



Divine Savior Healthcare

Corporate Office: Portage | **Employees:** 704

Employees Participating in Wellness Program: 345 (of 606 benefits-eligible employees)

Success Story: Employee Impact

Employee Success

Divine Savior's EASY Employee Wellness Program provides a variety of weight control tools for participants. One of these tools, the Weight Watchers at Work program, has proven valuable for many employees, including Barb Hunt, a clinic coding coordinator in the medical records department. Barb, who has battled weight all her life, found little excuse not to attend the weigh-ins or meetings because they were conveniently located at her workplace. The wellness program's activities increased her motivation as she participated in events such as the Divine Savior Pedometer Challenge and Holiday Weight Loss Team Challenge. Barb has lost 110.4 pounds over the past four years through the combination of Weight Watchers and the wellness program, and no longer suffers from sleep apnea or back pain. As Barb reflects on the program, she says that "the EASY Wellness Program saved my life. It is an awesome benefit provided by our organization. It shows that Divine Savior cares about our health and is willing to do what it can to provide support."

Program Success

Barb's story provides just one example of both the quantitative and the human side of success of Divine Savior's wellness program. The company's ability to achieve a cumulative HRA score of 77.4 in three years compared to the Midland Health's national average of 70.3 demonstrates how progressive improvement in overall health can be attained with continued wellness programming. In addition to the important result of healthier employees, Divine Savior also boasts employees who are committed to Divine Savior because of the organization's demonstrated care for them as individuals.

Overcoming Challenges

Divine Savior's main challenge has been keeping the wellness program interesting and motivating. To address this, the education department held a Wellness Summit to brainstorm new ideas that are being planned for implementation between now and 2013.

Divine Savior employees receive wellness points for participating in Downtown Portage's Annual Run-Walk.

Wellness Program Components

- Benefits-eligible employees may participate in the EASY (Employee Activities to Strengthen Yourself) wellness program that involves health testing and measurements along with cash incentives for achieving results.
- Health testing includes Midland Health's Health Risk Assessment, blood tests for cholesterol, triglycerides and blood sugar, measurement of height, weight and blood pressure, and determination of tobacco use.
- Employees must provide evidence of completing at least four of seven health prevention activities.
- Employees who are not benefits-eligible may participate in a broader wellness program that includes fun, informative, and healthy activities that offer points toward winning other prizes.

Divine Savior is cultivating a culture of wellness at work that supports both the employees and employer for a win-win result.