



WE ARE WAYNE!
GREAT SCHOOLS :: GREAT COMMUNITY

In House Wellness Program to Replace On Target Health

Overview of On Target Health

- Accepts 75 employees per year to focus on improving their health
- Employees are chosen via an application process
- Focuses on health indicators such as body composition, cholesterol and other blood chemistries and metabolic awareness and caloric need
- Android and iOs app allow for access to your own health coach, meal planning and health content
- Ultimate cost of \$216,000 per year

OnTargethealth



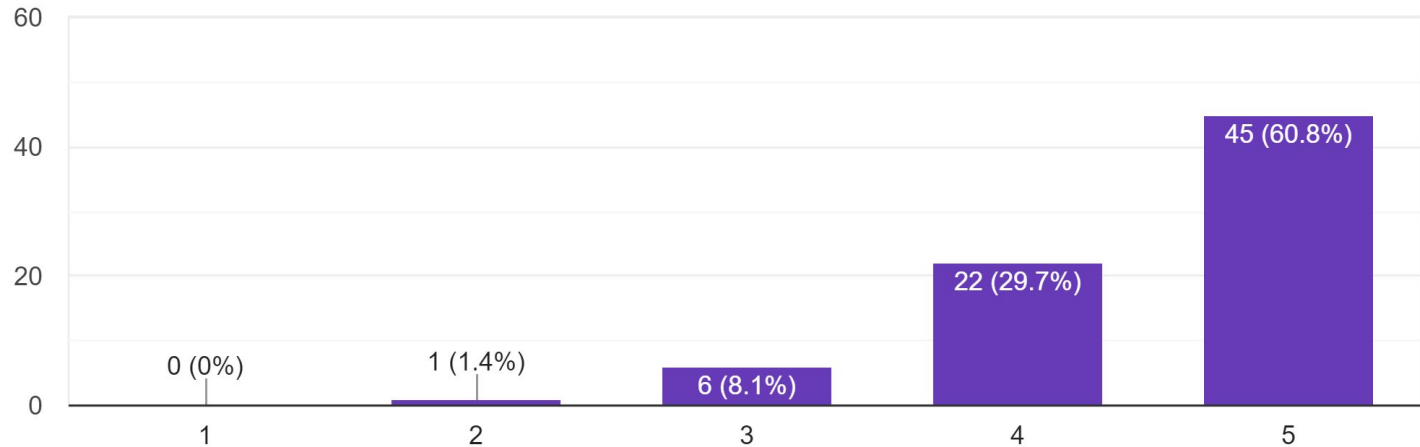
Summary of On Target Survey

Thoughts from 74 Respondents who were previously enrolled in an On Target Cohort



An exercise program is an essential part of an overall wellness program that I value.

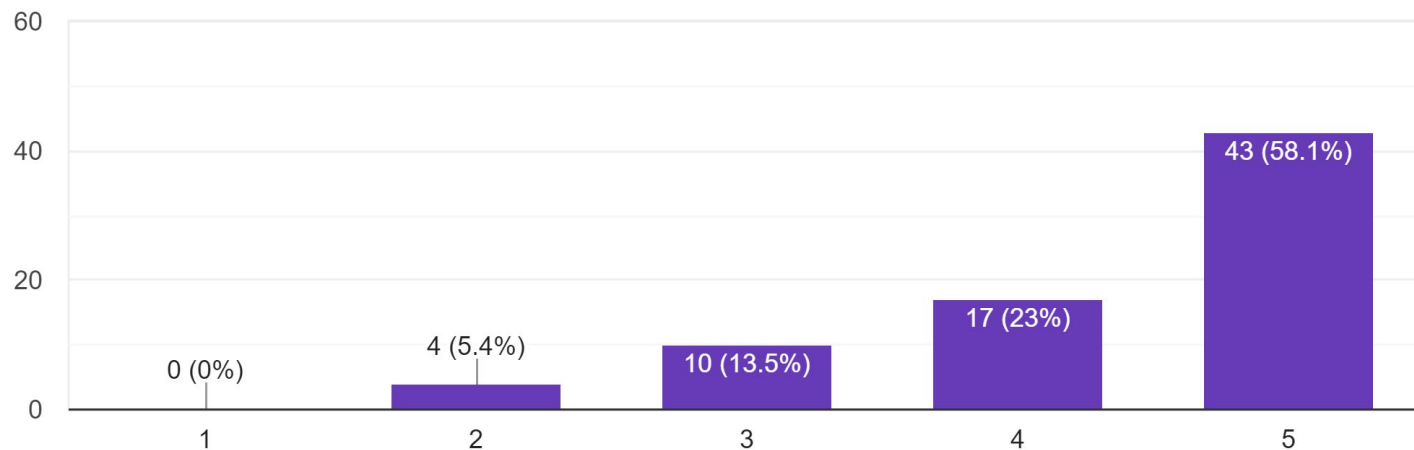
74 responses



AVERAGE: 4.50

Laboratory results provided valuable information about my wellness progress

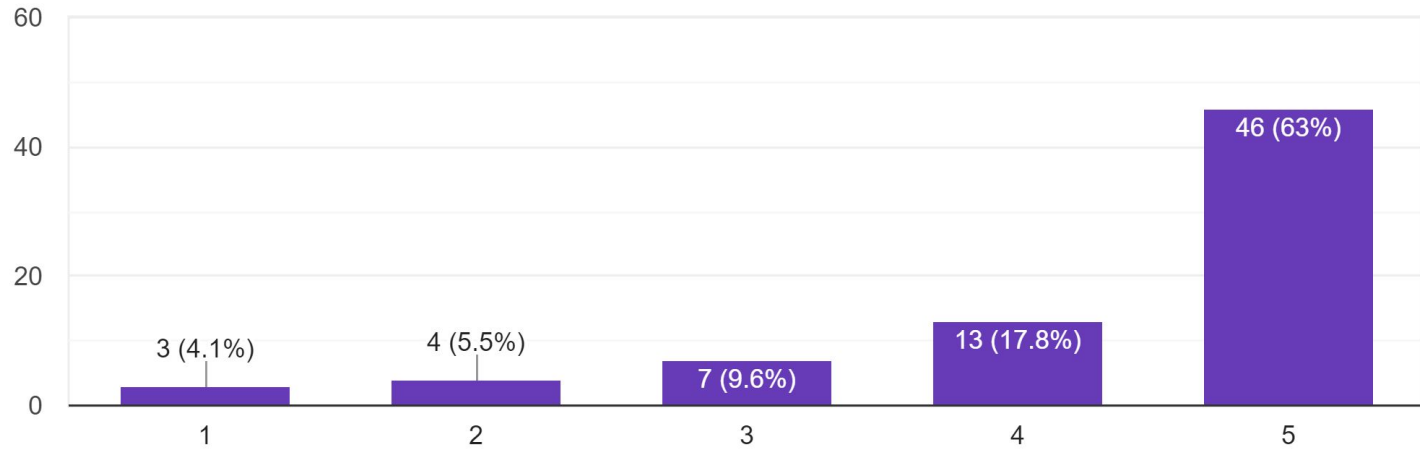
74 responses



AVERAGE: 4.34

Health coaching is an essential part of an overall wellness program that I value.

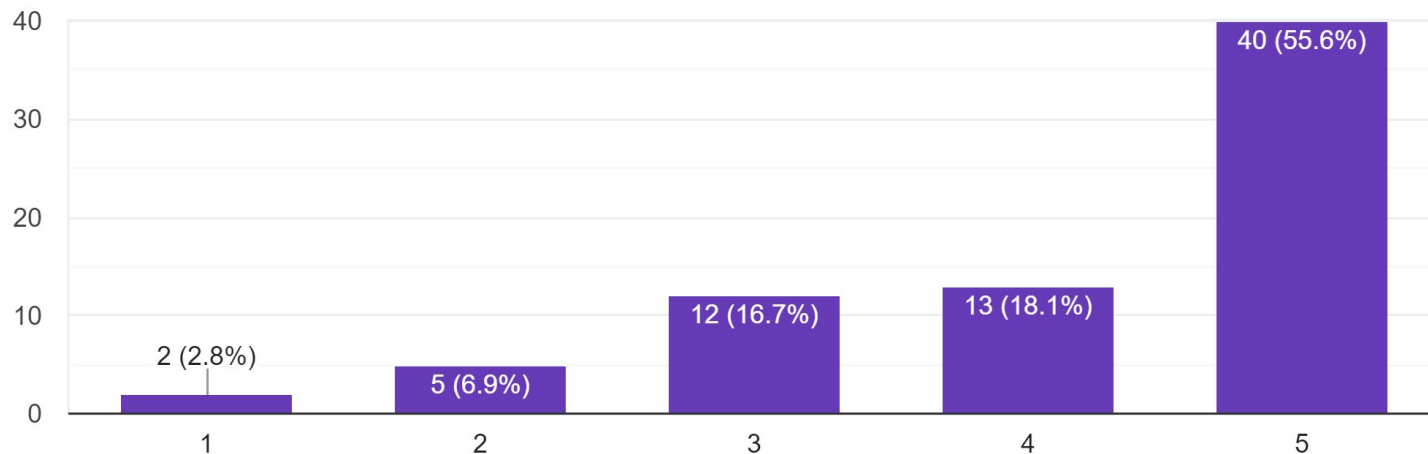
73 responses



AVERAGE: 4.30

BodPod information provided valuable information about my wellness progress.

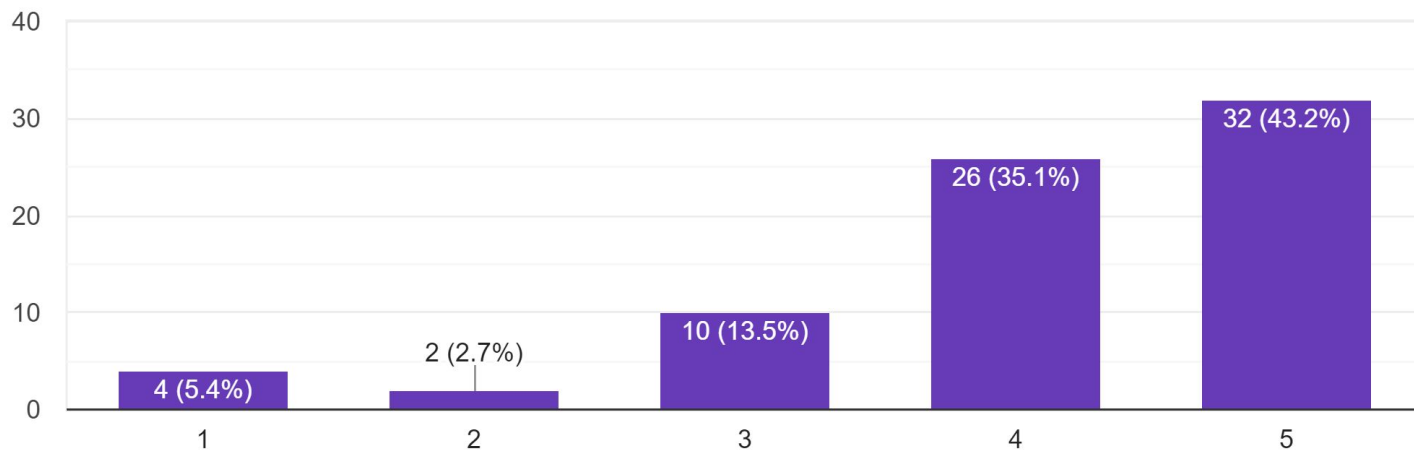
72 responses



AVERAGE: 4.17

Mental health coaching is an essential part of an overall wellness program that I value (ie. stress management)

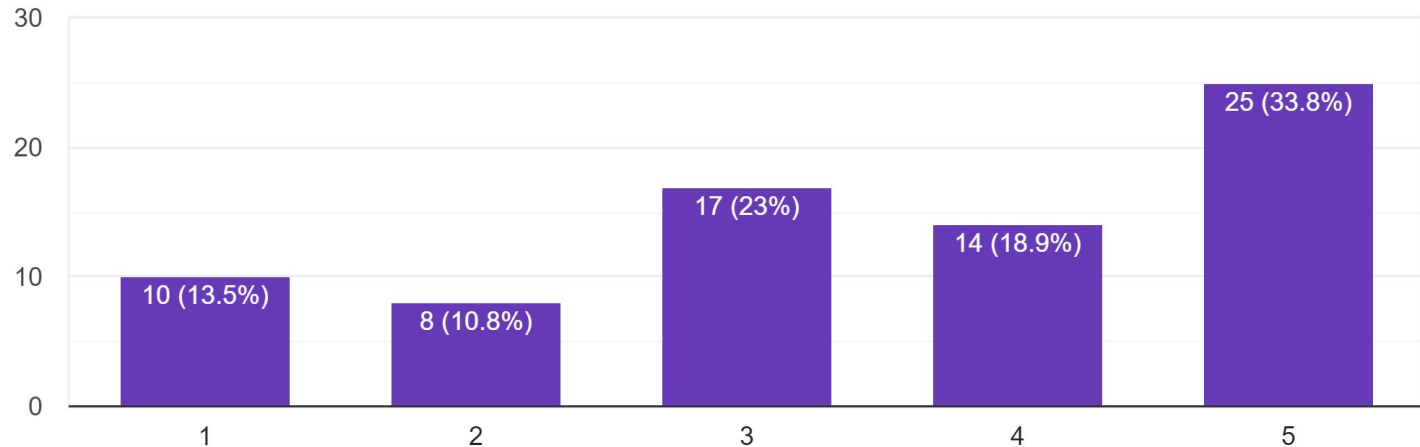
74 responses



AVERAGE: 4.08

Financial/budgeting coaching is an essential part of an overall wellness program that I value.

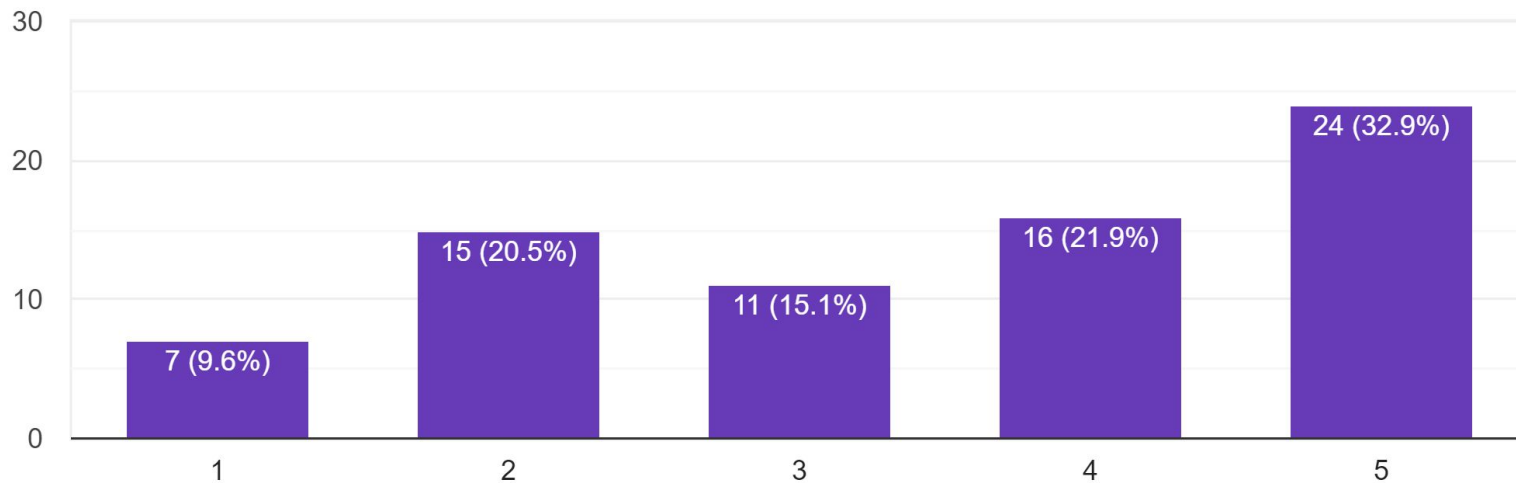
74 responses



AVERAGE: 3.49

Overall experience in the On Target program provided the desired results.

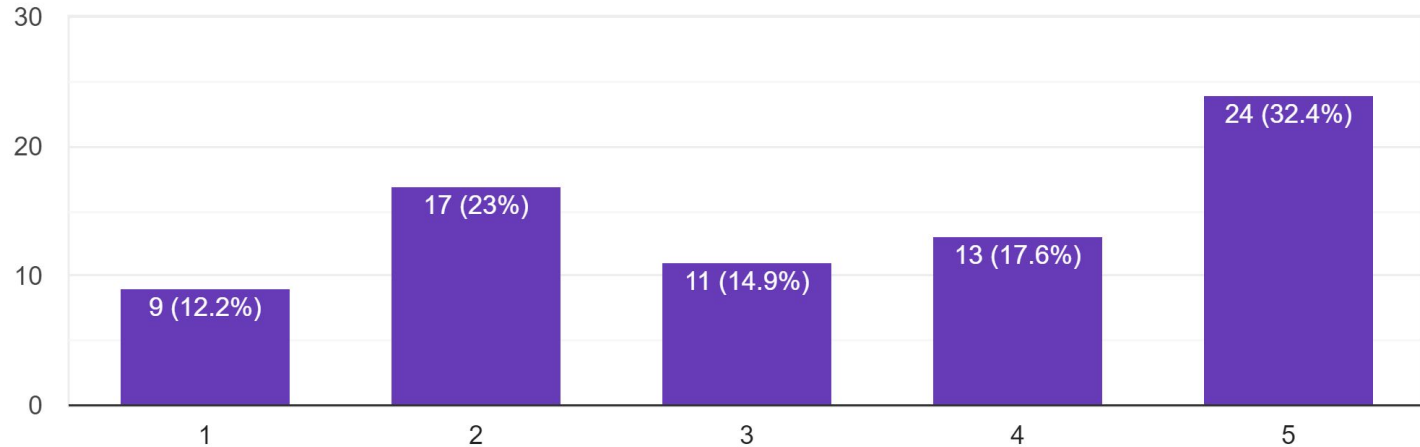
73 responses



AVERAGE: 3.48

My On Target experience provided long term results (ie. weight loss, blood pressure)

74 responses



AVERAGE: 3.35

Your Money



ney

POWERED BY PETE THE PLANNER®

line

What is Your Money Line?



Your Money Line provides dedicated, personalized help and accountability for every employee and their immediate family to find financial stability in their life.

How Does the Helpline Work?



- Help with any financial question or situation in English or Spanish
- Accessible via phone, email, app, scheduling, or live chat
- Staffed Monday – Friday from 9am – 9pm ET
- Unlimited access
- Confidentiality and accountability
- *Employees won't be sold anything, ever*



Why Our Employees Need Help



- ✓ Budgeting
- ✓ Financial pinch
- ✓ Credit card debt
- ✓ Feeling overwhelmed
- ✓ Housing and transportation decisions
- ✓ Unexpected crisis
- ✓ Financial check-up
- ✓ Student loans**
- ✓ Unable to retire

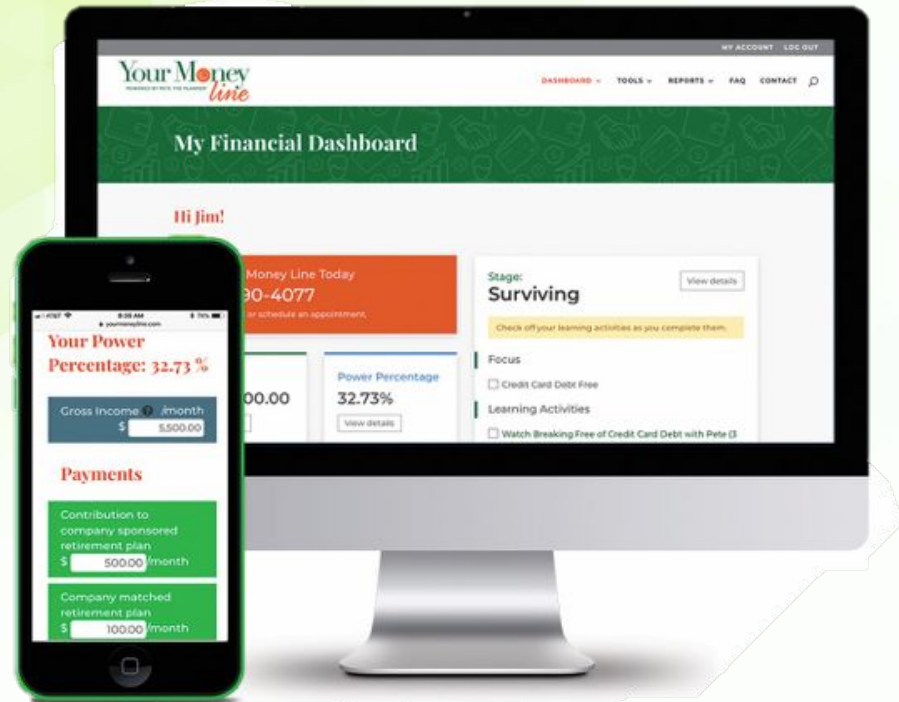
**Public Service Loan Forgiveness assessment



What is the Financial Dashboard?



- Personal and confidential account
- Initial assessment and customized financial path for each individual
- E-learning activities: podcasts, blog posts, videos, and workbooks
- Tools and calculators that provide actionable financial data
- Hours of video courses



Why Your Money Line



- Real-time financial problems solving
- A path to stability specifically designed for a person's unique financial life
- Unlimited, unbiased, and confidential access to financial experts
- Relationship driven partner
- Benefits integration
- Zero solicitation

Vision For an Alternative to On Target Health

- Access to wellness awareness for all 2200 employees (151 currently serviced)
- True wellness, and threats to wellness, extend beyond the traditional ideas of obesity, high blood pressure and high cholesterol (activity levels, among others, not currently incentivized or encouraged)
- Encourage overall wellness for otherwise healthy staff (currently an invitation only program)
- Mental health will be a focus via promotion of EAP (physical wellness is currently all that is addressed)
- Financial health - providing a platform to help employees with their finances



Reasonable Benefits and Outcomes

- More quality instructional time with students
 - Increasing wellness increases productivity of employees
 - Decreased absenteeism
- Camaraderie and morale improvements
 - Sense of community is developed when people exercise and work together
 - Matching and exceeding the current offerings of On Target Health
- Decrease in health insurance costs
 - Overall wellness improvements translate to decreased doctor visits due to preventable conditions
 - Early detection of otherwise hidden existing health conditions...preventative measures rather than reactionary therapies



Services Available to Staff - Fitness

- Online fitness classes to be streamed from anywhere, complete at home or organize a group at school
- Live classes to be held at schools on a rotating basis, instructor present to lead a group in a fitness routine
- Fitness challenges - building and corporation wide challenges for steps and weight loss
- Rewards for winners - fitbit, apple watches, hydro flasks etc.



Services Available to Staff - Wellness

- Annual blood chemistry analysis - Hemoglobin A1C, Total Cholesterol, LDL Cholesterol, HDL Cholesterol and Triglycerides*
- Body composition analysis
- Mental health support services - Employee Assistance Program
- Lunch and learn - Building seminars to share short takeaways on overall wellness strategies and health improvements, nutrition coaching etc.



* For current health plan participants only

Staffing Additions and Job Descriptions

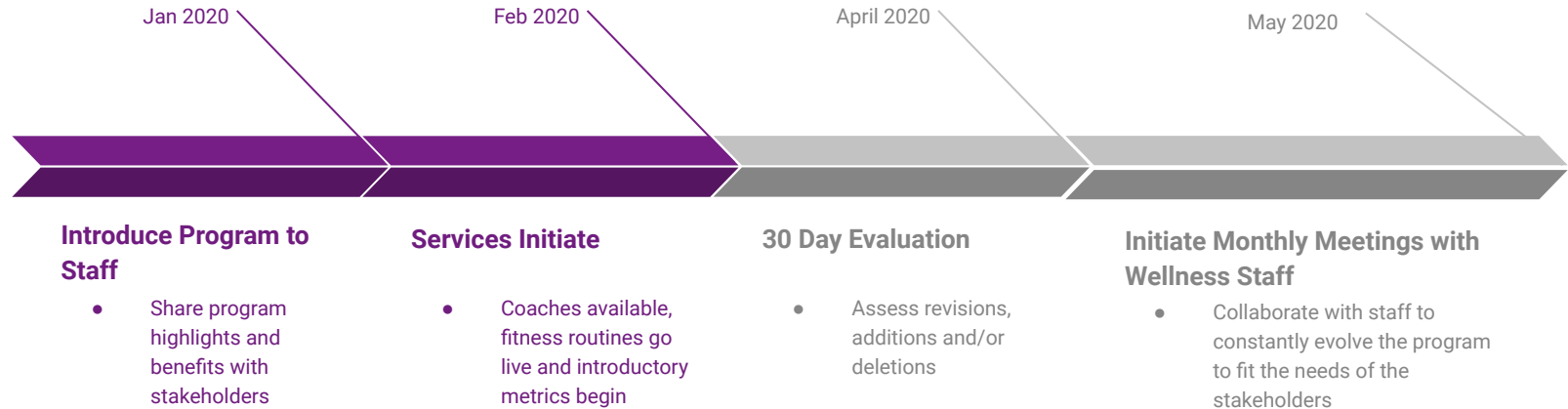
Wellness Director

- Plays a vital role in improving people's well-being in corporate business environments.
- A wellness director is responsible for a variety of projects designed to improve health and wellness in corporate or community environments.
- A wellness director will coordinate the wellness coaches and determine effective ways to delegate their tasks to promote wellness within the entire corporation.
- Executes some or all of the responsibilities of a wellness coach as well

Wellness Coach x2

- A wellness coach assesses client lifestyles
- Administers and creates fitness content as well as leading live group fitness classes
- Addresses health concerns
- Works with the clients to make behavioral, nutritional and other changes in order to promote better health and wellness.

Timeline for Staff Rollout



Fiscal Comparison

		On Target Health	New	Explanation
1	Wellness staff annual cost	\$90,000	\$220,000	<ul style="list-style-type: none"> Retain our current wellness coach from IU Health and add two new members to the staff
2	Your Money Line	N/A	\$38,000	<ul style="list-style-type: none"> Financial Wellness Program for all Employees
3	Annual Subscription cost	\$216,000	\$30,780	<ul style="list-style-type: none"> Cost for On Target Health/Trainerize (new) to administer their program to our cohorts Apex Data Analytics Platform Incentives
	TOTAL ANNUAL COST	\$306,000	\$278,780	
	Annual Surplus for reinvestment		\$17,220	<ul style="list-style-type: none"> Dedicated workout facilities and equipment Contest administration and incentives

Wayne Wellness Program 2020-2021



#BeWayneWell

Introductions



Janine Cochran, RN, BSN, RYT-200

Wellness Program Coordinator/Wellness Coach

Apex Population Health Project Manager

Janine earned her Bachelor's degrees from Purdue University in Psychology, English and Interior Design and worked in the Lafayette schools for many years in the roles of music educator and case manager. She returned to Purdue to pursue Nursing and worked as a Registered Nurse for Community Health Network in inpatient psychiatric care. She holds her Yoga teaching certification and has extensive training working with special populations including veterans and the elderly. In her spare time Janine enjoys reading, music, doing Yoga and Pilates, being active with her daughter's Daisy Scout Troop, and spending time with her family. Janine is passionate about helping individuals achieve better health outcomes and is excited to be joining the Wayne family!

Wellness Program Coordinator

Wellness Program Coordinator Role

- Coordinate a multifaceted Wellness Program for MSD of Wayne Township employees
- Collaborate with existing Wellness Committees within Wayne to present cohesive message of wellness resources available to all employees
- Coordinate efforts of Wellness Coaches for greatest effectiveness throughout Wayne Township
- Author/edit/distribute Monthly Wellness Newsletter and Health Plan Benefits Information Newsletter
- Fulfill all aspects of Wellness Coach role
- Offer 1:1 Wellness Coaching/Health Advocacy for individuals with higher medical need
- Coordinate care efforts between Wayne Employee Clinic and Wellness Team
- Provide Wellness Coaches with insurance benefits/health data training to serve as additional resources for Wayne employees
- Use data-driven analytics from Apex Benefits and clinical experience to direct specialty programs toward population health areas of highest need and drive down costs



Why Apex Benefits?

Partnership with Apex Benefits

- Data analytics resources to reveal areas of greatest population health concerns within Wayne Township for targeted disease management education
- “What you can measure, you can manage.”
- Ability to use aggregate data to create a tailored Wellness Program that will drive down health care costs while fostering a culture of wellness
- Access to a team of clinical professionals (Registered Nurses, Registered Dietitians, Pharmacists) to provide direction in large-scale specialty health initiatives
- Financial forecasting to plan strategically for the future of benefits offerings
- An added layer of confidentiality and protection for individuals in need of a health advocate



ApexBenefits

Introductions



Jacqueline Williams, BS

Wellness Coach

Jacqueline is a graduate of IUPUI where she earned her Bachelor's Degree in Exercise Science. She has worked as an exercise specialist, health coach, group exercise instructor and personal trainer. Jacqueline has experience working with all different age groups and clinical conditions such as de-conditioning, hypertension, diabetes, weight management and more. Jacqueline is an ACE certified Health Coach, Personal Trainer, and Fitness Nutritionist. She enjoys being active, walking, biking, sunny weather and spending time with her 2 little girls. Her goal is to improve the health of those in the community through education and helping individuals set small, realistic short-term goals. She is excited to bring these skills to the employees of Wayne Township!

Introductions



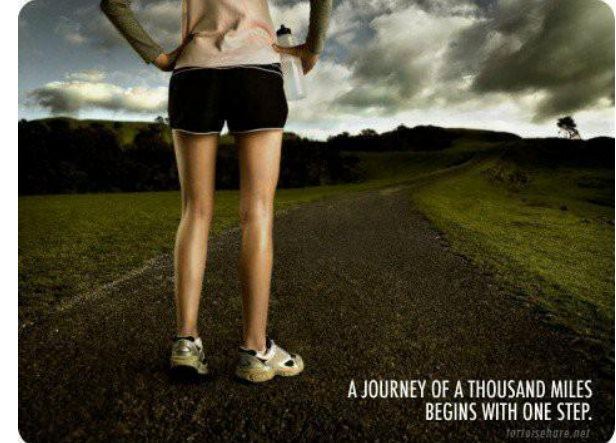
Kara Mercer, BS

Wellness Coach

Kara is originally from Plainfield, IN and completed her Bachelor's in Nutrition from University of Southern Indiana with a minor in Strength and Conditioning. She has experience working with all different populations, from athletes to the general public in both nutrition planning and exercise programming. In her spare time she loves to do Crossfit, be active in her church community, travel and do anything that includes the outdoors, sunshine, and water! Kara has a strong passion for helping people reach their health goals and is very excited to be working with Wayne Township.

Wellness Coach Role

- Assess employee lifestyle and health concerns to help that individual adopt and implement healthy lifestyle changes in ways that are realistic and attainable
- Provide 1:1 Wellness Coaching to employees on IU Health plan
- Create targeted exercise content for all fitness levels
- Teach online and in-person fitness classes
- Assist employees with safe and effective personalized exercise strategy
- Counsel employees regarding personalized nutrition plans
- Develop nutritional and exercise content for Monthly Newsletter
- Develop educational content for weekly Lunch & Learn series
- Drive engagement for all employee challenges and increase participation in Wayne Winter Games



Wellness Program Mission

“The Wayne Wellness Team’s goal is to provide all Wayne Township employees access to resources for creating a healthier lifestyle in order to foster a community of wellness, increase productivity and drive down health care costs. We will achieve this through cultural engagement, fitness and nutrition education, data-driven interventions and the connection of employees to health resources.”

“Health” vs “Wellness” Program

Health Initiatives

Specialized chronic disease education

Annual preventive exams

Utilization of Employee Clinic

Aggregate population health data to drive program

Drive down health care costs

Wellness Initiatives

Improve culture and morale

Challenges

Employee engagement events

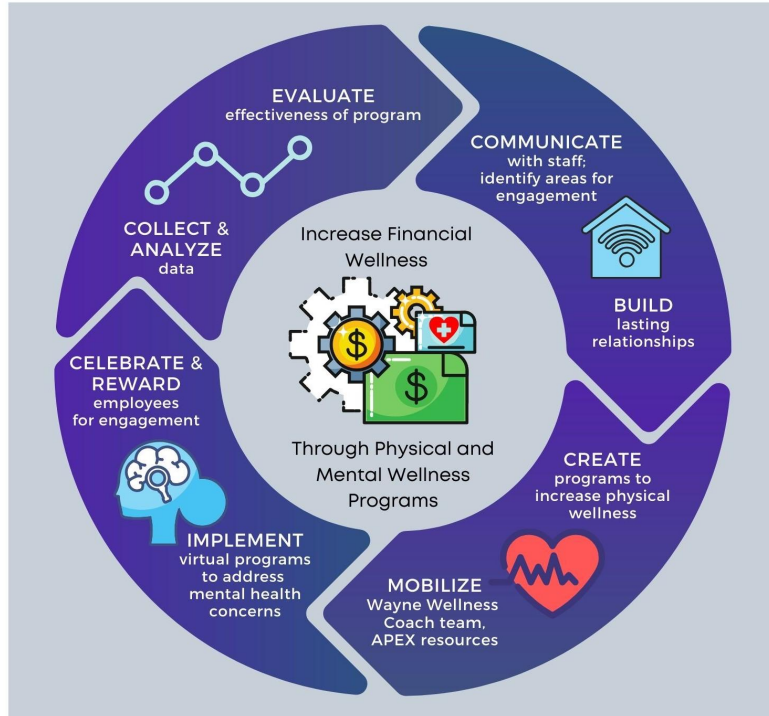
Social media presence

Giveaways and rewards

Health Events



Wellness Program Plan



COLLECT DATA & ANALYZE

Use Apex analytics and population health team to determine targeted areas for intervention and education

EVALUATE

Use data for engagement tracking to evaluate effectiveness of specific areas of program implementation

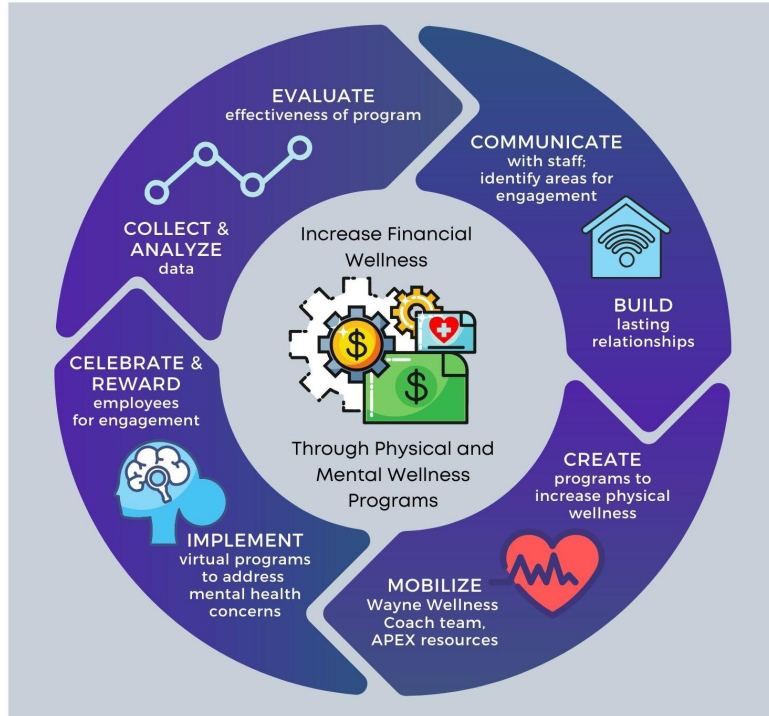
COMMUNICATE

Reach out to Wayne employees and utilize administrative resources to build the most effective program

BUILD

Develop strong relationships with administrators, and 1:1 relationships with employees

Wellness Program Plan cont.



CREATE

Develop needs of the Wayne employee population into an effective wellness program

MOBILIZE

Wayne Wellness Team, building champions, community and Apex resources to engage all employees

IMPLEMENT

Utilize on-site and virtual consultations, social media, live videos, Lunch & Learns and Trainerize app to implement nutritional, fitness and cultural challenges

CELEBRATE & REWARD

Celebrate engagement and health improvement with employees through incentives and wellness culture

Wellness Team at BDU



Ben Davis University High School
First Floor Plan

Gymnasium

Wellness
Room

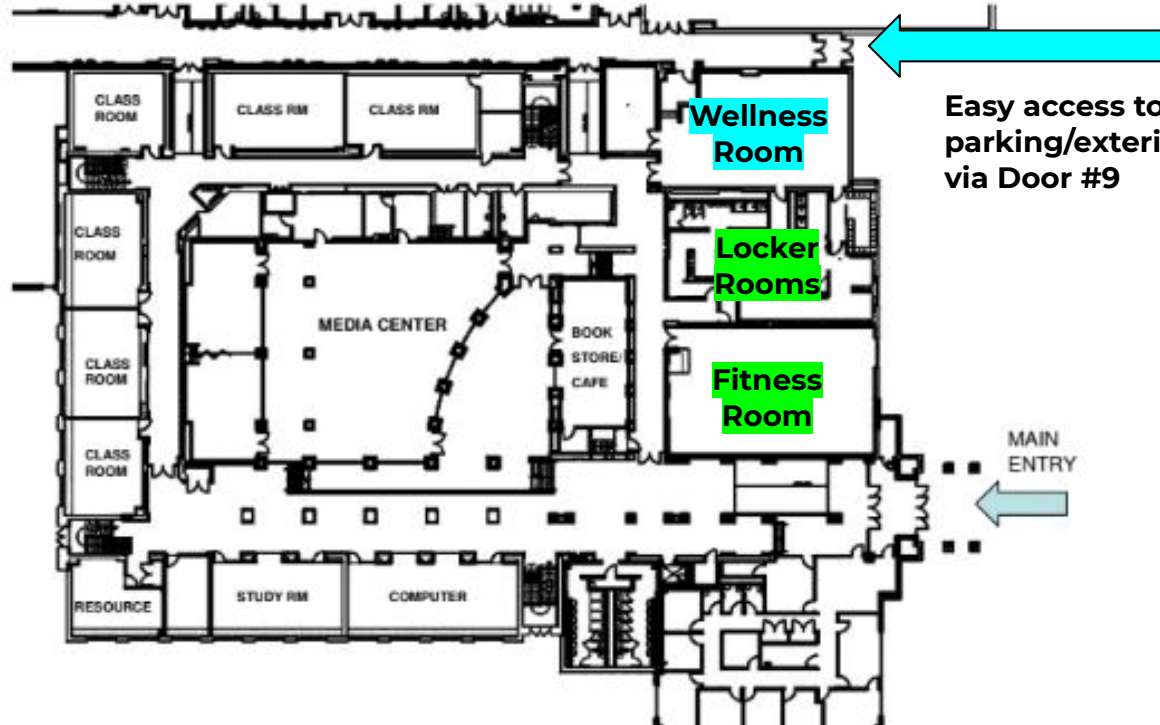
Locker
Rooms

Fitness
Room

Easy access to
parking/exterior
via Door #9

MAIN
ENTRY

Our home
location will be
perfectly
situated at Ben
Davis University
between the
Fitness Room,
Locker Rooms
and Gymnasium



Wellness Coach Zones

Jackie Williams **North/West**

Westlake Elem
Chapel Glen Elem
Chapel Wood Elem
North Wayne Elem
Robey Elem
Chapel Hill 7th & 8th
Area 31
Giants Preschool
9th Grade Center
Ben Davis University
Community Building
ABE
WTP

867 Lives Changed...

2,253
Individuals
Reached

Janine Cochran
Ben Davis High School
Achieve Virtual
ESEC
Education Center

496 Lives Changed....

Kara Mercer **South/East**

McClelland Elem
Garden City Elem
Rhoades Elem
Stout Field Elem
Maplewood Elem
Bridgeport Elem
Lynhurst 7th & 8th
Transportation Building
Sanders
WPA
OIS/Operations

890 Lives Changed...

Wellness Program Offerings (All)

For all Wayne employees:

- Access to the Employee Assistance Program (EAP) for mental health needs
- Access to Trainerize app
- Access to all fitness classes
- Access to all educational presentations (Lunch & Learns, GoToWebinar, etc.)
- Monthly Wellness Newsletter
- Participation in all challenges, including new offerings for Wayne Winter Games
- Prize incentives offered for winning/participating in challenges
- Financial wellness education through Your Money Line
- Easy website access to all Wayne Wellness resources



Wellness @ Wayne

Wayne Employee Wellness Newsletter JUNE 2020

Now is a great time to use your EAP benefits

You do NOT need to be enrolled in a medical plan to be eligible

Employee Assistance Program benefits are available to you and your eligible household members including your spouse, significant others, domestic partners and children up to age 26. You do not have to participate in the EAP services with a family member. The EAP Health Plan can help you or your family members cope with:

- Stress and anxiety
- Grief and loss related to death, divorce, life change and job transitions
- Problem solving and education on ways to cope
- Family, marital and couples problems
- Substance abuse of alcohol and drugs
- Intimidation or home relationship conflict



To access the Employee Assistance Program, call 317-962-8001 from 8am-4:30pm M-F to make an appointment or 24 hours for the Crisis Line



coming soon...

Be on the lookout for information about wellness

Wellness Program...with offerings for all Wayne employees!



Wellness Program Offerings (Health Plan)

In addition to the wellness offerings for all employees, those on the IU Health Plan will receive:

- 1:1 Wellness Coaching sessions
- Access to in depth body composition measurement using InBody scan
- HSA incentive dollars for completing annual physical exam
- HSA incentive dollars for meeting Healthy Standards
 - BMI
 - Blood Pressure
 - Triglycerides
 - Hgb A1c
 - Or complete Wellness Coaching sessions if not met
- HSA incentive dollars for completing online learning competencies
- Spouses will continue to have access to Employee Clinic, HSA rewards (including Wellness Coaching if biometric Healthy Standards not met)



The image shows a detailed InBody scan results sheet. It includes various metrics such as BMI, Body Fat Percentage, Muscle Mass, and Bone Mass. The sheet is organized into sections for different body parts and overall health indicators. The InBody logo is visible at the top left.



InBody Scan

What is InBody?

- A body composition analyzer that goes beyond traditional body composition analysis, measuring fat, muscle, and total body water
- Body water can be separated into intracellular or extracellular
- Increased platform for education regarding a participant's medical, wellness and fitness parameters
- Completely non-invasive
- Easy for participants to use
- User-friendly results provide alternative numbers for tracking fitness progress (not just BMI)



InBody 570



Sand & Steel Fitness, 571-257-7007
109 S Alfred St. Old Town Alexandria, VA

InBody

ID	Height	Age	Gender	Test Date / Time
151103-1 (Paul Roberts...)	5ft. 04.0in.	35	Male	12.09.2015, 15:03

Body Composition Analysis			
	Values	Total Body Water	Lean Body Mass
Intracellular Water (lbs)	67.7	105.8	144.4
Extracellular Water (lbs)	38.1		
Dry Lean Mass (lbs)	38.6		
Body Fat Mass (lbs)	42.8		

Muscle-Fat Analysis			
	Values	Total Body Water	Lean Body Mass
Weight (lbs)	187.2		
SMM (lbs)	83.8		
Body Fat Mass (lbs)	42.8		

Obesity Analysis			
	Values	Total Body Water	Lean Body Mass
BMI (kg/m²)	22.8		
PBF (lbs)	22.8		

Segmental Lean Analysis			
	Values	Total Body Water	Lean Body Mass
Right Arm (lbs)	9.1		
Left Arm (lbs)	9.4		
Trunk (lbs)	126.4		
Right Leg (lbs)	20.94		
Left Leg (lbs)	22.8		

ECW/TBW Analysis			
	Values	Total Body Water	Lean Body Mass
ECW/TBW	0.360		

Body Composition History			
	Values	Total Body Water	Lean Body Mass
Weight (lbs)	186.5, 189.7, 190.3, 187.2		
SMM (lbs)	78.9, 81.6, 81.6, 83.8		
PBF (lbs)	26.9, 26.7, 25.9, 22.8		
ECW/TBW	0.360, 0.360, 0.360, 0.360		

Recent O-Tail			
	Values	Total Body Water	Lean Body Mass
Weight (lbs)	187.2		

Fitness Score
88 / 100 Points

* Total score that reflects the evaluation of body composition. A muscular person may score over 100 points.

Body Fat - Lean Body Mass Control

Body Fat Mass: 17.2 lbs

Lean Body Mass: 0.0 lbs

(+) means to gain fat/muscle (-) means to lose fat/muscle

Segmental Fat Analysis

Right Arm (2.0 lbs) 172.7%

Left Arm (2.2 lbs) 188.7%

Trunk (23.4 lbs) 280.3%

Right Leg (8.2 lbs) 105.2%

Left Leg (6.0 lbs) 181.2%

Basal Metabolic Rate

1785 kcal

Visceral Fat Level

Level 7 Low 10 High

Arm Circumference

38.3 in

Results Interpretation

Body Composition Analysis

Body weight is the sum of Body Fat Mass and Lean Body Mass, which is composed of Dry Lean Mass and Total Body Water.

Obesity Analysis

BMI is an index used to determine obesity by using height and weight. PBF is the percentage of body fat compared to body weight.

ECW/TBW Analysis

ECW/TBW, the ratio of Extracellular Water to Total Body Water, is an important indicator of body water balance.

Visceral Fat Level

Visceral Fat Level is an indicator based on the estimated amount of fat surrounding internal organs in the abdomen. Maintain a Visceral Fat Level under 10 to stay healthy.

Arm Circumference

Arm Circumference is the estimated circumference of the left upper arm (halfway between shoulder and elbow).

Impedance

Zen 54in 24.7 26.2 22.0 22.1 217.6

50in 20.3 21.4 17.2 17.3 178.7

50in 19.6 17.8 12.9 14.9 147.9

Inbody Scan

Why does it matter?

Reduce
Visceral
Body Fat

Reduce
Health
Risk

Reduce
Health
Cost!



InBody

[InBody570]

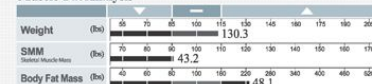
ID Jane Doe Height 5ft.01.8in. Age 51 Gender Female Test Date / Time 05.04.2012 09:46

SEE WHAT YOU'RE MADE OF

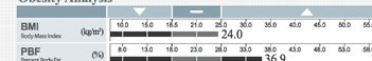
Body Composition Analysis

Value	Total Body Water	Lean Body Mass	Weight
Intracellular Water (lb)	36.6		
Extracellular Water (lb)	24.0		
Dry Lean Mass (lb)	21.6		
Body Fat Mass (lb)	48.1	82.2	130.3

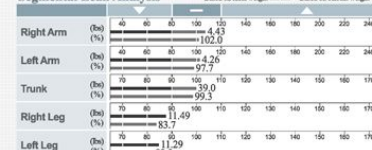
Muscle-Fat Analysis



Obesity Analysis



Segmental Lean Analysis



ECW/TBW Analysis



Body Composition History

Weight (lb)	143.9	139.9	137.6	136.2	137.3	134.3	133.4	130.3
SMM (lb)	44.3	44.1	43.4	43.4	43.6	43.4	43.6	43.2
PBF (%)	41.3	40.7	39.2	39.0	39.4	38.6	37.8	36.9
ECW/TBW	0.399	0.398	0.396	0.396	0.397	0.396	0.398	0.396

Body Fat - Lean Body Mass Control

Body Fat Mass - 21.8 lbs
Lean Body Mass + 5.5 lbs
(+) means to gain fat/lean (-) means to lose fat/lean

Segmental Fat Analysis

Right Arm (3.5 lb) - 179.0%
Left Arm (3.5 lb) - 184.1%
Trunk (25.8 lb) - 239.9%
Right Leg (6.4 lb) - 132.5%
Left Leg (6.4 lb) - 131.5%

Basal Metabolic Rate

1175 kcal

Visceral Fat Level

Level 12 Low 10 High

Results Interpretation

Obesity Analysis
BMI is an index used to determine obesity by using height and weight. PBF is the percentage of body fat compared to body weight.

Segmental Lean Analysis
Evaluates whether the muscles are adequately developed in the body. In each segment, the top bar shows the comparison of muscle mass to ideal weight and the bottom bar shows that of the current weight.

Body Water Analysis
ECW/TBW is the ratio of Extracellular Water to Total Body Water, which is an important indicator whether the body water is balanced.

Visceral Fat Level

Visceral Fat Level is an indicator based on the estimated amount of fat surrounding internal organs in the abdomen. Maintain a Visceral Fat Level under 10 to stay healthy.

Results Interpretation QR Code

Scan the QR Code to see results interpretation in more detail.



Impedance

Z(Ω)	RA	LA	TR	RL	LL
50Hz	373.1	385.4	257.0	304.0	314.1
50Hz	337.2	352.5	23.0	282.3	289.8
500Hz	297.4	311.5	19.1	258.1	267.8

Disease Risk and Health Care Cost



drive 15 chronic conditions

1. Diabetes
2. Coronary Artery Disease
3. Hypertension
4. Back Pain
5. Obesity
6. Cancer
7. Asthma
8. Arthritis

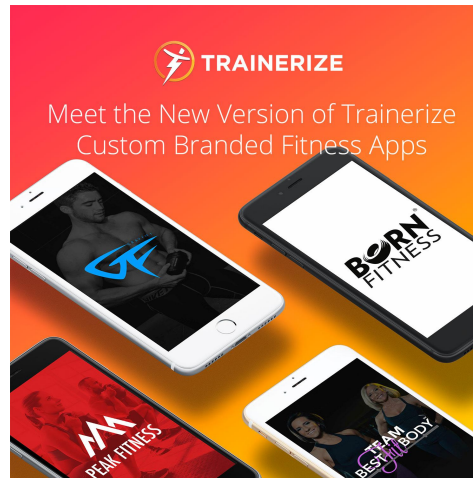
9. Allergies
10. Sinusitis
11. Depression
12. Congestive Heart Failure
13. Lung Disease (COPD)
14. Kidney Disease
15. High Cholesterol

accounting
for **80%**
of total costs
for all chronic
illnesses
worldwide



What is Trainerize?

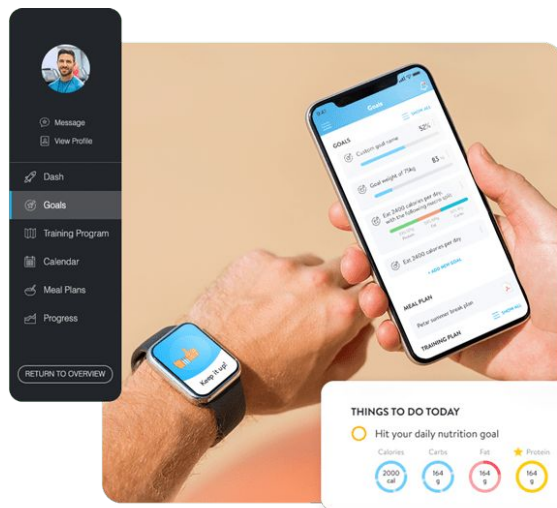
Trainerize is a mobile app that will allow our Wellness Coaches to easily communicate with and motivate all employees



Trainerize is CONNECTION

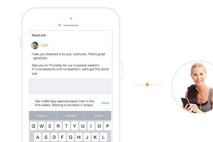
The power of staying connected

- In app messaging
- Automated messaging
- Employee notifications and reminders
- Wellness Coach notifications and reminders
- Fitbit and Apple Watch connectivity
- Connectivity to other exercise and nutrition apps
- Ability to direct employees to specific workouts...and track progress!



Messaging

Keep clients engaged through messaging and reminders



In-app messaging

Send one-on-one or group messages to clients through the app, and label them with a topic to find them later on.

Automated messages

Engage clients by sending them automated in-app messages when they first log in, track their first workout, and more.

Trainer Notifications

Trainers get app notifications when clients complete events in their training plan. This gives trainers a chance to acknowledge their clients' progress and connect with them the moment it happens.

Client Notifications

Mobile app notifications provide reminders to the client for workouts and check-ins.

Skype call

Deliver online Skype consultations through the app with your remote clients.


Offline Client List

Your contact list is stored offline like an address book so you can contact clients any time.

Trainerize is FITNESS

Personalized fitness for all levels

- In-house fitness videos
- Custom made workouts
- Exercise library with various workouts types
- Printable workouts
- Client Progress Tracking
- Client check-ins
- Personal Goal Setting




CLIENT ENGAGEMENT

Motivate and retain clients with customizable workout and nutrition plans and messaging

Training

Build bespoke training plans for your clients for online, in-person, or group training



Training Templates
Build Training Plan templates that you can copy from client to client.


Workout builder
Create workouts from your templates in the workout builder to deliver custom workouts to your clients.

Any type of workout
Build general sports or conditioning workouts, group training, cardio workouts, interval training, super sets, and progressions.

Interval Workouts
Prescribe Interval workouts to your clients with a built-in timer, rest periods, and voice-over audio.

Create fitness targets
Add notes and instructions to exercises that clients can view and track when checking in to workouts.

Exercise Library
Explore hundreds of professional instructional exercise videos included in the Trainerize Exercise library, or create your own.



Training Templates
Build Training Plan templates that you can copy from client to client.

Workout builder
Create workouts from your templates in the workout builder to deliver custom workouts to your clients.

Any type of workout
Build general sports or conditioning workouts, group training, cardio workouts, interval training, super sets, and progressions.

Interval Workouts
Prescribe Interval workouts to your clients with a built-in timer, rest periods, and voice-over audio.

Create fitness targets
Add notes and instructions to exercises that clients can view and track when checking in to workouts.

Exercise Library
Explore hundreds of professional instructional exercise videos included in the Trainerize Exercise library, or create your own.

Custom Exercise Videos
Upload your own exercise videos to the in-app Video Drive, or import your YouTube videos.

Print workouts
All workouts can be saved and printed out in PDF format.

Monitor your clients
View and analyze exercise, before-and-after photos, body stats, heart rate, calipers, nutrition, and graphs.

Client Tracking
Clients can track workouts, nutrition, fitness targets, progress photos, and more with the Trainerize mobile app.

Client Check-ins
Get notified when the client checks in on a workout, view their results, and any notes.

Personal Bests
Clients receive badges when they hit personal bests and are encouraged to share via social media.

Customized Classes

JACKIE



SCULPT & TONE

CARDIO & CORE

DANCE AEROBICS

FULL BODY SWEAT

ARMS & ABS

LEGS & GLUTES

CORE CRUSHER

WAYNE WINTER GAMES
PREP



KARA



STRENGTH TRAINING

HIIT CARDIO

ABDOMINAL TRAINING

FLEXIBILITY & MOBILITY

CIRCUIT TRAINING
(CARDIO)

CIRCUIT TRAINING
(STRENGTH)

WAYNE WINTER GAMES
PREP



JANINE



YOGA FOR BEGINNERS

VINYASA YOGA

CHAIR YOGA

MINDFULNESS

MEDITATIVE
BREATHING SERIES

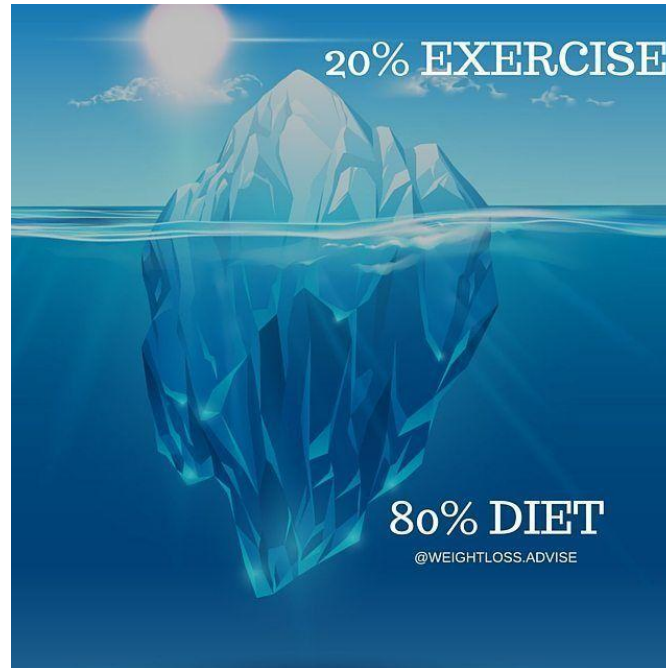
YOGA FOR PAIN
SERIES

WAYNE WINTER GAMES
PREP

Trainerize is NUTRITION

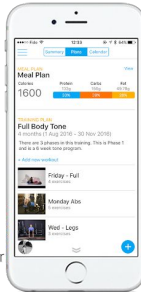
“You can’t out-train a poor diet”

- Meal and Macro tracking and consumption
- Myfitnesspal link capabilities
- Nutritional goal setting
- PDF meal tips
- Personalized nutritional coaching capability for Wellness Coaches



Nutrition

Provide a holistic approach to training by impacting nutrition habits



Meal Plans

Deliver your own meal plans (in PDF format) or offer plans by connecting the Evolution Nutrition add-on.

Track Meals and Macros

Track client nutrition through the Fitbit or MyFitnessPal app integrations. The Fitbit integration gives you access to client body weight, resting heart rate, calories, macros and complete meal diaries. The MyFitnessPal integration syncs client calories and macros.

Nutrition Goals and Compliance

Set nutrition goals for your clients and measure compliance with their assigned nutrition programs.

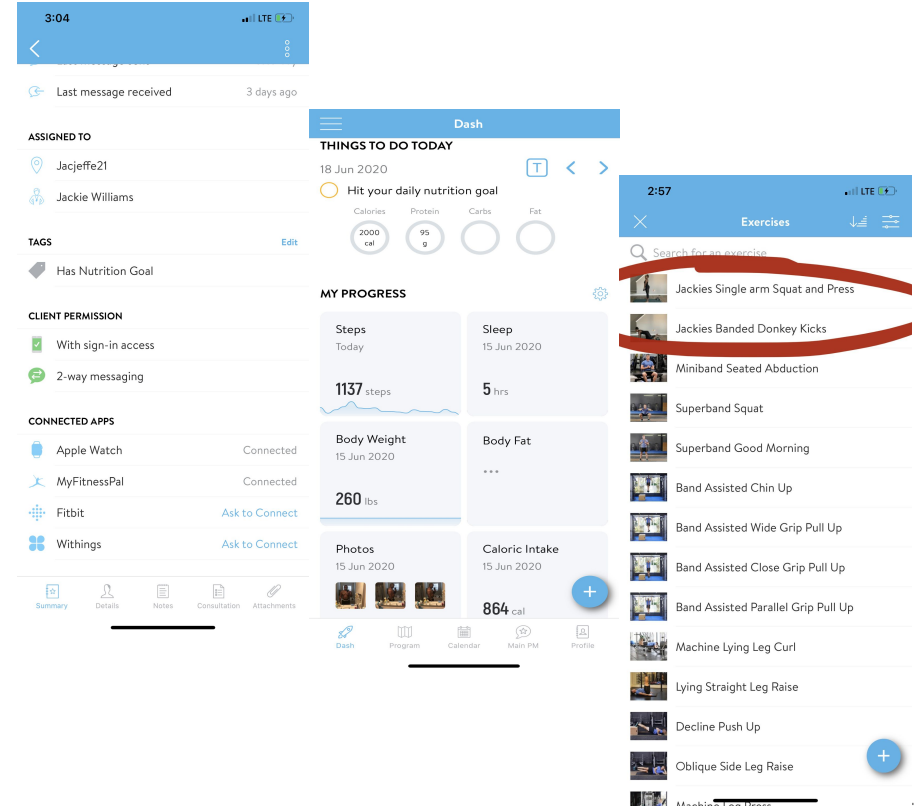
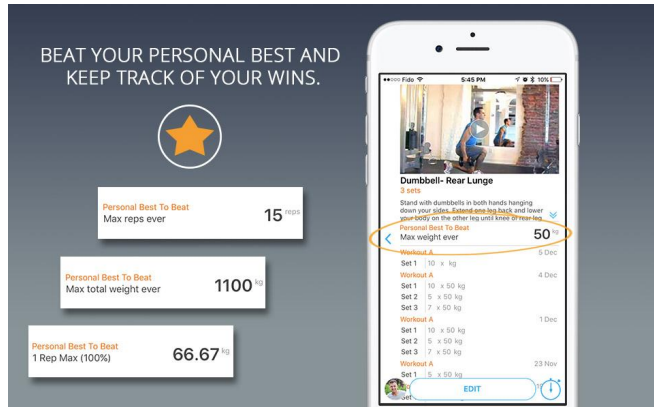
Client Consumption

See how all your clients are managing their nutrition in one easy view.

Trainerize is PROGRESS

Tracking capabilities for Wellness Team

- Nutritional habits/goals
- # of classes completed by a participant
- # of healthy habits logged
- # of videos watched
- Challenges completed
- Personal goal setting and achievement



2020-2021 Wellness Program Timeline



Monthly Themes

**Monthly Wellness Newsletters,
weekly Lunch & Learns and social media posts
will be centered around a monthly theme**

- June: The Benefits of H2O
- July: How to Boost your Immunity
- August: The Importance of Organization
- September: Tailgate Kick Off
- October: Candy 101
- November: Leftovers
- December: Stress Less in 5 Steps
- January: New Year New You
- February: Love Yourself/Mental Health Spotlight
- March: Spring into Break
- April: Know your Numbers (Trig, A1c, BP education)
- May: Race into the Summer “The importance of routine”



January Cervical Health Awareness Month National Birth Defects Prevention Month National Glaucoma Awareness Month	February American Heart Month National Children's Dental Health Month AMD/Low Vision Awareness Month	March Bleeding Disorders Awareness Month National Endometriosis Awareness Month National Kidney Month
April Alcohol Awareness Month National Autism Awareness Month National Child Abuse Prevention Month	May National Stroke Awareness Month ALS Awareness Month Mental Health Month	June Alzheimer's & Brain Awareness Month Men's Health Month National Safety Month
July Cord Blood Awareness Month Juvenile Arthritis Awareness Month National Cleft & Craniofacial Awareness & Prevention Month	August Children's Eye Health and Safety Month National Breastfeeding Month National Immunization Awareness Month	September Childhood Cancer Awareness Month National Recovery Month National Food Safety Education Month
October National Breast Cancer Awareness Month National Bullying Prevention Month Health Literacy Month	November American Diabetes Month COPD Awareness Month Lung Cancer Awareness Month	December World AIDS Day National Influenza Vaccination Week Crohn's and Colitis Awareness Week

2019 www.MentalTricks.com
Source: National Health Observatories - www.healthobservatory.gov

Monthly Newsletter

Newsletter highlights

- Featured monthly theme
- Information on current challenge
- Coaches' Corner
 - Nutrition
 - Exercise
 - Mental Health
- Highlights Wayne online Wellness resources
- Your Money Line spotlight
- Benefits information for those on IU Health Plan



June 2020 Newsletter

Wellness information for all employees

Wellness @ Wayne

Wayne Employee Wellness Newsletter JUNE 2020

Now is a great time to use your EAP benefits

You do NOT need to be enrolled in a medical plan to be eligible

Employee Assistance Program benefits are available to you and your eligible household members including your spouse, significant others, domestic partners and children up to age 26. You do not have to participate in the EAP services with a family member. The IU Health EAP can help you or your family members cope with:

- Stress and Anxiety
- Grief and loss related to death, divorce, life change and job transitions
- Problem solving and education on ways to cope
- Family, marital and couples problems
- Substance abuse of alcohol and drugs
- Workplace or home relationship conflict



To access the Employee Assistance Program, call 317-962-8001 from 8am-4:30pm M-F to make an appointment or 24 hours for the Crisis Line



coming soon...

Be on the lookout for information about Wayne's

NEW

Wellness Program...with offerings for all Wayne employees!



Benefits information for those on IU Health Plan

WAYNE WELLNESS

Wayne Employee Health Benefits Newsletter JUNE 2020









Don't lose your Wellness dollars!

Know your deadlines to maximize your Wellness Incentive HSA dollars

Did you know that you (and your spouse, if covered through your medical insurance plan) can earn up to \$500 EACH in HSA dollars by participating in the Wayne Wellness Program? Check off items on the checklist below to make sure you have earned all of your incentive dollars before the upcoming deadlines. **Act fast... most programs end June 30!**

But wait, there's more! Your **Voya Wellness Benefit** will give you **ADDITIONAL** money when you or someone on your plan completes a screening. These include annual physicals, well child exams, women's health, hearing, dental exams and more! \$100 awarded per employee, \$150 for your covered spouse, and \$75 per child (up to \$300). This incentive is paid directly to you and many employees report receiving their payout within 24 hours!

 To earn your full HSA dollar amount, complete these programs  before the deadline! 	<div>\$300 HSA</div> <div><input checked="" type="checkbox"/> </div> <div>Schedule/complete annual physical wellness exam at the employee clinic, your PCP office or urgent care</div> <div>June 30 deadline</div>	<div>\$100 HSA</div> <div><input checked="" type="checkbox"/> </div> <div>Meet Healthy Standards<ul style="list-style-type: none">• BMI = \$25• Blood Pressure = \$25• Hgb A1c = \$25• Triglycerides = \$25<small>*May complete wellness coaching sessions for Healthy Standards not met</small></div> <div>June 30 deadline to complete screening **Oct 31 deadline to complete wellness coaching sessions</div>	<div>\$100 HSA</div> <div><input checked="" type="checkbox"/> </div> <div>Complete 5 modules of Lifestyle Learning Competency Program <small>(Introduction module does NOT count toward \$100 earning)</small></div> <div>June 30 deadline</div>
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- To schedule your exam at the Wayne Township Wellness Center call 317-536-2200 or visit <https://district.wayne.k12.in.us/staff/wellness-center/>
- To schedule a session with a Wellness Coach email WellnessCoach@wayne.k12.in.us
- To complete Lifestyle Learning Competencies visit www.waynewellness.com



Visit www.voya.com/claims to submit documentation of your exam. When filling out your wellness benefit claim, check the box for Critical Illness. Use group #0069470 and leave policy # field blank. Questions? Call 888-236-4400. Remember, you can submit many other types of preventive exams to receive your benefit (and those for covered family members) anytime in 2020.

New! Free Health Advocacy service through IU Health

Dedicated MSD of Wayne Township Member Advocates available to answer your questions

Concerning financial health:

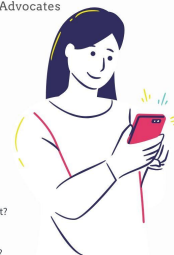
- What is my deductible balance?
- What am I paying and why?
- What are the different charges on my bill?
- What is the difference between my Explanation of Benefits and my provider bill?
- How can I make a payment?

Concerning health benefits:

- What is covered through my benefits that will help me with preventive care?
- Are there any changes to my benefits?
- What is the status of various claims?
- What is the Enhanced Access program and when should I use it?

Concerning life and health:

- How can I find a provider and schedule an appointment?
- What do I need to do to get started with my wellness program?
- How do I decide which type of care I need - PCP, on-site clinic, or emergency department?
- Can I speak to a nurse?
- Who can I talk to about transitioning care from an out-of-network provider?
- How do I get set up with a virtual visit?



Call 317-963-6846 or 866-895-5975, select option #2 to speak with an MSD of Wayne Member Advocate.



Need to see a doctor after hours free of charge?

If you participate in the school corporation's health plan, you can schedule a virtual doctor visit 24/7 from your smartphone, tablet or computer. Visit www.iuhealth.org/video-visits or download the app and select "onsite clinic participant" when scheduling.

Social Media Presence

Foster a culture of wellness using social media



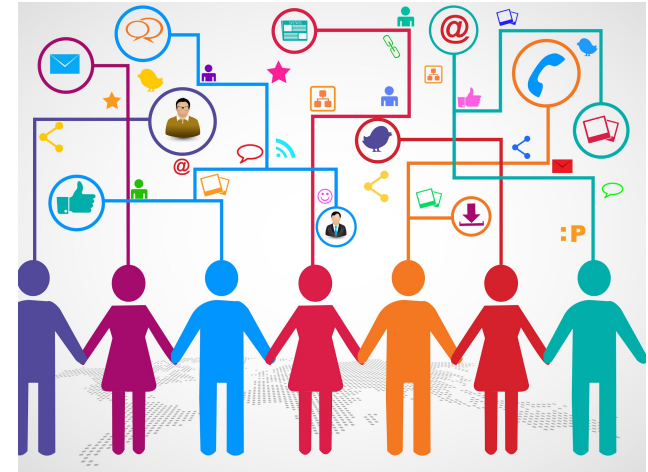
TWITTER: @waynewellness



INSTAGRAM: @waynewellness



FACEBOOK: @waynewellness



#BeWayneWell

Winter Challenge-Wayne Winter Games

“Train for Wayne Winter Games”

- Challenge #2 (Nov 2020-Feb 2021)
- Wellness Team will focus efforts and individual coaching sessions into training participants for WWG
- Events will be offered for all fitness levels
- Inclusive events serve to increase participation across fitness levels
- Goal: Register 2 teams/school
- Inclusive event ideas
 - Power Walk relay
 - Modified physical challenges
 - Seniors-friendly events



Data Collection

What are we tracking?

- Wellness Coaching 1:1 sessions attended
- Onsite fitness classes attended
- In person fitness classes attended
- Lunch & Learn participations
- Wellness Program satisfaction surveys
 - Track favorite types of classes
 - Track popular times/locations for classes
- Trainerize check-ins
 - Nutritional goals
 - Weigh Ins
 - Workouts completed
 - Healthy Habits logged

“What you can measure, you can manage.”



Prizes and Incentives

Employees will receive points for engaging with Trainerize Wellness activities and have the chance to win incentives for doing so.

Initial Engagement:

Download Trainerize app & fill out initial survey; choose clip or hand sanitizer



Challenge #1 Engage with Trainerize

Top 10 Trainerize point earners receive Yeti cup



Earn 150+ Trainerize points; enter in drawing to win muscle roller



Challenge #2

Register for WWC; enter in drawing to win WWC gear



2020-2021 Wellness Program Goals

Achieve 20% employee engagement in Trainerize by 10/23/20 (Fall Break)

Achieve 30% employee engagement in Trainerize by 2/6/21 (WWG)

Achieve 40% employee engagement in Trainerize by 4/2/21 (Spring Break)

- # employees who download Trainerize app, participate in Lunch & Learn seminars and take advantage of library of fitness classes

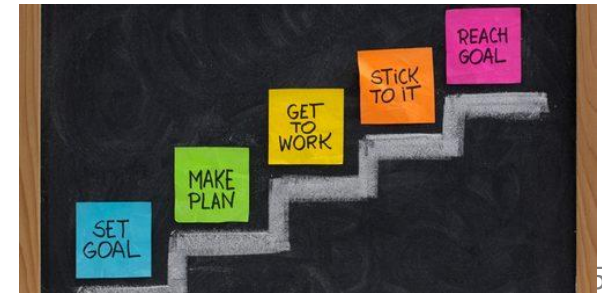
Meet or exceed the number of annual physical exam screenings completed at Employee Clinic from July 1, 2019 - June 30, 2020

Increase participation in Wayne Winter Games from 2020

- goal of 2 teams per school registered for WWG 2021

Establish baseline for measurement in the following areas:

- Employee engagement in onsite classes
- Engagement with Wellness Coaching using new model



We are Wayne!



“The Wayne Wellness Team’s goal is to provide all Wayne Township employees access to resources for creating a healthier lifestyle in order to foster a community of wellness, increase productivity and drive down health care costs. We will achieve this through cultural engagement, fitness and nutrition education, data-driven interventions and the connection of employees to health resources.”

#BeWayneWell