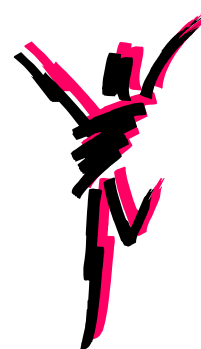


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Wellness Initiatives

- Rich History of Supporting Wellness (1980's/90's)
 - Smoking Cessation
 - Exercise Programs
 - Health Fairs
- Branded "Wellness"
 - "Fit For Life" – 1998
 - Year-round
 - Process, not an event
 - Added health club program, weight management, educational seminars



Wellness Initiatives - Current



HealthWise
Making Wellness a Way of Life

- **Linked to CDHP- “Re-Branded” (2004)**
 - **Online Health Assessment**
 - Utilizing results for programming, 1-1 coaching access
 - **Education – year prior to CDHP implementation**
 - “What employees need to know about health care costs”
 - “Getting the most from your doctor’s visits”
 - “Know more about prescriptions drugs”
 - “How to be an internet-savvy health care consumer”

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Wellness Initiatives - 2007



HealthWise
Making Wellness a Way of Life

- **Offering two programs**
 - Traditional Program
 - SHAPE

- **Traditional Program**
 - Design based on previous years' health risk assessment
 - Preventive Care
 - Seminars
 - Activities

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Wellness Initiatives - 2007



HealthWise
Making Wellness a Way of Life

- **SHAPE**
 - Monthly seminars
 - Monthly nutrition and exercise tracking
 - Quarterly fitness classes
 - Quarterly one-on-one counseling sessions

- **Incentives**
 - Mid Year Award
 - Year End Award

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Results

- **Wellness Participation**
 - Consistent participation level
- **Health Plan Cost Reduction**
 - Reduced actual plan costs by 2%
 - No rate increase for 2007
- **ROI**
 - \$2 for every \$1 invested

Future Plans

- Move the program from participatory to results based
- Increase participation
- Involve spouses