



AUSTIN, TEXAS

AEC 14TH ANNUAL
HR 2024
SUMMIT

THE A/E/C INDUSTRY'S LARGEST HR CONFERENCE

Enhancing Employee Wellbeing: A Year of Growth in Our Wellness Program

Kate Yoder

Human Resources Business Partner

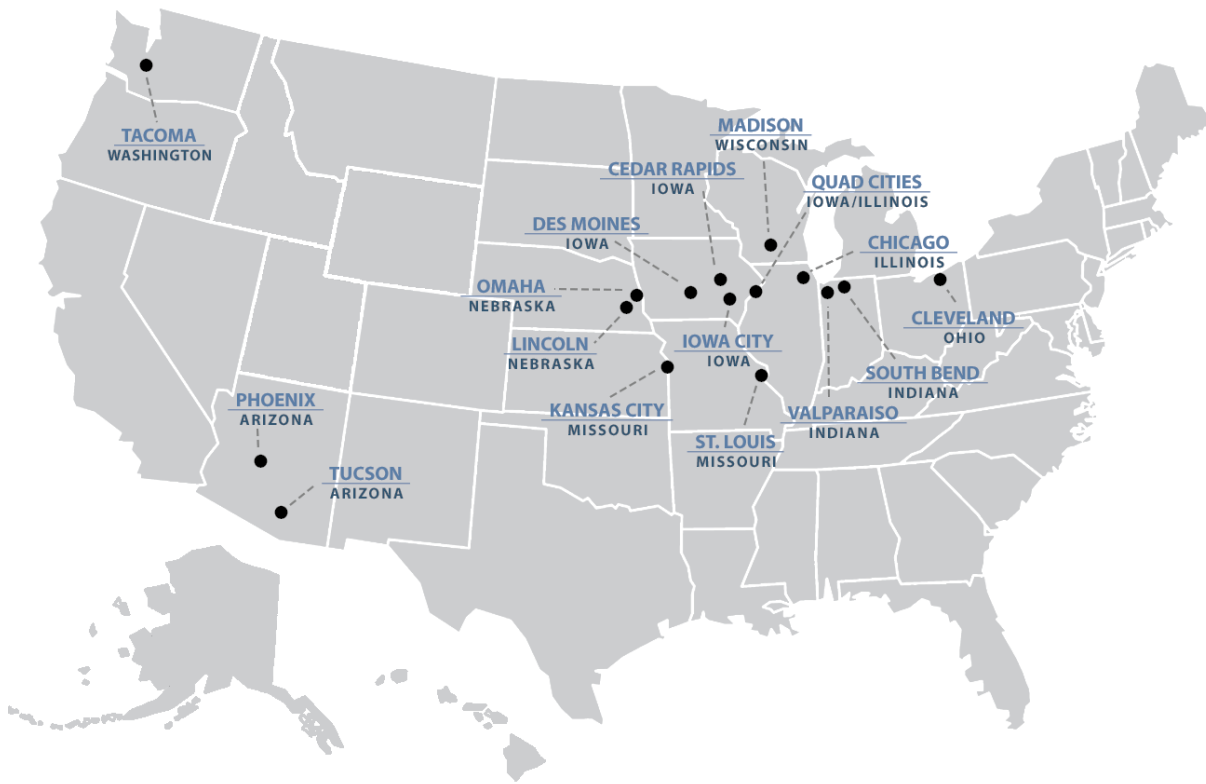
Shive-Hattery

Complete a Bingo Card

Each completed card will be entered into a drawing for prizes
(5 squats, stretches, meet a new person, etc.)
10 minutes to complete (timer on screen)

SHIVEHATTERY

ARCHITECTURE+ENGINEERING



Tina Kueter
Human Resources
Director



Kate Yoder
Human Resources
Business Partner



Sarah Wright
Safety & Diversity
Coordinator



Patrice Accola
L&D Manager



Hayley Elsner
HR Generalist



Jr. Garcia
Recruiting Partner



**MUTMUHS**
LITTLE BAKERY



SURVEY TIME!

Go to www.menti.com

Enter the code **6408 0986**

OR

Scan the QR Code



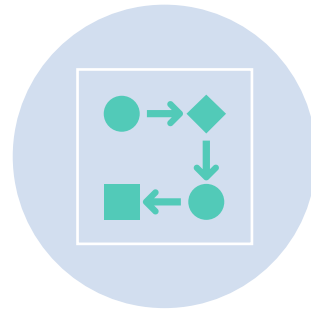
What is a Corporate Wellness Program?

- Program designed to support employees as they adopt and sustain behaviors that:
 - Reduce health risks
 - Improve quality of life
 - Enhance productivity
 - Benefit an organization's bottom line

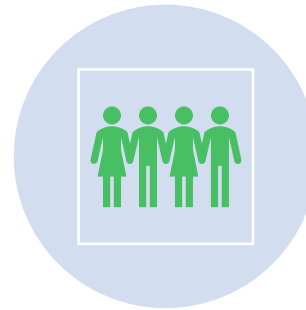
Makings of a “Good” Program



HOLISTIC: PHYSICAL,
EMOTIONAL, MENTAL,
FINANCIAL



YEAR ROUND – NOT JUST ONE
AND DONE



VOLUNTARY



BOOTS ON THE GROUND
SUPPORT

Makings of a “Good” Program



LEADERSHIP
COMMITMENT



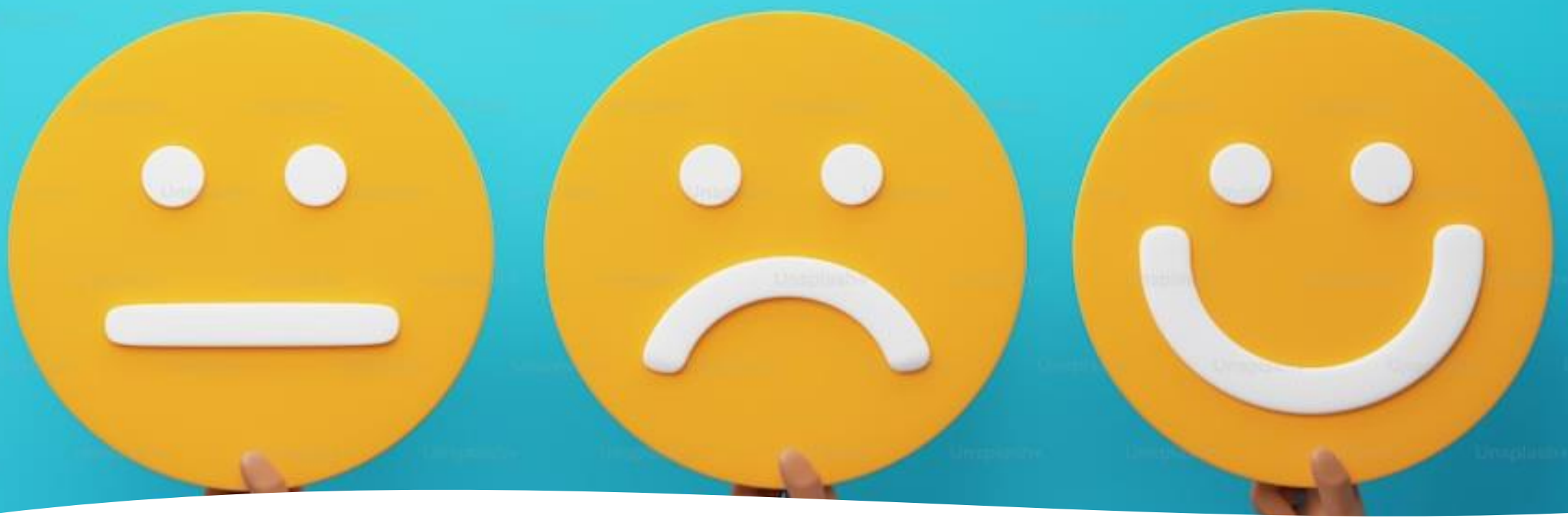
BUILDING A
CULTURE OF HEALTH



LOCAL BUY-IN AND
ASSISTANCE



PARTNERSHIP WITH
3RD PARTY VENDOR



What's The Point? – Lowering Health Costs

- Lowering Health Costs
 - Unhealthy habits = higher medical costs greater health risks
- International Foundation of Employee Benefit Plans Study:
 - Companies that implemented comprehensive corporate wellness programs experienced an average healthcare cost reduction of 28%.

What's The Point? - Productivity

- American Journal of Health Promotion
 - Employees who participate in corporate wellness programs demonstrate a 10% increase in productivity.
- Attributed to
 - improved physical health
 - reduced stress levels
 - enhanced mental well-being



What's The Point? – Reducing Absenteeism

- Health Enhancement Research Organization
 - Robust corporate wellness programs reported a 27% reduction in employee absenteeism.
- Can reduce the frequency of sick leaves and ensure a healthier, more present workforce.



What's The Point? – Employee Engagement



IMPROVING EMPLOYEE
MORALE AND LOYALTY



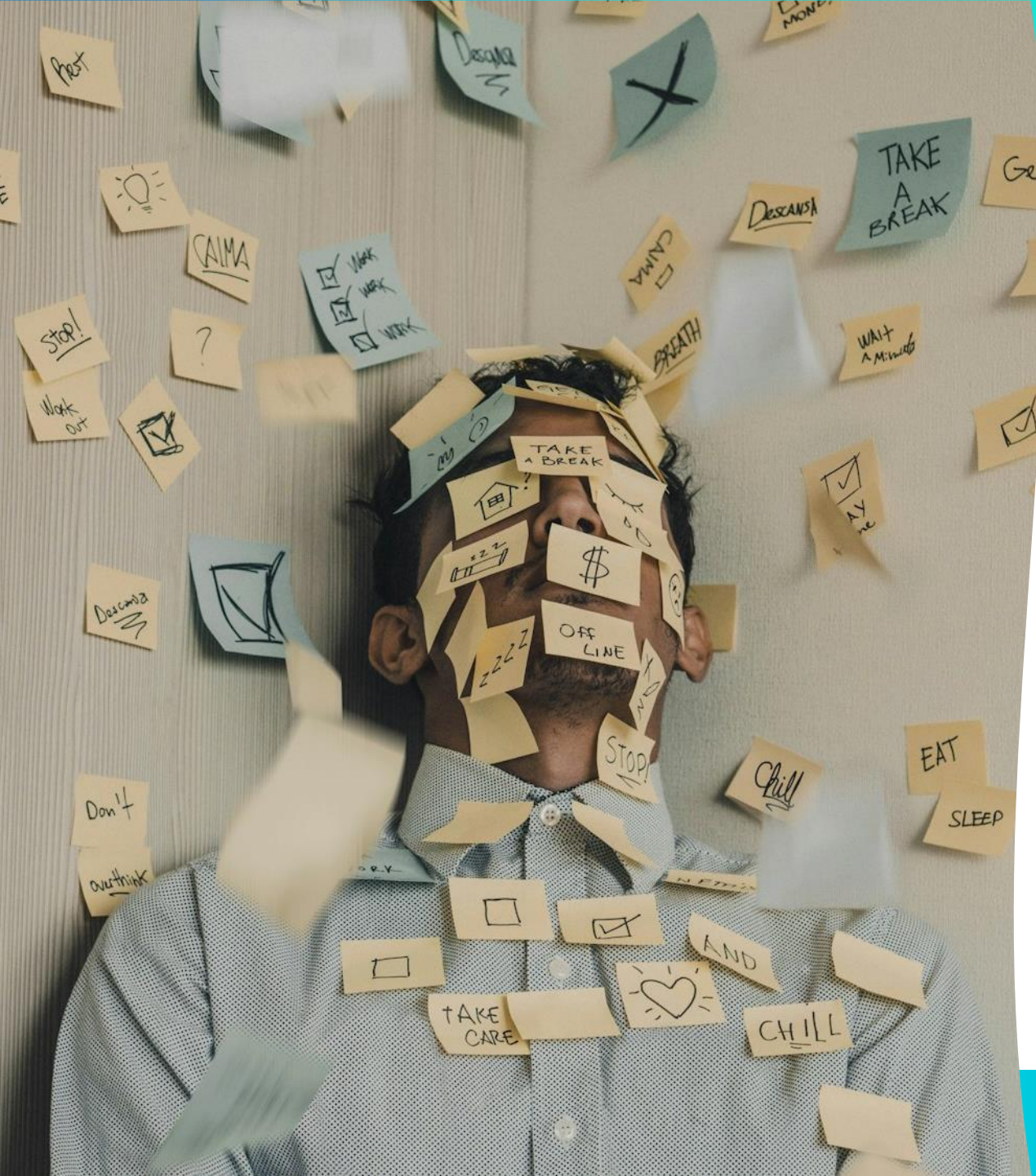
SHRM RESEARCHED
ORGANIZATIONS WITH
WELLNESS INITIATIVES SAW
A 25% DECREASE IN
EMPLOYEE TURNOVER
COMPARED TO THOSE
WITHOUT SUCH PROGRAMS.



INCREASED JOB
SATISFACTION AND
COMMITMENT TO THE
ORGANIZATION



HEALTHY, ENGAGED,
AND HAPPY
EMPLOYEES = \$



What's The Point? – Reducing Stress

- American Psychological Association
 - Participation in stress reduction programs experienced a 25% reduction in stress levels.
- Create a supportive work environment that promotes employee well-being.

What makes a “Bad” program?

- One-time events that are not integrated into workplace health promotion strategy
- ONLY health risk assessments
- Just a Link to Health Plan Website
- Focusing on ONE aspect of wellbeing



Shive-Hattery Wellness Evolution

Current & Past Initiatives we have incorporated into our program

Expanded Bereavement Leave

- Removed Definition of Family
- Up to 5 Days per death
- Work with direct leader on the need
- Timesheet Code
- Bereavement Basket mailed to home

B E R E A V E M E N T



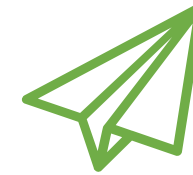
Expanded Employee Assistance Program



Up to 3 visits per need, no limit on different needs throughout the year



Completely confidential



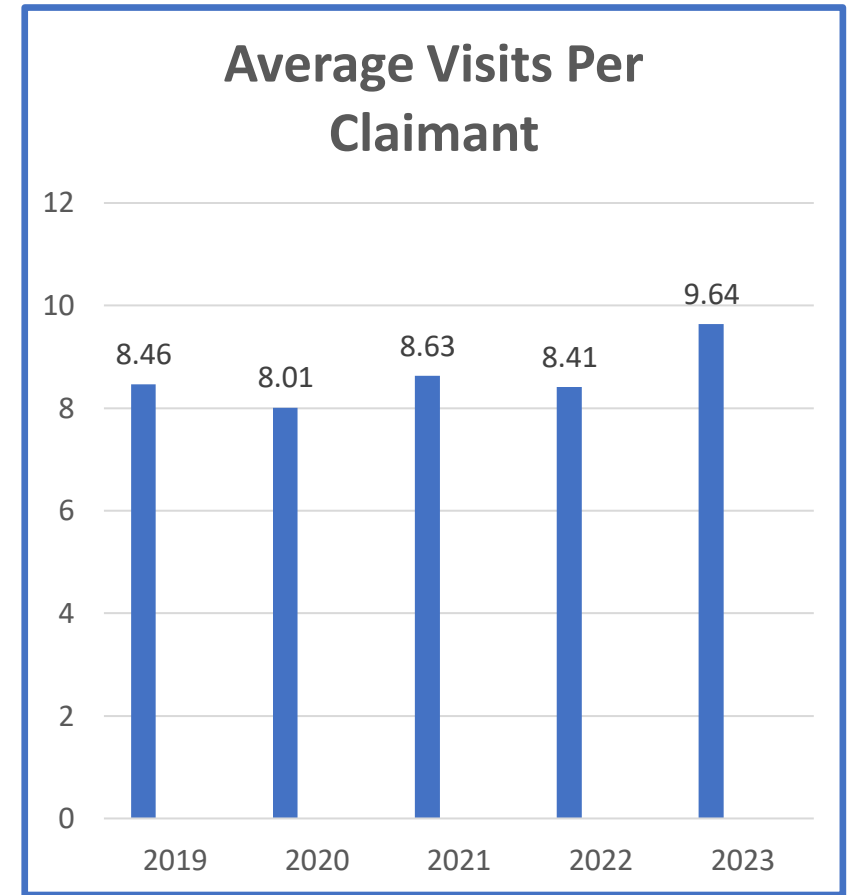
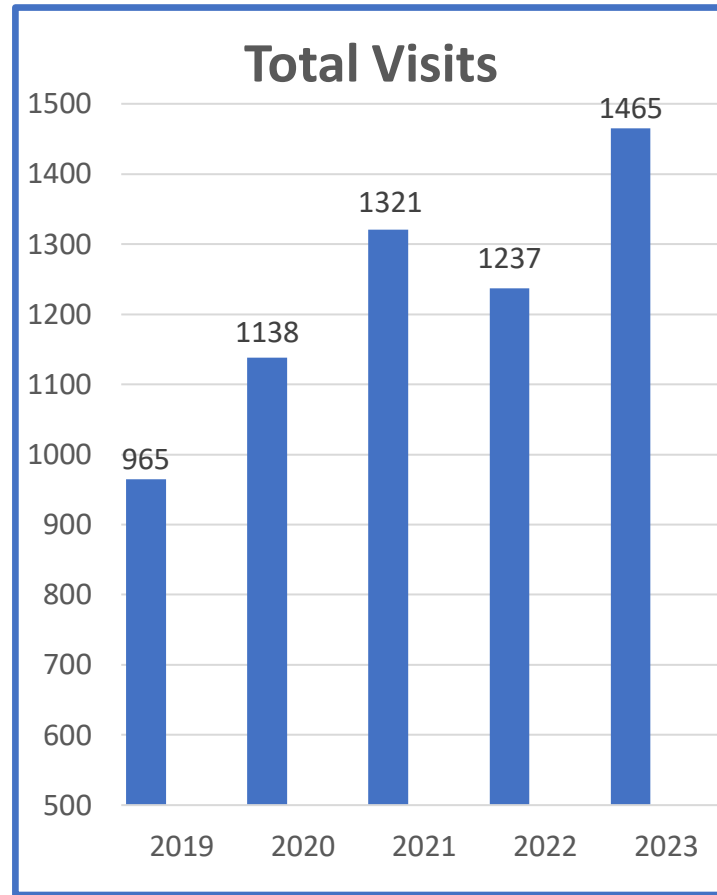
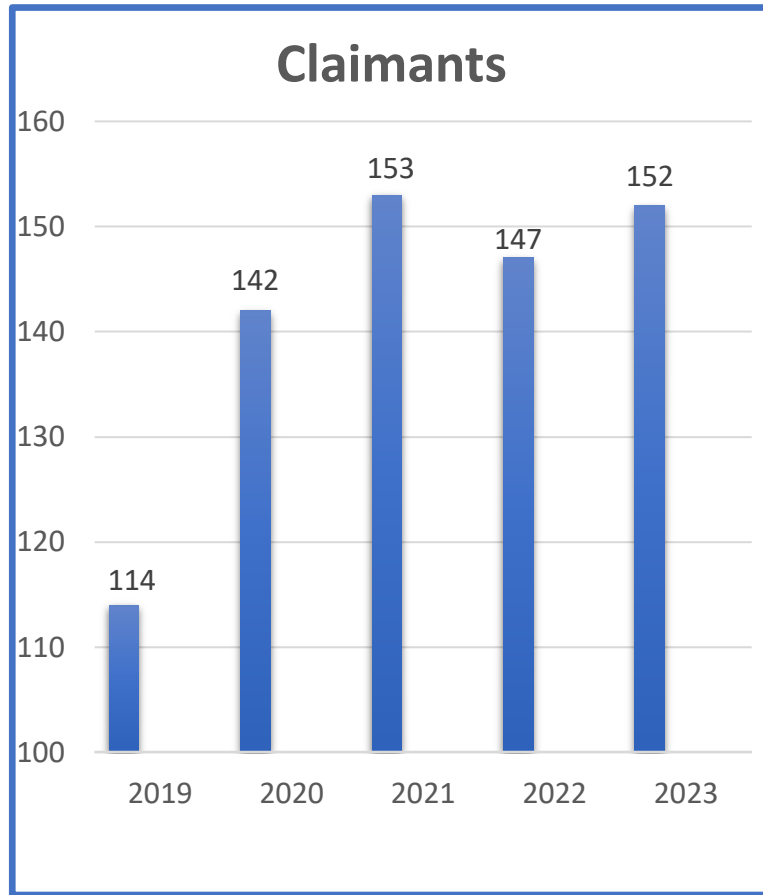
Communicated on our intranet, microsite, and email blasts

\$20 Mental Health Co-Pay

- Data from annual health risk assessment – employees were facing increase in mental health related concerns
- PPO Health Plan – decreased copay to \$20
- Also accept telehealth visits for \$20 copay
- Decrease barriers!



Mental Health Therapy Data





Calm

Calm

- Business Solution focused on Mental, Social, and Emotional Health
- Cellphone App or Web based
- 100% free to all employees
- Up to 5 dependents free as well – no definition of dependent
- Single sign on integrated, decrease barriers
- Calm isn't the only option – there are lots out there!



Biometric Screenings & Financial Incentive

- Annually done – onsite, Primary Care Provider, or LabCorp (phlebotomy location)
- Utilize a 3rd party Vendor
- First time screens – Baseline and automatically given the financial incentive
- Repeat Screens – Minimum of 75 OR increase previous score by 5 points
- RAS options
- Track year to year data
- Healthy Employees = present employees = \$



Biometric Screenings

- Height, Weight, Waist Measurement, Blood Pressure, Blood Draw
- Full Report
- Ability to send to Primary Care Provider
- Talk with a Health Coach
- 2022 & 2023 – offered spring screenings for new hires
- 2024 – rolling enrollment for new hires
- \$50 per month OR \$600 per year

Score Improvers

102 improved their score in the last year

- 55 improved by 5+
- 19 improved by 10+



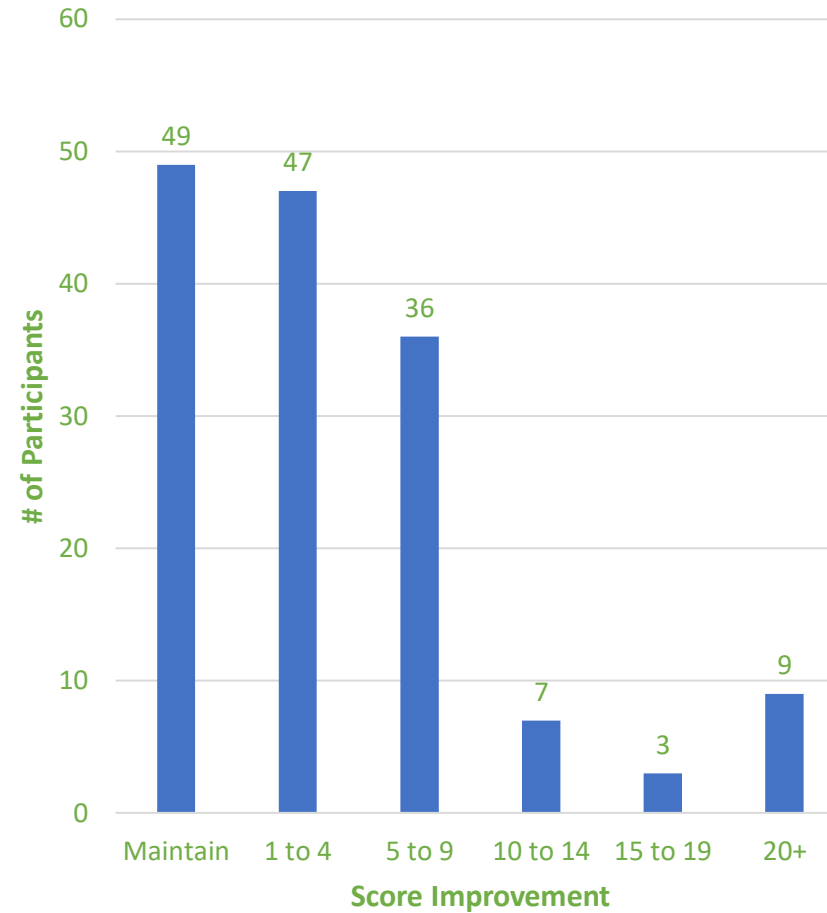
Participant A: 28 points

- 10 year participant
- Improved glucose from very high to ideal
- Improved HDL from moderate to ideal
- This participant works out 4-5 times a week, exercise is very important to them, and they lost weight and have kept it off



Participant B: 25 points

- 7 year participant
- Improved glucose from very high to low
- Improved blood pressure from moderate to low
- Their wellness goal for this year was fitness/exercise



Health Risk Assessment

- Online Health Questionnaire
- Less than 10 minutes to complete
- Factors into score for Biometric Screening



Sample Report

- Biometric Screening + Online Health Risk Assessment
- Annual Score

Real Results for Real People

Blood Pressure
Learn More:

● **Very High**
RISK LEVEL

128/96
YOUR RESULT

0/20
POINTS RECEIVED

Risk Level	Ideal	Low	Moderate	High	Very High
AHA	Normal	Elevated	Hypertension: Stage 1	Hypertension: Stage 2	Hypertension: Stage 2
Blood Pressure Ranges	<= 120 and <= 80	121 - 130 and <= 80	131 - 139 or 81 - 85	131 - 139 or 86 - 89	>= 140 or >= 90
Points	20	15	10	5	0
2022					128/96
2021	120/80				
2020					128/96

Blood Pressure
High blood pressure is a condition in which the force of the blood against your artery walls is high enough that it may eventually cause health problems, such as heart disease. You can have high blood pressure for many years without any symptoms. However, untreated high blood pressure increases your risk of serious health problems, including heart attack, stroke, kidney disease and loss of vision. [Learn More](#)

- Take Action**
- Have a goal to exercise a minimum of 30 minutes five or more days per week.
 - Take at least one additional 10 minute walk at a brisk pace every day this week. Have more time? Take two!
 - Avoid processed foods such as chips, candy, pasta and pastries and focus on eating a diet of lean protein and vegetables like chicken and broccoli or scrambled egg and mushrooms.

Health Risk Assessment

Jill,

Congratulations on your commitment to a healthier lifestyle! This guide will provide you with valuable information to help you achieve and maintain a healthier, happier life. Share this report with your primary healthcare provider to proactively manage your health.

This guide is not meant to take the place of a physician visit nor can it diagnose illness or medical problems. It is designed to give you information relating to your health risks and overall wellness. This information is provided to help you develop a plan of action to make healthy lifestyle changes. HealthCheck360 uses scientifically validated research to help you identify risks or behaviors that may cause or lead to chronic illness. Our program concentrates on risk factors that can be modified and that you should be able to effectively control, maintain, and/or improve.

Your HealthCheck360 score is 61 which qualifies you as High Risk. The ranges of scores are as follows:

Ideal	Low	Moderate	High	Very High
90 or above	75 to 89	65 to 74	55 to 64	54 or less

Your overall wellness score listed above is based solely off of your biometric screening results. This means that you can control or improve areas where you demonstrate risk.

The following pages contain information and suggestions related to nutrition, exercise, sleep, stress, weight management and heart health.

HealthCheck360
Real Results for Real People

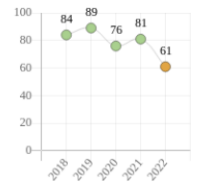
Overall Results

61/100

Your 1/19/2022 HealthCheck360 Score

HIGH RISK

Your 1/19/2022 Overall Risk Factor



2022 Biometric Screening Result Summary

Risk Status	Lab Value	Points Received	Points Possible	2022 Results	2021 Results
-	Height	-	-	68 in.	68 in.
-	Weight	-	-	180 lbs	178 lbs
-	Neck	-	-	-	-
● Low	BMI	12	16	27.4	27.1
● Ideal	Waist	4	4	34.2 in.	33 in.
● Very High	Blood Pressure	0	20	128/96	120/80
● Ideal	Cholesterol Ratio	8	8	3.1	3.1
● Ideal	HDL	4	4	70 mg/dL	68 mg/dL
● Moderate	LDL	2	4	150 mg/dL	147 mg/dL
● High	Triglyceride	1	4	232 mg/dL	224 mg/dL
● Moderate	Glucose	10	20	112 mg/dL	112 mg/dL
● Ideal	Nicotine	20	20	NEG	NEG

Total: 61/100

Health Coaching



3RD PARTY VENDOR SUPPLIES THIS
AS PART OF OUR ANNUAL FEES



DISCUSS CURRENT HEALTH
CONCERN – NUTRITION,
WEIGHT LOSS, ACTIVITY
SUGGESTIONS, ETC.



DISCUSS ANNUAL BIOMETRIC
SCREENING RESULTS

Lunch N Learn Webinars

- Partner with local Hospital that offers education on a variety of topics
- Free options with our 3rd party vendor
- Provide lunch to employees, time is on their own
- Recorded to watch later



Lunch N Learn Topics

- **Mindfulness and Gratitude Workshop**

Our brains are constantly overloaded. This workshop teaches you how to be present and fully engaged to boost mental clarity, foster resilience, and rise to your full potential. We will use gratitude to connect to something larger than ourselves.

- **Dining Out with Ease**

Ever wonder which fast food chain has the “healthiest” burger or taco? We’ve got the answers for you! This presentation unveils the secrets to making the best choices when eating out.

- **Mindful Eating Workshop**

Mindful eating is more than slowing down and consciously thinking about each bite. This workshop will help you tune in to your body’s natural hunger and fullness signals as an effective way to maintain a healthy weight. Create a healthy relationship with food to feel nourished in mind, body, and spirit.

-

- **7 Dimensions of Wellness: A Blueprint for Optimal Health**

Wellness is much more than just exercise and nutrition. In this workshop, you will learn how to assess your overall well-being and how to prioritize your efforts toward greater health and wellness across 7 different areas of wellness.

Challenges

- Steps Challenges
- Random Winners, Completion Winners, Top 3 Winners
- Different Categories based on ability
- Lots of prizes and encouragement!

January 24th - 31st Bingo

7,500 STEPS	TAKE A WALK AT LUNCH	8,000 STEPS	PARK FARTHER AWAY	10,000 STEPS
TRY A NEW RECIPIE	EAT LESS THAN 30 G OF ADDED SUGAR	TRY A NEW PROTEIN	EAT A RED FRUIT OR VEGGIE	TRY A NEW VEGGIE
64 OZ WATER	76 OZ WATER	FREE SPACE	84 OZ WATER	92 OZ WATER
TAKE A WALK SOMEWHERE NEW	WRITE DOWN 10 GRATITUDES	DO AN ACT OF KINDNESS	LIST 5 WINS OF THE DAY BEFORE BED	GIVE YOURSELF OR A FRIEND FRESH FLOWERS
LISTEN TO A PODCAST	START A NEW BOOK	CALL SOMEONE YOU LOVE	DO A PUZZLE, SUDOKU OR CROSSWORD	LIST 5 AFFIRMATIONS BEFORE BED

FULL NAME: _____ OFFICE: _____

MARK EACH SQUARE YOU COMPLETE. HORIZONTAL, VERTICAL, AND DIAGONAL BINGOS WILL BE ACCEPTED. EACH BINGO IS AN ENTRY INTO A DRAWING FOR A PRIZE. BLACKOUT BINGO WILL AUTOMATICALLY WIN A PRIZE.

** EMAIL CARD TO KATE BY NOON ON FEB 1ST **

Challenge - BINGO

Completion & Honor Based

Random Name Picker for Prizes

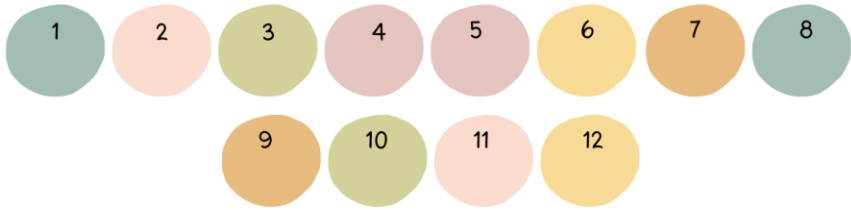
B I N G O

Loves true crime podcasts	Take a walk at lunch	8,000 steps	Park farther away	10,000 steps
Try a new recipe	eat less than 30 g of added sugar	Owens a gaming computer	eat a red fruit or veggie	try a new veggie
64 oz Water	76 oz Water		84 oz Water	92 oz Water
take a walk somewhere new	write down 10 gratitudes	do an act of kindness	list 5 wins of the day before bed	give yourself or a friend fresh flowers
listen to a podcast	start a new book	call someone you love	Do a puzzle, sudoku or crossword	list 5 affirmations before bed

FULL NAME: _____

MARK EACH SQUARE YOU COMPLETE. HORIZONTAL, VERTICAL, AND DIAGONAL BINGOS WILL BE ACCEPTED. EACH BINGO IS AN ENTRY INTO A DRAWING FOR A PRIZE.

12 DAYS OF SUMMER CHALLENGE



COMPLETE 12 TASKS - Track 1 activity per day above in the daily tracker.

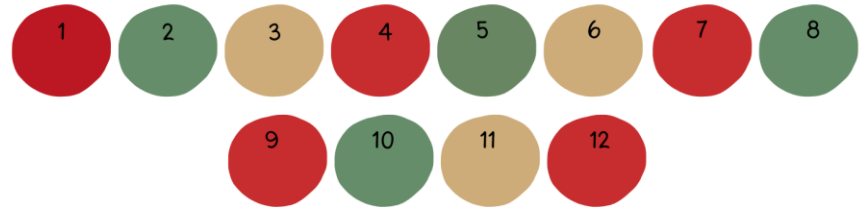
FITNESS	NUTRITION	WELL-BEING	COMMUNITY
Take the stairs instead of the elevator F1	Drink 1/2 your bodyweight in ounces of water in 1 day N1	Do something creative W1	Do a random act of kindness C1
Take a fitness class online or at a local gym or wellness center. F2	Eat a healthy snack during the day. N2	Practice deep breathing for one minute twice during your workday. W2	Thank a coworker and let them know how they have helped you recently. C2
Stretch your shoulders, chest and back at your desk twice during the workday F3	Eat a balanced lunch containing a protein, whole grain and a fruit or vegetable. N3	Wake up 15 minutes early & take time to relax before starting your workday. W3	Donate to a local nonprofit. C3
Do at least 30 minutes of cardio exercise F4	Eat at least one serving of vegetables during your workday N4	Have a meal outside, no screens! W4	Clean or organize a shared work space or staff break area. C4
Find a co-worker and do 10 squats together. F5	Do not eat any sweets or desserts for 24 hours. N5	Dance it out! W5	Do something nice for a coworker or friend. C5
Stand up and stretch twice during the workday F6	Bring a healthy treat to share N6	Declutter an area of your home or desk! W6	Do a random act of kindness C6

12 Days of Summer Challenge begins July 13th.
Submit Cards by 12pm CST July 25th.

NAME: _____

Challenge – 12 Days

12 DAYS OF DECEMBER CHALLENGE



COMPLETE 12 TASKS - Track 1 activity per day above in the daily tracker.

FITNESS	NUTRITION	WELL-BEING	COMMUNITY
Park farther away at the office than you normally do. F1	Drink 1/2 your bodyweight in ounces of water in 1 day N1	Do something creative W1	Do a random act of kindness C1
Take a fitness class online or at a local gym or wellness center. F2	Eat a healthy snack during the day. N2	Practice deep breathing for one minute during your workday. (Checkout Calm!) W2	Thank a coworker and let them know how they have helped you recently. C2
Stretch your shoulders, chest and back twice during the workday (Checkout Calm for videos) F3	Eat a balanced lunch containing a protein, whole grain and a fruit or vegetable. N3	Wake up 15 minutes early & take time to relax before starting your workday. W3	Participate in an Office Activity C3
Do at least 30 minutes of cardio exercise F4	Eat at least one serving of vegetables during your workday N4	Eat lunch AWAY from your desk - no screens. W4	Introduce yourself to someone from a different office via a Teams Coffee Chat. C4
Find a co-worker and do 10 squats together. F5	Start your day with a protein packed breakfast N5	Complete a Daily Jay in the Calm App W5	Write down 5 things you are grateful to have. C5
Stand up and stretch twice during the workday F6	Bring a healthy treat to share N6	Declutter an area of your home or desk! W6	Do a random act of kindness C6

12 Days of Summer Challenge begins Dec 6th.
Submit Cards by 12pm CST Dec 22nd

NAME: _____

Completion & Honor
Based
Random Name Picker for
Prizes

Challenge – Month Tracker

Completion & Honor
Based

Random Name Picker for
Prizes

3 Levels: Beginner,
Intermediate, Advance

FEB 2022 SQUAT CHALLENGE BEGINNER

SUN	MON	TUE	WED	THU	FRI	SAT
		10 1	10 2	10 3	REST 4	12 5
14 6	16 7	18 8	20 9	REST 10	22 11	24 12
26 13	28 14	REST 15	30 16	32 17	34 18	36 19
REST 20	38 21	40 22	42 23	44 24	REST 25	46 26
48 27	50 28					

FULL NAME: _____

OFFICE: _____

INITIAL EACH DAY YOU COMPLETE.
EMAIL TO KATE YODER BY 5PM ON 3-1-2022
COMPLETED CHALLENGES WILL BE ENTERED INTO DRAWING FOR \$25 TARGET GIFTCARD

Steps Challenge

- Different Levels
- Most Steps Wins
- 3rd Party Vendor App with integration
- Lots of prizes!
- Leader Board



Prize Suggestions

- \$25 gift cards
- Protein shaker bottles & protein
- Yoga mats
- Gym bags
- \$150 reimbursement of wellness item of their choice
- Water Bottles, Stanley Mugs, Yeti Tumblers

Lessons Learned

Something is
better than
nothing

Communicate.
Communicate.
Communicate

Local advocates

Lots of vendors
and they all want
your business

Choices on prizes
- people have lots
of opinions 😄

Keep challenges
accessible to all
(different levels)

Bingo Drawing & Questions

Prizes!!