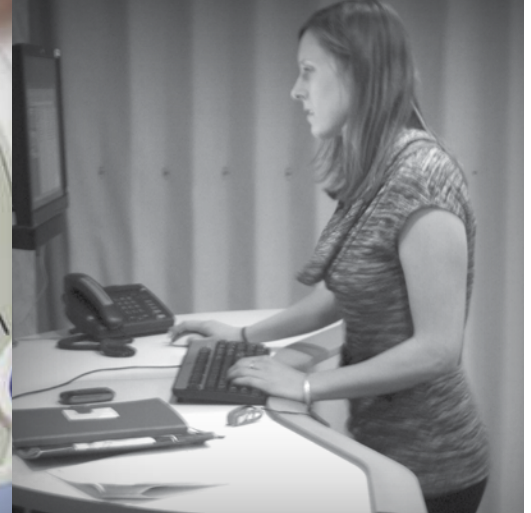




Monroe Clinic



Corporate Office: Monroe | **Employees:** 1,100
Employees Participating in Wellness Program: 1,082 HRAs completed
(includes spouses/partners)
Success Story: Overall Wellness Program

Program Highlights

In the past, Monroe Clinic's wellness program required each employee to simply accumulate 30 wellness points and take a Health Risk Assessment. In 2010, the program expanded to require each employee to accumulate 200 wellness points, take one Health Risk Assessment, and complete one biometric screening. The newly revised program rewards employees for accumulating aerobic miles, exercising, and eating healthy. In addition, a new program titled "Health Zone" grants employees points based on five metrics: body mass index, blood pressure, total cholesterol, high density lipo-protein, and low density lipo-protein. Employees can also earn additional points for improving their body mass index, blood pressure, and low density lipid proteins. Monroe Clinic offers 30 free circuit-training classes per month and onsite Zumba classes. The cafeteria's "Wellness Wednesdays" allow employees to receive wellness points for eating healthy meals.

Program Success

With the understanding that implementing or changing a wellness program can cause some growing pains among employees, Monroe Clinic held Wellness Forums to review the facts and requirements of the new program. These resulted in better understanding and participation in the program. Employee/spouse/partner participation in the health screenings increased from 350 in 2009 to more than 1,000 in 2010.

In addition, the clinic distributed a health and wellness survey to receive employee input on wellness programming. Based on employee feedback, Monroe Clinic purchased treadmill workstations and increased healthy food options in the cafeteria.

Monroe Clinic expands its success into the community by helping to implement its wellness program at other companies in southern Wisconsin. Monroe Clinic wellness representatives will meet with outside managers to customize a wellness program that fits the needs of their employees.

Overcoming Challenges

To lessen employee confusion or resistance over the changes in its wellness program, Monroe Clinic made a distinct effort to get the message in front of its employees that change was taking place and that there would be new requirements to meet in order to receive a health insurance discount. The Wellness Forums, held at all Monroe Clinic branches, provided an outlet for sharing this information.

Monroe Clinic employee Brittney Hansen walks and works on one of two treadmill workstations.

Wellness Program Components

- Participating employees have the option to complete a Health Risk Assessment and biometric screening to receive a discount on their health insurance premium.
- Participating employees must also accumulate 200 wellness points to receive the discount.
- One-on-one coaching sessions are available to review results of HRA and biometric screening.
- Employees receive two wellness screenings per year to track baseline data and six-month progress.

"At first, I [was] not happy about the change in the program. I've spent some time seriously thinking over the program as a whole and I feel I understand the reason the change has come about. It's obviously not to make things more difficult for us, but to help and encourage us to live a healthier more active lifestyle."

- Jan Ward, Monroe Clinic Employee