



building healthier lives program

2011

building healthier lives is Watson Electrical's employee wellness program and is designed to help you stay healthy, get healthy or live better with an existing illness. Best of all, if you participate you can qualify for a reduced health insurance premium!

This brochure explains the value of participating in the building healthier lives program and also contains some frequently asked questions. We hope you will take advantage of this valuable employee benefit.



Our Vision

Watson Electrical will be the healthiest Electrical Contractor in the Carolinas and Virginia.



Our Mission

Watson Electrical is committed to developing *opportunities* for employees and their families to make healthy lifestyle

choices each and every day. We do this by providing and promoting education, a supportive environment, quality programs, and a variety of resources.

Dear Watson Electrical Employee:

During this economic downturn we remain committed to taking care of our employees and their families. Our dedication to workplace safety is unwavering, and we offer health care benefits and wellness activities that enable our employees to live healthier lives.

The 2010 Wellness Incentive Plan was a great success. Over half of eligible employees participated in the health screening, completed the health risk appraisal, and visited their primary care physician to receive a physical. These employees are being rewarded for their efforts.

Management is pleased to announce the continuation of the Wellness Incentive Plan. Throughout this brochure you will see new program branding as well as additional activities that have been added to our incentive program. Stay tuned for many more exciting activities that will be rolled out over the next year.

I am proud of our employees that have made an effort to improve their health and quality of life. As we move into 2011, I hope many more of you will take advantage of the health improvement opportunities we have planned and join us in building healthier lives.

Yours in Health,
Craig Myers
President and Chief Executive Officer



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Steps in the Wellness Incentive Plan

	<i>building healthier lives</i> Incentive Activities	Tentative Eligible Timeframe
Step 1	Participate in an onsite health screening sponsored by Watson Electrical.	April & May 2011
Step 2	Participate in an onsite fitness assessment sponsored by Watson Electrical.	April & May 2011
Step 3	Complete the online Personal Wellness Profile.	July 1-August 31, 2011
Step 4	Obtain a physical from your healthcare provider.	September 1, 2010 - August 31, 2011
Step 5	Complete the LivingFit lifestyle change program on the virtual Wellness Center.	September 1, 2010 - August 31, 2011

Body Mass Index (BMI)

Underweight: < 18.5
 Normal Weight: 18.5 – 24.9
 Overweight: 25 – 29.9
 Obese: 30 and over

Cholesterol

Ideal Total: less than 200
 Ideal LDL: less than 100

Glucose

Ideal fasting glucose: less than 100 mg/dl
 Ideal glucose two hours after eating: less than 140 mg/dl



Blood Pressure

Normal
 Pre-hypertension
 High blood pressure:
 Stage 1
 Stage 2

Systolic (top number)

Less than 120
 120-139
 140-159
 160 or higher

AND
 OR
 OR
 OR

Diastolic (bottom number)

Less than 80
 80-89
 90-99
 100 or higher

Please remember to consult with your physician for medical advice and guidance on your screening results.

Sources: www.cdc.gov, www.nhlbi.nih.gov



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W Chronic diseases—such as heart disease, stroke, cancer, diabetes, and arthritis—are among the most common, costly, and preventable of all health problems in the United States. Four modifiable health risk behaviors—lack of physical activity, poor nutrition, tobacco use, and excessive alcohol consumption—are responsible for much of the illness, suffering, and early death related to chronic diseases. Participating in *building healthier lives* will give you an opportunity to identify personal health risks and learn steps you can take to improve your health and overall wellbeing.

Online Personal Wellness Profile

The Personal Wellness Profile is a Health Risk Appraisal that provides you with immediate feedback on the current state of your health. It only takes about 15 to 20 minutes to complete, and your responses help to identify your personal health risks. You can compare your results with your previous Personal Wellness Profile to track your progress on reducing health risks.

Cholesterol Screening

Twenty-one percent of adults over age 35 have high cholesterol. One out of 4 adults who do not control their high cholesterol will have a heart attack and 1 out of 3 will die of coronary heart disease. Cholesterol is a waxy, fat-like substance produced by your body and needed for normal function. When there is too much cholesterol, it is deposited in arteries, including those of the heart which can lead to narrowing of the arteries and heart disease and the brain leading to stroke. Everyone should know their cholesterol levels. Blood cholesterol is easily checked and controlled.

Glucose Screening

According to the American Diabetes Association, over 23 million children and adults in the U.S. have diabetes and another 6 million people are currently undiagnosed. Before people develop type 2 diabetes, they almost always have “pre-diabetes”, blood glucose levels that are higher than normal but not yet high enough to be diagnosed as diabetes. It is important to note that although screening may raise awareness of potential health risks, separate diagnostic tests are required to establish a definite diagnosis if a positive glucose screening is obtained.

Blood Pressure Screening

High blood pressure (hypertension) is often called the “silent killer” because it usually has no noticeable warning signs or symptoms until serious health problems arise. Nearly 50% of adults will develop hypertension before age 65. Regular screening can help identify and treat problems early on to prevent future complications. When untreated or poorly controlled, high blood pressure increases your risk of serious health conditions including heart disease, stroke, aortic aneurysm, kidney disease and blindness.

Body Mass Index (BMI) Screening

Body Mass Index, a calculation of height and weight, is a screening tool used to identify weight problems. Being overweight or obese increases your risk for coronary heart disease, type 2 diabetes, hypertension, stroke, certain cancers and sleep apnea. Although some people with a high BMI may not have excess body fat (highly trained athletes, for example) most people with a BMI in the obese range will have increased levels of body fat and increased risk for serious health conditions.

Physical Exam with Healthcare Provider

All adults should visit their health care provider even if they are healthy. The purpose of these visits is to screen for diseases, assess risk of future medical problems, encourage a healthy lifestyle, update vaccinations, and to maintain a relationship with a doctor in case of an illness.





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Frequently Asked Questions

What is the *building healthier lives* program? The *building healthier lives* program is Watson Electrical's employee wellness program. Employees have many opportunities to maintain and improve their health through a comprehensive program of activities and educational opportunities. Health and fitness screenings, along with a variety of campaigns and lifestyle change programs will be offered throughout the year. All employees have access to a virtual Wellness Center that has an abundance of health resources, interactive health tools, and lifestyle change programs.



What is the **Wellness Incentive Plan?** Watson Electrical will once again offer employees the opportunity to earn reduced health insurance premium. Employees who complete all 5 steps outlined on page two of this brochure will be eligible to receive reduced health insurance premium.

Who is eligible to participate? All Watson Electrical employees are eligible to participate in the program.

Is my spouse eligible to participate? No. At the current time only employees are eligible to participate in the *building healthier lives* program. However, Watson Electrical anticipates that spouses will be included in the program in the near future.

What if I don't have internet access? Ask your Division Office Manager if there are computers available for your use. Internet access is also available at public libraries.

Will I receive the reduced health insurance premium if I complete an activity after the specified time frame? No. In order to be eligible for the incentive, activities must be completed within the specified time frame.

Do I have to participate in all activities to receive the reduced insurance premium? Yes. Employees must complete all five activities within the specified time frame in order to receive the incentive.

Do I have to participate? No. The program is strictly voluntary and employees are under no obligation to participate.

Why do I need to take the health screenings again? Routine screenings help detect signs of serious potential health risks. Some health risks become more prevalent as you age and it is recommended that you follow your health screening values over time to see if they are changing.

Why do I need to take the online Personal Wellness Profile (health risk appraisal) again? Taking the Personal Wellness Profile annually allows you to keep track of your personal health risks and take actions that may be needed to improve your health.

Will my personal information be protected? Yes. Your personal health information will be protected in accordance with the Health Insurance Portability and Accountability Act. Your personal health information is maintained by a third party and none of your personal information will be shared with Watson Electrical or Blue Cross Blue Shield of North Carolina. In order to maintain your privacy it is recommended that you use a personal or trusted computer to complete your online health assessment. You should also carefully choose where you print your Personal Wellness Profile since it contains your personal health information. Company computers may be available for your use, but you are responsible for the privacy and confidentiality of your personal health information.



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