

**well-being**atwork



“We are at a point where it is  
impossible to do nothing.”

Helen Darling  
President,  
National Business  
Group on Health





For the past decade most companies have seen an astronomical increase in their health care expenses.

Controlling benefits costs is now the top benefits objective for employers.<sup>1</sup>

Employers don't allow other business expenses to rise unchecked.

They find new suppliers, they build new efficiencies into production processes, they invest in training that allows employees to do more with less.

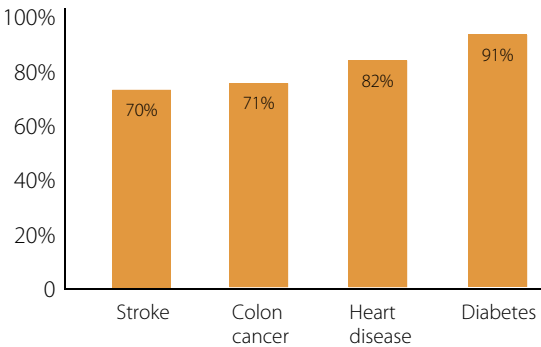
Why don't employers take a similar stand with their health care budgets?

## Unhealthy employees cost more

1.6 to 2.5 times more than their healthy peers.<sup>1</sup>

1 out of 2 adults suffer from a chronic disease.<sup>2</sup> Diseases that are, in most cases, avoidable.

Percent of chronic diseases that are avoidable.<sup>3</sup>



Poor nutrition, lack of exercise, smoking. These and other unhealthy behaviors significantly increase the health risks that directly contribute to incidents of chronic disease. Diseases that account for 75% of all health care costs.<sup>4</sup>

1. Represents additional medical and pharmacy costs. Edington, Dee. "Health Management as a Serious Business Strategy." PowerPoint presentation. The University of Michigan Health Management Research Center.

2. "Chronic Diseases: The Power to Prevent, The Call to Control," last modified December 17, 2009, <http://www.cdc.gov/chronicdisease/resources/publications/AAG/chronic.htm>.

3. Steven Aldana, *The Culprit and the Cure* (Mapleton, UT: Maple Mountain Press, 2005), 5.

4. "Chronic Diseases: The Power to Prevent, The Call to Control," last modified December 17, 2009, <http://www.cdc.gov/chronicdisease/resources/publications/AAG/chronic.htm>.



When you change the risk of your employee population, you take back control of your health care budget.

Comprehensive wellness programs are a proven strategy for reining in health care costs. Effective programming provides structure and incentives to keep healthy employees well and start restoring well-being to unhealthy employees.

Take back control.

Call Presidio Benefits Group.

Traditionally there has been a divide between benefits and wellness consulting because single firms could not support both disciplines equally well. Presidio can.

We deliver **integrated health strategies** by combining a deep grounding in employee benefits with innovative wellness consulting built on a clinical foundation.

The most successful long-term  
escalating health care costs is



Having a **single partner maximizes your return** on benefits and wellness programming investments. An effective consultant leverages the success of a wellness program when negotiating premiums with insurance carriers.

The benefits program can, in turn, be structured to provide an incentive for ongoing participation in the wellness program through contribution strategies and plan design.

solution in the face of  
improved employee well-being.

When you engage a consultant who stands independently from the insurance carriers or wellness vendors, **you have the freedom** to select those companies that deliver the best products to meet your organization's specific financial and health goals.

**well-beingatwork** sets the standard for corporate wellness programs that deliver clinical and fiscal results.

Presidio Benefits Group's wellness practice ensures that your program delivers measurable fiscal and clinical outcomes whether you're building it from the ground up or improving an existing program.

To maximize an organization's return on their wellness investment, research shows that an effective program should be comprised of six components.

"I know of no other benefits consultant in Northern California as committed to employee well-being.

Presidio Benefits Group is helping its employer groups get to the root cause of high health care costs."

Steven Aldana, PhD  
Consultant,  
US Centers for Disease Control & Prevention  
California Department of Health Services

## Program Strategy and Design

Identify the objectives and goals you want to achieve to determine the type of programming you need: participation based or standards (biometric) based. In this development phase, the wellness consultant also helps design incentives, garner support, identify wellness champions and aids in preparing compelling communications.

## Health Risk Assessments (HRA)

By answering lifestyle related questions and inputting data from the biometric screening, employees receive a “snapshot” of modifiable health risks and personalized action plans that support change. The aggregate results of the HRA give employers vital data that will inform specific programming decisions.

## Onsite Biometric Screening

Onsite testing is the key channel for educating individual employees about their state of health. Results of the screening are immediate and qualified health professionals explain the findings. Employees also receive written results that they can use when meeting with their medical professional or to measure improvement over time.

## Risk Stratification

Using data from the biometric screening and HRA, individuals are placed in low, moderate and high risk categories. Risk factors generally refer to those characteristics that can be modified by the individual such as body weight, physical activity, cholesterol or smoking. The number of risks, rather than a specific type of risk, is an important predictor of an employee's future health status and associated health care costs. Stratification of employees allows efficient outreach and health coaching to take place.

## Core Programming: Health Coaching & Customized Solutions

Each population of employees is different. We customize solutions that promote workplace wellness to your specific population. These initiatives are the engines that drive results.

Coaching is provided by trained health care professionals from a variety of health disciplines. Coaching takes a whole-person approach that addresses all health factors contributing to a given behavior. In addition, the coach can cross refer the individual to other employee benefits already in place.

Based on the assessed needs of an organization's population and the defined goals of the wellness program, a number of complementary programs and services will be introduced. Providing a range of tailored solutions facilitates total population engagement and changes an organization's overall risk profile over time.

## Evaluation

During this phase, clinical results, fiscal outcomes and employee feedback are reviewed. This data is used to modify the strategy and design employed during the next programming period.



Presidio Benefits Group's wellness consulting is led by Jennifer Conley, RN, RD, MS, PHN, the Director of Integrated Health Services. Ms. Conley is a registered nurse, registered dietitian, and an exercise physiologist.

Ms. Conley provides consultation, project management and strategic direction for clients looking to implement comprehensive wellness programs for their employees. She has clinically developed, sold, and implemented comprehensive wellness programs in the Bay Area for both corporate clients and municipalities for more than 10 years.

Her programs have been featured in the San Jose Mercury News for her work with Palo Alto Police Department producing a 42% reduction in sick leave, and in the San Mateo Times and on NBC News for her work with the San Mateo Police Department noting significant changes in 11 out of 13 clinical health parameters measured.

## Find New Solutions

If you want a partner who can help your organization:

- control health care costs while increasing employee well-being
- better leverage your investment in benefits to increase employee satisfaction, health and productivity
- see measurable results from your wellness program
- find new solutions to old problems

Call Presidio Benefits Group Today.





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