

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

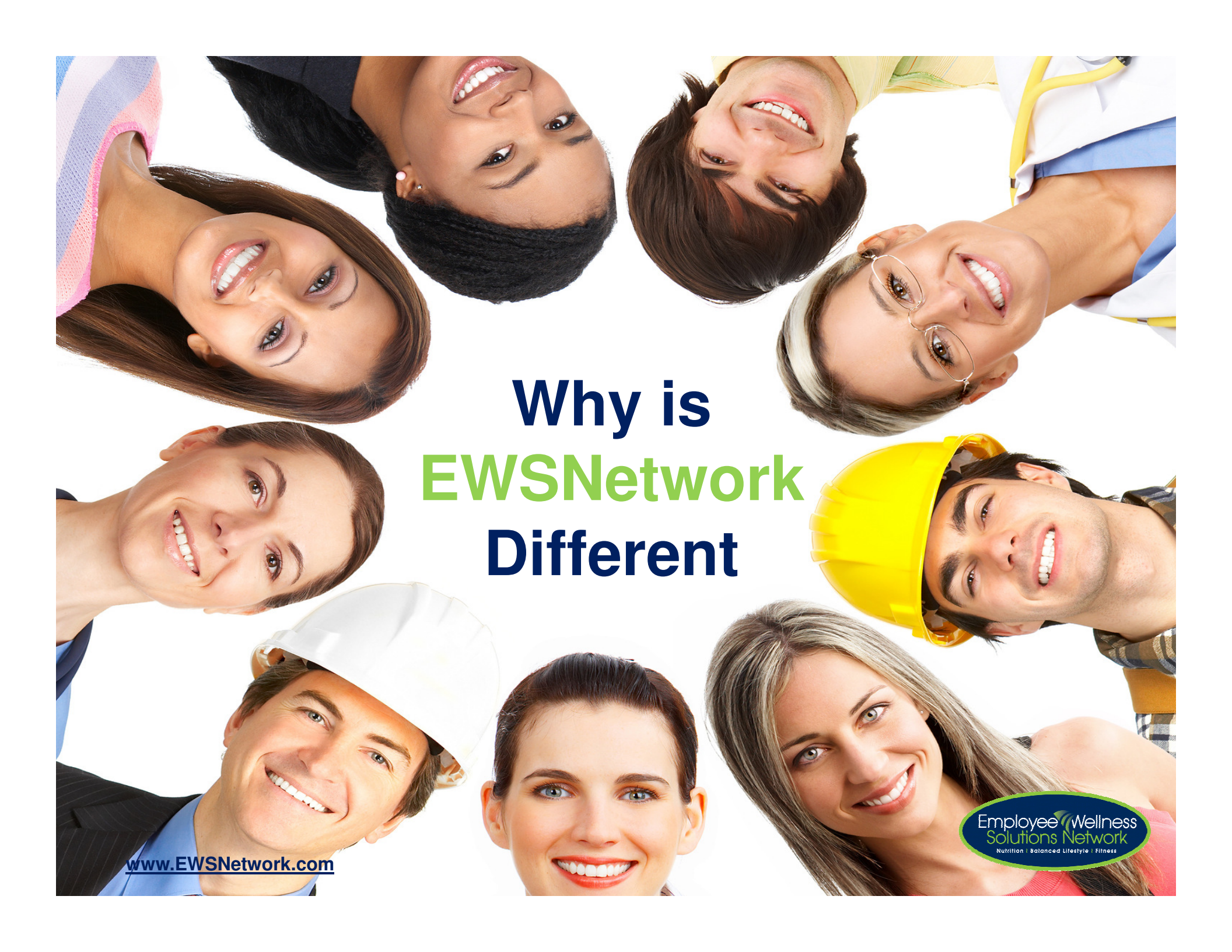
- Pre-contemplators
- Contemplators
- Preparation
- Action
- Maintenance

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**

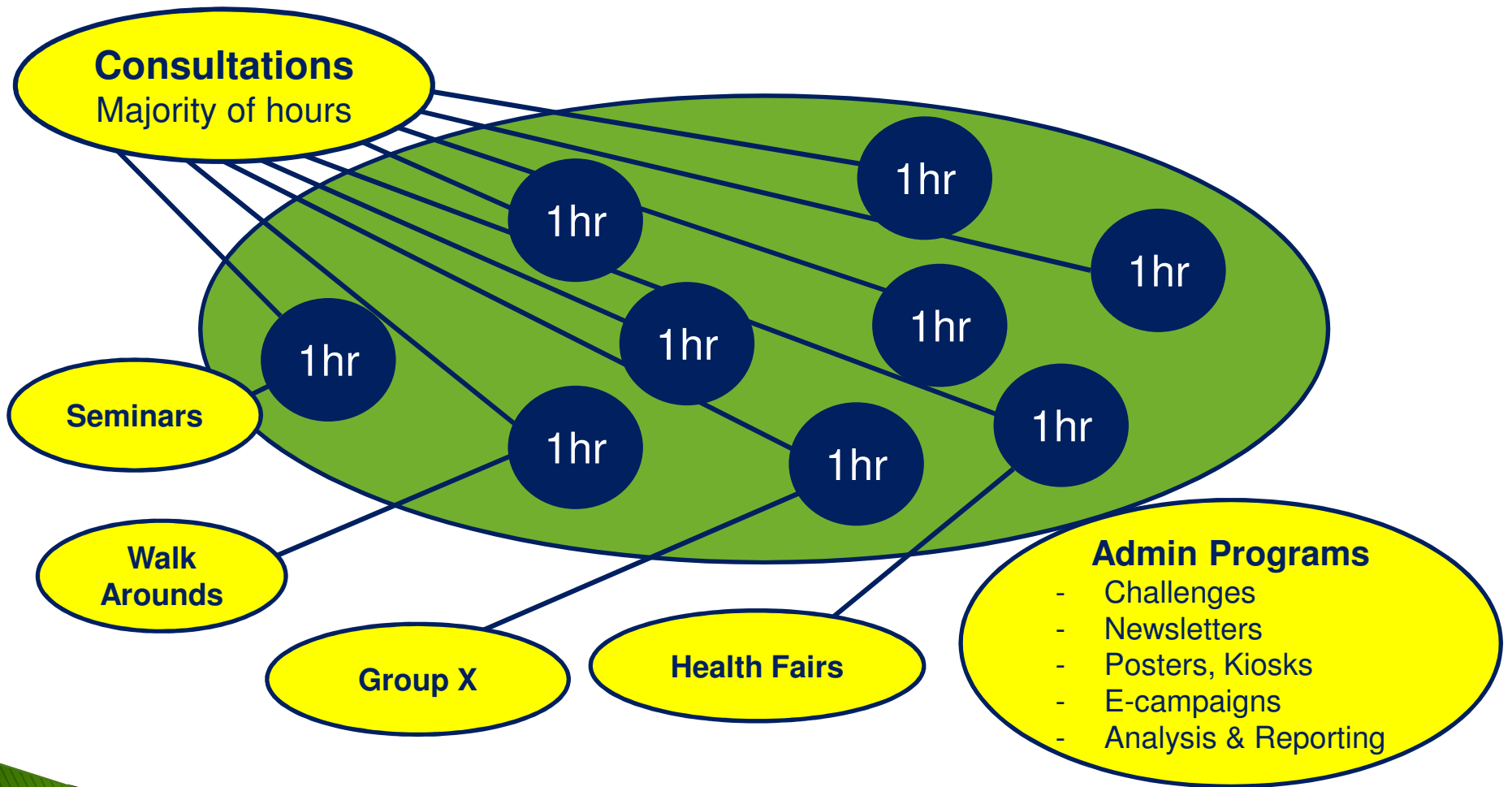
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The EWSNetwork Toolbox



Retain EWSNetwork



Group & Awareness

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

Group & Awareness Wellness Programming

- On-site Lunch n' Learns / Seminars
- Group Exercise Classes
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- Awareness Campaigns and Challenges
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Individual Wellness Programming

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

Virtual

Group & Awareness Wellness Programming

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Virtual Wellness Programming

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

Mental Health

Group & Awareness Wellness Programming

- On-site Lunch n' Learns / Seminars
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Mental Health Programming

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

Wellness Program Roll-out



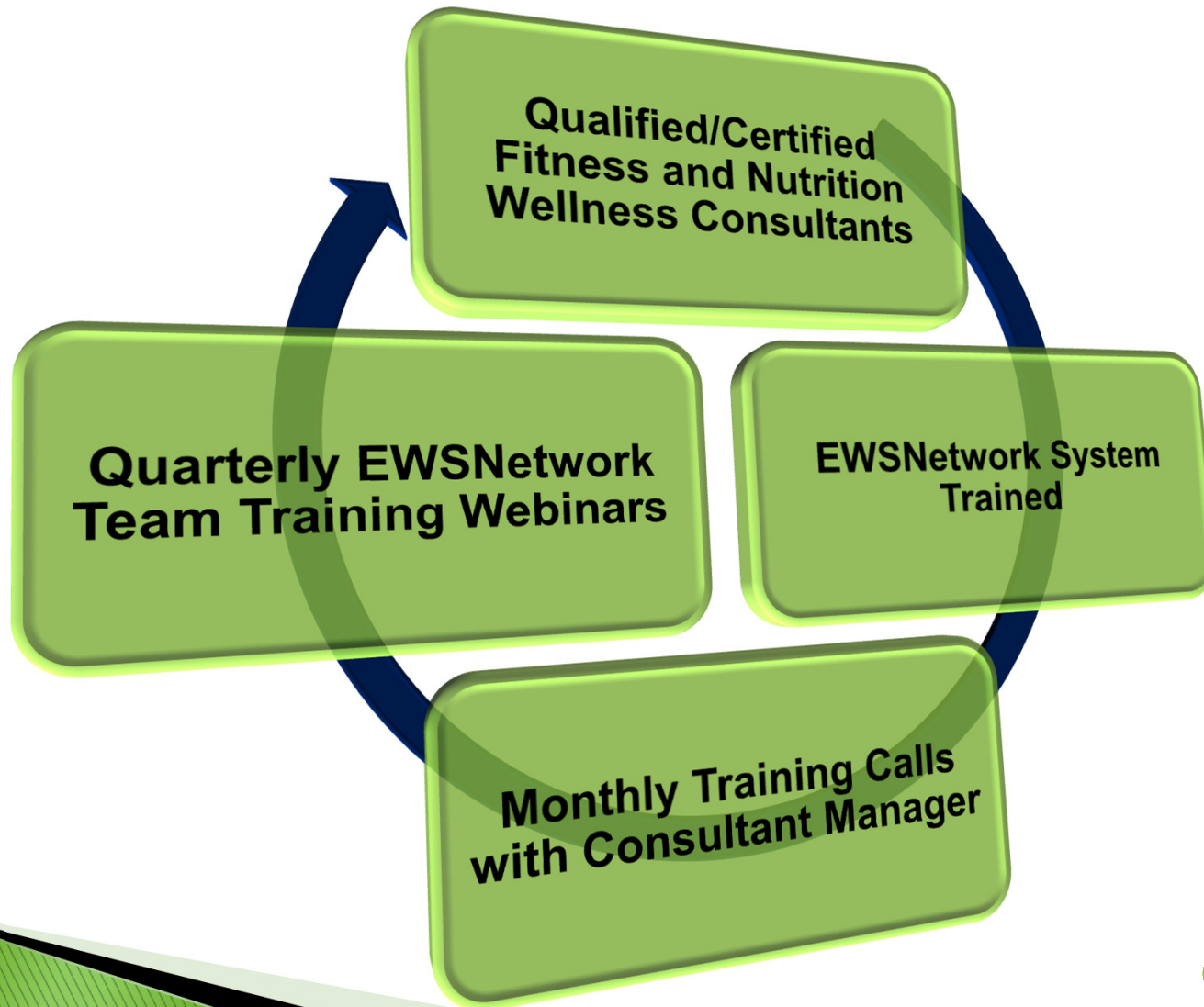
- **Optional Management Pre-launch**
 - Opportunity to inform management about program components and how they can help with its success.

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

Traditional Personal Training Relationship



Corporate Wellness



Wellness Program Roll-out



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

The EWSNetwork “Wellness Champion” Certification Program



www.EWSNetwork.com



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
 - Wellness Committee Sign-up
- **Launch Health Risk Assessment**
 - Employee benefits and company benefit

30-Day Analysis

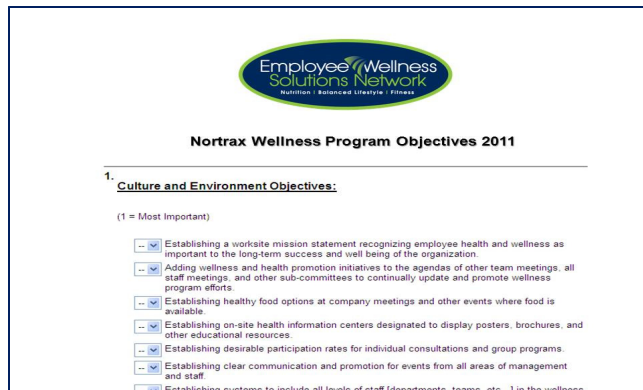
Health Risk Assessment



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.

Wellness Program Strategic Plan

Corporate Goals		Wellness Program Pillars	Ongoing Initiatives	Other Initiatives [*tbd with Wellness Champions]
		Strengthening Our Corporate Culture Building/Maintaining a Productive Workforce Engagement and Inclusivity	Building a healthy culture	Effective Communication
Initiatives to Engage Employees	<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
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Wellness Program Strategic Plan

Corporate Goals	Wellness Goals	Custom Wellness Initiatives Report Card Communication, Engagement, Visibility, Assessment/Reporting		
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Building/ Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees			
Engagement and Inclusivity	Staff and management value the program			

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 (EWSNetwork) portal. The browser address bar shows the URL <https://login.ewsnetwork.com/index.php>. The user is logged in as Garth Jansen, with options to change the password or log out. The dashboard features a central 'U Dash' section with a 'Profile' sidebar on the left and a 'Resources' sidebar on the right. The main content area includes a 'Follow Your Progress' line graph showing weight in pounds over time, an 'Events Calendar' with a table of upcoming events, and several callout boxes highlighting key features.

Callout Boxes:

- Book Consultation
- Enter Your Numbers
- Enter Your Targets
- Follow Your Progress
- Key Resources
- See and Register for Events

Events Calendar Table:

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			

Online and Virtual Components

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

Virtual Challenges

The image displays three overlapping screenshots of the Employee Wellness Solutions Network web application. The top-left screenshot shows the 'STRESS-LESS CHALLENGE' dashboard with a profile for Reagan Sutherland and a line graph for 'Average Stress Points'. The top-right screenshot shows the 'NORTRAX NUTRITION' dashboard with a profile for Reagan Sutherland and a line graph for 'Average Nutrition Points'. The bottom-center screenshot shows the 'HEALTHY EMPLOYEE CHALLENGE' dashboard, which includes a profile for Reagan Sutherland, a line graph for 'Average Health Points' comparing various locations, and sections for 'Resources', 'Records', and 'Personal Bests'. The navigation bar at the top of each screenshot includes links for Dashboard, Dashboard Consultants, Licensee Dashboard, Mass Report, Quarterly Report, Consultation Entry, and Events Calendar. The bottom-left screenshot shows a profile for Reagan Sutherland with personal targets for weight, waist, and walking distance.

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 is a menu with options: 'U Dash', 'User Admin', 'Chal List', 'Group Admin', 'Cons Data Entry', 'Schedule', 'Events', 'List Admin', 'Resources', 'Reporting', and 'Challenges'. The 'Reporting' menu is active, showing a sub-menu with options: 'Groups Report', 'Goal Report', 'Events Report', 'Event Unique Users Report', 'Datapoints Report', and 'Metrics Report'. The 'Groups Report' form is visible, featuring a 'Select Company' dropdown menu set to 'Show All Groups', 'Start Date' and 'End Date' input fields with values '2014-07-01' and '2014-12-31' respectively, and a 'Select Consultant' dropdown menu set to '- Select Consultant -'. Below the form are 'Submit' and 'Clear' buttons.

- ▶ 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

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 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%
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%

Mental Health Training/Programming

- ▶ EWSNetwork acquired/partner with Stressed Out Solutions (SOS) in early 2015.
- ▶ SOS specializes in customized Mental Health training.
 1. Custom Leadership/Organizational Assessment
 2. Custom Leadership Training
 3. Custom Employee Training
- ▶ Ongoing specialized mental health programming.



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 pen for 'apply now!', a stack of Canadian coins for 'sponsor a bursary', a soccer ball and tennis racket for 'other information', and a question mark for 'faq'. 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. The Windows taskbar at the bottom shows various application icons and system information including the date and time (2015-08-12, 4:37 PM).