

Hoss's Steak and Sea House
2006 – 2007 Wellness Program

Hoss's Steak and Sea House, Inc.

Wellness Program

Process and Initiatives

Foundation Activities:

- I. Establish an Advisory Team
- II. Utilize administrative support systems
- III. Develop budget
- IV. Determine funding sources
- V. Create strategic partnerships

Positive Improvement Cycle:

- I. Collect and evaluate health and lifestyle data
- II. Set specific and measurable goals and objectives for the Program
- III. Supply information, training, and resources to target groups
- IV. Re-evaluate data
- V. Report on, critique, and debrief process
- VI. Continue the cycle

Ongoing Maintenance:

- I. Continuously monitor ROI
- II. Communicate results
- III. Benchmark with other programs
- IV. Education and training

Foundation Activities

I. Establish an Advisory Team:

- ❑ The advisory team will consist of key people within the organization whose role will be to help guide the program based on their areas of expertise or their representative workgroup.
- ❑ Team members will be recruited based on their “passion” for wellness and their ability to represent the program in a positive fashion.
- ❑ Team members will represent specific areas of the company (corporate, stores, distribution, etc.) and specific functional areas (Marketing, HR, Operations, etc.).
- ❑ Human Resources will drive the program.
- ❑ The advisory team will develop the Mission and Vision Statement for the program.

II. Utilize administrative support systems:

- ❑ The program will tap existing support systems as needed.
- ❑ The program will utilize existing communication methods including newsletters and web-based communication.

III. Develop budget:

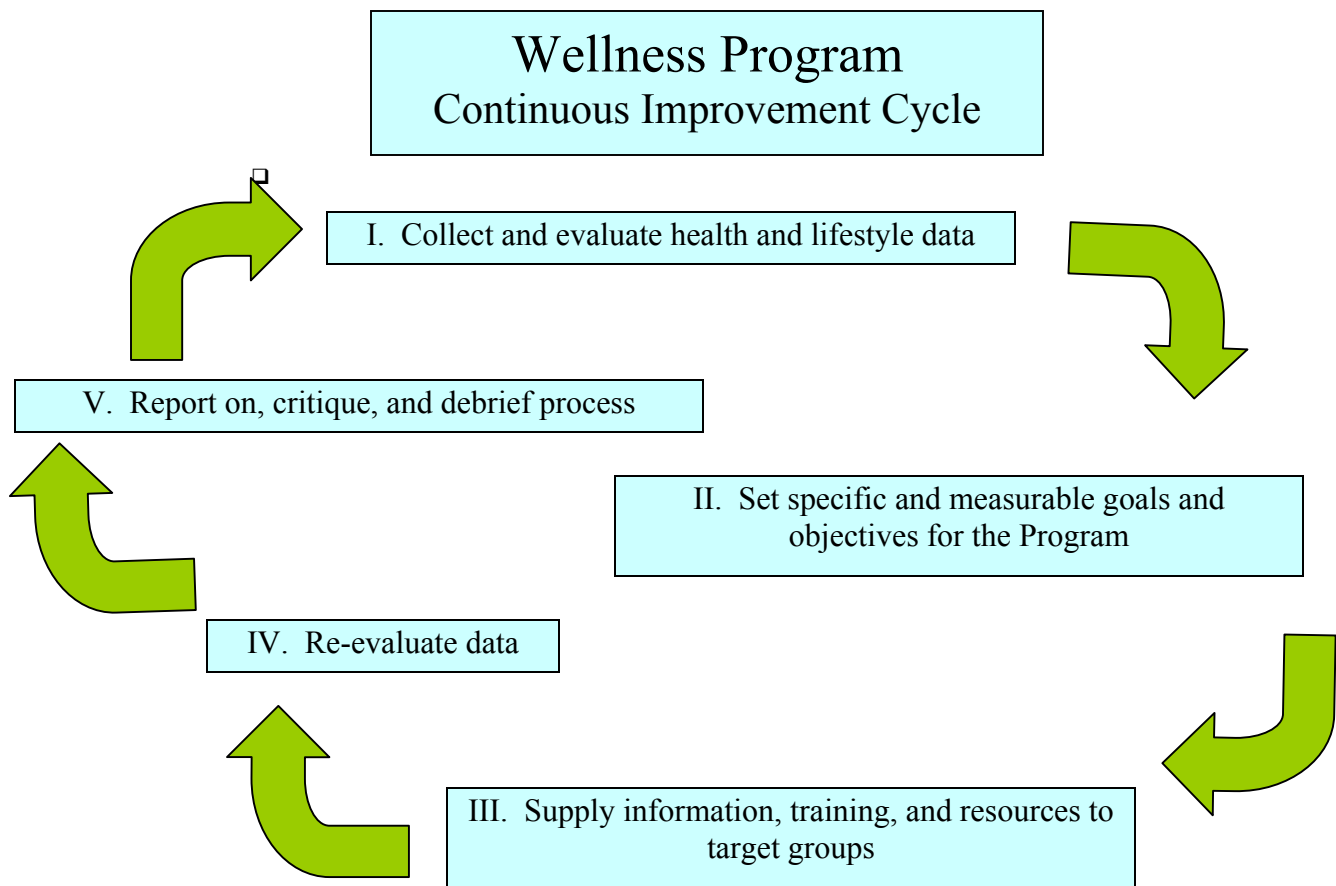
- ❑ A yearly budget will be developed to project program costs.
- ❑ Budget will primarily track “hard” costs or actual dollars spent.
- ❑ Budget will be a subset of the “hospitalization program.”
- ❑ Soft costs (the time and effort that management and administrative personnel put into the program) will be absorbed as any other “job related” tasks.

IV. Determine funding sources:

- ❑ Funding will be part of the overall healthcare program.
- ❑ We will work with Highmark and HDH to develop alternative funding arrangements within the current systems.

V. Create strategic partnerships:

- ❑ Partnerships will be developed with various entities to deliver resources and services to participants.
- ❑ These resources will include health assessment, education, and training.
- ❑ Examples of services may include, as examples, weight management, smoking cessation, nutrition, disease management, fitness planning, stress reduction, etc.



Positive Improvement Cycle:

- I. Collect and evaluate health and lifestyle data.**
 - ❑ Review data provided from a variety of sources including Highmark, HDH, and employee assessments.
- II. Set specific and measurable goals and objectives for the Program.**
 - ❑ Based on the data, determine very specific goals that can be measured utilizing data provided.
 - ❑ Focus on the “low hanging fruit.”
- III. Supply information, training, and resources to target groups.**
 - ❑ Focus on specific target groups that have the biggest impact on costs.
 - ❑ Within these groups, focus on key risk factors.
 - ❑ Although there is a value in providing general training, education, services and information, this will not be the focus of the group.
- IV. Re-evaluate data.**
 - ❑ Data will be re-evaluated to determine progress.
- V. Report on, critique, and debrief process.**
 - ❑ Report on progress to key personnel in the organization.
 - ❑ Evaluate specific tasks and programs to determine effectiveness.
- VI. Continue the cycle.**

Ongoing Maintenance:

I. Continuously monitor ROI.

- Ensure that dollars in are translating into savings out.

II. Communicate results.

- Celebrate successes and admit failures.
- Keep management informed of current state.

III. Benchmark with other programs.

- Continuously research other programs in both industry specific and non-industry specific segments.
- Visit other companies to learn about their wellness programs.
- Utilize resources provided by professional associations and trade groups.

IV. Education and training.

- Take advantage of educational opportunities pertaining to wellness.