

# Three Year Employee Wellness Plan Participation Based Program



**TRUCKERS WELLNESS**  
HEALTHY TRUCKERS · EARN MORE MONEY

## First year: Know your Numbers

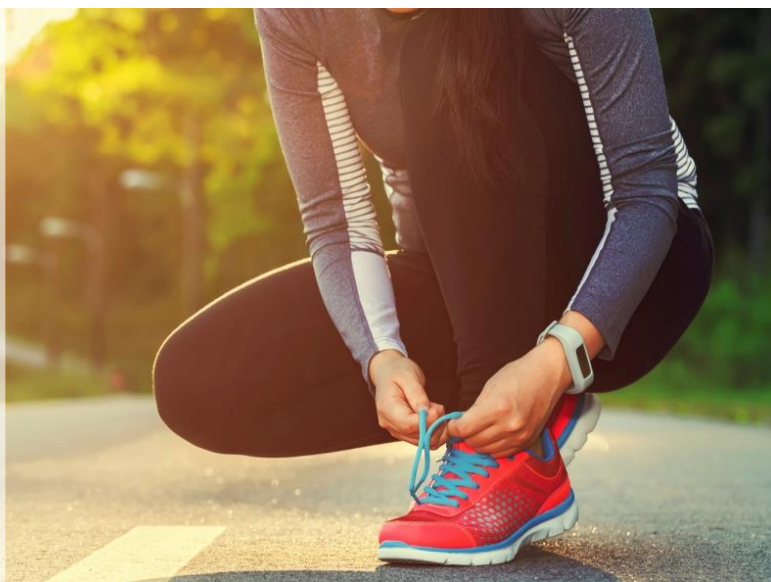
Start with an onsite wellness screening and Health Risk Assessment (HRA) to understand the risk factors of your employee population. Once the screening and HRA are completed, we will provide a comprehensive Summary Risk Report showing risk factors identified in biometric screenings, lab results and HRA.



Based on these risk factors, we will provide quarterly challenges that give eligible employees and spouses an opportunity to invest in their wellbeing. Incentives are provided for completing the wellness screening and HRA and additional incentive could be available for participating in 2 out of 4 quarterly challenges. The goal for the first year is for the employees to become aware of their health risks and participate in activities that will improve their health. Incentives need to be significant for participation unless there is already a strong wellness culture established in the company.

## Second year: Improve your Numbers

The employees need to do more than just attend a wellness screening and complete a HRA in order to receive an incentive. We recommend a comprehensive point based program including participation in health screening, HRA, and obtaining points through pedometer programs, attending educational programs, and featured challenges. Programs are based on risk factors and participants can choose challenges that fit their individual needs and interests. Employees will need to meet a certain point threshold in order to receive their incentive.



## Third year: Personalize your Program

The third year, we monitor closely the screening and HRA results to see if participants are engaged, changing behaviors and improving. Additional challenges will be implemented to address health risk factors that persist in



your employee population. We recommend adding a personalized coaching program for participants with 2 or more risk factors in addition to onsite seminars and more in depth lifestyle change programs to help individuals who are ready to take action to reduce their health risk and improve their numbers. We work with upper level management to review culture, policy, and procedures to help maintain and eliminate barriers for employees to get healthy. Depending on our evaluation, we may recommend that the employer move to a health standard based program by providing a health score to all wellness screening participants based on their risk factors. Employees would need to meet the qualifying level or improve their score by 10 percent in order to qualify for the incentive.