



Wellness Programs
Do they work? Yes!
Do they help contain costs? Yes!
Can they be simple? Yes!

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Shoulder Injury Comparison



- 1 employee – 2 shoulder surgeries – 2 years apart
- Same doctor
- Different approach

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- Right Shoulder - 2013
 - Limited light duty before surgery (6 days)
 - 47 total light duty days

- Left Shoulder - 2015
 - Light duty before and after surgery
 - 130 total light duty days



Becoming Tobacco Free



- Smoking/Tobacco Cessation Program
 - Used resources through health insurance carrier
 - Steadily increased smoking/tobacco policy
 - As trends changed we progressed with them
 - General Manager recognition



Healthy Habits Activities

- Activities
 - Bingo challenges
 - Goal setting
 - Lunch and learns (family invited)
- Successes
 - Average 50% to 70% participation
 - Minimal cost
 - Success stories



Keeping Healthy Habits Fresh



- Community Supported Agriculture
 - Purchased 1 share to raffle to employees
 - 40% of employees participated
 - Raffle money covered majority of cost
 - Applying for grant through health insurance carrier



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Wellness-an overall state of well-being, or total health
Lifestyle-actively making decisions and choosing behaviors that promote good health; total health
Health-The combination of your physical, mental/emotional well-being

Can

1. Diet
2. Exercise
3. Rest
4. Stress
5. Bad Habits
6. Attitude

Can't

1. Heredity
2. Environment
3. Sex
4. Age



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It is this simple folks!!



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Chronic disease on the rise

Most chronic diseases are associated with one or more of the following lifestyle-related risk factors:

- Unhealthy eating
- Physical inactivity
- Alcohol abuse
- Smoking

Peeters, A 2007, *Research Summary: Disease Trends, VicHealth*, 1 July 2011, http://www.vichealth.vic.gov.au/~media/ResourceCentre/PublicationsandResources/research_DiseaseTrends.aspx

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Health and wellbeing programs save employers money

- Decrease sick leave absenteeism by 25.3%
- Decrease workers compensation costs by 40.7%
- Decrease disability management costs by 24.2%; and
- Save \$5.81 for every \$1 invested in employee health and wellbeing.

Chapman, LS 2007, *Proof Positive. An Analysis of the Cost Effectiveness of Worksite Wellness*, Seattle: Chapman Institute, cited in HAPIA, *Best-Practice Guidelines: Workplace Health in Australia*, 15 July 2011, <http://www.hapia.com.au/index.html>

If you are just starting-Keep it simple!!!!

- Water Challenge
- Activity Challenge
- Exchange Challenge
- Grocery Challenge
- Portion Size

Set them up for Success!

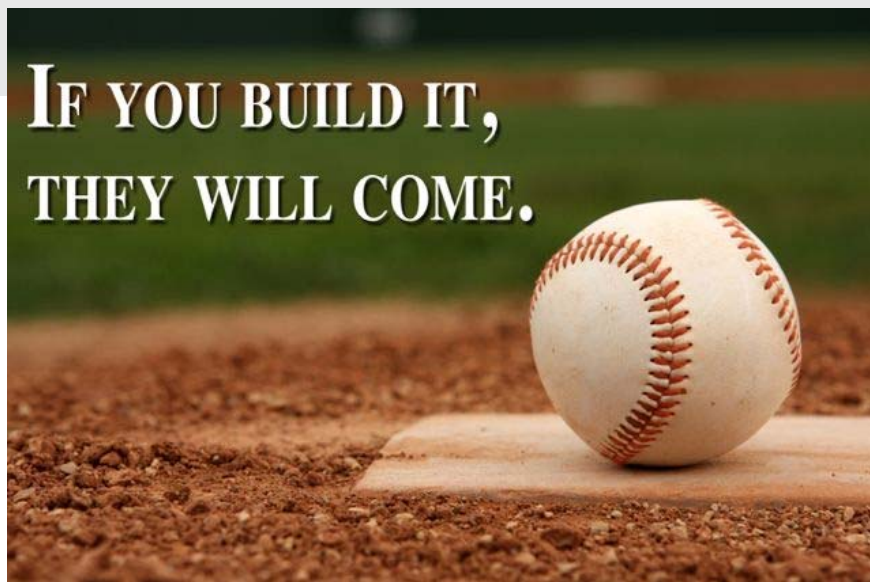
No matter how slow you go, you are still lapping everyone on the couch.



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**IF YOU BUILD IT,
THEY WILL COME.**



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