

Employee Wellness Program



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The Need

Obesity

- Almost 60% of adults ages 18 and over, or 14.1 million Canadians, are overweight or obese. (heartandstoke.com)
- Obese employees are absent on average 13 times more than non-obese and incur almost 7 times more medical costs. [Ipsos Reid Health Survey 2010]

Physical Activity

- Nearly half (49.5%) of Canadians ages 12 and over report being physically inactive. (heartandstoke.com)

Blood Pressure

- 16.4% of Canadians aged 12 or older reported that they had high blood pressure.

Diabetes

- 6.6% of the population age 20 and over, have been diagnosed with diabetes. (National Diabetes Surveillance System (2005))
- Approximately 80 to 90% of people with type 2 diabetes are overweight or obese. (Canadian Diabetes Association 2008 Clinical Practice Guidelines for the Prevention and Management of Diabetes in Canada)

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The Need

Cholesterol

- 40% of Canadian adults have high cholesterol. (heartandstoke.com)

Stress

- Nearly a quarter (23%) of Canadians report a high degree of life stress.
- Employees who experience high stress cost employers almost 50% more in health expenditures. (Canadian Medical Association Journal)

Smoking

- \$3,396 annually due to increased absenteeism, decreased productivity and the costs of smoking facilities. (Conference Board of Canada 2007)

Health-care costs

- Doubling every five years. Joseph Henry (AstraZeneca)

More people die of overweight/obesity issues than of starvation.
(World Health Organization)

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Wellness vs. EAP

Wellness Programs	EAP
• Pro-Active	• Re-Active
• Risk factors are currently a-symptomatic	• High and immediate need
• Employee is currently present	• Employee is presenting with acute symptoms
• Productivity may or may not be effected by risk factors	• May or may not involve STD or LTD
• All who engage will benefit	• Required intervention is easily identified
• Reaching those who want it and those who need it	• Employee seeks assistance
• Higher use = higher savings	• Higher use = higher cost

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Know Your Objectives

- ▶ Additional benefit
- ▶ Health concerns
- ▶ STD/LTD and Workman's Comp
- ▶ Retention / Attraction
- ▶ Marketing (top employer to work for)
- ▶ Improve the health and wellness of employees
- ▶ Meet corporate directive
- ▶ Improved productivity and decreased absenteeism
- ▶ Decreased cost of health benefits
- ▶ Educate and motivate staff towards a healthier lifestyle

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Return on Investment?

Companies with the most effective health and productivity programs experience superior human capital and financial outcomes.

[Towers Watson, "Staying@Work Report" 2009]

- 11% higher revenue per employee
- 1.8 fewer days absent per employee per year
- 28% higher shareholder return

2010 World Economic Forum report indicates that in organizations perceived as actively promoting health and well-being, 55% of employees reported being engaged compared to 7% in organization without such programs.

Harvard University study found that workplace wellness programs also delivered a significant cost savings for employers. For every \$1.00 spend on wellness, medical costs fall by about \$3.27 and absenteeism by about \$2.73.

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Looking at the Business Case

Consider the following 3 possibilities.

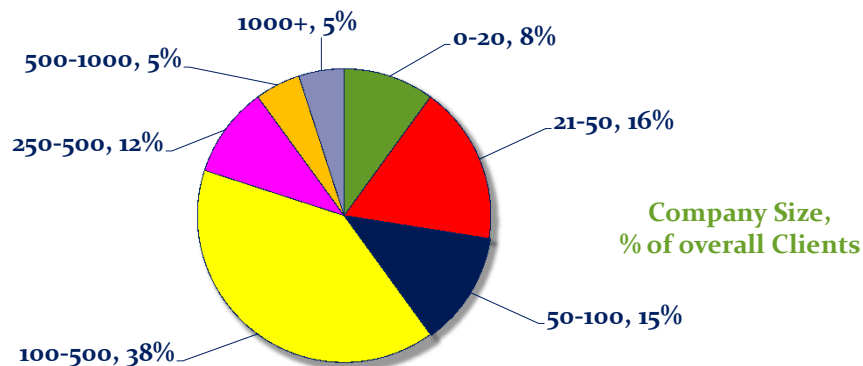
- #1 – The average Health Claims / person / year is \$1500 (\$125/month).
Reduced this by **only 5%** that would equal a \$6.25 / employee / month savings. (\$312.50 based on 50 person company)
- #2 – The average Absenteeism in Canada is 7.4 days / employee / year.
Reduce this by **only 1 day** / year (based on a \$50,000 income) and your company will save \$16.00 / employee / month . (\$800.00 based on 50 person company)
- #3 – To recruit, train and manage a new quality employee it may cost your organization an average of \$40,000. Reduce this by **only 1/2 new employee** / year due to STD, LTD or retention and you will save \$33 / employee / month . (\$1,650.00 based on 50 person company)

Achieve these 3 positive results your organization will save
\$55.25 / employee / month or \$2,762.50 / month.

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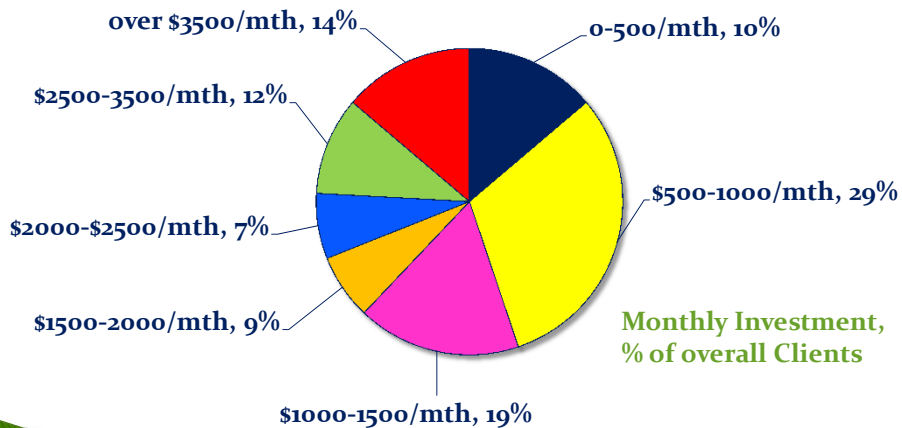
Employee Wellness Solutions Network Client Distribution by Company Size



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Employee Wellness Solutions Network Client Distribution by Investment

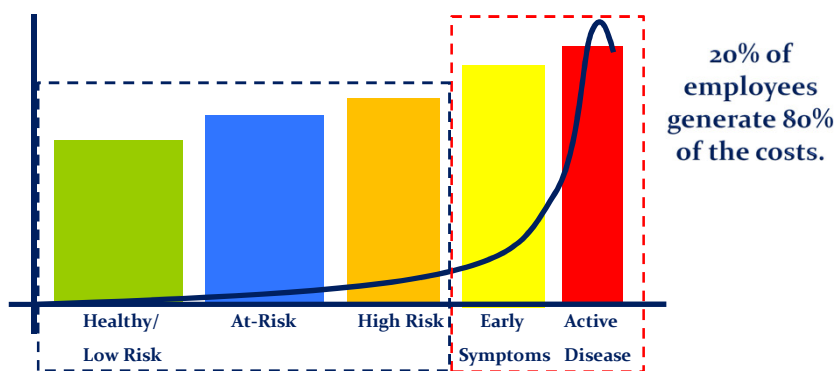


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Claims Cost Distribution

"Disease Costs, Prevention Saves"



That means, 80% of employees generate only 20% of the costs.

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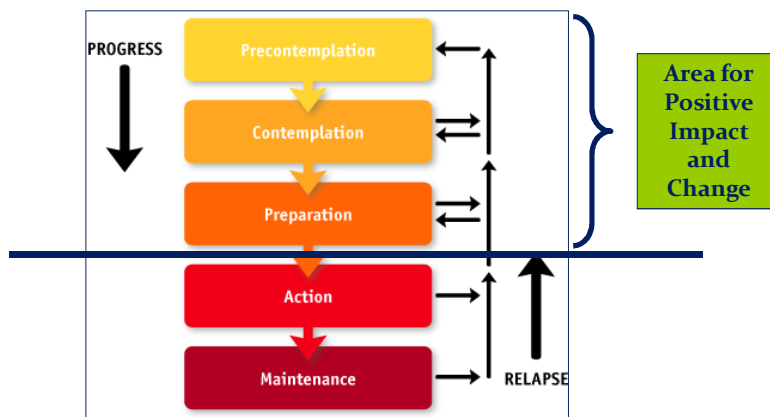
The EWSNetwork System

THE PARADIGM OF PROGRESS

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Readiness to Change



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Well Designed Wellness Strategy Links Components Together Giving the Greatest Opportunity for Success



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Employee Wellness
Solutions Network
Nutrition • Behavioral Lifestyle • Fitness

A collage of diverse people's faces, including men and women of various ethnicities, some wearing hard hats, arranged in a circle around the central text.

Bring YOUR Team
together through
a comprehensive
Employee Wellness
Program

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Employee Wellness
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The EWSNetwork Award Winning Program

AWARD WINNING PROGRAM

Benefits

2011 Health and Wellness Program
(for companies with <1000 employees)

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Components of a Successful Wellness Program

Senior Management Support

- Pilots the overall direction of the program and cultural objectives.
- Helps with scheduling and department support.



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Components of a Successful Wellness Program

Wellness Committee

- Committee made up of your peers.
- Ambassadors of the program.
- “Tentacles” of the program. Very valuable source of feedback.
- Meet bi-monthly to go over past, present and future initiatives.
- Marketing, implementation and feedback from previous events.



Components of a Successful Wellness Program

Health Risk Assessment (HRA/Personal Wellness Profile)

- Employee Benefits - Private registration, immediate results highlighting participants' wellness scores (coronary, cancer, nutrition, fitness, stress/emotional, substance use, safety), health age and recommended health actions. Participants will also be able to access on-line articles that can be accessed from their personal profile . Health recommendations specific to the individual's results are also shared.
- Employer Benefits - Summary and Program Suggestions, Executive Summary Report, Group Summary Report, Productivity and Economic Benefits Report (using company specific income and medical values)

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Components of a Successful Wellness Program

Individual Programs

One-on-One Health / Wellness Coaching

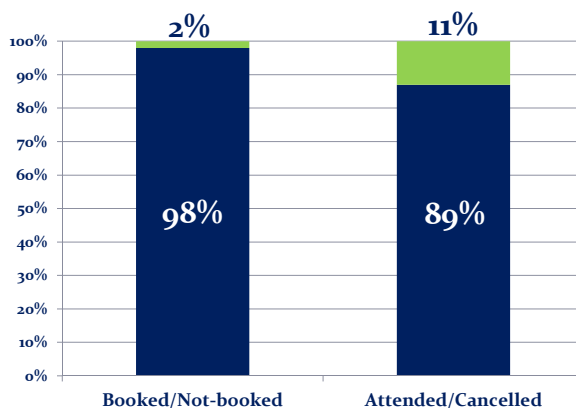
- The service of a personal trainer, nutrition advisor, stress/time manager and lifestyle coach, “all-in-one”, right at your fingertips!
- 30 minute one-on-one appointments with a wellness specialist.
- Desired turn-around 4-5 weeks.
- Help change the individual ... they help to change their surroundings
- Communicate... Educate... Motivate.
- Proven Results – behaviour modification is most effective working with the individual
- Personalized Goals – accountability, follow-up, evaluation



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Employee Wellness
Solutions Network
Business. Personal. Powerful. Positive.

Consultation Bookings and Attendance



[January – December 2011]

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Components of a Successful Wellness Program

Group Programs

- Cross-Canada Challenge
- Mountain Climb Pedometer Challenge
- World Cup Challenge
- Lunch n' Learns, Workshops
- WorkLife Balance Program
- Nutrition at Work
- 4-week Stress and You
- 6-week Empowered Living
- 8-week Extreme Lifestyle Makeover
- And many others...

Group Exercise Programs

Depending on your facility and surroundings EWSNetwork offers a wide variety of exercise programs.

- Walking / Running Programs
- Pilates and Yoga Classes
- Muscle Toning
- Stretching Instruction
- Kick-Boxing, Zumba, Step Classes



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Components of a Successful Wellness Program

Awareness Programs

Materials / Campaigns

- Wellness Kiosks
- Awareness Posters
- POD (Point-of-Decision)
- Monthly Newsletters
- Health Fairs
- E-campaigns
- Recipe campaigns



EWSNetwork.com Website

- Wellness Resource Centre
- News / Articles

Walk-arounds

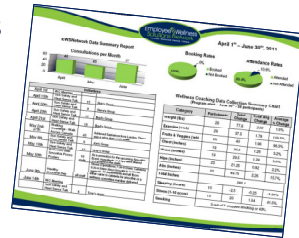
- Consultant walks around the worksite to take information to the individual
- Spot consultations
- Opens up employee to consultant relationship
- Increases awareness
- Builds engagement within the wellness program

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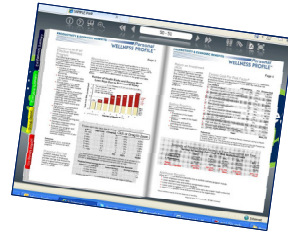
Quarterly Snapshot Reports

- Every 3-4 months
- Individual Stat Trends
- Consultation Numbers
- Initiative participation chart



Progression Reports

- Every 6 months
- Wellness coaching participation rates
- Group program participation rates
- Past initiative schedule
- Wellness committee feedback
- Participant feedback



Annual Reporting

- Health Risk Assessment / Personal Wellness Profile
- Individual participants will receive a comparison report
- Corporate reporting will include year to year profile changes and results
- Easily shared with other management via pdf, online link, hard copy

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Program Launch

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Program Launch Step 1 Decide on the Program

Consider Organizational Set-up

- Corporate and Organizational Objectives
- Number of locations
- Number of employees at each location
- Industry

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Program Launch Step 2



- Marketed with posters, emails, flyers, paystub drops, announcements, memos, intranet and any other mode that is applicable.
- An EWSNetwork representative presents the various components of the new employee benefit and introduces the certified wellness consultants who will be working with the organization.
- Employees have an opportunity to schedule their first one-on-one consultation at the launch.
- Employees have an opportunity to sign up for the wellness committee.
- The Health Risk Assessment [Personal Wellness Profile] is launched.
- The wellness consultations begin shortly after the launch.

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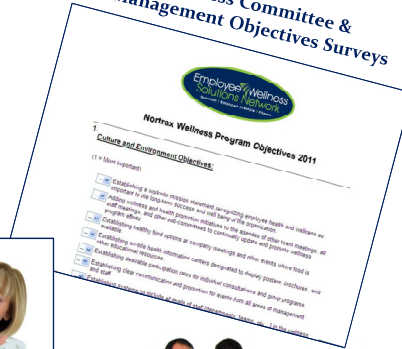


Program Launch Step 3 Analyzing Your Company

Health Risk Assessment
www.EWSNetwork.com/abc



Wellness Committee &
Management Objectives Surveys



First 30-days of
One-on-One
Consultations



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Enhancing Online Presence

www.EWSNetwork.com



EWSN Calendar Scotia OnLine Sig... Rogers eMail Constant Contact Google Maps Facebook Back-Office Personal Wellness... Welcome Garth Jansen Settings Log out

Employee Wellness Solutions Network

U Dash User Admin Chal List Group Admin Cons Data Entry Cons. Shift Events List Admin

Profile

Garth Jansen
502 Old Wonderland Road
London, CA

Edit Profile
Request Appointment

Distance Walked

Resources

- Resource PDF
- Resource Docs
- Resource Note

Data Points

Your last entered personal data points on Wed Jan 04 2012

Add Data Point

Personal Targets

Distance Walked: 5 km
Exercise: 3 x/wk
Weight: 191 lbs
Waist: 34 in
Fruits & Veggie: 9 x/wk
Stress Points: 5 ea
Sleep Hours: 8 hr

Change Targets

Member/Employee Profile Page

Date	Event	Type	Group Name	Status
Jan 31 2012	Bobs Event	Group Exercise	XYZCorp	PENDING
Jan 31 2012	Test	Email Campaign	Amway	PENDING
Jan 31 2012	Appointment		Colleen Newton	CONFIRMED
Feb 14 2012	Appointment		Colleen Newton	CANCELLED
Feb 14 2012	Appointment		Colleen Newton	CANCELLED
Feb 14 2012	Appointment		Colleen Newton	NO-SHOW
Feb 14 2012	Appointment		Colleen Newton	NO-SHOW

on Wed Jan 04 2012 14:00:00 Patricia Bolton FACS/SL Catharines CONFIRMED

Status

Attended Cancelled No-Show

Data Point Entry

Weight (lbs): Distance Walked (kg): Waist (in):
 Chest (in): Bicep (in): Hip (in):
 Total Inches (in): Stress Points (ea): Sleep Hours (hr):
 Exercise (x/wk): Fruits & Veggie (x/wk): Water (gl):

Homework

There was no previous homework to display

Notes

There are no previous notes to display

Notes History

There are no previous notes to display

Consultation Data Collection

EWSN Calendar | Scotia Online Sig... | Rogers eMail | Constant Contact | Google Maps | Facebook | Back-Office | Personal Wellness

Edit Event: Nutrition 101

Profile
 Garth Jensen
 502 Old Wonderland Road
 London, CA
[Edit Profile](#)
[Request Appointment](#)

Data Points
 Your last entered personal data points on Wed Jan 04 2012
[Add Data Points](#)

Personal Targets
 Distance Walked: 5 km
 Exercise: 3 x/wk
 Weight: 191 lbs
 Waist: 34 in
 Fruits & Veggie: 9 x/wk
 Stress Points: 5 ea
 Sleep Hours: 0 hr
[Change Targets](#)

Resources

Event Information

Event Name: Nutrition 101 | Type: Email Campaign | Group: Amway

Event Date: 2012-01-25 | Event Time: 09:00:00 | Duration (mins): 45

Event Location

Event Address: / | Building: / | Floor: / | Room #: 155
 City: / | Province: / | Country: /
 Postal Code: /

Event Description

Short Description: this is the short description for this event
 Management Description: this description goes in the reporting.

Event Contact

Consultant Responsible: - Select User - | Contact Email address: meaghan@eownetwork.com

Event Admin

Employee Wellness Solutions Network
 Nutrition | Reduced Stress | Fitness

Dashboard | **Dashboard Consultants** | Licensee Dashboard | Mass Report | Quarterly Report | Consultation Entry | Ever

Profile
 Reagan Sutherland
 4342 St Jean Baptiste St
 Perce, QC G0L 2L0
[Edit Profile](#)

Data Points
 You last entered personal data points on August 3rd.
[Add Data Point](#)

Personal Targets
 Weight: 185 lbs
 Waist: 36 in
 Walking: 4km
[Change Targets](#)

Challenge Dashboard

TRAX YOUR DISTANCE

Distance Walked

Leader Board
 Mississauga
 Stoney Creek

Records

- ▶ Most Per Day
- ▶ Most Per Week
- ▶ Highest Personal Average
- ▶ Highest Team Average

Personal Bests

- ▶ Per Day
- ▶ Per Week
- ▶ Average

Virtual Challenge Dashboard

Employee Wellness Solutions Network
 Nutrition | Reduced Stress | Fitness

Dashboard | Dashboard Consultants | Licensee Dashboard | Mass Report | Quarterly Report | Consultation Entry | Ever

Summary

- Proven results
- Proven participation
- Hands-on approach
- Industry leading consultants
- Comprehensive program toolbox
- Dominate online presence
- Robust real-time reporting

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Thank you.
Questions now or later?

Garth Jansen, President, Employee Wellness Solutions Network

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