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| --- | --- | --- | --- | --- | --- |
|  | **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 |