

Wellness **Your** Way



Financial Wellness

refers to the overall financial health of an individual. It is managing your resources to live within your means, making informed financial decisions and investments, setting realistic goals, and preparing for short-term and long-term needs or emergencies.



Physical Wellness

promotes proper care of your body for optimal health and functioning. There are many elements of physical wellness that all must be cared for together. Overall physical wellness encourages the balance of physical activity and sufficient rest.



Nutritional Wellness

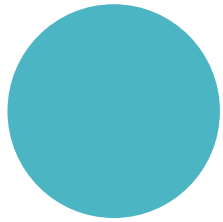
focuses on ensuring we are getting the proper nutrition and eating a balanced diet. Eating a nutritious diet helps you keep a healthy body, reduces your risk of developing some chronic diseases and improves your mental health.



Emotional Wellness

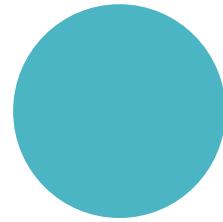
encompasses our mental health, the ability to understand ourselves and cope with the challenges life can bring and the ability to connect with others.

2018 Wellness Program Summary



364 Employees (89%)

Utilized the Health Advocate portal and at least one program feature (for example the Healthy Goal Trackers, Challenges, PHP, etc.)



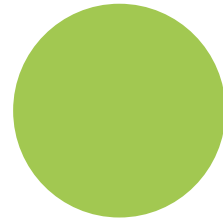
355 Employees (87%) & 61 Spouses

Completed the Biometric Screening



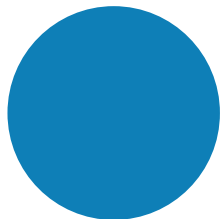
181 Employees (44%)

Participated in a Workplace Wellness event (yoga, hiking, biking, wellness workshop and other wellness sponsored events)



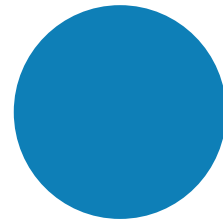
278 Employees (70%) & 14 Spouses

Completed the Personal Health Profile (PHP)



107 Employees (26%)

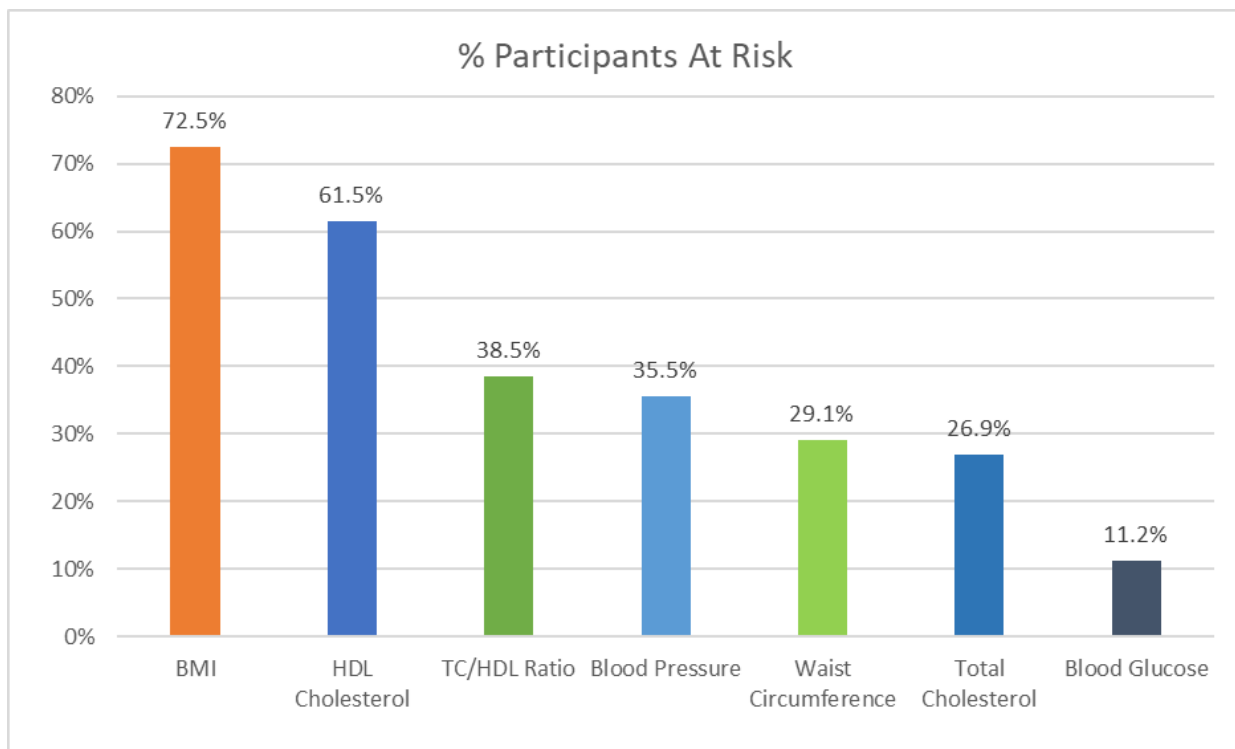
Reached 300 points to earn the incentive



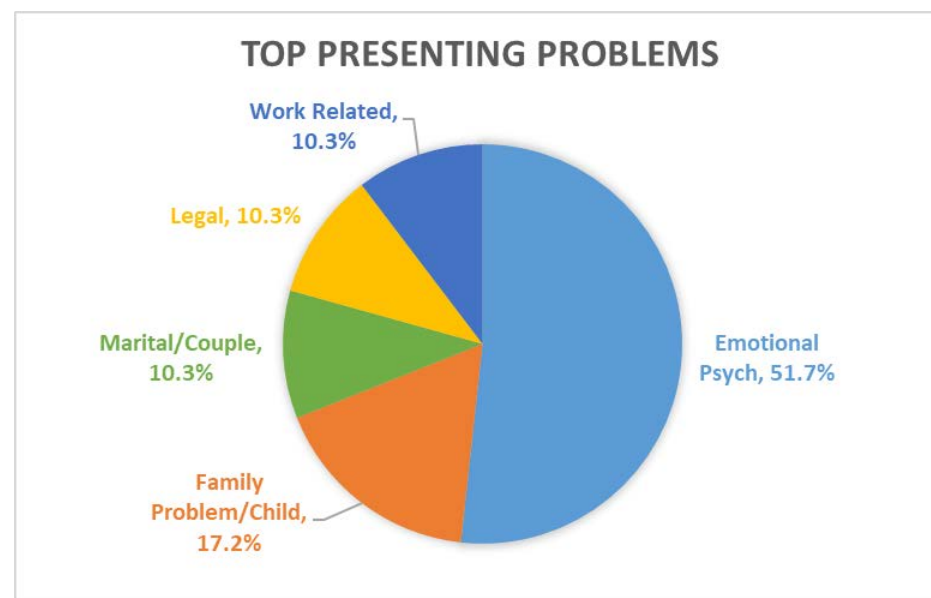
233,666,542 steps

Were tracked through Health Advocate

Health Risks



- Average BMI 29
- Most prevalent modifiable risks:
 - Nutrition
 - Sedentary Behavior
 - Exercise
 - Stress



Top Data: 416 employees and spouses who completed the biometric screening in 2018.
 Right Data: Employee Assistance Program (EAP) data from 2018

Health Improvement

Risk Mitigation

Health Risk	Participants with improved values
Blood Pressure	54%
Total Cholesterol	27%
TC:HDL Ratio	21%
Waist Circumference	15%

Participants who completed the biometric screening in 2017 and 2018.



2019 Programs

- Implemented WW on 1/9- over 300 lbs.
- HA points for Preventive Screenings (annual physical, dental and vision) and group sports
- 2x Week Yoga
- Mental Health First Aid trainings (Q4)
- Wellness Workshops
- Challenges

Engagement

What do employees believe occurred as a result of participation in the wellness program? (top 3 reasons)

56% Increased my overall exercise level

47% Made healthy changes to my diet

43% Improved overall wellbeing

“I love working for a company that encourages health and fitness. I actively pursue good health, but having this program in place helps me keep engaged during the work day”



DASHBOARD



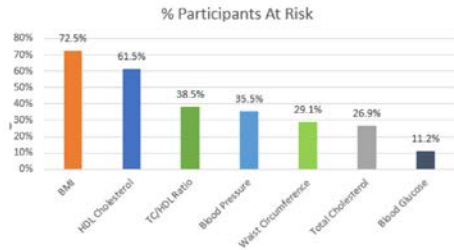
Wellness Program Dashboard CY 2018 - Seasons of Wellness



Program Summary

- 364** Employees used the Health Advocate portal and at least one program feature (for example the Healthy Goal Trackers, Challenges, PHP, etc.)
- 181** Employees participated in a Workplace Wellness event (yoga, hiking, biking, wellness workshop and other wellness sponsored events)
- 107** Employees reached 300 points to earn the wellness incentive
- 355** Employees completed the biometric screening
61 Spouses completed the biometric screening
- 278** Employees completed the Personal Health Profile
14 Spouses completed the Personal Health Profile

Health Risks

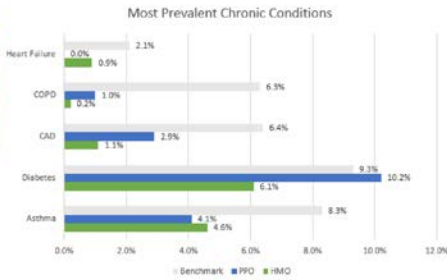


Health Risk	Improved Results
Blood Pressure	54%
Total Cholesterol	27%
TC:HDL Ratio	21%
Waist Circumference	15%

Repeat individuals who completed the biometric screening in 2017 and 2018.

Service	HMO	PPO	Benchmark
Physical Exams	37	39	31
Immunizations	127	103	84
Mammography	52	79	64
Well Baby Exams	500	750	757

Receiving preventive services such as cancer screenings, preventive visits and vaccinations are just a few examples of ways people can stay healthy. The right preventive care at every stage of life helps our employees stay healthy, avoid or delay the onset of disease, keep diseases they already have from becoming worse or debilitating, lead productive lives, and reduce costs.



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Wellness Program Dashboard CY 2018 - Seasons of Wellness



SDCRAA Engagement Data

What do employees believe occurred as a result of participation in the wellness program? (top 3 responses)

- 56%** Increased my overall exercise level
- 46%** Made healthy changes to my diet
- 43%** Improved overall wellbeing

"The emphasis here at SDCRAA on health and wellness is one of the things I enjoy and appreciate. It's helped me exercise more and think about a healthier lifestyle. Thank you!"

"I love working for a company that encourages health and fitness. I actively pursue good health, but having this program in place helps me keep engaged during the work day"

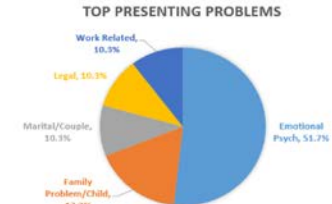
2017 Pulse Survey

Favorable Score	Metric
71	This organization's management is interested in the well-being of employees.
48	The amount of stress I experience on my job seriously reduces my effectiveness.
84	I am able to sustain the level of energy I need throughout the work day

"I appreciate working for an organization that values holistic health and well-being. I enjoy the programs offered and look forward to more options in the future to improve my health and create community."

EAP Utilization

Employees/Household Members/Managers With Any EAP Contact	56
Employees/Household Members/Managers Calling EAP for Services	41
Employees/Household Members/Managers Referred to EAP Counselor	24
New Callers	20
Repeat Callers	16



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LET'S GO.