

EWSNetwork Program Effectiveness Testimonials

Employee Testimonial – HRA results:

Hi Laura, great meeting with you today as always and I'm glad I happened to have my PWP from 2007 with me so we can compare some numbers to 2015.

Just in case you are wondering whether you and your team make a difference, you do.

Here are some hi-lites that I don't mind sharing with you and the EWSN team:

Overall wellness score

2007 – 44/100

2015 – 74/100

Cookies for breakfast and lack of physical activity were not good habits

Nutrition status

2007 - 20/100

2015 – 62/100

Fitness status

2007 – 13/100

2015 – 61/100

Health age

2007 – 45.5 (real age was 43)

2015 – 47.5 (real age is 49)

If I was to suggest what was the most effective I would say the accountability and the monthly meetings. Meeting with Laura (and for those who meet with Debbie) is a good scorecard, reminder and good awareness of healthy habits. The fun challenges and e-newsletter are all helpful as well, but the face to face meetings are by far the most important.

On a personal note, 2 summers ago when EWSNetwork teamed up with Runners Choice to offer the 5k clinic at a discount which included the Halloween race, I took advantage and at the time was probably able to run about 500 meters without stopping. I have since completed 5 - 5 k runs and am consistently running 3 times a week with my eye on doing a 10k race this year. This, along with playing squash 2-3 times a week and watching my sugar and sodium intake, has made a big difference.

Thanks for all your help and encouragement and I feel better today about my health than I have over the past 10 years and will continue to improve.

Employee Testimonials – Overall Wellness Program:

"I have participated in many wellness initiatives since starting here back in October: one on one consultations, Extreme Lifestyle makeover, stretch and strengthening classes. I am very pleased with the variety of programs and services offered by our Wellness program and often find myself bragging to friends and family about how focused on health and wellbeing Teledyne DALSA is. One on one consultations with Michelle are great, she has helped me with many of my fitness goals, helped me ease my reoccurring back pain with new stretches/exercises, and she seems very informed when talking about nutrition! Overall, I could not be happier with the Wellness program and I look forward to participating in more events in the near future!"

"The health and wellness program you and your team have implemented here at Waterloo North Hydro (WNH) is a program that has built a team of fitness craving junkies who challenge one another, who encourage one another and more importantly motivate and support one another in their health

and wellness goals and objectives. It has given people opportunities to work together as part of team, coach one another and share ideas for healthy living whether they be recipes or fitness tips. Personally the program has helped me to be a healthier (and smaller) person who more than enjoys the weekly workouts and has allowed me to meet and interact with people I may not have done so without the program. When I mention the program to friends and industry colleagues they all are more than impressed and jealous of the opportunities we have been provided as a result of the program.

Please keep up all the great work, it is more than appreciated.”

Management Testimonials:

“Karen’s wellness lunch and learns are always packed with helpful information geared towards improving the health and wellbeing of City of Guelph employees. In less than an hour, she is able to cover a lot of important information while keeping participants engaged. Karen encourages questions and dialogue, ensuring that participants leave having received information they can adopt to their individual circumstances. The sessions are professional, informative and encourage healthy lifestyles. Karen’s knowledge, along with dedication and passion to wellness and living a healthy lifestyle, is evident in her presentations.”

- **Irena Zappia, HR Programs Specialist, City of Guelph**

“Employee Wellness Solutions Network has been a godsend for us and our employees in regards to our wellness program. When we embarked on our wellness program in 2013 we had no prior experience and heavily relied on the direction and support from EWSN. The success of our program is due to EWSN being able to listen to our employees and senior management team, identify priorities, consider alternatives, and provide suggestions and solutions. The leadership role they take with our program makes it easier for us to achieve our goals, without their support we would have had a very difficult time to get to where we are today.

We would not have been a finalist in two Benefits Canada Awards in 2014 without their leadership and foresight.”

- **Mark Hammond, EP, HS&E Manager, ZF TRW, Midland ON**

“Our Wellness Program partnership with the Employee Wellness Solutions Network (EWSNetwork) was recognized with a 2014 national award from Benefits Canada, who honoured Libro with the Benefits Plan Engagement Award. Our staff have passionately embraced this program, which has seen high participation rates, as we strive to provide opportunities to our employees that support a healthy balance between work, family and community. Since we introduced the EWSNetwork Wellness Program, there has been positive trending in the number of sick days and health benefit usage.”

- **Stephen Bolton, President & CEO, Libro Credit Union**

“CAA Atlantic’s Wellness Program provided by Employee Wellness Solutions Network is an invaluable component of our commitment to the well-being of our staff. We have seen very active and enthusiastic participation by our staff and, based on staff feedback, it is very much appreciated and valued. The EWSNetwork program is an intricate element of the Staff Benefit Strategy of CAA Atlantic.”

- **Steve McCall President and CEO CAA Atlantic**

“In 2009 London Hydro partnered with Employee Wellness Solutions Network to develop a comprehensive approach to a health and wellness program. We knew it would take a few years to build a foundation that would eventually bring about change. With the help of a dedicated team of professionals at EWSNetwork we began to see positive change with healthy engaged staff, reduction in absenteeism, reduced health care costs including an overall enhancement to our corporate culture. In 2012 and 2013 London Hydro was

recognized as a finalist for the best Health and Wellness Program (less than 1,000 employees) by Benefits Canada. In 2014 London Hydro received the prestigious award from Benefits Canada as having the best Health and Wellness Program (less than 1,000 employees) thanks to the ongoing commitment and support of EWSNetwork.”

- **Jeff Harrison, Manager Health and Safety, London Hydro**

“Working with EWSNetwork is about more than just ensuring your staff have access to knowledge and personalized supports that encourage them to live more healthy lives – it’s also about team building and showing that you care as an employer. In working with EWSNetwork I have been impressed at the time they have taken to understand our organization and our staff, and to customize an approach that truly met the needs of our employees in various locations. The result of this thoughtful planning is that over 70% of our employees are engaged in the program, health benefit costs have been kept stable, and most importantly, our staff know each other better.”

- **Peter Frampton, Executive Director, Learning Enrichment Foundation**

Improvement in Corporate Culture:

1-Peer Influence - Recognizing that some who are slow to engage need support from their peers, EWSNetwork reaches out and empowers volunteer employees as Wellness Champions. These people are aware of upcoming events and share their experience and support of the program in a way that integrates the program into the workplace culture as “the place to be.” As well, individual success can also contribute to pride for the program and this enthusiasm helps others want to participate.

“I decided to join the HP Wellness Committee and become a Wellness Ambassador because of the results I achieved with the assistance, coaching and encouragement I received from the consultants at EWS Network....a weight loss of almost 30 pounds in 9 months. It wouldn’t have been possible without a change in my eating habits, choices and a monitored exercise program. That was 9 years ago and the consultants at EWS Network have continued to coach me and assist me in maintaining a healthy, active lifestyle by introducing new exercises and programs and keeping things “fresh”. The fact that we had on-site consultants and equipment factored greatly in my accomplishments. As a result, I wanted to be a part of bringing healthier choices to my coworkers as I noticed an increase in energy and better health. With each new program from EWS Network, I see different people becoming involved in a more active lifestyle.”

- **Melanie Caperchione, Harrison Pensa, Estates Law Clerk**

2-Top-Down Wellness Program Support - Our effective wellness messaging via email, pay stub drops, media boards, staff meetings, departmental memos and others has made a difference in culture.

----Senior Management - We are also fortunate to have very supportive and demonstrative executives who frequently participate in the wellness program and have their own successes to share with staff. Specifically, many executives are supportive in the messaging to staff via emails and memos, in which employee participation is encouraged in the various wellness Initiatives offered. This support is felt and appreciated by staff.

“Farnell Packaging has embarked on a wonderful new partnership with the team at EWSNetwork. They are caring, knowledgeable and down-to-earth professionals who are bringing a wealth of valuable information and on-site resources into our workplace. We are already receiving very positive feedback from staff who are benefiting from the personal wellness consultations and feeling they have access to the support and information that will lead them towards success in their wellness goals. We have a strong belief that this investment in our staff will have excellent short-term and long-term benefits.”

- **Judy Farnell, President, Farnell Packaging**

“Our health and wellness has been an overwhelming success at Lakeside. When the concept was presented to me back a few years ago I was most impressed with the fact that it was so well organized and that it fit our companies culture and corporate responsibility goals so well. Receiving the metrics and also personal feedback through testimonials on a regular basis has supported the fact that this will be an ongoing program for Lakeside and it is now woven into the fabric of Lakeside’s corporate culture which I am so proud of. Providing a great place to work that pays attention to “Quality of Life” for each individual aligns so well with this health and wellness program. From a sheer ROI standpoint it has proven to reduce our benefit costs and in turn has made our employee’s healthier and therefore more productive.”

- **Jeff Moore, President & CEO, Lakeside**

---Department Manager and Line Supervisor Support - Middle-management all supports our efforts which certainly helps foster accepting the wellness message!

“Our program started as a 16 week pilot and engagement rates quickly showed our employees were looking for some help. At 3 1/2 years in, our participation ranges from 38% – 49% and we are seeing people make changes. The EWSNetwork wellness program has been a positive impact on our workplace culture and helps us progress the message of an active and supportive workplace. Leah and our on-site consultants are focused on keeping the program a positive part of our business plan, and keeping our employees increasingly aware of healthy habits.”

- **Duane Koebel, Plant Manager, Hobart Corporation**

3-Union Support - In unionized environments, the support of the union president is vital to earn early trust and rapport with union members. Especially with larger initiatives such as program launches and HRA initiatives, all concerns of the union president and any union leaders are met so that their voice of support will be lent to these vital events. This method has had very positive impact on engagement rates.

“My name is Larry Moreau and I am the president of Unifor Local 1411 at TRW in Midland Ontario. During the past year TRW has implemented an Employee Wellness Solution Network program in our plants which has become very successful. We have established a wellness committee that meets on a monthly basis to discuss the progress of the plan, interaction of members and the direction of the plan.

Our members are able to consult with the wellness coordinator once a week in both of our plants regarding nutrition, diets, exercise, mental stress, smoking cessations, etc. All information is confidential and members can make appointments or speak with the coordinator as she tours the plants. Our members have been receptive to this program and have found the information and guidance from the wellness coordinator helpful.

A Wellness newsletter is posted every month with challenges and information regarding health and wellness. Currently to date we have done a health a health assessment survey to determine individual health; we have had a pedometer challenge; we have had wellness fair offering some of the services within the community and a lunch & learn to help members learn about mental stress and some of the signs of mental stress.

Overall, I would say that this program has been beneficial to our members. I feel it is a win, win situation because any company that is introducing these programs are looking for their employees to become healthier which reduces absenteeism, injury, and increases productivity. For our members, we receive information, guidance, and the opportunity to consult with a health professional to lead a healthier lifestyle.

- **Larry Moreau, Unifor Local 1411 TRW, President**

