Basic Assumptions

- Limited budget
- Mission & Vision clearly defined
- Comprehensive Plan of Action
- Management Buy-In
- Established Wellness Committee
Create Annual Calendar of Events

Annual calendar of events for entire year with approved budget based upon data from our:

- Health Risk Assessment
- Claims Data – Medical and Prescription
- Employee Assistance Program
- Team Member Surveys
- Worker’s Compensation Trends
The Wellness Committee also evaluates the prior year and considers:

- Participation in events
- Illnesses or deaths that have impacted the Team
- Financial state of the company
Also considered are the items on our WELCOA scorecard that we may want to concentrate on improving. Included this year are:

- Capturing Senior Level Support
- Constantly Evaluating Outcomes
WELCOA Scorecard

WELCOA evaluated us as excelling in the following areas:

- Collecting Data to Drive Health Efforts
- Crafting an Operating Plan
- Choosing Appropriate Interventions (Programming)
- Creating a Supportive Environment
- Creating Cohesive Wellness Teams
Our Wellness Passport unifies our wellness program and has had a different theme each year. The basic premise is we are traveling together toward the goal of a happy, healthy life. Team Members are awarded points for participation in various programs and events throughout the year.
WVA Passport

Points are awarded to Team Members for participation in:

- Programs
- Screenings
- Exercising
- Preventative Exams
- Weight Loss
- Donating Blood
- Educational Seminars
- And many other wellness options
WVA Wellness Passport Prizes

The points awarded to our Team Members add up to prizes at each level and eligibility for a grand prize at the end of each calendar year.
How much work?????

- Sounds like a lot of work?
- Where am I supposed to get all these ideas?
- I thought this was supposed to be on a budget!!!!
Use Your Resources!!  Who??

Insurance carriers offer great programs

- 10,000 Steps
- Maintain Don’t Gain
- Personal Nutrition Coaching
- Smoking Cessation
- Weight Management
- Eat Well for Life
Local Resources

Local Medical and Community Providers offer programs and may come on-site. They include:

- Financial Fitness
- Dental Health
- Vision Screening
- Diet and Nutrition
- Stress Management
- Hearing Screening
- Lighten Up Lancaster
- 50th Birthday Colon Cancer awareness cards
National Resources

National programs are great to get on board with:

- Go Red for Women – Heart Association
- Jingle Bell Run – Arthritis Foundation
- National Walk at Lunch Day
- Great American Smokeout – American Cancer Society
Broker Assistance

- Pedometers for 10,000 Steps Program
- I-Pods for Wellness Fair
- Online articles

pedometersusa.com
Sharing the Cost

Team Members shared cost with:

- 10,000 Steps Pedometer
- Flu Shots
- Yoga
- Uniforms for sports teams
- Golf/Mini Golf
Company Paid – Minimal Expense

- Body Blast on-site classes
- Fitness Day/Field Day on-site
- Stall Talks
- Payroll Stufflers
- Healthy Options in break room & cafeteria
Company Paid – 
Good Return on Investment

- Health Risk Assessments
- Cholesterol Screenings
- Glucose Screenings
- Osteoporosis Screenings
- Smoking Cessation
- Bridge Project – Diabetes Disease Management Program
Free!!

- Blood Pressure Screening – Blood donation
- Hearing Test
- Biking Club
- Walking Club
- Daily Stretching
- Walking Paths
- Fitness Center & Pool
Examples of Variety of Activities:

- Corporate Office offers yoga class
- Resort holds “Lunch and Learns”
- Property Management holds walking club
- Held Corporate Wide Biggest Loser Contest, Maintain Don’t Gain, 10,000 Steps and Passport
- Corporate-Wide Summer Activity
- Wellness Fair
Key Points

- Involvement of Team Members is crucial to promoting buy-in and conveying the wellness program as a benefit for Team Members.
- Their role is essential in keeping momentum going at each location.
- Each site/location MUST have a wellness committee/person in place to ensure there is a point person to go to for questions.
- Each site/location should offer programs so co-workers can get involved and have the ability to participate.
- Constantly evaluate programs, providers, effectiveness, participation and interest.
Website Resources

- WELCOA – www.welcoa.com
- LGH – www.lancastergeneral.org
- American Heart Association – americanheart.org
- Insurance Carrier
- Diabetes Association – www.diabetes.org
- American Cancer Society – www.cancer.org
- American Lung Association – www.lungusa.org
- Arthritis Foundation – www.arthritis.org
Have We Seen a Cost Savings?

- Three consecutive years had a REDUCTION in premiums!
- Significant decreases in medical use in those enrolled in the Bridge Project.
Other Results

- We’ve seen an increase in preventative medical care – annual exams, etc.
- Increase in maintenance medications
- Enthusiastic Team Members 😊
What Incentives have we offered

- Premium reduction for the second year for Lifestyle Plan.
- One PTO day for successful completion of the program.

This usually is enough to entice them to leave the high deductible plan ($2,500) with a lower premium and try to live a healthier life – our goal.
The End Result...

- With our efforts in place, our Team Members have found resources on-site to help them learn to take better care of themselves...and their families.
Questions...

Mission Statement:
We will encourage and promote healthier lifestyle choices for our Team Members and their Families.
# 2009 WELLNESS PASSPORT

Completion of this program will entitle you to a chance to win a pot of gold!

<table>
<thead>
<tr>
<th>Monthly Points</th>
<th>Points</th>
<th>Date</th>
<th>Approved</th>
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</thead>
<tbody>
<tr>
<td>January **</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sign up for Wellness Passport</td>
<td>10</td>
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<tr>
<td>February 9 &amp; 10</td>
<td>10</td>
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<tr>
<td>Highmark - Lifestyle Returns On-Site Assistance - Herr/Harnish Rm</td>
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<td>February 20</td>
<td>10</td>
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<tr>
<td>Dental Hygiene - Lunch &amp; Learn - Herr/Harnish Rm - 11:30 AM-1:00PM</td>
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<tr>
<td>March 23</td>
<td>20</td>
<td></td>
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<tr>
<td>Vision Health - Free Screenings - Herr/Harnish Rm - 11:00 AM - 1:30 PM</td>
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<td>April 29</td>
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<tr>
<td>National 'Walk at Lunch' Day/ Earth Day Celebration</td>
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<td>May</td>
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<tr>
<td>Depression Awareness - Lunch &amp; Learn</td>
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<td>June 5</td>
<td>10/30</td>
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<tr>
<td>Attend/Participate in Safety &amp; Wellness Fair</td>
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<tr>
<td>July</td>
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<tr>
<td>Skin Cancer Awareness/Financial Fitness</td>
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<td>August</td>
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<tr>
<td>Pain Management/Pain Prevention</td>
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<td>September **</td>
<td>20</td>
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<tr>
<td>10,000 Steps [8 weeks]</td>
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<td>October **</td>
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<tr>
<td>Get a Flu Shot - Breast Cancer Detection Awareness</td>
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<td>November **</td>
<td>20</td>
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<tr>
<td>Maintain Don't Gain [10 weeks]</td>
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<tr>
<td>December</td>
<td>10</td>
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<tr>
<td>Jingle Bell Run/Walk - Alcohol/Drug Abuse Awareness</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Bonus Points</th>
<th>Points</th>
<th>Date</th>
<th>Approved</th>
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</thead>
<tbody>
<tr>
<td>a. Complete Wellness Survey</td>
<td>15</td>
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<tr>
<td>b. Join a gym or use WV's fitness room (min. 6 hours)</td>
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<tr>
<td>c. Attend Yoga classes (min. 6 classes)</td>
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<tr>
<td>d. Attend Body Blast classes (min. 6 classes)</td>
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<td>e. ** Cholesterol screening (Safety &amp; Wellness Fair)</td>
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<tr>
<td>f. ** Glucose Screening (Safety &amp; Wellness Fair)</td>
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<tr>
<td>g. ** Blood Pressure Reading (Safety &amp; Wellness Fair)</td>
<td>5</td>
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<td>h. Have a Yearly Physical</td>
<td>15</td>
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<tr>
<td>i. (10 pts. each) Dental Exam - 1) Jan - Jun 2) Jul - Dec</td>
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<tr>
<td>j. (10 pts. each) Have an Eye Exam</td>
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<td>l. Stop Smoking for 3 months</td>
<td>20</td>
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<tr>
<td>m. (10 pts. each) Bike / Hike / Swim /Other Activity (min. 6 hours)</td>
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<td>n. Safety Stars (give min. of 6)</td>
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<tr>
<td>o. POGs (give min. of 6)</td>
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<tr>
<td>p. New Lifestyle Returns Enrollee or Lifestyle Bonus Participant</td>
<td>10</td>
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<tr>
<td>q. ** (15 pts. each) Prev Maint - Mammo /Pap /Colon /PSA /Other /Other</td>
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<tr>
<td>r. Active Volunteer on a Willow Valley Associates Committee</td>
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<tr>
<td>s. Have a Hearing Test</td>
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<tr>
<td>t. Healthy Changes - You decide what's right for you!</td>
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<tr>
<td>u. Volunteer your time to a non-profit organization</td>
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<tr>
<td>i.e.: Charity events, serve meals at holiday time, visit sick or elderly</td>
<td>15</td>
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</tbody>
</table>

**Rules & Regulations**

*Before starting any new activity, consult your Doctor.*

You must supply the date when activity is completed and have a Wellness Committee Member sign this to officially earn your points.

*Bonus Points are credited when you either sign-in at an activity or you present proof of your participation in a task or activity to a Wellness Committee Member, or your Team Leader.*

The Bonus Points that have a minimum of 6 hours can, and should be divided into several days of activity. Once you have reached the 6 hour point, you have then 'earned' the points and can have a HealthNuts Committee Member sign your sheet.

*You can earn credit from January 1, 2009 - December 31, 2009.*

**You must earn a minimum of 60 points in order to include the Wellness Passport as credit toward your Lifestyle Rewards Program.**

*Wellness Committee Members will ask you about your points periodically, but... you alone are responsible to make sure this sheet is updated with your points.*