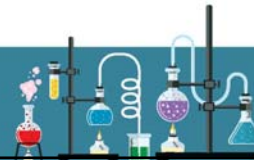


# Wellness Techniques for Small, Home Based, and Mobile Business

Mary Ann Wietbrock RN MSN ACNS BC  
Cardinal Elements Inc.

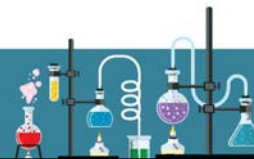
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## Objectives for This Program

- Techniques & wellness incentives for small, home based, and mobile business
- Wellness accountability partners and wellness challenges will be discussed
- IRS structure for using Health Savings Accounts and Flexibility Savings Accounts

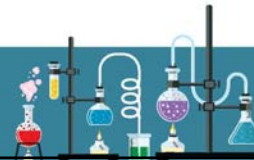
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# Small Businesses

- Nations workforce
- 55 million employees
- 35% of all business
- 100 employees or less

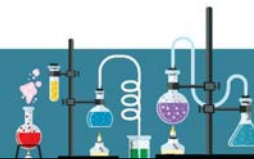
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# Wellness Goals

- Prevent employee turnover
- Prevent frequent illness time off
- Healthy work environment
  - 1.
  - 2.
  - 3.

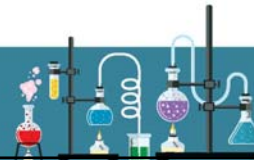
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## Adapting Wellness Programs

- Challenges for small business wellness programs

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## Does One Size Fit All?

- All employees do not have the same
  - Insurance plans
  - Wellness background
  - Experience with food
  - Experience with fitness

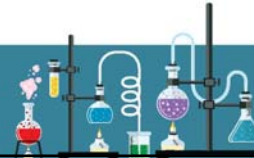
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# Activity is VITAL

- Walking
- Standing
- Yoga
- Breaks
- 10 Minute Office Workout
  - 2016 Indiana Health & Wellness Summit

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## Fatigue

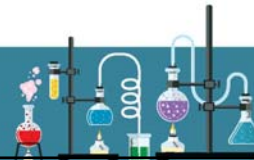
- |                            |                             |
|----------------------------|-----------------------------|
| • <b>Mental Fatigue</b>    | • <b>Muscular fatigue</b>   |
| • Tiredness                | • Lack of energy            |
| • Too tired to do anything | • Weak muscles              |
| • Tired just from sitting  | • Unable to perform task    |
| • Feeling drained          | • Muscle strain or soreness |
| • <b>Solutions:</b>        | • <b>Solutions:</b>         |

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# Weekly Nutrition Goals

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## Nutrition Facts

Serving Size 2/3 cup (55g)  
Servings Per Container About 8

Amount Per Serving		% Daily Value*	
<b>Calories</b> 230	Calories from Fat 72		
<b>Total Fat</b> 8g			<b>12%</b>
Saturated Fat 1g			<b>5%</b>
Trans Fat 0g			
<b>Cholesterol</b> 0mg			<b>0%</b>
<b>Sodium</b> 160mg			<b>7%</b>
<b>Total Carbohydrate</b> 37g			<b>12%</b>
Dietary Fiber 4g			<b>16%</b>
Sugars 1g			
<b>Protein</b> 3g			
Vitamin A			10%
Vitamin C			8%
Calcium			20%
Iron			45%

\* Percent Daily Values are based on a 2,000 calorie diet. Your daily value may be higher or lower depending on your calorie needs.

	Calories:	2,000	2,500
Total Fat	Less than	65g	80g
Sat Fat	Less than	20g	25g
Cholesterol	Less than	300mg	300mg
Sodium	Less than	2,400mg	2,400mg
Total Carbohydrate		300g	375g
Dietary Fiber		25g	30g

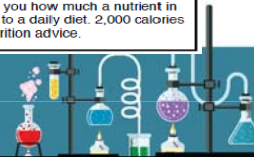
## Nutrition Facts

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<b>Sodium</b> 160mg			<b>7%</b>
<b>Total Carbohydrate</b> 37g			<b>13%</b>
Dietary Fiber 4g			<b>14%</b>
Total Sugars 12g			
Includes 10g Added Sugars			<b>20%</b>
<b>Protein</b> 3g			
Vitamin D 2mcg			10%
Calcium 260mg			20%
Iron 8mg			45%
Potassium 235mg			6%

\* The % Daily Value (DV) tells you how much a nutrient in a serving of food contributes to a daily diet. 2,000 calories a day is used for general nutrition advice.

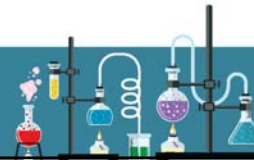
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## Activity Based Programs

- Employees participate in wellness activities at office, on road, at home
  - Walking- defined space
  - Exercise- defined time
  - Nutrition- defined foods

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## Activity Program Incentives

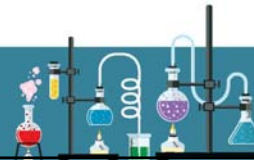
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## Activity Program Outcome Measures

- Number of employees:
  - Completed wellness assessment
  - Completed smoking cessation program
  - Walked 10,000 steps every day
  - Coaching visits
  - Recorded food diary for one week

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## Outcome Based Programs

- Primary Care Physician exams
  - Cholesterol, blood sugars, HgA1c, blood pressure
  - Number of medications prescribed
  - Colonoscopy, Fecal Occult Blood testing
- Annual or biannual wellness exams
  - BMI- body Mass Index- Height and Weight
  - Waist measurement
  - Smoking status
  - Family members

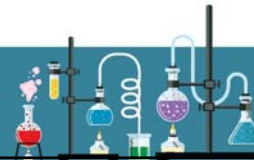
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## Outcome Based Incentives

- Discounted health insurance
- Percentage matched
- Approved fitness & nutrition programs

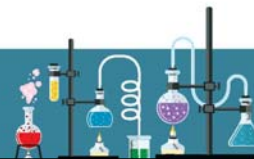
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## Outcome Based Program Outcome Measures

- Number of disability claims
- Absenteeism rates
- Workers compensation
- Health claims
- Prescription use
  - Minor 1-4 medications
  - Major more than 5 medications

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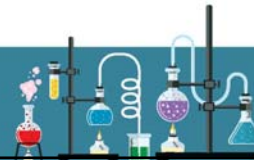




# Wellness Techniques

- Wellness program goals
  - Motivate employees to make behavior changes to reduce chronic diseases
  - Culture of wellness
- Variety and Alternatives

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# Home & Mobile Based Businesses

- Challenges
  - Isolated from daily contact with work partners
  - Different settings and time structures
- Solutions

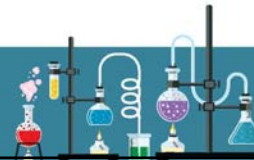
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## Model of Success

- Medication management  $p < 0.001$
- Education and counseling  $p < 0.01$
- Social support
- Frequent follow up for co morbidities
  
- American Heart Association

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## Culture of Wellness

- Challenges of changing culture
  - Lack of interest
  - Bad habits
  - Change is hard
- Solutions

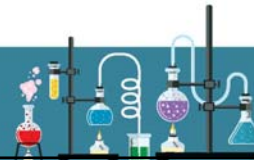
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## Culture Based Measures of Success

- Number of employees engaged in wellness activities
- Multiple types of interventions available
  - 1.
  - 2.
  - 3.
- Employee surveys
- Focus groups
- Employee retention rates

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## Wellness Program Evaluation

- Is this program meeting the wellness needs for each of your 5 employees?
- Is there a private space for confidential conversations between accountability partners?
- Does one of your 3 employees have significant health problems?
- Do your employees have a voice in the wellness program?
- Are there both team and individual challenges?

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## Health Savings Accounts Flexible Spending Accounts

### • **Qualifiers**

- Obese, overweight by BMI
- Smokers
- High blood pressure or pre hypertension
  - Blood pressure over \_\_\_\_\_
- High Cholesterol by
  - Total cholesterol, LDL, HDL, triglycerides
- Diabetes or Pre Diabetes
  - 3 month Average HgA1c over \_\_\_\_\_%

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## Health Savings Accounts Flexible Spending Accounts

### • **Explanation of Benefits**

- Must include qualifying data
- Frequency, type, and duration of program
- Certification or credentials of supplier
- Supplier contact information
- Primary care or advanced practice nurse signature
  - MD, OD, NP, CNS

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## Mary Ann Wietbrock RN MSN

- Cardinal Elements Inc.
- Board Certified Advanced Practice Nurse
- Specialized in Fitness & Nutrition & Medications
- Wellness Coach for employees
- Accepts Anthem & United Health Insurance
- Accepts Health Savings and Flexible Spending Accounts
- Lunch & Learn programs
- [www.cardinalelements.com](http://www.cardinalelements.com)
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- 317-410-9140

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