

12TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop I

Ohio Healthiest Employers --
**Best Practices & Successes at
Cultivating a Culture of Employee Health,
Wellness & Well-Being, Employee
Engagement & Participation in Wellness
and the Value of a Healthy Workforce**

1:30 p.m. to 2:45 p.m.



Cheryl Mueller, CEBS, GBA, CMS, CBC
Vice President, Central Ohio
CherylM@horanassoc.com

Cheryl Mueller, CEBS, GBA, CMS, CBC
Vice President, Central Ohio

Cheryl Mueller, Vice President, Central Ohio, is instrumental in proposing strategies that can be implemented to enhance employee benefit programs while containing costs and improving employee understanding and appreciation of their benefits.

Involved in group health benefits since 2000 and utilizing her previous roles with HORAN as an Account Manager, Financial Analyst and Marketing and Communications Manager, Cheryl provides insight to the overall planning involved in delivering a well-designed benefits package.

Committed to ongoing education for both employers and employees, Cheryl assisted in the creation of the very successful HORAN Education Series, which provides current legislative and industry updates. Cheryl is frequently asked to speak during wellness programs and cultivate workplace environments that promotes employee engagement in their health care decisions.

Community

- Boys & Girls Club of Dayton - Chair of the Finance Committee
- United Way Emerging Leaders - Member
- American Heart Association - Board Member
- Go Red for Women Committee - Member

Education

- Certified Employee Benefits Specialist (CEBS) designation
- Group Benefits Associate (GBA) designation
- Compensation Management Specialist (CMS) designation
- Chartered Benefit Consultant (CBC) designation
- Life, Accident & Health Insurance license
- Liberty University - Bachelor of Science degree in Communications

About HORAN

For over 65 years, HORAN has served as a trusted advisor and thorough planner in the areas of life insurance for estate and business planning, employee benefits consulting and wealth management.

Headquartered in Cincinnati, Ohio, with Regional Offices in Dayton, Ohio; Columbus, Ohio; and Ft. Mitchell, Kentucky, HORAN serves both corporate and individual clients in 40 states. HORAN has a strong regional presence with a national footprint. We bring the best services, resources and value to our clients through premier national partnerships with M Financial Group, United Benefit Advisors and Retirement Planning Advisory Group.

Our integrity, commitment to excellence and industry knowledge are foundations upon which HORAN has built a reputation for delivering high quality products and services. Visit horanassoc.com to learn more.

Biographical Information

Michele Winter, Human Resource Administrator
Atlantic Tool & Die Co., 19963 Progress Dr., Cleveland, OH 44149
440-238-6931 Fax: 440-238-2210
michelewinter@atlantictool.com

Human Resource Administrator for Atlantic Tool & Die Company, headquartered in Strongsville OH, since April, 2004. We strive to improve our Wellness Program on a yearly basis. You don't need a degree to help your co-workers think healthier on a daily basis but you do need a network to work with for new ideas and how to integrate them into our daily lives.

Julie A. Palmer, RDN, LD, ASCM – CPT
Lead Dietitian and Corporate Wellness Coordinator
LifeCare Alliance, 1699 W Mound St., Columbus, OH 43223
614-437-2841 Fax: 614-278-3143 jpalmer@lifecarealliance.org

For 10 years, Registered Dietitian Nutritionist Julie A. Palmer has coached people from all walks of life to reach their full, healthy potential. She is experienced in nutrition counseling, motivational interviewing, goal setting, physical fitness education, stress reduction, and mindfulness.

Her current role is lead dietitian and corporate wellness coordinator at LifeCare Alliance, a not-for-profit organization that provides community health and nutrition services.

In recent years, Julie has expanded her career by partnering with community agencies to write grants and develop, execute, and evaluate new community programs. Using a model of social entrepreneurship, she has created, organized, and implemented nutrition education programming for a wide variety of community and corporate partners. Julie is a preceptor for dietetic students and interns with The Ohio State University and Bowling Green State University. She serves on the advisory committee for Columbus State Community College Diet Tech Program. Julie is certified in Adult Weight Management and is a Level 2 Yoga Fit Instructor.

Her most recent project is to spearhead research initiatives to increase the involvement of registered dietitians in meals-on-wheels.

2017 Health & Wellness Program

Established 2008

Atlantic Tool & Die



Effective October 1, 2008

Get Gas!

Get Groceries!

Get Pumped up and in Shape

SHAPE UP

- Atlantic Tool & Die has started up a brand new fun Health & Wellness Program to help improve overall health of all associates and keep each of you physically fit.
- In order to do this, we have created a point scale with different activities for you to conquer in order to accrue points and win **PRIZES!!!**

“Shape Up” list what it means below-

- **S**trength
- **H**ealth
- **A**ttitude
- **P**hysical
- **E**xercise
- **U**nified
- **P**revention

Let's get started...

- Whether you need help getting off the couch and beginning an exercise routine or you've been working out for years and want to ramp it up, this program has been created to help you achieve your exercise goals.
- “SHAPE UP” is in tact to help you build more muscle and lose those extra pounds. This will help you learn the advantages of aerobic exercise and weight lifting.



Not sure how to do a certain exercise?... Not sure where to start?...

- We strongly encourage each of you to utilize medmutual.com.
- There are TONS of helpful hints, suggestions, and statistics to help improve your overall health & wellness.
 - Want to finally learn how to play tennis, soccer or some other sport? Now's your chance!! If it's fitness-related, you'll be awarded points to win prizes and will improve your overall health & wellness!!

What is Fitness..?

- The President's Council on Physical Fitness and Sports outlines the following five basic components to physical fitness:
 - **Cardio-respiratory endurance** - The ability to deliver oxygen and nutrients to tissues and to remove wastes throughout sustained periods of time. Long runs and swims are among the methods employed in measuring this component.
 - **Muscular strength** - The ability of a muscle to exert force for a brief period of time. Upper-body strength, for example, can be measured by various weight-lifting exercises.
 - **Muscular endurance** - The ability of a muscle, or a group of muscles, to sustain repeated contractions or to continue applying force against a fixed object. Push-ups are often used to test endurance of arm and shoulder muscles.
 - **Flexibility** - The ability to move joints and use muscles through their full range of motion. The sit-and-reach test is a good measure of flexibility of the lower back and backs of the upper legs.
 - **Body composition** - Often considered a component of fitness. It refers to the makeup of the body in terms of lean mass (muscle, bone, vital tissue and organs) and fat mass. A particular ratio of fat to lean mass is an indication of fitness, and the right types of exercise will help you decrease body fat and increase or maintain muscle mass.

Your Work Out Program..

- Your exercise program should include something to improve each of these five basic fitness components.
- Each workout should begin with a warm-up and end with a cool-down.
 - A warm-up generally consists of five to 10 minutes of low intensity movements, such as walking, slow jogging, knee lifts, arm circles or trunk rotations.
 - A cool-down consists of a minimum of five to 10 minutes of slow walking, low-level exercise, combined with stretching.

***As a general rule, you should try to get moderate intensity exercise, like brisk walking, most days of the week.**

Helpful Suggestions...

- Now that you are ready to dive into the program, let us show you the way. Lace up those sneakers and get moving... here are some helpful suggestions in kicking off your fitness & wellness plan...



Worried you cannot find time to fit exercise into your life?

- Here are a few tips for fitting exercise into your schedule..
 - **Wake up earlier:** start by setting your alarm clock 5 minutes earlier. Do stretches and jumping jacks before getting into the shower, or follow a short exercise DVD
 - **Find a workout buddy:** exercising with a friend is more fun than working out alone and a good motivator. Ask a coworker to go for a walk during lunch or see if a neighbor wants to shoot hoops
 - **Change into exercise clothes before leaving work:** you'll be ready for a short walk as soon as you get home.
 - **Schedule your fitness activities:** if you put exercise on your calendar like other appointments, you're more likely to do it.
 - **Acknowledge your success:** keep a log of all the times you make a healthy choice to move more, such as taking the stairs instead of an elevator. After the first week, reward yourself with a new pair of sneakers or a cool new water bottle

Worried you cannot find time to fit exercise into your life?

- **Create a home (or desk) gym:** if you have equipment always ready, it will be easy to steal 5 minutes to use it. A jump rope, a stability ball, exercise bands and dumbbells won't cost much and do not take up much room.
- **Move while you watch TV:** Don't sit idly - or worse, get a snack during commercials. Do sit-ups or jog in place instead.

Worried you cannot find time to fit exercise into your life?

- **Play games with your kids.** Don't just watch while your kids play outside - join in their fun. Play tag or Duck Duck Goose or just toss a ball back and forth. If your kids love video games, think about swapping their console for the Nintendo Wii®. The whole family will break a sweat using special controllers to compete at boxing, tennis, golf and bowling.
- **Exercise while you work.** Raise your activity level and productivity with neck rolls or arm raises (push hands out to the side and then up toward the ceiling). Or do a few modified push-ups on the edge of your desk.

Let's get Moving!!



- Now that we have provided you with some – but not all- suggestions in getting started, let's look into the specifics of ATD's SHAPE-UP program!!



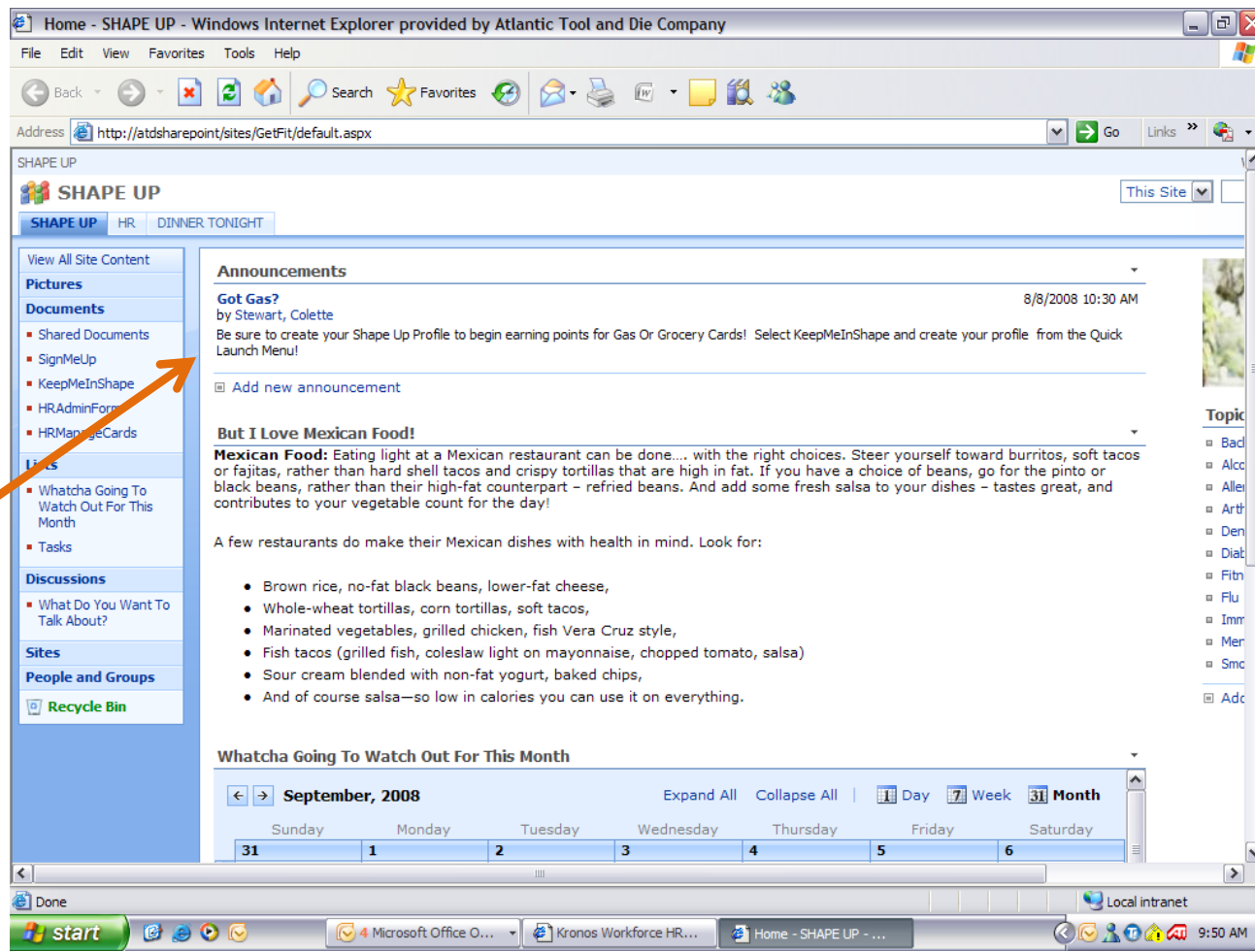
Health & Wellness Activities & Awards

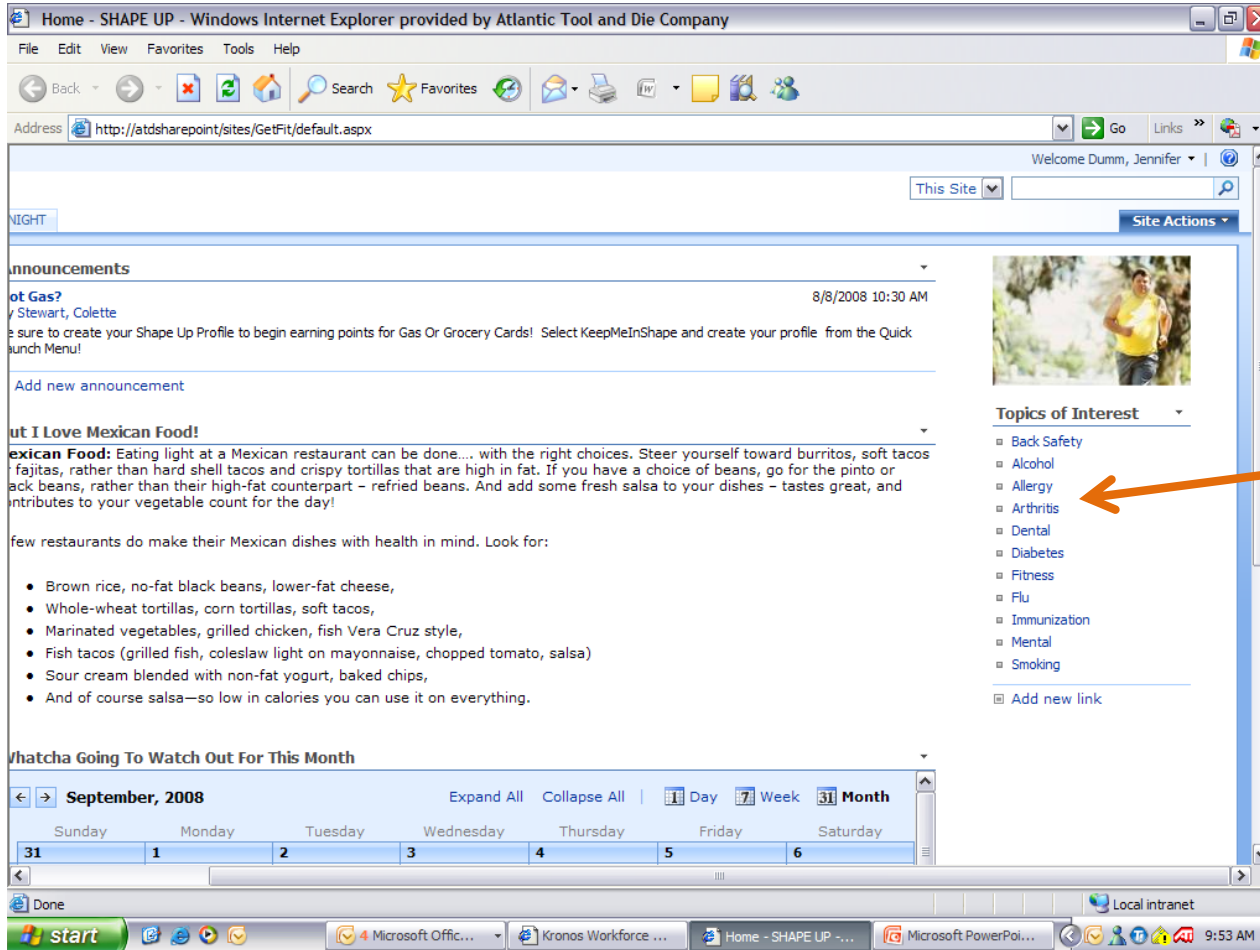
- <http://atdsharepoint/sites/getfit>



Go to the website and check it out

Great info on
Announcements,
articles and fun
stuff to read!





Awesome links
To our Wellness
Articles
At your fingertips

HR Wellness Calendar – great tips

Home - SHAPE UP - Windows Internet Explorer provided by Atlantic Tool and Die Company

Address: <http://atdsharepoint/sites/GetFit/default.aspx>

Discussions

- What Do You Want To Talk About?

Sites

People and Groups

Recycle Bin

- Brown rice, no-fat black beans, lower-fat cheese,
- Whole-wheat tortillas, corn tortillas, soft tacos,
- Marinated vegetables, grilled chicken, fish Vera Cruz style,
- Fish tacos (grilled fish, coleslaw light on mayonnaise, chopped tomato, salsa)
- Sour cream blended with non-fat yogurt, baked chips,
- And of course salsa—so low in calories you can use it on everything.

Whatcha Going To Watch Out For This Month

September, 2008

Expand All Collapse All | Day Week Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1 Blood pressure awareness month Finance - National Coupon Month Finance - National Coupon Month 2 more items	2	3	4	5	6
7	8	9	10	11	12	13

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Local intranet

start | 4 Microsoft Offic... | Kronos Workforce ... | Home - SHAPE UP ... | Microsoft PowerPoi... | 9:54 AM

Ready to start?

Go to SignMeUp
If you are ready to
commit to get fit!
This is the first step in
getting on board with
our wellness program



Home - SHAPE UP - Windows Internet Explorer provided by Atlantic Tool and Die Company

File Edit View Favorites Tools Help

Address <http://atdsharepoint/sites/GetFit/default.aspx>

SHAPE UP

SHAPE UP HR DINNER TONIGHT

View All Site Content

Pictures

Documents

- Shared Documents
- SignMeUp
- KeepMeInShape
- HRAdminForm
- HRManageCards

Lists

- Whatcha Going To Watch Out For This Month
- Tasks

Discussions

- What Do You Want To Talk About?

Sites

People and Groups

Recycle Bin

Announcements

Got Gas? 8/8/2008 10:30 AM
by Stewart, Colette
Be sure to create your Shape Up Profile to begin earning points for Gas Or Grocery Cards! Select KeepMeInShape and create your profile from the Quick Launch Menu!

Add new announcement

But I Love Mexican Food!

Mexican Food: Eating light at a Mexican restaurant can be done... with the right choices. Steer yourself toward burritos, soft tacos or fajitas, rather than hard shell tacos and crispy tortillas that are high in fat. If you have a choice of beans, go for the pinto or black beans, rather than their high-fat counterpart - refried beans. And add some fresh salsa to your dishes - tastes great, and contributes to your vegetable count for the day!

A few restaurants do make their Mexican dishes with health in mind. Look for:

- Brown rice, no-fat black beans, lower-fat cheese,
- Whole-wheat tortillas, corn tortillas, soft tacos,
- Marinated vegetables, grilled chicken, fish Vera Cruz style,
- Fish tacos (grilled fish, coleslaw light on mayonnaise, chopped tomato, salsa)
- Sour cream blended with non-fat yogurt, baked chips,
- And of course salsa—so low in calories you can use it on everything.

Whatcha Going To Watch Out For This Month

September, 2008 Expand All Collapse All Day Week Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1	2	3	4	5	6

<http://atdsharepoint/sites/GetFit/SignMeUp/Forms/AllItems.aspx>

Local intranet

start 4 Microsoft Offic... Kronos Workforce... Home - SHAPE UP... Microsoft PowerPoi... 9:54 AM

Commit to get Fit and set your goals

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Submit

Create New Profile

Dumm, Jennifer

My Commitment to a Healthy Lifestyle

I want to be healthy and get in shape.

I have the following personal goals:

I will be fit - I will work out - I will show the world that I can do anything I put my mind to :)

To Submit a new profile,
1: Check the "I Want to Be Fit, Get Fit, Stay Fit" check box.
2: Enter a password
3: Click the "Submit New Profile" button.

I Want To Be Fit, Get Fit, Stay Fit! 9/10/2008

Enter Your Password: [password field] Submit New Profile

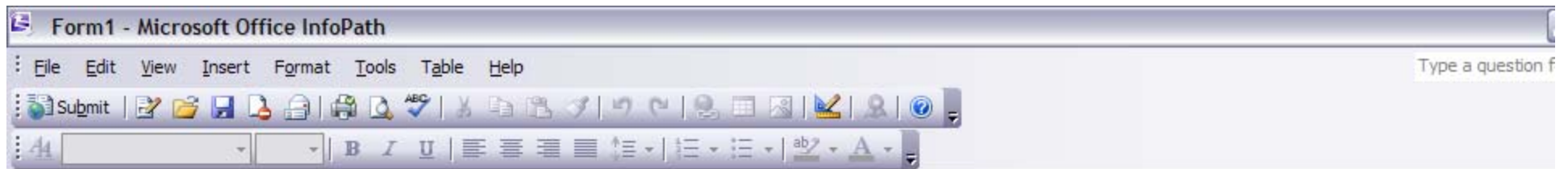
Form template's location: http://atdsharepoint

start 4 Microsoft Offic... 3 Internet Explorer Microsoft PowerPoi... Form1 - Microsoft ... 10:05 AM

You are committing to a healthy lifestyle– by signing up you agree to make a real effort to get fit

Type the goals that only you can see

Follow these steps



Choose an Action



This is your **ACTION VIEW**

You will always come to this screen and select what it is you want to do – you have three options...

My Profile Action View Reset Password Submit & Close

Employee Status: **InActive** Sign Up Date: **9/10/2008** Current User: **Dumm, Jennifer**

Employee Details

Associate Name:		Insurance Plan: Standard Family	
Commitment Signed: <input checked="" type="checkbox"/>	9/10/2008	Insurance Status:	Family
Associate Physical: <input checked="" type="checkbox"/>	7/1/2008	Insurance Type:	Standard
Spouse Physical: <input checked="" type="checkbox"/>	8/10/2008	Weekly Co-Pay by Plan:	Regular: 60.09 Discounted: 30.04
HRA Completed: <input checked="" type="checkbox"/>		You are Paying:	Weekly Savings: \$60.09 \$0.00

Quarterly Activity

Quarterly Wellness Deductible	<input type="text"/>	Quarterly Points Met?	Q1 <input type="checkbox"/>	Q2 <input type="checkbox"/>	Q3 <input type="checkbox"/>	Q4 <input type="checkbox"/>
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Wellness Points Activity

Award Cards

Total Points Earned:	<input type="text" value="0"/>	Points Redeemed:	<input type="text"/>	Number Of Cards Available:	<input type="text"/>
Total Points Cashed In:	<input type="text" value="0"/>				
Available Points To Redeem:	<input type="text" value="0"/>				

Date	Type	# Of Cards	Pts Traded	Awarded Date

Here is what that data will look like... not the Weekly Savings

Note it is \$0 now because HR will need to verify eligibility We will see what that looks like later...

Before we forget....

- We may not have made this too clear yet... so let's do it now – ok? So that you really pay attention to this...
- This SHAPE UP program *is our wellness program.*
- What do you think that means? Do you know what our current wellness program is?

Before we forget....cont.

- Yep = Annual Physicals, HRA, now Spouse Physical, now dependant child 18 or over (effective 1/1/11)... and guess what is next...
- I know you know
- Come on – what is next?

ATD's Wellness Program

- SHAPE UP is next = actually getting off the couch and changing OUR lifestyles...
- Effective 1/1/2009 – we will require MORE from you as it goes with Wellness... a commitment to improve your lifestyle.. And SHAPE UP is a method to track that change..
- Don't worry – it is not impossible to do – one step at a time, one day at a time, but we are going to get fit and earn some \$ to do it!

Recap on Wellness Policy 1/1/09

- To maintain the Reward Rates on your weekly health insurance premium or maintain your credit..... Effective 1/1 guess what you need?
 - Proof of annual or every two year physical due 6/30/09
 - Completion of HRA
 - Spouse Physical if applicable 6/1/09
 - Enroll and commitment to get fit statement 1/1/09
 - 15 Shape Up Points effective 1/1/11 10 Shape Up Points effective 1/1/10 5 Shape Up Points effective 1/1/09 / Quarter (60 minutes of exercise in a 3 mo period – come on – anyone can do this – don't give me grief!) by 3/31/11 3/31/10 3/31/09

So now you get it, right?..

- That is why we are rolling this out today – we have 3 months to play around with Shape up –

Let's embrace wellness!!!!

So let's get back on track

This is your profile

You will manage your profile – just as you manage your lifestyle – this view is a snapshot of what you have done for your SHAPE UP

Lets enter some data then we will come back to this page

HIT ACTION VIEW to enter some data

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Submit Print Save Undo Redo Copy Paste

My Profile Action View Reset Password Submit & Close

Employee Status: InActive Sign Up Date: /2008 Current User: Dumm, Jennifer

Employee Details

Associate Name: Insurance Plan: Standard Family

Commitment Signed: 9/10/2008 Insurance Status: Family

Associate Physical: 7/1/2008 Insurance Type: Standard

Spouse Physical: 8/10/2008

HRA Completed:

Weekly Co-Pay by Plan: Regular: 60.09 Discounted: 30.04

You are Paying: \$60.09 Weekly Savings: \$0.00

Quarterly Activity

Quarterly Wellness Deductible Quarterly Q1 Q2 Q3 Q4

Wellness Points Activity Award Cards

Total Points Earned: 0 Points Redeemed: Number Of Cards Available:

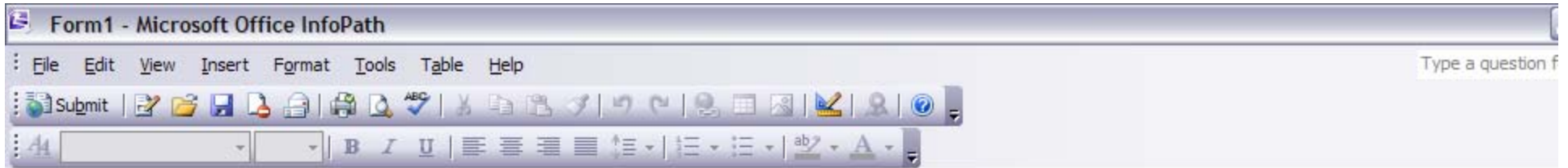
Total Points Cashed In: 0

Available Points To Redeem: 0

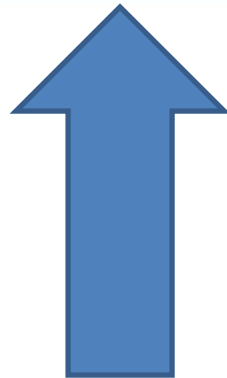
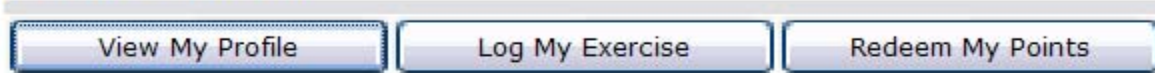
Date	Type	# Of Cards	Pts Traded	Awarded Date
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Form template's location: http://atdsharepoint

start 4 Microsoft Offi... 3 Internet Explorer Microsoft PowerPol... Form1 - Microsoft ... Mgmt 10:20 AM



Choose an Action



Since you have committed to get fit and change your lifestyle – you most certainly have gotten off the couch and DONE SOMETHING physical – this LOG MY EXERCISE allows you to enter your stuff... click it and take a look

Lets talk about the Plant CHAMP

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Submit

Verdana 10

Log My Exercise Action View Submit & Close

Dumm, Jennifer

Total Points Earned: 1,030

Total Points Cashed In: 960

Available Points for Redemption: 70

Activity Log UpdateMyTotals

Get Daily Totals 9/11/2008 "Daily" Exercise Point Total: (Max 15 pts/Day)

Activity Date	Frequency	Type	Pts	
9/1/2008	Daily	Work Out < 30 Minutes	5	Ran 2 miles
9/2/2008	Monthly			Enter a Short Description of Your Activity!

Insert New Activity

Plant Champion

Form template's location: http://atdsharepoint

start Internet Explorer 3 Microsoft Office ... SHAPE UP with Get F... Form1 - Microsoft Of... Mgmt 7:02 PM

Annual Memberships

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Submit

Verdana

Type a question for help

Log My Exercise

Action View Submit & Close

Dumm, Jennifer

Total Points Earned: 1,030

Total Points Cashed In: 960

Available Points for Redemption: 70

Activity Log

UpdateMyTotals

Get Daily Totals 9/11/2008 "Daily" Exercise Point Total: (Max 15 pts/Day)

Activity Date	Frequency	Type	Pts	
9/1/2008	Daily	Work Out < 30 Minutes	5	Ran 2 miles
9/2/2008	Monthly	Plant Champion	120	Stop Smoking Leader
9/3/2008	Quarterly	30 Minutes Deductible	5	Jump Rope 30 min
9/7/2008	Annually	Health Club Membership	120	I JOINED BALLIES!!!

Insert New Activity

Form template's location: http://atdsharepoint

start Internet Explorer 3 Microsoft Office ... SHAPE UP with Get F... Form1 - Microsoft Of... 7:04 PM

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Type a question for help

Submit

9/15/2008 \$10 Gas Card 300 9/10/2008

Get Fit Activity Log

Activity Date	Frequency	Type	Pts	
9/9/2009	Quarterly	30 Minutes Qtrly Deductible	5	30 Minutes of Exercise
9/10/2008	Monthly	Plant Champion	120	Highest Pts for Plant For Month
9/8/2008	Daily	Work Out > 60 Minutes	15	Work Out > 60 Minutes
9/4/2008	Daily	Work Out 31-59 Minutes	10	Work Out 31-59 Minutes
9/3/2008	Daily	< 30 Minutes Bike Riding	5	< 30 Minutes Bike Riding
9/1/2008	Annually	Health Club Membership	300	Health Club Membership
9/1/2008	Monthly	Plant Champion	120	Highest Pts for Plant For Month
8/5/2008	Monthly	Plant Champion	120	Highest Pts for Plant For Month
8/4/2008	Daily	Work Out < 30 Minutes	5	Work Out < 30 Minutes
8/3/2008	Annually	Health Club Membership	300	Health Club Membership
8/1/2008	Intermittently	Researcher	15	Research Info Presented In AAM
4/4/2008	Daily	> 60 Minutes Dancing	15	> 60 Minutes Dancing
9/1/2008	Daily	Work Out < 30 Minutes	5	Ran 2 miles
9/2/2008	Monthly	Plant Champion	120	Stop Smoking Leader
9/3/2008	Quarterly	30 Minutes Deductible	5	Jump Rope 30 min
9/7/2008	Annually	Health Club Membership	120	I JOINED BALLIES!!!
9/8/2008	Intermittently	Advocate	60	duchenne's muscular dystrophy
1/1/2009	Intermittently	Researcher	15	heart burn

Form template's location: <http://atdsharepoint>

Mgmt

start Internet Explorer Microsoft Office SHAPE UP with Get F... Form1 - Microsoft Of... 7:13 PM

Yep

It is all there – sooo
Cool huh – doesn't our
IS Department Totally

ROCK????

Shape Up

- Ok so now you have worked out – are getting fit and want some, yep you got it, CASH.....
- Ready to redeem your points for Gas Cards or Grocery Cards?
- Hit ACTION VIEW and redeem my points

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Type a question for help

Submit

Verdana 10 B I U

Redeem My Points

Action View Submit & Close

Dumm, Jennifer

Total Points Earned: 575

Total Points Cashed In: 0

Available Points for Redemption: 575

Choose your Cards

UpdateMyTotals

Net Cards Available: 4.58 Net Points Available: 275

Date	Type	# Of Cards	Pts Traded
9/15/2008	\$10 Gas Card	5	300

Click to Redeem

Form template's location: http://atdsharepoint

Mgmt

start 4 Microsoft Offic... 3 Internet Explo... Microsoft PowerP... Form1 - Microsoft ... 11:21 AM

See the Cards in your profile

Form1 - Microsoft Office InfoPath

File Edit View Insert Format Tools Table Help

Submit

Deductible

Wellness Points Activity Award Cards

Total Points Earned: 575 **Points Redeemed:** **Number Of Cards Available:**

Total Points Cashed In: 960

Available Points To Redeem: -385

Date	Type	# Of Cards	Pts Traded	Awarded Date
9/15/2008	\$10 Gas Card	5	300	
9/16/2008	\$10 Grocery	4	240	
9/16/2008	\$10 Gas Card	7	420	

Get Fit Activity Log

Activity Date	Frequency	Type	Activity Pts
9/9/2009	Quarterly	30 Minutes Qtrly Deductible	5
9/10/2008	Monthly	Plant Champion	120
9/8/2008	Daily	Work Out > 60 Minutes	15
9/4/2008	Daily	Work Out 31-59 Minutes	10
9/3/2008	Daily	< 30 Minutes Bike Riding	5
9/1/2008	Annually	Health Club Membership	300
9/1/2008	Monthly	Plant Champion	120

Profile Audits

Form template's location: <http://atdsharepoint> Mgmt

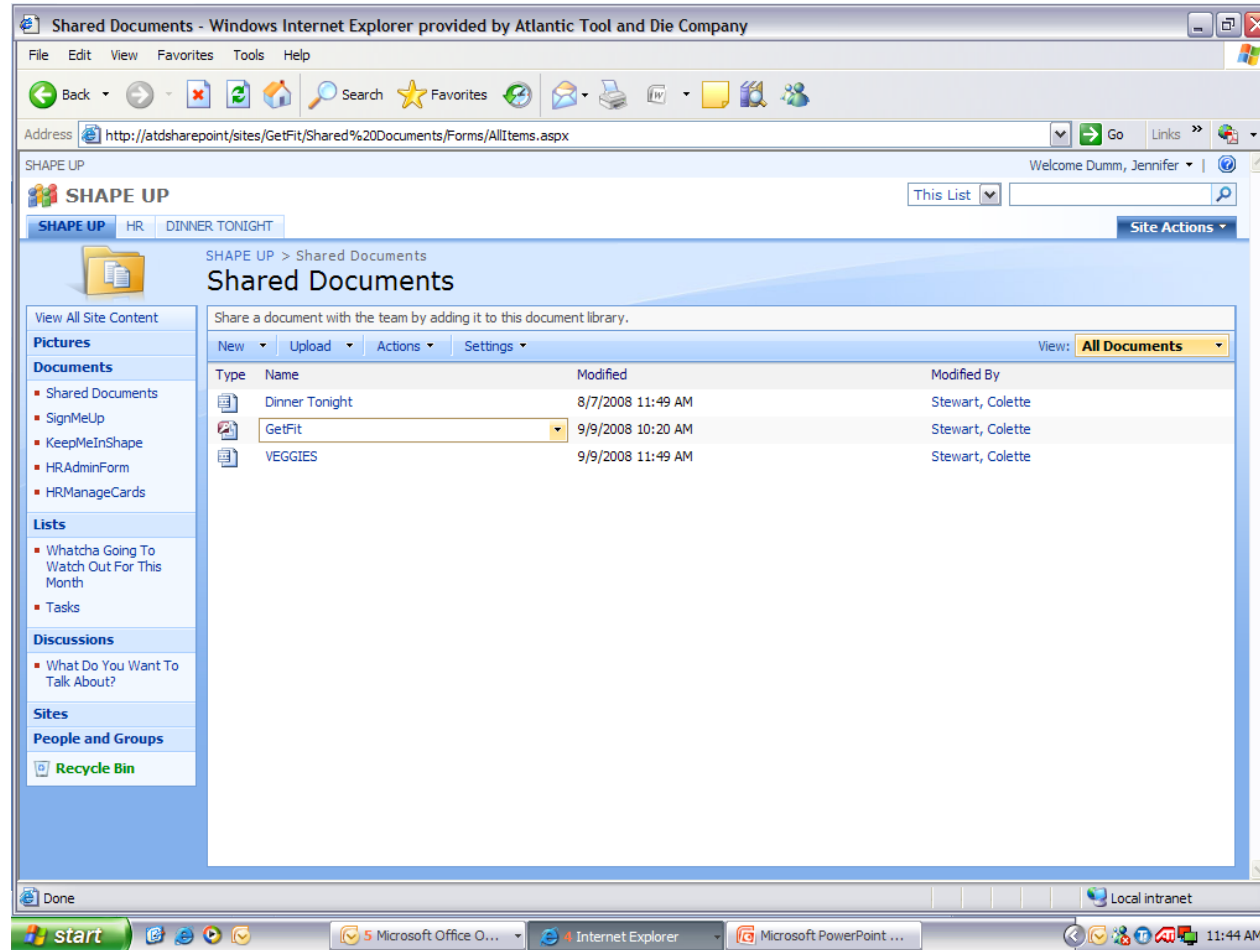
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Honor System and Audits

- At any time – we reserve the right to ask for your log book to compare it to what you have entered.
- If you can provide a written log or any other kind of documentation you are GREAT; good to go.
- If you can not – we will have major issues – including discipline and getting your points back...
- So lets go with the HONOR system.
- We will have tools for you to document your progress –

You can do it – You can – we believe in you 😊

We will be adding wellness blogs – How fun is that?



Wellness items

Shared Documents - VEGGIES - Windows Internet Explorer provided by Atlantic Tool and Die Company

File Edit View Favorites Tools Help

Address <http://atdsharepoint/sites/GetFit/Shared%20Documents/VEGGIES.aspx>

SHAKE UP Welcome Dumm, Jennifer

SHAKE UP HR DINNER TONIGHT This Site Site Actions

SHAKE UP > Shared Documents > VEGGIES

VEGGIES

Vegetarian Or Vegan? What's The Difference?

Vegans do not eat meat of any kind and also do not eat eggs, dairy products or processed foods containing these or other animal-derived ingredients such as gelatin. Many vegans also refrain from eating foods that are made using animal products that may not contain animal products in the finished process, such as refined white sugar and some wines. Although there is some debate as to whether certain foods, such as honey, fit into a vegan diet, if you are cooking for other vegans, it is best to err on the side of caution and avoid using these foods.

Perhaps the most common question about veganism is "What do vegans eat?" A vegan diet includes all grains, beans, legumes, vegetables and fruits and the nearly infinite number of foods made by combining and preparing them. Many vegan versions of familiar foods are commercially available, which means you can purchase vegan hot dogs, icecream, yogurt, cheese and vegan mayonnaise. Most vegans also avoid the use of all products tested on animals, as well as animal-derived non-food products, such as leather, fur and wool, whenever possible.

Vegetarians: When most people think of vegetarians, they think of lacto-ovo-vegetarians. People who do not eat beef, pork, poultry, fish, shellfish or animal flesh of any kind, but do eat eggs and dairy products are lacto-ovo vegetarians ("lacto" comes from the Latin for milk, and "ovo" for egg). This is the most common type of vegetarian in North America.

Lacto-vegetarian is used to describe a vegetarian who does not eat eggs, but does eat dairy products. Many Hindu vegetarians are lacto-vegetarians who avoid eggs for religious reasons while continuing to eat dairy.

Ovo-vegetarian refers to people who do not eat meat or dairy products but do eat eggs. Some people are ovo-vegetarians because they are lactose-intolerant.

Awesome Reviews

Chrissie Hynde's New Vegan Restaurant

VegiTERRANIAN
21 Furnace St,
Akron, Ohio 44308
330-374-5550

Veggie Recipe

Soy Bacon and 'Cream Cheese' Stuffed Mushrooms

12 whole fresh mushrooms
1 Tbsp. vegetable oil
1 Tbsp. minced garlic
8 oz. vegan cream

<http://atdsharepoint/sites/GetFit/Shared%20Documents/VEGGIES.aspx#> Local intranet

start | Inbox - Microsoft Out... | Kronos Workforce HR... | Shared Documents - ... | 11:55 AM

What do we expect?

- To consult your doctor before you start any type of exercise program
- To embrace wellness
- To HAVE FUN
- To try this out
- All associates to be enrolled in SHAPE UP by 12/31/08 – it is not hard – it is good for your health!

Let's SHAPE UP!

- We are ready - are you?
- Thank you
 - Especially to Jessica Gleason Shape Up Author
 - She has won \$50 in Chili's Gift Certificates!!! Way to Go Jessica
 - Our IS Team – John Vargo and Eric Kress
 - Our HR Team

Thank you to you !! For embracing wellness.

Recent additions

- 4 hours of volunteer time completed by December 31st
- Primary Care physician name and hospital affiliation by December 31st

ATD Wellness Program – Shape Up 2017

This is an unofficial summary of your benefits. Some of the subjects discussed in this summary, such as medical insurance, are covered in detail in the official policy documents. You should refer to those official documents for specific information. The terms of those documents will always take precedence over any unofficial summaries.

Shape up is a non-discriminatory wellness plan that is provided to all associates and covered dependents.

ATD (and it's US Subsidiaries) will reward participants in the wellness program by refunding half the weekly medical insurance premium regardless of the outcome by their participation in this program.

Associates that do not have ATD insurance can also gain rewards for participating in this program through the \$50 monthly credit.

To fully participate in the ATD Shape Up Program participants will take part in the following activities:

1. Update all compliance with the Shape Up program via the ATD intranet 'Keep Me in Shape' at least on a quarterly basis.
2. Participate in six physical activities of your selection: **minimum 30 – 40 minutes**, per quarter and log this information into 'Keep Me in Shape.'
3. Complete an annual physical as directed by your health care provider (Note if your health care provider expands your visit from annual to every two or three years, documentation is required). Documentation of participation is due **June 30** of each plan year.
4. Participate in the insurance carrier's Health Risk Assessment. Documentation of participation is due **December 31** of each plan year.
5. Participate in the insurance carrier's Know My Numbers event during the annual 'ATD On Site Health & Wellness Fair'; if unable to attend that event, participate in the insurance carrier's on line Know My Numbers event by **April** of each plan year. Credit associates need to attend the 'ATD On Site Health & Wellness Fair' in lieu of Know My Numbers.
6. Volunteer: volunteer for **4 hours** during the year. What is volunteering? Whatever you deem is volunteering to you that you do not get paid. Proof of volunteering must be submitted to the HR Administrator by **December 31** each year.
7. Identify your Primary Care Physician by name via the PCP Designation form due **June 30**.
8. Adtech Associates – yearly physical and participate in TrioMotion

Covered Spouses will also participate in items 3 and 4 and Dependent children 18 or older will participate in item 3 as listed above in order to qualify for the weekly reward premium for associates carrying more than single coverage.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all associates. If it is unreasonably difficult due to a medical condition for you to achieve the standards for the reward under this program, or if it is medically inadvisable for you to attempt to achieve the standards for the reward under this program, contact us at 440-238-6931 and we will work with you (and if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health issues.

The HR department will audit Keep Me in Shape to ensure compliance and active participation.

Associates are required to verify their reward premium upon completion of participation in each event. It is the associate's responsibility to advise HR immediately if they feel their medical insurance premium is incorrect. ATD will not make retroactive any reward premium due to failure on the associate's part in notifying the company of completion of the participation in this program.

ATD Shape Up Awards

2010 – UHC Well deserved award – Honorable mention

2012 – MMO Wellness at work – 3rd place

2015 – UHC Well deserved award – Honorable mention

2015 – Healthy Ohio Healthy Worksite - Silver award

2016 – Healthy Ohio Healthy Worksite – Gold award

2016 – UHC Well deserved award - Highest Award



ATD S.H.A.P.E.U.P. Requirements

We have developed the SHAPE UP Rules for your convenience in complying with the SHAPE UP program. Please note that this program is evolutionary and is subject to change at any time. All rules are effective 10/1/08. The rules will apply to all entries made after 10/1/08. Thanks for your AWESOME Embrace thus far!!

- 1) Participation in this program is VOLUNTARY. If you do not want to participate you do not have to. You will not qualify for the reward rate if you don't participate for there is nothing to reward you for.
- 2) All Fitness Routines should be approved by a health care professional especially if you have not had a fitness routine prior.
- 3) The HR Team has the right to Deny any 'fitness' entry just as we would an Ace suggestion. The entry must comply with the rules specifically and must be documented. If not it will be denied.
- 4) All fitness activities must be documented. If they are not documented they can not be entered.
- 5) All fitness activities must be at least 30 minutes (1/1/12) ~~20 minutes~~ dedicated to that continuous activity. If the activity is less than 30 minutes (1/1/12) ~~20 minutes~~ it is NOT eligible for a fitness activity.
- 6) Specific details must be provided in the entry – it is not enough to say 'aerobic workout' or 'gym time'. You must list the specific activity you did, like Treadmill 30 min, Ran 1.5 miles, raked leaves, Elliptical 60 min, Step Aerobics 30 min.
- 7) Your fitness activity must incorporate these five elements and if asked, you will have to provide verification that it does incorporate all five
 - **Cardio-respiratory endurance** - The ability to deliver oxygen and nutrients to tissues and to remove wastes throughout sustained periods of time. Long runs and swims are among the methods employed in measuring this component.
 - **Muscular strength** - The ability of a muscle to exert force for a brief period of time. Upper-body strength, for example, can be measured by various weight-lifting exercises.
 - **Muscular endurance** - The ability of a muscle, or a group of muscles, to sustain repeated contractions or to continue applying force against a fixed object. Push-ups are often used to test endurance of arm and shoulder muscles.



- **Flexibility** – The ability to move joints and use muscles through their full range of motion. The sit-and-reach test is a good measure of flexibility of the lower back and backs of the upper legs.
 - **Body composition** - Often considered a component of fitness. It refers to the makeup of the body in terms of lean mass (muscle, bone, vital tissue and organs) and fat mass. A particular ratio of fat to lean mass is an indication of fitness, and the right types of exercise will help you decrease body fat and increase or maintain muscle mass
- 8) SHAPE UP will not accept activities that are part of your normal life routine, things like: doing dishes, eating, reading, house work, laundry, any type of activity that you are paid to do (hence injuries under your personal fitness routine are NOT covered by Worker’s Compensation).
 - 9) You must be able to provide proof of annual memberships – ie a work out facility that you purchase a membership to and weight loss centers that you join. Your HOME GYM does NOT qualify.
 - 10) Yard work – yard work will only qualify if you do the yard work activity for at least 30 minutes continuously, you do not use a motorized vehicle where you can sit or stand on and you must meet the 5 elements of a work out (see #7). You can not merely enter ‘yard work’ that will be denied. You must specify what you did.
 - 11) Moving heavy items – lifting weights for 30 minutes or more continuously is considered. Rearranging your living room or moving a piece of furniture is not. Helping someone actually move out of their residence is IF it meets #7 and is done continuously for at least 20 minutes.
 - 12) Watching someone work out, work or play does not qualify. Taking kids to a park is not a fitness activity – if you play with kids you must specify what the activity was, it must meet #7 and it must have been at least 30 minutes continuous.
 - 13) Construction projects – if you are not paid to complete them, it meets #7 and is done for at least 30 minutes continuously it will qualify. Watching someone complete a construction project does not.
 - 14) If any of the following are included in your ‘fitness activity’ it is NOT an eligible fitness activity for SHAPE UP: alcohol, tobacco (of any kind), motorized vehicle that you can sit or stand on. So if you take a walk around the block for a half hour and are smoking while doing that – it is NOT a fitness activity for SHAPE UP.
 - 15) Here is a list of some items that will not qualify and will be deleted if entered: housework, paintball, hunting, haunted house, trick or treat, eating, cooking, reading, anything you are paid to do, any thing that is a normal life function. This list can be expanded and is not all inclusive.
 - 16) Keep in mind, abuse of the system will cause the entire system to collapse. We are using the honor system and if we can not use that, we do not have a system.
 - 17) It is your responsibility to log your events correctly. If they are not logged correctly they will be removed by HR and it is up to you to re-enter. Please see Logging Events below.
 - 18) You must enter your activities within a 2 week time frame. This will be effective 11/1/08.



Logging Events:

Daily - Starting 1/1/12 use this when entering your 30 + minute 20 + minute fitness activity – even if you do not do this fitness activity every day = you still use this selection

Monthly = This is for the Plant Champ only – The plant champ is someone that has registered with HR as a leader for the plant on a health and wellness issue. ie Smoking Cessation. Do not select this unless you have cleared it with HR.

Quarterly = Starting 4/1/14 you must have 2 physical activities a month 1/1/13 you must have 4 1/1/11 you must have 3 1/1/10 you must have 2 1/1/09 you must have 1 for your quarterly fitness activities entered during each quarter to maintain your reward rate. That is a total of 6 physical activities per quarter. This is the same process as Daily, however you must enter one activity as quarterly to continue the reward rate

Annually = This is for a health club membership or a weight loss membership. It must be an actual facility and not your home gym. You can only redeem one time per year.

Intermittently = There are several other topics that qualify - they are:

Advocate – An associate that has registered with HR and will present a health and wellness topic to the plant during an associate meeting. Do not select this unless you have cleared it with HR.

Researcher – An associate that has registered with HR and will provide electronic material and hard copies of a health and wellness topic for an associate meeting. Do not select this unless you have cleared it with HR.

Coach – An associate that coaches a sports team. You must provide the name and type of the team. You are allowed 2 entries of coach per year.

Attend Wellness Seminar – An associate that has gone outside of work to improve their knowledge of a health and/or wellness topic at a specific event or volunteered at a specific health and or wellness event. You must provide a copy of the flier or a note from the organization that you attended.

For more on how to log in to SHAPE UP – see <R:\HR\Wellness\SHAPEUP Program\SHAPE UP with Get Fit.pptx>



2017
Gold Award
Winner

Presented by:

Julie A. Palmer, RDN, LD,
ACSM-CPT

*Lead Dietitian, Corporate
Wellness Coordinator*



LIFECARE
ALLIANCE

Nourishing The Human Spirit.



About LifeCare Alliance

What is LifeCare Alliance?

- A. A collective of budget ambulances
- B. Hugging Club
- C. Ohio's first in-home health care agency, Ohio's first agency to provide visiting nurses, and the nation's second agency to deliver Meals-on-Wheels.



2016 Program Statistics



- 1,000,000 meals-on-wheels meals to more than 5,000 clients
- 18,684 grocery bags from the Groceries-to-Go Pantry
- 55,296 hours of homemaker and home aide services
- 1,097 mammograms
- 5,026 wellness visits
- 644 pets and 495 clients with the Senior Pet Care Program
- 94¢ of every dollar goes to direct client service
- Franklin county has the highest percentage of any Ohio county of people 65 or older who live at home
- LifeCare Alliance saves \$65,000 in Ohio taxes per year for each person we keep in their own home
- LifeCare Alliance operates a national model for our program, and is the national leader in volunteer engagement, effective mergers, and social entrepreneurship, to enhance our core client services





Unique Challenges

Nonprofit organization

- Minimal budget for employee wellness
- Reliant on donations and no-cost activities
- No incentives available!

Diverse but small workforce

- Administration
- Homemakers
- MOW Drivers
- Clinical Staff
- Kitchen Staff
- Volunteers

Fantastic Opportunities

Leadership is committed to wellness

- Crucial to success
- Direction
- Visibility

Community relationships

- Local colleges and universities
- Columbus Public Health
- Corporate relationships



Success!



We'd done great things, but...



We'd done great things, but...



We Wanted More...

- A. Pajama Days
- B. Snacks! Snacks!
Snacks! Snacks!
- C. Employee buy-in
and return on
investment





Three Stellar Initiatives in 2016

Shared Programming Responsibility

SAMPLE SCHEDULE

<u>Month</u>	<u>Department</u>	<u>Point Person</u>	<u>Activity</u>
July	development	maria jones	fruit cart Friday
August	wellness	peggy parisot	sleep presentations
September	help at home	kara morris	group walk/walking path
October	customer service/HR	maurice elder	Healthy Halloween treats

BENEFITS

- Burden of activity planning is spread out
- Burden of budget is spread out
- Employees are engaging other people from new departments

Employee Wellness Coordinator

Employee Wellness Activities Ideas

Employee wellness activities must make a strong effort to include full-time and part-time staff, and be implemented in each of the 3 buildings. Use this list for ideas, or create your own unique event.

Food

All food purchased must be approved by Chuck. Use code 66800-8015 (Employee Welfare) when submitting purchase requisitions. Food and equipment may need to be coordinated with LA catering.

- Fruit cart
- Healthy themed party (look up monthly health observances)

Fitness

Use the employee fitness center equipment. Consult with Trainer Julie Palmer for additional ideas.

- Group walk
- Jump rope or hula hoop contest
- Stretch breaks
- 10-min recess video

Other

- Guided meditations
- Immunization promotion for flu season (coordinate with nurses)
- Financial wellness with BMI credit union
- Blood pressure checks with automatic cuffs

Wellness is part of work/life

Achieved through
strategic
partnerships



Columbus Public Health

Water First For Thirst Initiative

- *“Water will always be freely available when other beverages are served, including meetings, programs, and/or events involving employees and guests. Water will be made freely available in common areas for all consumers, staff, and volunteers. Signage in these areas will promote water.”*
- CPH gave signage, water jugs, mats, bottles, filters, sample policy language



Columbus Public Health: Walking Audit

WHERE SHOULD I WALK? WALK STUDY CHECKLIST

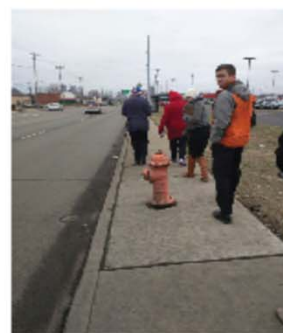
Page 6 of 12



Sidewalk on Mound crumbling



Extremely wide curb-cut



Poorly placed fire hydrant



End of sidewalk at cemetery



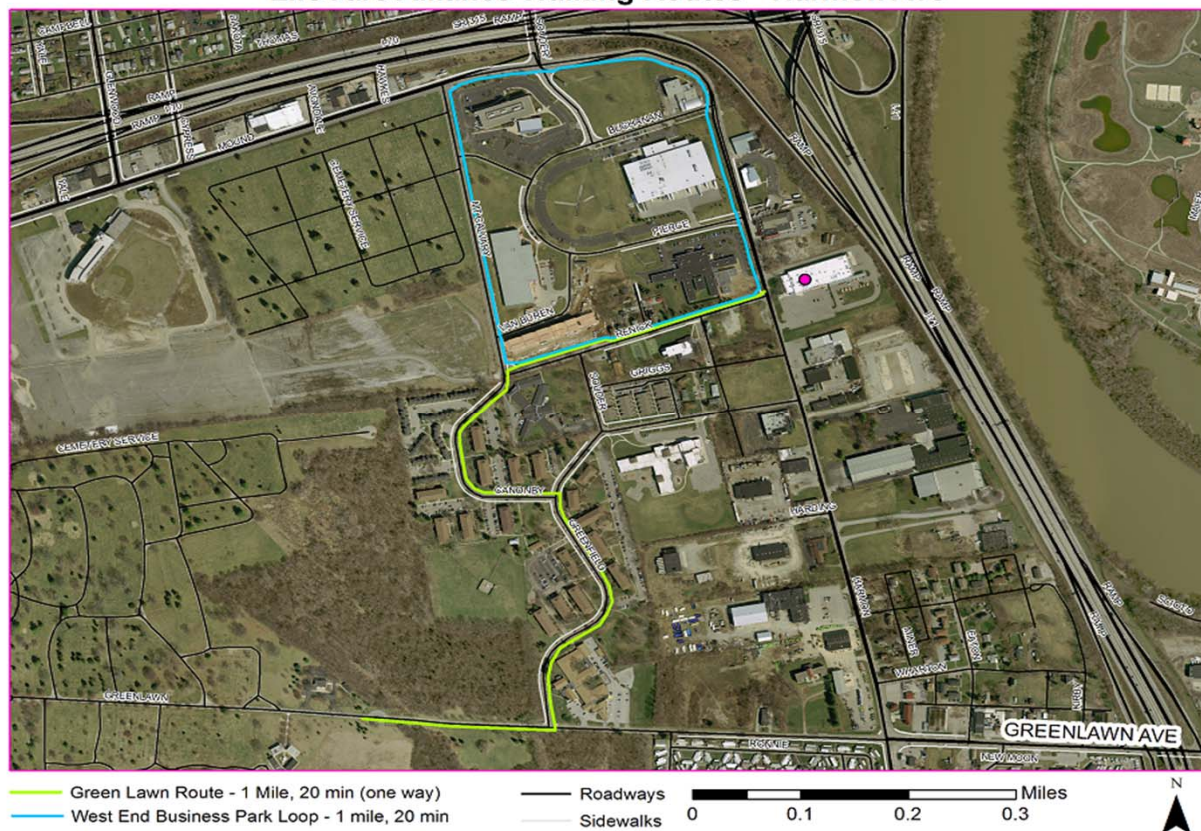
Improved sidewalks on Harmon Ave



Overgrown brush prevents walking on sidewalk at Greenfield Drive near Greenlawn Ave

Columbus Public Health: Walking Audit

LifeCare Alliance Walking Routes - Harmon Ave



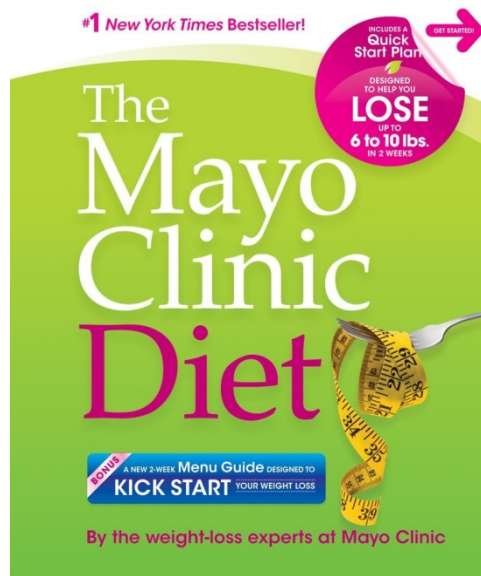
Evidenced-Based Programming



Holiday Weight Maintenance Challenge

- Published results in the Journal of Preventative Cardiovascular Nursing
- The average person gains 2# each holiday season
- 12 week program (Halloween – New Year)
- On-site or online weekly weigh-in with a Dietitian or Nurse
- Weekly tips; lunch and learn sessions available
- Prizes and friendly competition engages employees

Evidenced-Based Programming



The Mayo Clinic Weight Loss Program

- 8-week class based on The Mayo Clinic Diet.
- “The Mayo Clinic Diet isn’t a one-sized fits all approach. Using clinically tested techniques, it puts you in charge of reshaping your lifestyle by adopting healthy new habits and breaking unhealthy ones.”
- Participants receive a textbook, journal, and access to individualized wellness coaching.

2017
Gold Award
Winner

Questions?



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