



PURPOSE

Most corporations are promoting a healthy lifestyle in the hopes of making their workforce more productive, reducing employee medical claims on the company's health benefits, and combating the ever increasing "presenteeism" epidemic that costs US companies billions every year

THE EPIDEMIC OF OBESITY

Obesity and related conditions have risen to epidemic levels in the US and around the globe. The causes for this are numerous and included among the list are increases in automation and labor-saving devices that have resulted in a change in the way we live and work. Many workplaces are now sedentary settings and often provide easy access to energy-dense food and beverages. As a result, workplaces are contributing to the obesity epidemic. Obesity has been linked to numerous chronic diseases including cardiovascular disease, hypertension, dyslipidemia, type 2 diabetes, stroke, osteoarthritis and some cancers. Concern about the economic burden associated with obesity is growing. Obesity drives up costs for employers and is associated with increased absenteeism, disability, injury, presenteeism and healthcare claims. Furthermore, when compared to other industrialized countries, the US has the highest per capita costs for health care and also as a percentage of gross domestic product, yet ranks in the bottom quartile for life expectancy and infant mortality because of this epidemic.

PRODUCTIVITY & ABSENTEEISM

According to Healthy Workforce 2010 and Beyond, a joint effort of the US Partnership for Prevention and the US Chamber of Commerce, organizations need to view employee health in terms of productivity rather than as an exercise in health care cost management. The emerging discipline of Health and Productivity Management (HPM) has shown that health and productivity are “inextricably linked” and that a healthy workforce leads to a healthy bottom line. There is now strong evidence that health status can impair day-to-day work performance (e.g., presenteeism) and have a negative effect on job output and quality. Current recommendations for employers are not only to help its unhealthy population become healthy, but also to keep its healthy population from becoming sick. Employers are encouraged to implement population-based programs including health risk appraisals and health screenings in conjunction with targeted interventions. **Further, employers are highly encouraged to promote physical fitness and proper nutrition as key components to achieve their desired results.** In fact, improper nutrition contributed to roughly 45,000,000 sick days in the US alone last year, costing the US economy some \$73 billion.

THE SCIENCE BEHIND CORPORATE WELLNESS PROGRAMS

Research shows that the health status of your employees directly influences their work behavior, attendance and on-the-job performance. Therefore, improving employee well-being will result in a more productive workforce. That’s why 75% of high-performing companies now measure employee health status as a key part of their overall risk management strategy, and many pursue active wellness programs. However, for wellness initiatives to succeed, they must be an intrinsic part of an organization’s culture. Research has revealed that although illness is the most common cause of absenteeism, being unwell can affect performance through other means, such as presenteeism. This is defined as being at work but not fully functioning due to illness or other health conditions. According to numerous studies, presenteeism costs actually far exceed the costs of absenteeism and other health-related losses incurred by organizations. Effective wellness strategies can help alleviate both absenteeism and presenteeism and their related costs.

DID YOU KNOW

In 2013, the average award granted employees for participation in corporate wellness programs was \$450

- 63% of 100 Best Places to Work subsidized offsite fitness centers

- 55% of employees receive their health insurance from their employers who subsidize 75% of the cost
- Almost 60% of employers operate a self-insured/self-directed medical benefits plan and that number is rising
- With proper nutrition, 45,000,000 sick days could be avoided each year in the US alone, a savings of over \$73 billion
- Poor health results in \$1,900 to \$2,250 in lost revenue per employee every year
- 75% of all health benefits go to treat people with chronic diseases/conditions
- Obesity costs US employers over \$70 billion each year
- An obese employee is absent 2.3 times more often than a fit employee
- The estimated costs of obesity in a hypothetical 1-million-member health plan are \$29 per member per month.

The health and happiness of employees has been profoundly affected over the last three decades primarily by changes in technology and therefore changes to the business and working environment.

Longer working hours, more stress, less time for breaks and the general increased expectations that employers have of their employees brings with it a very real ability for an individual's work to profoundly affect their health, and in turn, for their health to profoundly affect their work.

It is now well understood that that a fit, healthy, happy workforce can help to improve the health and well being of a business, ultimately impacting on its and its employees future development and success.

Well-targeted nutrition education, fitness and the knowledge of cooking science in the workplace has been proven to improve productivity by 1 – 2 per cent.

▪ **This can be achieved in a number of ways including for example:**

- **Reduced absenteeism**
- **Improved presenteeism**
- **Lower company health insurance premiums**
- **Improved morale**

- **Better motivation**

- **Improved company loyalty**

We have become used to and now almost expect large corporations to undertake programs of external social responsibility, supporting for example local, worthwhile causes and engaging with crucial projects to help improve sustainability and the health of our planets oceans, seas, rivers and land masses.

It takes a forward looking organization to extend their corporate concerns to taking active, meaningful and measurable steps to promote the health and happiness of their own workforce - and this is especially so when it comes to encouraging improvement their nutritional wellbeing.

While everyone's health is ultimately 'their own business', there are many opportunities to help educate and influence behavior to promote a more nutritious way of eating for the individual within the day-to-day working environment.

This can be achieved both through direct education of employees as well as the very practical and hands-on approach of working closely with and supporting initiatives of a company's catering team.

Premiere Wellness Program

Premiere Wellness is a 12 week comprehensive wellness program that combines balanced nutrition, physical activity, and behavior modification. Through a series of weekly interactive and engaging classes, employees learn how to make educated food choices, set realistic goals, and overcome challenges to making sustainable lifestyle changes.

Program highlights:

- **Employee interest and health needs survey to customize program activities**
- **Interactive group classes taught by experts in nutrition, exercise, and health behavior**
- **Body composition analysis and tracking**
- **Midway one-on-one session with a Registered Dietitian Nutritionist**
- **Personalized coaching & ongoing support from health experts**
- **Results tracking and feedback evaluation**
- **Opportunities for employees to share their experiences and keep one another motivated toward making healthy lifestyle changes.**

- 1) **Culinary Immersion and Cooking Classes**
- 2) **Physical Therapy**
- 3) **Dietician Strategies**

Cooking Lean & Low Fat

Eat Your Heart Out: Heart Healthy Cooking

Budget Friendly Meals

My Plate Meal Planning

Quick & Healthy Meals for On-the-Go

Carb Control

Eating to reduce stress and boost immunity

Eating to reduce cholesterol

Eating to reduce the risk of type 2 diabetes

Weight management

Additional Lecture Topics Available:

Staying Healthy on the Road – It is not always easy to stay healthy while traveling – We can offer some tips and tricks for staying healthy and some ways to stay on track nutritionally while on the road.

Reduce stress & boost immunity – The workplace is the most common source for stress. Stress leads to weight gain and lowered immunity. Employees will get some lifestyle and nutritional tips to help reduce stress and boost immunity.

Break Up with Sugar – Do you have doughnuts and candy all over the office? It could be contributing to more sick days. Learn about the downsides of a high sugar diet & how to break free from sweets – for good (without going crazy).

Prevent Colds & Flu Naturally – Does cold and flu season hit your office hard? There are a number of key nutritional and supplement tips that can help prevent colds and flu. Find out what to do to prevent them, and what to take at first sign to stop it in its tracks. Great for beginning of cold and flu season!

Nutrition to Boost Focus & Attention – Learn what foods work against and which ones improve focus & attention.

Boost your metabolism – As we age our metabolism naturally slows down, but there are ways to give it a boost. We will explain which foods boost your metabolism and which ones bust it.

Why Low Fat is Making You Fat, Sick & Starving your Brain – Fats are one of the most misunderstood areas of nutrition. Not all fats are bad for you, in fact – you need healthy fats to reach and remain a healthy weight, to absorb certain vitamins, and for brain health! Learn which fats are healthy, and which ones to avoid.

5 Common Weight Loss Mistakes – Frustrated with diets? It's no wonder – there is a lot of misinformation out there about what works and what doesn't. We will dispel the myths and explain why most diets don't work! Your diet is a failure – not you!

Transform Your Picky Eater – We will identify the main types of picky eaters and offers practical tips for transforming picky eaters.

Easy & Energizing Snacks – do you reach for candy bars or caffeine to boost your energy during the day? We will share healthy alternatives for snacks.

Boost Your Brainpower! – Learn about nutritional approaches to help to boost your brain functioning, focus & attention.

Reduce Your Inflammation – Dubbed “The Secret Killer” by Time magazine, inflammation is linked to increased risk of diseases, pain & inflammation. Learn what foods increase inflammation and which ones reduce it.

Food Intolerances – could food sensitivities be causing your health problems? Linked to inflammation and joint pain, digestion issues, focus & attention issues, and many more symptoms – We can explain what food sensitivities are, and how to determine if you have them.

Stress Management 101 – Excess stress leads to weight gain, reduced immunity, and increased risk of diseases. Understand how to reduce your stress levels, and improve your health.

Banish the Belly Bloat – Digestive troubles are plaguing this country, and leading to missed days at school and work. We'll offer practical tips for helping people to understand how the digestive system works, and natural ways to improving it.

Disease Prevention – We will offer lectures on various areas of disease prevention – including diabetes prevention, heart health, breast cancer prevention, and more.

Eat a Rainbow! Eating more vegetables and fruits can literally save your life! Learn all about the

Superfoods for Energy, Focus & Health – Learn what superfoods are, the health benefits, and how to incorporate it into your diet.