

## **Please Complete and Return the Following Questions**

Company Name:

Number of Employees:

Physical Address Where Employees Work:

- 1) Are you self-insured? If not, when is your insurance contract renewal date? Are you attempting to lower your premium and insurance costs by offering a corporate wellness program? Who is your Insurance provider? In either case, how satisfied are you with your plan?
- 2) In general, what is the current employee health risk, and major disease profile?
- 3) What are the more evident health concerns and associated annual medical costs to the corporation, and to the employee? What are the trends? Depression (and related medications commonly prescribed)? Obesity? Musculoskeletal problems/injuries (for example, back, neck and wrist injuries)? Major diseases such as Type 2 diabetes and heart disease? Tobacco, drug and alcohol addiction?
- 4) What have you done to date, as a corporation, to foster employee wellness and performance?
- 5) Do you currently have space that is, or could be, designated to wellness initiative activities? would you be willing to set aside paid time for wellness activities during the workday?
- 6) How many company sites are there? What are they located? How many employees at each site? What is the geographic distribution of employee residences for each site? (That is, what is the typical distance, and travel time for employees to and from work?)
- 7) If there is a history of wellness initiatives, what were the incentives, and what were the outcomes? How did you track progress and measure outcomes? What were the areas of strength, success, weakness and failure?
- 8) What is the primary outcome you would like to see as a result of a new wellness initiative? Can you think of significant barriers to a corporate wellness initiative?
- 9) How invested, currently, would your executives and other leaders be in a well-designed wellness initiative? What incentives are you willing to consider?
- 10) What is the range of physical and cognitive demands on employees inherent to the various roles throughout the corporation?
- 11) As employees look back over their work history with the company, would they say they are better off for having worked there?

**Please Complete and Return the Following Questions**

- 12) How would you characterize overall company morale? Do your employees tend to be stakeholders and not merely people holding a job? Could most employees articulate the company mission, vision and values, and how their role relates to mission, vision and values. If you were seeking “best workplace” recognition, how would the company fare?
- 13) What is the employee turnover rate, and how does it compare with industry descriptive norms?
- 14) What is the company profile with regard to absenteeism and presenteeism?
- 15) Currently, what level of investment in employee wellness are you willing to make?
- 16) What is your philosophy when it comes to the degree to which our health a matter of our day-to-day choices, compared with our genetic makeup, gender and age? That is, will choosing to eat healthy, engage in regular exercise, and to get sufficient, regular sleep, reduce our risk for major disease, reverse already present disease, and enable us to achieve optimal body and brain performance?