



Creating a Culture of Health within Your Organization

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Discussion

- Definition
- Demographics
- Wellness Benefits Overview
- Building a Culture of Health
- Successes
- Challenges
- Q & A

What is a Culture of Health?

- A culture that minimizes worker (dis)stress through a combination of:
 - Management policies and practices that involve, empower and engage the employees in decisions about their work and the direction of the company.
 - Leaders clearly communicate the company's vision and goals and model and reward desired behaviors. (Mercer, 2010)

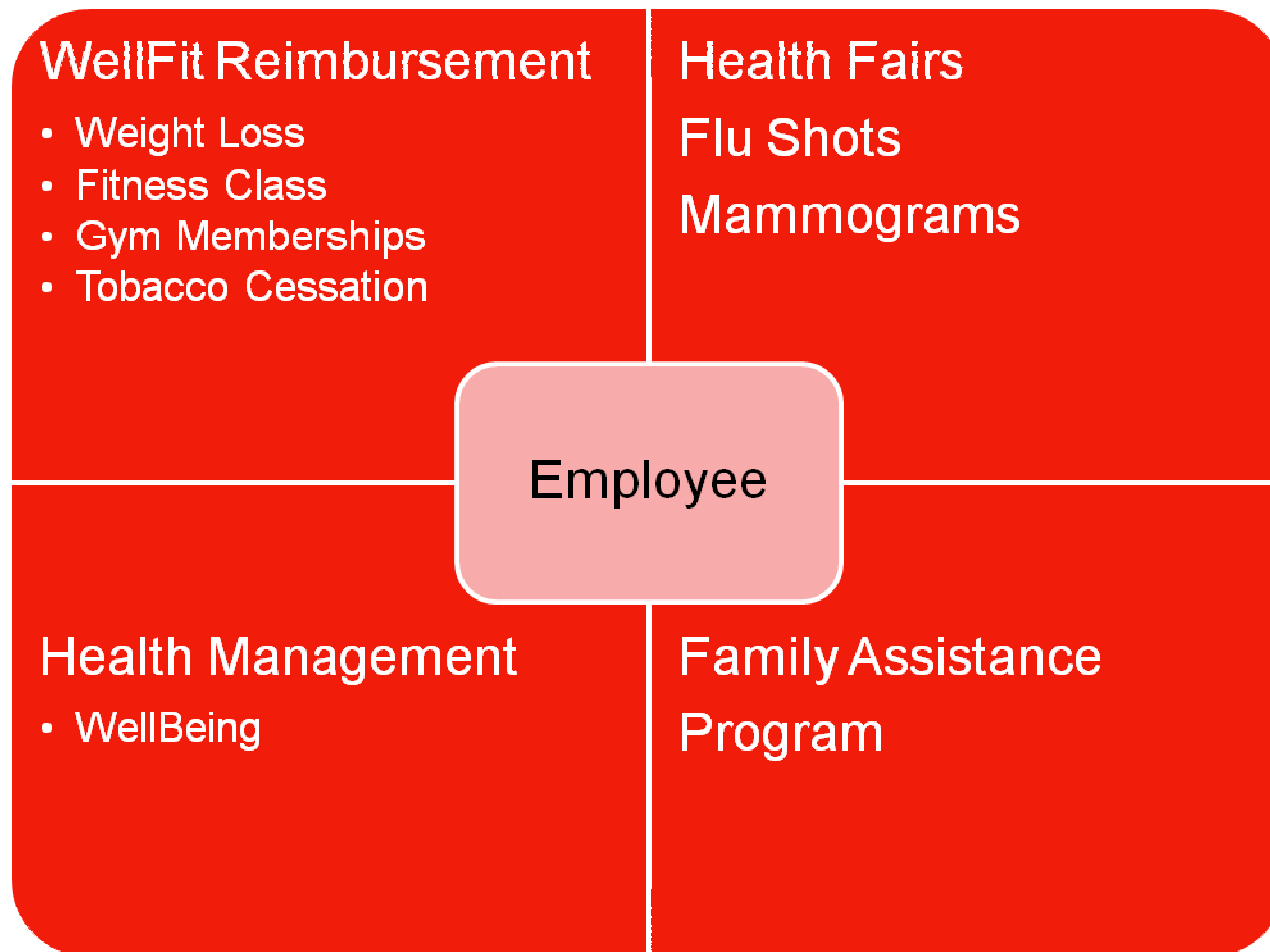


Demographics

E.ON U.S., energy company owned by EON AG, holds LG&E and KU serving over 500,000 gas and electric customers in 77 Kentucky Counties and five counties in Virginia.

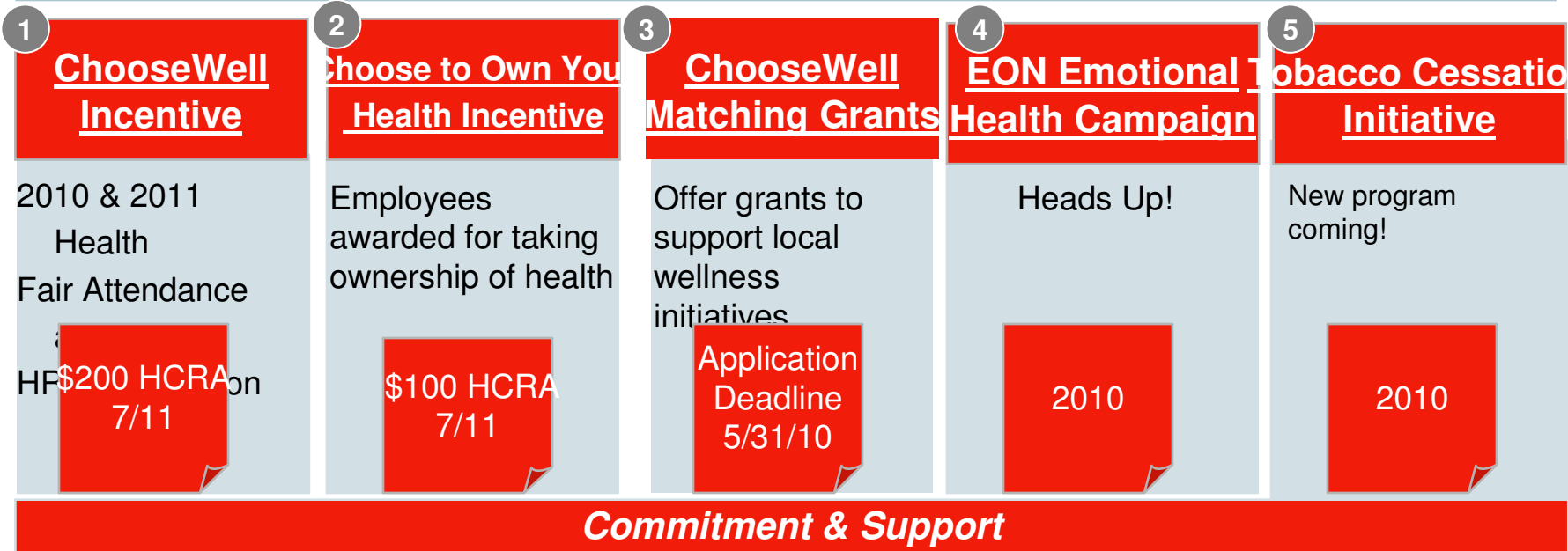
- 3,100 employees at 134 locations
- 74% male
- Average age 46 and 17 years of service

Choose Well. Be Well.



Building a Culture of Health

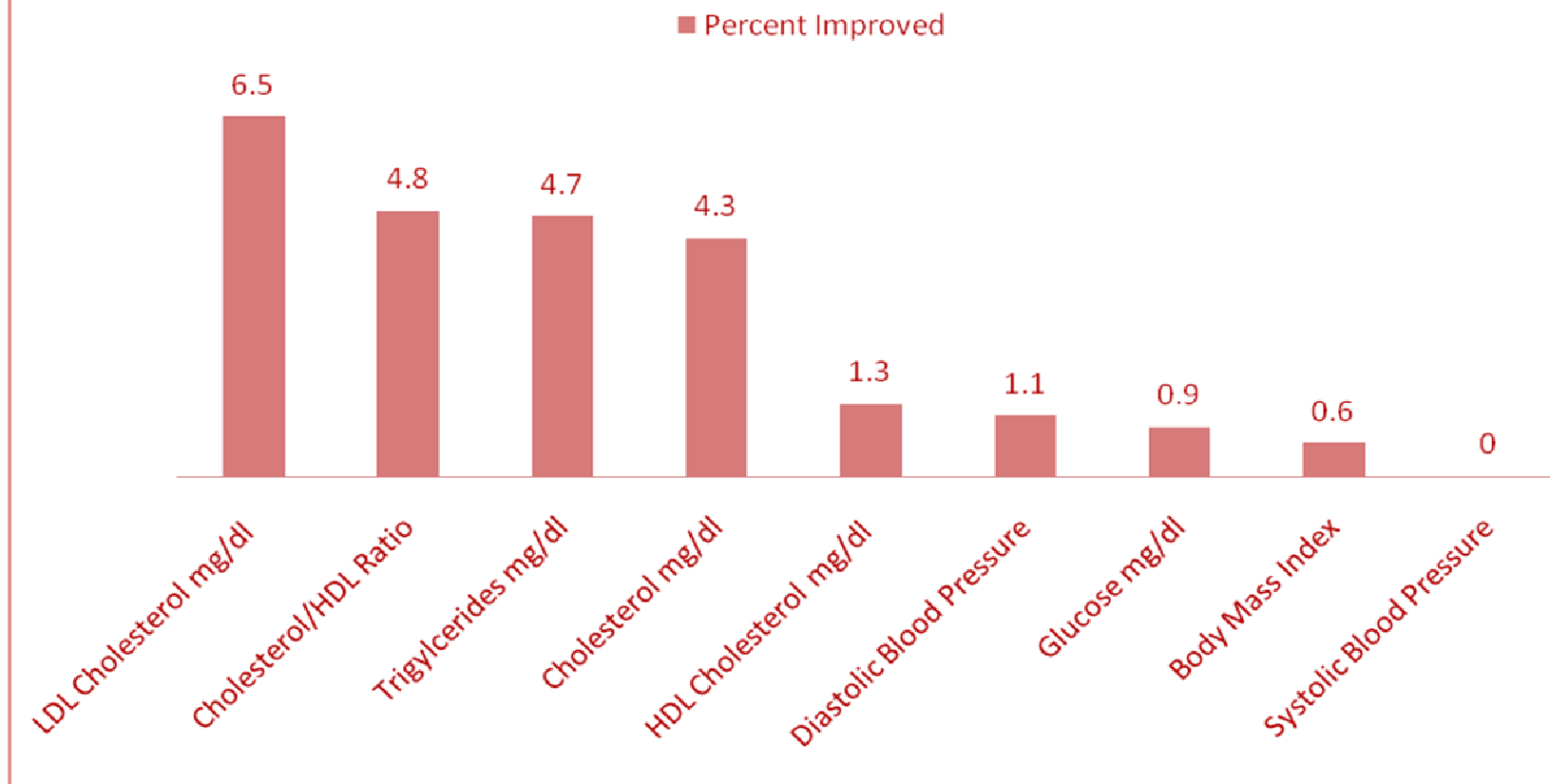
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Building a Culture of Health – Successes

- Management Wellness Performance Objective
- Health Fair Participants vs. Non- Health Fair Participants
 - 10% less on health care costs
 - Took 22% less prescription medications
 - Spend 28% less for the prescription medications
 - 36% less hospitalization
 - 24% fewer ER visits

Percent of Improvement in Risk Factors 2008-2009



Building a Culture of Health – Challenges

- Demographics
- Legislation
- Communication
- Calculating a Return on Investment

Challenges - We Don't "Just Do It"

Don't want to

It's too expensive

Don't know how

Live for today!

Don't have time

My job is too stressful

It's just too hard!





Questions?