General Outline

The Wellness Forum's

Workplace Wellness Programs

Option #1 – Mandatory Participation
Best and Most Effective Choice

The Wellness Forum's programs are custom-designed and implemented in cooperation with you and your staff to accomplish the following objectives:

- Increase employee awareness of how diet and lifestyle impact health, longevity and quality of life
- Increase employee awareness of how diet and lifestyle habits and personal health status impact the company's financial health
- Motivate employees to participate in lifestyle improvement programs
- Improve employee habits and biomarkers
- Improve productivity
- Decrease medical costs
- Create a company culture that emphasizes health promotion

Step 1: Plan design – involves determining logistics, including the following:

- When and where classes will take place
- Potential changes in insurance plan
- How to introduce health promotion program to employees
- Follow-up programs and incentives
- Evaluation of changes needed in vending machines, company events involving food, and other situations in which food is a factor

Step 2: Plan introduction:

- Can be done at company-wide meeting or in small groups

Step 3: Enrollment and gathering of data:

Employees complete questionnaires about health status and diet and lifestyle habits (these remain, of course, confidential)

Step 4: Begin teaching classes on site

The course outline: nutrition and physiology; structuring of the diet – the role of carbohydrates, proteins and fats; the relationship between diet and disease; the aging process; nutrient values of foods; label reading; food preparation; dining out; proper hydration; exercise; and stress reduction. Includes a curriculum book, food samples served in class, two private coaching sessions to insure that concepts are properly applied, participation in Wellness

Forum workshops offered through conference call and webinar, and convenient access to healthy foods and products.

Can be taught in four 2 ½-hour sessions or eight 1-hour and 15 minute sessions

Step 5: Follow-up

Ongoing coaching sessions with employees are scheduled based on the company's incentive programs and other factors.

Step 6: Additional programs

These can include presentations at company meetings, workshops on-site, contests, company newsletter, incentive plans for maintaining healthy habits, and recognition.

Option #2
Optional Participation
Motivate and Offer Incentives for Employees To Improve Health at Their Expense

The program starts with all employees attending an introductory workshop, which can be delivered to all employees together or in smaller groups. This workshop is designed to motivate employees to take better care of themselves by presenting scientific information about the lack of efficacy for many conventional drugs and treatments, as well as the scientific evidence documenting efficacy for dietary and lifestyle intervention. This allows employees to make *informed choices* about prevention and treatment. Those who choose to take the course pay for it themselves. You may choose to reimburse a portion of the cost for employees who successfully complete the courses.

Additionally, an incentive plan can be developed for employees to participate in diagnostic testing, discussion of test results with a qualified person, participation in educational programming and a commitment to bring biomarkers in line with established parameters within time frames established by The Wellness Forum.

In addition to providing incentives for participation, further incentives could include waiving the co-payment for those associates who achieve their health improvement goals based on follow-up testing and/or our certification; with continued waiving of the co-pay if employee remains compliant.

It is sometimes advisable to make this same program available to insured family members as well.

Option #3
Web-Based Programming

The Wellness Forum provides webinar and conference call-based programming regularly, covering a variety of topics ranging from basic diet and health information to disease-specific workshops on topics like depression and heart disease. Detailed attendance records (participants' names and time spent logged on) can be provided weekly if incentives for participation are developed.

Option #4
Peer-to-Peer Wellness Coaching

If your budget for health improvement is limited, but you want to provide extensive programming to all of your employees, we can train a few motivated associates in your company to teach Wellness Forum programs to the rest of the group with our assistance.

Step one: **Selection**
We will provide you with criteria and assist you in choosing a few key employees who will be trained to become peer-to-peer health coaches. We require one employee for every 15-20 people who are employed by your company.

Step two: **Orientation**
A one-hour presentation, generally delivered during lunch, helps your employee prospects to understand the program, how it will benefit them and how it will benefit your company. We will explain exactly what is required, and how we will support their efforts.

Step Three: Wellness 101
Selected employees take Wellness 101 together, learn the principles of healthy living, and begin to make changes themselves.

Step Four: Training
The peer-to-peer health educators are provided training during which we teach them how to teach others and we develop a plan for beginning the program (with parameters outlined with your prior approval)

Step Five: Classes Begin

Step Six: Follow-Up Programs

Additional Services

Healthy Foods

For employers in the Greater Columbus, Ohio area, Wellness Forum Foods can provide healthy meals for lunches, dinners and other company events, for groups as small as two and as large as several hundred. We can also make healthy lunches available daily, bringing a variety of fresh, prepared foods to your location Monday through Friday. And, we can stock a cooler or freezer with prepared meals for employees to take home (this can become a profit center for your company and help to fund your wellness programming).

Cooking Classes

Many people would like to improve their diets, but do not know how to prepare healthier foods that are interesting and delicious. We have a full repertoire of cooking classes that can both motivate and teach your employees the skills to become more healthful cooks.

Workshops

Wellness Forum Certified Consultants can provide workshops on almost any health-related topic.

Fitness Programming

The Wellness Forum has a complete staff of highly trained fitness professionals who can teach a variety of classes or offer one-on-one training for your employees. If you do not have a fitness facility and are interested in developing one, we can advise you on design, equipment purchases and operations.