

Wellness Program Management



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We guide, build and drive!

We partner with you to develop a well-planned, highly executable wellness program that drives real results. Utilizing our **Worksite Wellbeing Model**, our Wellness Program Managers guide you in building a culture where your employees value and embrace wellbeing. Our solutions provide depth and focus to your wellness program.

Our Worksite Wellbeing Model



Why Wellness Program Management?

Struggling with next steps for your wellness program?

We'll design a custom plan and help you execute it!

Does lack of time impact the effectiveness of your program?

Our hands-on support, tools and resources will expedite your efficiency!

Do you have metrics and reporting to highlight program accomplishments?

We'll report on Key Performance Indicators to share with leadership

Explore our solutions

We would love to help you enrich employee wellbeing! See our **Wellness Program Management** solutions on the reverse side. Choose the solution that best supports your company's health management goals or contact us for more information.

Our Wellness Program Management Solutions

SOLUTION 1: GUIDE

Designed for companies needing a plan, focus and guidance.

- Develop an annual calendar with goals
- Schedule monthly check-ins and provide guidance
- Send monthly educational materials
- Consult on wellness initiatives
- Provide quarterly and year-end reporting
- Provide and support two behavior change programs per year

PRICE: **\$5,900***

SOLUTION 2: CULTIVATE

Designed for companies who want support developing and implementing their program.

- Develop and execute an annual plan and calendar
- Keep accountable to annual goals and key performance indicators
- Develop wellness committee and champion network
- Lead/attend monthly Wellness Committee meetings
- Develop and manage a communication plan
- Provide awareness and educational resources
- Provide ongoing program support
- Consult on policy and environment
- Provide quarterly and year-end reporting
- Develop communication strategy to maximize resources (*health plan, EAP, broker, etc.*)
- Coordinate up to three behavior change programs per year

PRICE: **\$11,300***

SOLUTION 3: MAXIMIZE

Designed for companies that are multidimensional and want to take their program to the next level. Includes all services listed in Solution 2 PLUS:

- Consult on and design policy driven changes
- Provide oversight/tracking for individual or site driven wellness requirements
- Guide and support environmental and cultural initiatives
- Coordinate health related events (*health fairs, seminars, demonstrations*)
- Create custom communication materials through-out the year
- Work with insurance broker and health plan to maximize resource offerings
- Accountability to stay on track and get things done!
- Focus on accomplishing goals and presenting to leadership
- CEO to CEO meeting to help drive understanding and leadership engagement

PRICE: **\$19,900***

* 12 month service agreement required. Travel expenses may apply.

ONSITE STAFFING

Designed for companies who need someone to take on the daily tasks of program implementation, communications, and driving engagement.

- Facilitate the planning process with annual goals and metrics identified
- Recruit and lead wellness champions
- Lead the Wellness Committee
- Develop and execute a communication plan
- Maximize current resources
- Collaborate with Risk Management, Safety and Benefits
- Develop a culture of health
- Support ongoing programming
- Liaison to vendors
- Execute evaluation and manage data collection
- Integrate health coaching (*optional*)
- Oversee fitness room (*if applicable*)

CALL FOR PRICING

Contact Jill Duevel, Director of Business Development direct at 763-287-0754
or email her at jillduevel@healthsource-solutions.com

Collaborative Solution: a new approach to wellness!



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Broker
Logo
Here

Good Health is Good Business!

When your employees feel better, they're happier, more focused and more productive. This means they can do more for your company and your bottom line. Helping your employees feel better is a good thing to do, and it's a smart business decision.

Sourcewell and **HealthSource Solutions** are teaming up to help you support your employees.

Collaborative Solution

What is it?

A cost-effective approach to build, or enhance, your wellness program.

How does it work?

In partnership, **Sourcewell** and **HealthSource Solutions** will help you develop a well-planned highly executable wellness program. The collaborative approach includes other **Sourcewell** clients, which allows you to connect and learn from others.

HealthSource Solutions' staff lead bi-monthly collaborative meetings. On the off months, they meet individually with each group to ensure your program goals are met and the needs of your employees addressed.

What do I get?

Sourcewell/HealthSource Solutions team provides you:

- expertise in wellness program design
- ongoing program support
- tools and resources to help you create a successful program
- promotion and access to Sourcewell resources
- accountability to ensure things keep moving

Your Sourcewell/HealthSource Solutions consultant will help you:

- complete an organizational assessment to identify gaps
- develop goals and metrics and create an action plan
- create a wellness committee
- create a wellness brand and vision statement if you don't have one
- enrich your environment and update policies
- identify what data to collect to show impact



Collaborative Solution Annual Calendar

1	2	3	4	5	6
Launch Meeting: In person/Webex <ul style="list-style-type: none"> • Overview collaborative approach • Why wellness? • Wellness Program Assessment • Discuss infrastructure 	First 1-on-1: Webex <ul style="list-style-type: none"> • Review wellness audit • Determine infrastructure needs • Set action items 	Collaborative Call: Webex <ul style="list-style-type: none"> • Discuss goal setting and planning • Continue infrastructure discussion • Group sharing 	1-on-1: Webex <ul style="list-style-type: none"> • Continue working on infrastructure needs • Build plan • Check-in on action items 	Collaborative Call: Webex <ul style="list-style-type: none"> • Monthly topic • Group sharing 	1-on-1: Webex <ul style="list-style-type: none"> • Address company needs • Check-in on action items
7	8	9	10	11	12
Collaborative Call: Webex <ul style="list-style-type: none"> • Monthly topic • Group sharing 	1-on-1: Webex <ul style="list-style-type: none"> • Address company needs • Check-in on action items 	Collaborative Call: Webex <ul style="list-style-type: none"> • Start next year planning 	1-on-1: Webex <ul style="list-style-type: none"> • Solidify next year's plan 	Collaborative Year-end Meeting: In person/Webex <ul style="list-style-type: none"> • Report Out • Share annual plans • Celebrate 	1-on-1: Webex <ul style="list-style-type: none"> • Discuss roll-out new plan • Set action items

What's my commitment?

- The initial enrollment is for one year with an option to re-enroll in additional offerings for three more years.
- Your time commitment is about 4-6 hours/mo dedicated to wellness (calls, programming, implementation, etc).
- To attend bi-monthly phone/Webex meetings to share and learn from other worksites.
- To meet 1:1 with your **HealthSource Solutions** consultant for ideas and customization of your program.

Sign me up!

Enroll **NOW** to reserve a spot for either the **July 1** or **January 1** launch.

- Each group is capped at 20 **companies**, so slots will fill up quickly! Get your name on the list soon. Registration closes **6 weeks prior to the launch dates**.
- Talk with your *Sourcewell Consultant* to start the enrollment process!

This is a unique offer for **Sourcewell clients!**

The cost for this wellness program is <COST> per year. Take advantage of this cost-effective approach to build, or enhance, your wellness program today!

Mental Wellbeing Strategy



The concerns around employee mental health and wellbeing continue to escalate. As organizations strive to help employees, the solution must be broader and include strategies beyond end point solutions. **HealthSource Solutions** has developed a multi-phased strategy to help your organization build a culture that enables employees to feel safe, valued, and supported. It goes beyond just offering tools and resources, and addresses mental wellbeing from an organizational perspective which encompasses individual elements, company influencers, and community factors.



Goals of our Strategy

- Create a supportive, inclusive, stigma-free culture around mental health and wellbeing
- Provide ongoing training, education, recognition, and action to support mental health and wellbeing
- Build infrastructure to support program sustainability through leadership engagement, policies, tools, and resources

Strategy Outline

This comprehensive strategy is designed to be implemented over time. We understand each organization is at a different place, so we identify the gaps, prioritize your initiatives, and then build a plan to achieve them.

 <p>1</p>	 <p>2</p>	 <p>3</p>	 <p>4</p>
<p>PHASE 1 Drive Awareness: Change perceptions</p> <ul style="list-style-type: none"> • Build infrastructure • Identify gaps • Engage leadership 	<p>PHASE 2 Take Action: Increase knowledge, change behaviors</p> <ul style="list-style-type: none"> • Train leaders • Educate employees • Drive departmental collaboration 	<p>PHASE 3 Create Change: Supportive environment, accessible resources</p> <ul style="list-style-type: none"> • Revise policies • Implement environment improvements • Incorporate mental wellbeing as a corporate strategy 	<p>PHASE 4 Measure Impact: Build sustainability</p> <ul style="list-style-type: none"> • Assess progress • Assess environment • Imbed in performance management



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Wellness Portal

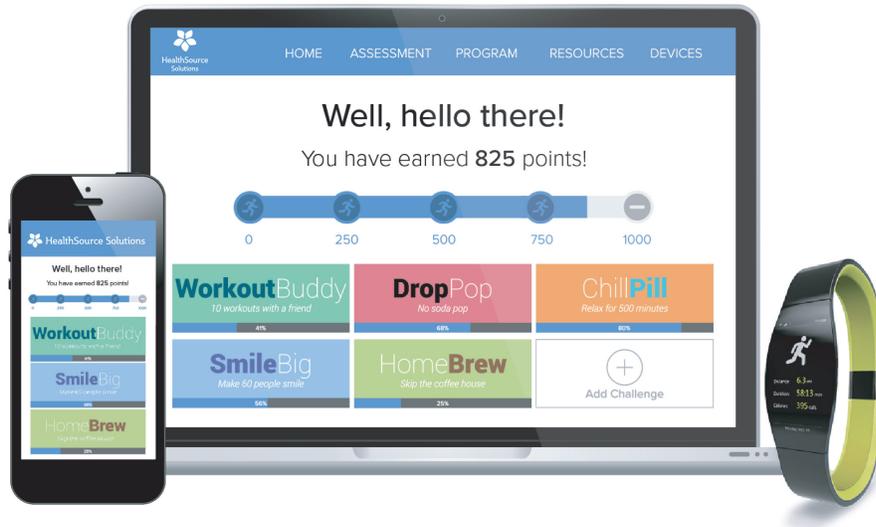
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ENRICH EMPLOYEE WELLBEING

Introduction

We help companies focus on what really matters most: their employees.



GOOD HEALTH IS GOOD BUSINESS!

When your employees feel better, they're happier, more focused and more productive – meaning they can do more for your company and your bottom line. Helping your employees feel better isn't just a good thing to do, it's a smart business decision.

TAKING THE WORKLOAD OFF YOUR SHOULDERS.

With a portal management team assigned to you, the workload is in our hands. We lead the planning and setup, then we maintain and support your portal year-round.

DESIGNING A PROGRAM THAT'S RIGHT FOR YOU.

Our portal customization and design flexibility can support your program model, whether you are focusing on wellbeing or outcomes. It can also easily be changed year after year, keeping the activities fresh and interest levels high.

“HealthSource Solutions staff are engaged with us in finding programming solutions that fit our organization. They offer creative ideas that work with our culture.”

— Nancy H., HR Generalist

SUPPORTING AN INDIVIDUALIZED JOURNEY.

Everyone's path to wellness is unique. Our portal helps participants recognize habits they can change and allows them to choose where they want to begin to improve their wellbeing.

BUILDING HEALTHY HABITS THAT LAST.

Wellness programs that follow a slow and steady approach to habit building through small challenges, have a greater chance of helping people transform themselves, and that's why all our portal challenges focus on a single change at a time — to build real habits for a lifetime.



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81%
of our portal
participants
maintain their
habits

Key Features



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WHAT YOUR EMPLOYEES WILL LOVE:

- 200+ Individual and Team Challenges
- Text Tracking and Reminders
- Fitness Device and App Integration
- Mobile App
- Gift Card Mall
- Health Coaching*
- 100 Health Education Video Courses

“I’ve gotten so many compliments from employees around the diversity of the challenges and ways to track.”

— Kae M.
Wellness Program Manager

SUPPORTING YOUR PROGRAM GOALS AND OBJECTIVES:

- Year-Round Portal Management and Reporting
- Custom Home Page and Challenges
- Flexible Incentive Structure
- Custom Communications
- Health Assessment with Year-Over-Year and Cohort Reporting
- Biometric Upload

CLICK OR SCAN



101 Challenges

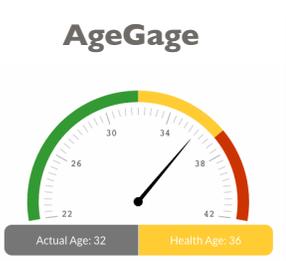
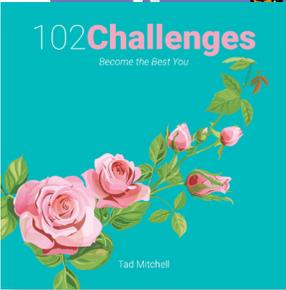


102 Challenges

*Additional fees apply.

ENRICH EMPLOYEE WELLBEING

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Portal Management

What makes our portal different from the rest? **It's our people!** HealthSource Solutions brings decades of wellness programming experience to help support your new wellness portal. Our built-in, ongoing portal management support takes the workload off your shoulders and keeps your wellness program alive, visible and engaging year-round.



WE GUIDE, BUILD AND DRIVE!

1. Vision and Creation: 8-10 weeks

Your dedicated HealthSource Solutions portal support team will lead the planning, preparation and setup of your new wellness portal.

- Create portal implementation timeline
- Schedule three Portal Launch Meetings to discuss goals, annual and monthly programming, rewards structure, outcomes, communication and portal design.
- Design look and feel
- Setup Rewards Structure
- Load Annual and Monthly Challenges
- Create and Schedule Email Communications

2. Launch

Our portal support team will ensure a smooth launch of your program as we prepare your employees with ample communications that clearly define how to engage in their new wellness portal.

3. Maintenance

Following the launch, we will **meet with you monthly** to discuss engagement, upcoming challenges and effective communications.

4. Evaluation

You will receive three quarterly reports and a year-end review showing utilization of portal features and program engagement. In addition, you will receive a Health Assessment aggregate report. See reporting section for more details on our reporting capabilities.



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Implementation Timeline



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Sample Timeline

Action Item	Before Launch
<input type="checkbox"/> Launch meeting #1 – Discuss: <ul style="list-style-type: none"> • Incentive structure and Challenges 	10 weeks
<input type="checkbox"/> Launch meeting #2 – Discuss: <ul style="list-style-type: none"> • Customizations and Eligibility 	8 weeks
<input type="checkbox"/> Company receives: <ul style="list-style-type: none"> • IT checklist • Logo request/requirements • Demographic file template 	8 weeks
<input type="checkbox"/> HealthSource Solutions begins to customize client site	6 weeks
<input type="checkbox"/> Company receives marketing materials from HealthSource for review <ul style="list-style-type: none"> • CEO letter • Teaser flyer/email • Registration email 	5 weeks
<input type="checkbox"/> Launch meeting #3 – Demo site	4 weeks
<input type="checkbox"/> Company Communication <ul style="list-style-type: none"> • CEO letter • Teaser flyer/email 	2-3 weeks 1-2 weeks
<input type="checkbox"/> Company returns demographic file	2 weeks
<input type="checkbox"/> Company tests portal – confirm customizations: <ul style="list-style-type: none"> • Login instructions • Announcement • Challenges • Other customizations 	2 weeks
<input type="checkbox"/> Final changes and updates made	1 week
<input type="checkbox"/> Portal Registration/Launch and HA opens - email	Day 1



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Outcomes Programming

Our portal can support an outcomes-based wellness program, participation based program, wellbeing approach or any combination. This allows for wider reach and bigger impact. We discuss and determine the criteria for the outcomes based structure and reasonable alternative standards in advance. We can set the requirements as employees needing to be within a certain range or make year over year improvements based on a specific percentage point.

REWARDS

- Reward each value separately
- Reward based on achieving a certain number of markers (for example: 3 out of 5 biometric markers)

REASONABLE ALTERNATIVE STANDARDS

Individuals who do not meet the criteria will be identified by the system and offered the alternative standard challenges. Examples include:

- Physician Visit
- Online University courses
- Physical activity challenge
- Telephonic health coaching
- Onsite tobacco cessation course

REPORTING

We provide one report that shows everyone who met the criteria whether through biometrics or alternative standards.



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Know Your Numbers 0 / 1 Required ★ Awards

Earn a \$200 premium waiver for each challenge completed.

320 days left

Age i age
Complete a health assessment

Start

0%

MeasureUp
Complete biometric testing

0%

Health Metrics & Outcomes 0 / 1 Required ★ Awards

Fall within the ranges for 2 of the 3 biometric measures or complete an alternative standard challenge.

SayAah
Visit your doctor

0 / 1 Completed Submissions

HealthyU
School yourself

1 / 3 COURSES

TeachMe
Visit with a health coach

1 / 3 Completed Submissions

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Health Assessment

Our **Health Assessment** behaves like a human to help close the gap for organizations looking to use technology, but personalize the process. Not only is the language easy to understand, but specific answers lead to additional questions—bringing the whole picture of health into focus. Our **Health Assessment** engine creates a personal wellness plan for each participant which allows them to choose where they want to begin and what their course will be; thus, allowing participants to take ownership of their wellness journey.

The **Health Assessment** is built on the following features:

- Virtual video coaches
- Educational material
- Behavioral questions
- Integrated biometrics
- Proprietary AgeGage technology
- Small change habit theory
- Accessible via computer, tablet, mobile device or IOS/Android App.
- Medically reviewed



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What habits should I work on?

You are the boss of your habits. Thus, the only one to change yourself is to change your habits. Initially, it takes some focus and work to build a habit, but once you build a habit (or break a habit), your mind is free to work on something else. You have literally re-wired your brain to do a new routine without even thinking, and by doing so you have become a new person.

Level Key: Novice Learning Mastered

Level	Habit	My Results	Target	Challenges	Take A Class
Novice	Drink enough water	0-4 cups	8 or more cups	Sign Up	
Novice	Enjoy beans	0 servings per week	3+ servings per week	Sign Up	
Novice	Enjoy fats in moderation	4 servings per week	0-1 servings per week	Sign Up	
Novice	Forgo tobacco	Yes	No	Sign Up	Learn
Novice	Limit alcohol	2 servings per day	0-1 servings per day	Sign Up	
Novice	Strengthen	No	Yes	Sign Up	
Novice	Eat just enough	28.13	BMI of 18.5 to 25	Sign Up	

How are your numbers?

In today's world of modern medicine and prosperity, 80% of medical costs and a similar percent of pain and suffering are caused by chronic conditions, which are mostly preventable. Work with your doctor to put a good prevention program in place so you can have a long, enjoyable life.

Range Key: High Moderate Low

Suggested Daily Calorie Needs:
 To maintain weight: 2076 Calories
 To lose weight: 1576 Calories

Range	Biometric	My Results	Target	Challenges	Take A Class
High	Total Cholesterol	240	<200	Sign Up	Learn
High	BMI	28.13	18.5 to 24.9	Sign Up	Learn
High	BP - Systolic	125	<120	Sign Up	Learn
High	HDL Cholesterol	57	>60	Sign Up	Learn
High	LDL Cholesterol	157	<100	Sign Up	Learn
Moderate	BP - Diastolic	80	<80	Sign Up	Learn
Moderate	Glucose	189	70-99 (Fasting), 70-139 (Non-Fasting)	Sign Up	Learn

What conditions am I at risk for?

In today's world of modern medicine and prosperity, 80% of medical costs and a similar percent of pain and suffering are caused by chronic conditions, which are mostly preventable. Work with your doctor to put a good prevention program in place so you can have a long, enjoyable life.

Risk Key: High Moderate Low

Risk	Condition	Challenges	Take A Class
High	Insomnia	Sign Up	Learn
High	Lung Cancer		
High	Colon Cancer	Sign Up	
High	Depression	Sign Up	
High	Obesity	Sign Up	Learn
Moderate	Accident Risk	Sign Up	
Moderate	Addiction Risk	Sign Up	
Moderate	Anxiety	Sign Up	

Congratulations!

You have successfully completed the assessment. Scroll down to find out how you scored. Improving your well-being is a journey. Take the next step by signing up for a challenge to build a healthy habit or learning more by taking University classes. Pick a habit you're interested in, master it, and move on to the next. If you slip back, no problem. Try again. You'll find that small changes over time can make a huge difference in your health.

Cholesterol

Cholesterol (If you don't know, you can leave the fields blank):

HDL Cholesterol (mg/dL)

LDL Cholesterol (mg/dL)

Triglycerides (mg/dL)

Total Cholesterol (mg/dL)

Has a medical professional ever told you with high cholesterol? Yes No

Cholesterol is a term that seems to pop up everywhere. From your doctor's office to the grocery store, if you don't know about cholesterol, you're not in the know. Why does it matter? High cholesterol is directly related to some of the deadliest diseases, including stroke, diabetes, and coronary heart disease. In fact, coronary heart disease is the leading cause of death in the United States. Click the green information icons on the adjacent page to learn more.

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Activities

101+ CHALLENGES

Well-designed activities boost engagement, enrich organizational culture and help participants establish lifelong healthy habits. Your employees will never get bored with the variety of challenges available on our portal. Our challenges address all areas of wellbeing: **Emotional, Financial, Physical, Occupational, Purpose** and **Social**. In addition, participants can create their own custom **Personal Challenges** to work on any habit of their choice.

Our activity engine is unique because it is powerful enough to handle the most complex activity configurations. Included in the set-up fee are three custom activities.

CUSTOM CHALLENGES

- Incentivize activities unique to your organization like gym attendance, company events, volunteer activities or employee recognition.
- Offer challenges designed for specific demographics (department, location, spouse/dependent, etc.)
- Build social interaction with team challenges

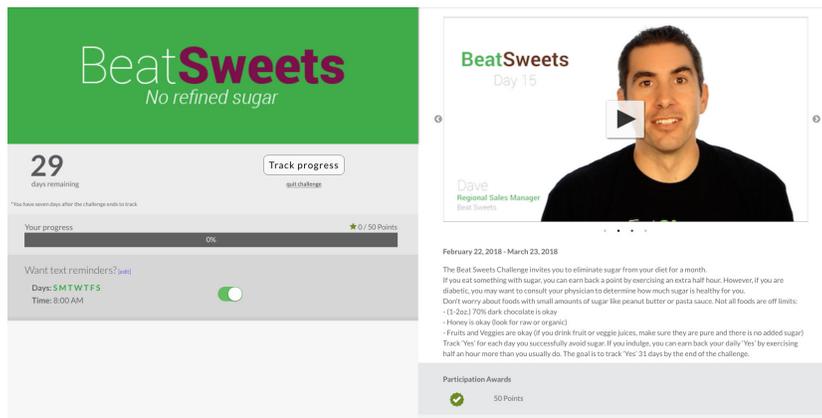
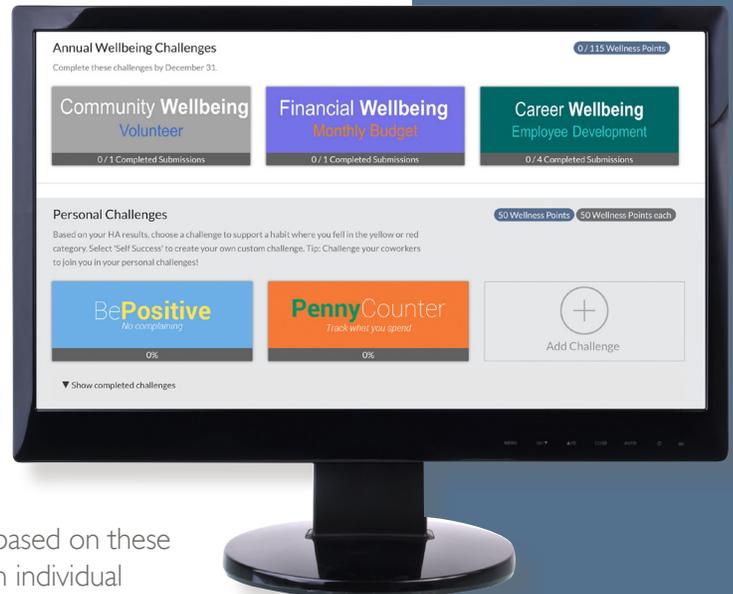
PERSONAL CHALLENGES

Our portal is based on the top 21-habits for better physical and mental health. The health assessment score is based on these 21 habits and links to over 75 personal challenges based on individual results. Participants can choose to do these challenges at any point throughout the year. We can easily link the personal challenges to your rewards structure by assigning points/value to them.

- Set custom start date
- Choose one of 75 prebuilt challenges
- Create a custom Personal Challenge to work on any habit chosen
- Offer credit or no credit towards incentive rewards
- Hide challenges you do not want to offer
- Limit credit received for the number of challenges completed



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Tracking

Tracking stands at the core of engagement, so it should be free of limitations. Our portal's activity engine allows you to create any challenge imaginable and attach a tracker to it. We give you the freedom to design any activity and choose the tracking format, and we'll provide a helpful administrator dashboard allowing you to run real time reports.

TRACKING OPTIONS

- 1. Text Message Tracking** – Participants can track activities and receive reminders through text messages.
- 2. Mobile App** – Our mobile app for Android and iOS allows participants to track activities, take the health assessment, enroll in activities and monitor progress. Participants have the option to allow push notifications for additional reminders.
- 3. Web** – For participants that prefer to track via the web, our design makes it interesting and easy to engage with the portal. Our application is supported on all popular web browsers.
- 4. Wearable Devices** – We support the latest wearable and wireless trackers which can be integrated with the portal in seconds.



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Make tracking easy!

Sync a device or app today for seamless tracking for physical activity and sleep challenges.



How to Sync

1. Hover over 'Devices' on the top navigation bar
2. Click 'Register' and select your device/app
3. Login to your applicable device account
4. Your device is now synced!

Apple Watch Integration

1. Download the WellRight app for your iOS Device
2. Enable "Apple Health" in the app's settings
3. Watch your steps appear in your walking tracker



Having trouble? [Click here to watch a tutorial.](#)

VERIFIED ACTIVITIES

We understand that some activities need verification to be properly analyzed and rewarded. All of our integrated wearable devices, smart-scales, and mobile applications can be verified by the system. Activity data feeds from gyms and coaching providers can also be verified.

PARTICIPATION-BASED ACTIVITIES

While it's easy to assume that verified activities are the only ones that "count," unverified activities can be a very important engagement piece. As users interact within the system, it is critical that they be acknowledged for actively choosing to take positive steps towards improving their health.

Rewards

Our Incentive Structure Management is very flexible and allows you to reward incentives based on: points, levels, raffles, percentage completion, etc. The portal tracks and awards incentives whether it's a \$25 gift card or a 20% premium differential. Participants can also monitor and track their own activities and events "outside" of the portal. Whether they have run a marathon or visited a physician, participants can upload documentation to show completion. Whatever ideas you have; we can come up with a tracking solution!

PAYROLL INTEGRATION

If you choose to reward your employees with a premium discount, HRA contribution, FSA contribution or cash incentives, we can provide a direct data feed that integrates with your payroll system.*

GIFT CARD MALL

As participants reach milestones, you can offer the option of earning gift cards of their choosing. The gift cards are delivered immediately via email for convenience and can be redeemed anytime throughout the year. There is no charge for utilizing the gift card mall, but a portion of your rewards budget will need to be pre-loaded during set up and reloaded when funds get low.

**Additional fees may apply*

 Amazon.com \$1.00 - \$1,000.00 Redeem	 Best Buy® \$5.00 - \$2,000.00 Redeem	 Clean Water Fund \$1.00 - \$1,000.00 Redeem
 Habitat for Humanity \$1.00 - \$100.00 Redeem	 Hotels.com \$10.00 - \$2,000.00 Redeem	 iTunes® \$5.00 - \$50.00 Redeem
 Prepaid Virtual Visa® \$5.00 - \$1,000.00 Redeem	 Starbucks \$5.00 - \$500.00 Redeem	 Target \$1.00 - \$2,000.00 Redeem
 The Home Depot® \$5.00 - \$2,000.00 Redeem	 Walmart \$5.00 - \$1,000.00 Redeem	 Whole Foods Market® \$10.00 - \$100.00 Redeem



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University

Our online education module, University, is an important feature in your personal wellness program to help build lifelong health skills, while delivering a constant touch point.

COURSE LIBRARY

Choose from over 100 online courses on topics like physical activity, nutrition, tobacco, stress, sleep, pregnancy, common health conditions, lifestyle management, and habits. Much of the course content is presented in video form to make the learning experience more enjoyable.

University

PERSONALIZED

When participants complete the Health Assessment, they are presented with suggested courses as a part of their personal wellness plan. With the click of a button, they can link to the University and begin learning. As they learn, their progress is tracked on their personal wellness plan.

TRACKABLE

You can require that specific University courses be completed to earn rewards. Which courses are required and how many courses are required can be specified. Using our reports, you can track who completed which courses.

CUSTOM COURSES

Your portal support team can help you create custom University courses specific to trainings or information you would like your employees to learn more about.

Hypertension Overview



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Communications

Program communication is important and can be different for every organization. We discuss with you the best ways to communicate with your employees and then we create and distribute these communications throughout the year.

HOME PAGE COMMUNICATIONS:

Banner Announcement (A)

These custom banners, located at the top of your home page, share important program information with your employees. Examples include:

- Wellness program mission and vision
- Rewards/incentive structure
- Links to how to videos such as “How to sync your device” and “How to set up text tracking”
- Announcing events, upcoming challenges and drawing prize winners

Quick Links (B)

This section allows you to link to a website or document. It is great for linking employees to other benefits and resources available to them (*Dental, Medical, EAP, Employee Recognition, Payroll, PowerPoint Presentations, PDF's, etc.*)

Program Details (C)

This is a section just above the participants progress bar and is great for putting valuable information on what they should be doing right now.

News Flash

The news flash pops up when a participant logs in to the portal. Once the participant reads the pop up, it is then stored in their news flash announcement tab.

OUTREACH COMMUNICATIONS:

Emails

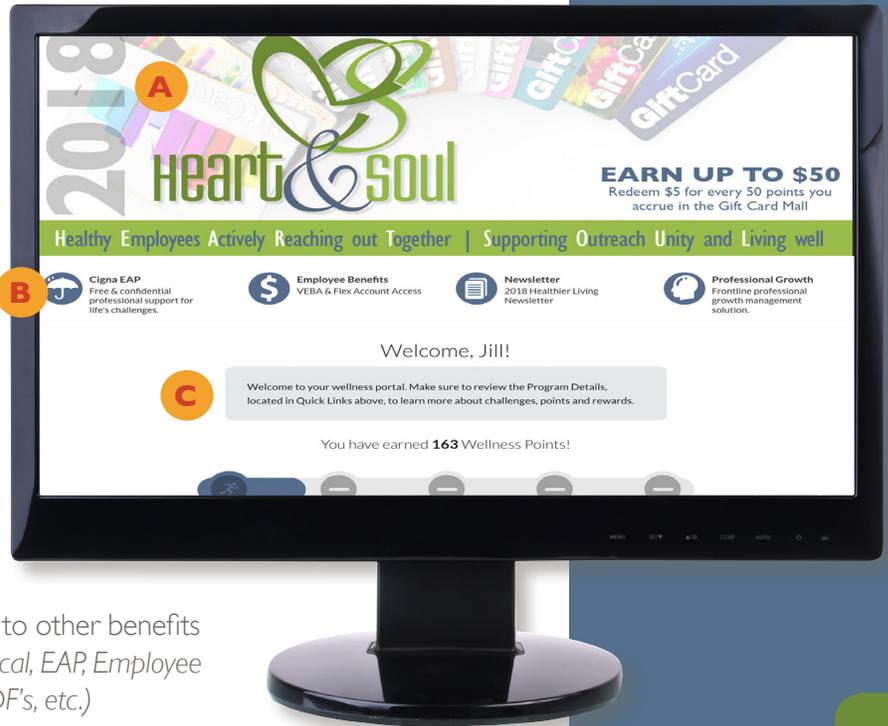
Emails will go out for registration, weekly progress, upcoming challenges, etc. Send out targeted emails to nonparticipants, participants, progress or participant demographics.

Posters

Your portal support team will help create promotional posters to distribute throughout your company.



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Reporting



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The list below provides a summary of the many reports we can provide. Most of the completion reports can be filtered by group, hire date, region, location, department, employee ID and dependent/spouse.

PORTAL REPORTING CAPABILITIES

- **Challenge Reports:** Sign-up, Progress and Completion
- **Health Assessment and Biometrics Reports:** Completion, Aggregate, Year-over-year and Cohort
- **Rewards Reports:** Progress, Completion and Redemption
- **Device and App Reports:** Which apps are being used and the average steps, calories, distance and duration.
- **Tracker Summary:** What people are tracking related to a personal or predefined challenge and the values (*total steps, minutes, calories, reps, yes/no*)
- **Text Tracker Summary:** Shows what challenges employees are tracking via text.
- **User Status:** Filter users by Active, Pending, Deactivated

HOW OFTEN ARE REPORTS PROVIDED?

- Quarterly Report meetings are scheduled by your portal support manager. A Challenge Progress and Completion summary is included in all quarterly report meetings.
- A detailed Health Assessment Report is provided and explained after the health assessment closes.
- A Year-End Report meeting is scheduled at the end of each wellness program plan year.
- More frequent reports may be needed on a weekly basis for certain activities such as:
 - User Status reports when launching your wellness program
 - Challenge sign-up report to view registration for an upcoming company challenge

Cohort Summary Report				
Demographics		2017		Total Number in Cohort:
2018	2017	2017	2017	178 employees and spouses
221 completed HIRA	231 completed HIRA			
Health Numbers		2018	2017	% Change
Category	Low Risk	Low Risk		
Blood pressure				
Systolic (<120)	51.3%	56.8%	-9.7%	
Diastolic (<80)	74.4%	74.6%	-0.3%	
Total cholesterol <200	65.8%	64.3%	2.3%	
HDL cholesterol >40	35.5%	32.7%	8.6%	
Non-fasting glucose <140	82.1%	79.8%	2.9%	
BMI <25	20.8%	15.2%	36.8%	
Tobacco Current non-smokers	76.4%	76.8%	-0.7%	
Habits		2018	2017	% Change
Category	Low Risk	Low Risk	Low Risk	
Physical activity (2+ hours per week - 2016 - 2017, 5 or more days per week - 2018)	35%	76%	-55%	
Strength training (25+ minutes per week)	49%	54%	-13.6%	
Strength training (25+ minutes per week)	19%	22%	-4.2%	
Fruits & vegetables (4+ servings a day)	74%	71%	13.9%	
Limit refined grains (0-1 servings of refined grains per day)	41%	56%	-8.8%	
Drink water (8+ cups per day)	83%	91%	-1.9%	
Be positive	51%	53%	3.4%	
Recharge daily Sleep (7+ hours a day)	60%	58%	3.4%	

YEAR END REPORT



Users		
Eligible	Active	Percentage
3,430	1152	34%

Health Assessment		
Eligible	Completed	Percentage
3,430	839	24% of eligible 73% of active

Habits	2016	2017
Category	Low Risk	Low Risk
Physical activity (2+ hours per week)	77%	62%
Strength training (25+ minutes per week)	54%	49%
Fruits & vegetables (4+ servings a day)	17%	17%
Limit refined grains (0-1 servings of refined grains per day)	69%	70%
Drink water (8+ cups per day)	38%	37%
Be positive	83%	81%
Recharge daily	37%	37%
Sleep (7+ hours a day)	36%	42%
Forgo tobacco	97%	98%

2017 Challenges

Wellbeing	C	Company	C	Other	C	
Community: UMC Outreach	95	Biometrics	232	Feedback Survey	209	
Career: Employee Recognition	145	Health Fair Challenge	37	Replenishment Part 1	48	
Career: Committee	216	Air 1000	95	Replenishment Part 2	145	
Community: Donate	277	Good Deed	117	What's Your Why	134	
Financial: Budget	186	Night Out	94	Friends on the Fence	7	
Community: Volunteer	109	Stop Think	179	Personal	C	IP
		Five Alive	54	Predefined	2089	1740
		You Rock	193	Custom	25	30
		Couch to 5k	25			

Points & Rewards

Point Level	Count
250-299	333
300-349	104

Synced Devices

Fitbit	97
Apple	32
Garmin	9

Technology

Our portal's flexible and responsive technology has been developed to challenge the status quo and make the previously impossible possible. As your business grows, we will grow with you by continuing to develop technology that makes your life healthier and easier.

CLOUD TECHNOLOGY

Our portal is architected using the latest web-scale technology and is hosted on Amazon Web Services.

CUSTOMIZABLE

Our portal is designed to be highly customizable and flexible enough to meet almost any wellness program's needs. Your portal support team will help create the feel and look of your wellness program.



MOBILE

The mobile application is supported on the Android and iOS platforms.

THIRD PARTY INTEGRATION

Our portal can be integrated with biometric, disease management, coaching, and rewards vendors.

SUPPORTED BROWSERS

Our portal is a web-based system with no required downloads. Supported browsers include Internet Explorer version 11 or higher and current Firefox, Google Chrome and Safari.

HIPAA COMPLIANT

Our portal's architecture and supporting processes are all HIPAA compliant.



HealthSource
Solutions

www.healthsource-solutions.com

Health Coaching

You can expand your offering by including health coaching through our partner **Marquee Health**. It adds a personal touch that can dramatically increase your program's engagement and effectiveness. Health coaching through Marquee Health is based on a holistic, mind-body approach that views good health as a balance of physical, financial, and mental wellbeing. Using the principles of stage-based behavior change and **Positive Psychology**, the **Marquee Health** coaching model meets participants where they are in their readiness to change. The **Marquee Health** provides personalized coaching through multiple channels: telephonic; in-person; email; web chat; and video. For web chat and video consultation, Marquee offers scheduled sessions via the proprietary eConnect® platform. Coaching is available in both English and Spanish.

How it works:

- Choose inbound or outbound calls (coach or participant initiated)
- Participants select which wellness areas they would like to work on, and they are paired with a coach that specializes in this area.
- Each coaching block consists of coaching sessions over a 2 to 3-month period.
- Between sessions, participants work on goals and activities that they and their coach have agreed to.
- Participants can sign up for as many coaching blocks as they would like.

Coaching Topics:

Participants may engage with Marquee Health for one or more of the following reasons:

- Weight Management
- Tobacco Cessation
- Diet and Nutrition
- Exercise and Fitness
- Improved Sleep
- Pre- and Postnatal Health
- Cholesterol Management
- Reducing Blood Pressure
- Diabetes Education
- Stress Management

Marquee Health's health educators engage with program participants an average of 7.9 times per case.

All **Marquee Health** educators have a master's degree in a health-related field and are certified by both the Wellness Council of America (as a Certified Health Coach) and the American Lung Association (as a Tobacco Cessation Facilitator.)



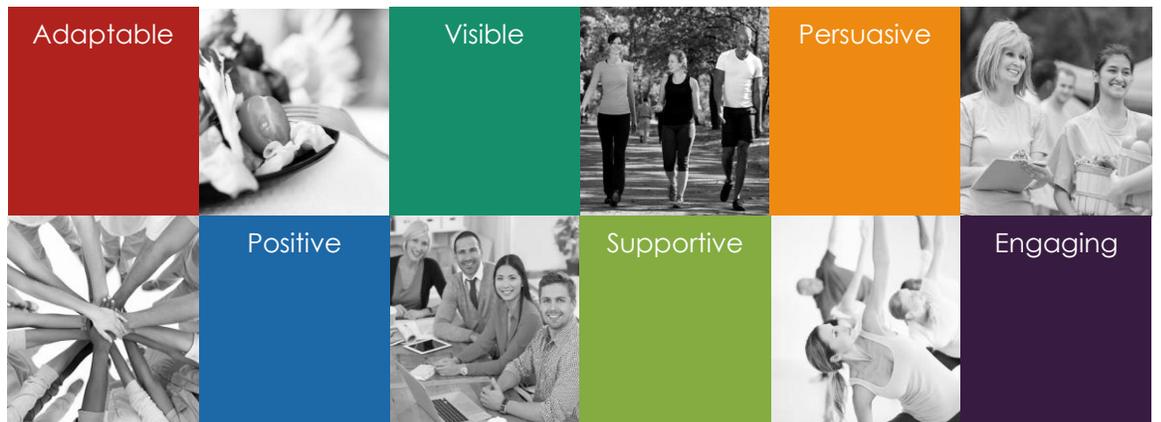
HealthSource
Solutions



www.healthsource-solutions.com

Proposal

Onsite Wellness Staffing through HealthSource Solutions



Build an environment that promotes health,
Build a culture that embraces health!

This proposal is proprietary and confidential.



HealthSource
Solutions



Introduction

HealthSource Solutions has been providing high-quality high-touch staffing services for over 30 years. Having an onsite staff from HealthSource Solutions adds depth and breadth to your wellbeing program and an approachable trusting person for employees to turn to with health and wellbeing concerns.

Onsite staff are integral in developing and maintaining a strong infrastructure, fostering collaboration and inter-departmental integration, and providing employees a resource that is approachable, trusting and easy to work with. The staff become the “face” of wellness.

Having an onsite staff from HealthSource Solutions brings the entire depth and breadth of our team to you. All our staff have access to resources, knowledge, programs and specialty disciplines that we offer. We keep staff connected so they feel part of a collegial network and can share learnings, best practices, guidance, and synchronized product development. This brings the experience and depth of HealthSource to you.

Roles and Responsibilities

Our staff work to gain an understanding of your culture and employees, so we can support you on the most effective tools and approaches to meet your corporate wellness goals.

Primary Scope of Services:

To develop and maintain an infrastructure which supports the wellness program, fosters collaboration and departmental integration, and supports employees by providing a person that is approachable and easy to work with. We help you develop a well-planned, highly executable wellness program that drives results. Below are areas that staff will drive or support.

Build and support the infrastructure

- Develop a strategic plan with goals, objectives and metrics
- Develop and execute an annual plan and calendar
- Oversee vendor relations that support health and wellness
- Keep accountable to annual goals and key performance indicators
- Collaborate with individual sites to address specific concerns

Develop and execute a communication plan

- Collaborate with company liaison to build annual communication plan
- Educate and promote incentive program/ premium differential (if applicable)
- Maximize existing communication channels to reach all employees—safety meetings, management meetings, postings, mailings, new hire orientations
- Increase visibility through—posters, website, team challenges
- Connect with leadership and managers to—educate on programs; understand how we can help them address site-specific concerns; encourage them to promote and participate

Develop a culture of health

- Bring programming to the employees—meet them where they are at
- Build trust with employees to maximize effectiveness
- Identify strategies to reach different populations
- Educate and collaborate with middle management/supervisors to gain program support

Lead wellness committee/site champion network

- Form a committee with representatives from key areas within the organization
- Responsible for leading committee meetings
- Identify site champions for each department and/or job site
- Keep the committee engaged and productive

Maximize current resources

- Increase participation and utilization in current resources— health protral, EAP, 401K...
- Collaborate with other vendors and services to ensure visibility and maximize engagement (EAP, voluntary benefits, financial planning)
- Work jointly with your broker to align with their services and ensure seamless delivery
- Utilize free resources offered through HealthSource Solutions

Drive interdepartmental collaboration (Safety, DEI, ERG's, HR, Benefits)

- Identify common concerns and develop a collaborative strategy
- Support safety programs by weaving into health promotion initiatives
- Build a psychologically safe culture of inclusion
- Collaborate on communication and delivery strategies

Support ongoing programming

- Annual program planning and calendar development
- Develop timelines and maintain accountability to program execution
- Implement and support all programs and services
- Provide seminars on topics within professional scope

Execute evaluation and data collection

- Identify metrics or key performance indicators to measure annually
- Manage data collection and reporting
- Manage reports and present to leadership
- Include testimonials and program outcomes in employee communications
- Review data and participation rates and adjust strategies accordingly

Health Coaching (Optional)

- Provide personal and/or group health coaching on health and wellness topics and assist with goal setting and accountability
- Acts as a health education resource and facilitates referrals to additional resources available to employees (safety partners, EAP, etc)
- Increase awareness and engagement in the wellness program
- Develop and facilitate educational programs (i.e. courses, workshops, special events)



Resources Included

All HealthSource Solutions staff have access to multiple turn key educational and behavior change materials. These include but not limited to:

- Monthly Awareness handouts and our Healthy Living Newsletter
- Behavior change programs on all areas of wellbeing
- Environmental toolkits
- Educational handouts on all areas of wellbeing
- Educational seminars
- Annual planning and reporting templates

You also have access to a Senior Consultant who can assist with strategic direction of your program.

Hiring Process

Hiring

The level of staff experience you will need is determined by the depth of your program goals and your budget. Another important factor is finding a staff who will best match the “personality” of your organization. We will present several candidates who have the skills you need and we think will be a good fit; you will make the final staffing choice.

On-Boarding

On average, it takes two to three months to complete the hiring process. This includes posting position, applicant review, interviewing, client interview, and the candidate's notice of resignation to their current employer. We expedite this timeline if things are moving faster.

During this time, we meet with you to review the onboarding process and customize the timeline and responsibilities. We will have a 30, 60, and 90-day timeline in place so staff expectations are clearly laid out for all parties involved.

Once hired, the staff will spend two days with HealthSource Solutions for orientation. We also recommend they go through appropriate segments of your new hire training so they understand your culture and the details around benefit offerings and internal resources.

Staying Connected

Your staff person will be part of the Worksite Services Division at HealthSource and will report to the Senior Wellness Program Manager. From years of experience, we know how important it is to keep our staff connected and professionally energized.

We work hard to keep staff connected through:

- Monthly meetings with their HealthSource Program manager
- Monthly account management meetings with the entire HealthSource services team
- Attendance at professional webinars
- Annual all-company retreat to connect and share
- Attendance at the Midwest Health Promotion Conference (Fall)

Your HealthSource Solutions' staff is your partner in developing a program that integrates best-practice principles and existing company resources. Thus, providing the most economical and effective approach to improving the health of your employees.

Partnership Expectations

To maintain a strong partnership, we rely on great communication and program guidance from you. To ensure the staff and program are successful it takes commitment by both parties.

HealthSource Solutions will:

- Assign an Account Manager that oversees all your wellness efforts
- Provide ongoing staff oversight— we meet at least monthly with staff
- Complete annual performance review with your input
- Offer professional education opportunities
- Meet with you regularly to ensure all is going well
- Provide reports that overview accomplishments, projects, and key metrics
- Take immediate action to resolve any concerns you have with the staff or our services
- Work hard to ensure we exceed your expectations

Partnership Expectations cont.

You will:

- Provide space and equipment so staff can do their job effectively
- Appoint a company liaison to answer questions and provide work direction
- Openly communicate with HealthSource staff and with the HealthSource Program Manager about any concerns or issues
- Proactively support our staff and the wellness initiatives so we can reach your program goals and outcomes



Staff Qualifications and Pricing Estimates

Qualifications and Credentials

Staff will have a minimum of a four-year college degree in worksite health promotion, corporate fitness, community health, public health, or other health-related fields. Staff have an approved background check and a fully executed confidentiality agreement. All staff are educated in HIPAA compliance, are CPR certified and will be trained in motivational interviewing

Staffing Option:

Program Manager:

1.0 (40 hrs/wk) FTE: TBD

Fees are based on the level and experience of the staff desired. An annual contract is required.

***Fees include** wages, benefits, PTO, taxes, professional liability, worker's compensation, recruiting and hiring, supervision, and professional development. Fees subject to change if there are significant changes in the contract requirements. Our wages and benefits are competitive to help ensure the longevity of staff.

Onsite Staffing Clients

Following are clients we currently provide onsite staff.

Health Promotion Staff

3M Company: MN (1992)

Hendrickson: IL (2021)

Holder Construction Group:
Huntsville, AL (2021)
Social Circle, GA (2021)
Cleveland, OH (2022)

Meijer Corporation: MI (2016)

Metropolitan Airports Commission: MN (2014)

The Mosaic Company: FL (2016)

Fitness/Wellness Center Staff

Cargill: MN (2003)

City of Minneapolis: MN (2022)

Excelsior Crossings Office Complex: MN (2018)

Ecolab: MN (2005)

Entrust: MN (2015)

Land O'Lakes: MN (2018)

Medtronic: 4 locations/5 staff, MN (1998)

Medtronic Spinal Biologics: TN (2005)

Medtronic: FL (2009)

Medtronic: CA (2017)

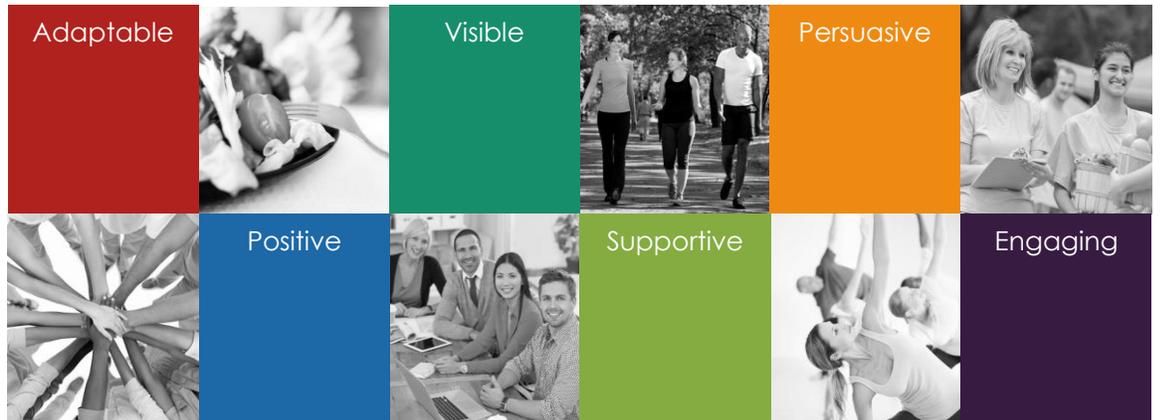
Normandale Lake Office Park: MN (2016)

Denotes (year) they started



Proposal

Fitness Center Management through HealthSource Solutions



Build an environment that promotes health,
Build a culture that embraces health!

This proposal is proprietary and confidential.



HealthSource
Solutions



Introduction

HealthSource Solutions has been providing high-quality high-touch staffing services for over 30 years. Having an onsite staff from HealthSource Solutions adds depth and breadth to your wellbeing program and an approachable trusting person for employees to turn to with health and wellbeing concerns.

Onsite staff are integral in developing and maintaining a strong infrastructure, fostering collaboration and inter-departmental integration, and providing employees a resource that is approachable, trusting and easy to work with. The staff become the “face” of wellness.

Having an onsite staff from HealthSource Solutions brings the entire depth and breadth of our team to you. All our staff have access to resources, knowledge, programs and specialty disciplines that we offer. We keep staff connected so they feel part of a collegial network and can share learnings, best practices, guidance, and synchronized product development. This brings the experience and depth of HealthSource to you.

The success of HealthSource Solutions' onsite fitness/wellness center staffing is based on the quality of our staff, the robust value-add offerings we include, our flexibility to meet client needs, and the individual relationships we foster. We also believe that to build a culture of wellbeing, we must reach beyond the fitness center walls and support other health initiatives within your organization.

Services listed below are all included in the pricing.

Standard services: Oversee the daily operations of the fitness/wellness center

- **Lead planning and implementation.** All our fitness centers have an annual plan which drives programming, communications, accountability, and membership engagement.
- **Provide individual exercise education and counseling.** This includes equipment orientations, personal fitness assessments, personal exercise plans, and motivational support.
- **Data collection and reporting.** Reports include both quantitative and qualitative data – utilization, testimonials, coaching sessions, and more. We collaborate with each client to manage the information most important to you.
- **Teach Group Fitness Classes.** Our staff lead a variety of group fitness classes through both in-person and virtual options. All classes, except specialty, are taught by HealthSource staff so there are no added fees for outside instructors.
- **Oversee facility operations.** Center cleanliness, locker room oversight, equipment maintenance, service agreements and towel laundering.
- **Implement and monitor membership management.** This includes procedures for medical clearance, member enrollment and member safety (well-maintained equipment and facility, correct exercise protocols and techniques, emergency response, etc.)
- **Actively promote and grow center membership.** Through open houses, ongoing communication and outreach programs.
- **Access to programs and educational materials.** HealthSource Solutions develops all our own educational materials and behavior change campaigns. Each

wellness center has access to use these high-quality programs and wellness information. Click [here to see our catalog](#).

- **Newsletters & Awareness:** The monthly newsletter is professionally done and includes relevant topics, personal action items and a healthy recipe. We also provide a monthly *wellness center* newsletter that highlights upcoming programs, group fitness classes and a tip of the month. We know regular communication is the key to keeping members engaged.

Additional attributes:

We believe that a fitness center should be a hub for wellness. Thus, we work to support our staff so they can provide outstanding service with fresh ideas and the latest trends.

- **Include five dimensions of well-being.** Our philosophy is that wellbeing is more than just fitness, it includes seven dimensions: physical, mental, career, financial, and social. Thus, our programming, resources, and education support each of these dimensions.
- **Drive efficiency.** To keep staff connected and drive efficiency, we consolidate planning and product development, so each center has more robust offerings.
- **Offer continuing education.** We believe to keep staff engaged they need to feel connected and valued. We help them to enhance their skills through workshops, certifications, peer review and quarterly choreography “jams”.
- **Train in motivational interviewing.** All our staff are trained in motivational interviewing skills to help members enrich their goal setting and make lasting change.
- **Synergy with company wellness program.** We strive for staff to work synergistically with the organizations overall wellness program to drive awareness and engagement.



Resources Included

All HealthSource Solutions staff have access to multiple turn key educational and behavior change materials. These include but not limited to:

- Monthly Awareness handouts and our Healthy Living Newsletter
- Behavior change programs on all areas of wellbeing
- Environmental toolkits
- Educational handouts on all areas of wellbeing
- Educational seminars
- Annual planning and reporting templates

You also have access to a Senior Consultant who can assist with strategic direction of your program.

Hiring Process

Hiring

The level of staff experience you will need is determined by the depth of your program goals and your budget. Another important factor is finding a staff who will best match the “personality” of your organization. We will present several candidates who have the skills you need and we think will be a good fit; you will make the final staffing choice.

On-Boarding

On average, it takes two to three months to complete the hiring process. This includes posting position, applicant review, interviewing, client interview, and the candidate’s notice of resignation to their current employer. We expedite this timeline if things are moving faster.

During this time, we meet with you to review the onboarding process and customize the timeline and responsibilities. We will have a 30, 60, and 90-day timeline in place so staff expectations are clearly laid out for all parties involved.

Once hired, the staff will spend two days with HealthSource Solutions for orientation. We also recommend they go through appropriate segments of your new hire training so they understand your culture and the details around benefit offerings and internal resources.

Staying Connected

Your staff person will be part of the Fitness Center Services Division at HealthSource and will report to the Fitness Center Operations Manager. From years of experience, we know how important it is to keep our staff connected and professionally energized.

We work hard to keep staff connected through:

- Monthly meetings with their HealthSource manager
- Monthly account management meetings with the entire HealthSource services team
- Attendance at professional webinars
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Partnership Expectations cont.

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Staff Qualifications and Pricing Estimates

Qualifications and Credentials

Staff will have a minimum of a four-year college degree in worksite health promotion, corporate fitness, community health, public health, or other health-related fields. Staff have an approved background check and a fully executed confidentiality agreement. All staff are educated in HIPAA compliance, are CPR certified and will be trained in motivational interviewing

Staffing Option:

Program Manager:

Sr. Fitness Specialist:

Fitness Specialist:

Fees are based on the level and experience of the staff desired. An annual contract is required.

***Fees include** wages, benefits, PTO, taxes, professional liability, worker's compensation, recruiting and hiring, supervision, and professional development. Fees subject to change if there are significant changes in the contract requirements. Our wages and benefits are competitive to help ensure the longevity of staff.

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Medtronic: FL (2009)

Medtronic: CA (2017)

Normandale Lake Office Park: MN (2016)

Denotes (year) they started



Biometric Screening

HealthSource Solutions has been providing health screening services since 1985. Our experienced screening team consists of degreed health professionals including nurses and health educators. We keep our staff current by providing annual performance reviews and two required trainings which include patient privacy and HIPAA.



ONSITE SCREENING SERVICE OPTIONS

- Fasting total cholesterol/HDL/LDL, triglycerides, glucose, blood pressure, height/weight and BMI.
- Non-Fasting total cholesterol/HDL, glucose, blood pressure, height/weight and BMI.

Blood Analysis

HealthSource Solutions is registered to conduct cholesterol testing through the National Clinical Laboratory Improvement Amendment (CLIA). We use CardioChek technology which is CLIA waived based on its validity and reliability. The advantage of using finger-stick screening is that staff review the participants results right at the screening. This teachable moment allows our staff to provide recommendations and answer questions.

Blood Pressure

Standardized blood pressure measurement techniques are used following the recommendations of the Report of the Joint National Committee on the Detection, Evaluation, and Treatment of High Blood Pressure. Participants with elevated blood pressure readings will be encouraged to see their personal physicians.

Body Mass Index (Height & Weight)

Body Mass Index (BMI) is calculated using height and weight. BMI is used as a screening tool to identify the possibility of weight-related health problems for adults.

Biometrics Integrated into Wellness Portal

Health screening values can be uploaded into the Health Assessment which is part of our **Wellness Portal**. Our integration not only makes it easy for participants, but also makes it possible for all health-related data to be stored in one place. The biometric data integrated with the health assessment allows us to provide year over year comparison and a comprehensive aggregate report.

Remote Screening Services

Provider Form (Physician Form): We provide the form, collect return forms, track completers, and provide a completer list to the client. Aggregate results provided with 25 or more participants.

Home Test Kits: Kits for testing cholesterol and glucose sent to homes of participants for secure and accurate testing. Login to a secure website for individual results. Aggregate results provided with 25 or more participants.

LabCorp: Over 1,500 draw centers across the U.S. and no participation minimum requirements. Vouchers offer an easy and convenient alternative to onsite screenings.



HealthSource
Solutions

“HealthSource staff is so accommodating — they help us with all the details from scheduling to adjusting appointment changes. Our employees really enjoy the experience and have great things to say about the HealthSource staff.”

— Sharon, Wellness Manager

Why Choose HealthSource Solutions for your Company's Screening Event?

HealthSource Solutions provides:

- Consistently high participant satisfaction ratings: 98% average over the last 10 years.
- Experienced staff: our team is focused on making each participant's experience comfortable, educational and assured they understand next steps.
- Event planning: a coordinator will work with you to establish a timeline, communication plan and scheduling options. We do as much as we can behind the scenes, so you don't have to.
- Online or paper scheduling: this is included in the price and we set it up for you.
- Immediate feedback: confidential and HIPAA compliant, participants receive a brochure with their results which our staff walk them through.
- Educational Brochures: participants who fall outside of normal ranges also receive a brochure that highlights lifestyle changes and suggests next steps. Topics include: Managing Your Blood Pressure, Weight Control, Managing Cholesterol, Managing Blood Glucose and Tobacco Cessation.
- Satisfaction Survey: at the end of the screening each participant completes a short four question survey from which we compile an Aggregate Report and send to you within 10 days.
- Screening Summary Report: if a health assessment tool is not used, we will aggregate the screening data and send a comprehensive report to help determine the company's wellness priorities.



HealthSource
Solutions

WOMEN
OWNED

3149 Fernbrook Lane N., Plymouth MN 55447 | 763-287-0740 | www.healthsource-solutions.com

Wellbeats™

fitness IS FOUNDATIONAL



EXERCISE

MINDFULNESS

NUTRITION

Exercise benefits the mind as much as the body. Nutrition fuels both. Wellbeats is an equitable, affordable, and easy-to-use on-demand fitness benefit that empowers habit forming, physical and mental health.

HealthSource Solutions has partnered with **Wellbeats** to bring your employees an on-demand fitness program that they can engage with however, whenever, and wherever they like! **Wellbeats** features goal-based workout plans, fitness assessments and 700+ classes in 31 channels. From yoga, to cycle, to nutrition, to office breaks, our videos empower habit forming to enrich physical and mental health.

Learn how **Wellbeats** can bring a more flexible, inclusive, and dynamic fitness experience to your employees all while giving you a more trackable, data-centric wellness option.

Why Wellbeats?

Wellbeats is trusted by 2,500+ clients and over 1 million users in 70+ countries. Our comprehensive app technology delivers a fitness experience that is personalized for the user based on their interests and behaviors, ensuring long term, measurable engagement.

- 700+ high-quality, 1 to 60-minute videos
- 31 channels, no equipment options, for every age, interest and ability
- Relatable, highly certified instructors
- Goal-based challenges and fitness assessments
- Great for multiple locations and remote workers

Support your fitness program's success with Wellbeats

Wellbeats is a cost effective, scalable platform that integrates seamlessly into current wellbeing programs.

- Easy to implement, administer and integrate
- Knowledgeable client and technical support
- Turnkey marketing communications
- Robust measurement and reporting

1.3M+ Wellbeats Users

2500+ clients

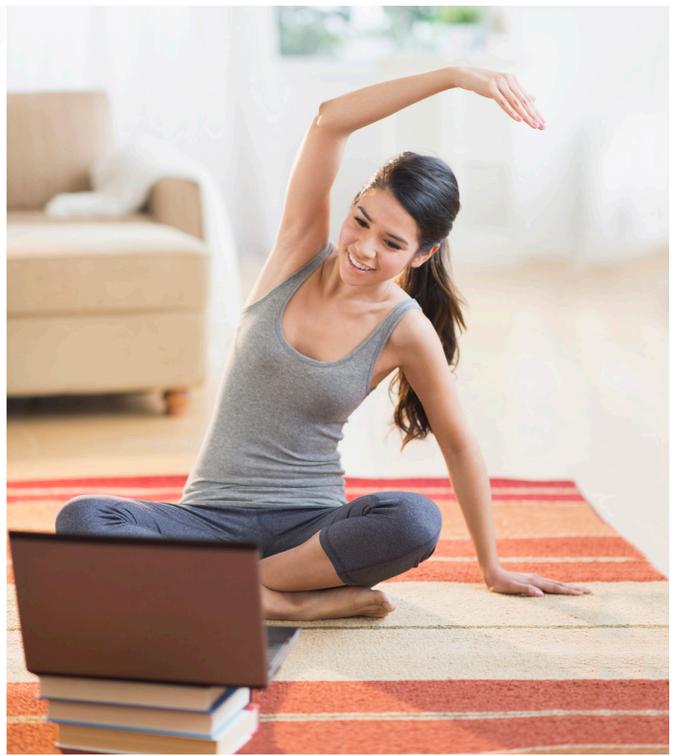
70+ countries

★★★★☆
average class rating



HealthSource
Solutions

www.healthsource-solutions.com



Trusted brands trust **Wellbeats™**



TESTIMONIALS

WELLBEATS is the most successful wellbeing program we've ever launched! We had so many remote users that we expanded to our full population in March. During the first five months, nearly half (48%) of our population logged in, and we have about 30% active monthly users.

— JOSHUA YAWN,
WELLNESS PROGRAM COORDINATOR

I'm extremely pleased we've been able to offer WELLBEATS to our global staff during this challenging and uncertain time. We've even had employees who used Wellbeats kids' classes to satisfy distance learning requirements and give their kids fun activities to stay active.

— AMANDA MCCOMB, SENIOR
ASSOCIATE OF EMPLOYEE EXPERIENCE

It's difficult to reach all our employees, so we cross-promote our wellness offerings and we're rolling out a quarterly cash prize drawing incentive. Having Wellbeats as a wellness offering has helped boost participation, especially during this difficult year.

— AMY BLOOMQUIST,
WELLNESS MANAGER



HealthSource
Solutions



Health Portal Quarterly Report



Registration

	Eligible	Active	Pending
Total Employees	553	407	146
<i>On Plan</i>	446	340	106
<i>Off Plan</i>	107	67	40
Spouses	45	35	10
<i>On Plan</i>	23	20	5
<i>Off Plan</i>	22	15	5

REGISTERED ACCOUNTS

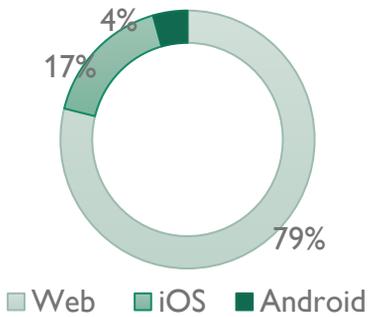


74%

out of # eligible

Utilization

LOGINS BY TYPE

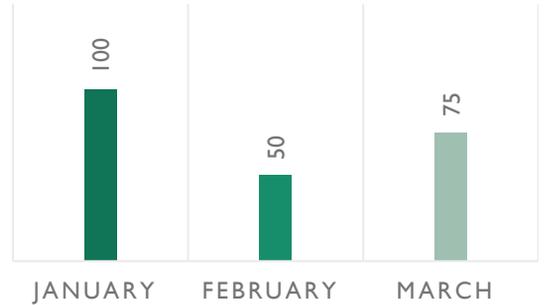


53

WEARABLE DEVICES SYNCED



UNIQUE LOGINS



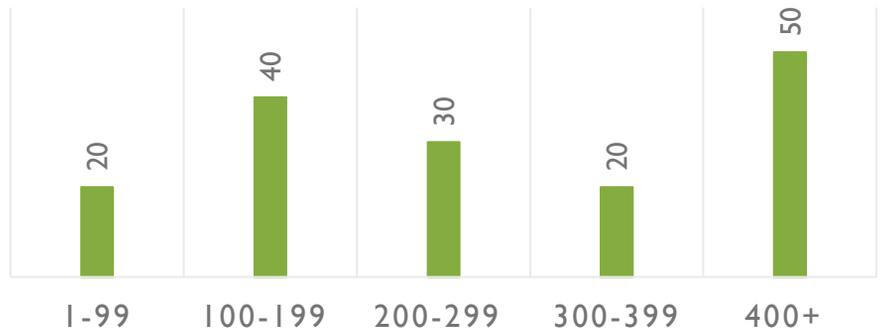
Rewards



41%

MET YEAR END GOAL

TOTAL POINTS





38% COMPLETED

out of total eligible

Challenges

Annual	In Progress	Completed	Company	Participated	Completed
Test Me	387	21	Great Job	90	85
Open Wide	275	133	Be Grateful	190	179
Eye Exam	320	88	Go H2O	250	222
Say Aah	294	114	Fine-Tooth Comb	114	73
Age Gage	199	209	Pay Back	254	231
Money Spent	316	92	Help Me	179	15
Choose U	75	39	Squat 1500	298	188
Blood Drive	369	39	Meditation Master	224	176
Bucket List	383	25	Recipe Share	209	209
Protect You	291	103	Good Stuff	181	181
			Family Night	223	204
			Move It	203	196



TOP UNIVERSITY COURSES

1. Stress Management
2. Blood Pressure
3. All About Allergies



TOP PERSONAL CHALLENGES

1. Be Friend
2. Brown Bag
3. Book Worm



PEER TO PEER
CHALLENGES
COMPLETED

68

PERSONAL
CHALLENGES
COMPLETED

968

Health Portal Year-End Report

Company



YEAR-END

WELLNESS PORTAL DASHBOARD

Registration

	Eligible	Active	Pending
Total Employees	553	407	146
<i>On Plan</i>	446	340	106
<i>Off Plan</i>	107	67	40
Spouses	45	35	10
<i>On Plan</i>	23	20	5
<i>Off Plan</i>	22	15	5

REGISTERED
ACCOUNTS

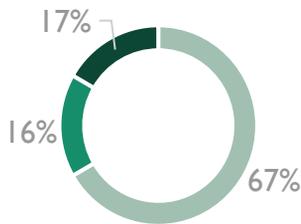


74%

out of # eligible

Utilization

LOGINS BY TYPE



■ Web ■ iOS ■ Android

137

AVERAGE
UNIQUE LOGINS
PER MONTH



98

WEARABLE
DEVICES
SYNCED

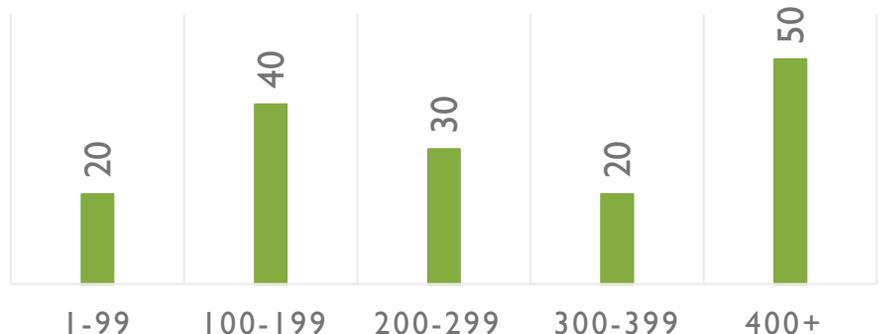
Rewards



56%

MET YEAR
END GOAL

TOTAL POINTS



Health Assessment



45%

COMPLETED
out of # eligible



COMPANY REAL AGE IS **1**
YEAR LOWER THAN
COMPANY HEALTH AGE.

COMPANY HEALTH AGE **45**

COMPANY REAL AGE **42**



DIMENSIONS OF WELLBEING

(% that mastered)

- Emotional- **83%**
- Purpose- **77%**
- Social- **82%**
- Physical- **80%**
- Financial- **64%**
- Occupational- **62%**

Habits (% at low risk)	YEAR	HSS
Physical activity (5+ days per week)	56%	40%
Strength training (25+ minutes per week)	55%	42%
Fruits & vegetables (4+ servings a day)	27%	21%
Enjoy whole grains	77%	70%
Drink water (8+ cups per day)	39%	39%
Be positive	89%	85%
Recharge daily	48%	42%
Socialize daily	86%	76%
Sleep (7+ hours a day)	65%	57%
Forgo tobacco	98%	94%

Health Assessment

TOP HABITS TO IMPROVE

1. Enjoy fruits & vegetables
2. Enjoy beans
3. Eat just enough



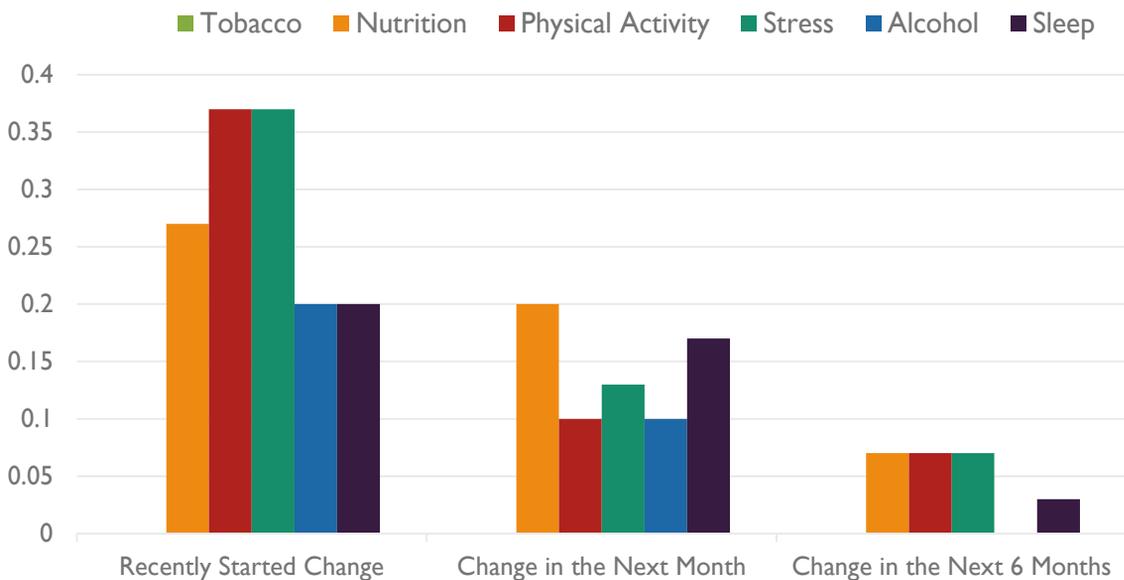
TOP CONDITIONS AT RISK

1. Diabetes
2. Colon Cancer
3. Obesity



Biometrics (% at moderate-high risk)	YEAR	HSS
Blood pressure Elevated (120-129 and <80) Hypertension Stage 1 (130-139 or 80-89) Hypertension Stage 2 (140+ or 90+)	56%	
Total cholesterol (>200)	55%	30%
HDL cholesterol (<40)	27%	16%
Non-fasting glucose (>140)	39%	20%
BMI		
25-29.9		30%
>30		33%

READINESS TO CHANGE



Challenges

Annual	In Progress	Completed
Test Me	387	21
Open Wide	275	133
Eye Exam	320	88
Say Aah	294	114
Age Gage	199	209
Money Spent	316	92
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Bucket List	383	25
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Company	Participated	Completed
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Be Grateful	190	179
Go H2O	250	222
Fine-Tooth Comb	114	73
Pay Back	254	231
Help Me	179	15
Squat 1500	298	188
Meditation Master	224	176
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Family Night	223	204
Move It	203	196



TOP UNIVERSITY COURSES

1. Stress Management
2. Blood Pressure
3. All About Allergies



TOP PERSONAL CHALLENGES

1. Be Friend
2. Brown Bag
3. Book Worm



PERSONAL CHALLENGES COMPLETED

1,000



PEER TO PEER CHALLENGES COMPLETED

1,000

Wellness Program Management Quarterly Dashboard

ABC Wellness Program

Supported by HealthSource Solutions

QUARTER 3 REVIEW | 2021

SCORECARD



Program Mission Statement:

Provide wellbeing opportunities for all employees that are enjoyable and support our goal of creating a culture of profitable performance.

Wellness Steering Committee

- Jenna Andrews
- Annie Ketcher
- Courtney Umland
- Kristin Larson
- Kate Bendickson

Wellness Program Scorecard

Goals and Metrics	Q1	Q2	Q3	Q4	Notes
Enhance infrastructure to advance a culture of health that encompasses all areas of wellbeing (Physical, Social/Community, Financial, Emotional, and Intellectual)					
• Realign wellness team to a steering committee meeting monthly and champion network meeting quarterly by Jan. 31, 2021	Green	Green	Green		
• Implement one environmental initiative/behavioral program each quarter highlighting the pillars of wellbeing in 2021	Green	Green	Green		Health Care Matters
• Apply for at least one wellness award by end of Qtr. 2 in 2021 (Wellness by Design, American Heart-workplace achievement)	Red	Green	Green		AHA completed
Engage all employees in Wellness Activities to improve the health of the employee population					
• Have 35% of full-time eligible employees earn the wellness incentive each quarter	Green	Green	Orange		Q.3- 29.4%, Q.2-36.4%, Q.1-35% (20-avg. 26%, 21-33.6%)
• Promote and push out awareness materials around diabetes, musculoskeletal joint health, and smoking cessation quarterly in 2021	Green	Green	Green		
Establish a Communication Strategy for the Wellness Program					
• Quarterly reminders through email/intranet for incentive, including the mid-point and year end drawing, for employees on and off plan	Green	Green	Green		
• Include wellness program information with New Hire Orientation (wellness brochure) by end of Q.2 in 2021	Red	Green	Green		Benefits Guide-May
• HSS share monthly talking points with Champions to deliver at department meetings and/or emails	Green	Green	Green		
• Collect and share back testimonials/success stories to all employees by Dec. 31, 2021	Red	Red	Red		Send survey in November

How satisfied are you with the current state of your wellness program? (Scale of 1-5):
 4- great resources from HealthSource, Client needs to execute on their end.

Communications and Awareness Topics

Provide monthly awareness topics- newsletter, monthly awareness slides

- July: Career
- August: Preventive
- September: Social

Additional Resources & Ancillary Benefits:

- Stretch of the Month
- EAP-Guidance Resources
- New Hire Program Flyer
- Wellbeing in Action
- Back Pain HP flyer

Stretch of the Month

Cat - Cow
chest and back stretch

1. Sitting tall, place hands above knees.
2. **Inhale**, press hands into thighs, bring belly forward, draw shoulders back and gently lift chin toward the sky (cow pose).
3. **Exhale**, draw belly in toward spine, round shoulders forward and drop chin toward chest (cat pose).
4. Continue for 3-5 breaths. Inhale into cow and exhale into cat.

WELLBEING

Programs and Events	Participation	
Activity Bingo	240	
Qtr. 3 Premium Incentive	49% of Eligible Employees	Qtr. 1-45%, Qtr. 2- 51%

Environment and Culture

Walk at work-walking route
Stretch of the month
Flu shots

33%
240e/720e
participated in
Activity Bingo

49% of eligible employees
completed Quarter 3 Incentive

Champion Highlights

Champion 1:1's:

- July: Emily Jones
- August: Betsy Edwards
- September: Suzie Allen

Recap:

In Quarter 3 the Steering Committee and Champions offered educational resources around Career Wellbeing, Preventive Care, and Social Wellbeing. They offered Activity Bingo as the Behavior Change program to all employees. Rockler received Bronze status for the American Heart Association-Workplace Index Award.

Group Call:

Our champion call in July we focused on the Quarter 2 reporting and discussing progress on goals and metrics. Keeping communications at a forefront, HealthSource Solutions provided Champion monthly talking points and added in a monthly stretch flyer to use in meetings and on-site.

Testimonials and Feedback

Activity Bingo Feedback:

- Always glad you put in the effort for the wellness of the employees. Keep it up.
- This was a fun one. I'd do it again.
- Several of the pre-filled in responses on the cards were irrelevant (work from home, still avoiding social gatherings as much as possible, don't have a dog or kids). I like the concept of suggesting light physical activities around the house, but wish the cards were more all-encompassing or customizable depending on lifestyle.
- It was nice having different activities spaced out with empty ones to fill in other activities that I wanted to do instead. I like the alternative activities list too, that was helpful
- This one was a bit harder to stay on top of each week. Tracking minutes of exercise or steps works better for me in terms of motivation to keep moving. I like the suggestions for trying new things, but maybe that could be on top of some sort of daily tracker?
- I loved that this program inspired me to check out trails outside of my area on the weekend. I also enjoyed walking around the building and realizing how beautiful the Nature area is just North of the building and saw 3 Hawks, an Eagle and several species of birds. Really inspired me to inspire others too with this challenge!
- It was fine, would have been fun to have weekly prizes to stay more motivated.
- I like the variety of choices.
- Set activities and alternative activities sheet helped a lot.
- It was fun to have obtainable bingo spaces that really did add up to a better work week when remembering to move around!
- Still the "COVID" now Delta strain skittishness; rarely see friends so makes several selections unusable but appreciate the effort to incorporate all types of work force areas.
- Do it in the winter when people are not as active anyway.



Wellness Program Management Year-End Dashboard

WELLNESS PROGRAM DASHBOARD

CLIENT NAME



YEAR-END
January 1, 2021-December 31, 2021

Mission Statement: Provide wellbeing opportunities for all associates that are enjoyable and support our goal of creating a culture of profitable performance.

Wellness Committee

- Jenna Andrews
- Annie Ketcher
- Kristin Larson
- Courtney Umland

OUR WORKSITE WELLBEING MODEL



INFRASTRUCTURE

- Set goals with metrics
- Conduct monthly wellness committee meetings
- Enhanced communication by distributing monthly wellness update to all employees
- Clear steps for wellness requirements in place



COMMITTEE
MEMBERS

4

ANNUAL WELLNESS PLAN

AWARENESS

- Healthier Living newsletter monthly
- Monthly Awareness handout and PPT on monitors
- Wellbeing in Action – Newsletter with resources, reminders, and activities for living and working at home
- Health Partners Resources



CHAMPIONS

8

PROGRAMS AND EVENTS

Program or Event	Participation
Health Care Matters	76p/50c
Dodging Hibernation	100p/61c
Activity Bingo	68p/47c
Frosty Challenge	59p/57c
On-site Flu Shots	44p



PARTICIPATION

76

Average employee participation in Quarterly Programs



TARGETED COMMUNICATIONS AND INITIATIVES

- Stretch of the month
- EAP-Guidance Resources
- New Hire Program Details Flyer
- Back Pain Flyer
- Walk at Work-walking routes
- Flu Shots
- Wellbeing Feedback Survey

EARNED QUARTER INCENTIVE

- Q.1-35%
- Q.2-36.4%
- Q.3 29.4%
- Q.4 16%

Avg.

29.2%

ANNUAL WELLNESS PLAN

ENVIRONMENT AND CULTURE

- American Heart Association- Workplace Index Award-Bronze
- Go Red Day
- Walk at Work walking Routes
- Resiliency Stress Breaks
- Nutrition Pictures and Facts on ADP
- Healthy Recipes
- Financial Stats on ADP
- Employee appreciation ice cream food truck
- Shoe Away Hunger-shoe drive
- Gratitude Board – Random Acts of Kindness
- Toys for Tots



GRATITUDE NOTES SHARED

2



5-INGREDIENT STRAWBERRY SALSA

★★★★★ 5 from reviews
 ⌚ prep time: 10 MINUTES ⌚ total time: 10 MINUTES
 🍴 yield: 4-6 SERVINGS 1x



Walking Routes



- Directions: 1.25 mile route
- Route begins at Rockler's front door
 - Walk down to Shire Rd
 - Take a right and follow Shire Rd all the way around Progressive Systems
 - Circle back toward Rockler until you hit Willow Dr
 - Turn around and take a right into Rockler's driveway



METRICS AND OUTCOMES

PROGRAM GOALS

1. Enhance infrastructure to advance a culture of health that encompasses all areas of wellbeing

(Physical, Social/Community, Financial, Emotional, and Intellectual)

- ✓ Metric: Realign wellness team to a steering committee meeting monthly and champion network meeting quarterly by Jan. 31, 2021
- ✓ Metric: Implement one environmental initiative/behavioral program each quarter highlighting the pillars of wellbeing in 2021
- ✓ Metric: Apply for at least one wellness award by end of Qtr. 2 in 2021 (Wellness by Design, American Heart-workplace achievement)

2. Engage all employees in Wellness Activities to improve the health of the employee population

- ☐ Metric: Have 35% of full-time eligible employees earn the wellness incentive each quarter in 2021 (2021-29.2%)
- ☐ Metric: Promote and push out awareness materials around diabetes, musculoskeletal joint health, and smoking cessation quarterly in 2021

3. Establish a Communication Strategy for the Wellness Program

- ✓ Metric: Quarterly reminders through email/intranet for incentive, including the mid-point and year end drawing, for employees on and off plan
- ✓ Metric: Include wellness program information with New Hire Orientation (wellness brochure) by end of Qtr. 2 in 2021
- ✓ Metric: HSS share monthly talking points with Champions to deliver at department meetings and/or emails
- ☐ Metric: Collect and share back testimonials/success stories to all employees by Dec. 31, 2021

66.7%



ACHIEVED METRICS
6 OUT OF 9
IN THE 2021 PROGRAM
YEAR

HOW HAS THE CULTURE IMPROVED

Feedback from programs:

- I learned about using my HSA dollars for clinic visits.
- More organized and knowledgeable about my health, insurance plan, and digital resources that are available to me.
- It brings up ideas that I would not of considered, such as the Employee Assistance Program.
- My medications in the closet are all up to date and my car has a great first aid kit.
- Learned about the resources available for my health and mental well-being.
- More knowledge of the services and benefits available Scheduled my annual physical right away instead of waiting.
- Always glad you put in the effort for the wellness of the employees. Keep it up.
- I loved that this program inspired me to check out trails outside of my area on the weekend. I also enjoyed walking around the building and realizing how beautiful the Nature area is just North of the building and saw 3 Hawks, an Eagle and several species of birds. Really inspired me to inspire others too with this challenge!
- It was fun to have obtainable bingo spaces that really did add up to a better work week when remembering to move around!
- Still the “COVID” now Delta strain skittishness; rarely see friends so makes several selections unusable but appreciate the effort to incorporate all types of work force areas.
- Thank you for doing these types of activities!
- It was a good balance of physical wellbeing and self-care.
- Too busy with work, and when done with work exhausted to do anything but the bare minimum. Had to step it up the last day or two to just reach the over 100 goal.
- I would like fun physical activities like this to continue.
- It was an interesting activity, and I would do it again.
- Thanks for keeping us active!
- This program was awesome. Programs like this help a person stay focused.
- It was a good balance of physical wellbeing and self-care.
- I like the motivation to do the self-care activities
- All the different things I took the time to do when normally I wouldn't do
- Self-care activities made me think about how this is improving my overall mental health
- I like the tip sheet. Lots of good ideas and plenty to choose from.

Wellness Program
Management
&
Portal
Quarterly Report

WELLNESS PROGRAM DASHBOARD

ABC Company



QUARTER I
January –March 2022

Provide wellbeing opportunities for all associates that are enjoyable and support our goal of creating a culture of profitable performance.

WELLNESS COMMITTEE

- Jenna Andrews
- Annie Ketcher
- Kristin Larson
- Courtney Umland



GOALS AND METRICS BY QUARTER

Goals and Metrics	Q1	Q2	Q3	Q4	Notes
Engage leadership to empower team members to participate in wellness program					
• Visible display of Leadership Team support – on “why wellbeing” to employees	Yellow				<i>By 3/30 (wrap in manager support)</i>
• Portion in Jan meet, encourage managers’ support of wellness initiatives – distribute	Green				
• Post manager/supervisor testimonials to portal and ADP site	Yellow				<i>By Health Fair</i>
• Monthly manager communication about initiatives, promote the trainings on ADP	Green				<i>Held on monthly, more Q</i>
Rebrand the Wellness Committee for cross-collaboration with other groups					
• Connect with other committees to combine efforts (<i>offer “opt out” for current</i>)	Green				
• Launch rebranded champion network to employees with a call to join	Yellow				<i>By Health Fair, holding with transition</i>
• Engage champions with monthly communications and meet 1x per year	Red				<i>Meet/greet treats (Comms to remote)</i>
• Offer Champion Section in ADP	Yellow				<i>Q3 (based on feedback)</i>
Provide opportunities that engage all to improve health of employee pop.					
• Offer 2x/year team/department challenge for increase social engagement	Yellow				<i>June Move It!</i>
• Incorporate quarterly paper comms (and slides) to post for CA site	Green				<i>Q1 provided app and text tracking flyers</i>
• Increase preventive service utilization of employees on plan (well adult visits) by 5%	Yellow				<i>Data from BCBS to come</i>
• 50% of EE’s complete the requirements for wellness rate or gift card	Yellow				<i>21% on track</i>
General feedback and notes:					

WELLNESS PORTAL DASHBOARD

ABC Company



January – March 2022
QUARTER I

REGISTRATION

ROLES	ELIGIBLE	ACTIVE	PENDING
Employees on plan	505	426	79
Employees off plan	145	90	55
Spouses	---	6	12

BY LOCATION	PERCENTAGE
Onsite MN	45%
Onsite CA	32%
Offsite	23%



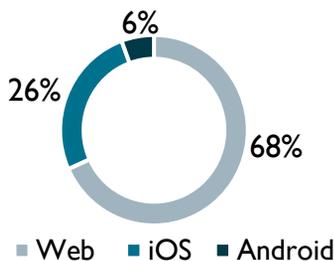
REGISTERED ACCOUNTS

79%

Out of 650 eligible

ENGAGEMENT

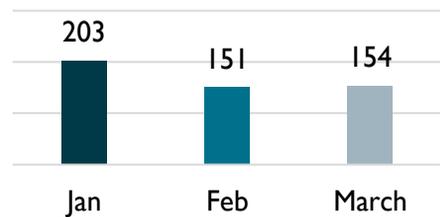
LOGINS BY TYPE



56

WEARABLE DEVICES SYNCED

UNIQUE LOGINS



REWARDS



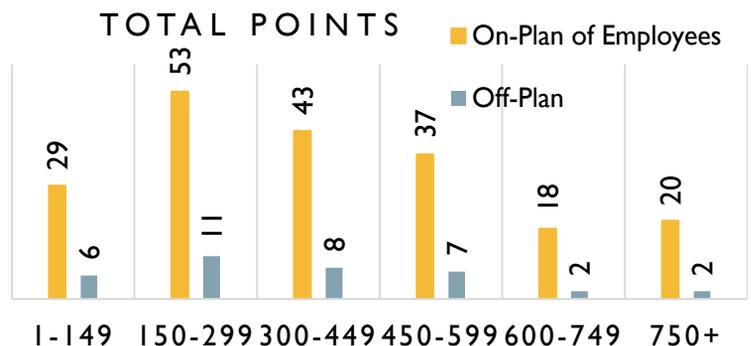
36%

OF EE HAVE EARNED POINTS

21%

EE ON TRACK TO YEAR END GOAL

TOTAL POINTS



CHALLENGES & ACTIVITIES

PREVENTATIVE CARE

COMPLETED

Age Gage	173
Say Ah	98
Eye Exam	65
Open Wide	112
Protect You	97

COMPANY

COMPLETED

Goal Setting	93
Eat Clean	26/67
Deep Fried	42/88
Food Drive	37

ANNUAL

COMPLETED

Due It	86
Blood Drive	26
Green Thumb	78
Healthy U	47 participating
Yay You	58
Pablo Picasso	12
Managers: Check In	1



TOP UNIVERSITY COURSES

1. Lifestyle Impacts of Alcohol
2. Three Tips to Ease COVID-19 Anxiety
3. Here's What You Should Know About Treating Generalized Anxiety Disorder



TOP PERSONAL CHALLENGES

1. 100 Thanks
2. Be Friend
3. Book Worm



PERSONAL CHALLENGES
COMPLETED

266



PEER-TO-PEER
CHALLENGES COMPLETED

28

Wellness Program
Management
&
Portal
Year-End Dashboard

WELLNESS PROGRAM DASHBOARD

ABC Company



YEAR-END
2021

Provide wellbeing opportunities for all associates that are enjoyable and support our goal of creating a culture of profitable performance.

WELLNESS COMMITTEE

- Jenna Andrews
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- Courtney Umland

OUR WORKSITE WELLBEING MODEL



INFRASTRUCTURE

- Set goals with metrics
- Conduct monthly wellness committee meetings
- Enhanced communication by distributing monthly wellness update to all employees
- Clear steps for wellness requirements in place



COMMITTEE
MEMBERS

4

ANNUAL WELLNESS PLAN

AWARENESS

- Healthier Living newsletter monthly
- Monthly Awareness handout and PPT on monitors
- Wellbeing in Action – Newsletter with resources, reminders, and activities for living and working at home
- Regular promotion of Benefits available to employees (Blue Cross, Delta Dental, Ameritas Vision, Life Keys Disability Insurance, Lincoln Financial, Focus Financial, and more)

PROGRAM AND EVENT HIGHLIGHTS

- Go for Red Heart Health – 63 participated
- Food Drive – 28 participated
- Heath Fair – 63 attended

See wellness portal dashboard for more details

58%

of employees completed health
assessment (not required)



TARGETED COMMUNICATIONS AND INITIATIVES

- Heart Health
- Nutrition Month: Shared recipe resources and Blue 365 Discounts
- Financial Focus in April with several resources from vendors
- Mental Wellbeing – home mailer
- Women's Health

ANNUAL WELLNESS PLAN

ENVIRONMENT AND CULTURE

- Encouraged Community Wellbeing with Food Drive challenge addition
- I:I Financial Consultations from vendor
- Earth Day and Heart Health Photo Submission Challenges
- Health Fair (virtual event)
- Extra Blood Drive Promotions
- Wellbeing in Action content for slow return to office
- Free Wellbeats Trial offered to employees in July
- Environment Kit Resources Provided to Managers and Champions to implement with teams:
 - Resiliency Breaks
 - Building a Buddy Program



HEALTHY ENVIRONMENT

resiliency breaks



Suffering from prolonged stress or anxiety can increase risk for high blood pressure, heart disease, depression, or stomach ulcers. **RESILIENCY BREAKS** will provide employees with an opportunity to practice healthy coping mechanisms which can reduce the negative effects of stress and other mental health conditions.

PRACTICES INCLUDED IN THESE BREAKS:

(Use this area to add your resiliency break. See suggestions below.)

- Breathing
- Meditation
- Guided Mental Imagery
- Progressive Muscle Relaxation
- Journaling and Creative Expression
- Physical Activity
- Other Joyful Activities
- Mindful Eating
- Aromatherapy

DETAILS:

Series Duration

Date/Time

Location of meeting

If you continually feel stressed or have anxious thoughts, discuss these feelings with a health professional to find the best management techniques for your lifestyle.

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METRICS AND OUTCOMES

PROGRAM GOALS

1. **Maintain an infrastructure to advance a culture of health that encompasses the 4 Wellbeing Pillars** (*Physical, Social, Financial, Community*)

- ✓ Metric: Quarterly Wellbeing update for managers and supervisors
- ✓ Metric: Reassess champion network- and identify new champions that represent all departments/locations (challenge added to portal)
- Metric: Engage wellness champions with monthly communications and meetings 2x per year
- ✓ Metric: Communicate on ways employees can add spouses to portal (add banner to page)

2. **Provide wellness opportunities that engage all employees to improve the health of the employee population**

- ✓ Metric: Add preventive care section to portal and increase communication and awareness on importance quarterly
- Metric: 65% of EE's complete the online health assessment (continue to access)

3. **Enhance the environment and culture to support employee wellbeing**

- ✓ Metric: Distribute/post monthly communications (other avenues outside of TV's if virtual)
- ✓ Metric: Promote existing resources available to employees (BCBS ShareCare, Hays, Lincoln Securian, EAP) quarterly
- ✓ Metric: Gather and Share employee success stories and testimonials monthly



78%

ACHIEVED METRICS
OUT OF 9
IN THE 2021 PROGRAM
YEAR

4-5: AVERAGE SATISFACTION LEVEL FROM TEAM THROUGHOUT 2021

WELLNESS PORTAL DASHBOARD

ABC Company



YEAR-END
2021

REGISTRATION

ROLES	ELIGIBLE	ACTIVE	PENDING
Employees on plan	499	406	93
Employees off plan	127	76	51
Spouses on plan	-	4	9



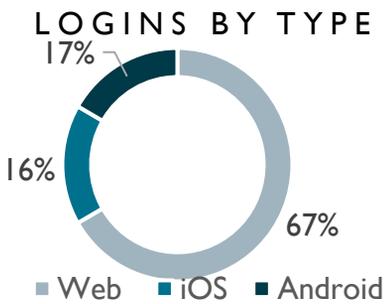
REGISTERED
ACCOUNTS

77%

Out of 626 eligible employees

BY LOCATION	PERCENTAGE
Onsite MN	85%
Onsite CA	75%
Offsite	74%

ENGAGEMENT



188

AVERAGE UNIQUE
LOGINS PER
MONTH



53

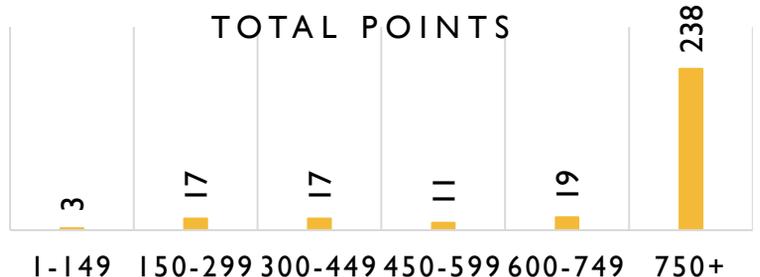
WEARABLE
DEVICES SYNCED

REWARDS



43%

MET YEAR END
GOAL



CHALLENGES & ACTIVITIES

ANNUAL	COMPLETED
Healthy U	161
Hands Free	193
Life Saver	13
Pay It Forward	109
Certified Expert	45
Priority Plan	127

PREVENTIVE CARE	COMPLETED
Health Assessment	320
Eye Exam	157
Open Wide	250
Prevent It	200
Say Aah	235
Protect You	111



TOP UNIVERSITY COURSES

1. Lifestyle Impacts of Alcohol
2. Physical Impacts of Alcohol
3. Helping Loved Ones Cope with COVID



PERSONAL CHALLENGES
COMPLETED

645

COMPANY	PARTICIPATED	COMPLETED
Chill Pill	183	162
Go Red	90	63
3 Square	90	65
Food Drive (Onsite MN)	219	28
Focus Financial	--	29
Lincoln Financial	--	25
Grocery Bill	79	67
Earth Day (photo submission)	--	18
Wire Less	115	94
Learn and Win	1	0
Hollarback!	--	16
Lights Out	111	90
Go H2O	96	50
Pearly Whites	107	42
Health Fair Bingo	-	63
Que Pasa	37	35



TOP PERSONAL CHALLENGES

1. 100 Thanks
2. Air 1,000
3. Break Time



PEER-TO-PEER
CHALLENGES COMPLETED

164

HEALTH ASSESSMENT



58% COMPLETED
out of total eligible employees



SEX

42% FEMALE

48% MALE



AVERAGE HRA AGE

43

AVERAGE ACTUAL AGE

42

Average HRA age is **1 year younger** than average actual age



55% of participants say their health is **excellent** or **very good**.

DIMENSIONS OF WELLBEING (% that mastered)



81% Physical

69% Purpose

77% Social

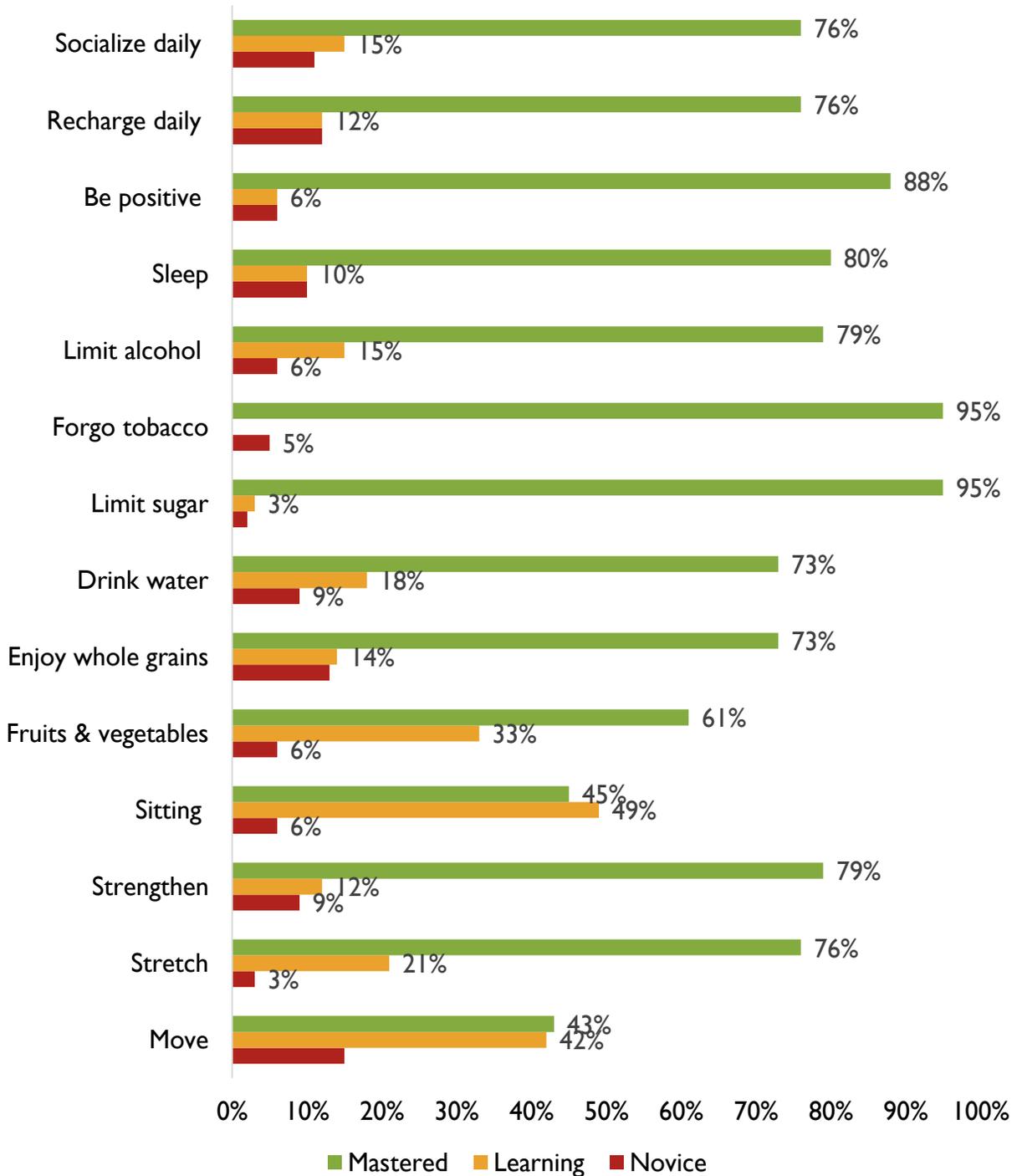
77% Emotional

83% Financial

57% Occupational

HEALTH ASSESSMENT

HABITS



HEALTH ASSESSMENT



PREVENTATIVE MAINTENANCE

2021

Last physical exam

Greater than 5 years	3%
Within the last 2-5 years	32%
Within the last year	65%

Dental exam

More than 2 years	19%
More than 1 year	11%
Within the last year	71%

Eye exam

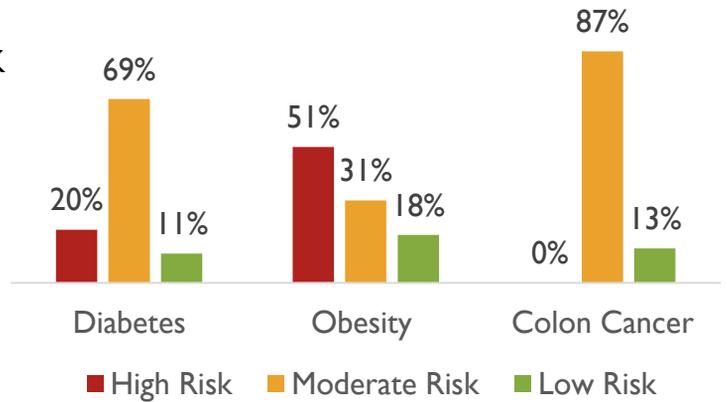
More than 2 years	28%
More than 1 year	23.5%
Within the last year	48.5%

Flu shot

No	49%
Yes	51%

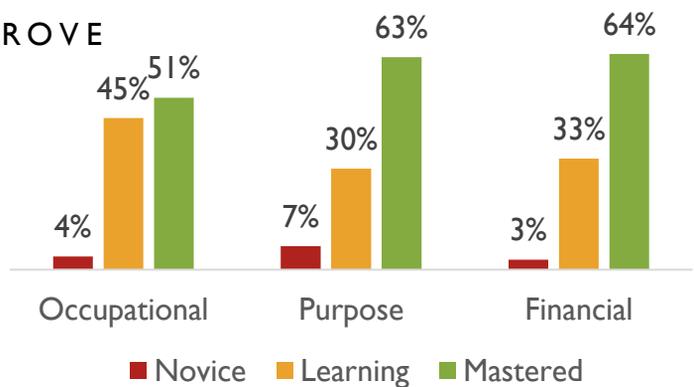
TOP CONDITIONS AT RISK

1. Diabetes
2. Obesity
3. Colon Cancer



TOP DIMENSIONS TO IMPROVE

1. Occupational
2. Purpose
3. Financial



CULTURE OF WELLNESS

I now put sleep and relaxation ahead of overscheduling. I have learned to say no in order to limit my stress levels and despite fighting cancer, the battle has gotten easier by taking care of my mental health. **I am lucky to work with great people who support and help me.** - Anonymous



I love this program it really **has helped give my life a positive spin.** The program focus on a wide variety of challenges with range of choices that can appeal toward anyone. – Anonymous

88%



of employees are satisfied or very satisfied with the wellness program based on the feedback survey.

I decided that I would act on my BMI feedback by exercising, changing my eating habits, and logging all my steps and calories. I was able to lose weight and got to see some beautiful views atop hiked hills. I developed healthy eating habits that I rely upon every day. – Anonymous



I have been known to share what I've learned in the University courses with my family members. **It has been so successful that we now share recipes** and coordinate heart and blood pressure friendly dishes during our holiday gathering. - Anonymous



Doing the University classes for Diabetes and Hypertension has given me a insight on what this is doing to my body. **It has woken me up to really want to make a change to my health in eating and exercising.** - Anonymous