



# LIFE

*Lifestyle Improvement For Everyone*

## EPIC's Employee Wellness Program

*Are you trying to lose those last 10 pounds?  
Looking for a way to reduce your cholesterol?  
Need more energy and stamina?*

EPIC / BMG's new Employee Wellness Program can help you achieve all your fitness and wellness goals. Not only will you feel better, but you also have the opportunity to receive fun and exciting prizes by earning points every time you work out, attend one of our wonderful Health Education programs, as well as even eating healthy. Did we mention the best part of all—it's free.

**Yes, it's FREE!**

**Ver. 3-18-10**

# ***Program Components***

## ***Health Risk Appraisals (HRA)***

The goal of the HRA is to

- Provide a snapshot or baseline picture of your overall health
- Identify any areas that might benefit from lifestyle behavior changes
- Identify potential health risks that may need to be addressed before beginning an exercise program

*Confidentiality is important:* Health Education staff will conduct HRA's and no individual data will be reported to management. Your individual report is only given to you and it will be up to you to present any results to your primary care provider.

EPIC has purchased one of the most comprehensive and customizable Health Risk Assessments (HRA's) on the market today called the Personal Wellness Profile by Wellsource.

*The HRA includes:*

- Lifestyle Questionnaire
- Cholesterol, Blood Pressure and Body Fat Screenings
- Walk Test (Bonus Points)

Employees who complete this HRA will receive a 15 page Personal Wellness Profile report that includes:

- Individualized recommendations on how to improve your health
- Heart disease risk
- Cancer risk
- Diabetes risk
- Osteoporosis risk
- Nutrition assessment
- Fitness assessment
- Laboratory test results
- Real health age

*Results interpretation:* You will have an opportunity to attend a session led by a qualified health professional from Beaver Medical Group that will help you interpret the results of the wellness profile.

*HRA improvements:* After one year, you will have the opportunity to retake the HRA so you can see how much you have improved your health during the Employee Wellness Program.

### **Education**

Knowledge is power. The wellness team from Beaver Medical Group will offer classes dependant on the interest surveys and the overall results from the HRA's. A general report (without individual data) will be produced that shows the top health concerns for our employees. Health Education will provide programs aimed at behavior lifestyle modification in these areas. The goal is to educate, motivate and empower our employees and their support network to take a proactive role in their own health by making and maintaining healthy lifestyle changes.

### **Activity**

Let's get moving! Starting March 1, 2010 employees can track their physical activity to begin earning points for prizes. The activities will vary and should be taken at your own pace. You can simply begin your personal wellness program by simply walking two or more days a week. Please read the participation point system below and start tracking your activities.

### **Incentive Program**

It pays to play! There are several ways through the Incentive Program that employees can earn prizes and additional participation points. *(See page 8 for details on how to win prizes.)*

#### **Goals:**

- 1.** To provide a voluntary Health Risk Assessment, *Personal Wellness Profile* results and healthy lifestyle guidance to all employees.
- 2.** To provide health education classes and individual counseling that motivate and support staff who are seeking a change in lifestyle behavior.
- 3.** To integrate a worksite wellness program into EPIC's mission and structure to ensure it fits within the organization.
- 4.** To promote and encourage a work environment that supports healthy behaviors with the balance of work and family.
- 5.** To create an evaluation and improvement process that measures outcomes and makes improvements to achieve long-term effectiveness.

## ***Participation Point System***

Would you like the opportunity to win cool prizes? All you have to do is participate and keep track of your points. Participation points must be submitted on the Participation Log.

**To be eligible for the monthly prize, you must turn in your participation log to the Health Education Department at 434 Cajon St. (via interoffice mail) by the first week of the following month.**

### **Point System**

<b>Activity</b>	<b>Point Rewards</b>
Health Risk Appraisal Results Interpretation	100 points
Extra Points for improvement of any Biometrics at year end ( <i>i.e. Blood Glucose, Blood Pressure, Cholesterol, Triglycerides, HDL, % Body Fat, BMI, and etc.</i> )	20 points per biometric improvement
Extra Points for improvement of HRA score	20 points
Extra points for if all numbers in "Good range"	25 points
Class/ Meeting/ Seminar	10 points (Per Session)
Event ( <i>i.e. 5k walk, organized hike, etc.</i> )	25 points
Health Education/Lite Weighs Consult	10 points
Quit Smoking	50 points
* Surprise Bonus Points As Announced	???
Workout & Nutritional Activities	See charts on next pages

## **Activity Point Criteria**

### ***I. Strength training exercise only:***

Minimum of 15 minutes of continuous duration strength training (free weights, strength training machines, floor based bodyweight activities, tubing or other forms of non-weighted resistance) in either single or multiple set format).

<b>Duration</b>	<b>Points</b>
15 minutes	1.5 points
30 minutes	3 points
45 minutes	4.5 points
60 minutes	6 points
Daily Maximum: 6 points	

### ***II. Cardiovascular Activity:***

Cardiovascular activities include cycling, rowing, jogging/running, walking, swimming, elliptical machine exercising, rollerblading, etc. You can also use a pedometer to track your steps (for both acts of daily living and formal exercise--just don't count your minutes of exercise at the same time) instead of minutes of cardio. Check the "Steps" column for the amount of steps and the points you can earn. Remember, if you plan to count your minutes of exercise, do not wear your pedometer to count steps as well. Even if you track minutes of activity and steps, your maximum cardio points for the day is still 6 points."

<b>Duration</b>	<b>Steps</b>	<b>Points</b>
15 minutes	5,000	1 point
30 minutes	6,000	2 points
45 minutes	8,000	4 points
60 minutes	10,000	6 points
Daily Maximum: 6 points		

### ***III. Group Exercise:***

Group exercise acceptable in most formats (low impact, cardio funk, trim & tone, step, zumba, pilates, Jazzercise, Yoga, water aerobics, etc) are all acceptable.

<b>Duration</b>	<b>Points</b>
30 minutes	3 points
45 minutes	4.5 points
60 minutes	6 points
Daily Maximum: 6 points	

**IV. Stretching/Flexibility:**

This includes stretching exercises that you do on your own. Could include yoga, tai chi, stretching DVDs, and other stretching programs.

<b>Duration</b>	<b>Points</b>
15 minutes	1 point
30 minutes	2 points
45 minutes	4 points
60 minutes	6 points
Daily Maximum: 6 points	

**V. Sports Activities:**

Includes traditional sports with continuous activity such as basketball, volleyball, tennis, racquetball, etc.

<b>Duration</b>	<b>Points</b>
15 minutes	1 point
30 minutes	2 points
45 minutes	3 points
60 minutes	4 points
75 minutes	5 points
90 minutes	6 points
Daily Maximum: 6 points	

***\* If you do the max minutes in each of the 5 exercise categories, you can get a daily max of 30 points.***

## ***VI. Active-Rest Activities:***

The activity of choice can be broken into 20-minute intervals. This activity can be defined as any activity that involves gross motor movement not broken up by periods of sitting. Examples of activities include gardening, table tennis, shuffleboards, softball, whiffleball, golfing (no cart... must walk and pull or carry clubs), horse shoes, etc. Also included in this category is the new field of exergaming (i.e. active video gaming) such as the Nintendo Wii, Eye Toy, Gamebike, Xavix, etc.

\*Points are being awarded for this category to promote general daily activity in addition to regimented workout participation.

<b>Duration</b>	<b>Points</b>
20 minutes	1 point
40 minutes	2 points
60 minutes	3 points
80 minutes	4 points
100 minutes	5 points
120 minutes	6 points
Daily Maximum: 6 points	

## ***VII. Diet/Nutritional***

A. Fruits and Vegetables: Eat up to 3 vegetables and 2 fruits a day for a total of 5 points max. (You are allowed a maximum of 3 Vegetable points and 2 fruit points per day.)

- **5 points**

B. Avoid the 5 Bad Guys: Eat no more than 3 food items with the 5 Bad Guys in them per day and record it on log sheet.

- **5 points**

### The 5 Bad Guys

- White Sugar (i.e. Doughnuts, Cookies, Syrup etc.)
- White Flour (i.e. Pizza, Buns, Pancakes etc.)
- High Fructose Corn Syrup (i.e. Soda, Ice Cream, Energy drinks, juices with corn syrup, etc.)
- Saturated Fat (i.e. Red Meat "i.e. Anything with 4 legs", Butter, Dairy -excluding fat free, and skim.)
- Trans Fat (i.e. Spreads, Fast Food, Frozen Food, etc.)

## ***VIII. Incentives Point Prizes***

**To be eligible for the monthly prize, you must turn in your participation log to the Health Education Department at 434 Cajon St. (via interoffice mail) by the first week of the following month.**

### **I. Monthly Prizes**

A. Every 100 points = 1 ticket into monthly drawing.

1. Group Site Drawings (aprox 150 employees per group – actual number of employees depends on participation in program).

- Up to \$1,000 in prizes. *(Every Odd Month)*

- Multiple prizes ranging from \$25 - \$50.

2. Company Wide Drawings. – Up to \$2,500 in prizes.  
*(Every Even Month)*

- Multiple prizes ranging from \$25 - \$100.

### **II. Year End Grand Prizes**

A. 1,200 points = 1 ticket into Grand Prize drawing.

B. Every 500 points after 1,200 points = 1 additional ticket

1. Grand Prize winners- Up to \$4,500 in prizes

- Multiple prizes ranging from \$250 – \$1,000 cruise voucher.

**Get moving, eat right – enjoy LIFE!**