



Avalere Health has a small and highly selective recruiting program. In order for us to get to know you better, please complete the information below. Feel free to contact us with any questions.

Name: _____ Email Address: _____

Current Address: _____
 Street City, State, ZIP

Phone Number: _____ Alternate Phone Number: _____

If hired, can you prove you are eligible for employment in the USA? Yes No

If no, please explain: _____

When could you report to work? _____

How did you hear about Avalere Health? _____

Education

	Name, City & State	Major Field of Study	Did You Graduate?		Specify Diploma, Degree, or Certificate Received
			Yes	No	
High School or G.E.D.			<input type="checkbox"/>	<input type="checkbox"/>	
College or University			<input type="checkbox"/>	<input type="checkbox"/>	
Post-Graduate Study			<input type="checkbox"/>	<input type="checkbox"/>	

We would like to provide you the opportunity to understand the type of work that our Associates and Senior Associates perform on behalf of our clients. Please read the scenario below and answer the subsequent questions.

At Avalere Health, we constantly monitor the healthcare policy environment and marketplace and analyze new developments to identify the impacts to our clients. Of course, health reform is top of mind. The Patient Protection and Affordable Care Act, passed in March 2010, has the potential to change the healthcare system dramatically through various insurance market reforms.

One of the law's provisions that recently took effect relates to insurance coverage of preventive healthcare services. Preventive services are routine healthcare services that include screenings, checkups, and patient counseling to prevent illness, disease, or other health problems. Examples of preventive services include screening mammography for breast cancer or counseling for tobacco use.

The Affordable Care Act requires health plans to cover a range of recommended preventive services at no cost to patients. By expanding coverage and eliminating cost sharing for recommended preventive services, access to and utilization of these services may increase. Research suggests significant health benefits and the potential for lives to be saved by increasing delivery of preventive services. The government predicts that the reduction in cost sharing for preventive services will result in a modest increase in utilization of 5 to 10 percent.

In response to these regulations, there may also be new costs to the system. Health plans may shift certain costs to patients through changes in covered benefits and premiums, while other costs will be transferred to plans through the elimination of patient out-of-pocket costs. At the same time, cost savings could accrue from reductions in the incidence or severity of illness and the associated expenditures on treatments. There also may be economic gains from increases in workplace productivity and the associated recovery of lost economic output.

Please provide answers to the following prompts. Some research may be required, and is encouraged. Please appropriately cite your sources as necessary.

1. Compare and contrast two stakeholder positions on the value of mandating coverage of preventive services with no cost sharing. Choose from among the following stakeholder groups, all of which are Avalere customers: patient and/or physicians groups, pharmaceutical manufacturers, or employers. Limit your answer to 500 words.
2. If you were a health plan determining which preventive services to include in your overall plan design for patients, what three pieces of information (e.g., disease prevalence or cost of services) would be most important to you in making your decision? Indicate how each piece of information would inform your decision. Limit your answer to 300 words.

Please provide any additional information that you feel may be helpful to us in considering your application:

Response to Question 1:

Response to Question 2:

I certify that the statements made in this questionnaire are true and complete to the best of my knowledge. I understand that falsification or misrepresentation of information may result in the denial of employment or, if employed, immediate termination.

Signed _____

Date _____

It is the policy of Avalere Health to consider all applicants equally without regard to race, national origin or ancestry, color, religion, creed, sex, age, marital status, presence of children, pregnancy, sexual orientation, genetic status, mental or physical handicap, status as a Vietnam Era or special disabled veteran, or status as a qualified disabled individual, and in accordance with all applicable laws, except where sex is a bona fide occupational requirement, or where disability status is a bona fide occupational disqualification or any other legally protected status.