Midwest Business Group on Health

Employer Research and Evaluation on Wellness, Incentives & Elements that Work

June 25, 2015
MBGH Annual Employer Member Survey

Employer Priorities – 2015 and Beyond
Priority in addressing health benefits management areas

- Reducing costs: 64% (High priority), 28% (Medium priority), 8% (Low priority), 5% (No priority)
- Avoiding 2018 excise tax: 59% (High priority), 28% (Medium priority), 8% (Low priority), 5% (No priority)
- Creating effective benefits communications: 59% (High priority), 28% (Medium priority), 8% (Low priority), 5% (No priority)
- Creating a culture of health: 56% (High priority), 28% (Medium priority), 10% (Low priority), 4% (No priority)
- Managing specialty drugs: 50% (High priority), 45% (Medium priority), 5% (Low priority), 4% (No priority)
- Offering more targeted wellness programs: 45% (High priority), 33% (Medium priority), 20% (Low priority), 3% (No priority)
- Integrating vendor data to manage health: 38% (High priority), 26% (Medium priority), 23% (Low priority), 13% (No priority)
Priority in addressing health benefits management areas

- Offering outcomes-based incentives
  - High priority: 31%
  - Medium priority: 33%
  - Low priority: 18%
- Offering cost/quality data
  - High priority: 26%
  - Medium priority: 42%
  - Low priority: 21%
- Measuring impact of health on productivity
  - High priority: 18%
  - Medium priority: 44%
  - Low priority: 11%
- Determining ROI of wellness programs
  - High priority: 15%
  - Medium priority: 41%
  - Low priority: 28%
- Aggregating data into a data warehouse
  - High priority: 13%
  - Medium priority: 31%
  - Low priority: 23%

Copyright © 2014 MBGH
Priority in addressing worksite wellness activities

- Increasing employee engagement in programs: 62% high priority, 33% medium priority, 3% low priority, 3% no priority
- Increasing employee use of preventive services: 54% high priority, 44% medium priority, 3% low priority, 3% no priority
- Providing effective weight management programs: 36% high priority, 38% medium priority, 15% low priority, 10% no priority
- Offering stress/resiliency resources: 42% high priority, 32% medium priority, 24% low priority, 3% no priority
- Offering incentives/disincentives to improve engagement: 42% high priority, 32% medium priority, 18% low priority, 8% no priority
Priority in addressing worksite wellness activities

- Reducing tobacco use at the worksite
  - High priority: 23%
  - Medium priority: 21%
  - Low priority: 31%
  - No priority: 26%

- Offering healthy food choices at the worksite
  - High priority: 21%
  - Medium priority: 23%
  - Low priority: 18%
  - No priority: 38%

- Offering fitness challenges
  - High priority: 18%
  - Medium priority: 28%
  - Low priority: 23%
  - No priority: 44%

- Examining/expanding onsite primary care services
  - High priority: 10%
  - Medium priority: 21%
  - Low priority: 5%
  - No priority: 44%

- Examining/expanding onsite fitness centers
  - High priority: 3%
  - Medium priority: 26%
  - Low priority: 31%
  - No priority: 45%
Employer Benchmarking Survey

Population Health Strategies

April 2014
Success of population health strategies

- Providing a "benefits at a glance" summary to employees: 55% Very successful, 38% Somewhat successful, 5% Minimally successful, 2% Not successful, 2% N/A

- Involving senior leadership: 32% Very successful, 41% Somewhat successful, 15% Minimally successful, 9% Not successful, 3% N/A

- Helping employees understand incentive/disincentive programs: 28% Very successful, 52% Somewhat successful, 13% Minimally successful, 2% Not successful, 1% N/A

- Creating a culture of health: 27% Very successful, 45% Somewhat successful, 22% Minimally successful, 4% Not successful, 2% N/A

- Comparing costs of benefits coverage and co-pays: 21% Very successful, 49% Somewhat successful, 25% Minimally successful, 5% Not successful, 5% N/A
## Success of population health strategies

<table>
<thead>
<tr>
<th>Activity</th>
<th>Very successful</th>
<th>Somewhat successful</th>
<th>Minimally successful</th>
<th>Not successful</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing participation in benefits/programs</td>
<td>20%</td>
<td>57%</td>
<td>20%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Encouraging use of quality providers/servicers</td>
<td>19%</td>
<td>34%</td>
<td>28%</td>
<td>6%</td>
<td>13%</td>
</tr>
<tr>
<td>Partnering with HP/vendors to help deliver the message</td>
<td>17%</td>
<td>42%</td>
<td>30%</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Understanding of existing benefits/programs</td>
<td>15%</td>
<td>83%</td>
<td></td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Offering info on medication and treatment adherence</td>
<td>11%</td>
<td>51%</td>
<td>23%</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Providing info/tools for successful navigation of health care system</td>
<td>11%</td>
<td>43%</td>
<td>32%</td>
<td>9%</td>
<td>5%</td>
</tr>
</tbody>
</table>
MBGH Employer Benchmarking Survey

Culture of Health

2014
Effectiveness of key elements that support a culture of health

- Staff dedicated to promoting health benefits and wellness: 76% effective, 9% considering in next 12 months, 9% considering in next 24 months, 3% will not consider.
- Workplace is tobacco-free: 70% effective, 6% considering in next 12 months, 12% considering in next 24 months, 12% will not consider.
- Senior leadership supportive of efforts: 67% effective, 12% considering in next 12 months, 15% considering in next 24 months, 3% will not consider.
- Policies and expectations made clear through education/training: 66% effective, 25% considering in next 12 months, 6% considering in next 24 months, 3% will not consider.
- Benefits/programs include tools that motivate behavior change: 64% effective, 18% considering in next 12 months, 12% considering in next 24 months, 3% will not consider.
Effectiveness of key elements that support a culture of health

- Company offers discounted fitness club memberships or onsite fitness facilities: 64% Do and effective, 15% Do and not effective, 12% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider

- Work environment supports healthy living (e.g. onsite walking paths): 63% Do and effective, 25% Do and not effective, 9% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider

- Company has employees who serve as health champions: 61% Do and effective, 18% Do and not effective, 15% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider

- Company provides healthy food options at onsite meetings: 55% Do and effective, 21% Do and not effective, 12% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider

- Senior leadership is present at company programs and activities: 55% Do and effective, 9% Do and not effective, 27% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider
Effectiveness of key elements that support a culture of health

- Company provides healthy food options in vending machines: 44% Do and effective, 28% Do and not effective, 19% Considering in next 12 months, 9% Considering in next 24 months, 3% Will not consider

- Company provides healthy food in the cafeteria: 47% Do and effective, 28% Do and not effective, 13% Considering in next 12 months, 9% Considering in next 24 months, 3% Will not consider

- Company encourages employees to share health improvement successes with colleagues and...: 49% Do and effective, 21% Do and not effective, 27% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider

- Company tracks and measures outcomes for health risk reduction and health improvement efforts: 52% Do and effective, 15% Do and not effective, 24% Considering in next 12 months, 6% Considering in next 24 months, 3% Will not consider

- Company places emphasis on robust communication strategy, including multiple options,...: 52% Do and effective, 21% Do and not effective, 12% Considering in next 12 months, 3% Considering in next 24 months, 3% Will not consider
MBGH Employer Benchmarking Surveys

Incentives - Disincentives - Outcomes-Based

2014
Use of incentives and disincentives

- Incentives only
- Both incentives and disincentives
- Do Not offer
- Disincentives only

2013
- 6% Incentives only
- 18% Both incentives and disincentives
- 36% Do Not offer
- 40% Disincentives only

2014
- 6% Incentives only
- 13% Both incentives and disincentives
- 38% Do Not offer
- 43% Disincentives only
## Success of incentives

<table>
<thead>
<tr>
<th>Incentive</th>
<th>Very successful</th>
<th>Successful</th>
<th>Minimally successful</th>
<th>Not successful</th>
<th>Do not offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced/discounted premiums</td>
<td>32%</td>
<td>30%</td>
<td>5%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>10%</td>
<td>20%</td>
<td>12%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>Paid time off</td>
<td>8%</td>
<td></td>
<td>92%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gift cards</td>
<td>10%</td>
<td>10%</td>
<td>14%</td>
<td>66%</td>
<td></td>
</tr>
<tr>
<td>Contribution to HRA</td>
<td>8%</td>
<td>18%</td>
<td></td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>Contribution to HSA</td>
<td>7%</td>
<td>17%</td>
<td>5%</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>Lowered/waived co-pays</td>
<td>7%</td>
<td>10%</td>
<td></td>
<td>83%</td>
<td></td>
</tr>
<tr>
<td>Contribution to FSA</td>
<td>3%</td>
<td></td>
<td>94%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Merchandise</td>
<td>13%</td>
<td>5%</td>
<td></td>
<td>82%</td>
<td></td>
</tr>
</tbody>
</table>
Success of disincentives

- Increased premiums for non-compliance: 20% Very successful, 23% Successful, 54% Minimally successful, 3% Not successful, 3% Do not offer
- Higher plan deductible or out of pocket: 13% Very successful, 79% Successful, 5% Minimally successful, 3% Not successful, 3% Do not offer
- Can only enroll in a lower value plan design: 3% Very successful, 97% Successful, 79% Minimally successful, 3% Not successful, 3% Do not offer
- Ineligible for benefits for non-compliance: 100% Very successful, 100% Successful, 100% Minimally successful, 100% Not successful, 100% Do not offer

Copyright © 2014 MBGH
Success of actions/activities of incentives

- Clinical/biometric screening: 47%
  - Very successful: 33%
  - Successful: 10%
  - Minimally successful: 7%
  - Not successful: 4%
  - Do not offer: 3%

- Health risk assessment: 43%
  - Very successful: 29%
  - Successful: 21%
  - Minimally successful: 8%
  - Not successful: 4%
  - Do not offer: 8%

- Reaching required biometrics: 66%
  - Very successful: 18%
  - Successful: 18%
  - Minimally successful: 8%
  - Not successful: 8%
  - Do not offer: 10%

- Onsite/online program: 32%
  - Very successful: 32%
  - Successful: 17%
  - Minimally successful: 13%
  - Not successful: 10%
  - Do not offer: 8%

- Annual physical: 43%
  - Very successful: 23%
  - Successful: 18%
  - Minimally successful: 13%
  - Not successful: 10%
  - Do not offer: 8%

- Fitness-based activities: 36%
  - Very successful: 28%
  - Successful: 23%
  - Minimally successful: 10%
  - Not successful: 10%
  - Do not offer: 8%

- Non-tobacco use: 35%
  - Very successful: 33%
  - Successful: 18%
  - Minimally successful: 10%
  - Not successful: 10%
  - Do not offer: 8%

- Health coaching: 35%
  - Very successful: 22%
  - Successful: 22%
  - Minimally successful: 8%
  - Not successful: 8%
  - Do not offer: 10%

- Medication adherence: 73%
  - Very successful: 33%
  - Successful: 35%
  - Minimally successful: 18%
  - Not successful: 8%
  - Do not offer: 3%
Interest in an outcomes-based incentive program

2013

- Already doing this: 13%
- Some interest; need more info: 19%
- No plans: 12%
- Will launch in 2015: 16%
- Will launch in next 24 months: 16%

2014

- Already doing this: 11%
- Some interest; need more info: 32%
- No plans: 14%
- Will launch in 2015: 11%
- Will launch in next 24 months: 27%
Types of programs offered

- 63% Both
- 32% Outcomes Based Measures Only
- 5% Improvement in Outcomes Only
Biometrics and other measurements tracked as part of strategy

- BMI: 91%
- Blood Pressure: 87%
- Cholesterol: 83%
- Waist Circumference: 74%
- A1c: 56%
Implementation difficulty

- Somewhat difficult: 50%
- A little difficult: 36%
- Not difficult: 9%
- Very difficult: 5%
Employee participation levels

- 51%-75%: 56%
- 76%-100%: 22%
- 26%-50%: 22%
- Less than 25%: 0%
Employee feedback

- Somewhat positive: 77%
- Very positive: 18%
- Somewhat negative: 5%
- Very negative: 0%
## Outcomes-Based Incentives

### Employer Example

<table>
<thead>
<tr>
<th>BIOMETRIC CRITERIA</th>
<th>NATIONAL STANDARD</th>
<th>2013 ENROLLMENT RANGES</th>
<th>PROPOSED 2014 ENROLLMENT RANGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>You’ll pass a criteria by being within its ranges; passing criteria impacts your premium.</td>
<td></td>
</tr>
<tr>
<td>Blood Pressure</td>
<td>120/80 or lower</td>
<td>135/85 or lower</td>
<td>130/84 or lower</td>
</tr>
<tr>
<td>Blood Sugar</td>
<td>120 or less</td>
<td>125 or less</td>
<td>6.0 or less (moving to A1C)</td>
</tr>
<tr>
<td>LDL Cholesterol</td>
<td>Varies based on age/family history</td>
<td>130 or lower</td>
<td>4.4 or less (moving to Cardiac Risk Ratio)</td>
</tr>
<tr>
<td>Body Mass Index (BMI)</td>
<td>18.5-24.99</td>
<td>18.5-26.99</td>
<td>18.5-24.99</td>
</tr>
<tr>
<td>Other Preventative Tests and adult immunizations</td>
<td>Varies based on provider recommendations</td>
<td>TBD by your provider. Note: Waived for 2013 enrollment.</td>
<td>TBD by your provider.</td>
</tr>
</tbody>
</table>

---

Note: Waived for 2013 enrollment.
Thank you!

Cheryl Larson
Vice President
Midwest Business Group on Health
clarson@mbgh.org
www.mbgh.org
Ace Wellness Journey - Case Study

2015 Worksite Wellness Symposium:
American Heart Association/American Stroke Association

Presented by:
Mary Rohe, Corporate Benefits Manager

June 25, 2015
Ace Wellness Journey - Case Study

Agenda

• Ace Hardware Corporation – Company Facts
• Ace Wellness Journey
• Wellness Program Concepts
• Wellness Activities
• Wellness Campaigns
• Location Wellness Champions Network
• Worksite Culture of Health Changes
• Wellness Program Awards and Recognition
• Lessons Learned
• Questions?
Ace Hardware Corporation: Company Facts

- The Ace Hardware Corporation is the largest hardware cooperative in the industry that is a privately owned, retailer cooperative made up of over 4,800 stores around the globe that are independently owned and operated by local entrepreneurs.

- Headquarters are in Oak Brook, IL, Ace and its subsidiaries currently operate 14 distribution centers in the U.S and also have distribution capabilities in Shanghai, China; Panama City, Panama; and Dubai, United Arab Emirates. Its retailers’ stores are located in all 50 states, the District of Columbia and approximately 60 countries worldwide.

- In 2015, Ace ranked “Highest in Customer Satisfaction among Home Improvement Stores for the 9th Consecutive Year,” according to J.D. Power and Associates.

- Ace Corporate has approximately 4,200 benefit eligible employees located in almost all 50 states.
Wellness Journey to Outcomes (Proposed for 2017)

Awareness + Action = Outcomes

- Know your numbers
- Participate in wellness activities
- Achieve health standards

2010+ 2015 2017
## Wellness Journey to Outcomes (Proposed for 2017)

<table>
<thead>
<tr>
<th>Wellness Program Concepts</th>
<th>Definition</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Concept 1:** Participation | • Reward participant for completing wellness activities | • Health coaching  
• Online wellness programs  
• Preventive exams |

**Or**

| **Concept 2:** Outcomes | • Reward participant for achieving biometric values (2/4)  
**Or**  
• If the biometric values are not achieved, then complete wellness activities to earn the reward | • Biometric Screening  
➢ Body Mass Index (BMI)  
➢ Blood Pressure  
➢ Cholesterol  
➢ Glucose  
• Health Assessment |
## Wellness Journey to Outcomes (Proposed for 2017)

<table>
<thead>
<tr>
<th>Wellness Activities</th>
<th>2010 - 2015</th>
<th>2016 (Current)</th>
<th>2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 1 (required)</td>
<td>![Heart]</td>
<td>Biometric Screening</td>
<td>Earn 100 points in 2015 for the 2016 medical discount</td>
</tr>
<tr>
<td>Step 2 (required)</td>
<td>![Heart]</td>
<td>Health Assessment</td>
<td></td>
</tr>
</tbody>
</table>
| Step 3              | ![Heart]    | ![Heart]       | Earn 100 points | Achieve 2 of 4 values in the biometric range:  
|                     |             | ![Heart]       | If <2 in range, then |  
|                     |             | ![Heart]       | Earn discount by completing wellness activities (same as 2015 activities) |
| **Spouse/Domestic Partner** | ![Heart] Health Assessment | ![Heart] Health Assessment | Earn 100 points in 2015 for the 2016 medical discount | ![Heart] Health Assessment |
| Step 1 (required)   | ![Heart]    | ![Heart]       | Earn 100 points | Earn discount by completing wellness activities (same as 2015 activities) |
| Step 2 (required)   | ![Heart]    | ![Heart]       |                | ![Heart] Health Assessment |

*Activities are completed in 2016 to earn the 2017 medical discount.*
## Wellness Journey to Outcomes (Proposed for 2017)

### Employee Version

<table>
<thead>
<tr>
<th># of values within the biometric range</th>
<th># of wellness points earned based on biometric values</th>
<th>Est.* % who will engage in activities for the 2017 discount</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0 points (needs 100 pts)</td>
<td>51%</td>
</tr>
<tr>
<td>1</td>
<td>50 points (needs 50 more pts)</td>
<td></td>
</tr>
<tr>
<td>2 - 4</td>
<td>100 points (Achieved/done)</td>
<td>49%</td>
</tr>
</tbody>
</table>

*Estimated number of Ace employee within each risk group is based on 2014 biometric screening values.
Wellness Journey to Outcomes (Proposed for 2017)

• Ace’s Current Spouse/Domestic Partner Program:
  • Spouse/domestic partners earn wellness points by completing wellness activities

• New for 2017
  • Completion of the Health Assessment & earn 100 wellness points by completing wellness activities (same as 2015 activities)

Note: Spouse/domestic partner incentive can only be earned if the employee earns 100 wellness points
# Wellness Campaigns

<table>
<thead>
<tr>
<th>Wellness Activity</th>
<th>Wellness Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>StayWell Health Coaching by Phone for those who qualify</td>
<td>75</td>
</tr>
<tr>
<td>Complete 3, 15 minute calls</td>
<td></td>
</tr>
<tr>
<td>Online Healthy Living Program</td>
<td>50</td>
</tr>
<tr>
<td>Complete a 6 week self-paced program</td>
<td></td>
</tr>
<tr>
<td>Annual Physical</td>
<td>25</td>
</tr>
<tr>
<td>Annual Dental Cleaning</td>
<td>25</td>
</tr>
<tr>
<td>Annual Eye Exam</td>
<td>25</td>
</tr>
<tr>
<td>Colonoscopy</td>
<td>25</td>
</tr>
<tr>
<td>Mammogram</td>
<td>25</td>
</tr>
<tr>
<td>Ace sponsored company or community wellness event</td>
<td>25</td>
</tr>
</tbody>
</table>

Each wellness activity counts once per calendar year.
Wellness Campaigns

2015 Program Calendar

- **Medical Plan Contribution Discount Campaign**
  - Jan: Symposium
  - Feb: Ace 100% tobacco free
- **Energy Matters Campaign**
  - Apr: Stretch Out
    - Stretching Resources
  - May: Drink Up
    - Hydration Resources
  - Jun: Just Move
    - Fitness Resources
- **Preventive Care Campaign**
  - Jul: Flu Shot Promotions
  - Aug: Benefits & Health Fair
  - Sept: Biometric Screening Promotions
- **Open Enrollment**
  - Oct
  - Nov
  - Dec
Wellness Campaigns
Medical Discount

Posters & Table Tents
Removable Wall Cling
Wellness Points Card
Wellness Campaigns
Medical Discount

Bonus give away information as a removable Wall Cling

- Lanyards are distributed monthly as employee’s qualify

Example

Size: Index Card
Wellness Campaigns

Tobacco Free

Tobacco Free Facility

• January 1, 2015: All Ace domestic locations, including all Ace trucks are tobacco free

Tobacco Cessation Supports

• Created custom brochure
• Expanded Rx Program coverage
• EAP Assistance
Wellness Campaigns

Stretch Out

- Integration with Ace Health & Safety
- 3 uniquely designed ‘Stretch Out’ cards based on job type
- Complete the tracker and earn 25 wellness points towards the medical discount plus give away prize
Wellness Campaigns

Drink Up

- Integration with Ace Health & Safety (OSHA compliant poster)
- Complete the tracker and earn 25 wellness points towards the medical discount plus bonus give away incentive (water bottle)
Wellness Campaigns
National Fitness and Health Discount Programs

![National Fitness and Health Discount Programs](image)

**National Weight Management Discounts**

40% off your monthly order and $60 off your first purchase. Visit a Sign Up if you are a first time user. Click on By Category > scroll down and click on Nutribody.

$100 rebate with 100 pounds lost on the Seattle Sutton program and a $150 rebate with 25 consecutive weeks of ordering Seattle Sutton. Visit www.seattlesutton.com and enter code ACES or call (800) 442-3438.

**Weight Watchers**

All Ace team members can join the Weight Watchers Monthly Pass Program and receive a monthly company discounted rate either online or by attending local meetings.**


**Anytime Fitness**

60% off the standard enrollment fee and 10% off monthly dues. Visit Ace Online > E-Community > Adap Wellness > Additional Wellness Information > Fitness and Health Discounts > Anytime Fitness.

Or visit your local HR for a voucher.

**LA Fitness**

Special $25 enrollment fee and $25.00 per month. Visit Ace Online > E-Community > Adap Wellness > Additional Wellness Information > Fitness and Health Discounts > LA Fitness.

Or visit your local HR for a voucher.

**Curves**

Special $25 service fee. Visit Ace Online > E-Community > Adap Wellness > Additional Wellness Information > Fitness and Health Discounts > Curves.

Or visit your local HR for a voucher.

**Snap Fitness**

60% off the standard enrollment fee and 5% off monthly dues. Visit www.snapfitness.com/partnerships/association.

Save on Fitness Equipment

Enjoy a variety of savings on fitness equipment offered through ParkSpot! Visit seasharwares.parksport.com. Login or click Sign Up if you are a first time user. Find deals with companies like Bowflex, Sports Authority, and more! Click on By Category > scroll to Sports & Outdoors > click on Fitness Equipment.*

*Offers on ParkSpot are subject to change. Sign up using your personal or Ace email address. *Some restrictions may apply.
# Location Wellness Champion Network

**Wellness Champion Criteria**  
Launched January 1, 2014

| Passionate, supportive, team members | • Interested in planning and participating in health and wellness activities at our Ace Oak Brook location.  
  • Examples: Flu shot; health fair; biometric screenings; on-site walking programs. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Representation</td>
<td>• The team will be comprised of a cross-section representation of the Oak Brook campus.</td>
</tr>
</tbody>
</table>
| Make an Impact                       | • Effectively engage, educate, and inform the department/area.  
  • Strategies, goals and tools will be provided to the wellness team to support and enhance engagement efforts. |
| Attend Meetings                      | • Monthly 1-hr. on-site wellness team meeting. |
| Participate in Wellness              | • Support/help out at healthy activities planned by the wellness team.  
  • Examples: CMN Run event; Spirit Week events; farmer’s market; on-site massage programs. Some activities may take place outside of ‘normal work hours’ and are considered ‘off the clock’. |
| Be Role Model                       | • Team members who are willing to visibly demonstrate a healthy lifestyle and educate others about the Acing Wellness resources. |
| Make a Commitment                   | • Commit to be a wellness team member for a minimum of 18 months. |
## Location Wellness Champion Network

**Wellness Champion Support Tools**  
Launched January 1, 2014

<table>
<thead>
<tr>
<th>Tool</th>
<th>Format</th>
<th>Frequency</th>
<th>Duration</th>
<th>Objective</th>
</tr>
</thead>
</table>
| **Champion Webinar Meeting** | Group Meeting                 | Monthly    | 1 hour         | • Best practices  
• Feedback  
• Programming                                      |
| **Rounding Phone Calls**    | One-on-one phone calls        | Monthly    | 10-15 minutes  | • Next steps  
• Location specific                                 |
| **Location Champion Buddy** | Email exchange between buddies | Monthly    | 5 minutes      | • Share ‘bright spots’                              |
| **StayWell “Activate” Portal** | Wellness Champion Resources  | As needed  | As needed      | • Centralized location for wellness resources       |
| **Local Wellness Team**     | Local group meetings          | Monthly    | 30 minutes     | • Plan local healthy activities                    |
# Location Wellness Champion Network

**Wellness Champion Location Rewards Program**  
Launched January 1, 2014

<table>
<thead>
<tr>
<th>Raffle Period</th>
<th>Winners/Prizes</th>
<th>Total Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Each Quarter</td>
<td>(1) 1&lt;sup&gt;st&lt;/sup&gt; Place Winner = $500 location wellness budget</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Place = 4 per year</td>
</tr>
<tr>
<td></td>
<td>(1) 2&lt;sup&gt;nd&lt;/sup&gt; Place Winner = $100 location wellness budget</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Place = 4 per year</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total = 8 per year</td>
</tr>
<tr>
<td>Annual Grand Prize</td>
<td>(1) $5,000 location wellness budget</td>
<td>1 Annual Grand Prize</td>
</tr>
</tbody>
</table>

|                       |                                                                               | Winner per year                 |

- Wellness Champions earn points for their location
- Points = raffle entries
- Points are earned by:
  - Offering healthy activities
  - Participation in Wellness Champion Support Tools
Worksite Culture of Health Changes

BEFORE: Traditional Vending
Worksite Culture of Health Changes

AFTER: Open Market Vending
Wellness Program Awards and Recognition

• MBGH *Building a Healthier Chicago*
  – Silver Winner (2012 & 2013)

• MBGH Worksite Wellness
  – Gold Winner (2014)

• Chicago Tribute Top Workplaces
  – 29th out of 100 mid-sized employer’s (2014)
  – Over 1800 submissions
Lessons Learned

• Wellness Champion Network

• Leadership Support

• Communications/Promotional Tools
Thank you!

Any Questions?