

INGROUP HEALTH AND WELLNESS

Partnering with INGROUP gives you access to a fully integrated program of health and wellness services, including:

- Individualized onsite corporate readiness assessment, recommendations and ongoing support
- “Best in Class” vendor options presented for your review and selection
- Integration with local wellness programs and opportunities
- Outcome reports that let you measure overall health change and return on investment
- A new level of flexibility and wellness data ownership, and the freedom to change carriers without losing your company’s wellness plan momentum or data

Once your plan is in place, INGROUP continues to offer ongoing onsite support to help increase participation rates, fine-tune your plan and evaluate its progress.

UNDERSTANDING COMES FIRST

First, we’ll lead you and your employees through a corporate needs assessment. This is how we determine what topics are important to your employees, and which programs they’d be likely to use most: Nutritional education, fitness coaching, body fat testing, health screenings, stress reduction, self-care, immunizations and more. From these findings, we can see first hand which areas to target first.

Since lifestyle is often influenced by a company’s culture, we can also conduct an anonymous Health Culture Audit to learn how your employees view your organization’s stance on healthy living. Remember—successful adoption of any program requires management participation and full support.

BEST IN CLASS VENDORS

Once we understand what areas you and your employees wish to address, we’ll help you choose from a number of “best in class” preferred wellness providers. We’ll outline your plan specifics, then present you with accurate quotes from several different vendors and help you understand the intricacies of each one.

It’s important to note INGROUP doesn’t choose your wellness plan carrier. We present you with several strong vendors so you can choose the one that makes the most sense for your organization’s goals and budget.

INTEGRATION WITH COMMUNITY WELLNESS

For companies with tighter health and wellness budgets, INGROUP can show you how to integrate your plan with community resources—your local hospital, for example—that offer community-based resources at little or no cost to you or your employees. Many community health services include cholesterol and diabetes screenings, smoking cessation programs, lung function testing, nutritional and fitness counseling and much more. Local community programs also introduce employees to resources they’re already familiar with and are more likely to use.

We also recommend and encourage participation in Shape Up PA, a health and wellness program that encourages people to improve their fitness and health through friendly competition. Companies register to join the competition, set health goals and make it a company-sponsored effort that gets everyone involved.

RETURN ON INVESTMENT

How much can you save? And when will your wellness program start paying for itself? That depends on the size of your workforce, your level of commitment to plan success, participation rates and program outcomes. Wellness plans have the greatest chance of success when employees understand the organization has their best interests at heart. Especially important is management’s willingness to commit not only to employees’ health and wellness but their own as well. Some companies see a faster return, others take a little longer. INGROUP believes a well-adopted wellness plan will begin generating a solid return on investment in approximately three years.

After conducting more than 120 studies, the National Business Group on Health reports an average reduction in health care costs of \$3.48 per dollar invested after five years, with a corresponding \$5.82 average reduction in absenteeism per dollar invested. How much your company saves depends on your employees’ overall wellness today, how strongly they and you embrace a commitment to healthy lifestyles, and the support you receive along the way. INGROUP can, and will, give you that support.

HEALTHY INPUT LEADS TO STRONG OUTCOMES

Measuring a wellness plan isn’t a simple calculation. How we define outcomes depends on a number of different factors. We begin to define your plan’s outcomes when we set your beginning goals. Do you want to measure how many people quit smoking and stay quit? Do you want to count total pounds lost? Or cholesterol levels? Or number of gym visits per week?

INGROUP helps you decide what wellness areas you should target first and how to begin your road to a healthier company. And with customized outcome reports, we’ll help you measure overall health change and return on investment, so you can tell when your plan is beginning to succeed.

INDEPENDENT WELLNESS PLANS AND DATA OWNERSHIP

Your INGROUP wellness plan remains independent from your insurance carrier. Why? Because part of our commitment to you includes annual carrier review to get you the most favorable quotes, which sometimes means switching carriers. But even the most widely accepted wellness programs take time to work, so keeping them separate allows your company to retain all employee information, health data and sustain the wellness plan you’ve worked so hard to establish—without interruption—no matter who you choose for your insurance carrier.

INSIDE EXPERTISE

With extensive experience introducing and coordinating worksite wellness initiatives, INGROUP will help your company establish, maintain and enrich an effective worksite wellness program that’s uniquely yours. Our Wellness Insiders have developed a number of programs over the years for clients large and small, and are passionate about documented outcome to worksite wellness initiatives.

BETTER HEALTH, LOWER COSTS. STARTING NOW.

Lower health plan costs start with lower rates of illness and the related loss of productivity. Help your employees, and your bottom line, get healthier. Start today with a call to INGROUP. For more information, call 877.477.3547.

HOW TO GET YOUR COMPANY IN SHAPE

All that can change with INGROUP'S Wellness Partnering Services. INGROUP is a proud member of WELCOA—a national non-profit organization dedicated to promoting healthier lifestyles for individuals and organizations that support those goals.

We'll help you design, evaluate, establish and maintain an effective wellness program that's uniquely yours. We'll work within your budget to help your employees embrace wellness and get back on track toward healthier lifestyles...along with lowering your healthcare costs substantially.

LOWERING YOUR HEALTH CARE COSTS THROUGH WELLNESS

THE COST OF INACTIVITY

Healthier employees mean fewer injuries and illness-related absences, lower stress levels and fewer claims on your health insurance plan. However, recent studies show that less than one in four people exercise enough to lower their risk of preventable disease.

According to the Wellness Councils of America (WELCOA), up to 40% of total healthcare costs today can be traced to physical inactivity and obesity. Add to that the 30% of total healthcare costs related to smoking, and as much as 70% of your overall healthcare claims could be paying for preventable health problems. This doesn't bode well for the future of health care costs and business productivity.



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