

## The Competitive Advantage of "The Well Employee" Solution

With Wellness Corporate Solutions (WCS), you get the dual benefit of our experienced team designing your wellness program and qualified medical professionals delivering it. When choosing from WCS's comprehensive list of wellness services, it is important to understand all options available and choose those that best fit their goals and objectives. WCS offers a wide variety of screenings, vaccinations, health risk assessments (HRAs), on-site seminars, corporate fitness and weight loss challenges, health education and coaching, health literature and newsletters, and much more. Combined in year-long program, these individual wellness elements comprise a holistic and complete answer – what we call a **Well Employee Solution**.

It is not enough to simply identify the health risks faced by a particular employee population through health risk assessments and screening programs. Behavior change requires intervention and modification on an ongoing basis. Interventions such as coaching and challenges provide employees with the motivation, support and tools they need to adopt healthy lifestyle habits. Incentives augment this by providing even more motivation and a goal for the employee. Likewise, ongoing access to health information through newsletters, educational health fairs and preventive screenings are necessary to keep the healthy population healthy as long as possible.



WCS's Well Employee Solutions have three stages or states: **identification**, **modification** and **prevention**. Well Employee Solutions yield excellent results because the solution pairs *detection* with *intention* – meaning WCS takes the results of identified health data and creates action steps for each employee. It is the action that makes the difference.

WCS will work with you to determine the optimal choice depending on your program goals. This document is designed to help employers understand the various Well Employee services and for use in constructing their own year-long employee wellness program.

As part of our **Well Employee Identification Model**, we gather a baseline of a population's risk through Biometric Screenings and Lifestyle Assessments. As a result, all participants receive their own "Individual Risk Profile," which combines results from the screenings with data from the assessment to create an accurate picture of each employee's current health status. Individual data is then incorporated into a report and analyzed to create a "Corporate Risk Profile" that identifies opportunities for change and return on investment.



As part of our **Well Employee Modification Model**, we connect the dots between informing employees about health risks and helping them adopt behavioral changes. Based on the Corporate Risk Profile, our **Healthy Challenges** combine incentives with targeted education to help employees achieve specific health and behavior goals to reduce health risks. Likewise, our Healthy Seminars range from single lunch-and learn sessions to multi-session behavior modification courses that focus on topics that impact a population's risk factors in a positive manner. Our **Healthy Coaching** allows employees to interact in-person or by phone with their own personal coach (a Registered Dietitians or Wellness Coach). Employees may also use an online coaching system at their own pace. Our interactive approach helps employees identify their own particular needs, apply techniques that produce results, and build preventive management skills.

As part of our **Well Employee Prevention Model**, we help keep employees healthy through a year-long program aimed at risk identification, behavior modification, and personal responsibility. Our **Fitness Educators** help employees start and sustain their fitness programs. Interventions are ongoing and designed to touch employees as often as possible during the course of the year. Finally, our monthly **Healthy e-Newsletter** is filled with reliable, accurate and practical information on today's health and medical news. Specific articles linked to individual corporate wellness goals are also available on a weekly basis.

## WELL EMPLOYEE WELLNESS SERVICES

Table 1 below represents the wellness offerings provided by Wellness Corporate Solutions.

Wellness Offerings	Description
Health Risk Assessments	WCS's HRA is a computerized assessment tool which looks at an individual's family history, health status and lifestyle to identify precursors associated with serious illness, and then quantify the probable impact. The HRA includes a detailed online questionnaire, confidential individual results, recommendations on how to decrease risk for disease, and coaching from a licensed professional who evaluates the outcomes. The HRA also includes an aggregate report with an executive summary detailing a company's risk factors and recommendations for prevention, goal setting and program development.
Biometric Screenings & Vaccinations	WCS both plans and coordinates interactive health fairs that provide valuable health information, screening and vaccination services to employees. Health fairs can be tailored to meet the needs of the employer. WCS can provide complete marketing, promotional and health education materials for all events. Following the health fair, an executive summary is provided, highlighting the employer's risk profile based on the de-identified aggregation employee results. For more on the WCS screenings please refer to the following section.
Fitness Instruction	Exercise is the key to getting employees to make a difference in their health. Studies show employees are more likely to start and sustain a fitness program when they have access to fitness professionals. WCS's team of certified fitness instructors offers classes in yoga, Pilates, strength training, cardio, and self-defense.
Wellness Coaching	WCS has the ability to provide on-site, online, and telephone coaching as necessary for high-risk or any employees. WCS's online coaching and tracking tool mentors employees through motivational e-mails, behavioral modification tool sets, diet and exercise tracking, healthy reminders, and health resources.
Wellness Challenge	Team Challenges are a cost-effective approach to improving the overall health status of your workforce. WCS uniquely combines incentives with targeted education to help your employees achieve specific health or behavior goals that reduce their health risks and improve your company's overall productivity. Challenges build teamwork and morale – while encouraging healthy lifestyle habits. Each Wellness Challenge consists of these major components: <ul style="list-style-type: none"> <li>▪ A branded online portal for employees to log data and health activities</li> <li>▪ Explanation, training and initiation meetings for the challenge</li> <li>▪ Promotional materials to communicate the campaign to employees an educational weekly newsletter</li> <li>▪ An evaluation at the end of each program that measures effectiveness</li> <li>▪ Tailored incentive management</li> </ul>
Seminars	WCS can provide a one-hour session covering health topics either requested by the client or based upon the top risk factors identified for the employee population through the biometric screening and HRA. Lunch-and-Learn Seminars are offered at each location and are high energy, motivational and educational. Self Defense, Yoga, Nutrition and Stress Management are among the workshops offered.
Participation Incentives	WCS provides a point-based solution to reward employees for healthy behavior and participation in a wellness program. WCS's incentive tool provides a means to help drive participation and behavior over time, and a site to track points earned for completing activities with a variety of reward options for all points earned.

Table 1-- Well Employee Results Oriented Wellness Products

## WELL EMPLOYEE SCREENING SERVICES

WCS offers a wide variety of health services and vaccinations categorized by various health screenings and education: Heart Disease & Stroke, Diabetes, General Health, Weight Management & Nutrition, Women's Health, Men's Health, and Vaccinations. The screens, panels and immunizations shown in Table 2 can be offered at an event in part or in combination.

Disease Category	Service
Heart Disease & Stroke	Blood Pressure
	Total Cholesterol (FS)
	Cholesterol Profile (FS or V)
Diabetes	Glucose Screening (FS or V)
	Hemoglobin A1c
General Health	Vision Screening
	Respiratory Disease Screen
	Complete Blood Count
	Liver & Kidney Function and Electrolytes
	Blood Type
Weight Management & Nutrition	RA Factor
	BMI, Height, Weight, Body Mass Index, Waist Circumference
	Resting Metabolic Rate
Women's Health	Thyroid
	Osteoporosis
Men's Health	Prostate Specific Antigen (PSA)
Vaccinations/Immunizations	Influenza, Pneumonia Tetanus, Hepatitis A

Table 2 – Well Employee Results Screening Services



HEALTH PROMOTION THAT MAKES GOOD BUSINESS SENSE

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