

Employee Wellness Program



www.EWSNetwork.com

- ▶ Founded in October 2003 in London, ON
- ▶ Clients in over 110 locations and in over 60 cities
- ▶ Over 30 wellness consultants
- ▶ Network of strategic affiliates
- ▶ Average client engagement is >80%.

Recognition

- ▶ **Winner - 2015 KW Chamber of Commerce Health and Wellness**
- ▶ **Winner - 2014 Benefits Canada Health & Wellness Program of the Year Award**
- ▶ **Winner - 2014 Benefits Canada Engagement Award**
- ▶ Finalist - 2014 Benefits Canada Communication Award
- ▶ Finalist - 2014 Benefits Canada Strategic Partnership Award
- ▶ Finalist - 2013 Benefits Health and Wellness Program of the Year Award
- ▶ Finalist - 2013 Benefits Canada Strategic Partnership Award
- ▶ Finalist - 2012 Benefits Health and Wellness Program of the Year Award
- ▶ **Winner - 2012 Benefits Canada Strategic Partnership Award**
- ▶ **Winner - 2011 Benefits Canada Health & Wellness Program of the Year Award**

Wellness is a Natural Progression Over Time

Readiness to Change

- Pre-contemplators
- Contemplators
- Preparation
- Action
- Maintenance

People are Unique

- Goals
- Amount of Information
- Level of Information
- Time frame
- Topic



Therefore employee wellness can not be a “catch all” program.



**Why is
EWSNetwork
Different**

www.EWSNetwork.com

Employee Wellness
Solutions Network
Nutrition | Balanced Lifestyle | Fitness



**Onsite
Engagement
Outreach
Encouragement**

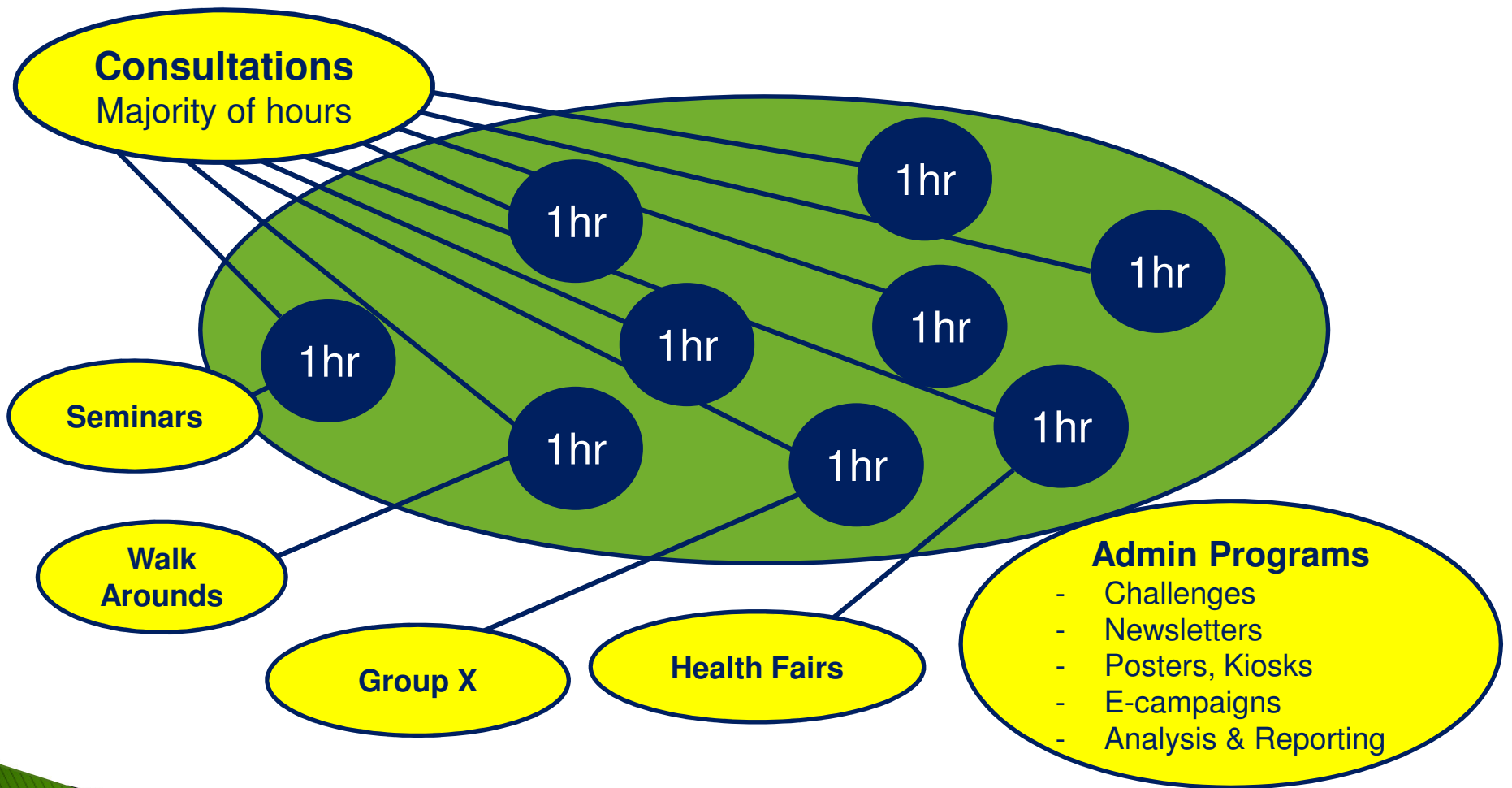
www.EWSNetwork.com



The EWSNetwork Toolbox



Retain EWSNetwork



Group & Awareness

Individual

Virtual

Mental Health

Group & Awareness Wellness Programming

- On-site Lunch n' Learns / Seminars
- Group Exercise Classes
- Staff/Wellness Days & Health Fairs
- Awareness Campaigns and Challenges
- Awareness Poster, Kiosks and Newsletters

Individual Wellness Programming

- On-site Wellness Consultations
- Phone Consultations
- Personal Wellness Profiles – Individual Reports

Virtual Wellness Programming

- Online Resource Centre
- Personal Solutions™(wellness consultations)
- Awareness Solutions™ (monthly wellness challenges)
- Virtual Lunch n' Learns and Workshops

Mental Health Programming

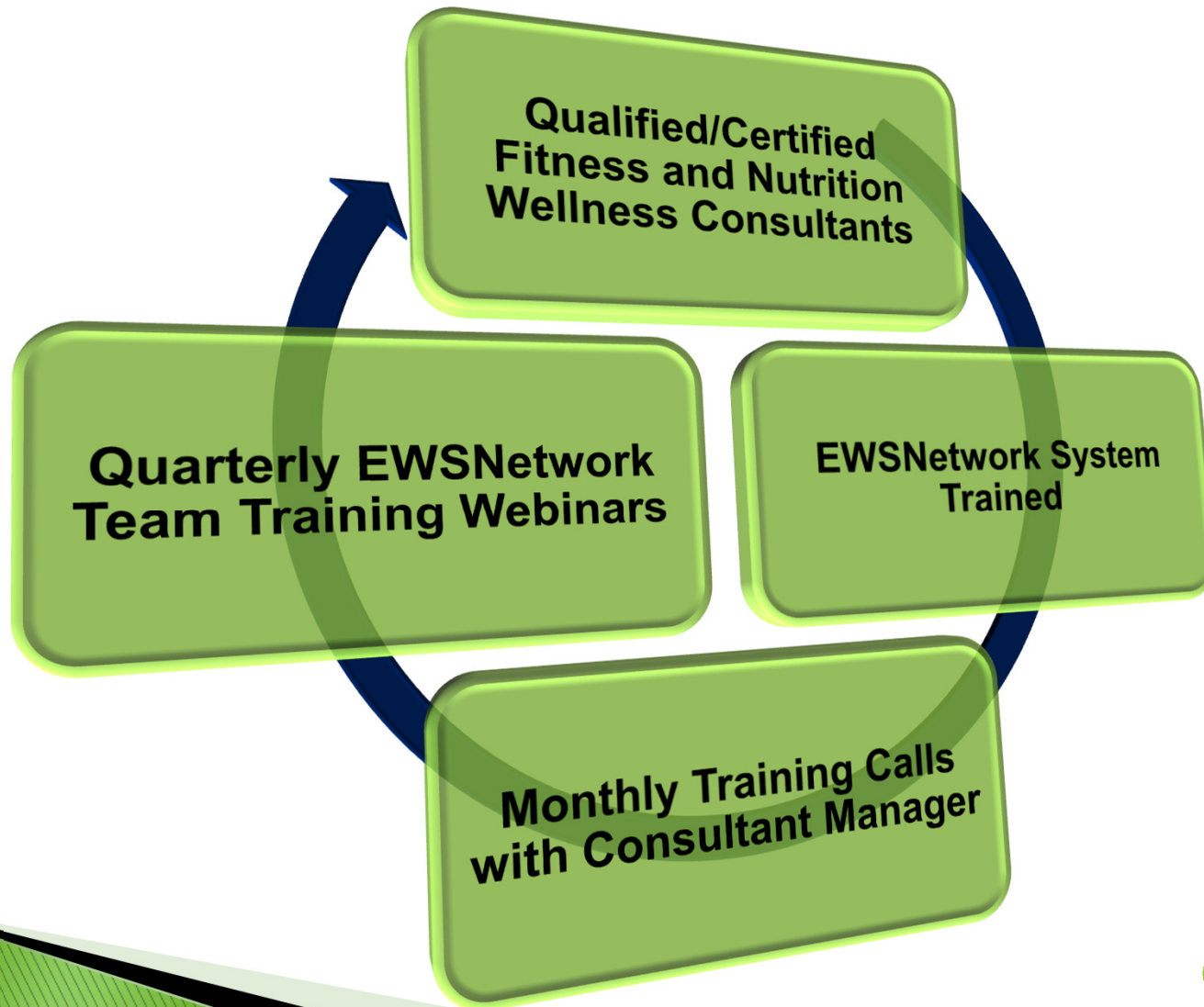
- Organizational Mental Health Needs Assessment
- Mental Health Leader/Management Training
- Customized Employee Training
- Awareness Materials

Wellness Program Roll-out



- **Optional Management Pre-launch**
 - Opportunity to inform management about program components and how they can help with its success.
- **Program Launch**
 - Explanation of new benefit/program.
 - Group/Awareness programs may be implemented in the upcoming months
 - Introduction of wellness consulting team
 - Consultation Sign-up

EWSNetwork Consultants



Wellness Coaching/Consultations



- ▶ 30 minute one-on-one confidential appointments with a wellness consultant
- ▶ Desired turn-around is 4-5 weeks
- ▶ Trust, rapport, accountability, motivation, on-going support
- ▶ Nutrition, fitness, stress, sleep, lifestyle behaviour change

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 - **Wellness Committee Sign-up**

The EWSNetwork “Wellness Champion” Certification Program



www.EWSNetwork.com



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- **Launch Health Risk Assessment**
 - Employee benefits and company benefit

30-Day Analysis

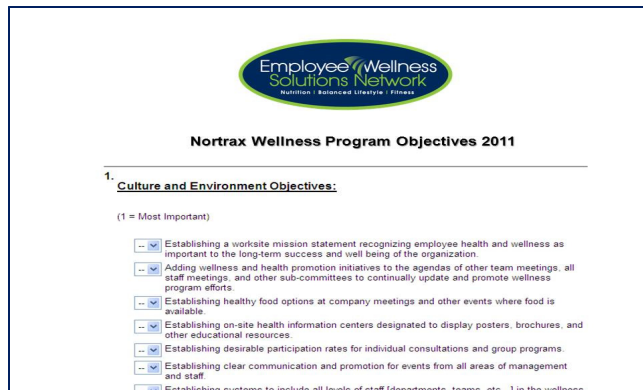
Health Risk Assessment



Metrics Analysis

- Drug Classification
- # Health Claims
- \$ Health Claims
- ... and more

Objectives Surveys & Strategic Planning



Consultation Analysis

Analysis of the First 30-days of One-on-One Consultations



Wellness Program Strategic Plan

Corporate Goals	Wellness Goals	Wellness Program Pillars	Ongoing Initiatives	Other Initiatives [*tbd with Wellness Champions]
Strengthening Our Corporate Culture	Building a healthy culture	<i>Effective Communication</i>	<u>Ongoing initiatives</u> – email, posters, wellness committee, staff re-caps, QMM, company newsletters	<ul style="list-style-type: none"> Wellness committee members will be now referred to as <u>Wellness Champions</u>. EWSNetwork will provide wellness champions water bottles. QMM on a scheduled basis Quarterly staff meeting re-caps Other
		<i>Initiatives to Engage Employees</i>	<u>Ongoing initiatives</u> – health coaching, group events, awareness materials, virtual campaigns, promotions, walk arounds, spot consultations, staff meeting presentations	<ul style="list-style-type: none"> Speaker Series –To include EWSNetwork presenters or community strategic affiliates on topics of interest. Specialty Promos – via community affiliates [Naturopaths, Massage, other demos] Team Building – FUN event Walking Group toward charity events, other office events
Building/ Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees	<i>Visibility and Value</i>	<u>Ongoing initiatives</u> – walkarounds, promotion days, wellness consultant's presence, stretch break initiative, LNLs, postings, wellness committee minutes, reporting	<ul style="list-style-type: none"> Community and National [Benefits Canada] workplace wellness awards submissions. Heightened presence of "what's happening" [month at a glance calendars, consultant walkarounds, quarterly events, health fair, smoothies, healthy meals and snacks, stretch breaks, de-stress events, etc..]. Culture-based initiatives/policies [healthy food options at all meetings, cut the junk baskets, wellness program memos presented at all team meetings, healthy vending machines, etc..]. Mission Statement creation and posting by wellness champions. Wellness – hub for other Benefits Offerings, corporate discounts
Engagement and Inclusivity	Staff and management value the program	<i>Assessment and Reporting</i>	<u>Ongoing Initiatives</u> – quality control measures (consultation satisfaction surveys), check ins, consultant management protocols, snapshot OR semi-annual reporting participation and event reporting, annual HRA report	<ul style="list-style-type: none"> Reporting features and frequency to include feedback from management [participation rates, topics of discussion, results, testimonials, others]. Annual HRA – new version in 2016 Wellness Program Suggestion Box [virtual or physical] to be implemented.

Customized Programming

**Company ABC Jan-June 2014 At-A-Glance [subject to change as per wellness committee, needs and interests]
PWP Focus [weight management, improved fitness, nutrition, heart health, stress]**

Initiative	Jan	Feb	March	Apr	May	June
Consultations	One-on-One Consultations – on-site					
Individual	NEW Virtual Online Profile, Wellness Tracking, Calendar of Events					
PWP						June
Exercise Class/Series				Walking routes/groups; site specific Yoga/morning stretching		
Lunch n' Learns/Webinars	Healthy Weights	Healthy Weights	It's In You to Move (coincide with site visit)			
Workshop						
Group Challenge [team]			Healthy Potluck at each site		Pedometer Challenge	
Virtual Challenge [team]	Portal and Challenge					
Newsletter	Ongoing Monthly Newsletter and Personal Challenge					
Kiosk / Poster Display	A Healthy Weight for You			It's in You to MOVE		
POD Posters	ongoing					
BPOS Sleeve Posters	ongoing					
Email/On-site/Pay-Stub Campaign	Healthy Weights	Healthy Weights		Taking Breaks	Step Into Summer	
Walk Around		Healthy Snacking with almonds		Desk Stretches		PWP Instructions
Promo Day	Healthy Eating Yogurt Parfaits – month tba					
Wellness Challenge [Individual]			Low GI Foods		Step Check IC	
Virtual Challenge [individual]	Individual Challenge					
Health Fair	Fall 2014					
Corporate Reporting			Q1 Report			PWP & Q2 Report

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Programs

Online and Virtual Components

- Employee Portal
- Virtual Challenges
- EWSNetwork Reporting

Employee Portal

The screenshot displays the Employee Wellness Network portal interface. The browser address bar shows the URL <https://login.ewsnetwork.com/index.php>. The user is logged in as Garth Jansen, with options for 'Change Password' and 'Log out'. The dashboard includes a 'U Dash' section with a 'Profile' area containing buttons for 'Edit Profile', 'Book Consultation', and 'Update My Numbers'. A central chart titled 'Follow Your Progress' shows 'Weight (lbs)' over time, with a yellow callout box pointing to it. To the right, a 'Resources' section is highlighted with a 'Key Resources' callout. Below the chart, there's an 'Events Calendar' section with a 'History' tab, a search bar, and a table of events. A yellow callout box 'See and Register for Events' points to the event table. The bottom of the page features a Windows taskbar with various application icons and system tray information.

Book Consultation

Follow Your Progress

Key Resources

Enter Your Numbers

Enter Your Targets

See and Register for Events

Date	Event	Company	Status	Action
2015-08-10 00:00	Kerry Pedometer Challenge		ACTIVE	view
2015-08-12 00:00	Highway to Health			
2015-08-12 00:00	Walk Around			
2015-08-12 02:00	Safety Meeting			

Virtual Challenges

The image displays three overlapping screenshots of the Employee Wellness Solutions Network (EWSN) virtual challenge dashboards. Each dashboard features a navigation bar with options like 'Dashboard', 'Dashboard Consultants', 'Licensee Dashboard', 'Mass Report', 'Quarterly Report', 'Consultation Entry', and 'Events Calendar'. The user profile for Reagan Sutherland is visible in all screenshots, including details like address (4342 St Jean Baptiste St, Perce, QC G0L 2L0), weight (185 lbs), waist (36 in), and walking distance (4km).

The top-left screenshot shows the 'STRESS-LESS CHALLENGE' dashboard. It includes a profile section, a 'Data Points' section with a line graph for 'Average Stress Points', and a 'Personal Targets' section.

The top-right screenshot shows the 'NORTRAX NUTRITION' dashboard. It includes a profile section, a 'Data Points' section with a line graph for 'Average Nutrition Points', and a 'Personal Targets' section.

The bottom-center screenshot shows the 'HEALTHY EMPLOYEE CHALLENGE' dashboard. It includes a profile section, a 'Data Points' section with a line graph for 'Average Health Points' (comparing Mississauga, Stoney Creek, Brossard, London, Grand Falls, Dryden, and Mount Pearl), a 'Leader Board' (listing London, Mount Pearl, Brossard, Mississauga, and Dryden), and 'Personal Bests' (listing Per Day, Per Week, and Average). It also features 'Resources' (Resource PDF, Resource Docs, Resource Note, Resource Link, Resource PDF) and 'Records' (Most Per Day, Most Per Week, Highest Personal Average, Highest Team Average).

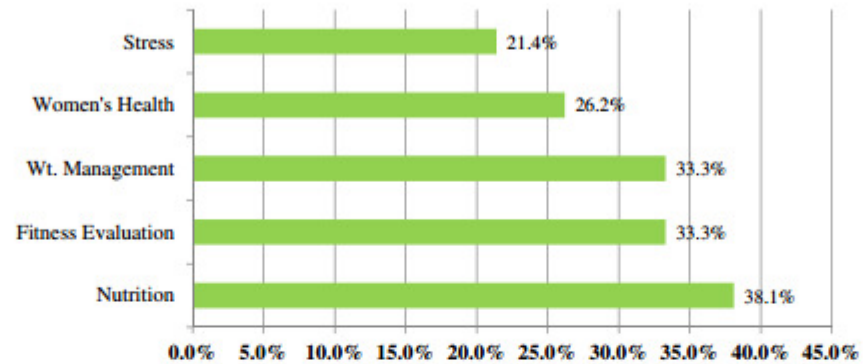
Online and Virtual Components

- Employee Portal
- Virtual Challenges
- **EWSNetwork Reporting**

The screenshot displays the EWSNetwork Reporting interface. At the top, there is a navigation bar with the logo 'Employee Wellness Solutions Network' and user information: 'Welcome Garth Jansen', 'Change Password', and 'Log out'. Below the navigation bar, there are several menu items: 'U Dash', 'User Admin', 'Chal List', 'Group Admin', 'Cons Data Entry', 'Schedule', 'Events', 'List Admin', 'Resources', 'Reporting', and 'Challenges'. The 'Reporting' menu is highlighted, and a sub-menu is visible with options: 'Groups Report', 'Goal Report', 'Events Report', 'Event Unique Users Report', 'Datapoints Report', and 'Metrics Report'. The 'Groups Report' option is selected. Below the sub-menu, there is a form titled 'Groups Report:' with the following fields: 'Select Company:' with a dropdown menu showing 'Show All Groups', 'Start Date:' with a text input field containing '2014-07-01', and 'End Date:' with a text input field containing '2014-12-31'. Below these fields, there is a 'Select Consultant:' dropdown menu showing '- Select Consultant -'. At the bottom of the form, there are two buttons: 'Submit' and 'Clear'.

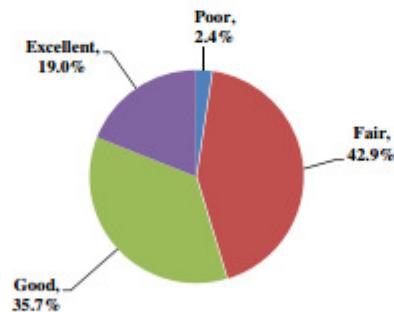
- ▶ HRA Report
- ▶ Consultation Report - bookings/attendance rates and unique users
- ▶ Consultation Unique User Report
- ▶ Program Reconciliation Report
- ▶ Event Unique Users Report
- ▶ Event Report
- ▶ Individual Data Trending
- ▶ Metrics Report

Health Risk Assessment Report



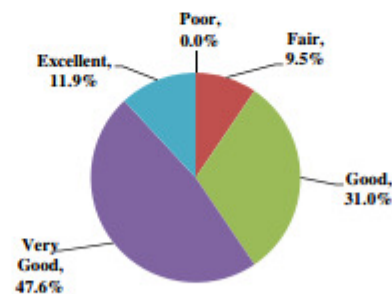
The percentages of people interested in each topic is provided. Please note: participants are usually interested in more than one health topic; there may be more interests tallied than there are people in the group.

Personal Wellness Profile Score (p25)



The overall wellness rating gives a comprehensive score based on the sum of the different major wellness factors. 23 (54.8%) people have a good or excellent wellness rating.

Health Perception (p28)



This scale measures a participant's personal perception of his or her overall health. 25 (59.5%) believe their health is very good to excellent, while 0 (0.0%) believe their health is poor. The average (mean) score for this scale was 73.3 using a ranking from 1 - 100.

Consultation Report

Bookings	120	Hours for Events (hrs)	21
% Booked	96.00%	Hours Used from Events (hrs)	23
Attended	114	Reconciliation (hrs)	2
% Attended	95.00%	Unique Users in Company	40
Hours of Attended Apts	57	Percentage of Company	55.56%
Cancelled or No-Show	15	Avg Appts per user per timeframe	2.85
% Cancelled	12.50%	Users who entered >1 datapoints	20
Cancellations or No-Show Rebooked	10	1x	11
% Cancellations Rebooked	8.33%	2x	8
Actual Cancelled or No-Show Apts	5	3x	8
% Actual Cancelled or No-Show Appts	4.17%	4x	7
		5x	2
		6x	3
		7x	1

Event Unique User Report

	Company ABC 2014-08-01 to 2015-07-31 x
Spot Consultations	
Lunch and Learn	2
Group Exercise	77
Group Challenge	
Individual Challenge	
Meeting	
HRA	
Consultations	642
<hr/>	
Total Duration Used (hrs)	361
Total Attendees	1144
Total Unique Users	50
Unique Users All	7
Users Not Seen	25
<hr/>	
Only / Unique Spot Consultations	
Only / Unique Lunch and Learn	0 / 11 - 0%
Only / Unique Group Exercise	2 / 21 - 9.52%
Only / Unique Group Challenge	
Only / Unique Individual Challenge	
Only / Unique Meeting	
Only / Unique HRA	
Only / Unique Consultations	25 / 48 - 52.08%

Event Report

[Groups Report](#)
[Goal Report](#)
[Events Report](#)
[Event Unique Users Report](#)
[Datapoints Report](#)
[Metrics Report](#)

Events Report:

Select Company: Start Date: End Date:

Date	Type	Event Name	Description	#s	Duration (min)	Added	EWS Rep	
Amway								
Nov 3, 2014 8:00 AM - Nov 28, 2014 5:00 PM	POD Posters	Holiday Tips	Month long bathroom poster display with tips for a healthy holiday season.	0	36540		Heather Barrett	✘
Nov 4, 2014 11:30 AM - Nov 4, 2014 12:00 PM	Health Fair (list)	Group Exercise	Laura did tabata wkout with lunch hr workout.	6	30	X	Laura Bonter	✘
Nov 6, 2014 8:30 AM - Nov 6, 2014 9:00 AM	Admin	admin	Laura did admin and emails at Amway.	0	30	X	Laura Bonter	✘
Nov 6, 2014 11:00 AM - Nov 6, 2014 11:30 AM	Walk Around #	walk around	Laura did walk around in cafeteria and IT, marketing depts.	8	30	X	Laura Bonter	✘
Nov 6, 2014 11:30 AM - Nov 6, 2014 12:00 PM	Group Exercise (list)	Exercise Class	Laura led 30 min group exercise class	5	30	X	Laura Bonter	✘
Nov 11, 2014 10:00 AM - Nov 11, 2014 10:30 AM	Admin	admin	Laura did admin (handed out flyers for Dec promo) and rescheduled emails-reminders etc	0	30	X	Laura Bonter	✘



Individual Data Trend Report

Category	Participants	Total Change	Total Average Change	Average % Change
Weight (lbs)	29	207.1	7.14	-0.31
Exercise (x/wk)	3	1	0.33	0.11
Fruits & Veggie (srv)	4	9	2.25	0.58
Bicep (in)	11	12.23	1.11	0.1
Chest (in)	13	-4.14	-0.32	-0.01
Abdominals (in)	13	3.93	0.3	0.01
Waist (in)	13	-8.07	-0.62	-0.02
Hip (in)	13	-2.01	-0.15	0
Thigh (in)	12	1.84	0.15	0.01
Total Inches			3.78	
Sleep Hours (hrs)	6	-1.5	-0.25	-0.02
Stress Score (1 - 10)	4	2.5	0.63	0.19

Metrics Report

	2015	2018	Total Change	% Change
Benefit Consultant				
Benefit Consultant Company				
Benefit Consultant Phone				
Benefit Consultant Email				
-60 Days Renewal Date				
Number of Employees	52	48	4	8.3%
Avg Health Claim Cost/Employee/Yr	\$568.73	\$492.63	\$76.10	15.4%
Average Salary	\$63000.00	\$55000.00	\$8,000.00	14.5%
Absenteeism				
Absenteeism Rate: (days/year/employee)	8	10	-2	-20.0%
Paid Sick Days Allowed	1	2	-1	-50.0%
Unpaid Days Allowed	3	3	0	0.0%
Vacation Allowance	5	5	0	0.0%
Personal Allowance	2	2	0	0.0%
Premiums				
Total Benefit Premium/Employee/Yr	\$75146.48	\$34284.20	\$40,862.28	119.2%
Total EAP Premium/Employee/Yr	\$4698.00	\$5642.00	\$-944.00	-16.7%
Average # of EAP Claims/Employees/Yr	254	265	-11	-4.2%
Extended Health/Employee/Yr	\$13264.00	\$12654.00	\$610.00	4.8%
Avg WSIB Claim/Employee/Yr	\$12985.00	\$13021.00	\$-36.00	-0.3%
Paramedical Cost/Employee/Yr	\$18183.00	\$13461.00	\$4,722.00	35.1%

Kid's Wellness Bursary

The screenshot shows a web browser window with the URL kidswellnessbursary.com. The browser's address bar and toolbar are visible at the top. The website content features a central image of four children in various sports uniforms (baseball, soccer, basketball, and tennis). Below this image are five circular navigation icons: a trophy for 'about the bursary', a document with a checkmark for 'apply now!', a stack of Canadian coins for 'sponsor a bursary', a question mark for 'faq', and a soccer ball for 'other information'. To the right of the navigation icons is the 'Kid's Wellness Bursary' logo and a text block stating: 'One in three Canadian families cannot afford to enrol their children in sport and recreation activities because of financial barriers. (Ipsos Reid, 2009)'. A progress indicator with five dots is located below the text block. The Windows taskbar at the bottom shows various application icons and system information including the date and time (2015-08-12, 4:37 PM).