

# 2023 WELLNESS UPDATE







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Evaluation of Programs  
Employee Value Proposition  
Leadership Commitment  
Changes and Success

# Evaluation of Programs

- Wellness subcommittee meeting scheduled for February to evaluate the effectiveness and any changes that need to be recommended
- Comparison to local cities/counties

# Wellness Actions: Local Comparisons

						
Wellness Actions	Yes	No	Yes	Yes	No	No
Effect	\$100 monthly surcharge	N/A	\$10.15 - \$12.50 semi-monthly credit	\$150 added to November paycheck	N/A	N/A
Nicotine Surcharge	Yes	No	No	Yes	No	No
Effect	\$100 monthly surcharge	N/A	N/A	\$12.50 per pay period	N/A	N/A

# Employee Value Proposition

- EVP is the rewards and benefits an employee gets from a workplace in exchange for their time and energy
- 65% of people polled stated that the pandemic made them rethink their relationship with work
- 50% stated it changed their expectation of their employer
- Traditional Employee Value Proposition (EVP) is no longer working to attract and retain employees
- Employees are looking for more but not always in compensation.
- We have a huge opportunity to be pro-active instead of reactive by building our culture

# Work-Life Stats



**83%** well-being  
is just as  
important as  
salary



**77%** would  
consider leaving  
company not  
focused on well-  
being



**85%** more  
likely to stay  
when focus is  
on well-being

# What Employees Want

## Industry Survey

- Compensation is only one part
- Employees are looking for more:
- Work/Life Balance
- Positive Culture
- Advancement
- Respect: “Treat people like people”

## Wilco Surveys: 2021-22

- Internal Surveys also correlate
- Employees want balance
- Community/Interconnectedness
- Positive Culture
- Recognition
- Time for participation/connection

# Wilco Stats: Medical

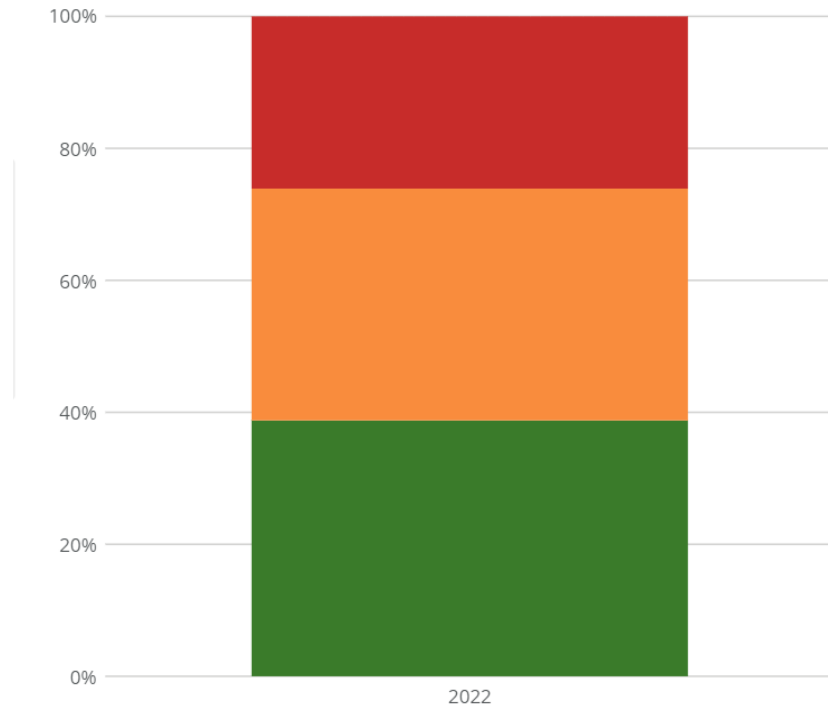
- **717 employees with two or more Chronic Conditions**
- Projected to have **17,208 absent hours** in the next 12 months
- Predicted plan cost is **\$21,011,216.71** for the coming 12 months
- 419 members that moved into a higher risk level
- 737 members non-compliant in managing chronic conditions
- Most Common Diagnosis is Diabetes Type 2
- Most Expensive Diagnosis is Neuromuscular, thoracic region

# Wilco Stats: VP Health Survey

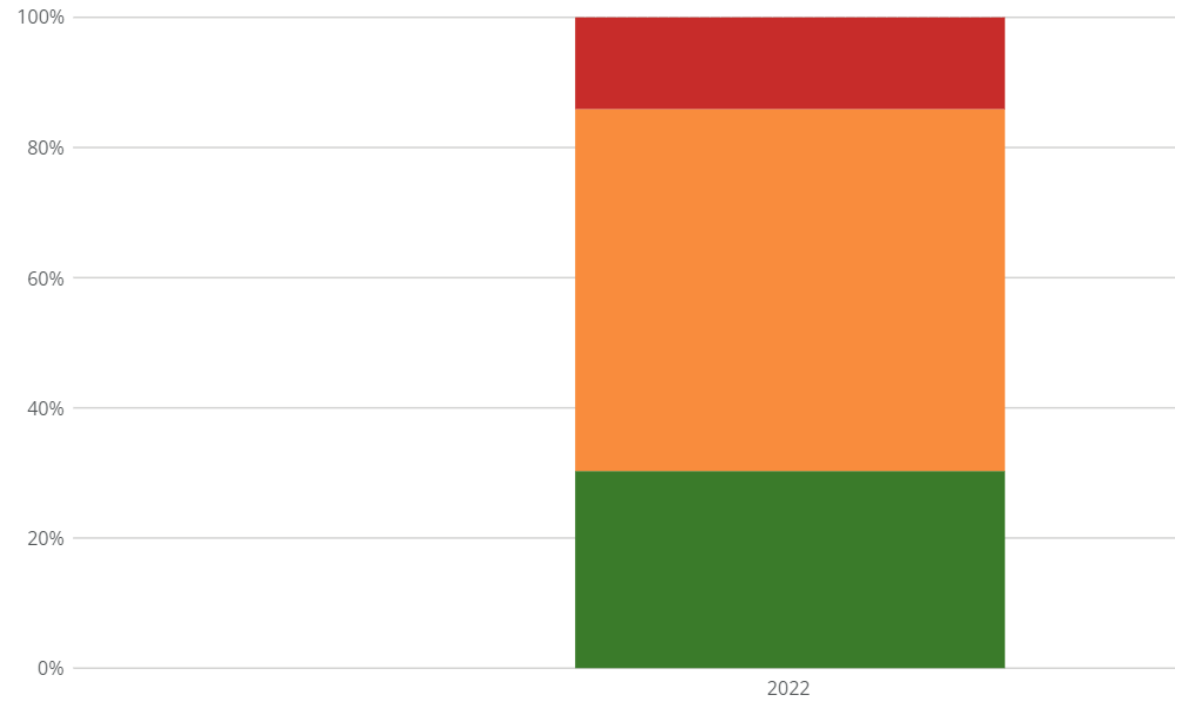


## Stress

Stress Risk Distribution ⓘ



## Blood Pressure





# Prevention is Key

- Continue evaluating and making adjustments to wellness program
- Emphasize preventive care to help prevent future occurrences of many diseases
- Expand disease management programs to help prevent future exacerbations for those already sick
- Embracing culture/policies to drive well-being through all levels of leadership

# Leadership Commitment: All Levels

## Wellness Time (Flexibility)

- Allows employee time to attend a wellness offering without taking PTO or Lunch (8 hrs)
- Webinars
- In person or online offerings
- Contact with vendors (EAP, Financial, legal etc.)

## Benefit and Health Expo

- Allow minimum 4 hours for employee attendance
- September 27<sup>th</sup>, 2023
- Health Screenings, fitness offerings, and activities
- Information fair for those departments that can not shut down

## Wellness Leader

- Person designated by Department leader as a POC (can be more than 1); optimally who can champion health and communication
- Role: to act as a resource communication person and liaison for wellness and benefits
- Ensure fellow employees are aware of communications
- Understand our benefit portal to be able to guide fellow employees to correct information.
- Contact me to request scheduling webinars, lunch 'n' learns, special quests, classes or services

# Successes

## Wellness Actions

- 2020 – 121 people who did not complete at least 1 wellness action
- 2021 – 18 (13 did nothing)
- 2022- Results are pending; anticipated to be slightly higher

## 2022

- 35 meetings including virtual, recorded, departmental, in-person, and “after hours”
- May 2022 – 809 enrolled in VP
- August 2022 – 1400 enrolled in VP
- Increase due to leaders getting involved

# Connectivity

## Community with Virgin Pulse

- 100% members have at least 1 friend
- Avg 6 friends

Max steps in 1 day for 2022:  
1,259,369

Avg Steps per day: 767,481

## Programing

- Step Challenges
- Webinars
- In person/virtual offerings
- Newsletter through Benefit Portal
- Benefits and Health Expo

# Well-Being Building Blocks

Create a “people first” culture where health and well-being of employees are a core value

Culture of Health

Engaged Employees are more likely to be healthy, more productive, feel valued and connected

Employee Engagement

Programs continually support well-being in a relevant meaningful way

Support

Leadership Commitment

Leadership at all levels commit to employee well-being and support

Stay In Touch

Employees should have access to information on going, not just one time a year

# Samsung

Health &  
Well-being

of Samsung



**THANK YOU**