

Employee Wellness Program



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The Need

Obesity

- 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]

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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Looking at the Business Case

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**.

#1 – Reduced this by **only 5%** that would equal a \$6.25 / employee / month savings. (\$625 based on 100 person company with \$1500 average.)

#2 – Reduce this by **only 1 day** / year (based on a \$50,000 income) and your company will save \$16.00 / employee / month . (\$1600.00 based on 100 person company) [National average is 7.4days]

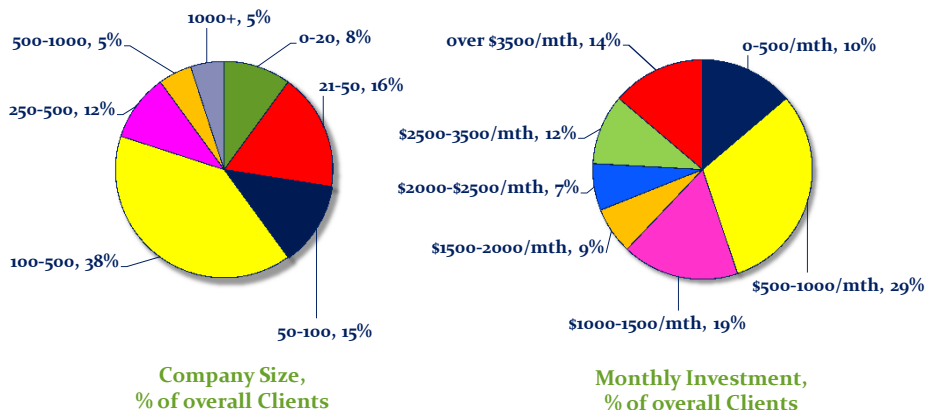
#3 – To recruit, train and manage a new quality employee it may cost your organization an average of \$40,000. Reduce this by **only 1/2 new employee** / year due to **STD, LTD or retention** and you will save \$33 / employee / month . (\$3,300 based on 100 person company)

Achieve these 3 positive results your organization will save **\$55.25 / employee / month** or **\$5,525 / month**.

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Employee Wellness Solutions Network Client Distribution

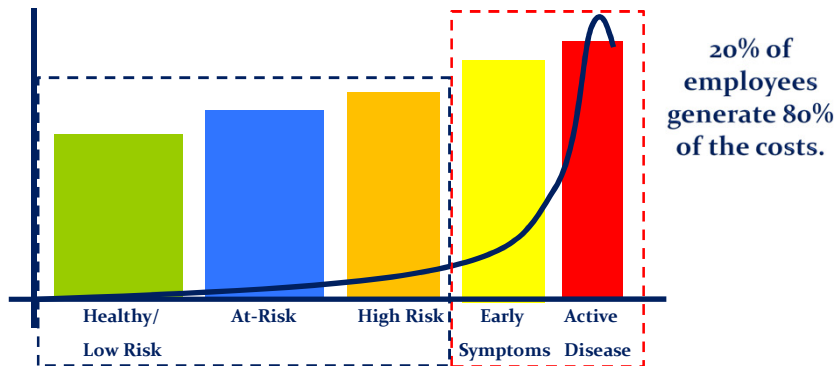


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Claims Cost Distribution

"Disease Costs, Prevention Saves"



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

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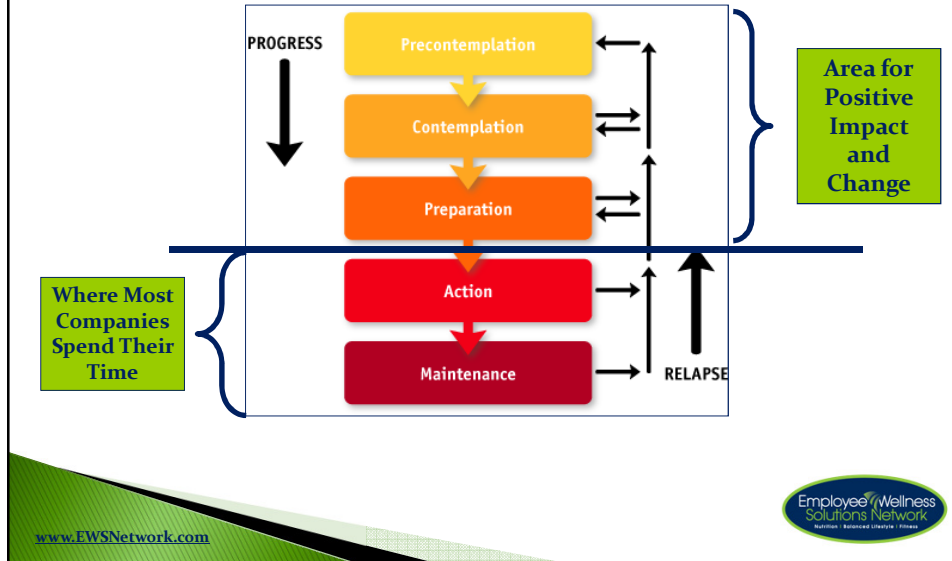
The EWSNetwork System

THE PARADIGM SHIFT

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Readiness to Change



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



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.

The EWSNetwork Award Winning Program

AWARD WINNING **Benefits** PROGRAM

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

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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.

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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.
- ▶ Annually employees will receive a comparative report.

Employer Benefits

- ▶ Summary and Program Suggestions, Executive Summary Report, Group Summary Report, Productivity and Economic Benefits Report (using company specific income and medical values)
- ▶ Annually organizations receive a comparative report.

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Components of a Successful Wellness Program

Individual Programs

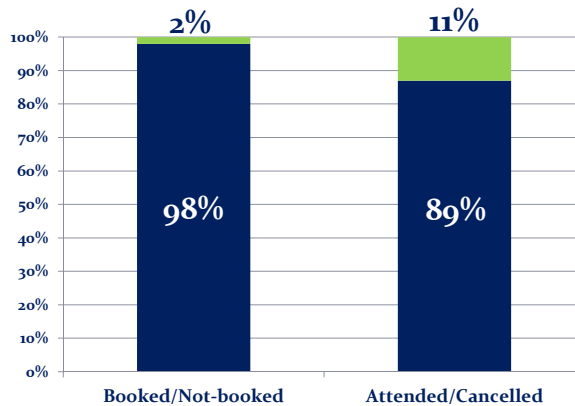
One-on-One Health / Wellness Coaching

- 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
- Proven Results – behaviour modification is most effective working with the individual
- Personalized Goals – accountability, follow-up, evaluation

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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



Walk-arounds

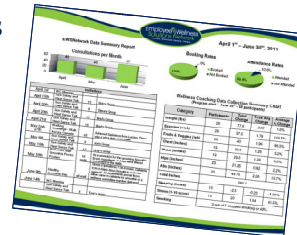
- Consultant walks around the worksite to take information to the individual
- Spot consultations
- Opens up employee to consultant relationship
- Increases awareness
- Builds engagement within the wellness program

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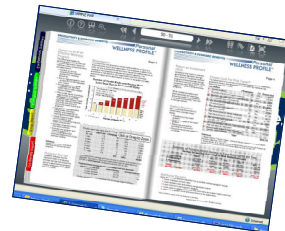
Quarterly Snapshot Reports

- 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

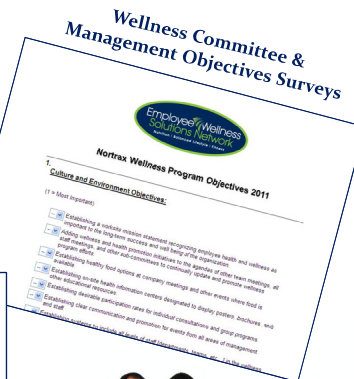


- Marketed with posters, emails, flyers, paystub drops, announcements, memos, intranet and any other mode that is applicable.
- An EWSNetwork representative presents the various components of the new employee benefit and introduces the certified wellness consultants who will be working with the organization.
- 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



First 30-days of
One-on-One
Consultations



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Enhancing Online Presence

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The screenshot shows a user profile for Garth Jansen. The page includes a profile section with contact information and buttons for 'Edit Profile' and 'Book Consultation'. A 'Custom Resource Centre' is visible on the right. The main content area features a 'Weight (lbs.)' line graph with data points for May 20, 22, 24, 26, 28, 30, Jun 1, and Jun 3. Below the graph are tabs for 'Event Calendar', 'Consultation Calendar', 'Event History', and 'Consultation History'. A table lists events with columns for Date, Event, Type, Company, and Sign Up!.

Member/Employee Profile Page

Data Entry and Graphing

Set Targets / Goals

Current & Past Events & Consultations Calendars

Date	Event	Type	Company	Sign Up!
Jul 9 2012 9:00 AM	Protect your back			
Jun 11 2012 12:00 PM	Core Exercise Series	Group Exercise	Welland	REGISTER
Jun 11 2012 12:00 PM	How to Eat for Optimal Energy & Metabolism	Lunch And Learn	Industry Street	REGISTER
Jun 12 2012				

Date	Duration	Type	Event Name	Description	#s	EWS Rep
March 1, 2012	11:30 AM - 12:00 PM	Group Exercise	Exercise Class	participation	1	Laura Bonter
March 6, 2012	11:30 AM - 12:00 PM	Group Exercise	Exercise Class	participation	13	Laura Bonter
March 7, 2012	8:00 AM - 8:05 AM	Email Campaigns	Antioxidant Recipe Campaign	A four week antioxidant recipe campaign titled Recipes of the Rainbow as each week focuses on a different colour.	0	Heather Barrett
March 8, 2012	11:30 AM - 12:00 PM	Group Exercise	Exercise Class	participation	9	Laura Bonter
March 14, 2012	8:00 AM - 8:05 AM	Email Campaigns	Antioxidant Recipe Campaign	Recipes of the Rainbow as each week focuses on a different colour.	0	Heather Barrett
March 20, 2012	11:30 AM - 12:00 PM	Group Exercise	Amway	participation	5	Laura Bonter
March 20, 2012	11:30 AM - 12:00 PM	Group Exercise	Amway	participation - 5	0	Laura Bonter
March 21, 2012	8:00 AM - 8:05 AM	Email Campaigns	Antioxidant Recipe Campaign	A four week antioxidant recipe campaign titled Recipes of the Rainbow as each week focuses on a different colour.	0	Heather Barrett
March 22, 2012	11:30 AM - 12:00 PM	Group Exercise	amway	participation	5	Laura Bonter
March 27, 2012	11:30 AM - 12:00 PM	Group Exercise	amway	participation	0	Laura Bonter

Event Reporting

U Dash User Admin Chal List Group Admin Cons Data Entry Schedule Events List Admin Resources Rep

Report Type: By Consultant By Group

Company: Start Date: 2012-03-01 -14

		Debbie Duplan x	Laura Bonter x
Potential Apt	85	30	53
Bookings	82	30	52
Attended	79	29	50
Cancelled	9	6	3
% Booked	96.47%	100%	98.11%
% Attended	92.94%	96.67%	94.34%
% Cancelled	10.59%	20%	5.66%
Unique Users	45	13	32

Consultation Reporting

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Nutrition | Balanced Lifestyle | Fitness

Welcome Greg Simpson Change Password Log out

Profile

Greg Simpson
111 Waterloo St.
London, CA

Edit Profile

Book Consultation

Update My Numbers

You last entered personal data points on Mon May 14 2012

Update Today's Numbers

Personal Targets

Change Targets

TRAX YOUR DISTANCE

Distance Walked (km)

Date	Participant 1 (Blue)	Participant 2 (Red)	Participant 3 (Green)	Participant 4 (Purple)
June 2	~8	~7	~6	~5
June 10	~15	~12	~10	~8
June 20	~22	~18	~15	~12
June 30	~28	~25	~22	~18

Leader Board

1. Mississauga
2. Stoney Creek
3. B...

Resources

- 5-Walk across canada distances
- 6-Walking tour...ple distances
- 1-Walking Works slide.jpg
- Walking Factoids
- Walking Works ...mail campaign

Virtual Challenge Dashboard

Information

Name: Trax Your Distance
Date: June 2, 2012 - June 30, 2012
Contact: Deborah.Hennessey@teleworm.com
Day: 28 of 30
Description:

Employee Wellness Solutions Network
Nutrition | Balanced Lifestyle | Fitness

Thank you.
Questions now or later?

Garth Jansen, President, Employee Wellness Solutions Network
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