

# YOU ARE

helping your employees  
be healthier.



UR  
MEDICINE

Wellness

UR Medicine Employee Wellness

MEDICINE *of* THE HIGHEST ORDER





# An evidence-based approach to employee health.

Many organizations have an employee wellness program. But very few of them come close to achieving what is possible.

## **For example:**

- Results are rarely reported. So it is difficult to tell what is working—and what is not.
- Companies lack the data they need to take action in meaningful ways—to make employees happier, healthier and more engaged.
- Without data, organizations are also missing opportunities for better cost management.

UR Medicine has developed a new approach to employee wellness—one that is evidence-based and measurable. As a result, you can better impact your employees' health, as well as your bottom line:

## **A skilled, professional team.**

You'll work with a team that includes physicians, nurse practitioners, social workers, registered nurses, dietitians, counselors and others.

## **Customized to your organization.**

We work with you to determine your goals, then manage every step of implementation. We even create a customized website for your organization.

## **Customized to your employees.**

We identify the health risks that are unique to your employees. We then develop solutions that help cultivate a healthy workforce while reducing health care costs.

## **Advanced technology and infrastructure.**

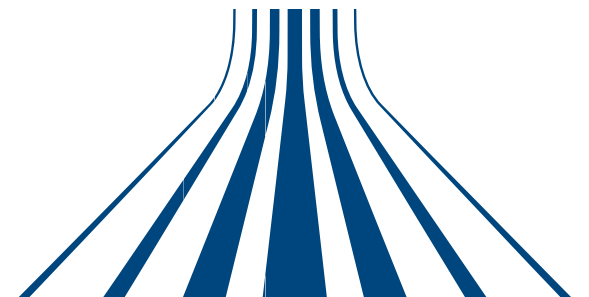
Our extensive technological capabilities provide you with secure, confidential aggregated data collection, ensuring the integrity of your organization's health data.

## **Measurable at every step.**

We give you the data to see what is working—and what could work better. So you can have a bigger impact on your employees' lives, and better manage costs for your company.

## **Knowledge and experience.**

We have more than a decade of employee health experience. Our evidence-based outcome analyses help ensure that your organization's needs and goals are met.





# Getting started: Your organization.

## Assessing your organization's needs

We work with you to customize your health and wellness initiatives so that they align with the needs of your company.

### Consultation with leadership.

We discuss your values and perspectives about employee health, demographics, overall health risks, and prior experiences with wellness initiatives.

### Overall needs assessment.

We evaluate your organization's overall health risk, any major health issues, and pinpoint the areas in which our interventions will make the highest impact.

## Comprehensive program implementation

UR Wellness provides complete wellness services. All aspects of our program are designed to work seamlessly together—fitting the culture of your workplace, and minimizing the efforts of your staff.

Our implementation and operations team is composed of experts in clinical care, information technology, data/outcomes management and program evaluation.

We take care of every detail—from evaluating needs, to program implementation, to providing aggregated outcome results to assess effectiveness.

## Marketing and communicating to your employees

An important part of a successful employee health and wellness program is engaging employees and encouraging them to take an active role in their health.

We make this easy—by providing a professional, turnkey, marketing-communications plan and materials to successfully promote overall employee participation and maintain continued employee engagement. Our marketing and communications experts will help you every step of the way in implementing a plan that fits your organization. We also provide targeted communication materials to encourage participation from those employees who qualify for specific wellness programs.





# Getting started: Your organization.

## Your Online Portal

We provide your organization with a customized web portal, giving your employees the tools they need to better manage their health.

We customize content effortlessly, helping the UR Employee Wellness program become an integral part of the services you offer to employees.

From your home page, to customized content, to personalized health recommendations, this easy-to-access website helps to jump-start your employees' journey to better health.

- Online scheduling options
- A link to take the online Personal Health Assessment (PHA)
- Detailed information about wellness program options
- Biometric and Personal Health Assessment results over time
- Personalized health recommendations
- Online educational modules
- Educational information based on the employees personal risk profile
- Connect employees to appropriate wellness programs

# Getting started: Your employees.

## On-site Biometric Screenings

Biometric screenings are performed by registered nurses and include a personal health coaching session to talk with individuals about their results and discuss any identified risk factors. This one-to-one coaching method has been proven to increase employee participation at a level significantly higher than the national average.

## Follow-Up Screenings

Follow-up biometric screenings can also be offered to measure progress in achieving health goals.

## Personal Health Assessments

Online Personal Health Assessments (PHAs) provide a series of lifestyle and health history questions that assess employees' health risks—for example, whether they are at risk for chronic diseases. PHAs are used to make referrals to appropriate wellness programs, tailor coaching sessions and motivate employees to improve their health.







# Improving health: Programs for employees.

Every employee will receive a confidential counseling session from one of our experienced registered nurses to review results and recommend specific programs. We offer a broad range of programs that support your employees in achieving their health goals.

## Lifestyle Management Programs

Our programs are provided by a multidisciplinary team of clinicians and counselors who are trained in motivating and engaging individuals in lifestyle changes.

Programs can be delivered in both individual and group formats at the worksite, in a one-to-one meeting, or through mobile technology.

Our services have resulted in significant and sustained health behavior changes in smoking cessation, healthy dietary changes, increased physical activity, weight loss and improved medication adherence.

- Cholesterol Management
- High Blood Pressure Management
- Nutritional Counseling
- Stress Reduction
- Tobacco Cessation
- Weight Loss and Diabetes Prevention
- Weight Maintenance

## Condition Management Programs

Condition Management gives employees who have been diagnosed with chronic disease the skills to manage their condition, improve quality of life, reduce the burden of disease and improve overall health.

All Condition Management programs are offered in person and individualized to meet employee/employer needs and typically require multiple sessions.

Condition Management programs include comprehensive counseling designed to keep employees healthy and productive in the workplace.

- Asthma
- Atrial Fibrillation
- Chronic Obstructive Pulmonary Disorder (COPD)
- Congestive Heart Failure
- Coronary Artery Disease
- Diabetes
- High Blood Pressure
- High Cholesterol
- Lower Back Pain
- Stroke

### A Few of Our Results:

**Tobacco dependence:** 50% reported abstinence after 6 months

**Weight loss:** 45% achieved weight loss of at least 5%

**Cholesterol Management:** 63% had at least a 5% decrease in LDL

**High Blood Pressure Management:** 78% had at least a 5% decrease in systolic blood pressure





# Improving health: Additional programs available for employees.

## Flu Shot Program

We can offer a comprehensive flu shot program that fully complies with all New York state and federal guidelines. The program includes on-site vaccination clinics conducted by registered nurses at convenient dates and times.

## Routine Immunizations/Travel Related Vaccines

We can offer access to our Passport Health franchise services. This provides protective vaccines for a healthy lifestyle as well as travel vaccinations.

# Tracking results: Analysis and reporting.

We offer analysis of relevant data and customized reporting, including high level executive dashboards.

Our reports include the following:

- **Process measures** provide an overview of outreach, program engagement, and participation in each of the programs. These measures also include completion information for each clinical program offered.
- **Outcomes and evaluation** provide program-related outcomes and goal achievement, including results of various program interventions, success rates, impact over time, employee satisfaction, and lifestyle/condition management program completion.

All analyses are conducted using the most current evidence-based methodologies. Experts from UR Employee Wellness are available to interpret reports and to discuss program success, workforce health needs and program development.

## Talk to us

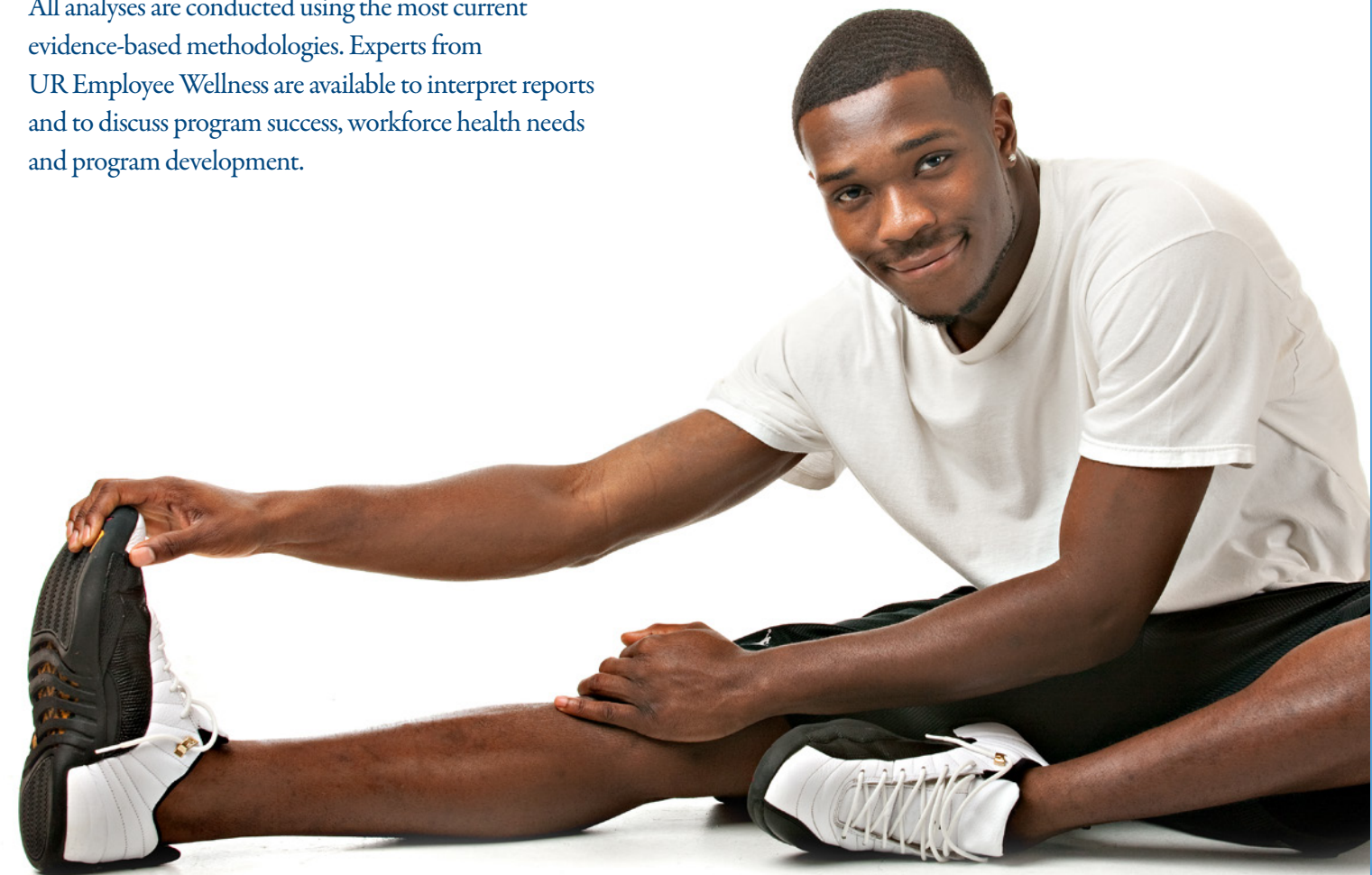
We welcome the opportunity to talk with you about your organization's vision for employee health and wellness. We look forward to customizing a program that will result in a healthier workforce.

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