

Healthiest Workplace Challenge Application & Qualifier



We are excited that you are interested in taking part in the **Healthiest Workplace Challenge 2009** with HR.com!

The Challenge will be introduced at the **Employers of Excellence National Conference** on January 26-29, 2009, with all teams beginning the challenge starting February 16th. One senior person in your organization must attend the Employers of Excellence Conference in order to take part in workshops and keynotes outlining different aspects of workplace wellness and to meet with other challengers.

There is a huge potential for decreased costs and increased productivity by implementing workplace wellness programs.

Researchers in a recent study found that “**full cost**” measures – that is, those that include health-related lost productivity costs from absenteeism and “presenteeism”, along with direct medical spending – were **four times greater** than measures of direct medical spending alone at the four U.S. companies with a total of 15,000 employees that participated in the study.

By enrolling your company in the Healthiest Workplace Challenge, you will be taking the first step towards helping your employees to increase their health and well being and to decreasing your full health-related costs, to help your leaders develop stronger skills, and provide education and information to your employees on how to better manage change.

By making this program into a challenge, you and your team will have fun competing against other companies in your market as everyone vies for the title of Healthiest Workplace. Additionally, your weekly coaching session will help to identify areas you need help with and will aid in keeping you and your team motivated and on track.

Aggregate results of all challengers will be published quarterly so that everyone taking part can see how their progress compares with everyone else's.

In order to participate, each company needs to get a minimum number of people to take part in order to ensure that their results will have an impact on their organization.

Number of Employees	Participation Rate
0-500	10%
501-2000	7%
2000+	5%

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Users will be charged a small fee to participate. This discounted fee covers the use of and access to the tracking and assessment tools, coaching services, media exposure generated by HR.com's media partners, and all marketing initiatives that HR.com will undertake throughout the year. A portion of all fees will be allocated for prizes with a portion going to challenge winners directly and a portion to the charity of their choice.

HRA and Wellness Tracking Tool by PureWellness (www.purewellness.com)
Leadership Index and online coaching and assessment TBA announced next week.

HR.com has chosen these tools after reviewing many that are available in the marketplace for their versatility and their corporate focus. We wanted our challengers to be able to gather aggregate data for their locations and their organization for tracking purposes.

Real Coaching will be available from a number of coaching organizations. You will be teamed up with your own coach for the duration of the challenge.

Number of Employees	Cost Per Participating Employee / Per month
0-500	\$100
501-2000	\$50
2000+	\$40

What Can You Do to Maximize Your Success?



Don't Lose Sight of the Bottom Line

Make sure your senior executives know the impact of health promotion, or lack of it, on their bottom line.

Get Support from the Top

Nothing happens inside a company without support from the top. This support comes in the form of senior-level involvement, but also includes capital. Low-budget programs are a start, but true success comes when a company makes a real investment in its employees. By offering this program at a largely discounted rate and in the form of a competition, companies are encouraged to try implementing the initiatives without the usual cost burden.

Serve All Employees

All employees are given opportunities to make lifestyle changes – not just high-risk employees. Keeping the healthy people healthy is just as important as helping high-risk employees control their diseases and conditions.

Communicate, Communicate, Communicate

Effective communication is the foundation for success. Without adequate communication channels, your message is lost.

Accept That Healthy Workplace Programs Have a Cost

Employees really will respond to incentives as long as they are meaningful and attainable. That's where the budget component kicks in. Nothing happens without money. You need to spend money to save money on health care costs.

Outline Your Goals

Our assessment tools will help you to establish your baseline indicators. Our tracking tools will help you to follow the program and track your success along the way. Clear and measurable goals in a few key areas can result in big successes.

Please provide us the following information

1. What industry are you in?

Computer/Telecom Retail
Finance/Insurance/Real Estate Services
Health Services Transportation & Public Utilities
Manufacturing

Other _____

2. How many employees are there in your organization? _____

Of these, how many will participate in the Healthiest Workplace Challenge? _____ %

3. Are all the participants in one location? Yes _____ No _____

If no, what locations will be participating (provide addresses)

4. Do you currently have any health and wellness programs implemented within your organization? Yes _____ No _____

If yes, what are they? _____

5. Do you currently use a Health Risk Assessment survey? Yes _____ No _____

6. Will you be using the Health Risk Assessment and Tracking Tools and the Measurement Tools being used in the Challenge? Yes _____ No _____

7. If you choose to use your own Health Risk Assessment and Tracking Tools, are you able to provide HR.com with key indicators so that we can establish your baseline numbers?

Yes _____ No _____

8. Are you willing to designate a "champion" (or champions) inside your organization to help your employees and managers stick to the program and stay motivated?

Yes _____ No _____

9. Do you have the support of your Senior Executives? Yes _____ No _____

All challenge participants will be required to do the following:

As required or needed: Online coaching, telephone support, help as required
Motivating emails, team building exercises, menus and more to build momentum

Daily: Fill out food and exercise logs using tracking tool.

Weekly: Meet with coach online to review what is working, what is not working, and where they feel they need additional help. Work with the coach to determine how they can improve.

Monthly: Meet online with all Challenge Teams and HR.com to discuss their progress and to share best practices and tips with each other. At each of these monthly meetings, we will have a presenter who will speak to an area within the Challenge and provide additional education and information.

Quarterly: Challengers should re-measure all key indicators to see how they have progressed. Teams will submit reports to HR.com for tracking.

Teams will need to provide a short video to HR.com that shows how they are doing and provides a visual diary. This will be uploaded to HR.com's site and to other online portals such as YouTube. Company will provide additional media coverage

Real time reporting and status upgrades on how you are doing compared to:

Your peer group Your industry sector (competitors) And all participants

Waivers from employees indicating they will be measured and reported on

Your Name: _____

Title: _____

Company: _____

Address: _____

Phone: _____

Email: _____

Signature: _____

By signing this form, you agree to accept the terms outlined for the program herein should you be accepted into the Challenge program.

Please complete and fax this form to **Diane Horton** at **905-727-4716** or send it by email to **dhorton@hr.com**.

For questions or additional information, please call **905-727-1340 x109**.