Fostering a culture of health at your workplace through our best-in-class wellness solutions.
Helping Your Employees Achieve Better Health

The health and well-being of your employees is important. Join the hundreds of Michigan employers who have benefited from HAP’s Worksite Wellness program by promoting healthy lifestyles and helping employees manage chronic conditions.

Our health screenings and innovative educational programs are:

• Free or low-cost
• State-of-the-art
• Customizable to your specific needs

You’ll work with your HAP Account Executive and HAP’s experienced team of wellness experts to determine the best health promotion strategy for your employees and your budget.

Get started today. Contact your HAP Account Executive or e-mail livewell@hap.org.

“The Auto Club Group (AAA) has found the programs provided by HAP to be a big plus for our employees. HAP covers a broad range of topics relative to healthy lifestyles and the presentations are always informative and interesting, as is reflected in high participation levels and positive feedback. HAP is a trusted source and a great partner to bring more health knowledge and awareness to our employees.”

Susan Mann, Director - Compensation and Benefits, The Auto Club Group (AAA)
Worksite Wellness Services At-A-Glance

Our worksite wellness programs enhance health plan benefits and motivate employees to become healthier. We bring high quality services at the most reasonable cost possible. In fact, most of our wellness services are free of charge.

On-site Wellness Programs

Health Screenings & Health Fair Offerings ............................................. 2
Flu Shots ......................................................................................... 3
Wellness Workshops ........................................................................ 3
Comprehensive Healthy Lifestyle Programs ......................................... 4

Key Health Issues

Weight Management ......................................................................... 6
High Blood Pressure ...................................................................... 7
Stress Management ....................................................................... 8
Diabetes .......................................................................................... 9

Services And Tools For You

Worksite Wellness Consultation ..................................................... 10
Worksite Wellness E-newsletter ..................................................... 10
Worksite Wellness Forum ............................................................. 10
Worksite Wellness Web site .......................................................... 10

HAP Member Exclusive Wellness Programs

HAP Advantage Discount Program .................................................... 11
iStriveSM for better health ............................................................ 11
Weight Watchers® ........................................................................ 11

Who’s eligible?

• All fully-insured HAP HMO and Alliance Health and Life (Alliance) employer groups.
• All employees at your worksite, regardless of the employee’s health insurance provider.

What’s included at no charge (per year)?*

• One health screening or health fair offering
• Two wellness workshops
• One healthy lifestyle program

*Limitations apply. Services are subject to change. Minimum participation rates apply for some services.
On-site Wellness Programs
We offer a variety of on-site wellness programs to enhance the health and well-being of your employees.

Health Screenings
- Blood Pressure
- Body Fat Analysis
- Body Mass Index (BMI)
- Bone Density (up to $5/per person)*
- Diabetes Screening** (includes: HbA1c, cholesterol screening, glucometer exchange)*
- Heart Health Screening (includes: cholesterol, blood glucose, blood pressure, BMI; up to $26/per person)*
- Height, Weight and Waist Circumference

Health Fair Offerings
- Ask an Expert (Dietitian, Nurse, Pharmacist, etc.)
- Biomechanical Assessment
- Chair Massage
- Exercise Demonstration
- Flexibility Assessment
- Hand Washing - Germ Glo
- Healthy Cooking Demonstration
- Wheel of Wellness
- Wii Fit™

“I have participated in all of the programs provided by HAP. My body fat and weight are now in normal range, I am no longer on blood pressure or cholesterol medicine and have both of them under control through diet and exercise. The changes that I have made in my lifestyle are primarily due to implementing many habits taught in the classes sponsored by HAP.”
Lynda, employee at BASF
Flu Shots**
You can play a key role in protecting your employees’ health by bringing flu shots right to your worksite. Our Worksite Wellness Team will connect you with a HAP-approved flu shot provider, making scheduling easy and convenient.

Educational Displays and Literature
Educational health models, displays, and literature are available for health fairs. Many topics are available including, but not limited to, cancer prevention, men’s and women’s health, smoking cessation and weight management.

Wellness Workshops
Learn and be inspired by experts in health and wellness. We offer 30 – 60 minute workshops conducted by credentialed health professionals. All workshops include supplemental handouts and materials.

- Allergy Awareness
- Back Care
- Diabetes
- Financial Fitness
- Healthy Cooking Demonstration
- Healthy Eating
- Heart Health
- Men’s Health
- Physical Activity
- Smoking Cessation
- Stress Management
- Wise Health Care Consumerism
- Women’s Health
- Workspace Ergonomics

We require a minimum of 25 pre-registered participants.

Custom options are available.

*Fees are subject to change.
**Eligible service for HAP HMO and Alliance members as a medical benefit, a fee applies for all other participants.
Comprehensive Healthy Lifestyle Programs

Our healthy lifestyle programs are comprehensive, turn-key programs. We provide all program materials, tools and templates needed to promote, implement and evaluate each program.

Weight Wise℠ at Work

Participants learn to adopt a healthy lifestyle with eight simple D-I-E-T F-R-E-E healthy habits. All participants receive a comprehensive workbook and eligible participants receive the Lickety-Split Meals for Health-Conscious People on the Go! cookbook.

The HAP Weight Wise℠ at Work program is available in the following formats:

- A three-hour educational presentation or two one-and-a-half hour educational sessions featuring dietitian and author Zonya Foco (ideal for audiences with over 100 participants).
- A six-week program featuring an in-depth look at the eight D-I-E-T F-R-E-E Healthy Habits for Life (ideal for smaller audiences).

Walk for Better Health

- Six-week self-paced program designed to help your employees reach their physical activity goals.
- HAP provides one coordinator’s kit, and each participant gets a participant guide and an activity log. A motivational kick-off session with an exercise specialist is also included.

The Wisdom of Women’s Health

- Eight one-hour sessions designed to teach women to take charge of their health.
- Sessions include information on reproductive health, cardiovascular disease, cultivating a healthy mind, cancer awareness, musculoskeletal health and healthy eating.
Managing High Blood Pressure

- Four one-hour sessions where participants are given the tools they need to control their blood pressure. They will learn about high blood pressure and how to manage it through diet, medication, and physical activity.
- Includes pre- and post-program blood pressure screenings.

Revive: Simple Tools to Overcome Stress

- Four one-hour sessions where participants will learn techniques to help manage stress.
- Participants that attend all four sessions receive a free relaxation CD.

Tobacco-Free for Life**

- Six 90-minute sessions designed to help tobacco users break the habit for life.
- Participants will discuss the various stages of the quitting process including how to prepare for it and deal with temptations, weight gain, mood shifts and more. Participants will develop a personalized quit plan.

Personal Action Toward Health (PATH)

- Six two-hour sessions designed to teach the skills needed by people living with ongoing health problems to improve their health and manage their symptoms.
- Participants will learn how to: overcome challenges, live with their condition, manage stress, increase energy, handle everyday activities more easily and manage pain.
- Two trained leaders conduct the program (one or both may have a lifelong health condition). Disease specific content is not discussed.

“I attended a women’s health session at my worksite. After much internal debate about taking the time to attend, I’m glad I did. The decision not only changed my life, it actually saved it. …”

AAA employee, Attendee of the HAP Wisdom of Women’s Health Program

**Eligible service for fully-insured HAP HMO members as a medical benefit. A fee applies for non-HAP HMO participants.
Key Health Issues

Weight management, high blood pressure, stress management and diabetes top the list of lifestyle related health issues among HAP members and the nation. Our array of wellness services provide you with the opportunity to create a comprehensive employee wellness program focused on any one of these key health issues.

Weight Management

Businesses spend more than $13 billion in medical costs and lost productivity because of obesity. In fact, overweight and obese employees miss 13 times more workdays than their healthy weight counterparts. This adds up to an estimated 39 million workdays lost to obesity-related illness each year, a 50 percent increase since 1988.

An overweight employee that loses just five to ten percent of their weight lowers their risk for developing high blood pressure, heart disease, stroke, diabetes and some forms of cancer.² This, in turn, may also reduce your health care costs. Our weight management-related services include:

Health Screenings

- Blood Pressure
- Body Fat Analysis/BMI
- Heart Health Screening (includes: cholesterol, blood glucose, blood pressure, BMI; up to $26/per person)
- Height, Weight and Waist Circumference

Health Fair Offerings

- Ask the Expert (Dietitian)
- Exercise Demonstration
- Healthy Cooking Demonstration
- Wii Fit™

Wellness Workshops

- Healthy Cooking Demonstration
- Healthy Eating
- Heart Health
- Physical Activity
- Stress Management

Healthy Lifestyle Programs

- Walk for Better Health
- Weight Wise℠ at Work
- Weight Watchers® at Work
**High Blood Pressure**

One in three adults have high blood pressure (also known as hypertension), and nearly one-third of these people don’t know they have it. Among those who have been diagnosed, 60 percent aren’t able to keep it under control. High blood pressure, often called the “silent killer,” often goes undetected because there may be no symptoms. Uncontrolled high blood pressure can lead to stroke, heart attack, heart failure or kidney failure.²

We can help uncover high blood pressure and teach your employees how to control their blood pressure. Our high blood pressure-related services include:

**Health Screenings**
- Blood Pressure
- Body Fat Analysis/BMI
- Heart Health Screening (includes: cholesterol, blood glucose, blood pressure, BMI; up to $26/per person)
- Height, Weight and Waist Circumference

**Health Fair Offerings**
- Ask the Expert (Pharmacist, Nurse)

**Wellness Workshops**
- Heart Health
- Healthy Cooking Demonstration
- Healthy Eating
- Physical Activity
- Stress Management

**Healthy Lifestyle Programs**
- Managing High Blood Pressure
- Personal Action Toward Health (PATH)
- Weight Wise℠ at Work

---

*Hypertension is one of the 10 most expensive health conditions for employers. Its complications are a major cause of preventable absenteeism, reduced productivity, and disability.*²
Stress Management

Stress affects people physically and mentally and is linked to many illnesses including high blood pressure, back pain and headaches. In fact, each workday, more employees are absent because of headaches than from any other single cause. Headaches account for an estimated 157 million lost workdays annually. In all, job stress is estimated to cost $200-$300 billion annually in absenteeism, tardiness and lost productivity.

Today’s fast-paced work environment is stressful. The good news is employees can learn to manage their stress. Take advantage of our stress management-related services:

Health Screenings
- Blood Pressure

Health Fair Offerings
- Chair Massage
- emWave (biofeedback tool)
- Chair Yoga Demonstration
- Wii Fit™

Wellness Workshops
- Complementary Therapies
- Headache Prevention
- Stress Management
- Yoga Demonstration

Healthy Lifestyle Programs
- Revive: Simple Tools to Overcome Stress
The number of people with diabetes continues to rise at epidemic proportions, and nine percent of Michigan adults have diabetes. Just as distressing is the 57 million people who are pre-diabetic, and will most likely develop diabetes unless they make healthy changes now. Diabetes accounts for:

- 15 million work days absent
- 120 million work days with reduced performance
- 6 million reduced productivity days because of absences in the workforce
- 107 million work days lost due to unemployment disability

HAP’s diabetes-related wellness services can teach employees how to prevent the onset of diabetes and help those with diabetes properly manage their condition. The following diabetes-related services are available:

**Health Screenings**
- Blood Pressure
- Body Fat Analysis/BMI
- Diabetes Screening (includes: HbA1c, cholesterol screening, glucometer exchange)
- Heart Health Screening (includes: cholesterol, blood glucose, blood pressure, BMI; up to $26/per person)
- Height, Weight and Waist Circumference

**Health Fair Offerings**
- Ask the Expert (Diabetes Educator, Dietitian, Nurse)

**Wellness Workshops**
- Diabetes
- Healthy Cooking Demonstration
- Healthy Eating
- Physical Activity

**Healthy Lifestyle Programs**
- Personal Action Toward Health (PATH)
- Walk for Better Health
- Weight Wise℠ at Work
Services And Tools For You

We provide you with the resources you need to create a successful wellness program.

Worksite Wellness Consultation
Our Worksite Wellness Team is here to assist you in your wellness planning needs, including:
• Planning your annual wellness calendar
• Building and sustaining your company’s wellness culture
• Measuring success
• Suggesting wellness opportunities based on your aggregated claims data.

Worksite Wellness E-newsletter
The Worksite Wellness e-newsletter features many tools to assist you in coordinating your worksite wellness programs. It includes:
• Planning tips
• Information about HAP wellness programs
• Health messages based on National Health and Wellness Observance topics
• Resources to share with your employees such as recipes, Wellness by the Month flyers, and other wellness information

To receive our e-newsletter, contact your HAP Account Executive or send an e-mail to livewell@hap.org and indicate you would like to receive the e-newsletter.

Worksite Wellness Forum
The HAP Worksite Wellness Forum provides employer groups with the opportunity to share best practices and discuss ways to implement and maintain quality worksite wellness programs. Learn from experts in the field who present on current and relevant topics, and from employer groups who showcase their wellness programs.

Meetings are held three times a year. If you are interested in representing your group at our next Forum, contact your HAP Account Executive or send an e-mail to livewell@hap.org and indicate that you would like to receive information about the next Worksite Wellness Forum. Pre-registration is required.

Worksite Wellness Web Site
Visit our Worksite Wellness Web site at hap.org/wellness for easy access to:
• Detailed information about our wellness services
• Planning tools for building your wellness program
• Wellness By the Month articles
• Healthy recipes and cooking demonstration videos
• Worksite Wellness E-newsletters
• Worksite Wellness Forum presentations
**HAP Member Exclusive Wellness Programs**

HAP members have access to exclusive wellness services and discounts just for being a member.

**HAP Advantage Discount Program**

HAP Advantage offers valuable money-saving discounts and extras to HAP members on a variety of health and wellness related activities and venues. Discounts range from chiropractic services, LASIK eye surgery, health clubs, museums, local businesses and more. Detailed information is available at [hap.org/advantage](http://hap.org/advantage).

**iStriveSM for better health**

*iStriveSM for better health* offers interactive, personalized online wellness programs for fully-insured HAP HMO and Alliance members. The programs consist of a confidential health risk assessment (HRA), Succeed® and additional online healthy lifestyle programs to help members manage their health. Each program is designed by health care professionals and provides personalized strategies.

Employer groups can receive HIPAA compliant, aggregate reports of employee responses, to help you create tailored worksite wellness programs.

To access *iStriveSM* go to [hap.org](http://hap.org), log in and click on *iStriveSM for better health*.

**Weight Watchers®**

Your qualified employees* can receive HAP’s exclusive rate for Weight Watchers®. Eligible participants may enroll in up to four, 12-week Weight Watchers sessions per lifetime for just $25 per session,** as opposed to the regular $180 cost. To join, go to [888-3-florine.com](http://888-3-florine.com).

> “I feel healthier and more confident that I am doing the right thing, most of the time. I have been absent from work less often and I have more knowledge to work with.”

Marj, employee at Ford Motor Company and satisfied user of the *iStrive* Balance® and Nourish® healthy lifestyle programs.

* The Weight Watchers® discount is currently available to HAP HMO; HMO POS; MPSERS (Michigan Public School Employees Retirement System); Medicare Complimentary HMO; Ford Motor Company Retiree Plan members; and Alliance Health and Life Insurance Company enrollees.

** Members must attend 10 out of 12 meetings per session, at a local facility, to be eligible to continue their membership at the discounted rate.
For more information, go to hap.org/worksite. To receive our worksite wellness e-newsletter, RSVP for our Wellness Forum, or schedule a complimentary consultation or wellness program at your business, please:

- Contact your HAP Account Executive
- Email livewell@hap.org or
- Call toll-free (800) 868-3091

No company will be successful in the global marketplace without healthy and productive people.

Dee Edington, Ph D, Zero Trends: Health as a Serious Economic Strategy; ©2009
