|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Company 1** | **Company 2** | **Company 3** | **Company 4** | **Company 5** |
| Launch Date | Sept 2007 | Sep 2009 | May 2010 | Apr 2012 | Jan 2013 |
| Company Type | Office | Utilities | Financial | Not-for-Profit Organization | Financial |
| Time On-site | 9 hours a week | 8 hour a week | 9 hours a month | 12 hours a week | 95 hours a month |
| # of Employees | 82 | 300 | 25 | 240 | 350 |
| # of Locations | 1 | 1 | 2 | 17 | 17 |
| Logistical Differences (adaptations) | * 1 administration office
 | * Office / admin & field / outside workers.

[Outreach program for field as they can’t do one-on-one schedule] | * 1 local office, 1 remote
 | * Head office and
* 16 daycare centers
 | * 1 administration office and 16 branches
 |
| Initial Year’s Focus | * Team cohesiveness
* Healthy weights
* Lifestyle habits
* Fitness
 | * Healthy eating
* Healthy weights
* Healthy lifestyle habits
* Exercise
 | * Culture
* Team challenge
* Healthy lifestyle
* Exercise
* Heart health
 | * Team challenge
* Healthy lifestyle
* inclusivity of all sites
 | * Inclusivity of offerings
* Culture
* Cohesiveness
* Morale
* Healthy lifestyle
 |
| HRA Top 3 Risks | 1. Fitness
2. Weight Management
3. Nutrition
 | 1. Cancer risk
2. Weight mgmt
3. Nutrition
 | 1. Weight mgmt
2. Cancer risk
3. Fitness
 | 1. Nutrition
2. Weight mgmt
3. Fitness
4. Heart health
 | 1. Weight management
2. Cancer Risk
3. Fitness
 |
| Participation % in 1-on-1 Consultations | 45% | 33%of whole company&86%of those who CAN attend [admin, office, some field] | 70% | 45% | 70%[Q4 2013] |
| Participation % in the Program  | 90% | 85%[consults, LNLs, outreach with field workers, workshops, health fairs, awareness materials] | 90% | 80%[spot consults, outreach to all sites, stretch breaks at manager / supervisor meetings, drop offs at 16 remote sites] | 95% |
| Bottom Line Results | * Maintaining high engagement after 5 years
* Drug costs reductions of 8% over years
* Health claim reductions or 2% after 3 years
* Benefits Canada Strategic Partnership Award in 2012
 | 2009-2013* 35% reduction in sick time
* 5% reductions in drug costs
* 2% reduction in health claims
* reduction in every health risk
 | * Health claim costs – 34% reduction
* Weight mgmt risk– 4% reduction
* Cholesterol risk – 27% reduction
* Nutrition health risk – 7% reduction
 | * Drug costs – 35% reduction
* Health claims – 2% reduction
* Overall health costs [drug, claims, dental] – 22% reduction
* Nutrition health risk – 12% reduction
* Coronary health risk – 25% reduction
 | * Health claim costs – 1% reduction in year 1
* HRA results tba
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