



UNITY[®]

WELLNESS GROUP, LLC

Wellness programs for the enlightened business.

Wellness Program Best Practices



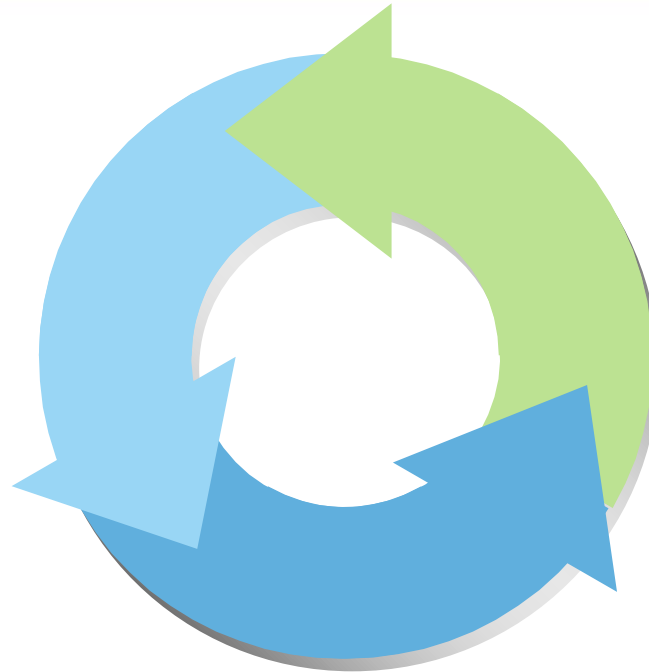
Wellness Program Best Practices

- ④ Gain senior support
- ④ Establish a diverse corporate wellness team
- ④ Collect baseline information that will drive your health initiatives
- ④ Complete an annual operating plan complete with mission, goals, objectives and timelines
- ④ Select the right corporate wellness initiatives that address prevailing risk factors
- ④ Create a supportive culture that values corporate wellness and celebrates and reward wellness achievement
- ④ Consistently evaluate results

Keys to Program Success

Measurement & Ongoing Support

- Evaluation – measure results
- Devise new programs based on results
- Set up ongoing training programs
- Create supportive culture that rewards and values wellness



Senior Support; Goals & Assessment

- Gain senior management support
- Establish diverse wellness team
- Needs analysis
- Goal definition
- Collect baseline information

Employee Communication

- Effectively promote incentivize and communicate programs

Wellness Programs - What Works

Wellness Programs

What Works

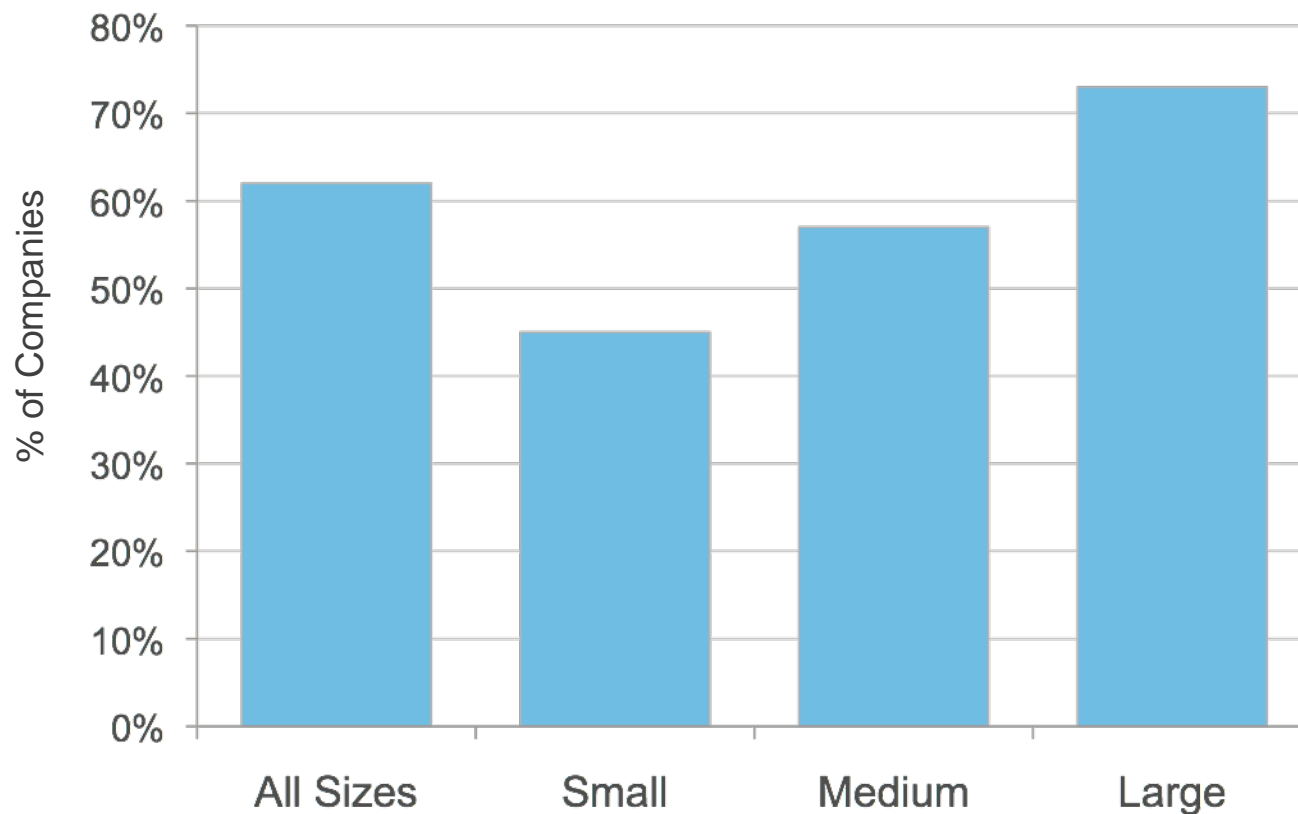
- Programs regarded as strategic investments
- Grabs interest of employees
- Comprehensive in scope
- Ongoing and part of culture
- Focused on specific, measurable goals
- Flexible

What Doesn't Work

- Overly ambitious flavor-of-the-month programs
- Mandatory employee participation
- One-day health events with no follow up assistance in changing behaviors

Percentage of Employers Offering Wellness Programs

Companies of all sizes implement wellness programs. On average, 62% of all companies offer wellness programs



Source: Society for Human Resource Management, 2006