

	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)	<ul style="list-style-type: none"> 1 administration office 	<ul style="list-style-type: none"> Office / admin & field / outside workers. [Outreach program for field as they can't do one-on-one schedule] 	<ul style="list-style-type: none"> 1 local office, 1 remote 	<ul style="list-style-type: none"> Head office and 16 daycare centers 	<ul style="list-style-type: none"> 1 administration office and 16 branches
Initial Year's Focus	<ul style="list-style-type: none"> Team cohesiveness Healthy weights Lifestyle habits Fitness 	<ul style="list-style-type: none"> Healthy eating Healthy weights Healthy lifestyle habits Exercise 	<ul style="list-style-type: none"> Culture Team challenge Healthy lifestyle Exercise Heart health 	<ul style="list-style-type: none"> Team challenge Healthy lifestyle inclusivity of all sites 	<ul style="list-style-type: none"> Inclusivity of offerings Culture Cohesiveness Morale Healthy lifestyle
HRA Top 3 Risks	<ol style="list-style-type: none"> Fitness Weight Management Nutrition 	<ol style="list-style-type: none"> Cancer risk Weight mgmt Nutrition 	<ol style="list-style-type: none"> Weight mgmt Cancer risk Fitness 	<ol style="list-style-type: none"> Nutrition Weight mgmt Fitness Heart health 	<ol style="list-style-type: none"> Weight management Cancer Risk 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	<ul style="list-style-type: none"> 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 	<p>2009-2013</p> <ul style="list-style-type: none"> 35% reduction in sick time 5% reductions in drug costs 2% reduction in health claims reduction in every health risk 	<ul style="list-style-type: none"> Health claim costs – 34% reduction Weight mgmt risk– 4% reduction Cholesterol risk – 27% reduction Nutrition health risk – 7% reduction 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Health claim costs – 1% reduction in year 1 HRA results tba