



McGohan Brabender Evolution of Health Management



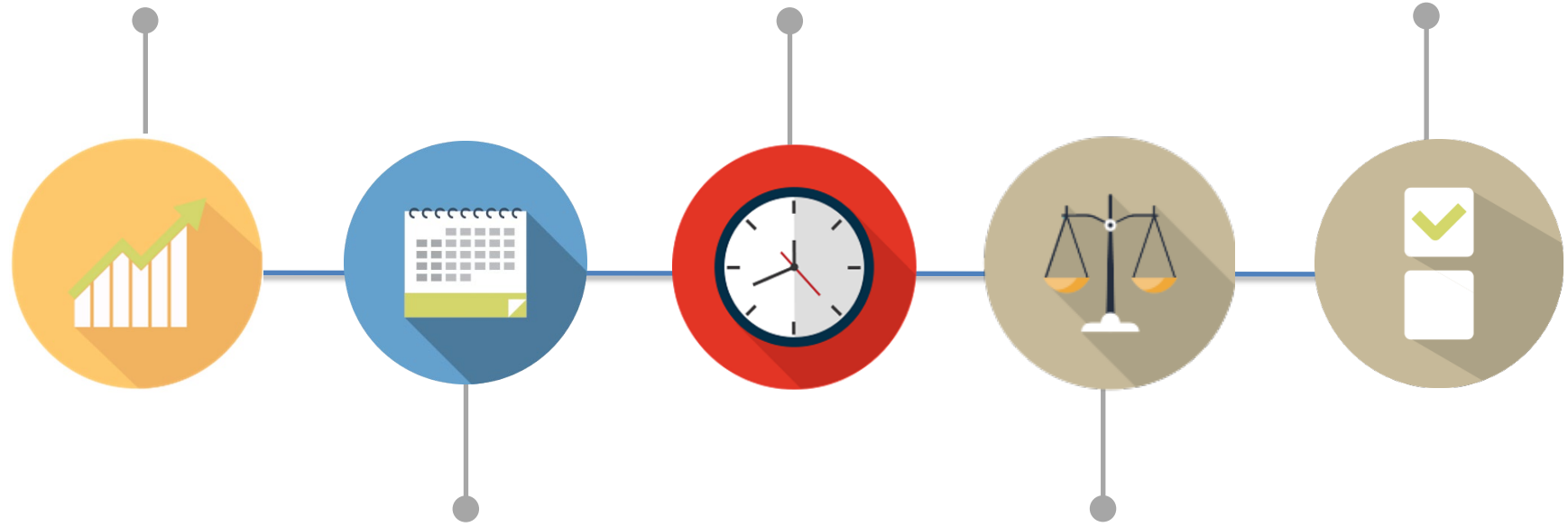
health management



WHO IS MB?

METABOLIC
RISK SYNDROM
(METS)

FUTURE FOCUS:
MENTAL HEALTH



EVOLUTION OF MB
HEALTH
MANAGEMENT
PROGRAM

EMPLOYEE & SPOUSAL
COMMUNICATION

Who is McGohan Brabender:

- Through 50 years in business, McGohan Brabender has been built by people, for people and is now employee owned! One of our core values is that we strengthen our communities through healthy families. At MB, we provide expert service in benefit plan design, communication, member advocacy, wellness, compliance and actuarial services.
- We have developed a defined process to help our employer clients control costs, improve health & sustain results.
- “Empowering Healthier Living” is our proven approach to risk mitigation which translates to healthier people and lower costs. MB practices EHL every day within our walls for our employees, spouses and with our clients.
- We have a dedicated team to support businesses in their health management and wellness journey. We focus on giving our clients the power to make better choices for their company, thinking about new ways to use their benefits that will allow their employees, in our communities, to celebrate many more, happier, healthier birthdays.

MCGOHAN BRABENDER: HEALTH MANAGEMENT TIMELINE

Year	Action Items
2004	<ul style="list-style-type: none"> • cliMB Wellness Committee established (Changing Lives Inside McGohan Brabender) <ul style="list-style-type: none"> • run by 6 employee volunteers with support of executive leadership team • Focus is mind, body, financial stressors and communication • organizes biometric screening and health risk assessment with local hospital • Incentive for completing these two activities was \$10 per pay (\$240 per year) • Fully Insured , dual option PPO / HMO
2005	<ul style="list-style-type: none"> • Changed plan design to dual option PPO / HDHP, still fully insured
2008	<ul style="list-style-type: none"> • Changed plan design to dual option HDHP, still fully insured
2009	<ul style="list-style-type: none"> • Implemented Wellvibe as an online engagement tool – allowed employees to log-in to view their individualized activities based on their age/gender • Added TelaDoc – telemedicine program • Employees must participate in biometric screening and complete age/gender cancer screenings to earn \$240 incentive • Spouses could participate in biometric screening and earn \$60 for participation
2011	<ul style="list-style-type: none"> • Plan became self-funded, still offered dual option HDHP • Introduced Compass to employees – “personal shopper” for medical/dental/vision services • Naturally Slim pilot was offered to a group of employees at MB (See slides 4-5 for results)

MCGOHAN BRABENDER: HEALTH MANAGEMENT TIMELINE

Year	Action Items
2012-2017	<ul style="list-style-type: none"> • 2012: Wellness program shifts to outcomes based , uses MetS as “standard” and Naturally Slim as reasonable alternative, cliMB is disbanded, 20% contribution differential • 2013: 9 claims in excess of the \$50,000 specific stop loss (a statistical anomaly) • 2014: Contribution differential shifts to full 50% allowable under ACA (30% for health management, 20% for tobacco surcharge) • 2015: Entered Captive
2018 - 2019	<ul style="list-style-type: none"> • Outcomes based program still continued and offer Naturally Slim as RA but also allow employees option of other coaching via hospital, or program with their own PCP • Spouses now required to participate in order for unit to receive Compliant rate
2020	<ul style="list-style-type: none"> • Employees and Spouses continue to have required activities within the wellness program to complete in order to earn the compliant rate on medical premiums. Required activities include: biometric screenings, annual physical with PCP, tobacco question/cessation, metabolic syndrome reasonable alternatives, age/gender cancer screenings. ADDITION: wellness lunch n learns and activity minutes and steps challenges throughout the year.
2021-2022	<ul style="list-style-type: none"> • All requirements the same. We have now made a bigger focus to promote our EAP for mental health awareness as well as put in unlimited health coaching on a variety of 20 different topics. This is available to ALL MB employees and spouses whether on the medical plan or not.

What Is An Outcomes-Based Wellness Program

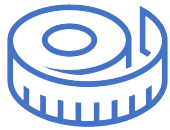
Main difference between the programs = health outcomes & reasonable alternatives

How to Determine At-Risk

3+ factors that lead to Metabolic Syndrome (Heart Disease, Diabetes, Stroke, etc.)



HIGH FASTING
GLUCOSE



HIGH WAIST
CIRCUMFERENCE



LOW HDL
CHOLESTEROL



HIGH
TRYGLCERIDES



HIGH BLOOD
PRESSURE

What Percentage of U.S. Adults are estimated to have Metabolic Syndrome? **34%**

Empowering Healthier Living: Communications

McGOHAN BRABENDER - 2022 HEALTH MANAGEMENT PLAN

(WELLVIBE IS FOR MEDICAL PLAN PARTICIPANTS ONLY)

EMPLOYEES REMAINING ON THE MEDICAL PLAN AS OF 12/31/21

MUST COMPLETE ALL OF THE BELOW ACTIVITIES BY 11/30/22

Intake Questions, Tobacco Affidavit AND Biometric Screening **should be** completed by 7/1/22 in order to give you time to do any Reasonable Alternatives (if applicable) by the 11/30/22 deadline.

- ❑ **INTAKE QUESTIONS**
a. PCP Question
- ❑ **TOBACCO AFFIDAVIT**
(included in intake question)
 - a. Tobacco reasonable alternative election question – if applicable
 - b. Cessation Program – if applicable
 - Marquee Health Coaching
 - PCP

If you choose **not to participate, you will be given the monthly tobacco surcharge, starting 01/01/22.**
- ❑ **BIOMETRIC SCREENING**
On-site at MB or with PCP. Follow the instructions provided in the Wellvibe activity description.
- ❑ **MetS REASONABLE ALTERNATIVE**
(if applicable)
 - a. Naturally Slim
 - b. Marquee Health Coaching
 - c. PCP
- ❑ **A1C TEST IF GLUCOSE OVER 101**
(if applicable)
- ❑ **AGE/GENDER SCREENING**
 - a. Annual Physical
 - b. Breast Cancer Screening
 - c. Cervical Cancer Screening
 - d. Colorectal Cancer Screening
- ❑ **BIOMETRIC RE-TEST** (if applicable)
- ❑ **KNOVA SOLUTIONS**
Follow the instructions provided in the Wellvibe activity description.
- ❑ **TELADOC**
Only if not completed in the past
- ❑ **ALIGHT**
If answer “no” to PCP intake questions
- ❑ **HEALTH RISK ASSESSMENT** (optional)
- ❑ **MARQUE HEALTH COACHING** (optional)
- ❑ **WAIST CIRCUMFERENCE OUT-OF-RANGE OPTIONS** (optional, if applicable)
 - a. Naturally Slim
 - b. Marquee Health Coaching
- ❑ **UMR MATERNITY** (optional, if applicable)

QUESTIONS?

If you have any questions, please feel free to contact:

Human Resources

MCGOHAN BRABENDER HEALTH COACHING PROGRAM



HOW DO I GET STARTED?

Employees can connect with a **Health Coach** in one of two ways:

☎ 800.882.2109 option 1

✉ coaching@marqueehealth.com

WHAT WILL I LEARN THROUGH HEALTH COACHING?

Health Coaching is a free and confidential program offered through our wellness partner Marquee Health. Participants will gain an understanding of positive self-talk, learn how to draw from personal challenges and successes, and identify what works best for them in reaching personal health goals. These skills, and the knowledge members develop through their participation in the coaching program provide a foundation for impactful and long-term behavior changes.

UFIT ADVANCED PHYSICAL ACTIVITY
UFUEL PERSONALIZED NUTRITION
UREST SLEEP HYGIENE
UPLUSONE PRENATAL WELLNESS
UCENTS FINANCIAL FITNESS

UBALANCE STRESS MANAGEMENT
UPREVENT CANCER RESISTANCE
UBREATHE TOBACCO CESSATION
UBODY WEIGHT MANAGEMENT
UMOVE BEGINNING PHYSICAL ACTIVITY

UBEAT HEART HEALTH
UBYOUPS FAMILY HEALTH
UTHRIVE DIABETES EDUCATION
UCONTROL GENERAL HEALTH

Phone 800.882.2109
Email coaching@marqueehealth.com



- ❑ More robust EAP where employees have access to a licensed mental health therapist via phone call, texting, group therapy, video counseling or self-guided solutions 24/7.
- ❑ Addition of MB Dedicated Counseling with mental health therapist twice a month.
- ❑ Unlimited health coaching for meditations, mindfulness and sleep.
- ❑ Mental Health First Aid training for all managers.
- ❑ Quarterly employee webinars on how to use and access the EAP when needed.

Employee Health & Wellness at Home & Work

How We Win: What Is Provided To Our Associates

Jackie Kendziorski, MS, CHC
Wellness Coordinator
Everside Health



Health and Wellness Service Mission

We support the *Company's* Mission Statement within the shared value of encouraging wellness and safety both on the job and away from work.

The goal of our program is to maximize the health and well-being of our employees, control benefits costs, and improve productivity by:

- Preventing illness
- Securing the right care at the right place at the right time (after-care) when prevention is not possible.
- Assuring that people have the information available to support health management at all stages of life

Health and Wellness Service Mission

- If the tools for health are available where you spend most of the day, employees are more apt to utilize.
- Making services AVAILABLE. Period.
- Engaging employees “on the floor” at work to create awareness of services and encourage use.
- When services are utilized, the need is seen by upper-level management.

Health and Wellness Service Mission

Home Safe Culture



What is provided to associates?

- **Onsite Health Clinic**

- On-site
- Free to all associates
- Private
- Ease and Convenience
- Offers acute care services
- Health screenings
- Work and nonwork-related injuries
- Return to work after being off for extended period
- Health Information
- Vaccines
- Travel medicine

**Minute Clinic –
Walk in assistance**

What is provided to associates?

- Industrial Athlete - Fitness Center
 - On-site
 - Accessible 24/7
 - Free to all employees
- Several trails to explore around the facility
- Massage Chairs
- FREE Fitness Events in the community
- Corporate – Sports teams and sponsorships



What is provided to associates?

Wellness Services

- Individual Services:
 - On-on-One Health Coaching
 - InBody Assessments (body composition testing)
 - Exercise Programs
 - Nutrition Planning
 - Injury Prevention
 - Tobacco Cessation Program
 - Pregnancy Program





What is provided to associates?

Wellness Programs

- Stretching Program (Pre-Shift)
- Wellness Challenges
- Disease Management Programs
- Chronic Condition Programs
- Individual and Department Wellness Recognition
- Educational Lunch and Learns
- Prizes and Incentives

What is provided to associates?

- Dietary Guidance
 - Educational material
- Market Store in Break Room
 - Healthy food items in a marked Green Zone
- THRIVE Food App
 - To order fresh café food
 - Healthy Options



What is provided to associates?

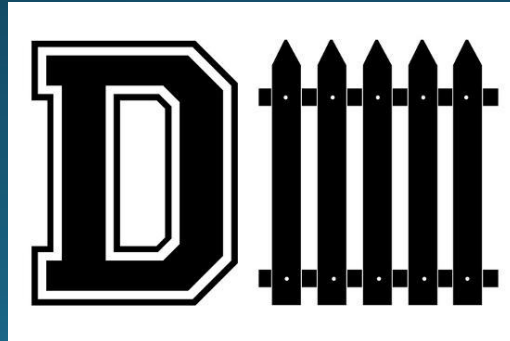
Employee Assistance Program (EAP)

- Provides 24/7 Employee Assistance and work/life services for all employees and their household family members
- 100% confidential
- FREE counseling sessions

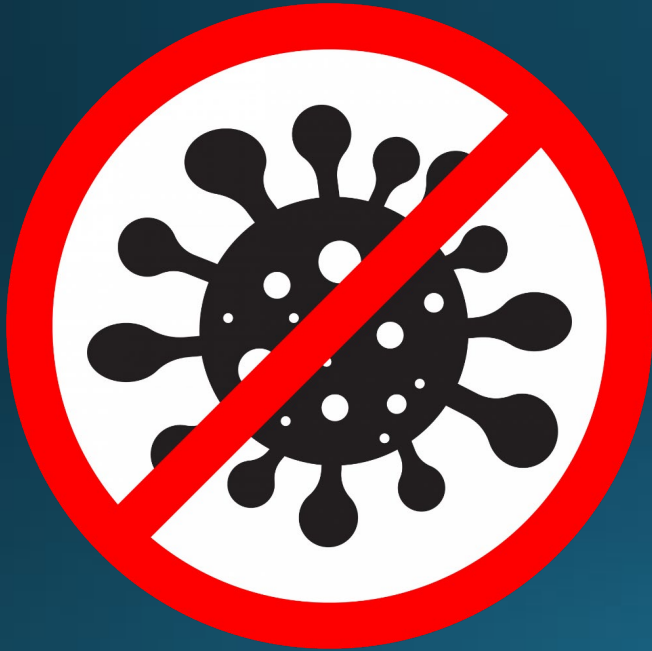


*Safety Isn't The Absence Of Injuries,
Safety Is The Presence Of Defenses*

Wellness is our Defense!



2021 Covid Wellness Operations



We implemented procedures that provided a safe environment for wellness services to continue

Wellness services were a large part of working during the pandemic in the plant

2021 Covid Wellness Operations

Wellness Coordinator assisted with implementing safety protocols for limited exposure

- Staggered Pre-shift stretching groups in departments for less associates in one area together
- Re-wrote programming for individuals to do their own injury prevention routine in their own space
- Offered wellness programs with out being in large groups
- Pandemic Response Promo to bring positivity



Pandemic Response:

What did you learn during the pandemic that you can carry on in life?

- 1) Fill out a form and drop in the box.
- 2) Make sure you list your name, department, and shift.
- 3) Check off if you'd like your response shared (answers do not determine winners)

You have anywhere from 12,000-60,000 thoughts per day. 95% of them are the same as the day before. Why not make more of them positive.

*2016 Item © 2021 National Science Foundation Archive

WELLNESS
AKRON · ICM

2021 Covid Wellness Operations

- Offered virtual health coaching over the phone or TEAMS
- Gate Greets with positive safety messages hand delivered as associates walked into work (rather than meeting in a conference room)
- Moved gym equipment to a large area/spread out
- At home workouts created for individual associates
- Topics covered centered towards building immunity, mental health, and other tips
- Vaccines offered at work
- Encouraged activities that were still “on”:
 - Akron Marathon Relay/Goodyear Half and 10K
 - Outdoor trails by Plant (re-mapped with 4 trails)
 - Golf Outing (June)
 - Drag Races (July)
 - One on one coaching (socially distanced)



Production

Although it's hard to prove that a healthier workforce can influence components of production, if people are truly are the "foundation" of a company then we must believe that improving their health and safety will impact other metrics.

Basic Cost Savings

Less impact on the Company Health Benefits/Claims (non-occ)

Lower Workers Compensation Claims/Costs particularly when it comes to preventative injuries

2021: Total Lowest number of injuries in plant history

Other:

- *Reductions in absenteeism*
- *Meeting "ticket" with less people and more production*



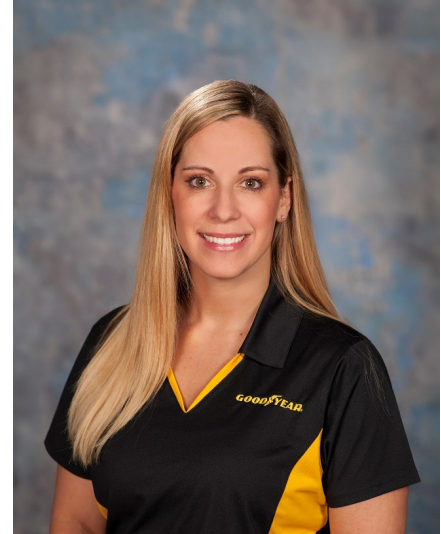
thank you!

QUESTIONS?

Jackie Kendziorski, MS, CHC

Jackie.Kendziorski@eversidehealth.com

330.796.1644



Biographical Information

Tiffany Kuck, Population Health Manager
McGohan Brabender Inc., 3931 S. Dixie Dr., Dayton, OH 45439
937-395-4564 tkuck@mcgohanbrabender.com

Tiffany has been in the healthcare industry working with McGohan Brabender for 8 years. She works directly with MB Clients to execute their wellness and health management strategy. Her clients include multiple municipalities, retail, manufacturing, healthcare, financial services, government and transportation. Tiffany's experience and expertise allow her to work directly with employer leadership teams to instill a health management philosophy, strategy and process specific to their needs. Whether it is a biometric screening, tobacco surcharge, or an online engagement tool she is there to help them through the process. Tiffany joined MB in 2015 from the Walt Disney Company, bringing 10 years of overall work experience including management roles. Tiffany's area of specialization is Empowering Healthier Living with our clients and their employees. She has a degree from University of Kentucky in Family Studies & Communication and Leadership Development. Tiffany loves to teach, train, and help people on their journey to better health.

Jackie Kendziorski, CHC, MS, Wellness Coordinator
Goodyear Tire & Rubber, Innovation Center Manufacturing, Akron, OH
330-796-1644 jackie.kendziorski@eversidehealth.com

Jackie Kendziorski - Jackie is the Wellness Coordinator for Everside Health at Goodyear's Innovation Center Manufacturing in Akron, OH. Jackie has over 15 years of experience in the health and wellness field and has excelled in corporate wellness, recreation management, medically-based fitness, post-orthopedic care, joint mobility training, cardiac rehab, personal training, Crossfit and a wide variety of athletics. Jackie received her Master's degree in Exercise Science from the University of Akron and has paved her way in the industry studying fitness as it applies to everyday life and function. Jackie believes that having a healthy and fit workforce culture creates an environment for success in and out of the workplace. Integrating wellness programs that work to improve employee health and productivity is her top priority.