



## Well-being Program Template

Based on Roundstone's Success

### Objective of Launching Your Well-being Program:

To help you find ways to curb your overall medical spend, while motivating and encouraging employees to take care of themselves. The template below will reduce the employee's health plan individual contributions.

### The Blueprint

Your well-being program should include these features:

1. **Quick:** In-place in under 30 days.
2. **Low-Cost:** As low as \$90 to \$150 per person.
3. **Efficient:** Contact Roundstone for recommendations in the well-being field.

**69% of Employers with more than 50+ employees offer a well-being program with 75% of those employers using incentives to encourage participation.**

### Build Your Foundation

- Program should be driven from the top down in the organization, all of whom, promote a culture of well-being.
- Appoint a Well-being Coordinator -- this can be someone in the organization that is motivated to oversee the well-being plan.
- Use measures that will impact the cost of well-being.
- Incentivize employee's participation with rewards -- start with gift cards or free yoga classes.

**Roundstone has implemented a rewards program that reduces an employee's health plan contribution by focusing on biometrics, body fat, preventative care and informed individual medical spend.**

## The Four Elements

Roundstone allocates rewards based on these four elements:



**30%**

**Biometric Screening:** Annually participate in a 49pt. screening that will help identify any potential health risks.



**20%**

**Primary Care Physician:** Visit your PCP once a year.



**30%**

**Body Fat Index:** Maintain or improve BFI, measure quarterly.



**20%**

**Health Advocate:** A concierge service to help choose quality providers and competitive pricing.

## Have Resources Available

Provide the tools to keep employees interested and motivated.

- Plan group activities in and out of work
- Purchase fitness trackers for employees
- Access to fitness classes and health information
- Provide healthy meals and snacks

**Roundstone's program allows employees to reduce their health plan contribution by 30%. Not surprisingly, 77% of those employees participating in Roundstone's health plan have taken advantage of the well-being program.**



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