tony and Bill and their management teams your continued cooperation and support as they undertake these most difficult assignments.

--- W. E. Flaherty

WEF/dms  
Distribution A thru F