



Employee Health and Productivity Management Solutions  
To Reduce Claims Costs And Maximize Profits

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## Employee Health and Productivity Management

### Good Health is Good Business

No matter your business - people are your product. 3:1 Corporate HPM Solutions believes that highly effective health and productivity management strategies are linked to strong human capital and financial results.

The rising cost of employee illness and time away from work requires continued attention to, and investment in, health and productivity management programs.

Total workforce availability and engagement is impacting every employer's bottom line. Significant cost and productivity losses are attributable to health-related absence: sick leave, short and long-term disability, injuries covered by workers compensation, and family medical leave (FMLA).

3:1 Corporate HPM Solutions assists our clients with maximizing employee health and productivity by designing solutions to protect their most valuable asset. Our solutions:

1. Maintain workforce health by integrating safety (injury prevention) and wellness (health promotion).
2. Optimize performance and productivity through absence management, employee engagement and life balance.
3. Measure investment in, and return on, human capital using common metrics and benchmarking.

The end result: vital, energetic, productive employees and a healthy bottom line!

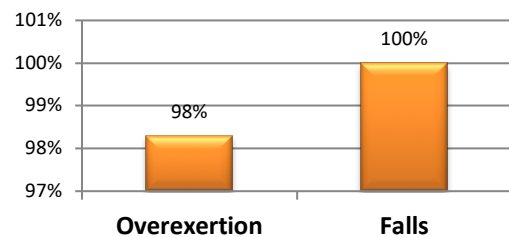
### Creating a Culture of Health

It is well known that an aging, overweight and out-of-shape workforce has a significant effect on safety, health and productivity. Unfortunately traditional workplace health and safety programs haven't produced significant results, and costs continue to climb. A fresh perspective is required.

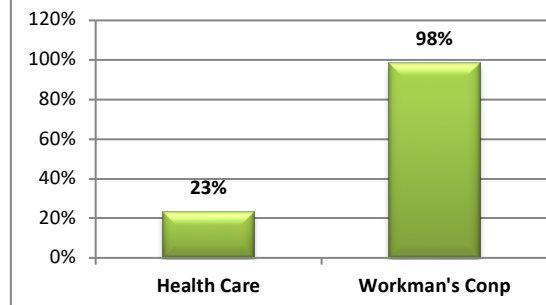
At 3:1 Corporate HPM Solutions we have over 25 years of experience designing cutting edge, cost effective, evidence based behavior change programs. Programs which create a culture of health within the organizations we serve and reduce costs, while consistently returning an investment of at least 3:1.

### A Few Snapshots of Our Clients' Success

**Workman's Comp Cost Reductions  
2011-2014**



**3 Year Benefits Cost Reduction  
2011-2014**





## When It Comes To Occupational Safety and Health - **Think Prevention**

Generally corporate health and safety programs strive to be OSHA compliant - making most workplaces fairly safe. In spite of this, many companies have costly OSHA recordable injuries on a regular basis. Hazard awareness training addresses only part of this issue. Poor worker health and fitness is a major contributing factor. For example:

A 2007 landmark Duke University analysis, found that obese workers filed twice the number of workers comp claims as their counterparts. Their medical costs were seven times higher and they missed 13 times more days of work due to their injuries than did employees who were not obese.

Musculoskeletal injuries and disorders are the single largest category of workplace injuries and are responsible for almost 33% of all workman's comp costs. The indirect costs of musculoskeletal injury; lost productivity - including presenteeism, absenteeism, etc. are estimated to range from 4.5:1 to 1:1 of direct costs. (Source: BLS)

### **The good news is that these costly injuries are preventable!**

Risk control strategies that focus on both hazard awareness and employee health produce the greatest results. 3:1 has helped their clients in the mining industry achieve zero harm in the area of slips, trips and falls, plus a 98% reduction in workman's compensation claims related to "overexertion" through the implementation of their Rock Solid@Work™ program which is integrated with the client's safety efforts. (2011-2013).

## Vital, energetic and productive employees in just 7-10 minutes per day!

### Rock Solid@Work™

The Rock Solid@Work™ Program is a health and productivity management program designed to prevent and reduce the incidence of occupational related musculoskeletal injury, while providing education and support for healthy behavior change in the areas of active living, healthy eating, stress and fatigue management.

7-10 minute daily exercise sessions are led by peer trainers. Safety, stress and fatigue management techniques and healthy eating tips are integrated into each exercise session along with a daily wellness challenge. The combination of peer support and consistent daily exercise coupled with health education helps to create a culture of health, which can lead to:

- ✓ **slower growth in health spending**
- ✓ **reductions in employee health risks**
- ✓ **a strong return on investment**
- ✓ **healthy employees who positively impact business performance**
- ✓ **healthy employees who are safer and more productive**
- ✓ **lower voluntary attrition**

We recommend organizations participate in a 12-wk pilot program to determine if the Rock Solid@Work™ Program is a good fit for your organization.

### Pilot Program Design:

Employees' physical function is assessed using the functional movement screen (FMS) pioneered by physical therapist Gray Cook. The screen identifies an individual's compensatory movement patterns, which are thought to lead to musculoskeletal injuries over time. In addition, employees participate in a biometric assessment of blood pressure (BP) and body mass index (BMI).

A customized, progressive core-strengthening program is then designed to increase mobility, stability, strength and muscular endurance in your population. Health education topics are identified based on the outcomes of a psychosocial assessment and include active living, healthy eating, safety, stress and fatigue management.

Peer Leaders are trained to conduct daily exercise and health education sessions prior to the implementation of the program and at periodic intervals as the program is progressed. Employees participate in 7-10-minute start of shift exercise and health education sessions for a period of twelve weeks. Screening and assessment are repeated post program.

Note: Wearable devices can be integrated into the program to further strengthen awareness of fatigue risk management and overall health behaviors.