

Wellness Initiatives 2007

The following are initiatives that Hoss's Steak and Sea House has made a priority with regard to Wellness. These are goals that the Wellness Committee is focusing on this year.

1. Serve healthy food choices at Corporate Meetings and training sessions.
2. Provide Wellness information on web site, newsletter, and It Hossta Happen.
3. Offer Wellness Programs, Contests, and Activities:
 - Weight Watchers – working on bringing to work sites
 - Gym Memberships – local gyms around restaurants
 - Nutritional Counseling or Education programs through Highmark
 - Pedometers – through Highmark or local sports stores
 - Weight loss competition – company-wide starting in October
 - Organized walks or hikes – committee will work on this
 - Organized Bike rides – committee will work on this
 - Organized sports competition – bring company together at meetings
4. Provide various training programs to improve employee wellness:
 - Corporate Meeting Training – bring speakers in
 - Web Training – have different seminars on wellness
 - Guest speakers at various functions to educate
 - GoTo Meeting Training – wellness meeting company-wide
5. Develop employee incentives for successful participation in our Wellness Program. The committee is still in the process of developing some of these incentives. After approval, they will be communicated to employees.
 - Discounts
 - Gift Cards
 - Promotional Items
 - Reduction of Health Contribution
 - Cash or prizes
6. Provide ROI Analysis on various Wellness Programs – this is the first full year with the Wellness Program. ROI will be discussed. It usually takes three to five years to see a figure.
7. Develop a Wellness Budget – wellness information has had no cost at this time.
8. Obtain sample Wellness Programs from other companies – received information from other companies and they utilize Highmark and the Health Risk Assessments. We are in the right direction going forward.



9. Educate Employees on the Benefits of a Wellness Program:
 - Increased productivity
 - Lower health care costs
 - Reduced work related accidents
 - Improved knowledge base of employees regarding healthy lifestyle
 - Improved morale
 - Improved mood and attitude
 - Honest concern for employees
 - Reduced disability costs
 - Create positive Public Relations
10. Lifestyle claims – areas that need focus – different risk factors account for certain claims.
11. Increase knowledge of relationship between lifestyle and health care costs, through all the means of communication. This will be distributed for employees to learn.
12. Drive employees toward consumer-oriented healthcare and lifestyle choices - educate this training. We want employees to ask questions and know exactly what tests are needed.
13. Reduce employee accidents by promoting a healthier, more alert workforce.
14. Target wellness initiatives to problem areas based on utilization data.
15. Continuously evaluate performance.
16. Discuss any other input or suggestions that the committee may have on wellness issues.

