

Trident Seafoods Wellness Program

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**the
source**

History of Wellness at Trident

2006 - Smoking Cessation Program

2007 - Telephonic Coaching & Biometric Screening

2008 - Wellness Consultant (Contractor) Onsite

2009 - Wellness Coordinator Hired & Biometric

Outcome-Based Incentives Introduced

2010 – 2013 – Continued with Biometric Incentives & Expanded Breadth of Onsite Wellness Programs



- Biometrics testing with premium incentives
- Wellness champions & committees
- Social challenges (ie. pedometer challenge)
- Fresh fruit program
- Onsite fitness rooms
- Pre-shift stretching
- Smoking cessation program (Quit for Life)
- Weight Watchers subsidy & onsite meetings
- Compass Health Services
- Employee Assistance Program
- Health education seminars & newsletters
- Community walks & races
- Annual employee & worksite wellness awards



Pre-shift Stretching



BIOMETRIC INCENTIVE CRITERIA

Participants are eligible to receive a premium credit up to \$80/month.

Criteria	Incentive
Tobacco-free	\$28
BMI < 30 OR Waist < 40 in. for men & < 35 in. for women	\$28
Systolic blood pressure < 140	\$4
Diastolic blood pressure < 90	\$4
HDL > 40	\$4
LDL < 130	\$4
Triglycerides < 200	\$4
Glucose < 116	\$4

Designed to:

- ✓ Motivate employees already within standards to maintain health
- ✓ Motivate employees to meet standards in all/additional areas

Biometric Participation, Analytics & Impact

In 2013, 76% of employees participated in biometrics

- Onsite Screening/ Walgreens/ primary care provider

Vivacity analyzed 2012 biometrics & medical claims:

- Mean annual total medical cost increased as BMI increased
- Medical costs increased as # of biometrics out-of-range increased
- A significant proportion of high risk individuals continue to not receive appropriate pharmacological therapy
- Non-participants (25%) have higher average claims than those with 0-2 out-of-range biometrics

Biometric Participation, Analytics & Impact

2011-2013 Cohort Analysis:

- 2011 high risk individuals steadily improved in 2012 and 2013 for most biometrics except BMI
- 2011 low-moderate risk individuals remained the same in 2011 through 2013

2014 Wellness Next Steps

1. Raise Awareness

- Biometrics

2. Take Action

- Reasonable alternatives to earn incentives (ACA law)
- Medical provider follow-up (treatment adherence)
- Small lifestyle changes through support programs
- Track progress

3. Earn Rewards

2014 Wellness Next Steps

Additional Goals:

- Lower biometric thresholds and convert to points based incentive structure
- Develop *Wellness Dashboard* to measure key program metrics and progress
- Disseminate *Trident Recommended Wellness Guidelines (policies)*
- Quarterly Executive Wellness Spotlight

Essentials for Success

- Develop a Comprehensive Program
- Engage Employees in Process
Program for employees, not done to employees
- Consider the Culture
- Simplify your Wellness Message(s)
- Leadership Congruence
- Find Your Champions