The Power of Worksite Wellness
Healthy programs for healthy companies

hap.org/worksite
Worksite wellness, quite simply, works.

Growing evidence demonstrates that integrated, targeted worksite wellness programs make a measurable, sustainable difference — not only in the lives of your employees, but on your bottom line.
It reduces absenteeism. It increases productivity and lowers stress. It makes a proven, positive impact on health care costs for you and your employees. And it helps you attract and retain the very best talent.

If you’re not leveraging wellness in your workplace, you’re missing out.

HAP is a recognized leader and pioneer in worksite wellness. We offer a broad and ever-expanding range of programs that can be tailored to the needs of each employer group. They’re all guided by a holistic approach that goes beyond traditional wellness.

HAP is much more than a health insurance company. We are working to make Michigan businesses, as well as our entire community, stronger in every way.

This is HAP wellness

Mission
We design and deliver market-leading health and well-being programs to influence healthy behaviors at work, at home and in the community.

Vision
We educate and empower people to engage in healthy behaviors to reduce unnecessary health care burdens, improve productivity and performance and cultivate healthier communities.
The case for wellness

Worksite wellness is not simply a health plan “perk,” value-add or nice-to-have. It is a proven way to lower and control your costs, and to help people make healthy, lasting lifestyle changes.

Obese individuals (body mass index >30) spend 42% more on health care than their healthy-weight counterparts.

60% of corporate leaders recognize that productivity and performance are directly related to their health status.

78% of employers reported that wellness initiatives have been at least somewhat effective at improving their employees’ health.

Medical costs fall by about $3.27 for every dollar employers spend on comprehensive wellness programs.

Absenteeism costs fall by about $2.73 for every dollar spent on workplace wellness.

15% Worksite wellness programs slowed the rise of employer health care costs by 15%.

One employer reported an 80% decline in lost workdays and a 50% decline in workers’ compensation insurance premiums (related to participation in worksite wellness programs).
The HAP approach to wellness


Just as no two businesses are alike, HAP’s worksite wellness programs can be tailored to the health needs and business goals of each employer. That’s why we start by gathering information and then work with you and your employees at every step.

Wellness case study

Healthy improvements, healthy savings

A large employer participating in HAP’s Health Engagement plan and supporting wellness programs demonstrated considerable improvements in key risk areas. These improvements helped employees slow or prevent conditions such as diabetes and heart disease, creating nearly $80 million in projected health care savings over the next four years.

Over a five-year period:

- +23% more employees met target cholesterol levels
- +13% more employees met target glucose levels
- +10% more employees met target blood pressure numbers
HAP worksite wellness programs

HAP’s worksite wellness programs are developed and led by experts in the field of wellness. Our programs range from health screenings to multiweek behavior change programs, all focused on educating and motivating employees to make healthy choices.

Consider the many choices available to your business. If you have any questions or want to discuss combining or customizing programs, just ask your HAP representative.

Three levels of wellness

Every employer that offers HAP has access to our programs. We offer three wellness service tiers — based on the percentage of HAP enrollment at your company. For instance, if 80% of your benefit-eligible employees are enrolled in a HAP plan, you would have access to our Premium tier. And, of course, you can upgrade or customize your HAP wellness programs for an additional fee.

*HAP-only groups with less than 101 eligible employees receive Plus-level service.

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<th>Wellness service tier</th>
<th>Essential (&lt;50% of eligible employees enrolled in HAP)</th>
<th>Plus (50-75% of eligible employees enrolled in HAP)</th>
<th>Premium (&gt;75% of eligible employees enrolled in HAP)</th>
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<tr>
<td>Workshops &amp; seminars</td>
<td>One per calendar year</td>
<td>Two per calendar year</td>
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<td>Behavior change programs</td>
<td>One program per calendar year</td>
<td>One program per calendar year</td>
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<td>Health screenings</td>
<td>One event per calendar year Fee for services</td>
<td>One event per calendar year (partial coverage)</td>
<td>One event per calendar year (partial coverage)</td>
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<tr>
<td>Interactive health fairs</td>
<td>One event per calendar year with choice of interactive resources</td>
<td>One event per calendar year with choice of interactive resources</td>
<td>One event per calendar year with choice of interactive resources</td>
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<tr>
<td>iStrive® for Better Health digital wellness manager</td>
<td>Limited access One challenge per year</td>
<td>Full suite access Two challenges per year</td>
<td>Full suite access Four challenges per year</td>
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<td>Employee assistance program</td>
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<td>Limited resources</td>
<td>Full-service resources Strategic consultation</td>
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See enclosed insert or visit hap.org/worksite to see complete program details and options.
**Workshops & seminars**

HAP offers single-session workshops conducted by experienced health professionals credentialed in their respective fields. Most workshops include supplemental handouts and materials.

**Allergy and asthma**
Learn about various types of allergies, the difference between allergies and asthma and allergy treatments.

**Back health**
Ease back pain with expert tips and exercises that help participants increase strength, flexibility and mobility of the spine. Various topics available.

**Diabetes**
Understand what diabetes is and what actions can be taken to prevent and manage diabetes.

**Financial fitness**
Reduce financial stress and learn to live within a budget. Learn to make wise decisions and stretch financial resources. (Additional fees may apply.)

**Healthy aging**
Learn keys to aging gracefully and staying healthy and active at any age. It’s never too early or never too late to adopt healthy habits at work, at home and at play!

**Healthy cooking demonstrations**
Demystify healthy food preparation techniques. A certified chef will prepare flavorful, healthy dishes while providing helpful tips for cooking at home.

**Healthy eating**
Discover the answers to real-life questions related to nutrition in order to make educated, healthy food choices. Various topics available.

**Heart health**
Learn about the heart, preventing and managing heart disease and how to keep your cardiovascular system healthy with exercise and nutrition.

**Integrative medicine**
Participants learn about complementary therapies, their purpose and potential applications to common health conditions.

**Men’s health**
Men learn to take an active role in managing the major health issues they face — taught by a male health care professional. Various topics available.

**MoveWell® with HAP**
Backed by the experts at the Michigan Institute for Human Performance, Inc., the MoveWell program specializes in musculoskeletal injury prevention and worksite wellness, including screenings, seminars and movement-based solutions.

**Physical activity**
Hear practical strategies to live a more active life and learn the impact physical inactivity has on health and well-being. Various topics available.

**Sleep for your health**
Learn about how sleep or lack of sleep impacts health, productivity and family dynamics with world-renowned experts from Henry Ford Health System. Various topics available.

**Stress management**
Discover ways to overcome stress and its physical and emotional symptoms. Identify situations that create stress, and learn how to help manage everyday stressors more effectively. Various topics available.

**Take charge of your health**
Learn how to prevent, identify and treat minor medical conditions. Attendees receive a comprehensive, 350-page self-care guide and are trained to use it effectively.

**Women’s health series**
Learn how women can take a more active role in maintaining their health and understanding the major health issues they face. Various topics available, all led by a female health care professional.
Behavior change programs

HAP’s comprehensive behavior change programs are multiweek wellness programs that encourage employees to gain a deeper knowledge about specific health topics. We supply the expert facilitator, as well as all class materials. You also receive materials to promote these programs and maximize attendance.

Cooking well

Work side by side with a certified chef to learn healthy cooking techniques and explore various flavors and foods in this hands-on, four-session cooking course. Participant fees and attendance restrictions apply.

MoveWell® with HAP

Presented by experts at the Michigan Institute for Human Performance, Inc., the MoveWell workshops specialize in musculoskeletal injury prevention. Various topics are available.

On-site exercise programs

Engage and invigorate employees with on-site exercise classes and programs. From resistance training to Zumba, a variety of classes and options are available in four- to six-week sessions.

On-site health coaching

Your employees can review risk factors and receive tips and strategies for living a healthier and more productive lifestyle in quarterly one-on-one consultations.

ReviveSM: Simple tools to overcome stress

Learn and practice proven stress-reduction strategies to manage stress, outlook and mood. Methods include breathing techniques, emotional intelligence and awareness, mindfulness, gratefulness, appreciation, kindness, physical relaxation and meditation techniques. Attendees of this four-session program receive a workbook and relaxation CD.

Smoking cessation program

An experienced, certified tobacco treatment specialist provides ongoing support and encouragement during these six-month telephonic counseling programs that help participants develop strategies to deal with temptations and manage cravings. The program includes educational materials and assistance in planning for your “quit” date.

Understanding blood pressure

Learn to manage blood pressure through diet, medication and physical activity in this four-session program. It includes pre- and post-program blood pressure screenings, and all attendees receive a comprehensive workbook.

Weight wise at work

Adopt a healthier lifestyle with eight simple “diet-free” habits taught over six weekly sessions. All attendees receive a comprehensive workbook. Those attending at least five sessions also receive a healthy cookbook.

Yoga Medics™ back to basics program

Engage in a leading-edge, eight-week yoga program that will help participants feel stronger, more flexible and healthier. The programs offered by Yoga Medics are clinically proven to help relieve and prevent back and joint pain, reduce stress and blood pressure responses, and provide other lasting benefits.

HAP 5K Challenge training program

Work with certified trainers to go from couch potato to fitness star using a proven training program for those starting or looking to maintain an exercise and running program. This program begins with a company kick-off meeting and includes scheduled training runs over eight to 10 weeks, a comprehensive plan and online tracking program. It concludes with a community-based 5K event for the training team (optional). Entry fees for the run and event may apply.
Health screenings

- Balance and flexibility assessment
- Blood pressure and body mass index screenings
- Heart health (includes cholesterol, glucose, blood pressure and BMI)

Interactive health fairs

- “Ask an Expert” such as a dietician, nurse or tobacco cessation specialist
- Chair massage
- emWave demonstration – a digital stress awareness tool
- Health kiosk with touch-screen monitor that shows interactive health videos
- “A Taste of Wellness” cooking demonstration
- Corporate “recess” to add fun to your workday with some classic playground games
- Strength or flexibility demonstration
- Wheel of Wellness – interactive healthy living quiz
- Health fair table display or kit resources

“HAP has been an integral partner for our wellness program. Their offerings are well designed, and participants give rave reviews!”

– Wellness coordinator, Wayne State University

iStrive® for Better Health
digital wellness manager

- Health assessment
- Rewards and incentive management platform
- Digital health improvement programs
- Health trackers and integrated data interface (activity monitors, health apps, etc.)
- Educational resources, video and content library, and more

Health and wellness challenges: Create custom wellness challenges or use our existing programs to engage and motivate employees toward healthier habits.

Employee assistance program

In partnership with the Henry Ford Health System Enhance program, HAP can offer limited or full-service resources to your employees. Fees may apply.

- Employee online resources
- Enhanced work-life online features
- Full suite of clinical EAP counseling services (fees apply)
**Additional tools and resources**

**Worksite wellness website at hap.org/worksite**
- Prerecorded wellness webinars featuring experts. Brief in length but rich in content.
- Healthy recipes and cooking demonstration videos.
- Wellness by the month — turnkey wellness content to promote to your employees.
- Resources to help you plan, promote and implement your worksite wellness program, such as:
  - Employee interest survey
  - Organizational assessment tools for evaluating your workplace environment and wellness programs developed to align with your company culture
  - Program-specific promotional materials

**Worksite wellness resources**

Our Employer Group News electronic newsletter keeps you informed of the latest trends, programs and services in worksite wellness to help your employees get healthy and stay healthy. If you’d like to receive the newsletter, contact your HAP wellness coordinator directly, or email livewell@hap.org.

**Worksite wellness forum**

HAP hosts various events and worksite wellness forums throughout the year, giving employers a chance to hear about the latest trends in worksite wellness, share best practices and learn about HAP wellness programs available to your employees. Visit us at hap.org/worksite for upcoming event dates.

“The cooking program was life-changing for our employees. The presentation was awesome, and I’ve heard many inspiring stories about the impact it made.”

— Director, Michigan government agency
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