

OUTCOMES-BASED EMPLOYEE WELLNESS PROGRAM

WHO	<p>Wellness Concepts partnered with Office Depot to offer employees a comprehensive, results-oriented wellness solution at multiple participating locations throughout the country</p> <ul style="list-style-type: none"> Employee population included shift workers and workers of various nationalities, cultures, and socioeconomic levels
WHAT	<p>The first year of the program included on site biometric screenings and nutrition education programs, led by nurses and Registered Dietitians. Results from the first year of the program compelled Office Depot to continue the program for another year. In the second year, two other locations were added to the program. Programs and education materials at each location were customized to meet the needs of the various cultures and eating habits.</p>
WHEN	<p>The program was offered from 2006-2012; the results featured here are a snapshot of two years, 2011-2012.</p>
WHY	<p>Results from 2011 programming demonstrated overweight and diabetes as the predominant risk factors among the twelve participating locations (two locations were added on in 2012, for a total of 14 locations). Additionally, at nine of the twelve locations, hypertension was a significant risk factor and at the remaining three locations, cardiac risk was a significant risk factor. In 2012, the program specifically targeted the predominant risk factors identified during 2011. Overall, Wellness Concepts sought to offer a wellness solution aimed at managing known health risk factors among the Office Depot population while preventing disease among its healthy employees.</p>

PROGRAM COMPONENTS, 2012

FIRST & SECOND QUARTER	<ul style="list-style-type: none"> Health fair consisting of onsite biometric screenings Immediate follow-up personalized nutrition counseling with Registered Dietitian. Dietitian provided personalized dietary plans to participants who tested outside of the normal range Interactive nutrition education station focused on snacking and portion control
THIRD QUARTER	<ul style="list-style-type: none"> Nutrition education station: each location chose between three topics each focused on a different aspect of weight management
FOURTH QUARTER	<ul style="list-style-type: none"> Follow-up Blood Pressure Reduction and Weight Management program conducted at the nine locations where hypertension was a predominant risk factor in first year (Blood Pressure, Weight, and BMI screenings followed immediately by personalized nutrition counseling) Follow-up Heart Health-specific program conducted at the three locations where cardiac risk was significant in first year (Total Cholesterol, HDL, Cardiac Risk, Blood Pressure, Weight, BMI screenings followed immediately by personalized nutrition counseling)

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OUTSTANDING RESULTS:

1. Comparative results obtained from participants who attended health fair (received biometric screenings) in 2011 and 2012

- **Blood Pressure:** 12 of 12 locations improved!
- **Cardiac Risk (TC/HDL):** 11 of 12 locations improved!
- **HDL:** 9 Of 12 locations improved!
- **Glucose:** 8 locations improved; 1 remained the same!
- **BMI:** 8 of 12 locations improved; 2 remained the same!

2. Comparative results showing changes in participants who participated in both events involving biometric screenings in 2012 (14 locations)

- **Blood Pressure:** 13 of 14 locations improved; 1 remained the same!
- **BMI:** 11 of 14 locations improved; 3 remained the same!