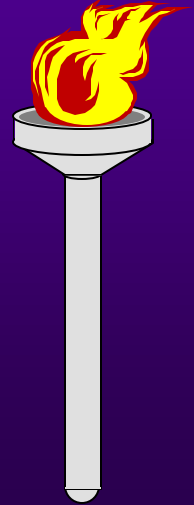
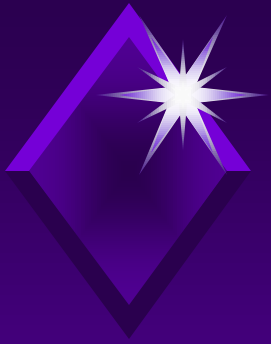




# **Daniel, Russell & Charles Co. Wellness Program**

**Better Health**

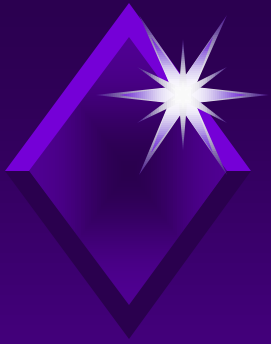




# *DRC Wellness*

- ▼ **DRC is your company for Corporate Wellness.** Corporate Health Education and Wellness Programs are not a “warm and fuzzy” luxury for any company. It just makes sense. We now have the documentation to prove that healthy employees cost less money often than the employees who don’t practice healthy behaviors.
- ▼ **We don’t believe in the “Cookie-Cutter” approach.** We don’t believe in the “cookie-cutter” approach to providing services. Therefore, when you select from our menu of options, you can feel confident that the delivery of services will be customized to meet the goals of the company. This is our commitment to personalized service. Our mission is to be your partner in Wellness; help you create a stronger and healthier work-force; and bottom line, contribute to the success of your business by helping your most valuable assets- your employees- function at their peak performance.





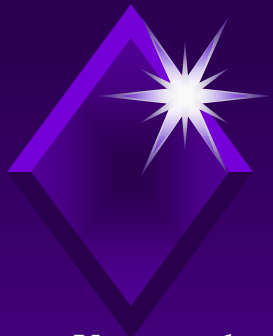
# *Programs that Produce Results*

- ▼ DRC sets standards for health carriers offering a variety of corporate wellness programs. DRC understands the powerful impact on small businesses which choose to implement these programs. After all, our nations employees are our most valuable assets. There is a solution to this thing we call “disease” and “injury”. DRC assists your company’s resources for Corporate Wellness. We offer a comprehensive series of programs which integrate health promotions components such as: Awareness, Motivation, Education, concepts of Success, Behavior Modification, and Healthy and Meaningful Lifestyles.
- ▼ Comprehensive Programming is the name of the game. As individuals, we learn and make positive changes in our lifestyles practices at different paces. Therefore, DRC offers a variety of services that will help each of your employees make changes at a pace that feels comfortable to them with long-lasting results in mind. It’s about taking care of you-our valued employer group! Some of the Wellness Programs that DRC offers to your company are at no charge, while others may require a fee. When offering our programs to your employees, please know that all employees (and their family members) are welcome to participate regardless of what plan they have selected. The following Corporate Wellness Programs are available from DRC.

## Corporate Wellness Programs:

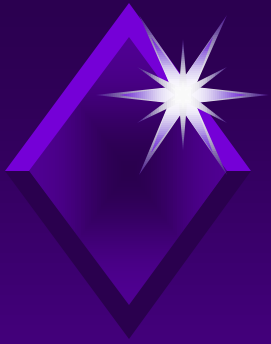
- ▼ Health Screening and Assessments
- ▼ Personal Wellness Coach
- ▼ Lifestyle Education Seminars
- ▼ Training the trainer
- ▼ Health Promotion Literature
- ▼ On-site Exercise Programs
- ▼ Designing an Effective Corporate Wellness Program
- ▼ Health Fair and Special Event Coordination
- ▼ Community Services





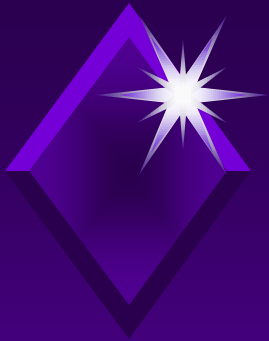
# *Health Screening and Assessments*

- ▼ Your employees first step towards bottom line health improvements are our comprehensive Health Screenings and Assessments. We provide an ideal opportunity for your employees to get direct feedback about their personal health status in a non-diagnostic corporate setting. Each screening has a testing, educational and goal-setting component. Each assessment requires a variety of lifestyle questions to be answered, as well as an educational goal-setting component. Choose from one of the following health screening and assessments.
- ▼ Total Blood Cholesterol/ Total to HDL Blood Cholesterol Ratio/Triglycerides. More than 104,200,000 American adults have blood cholesterol values of 200 mg/dl and higher. Of this number, about 49.4 million adults have levels of 240 md/dl or above. High serum cholesterol is one of the three major risk factors for heart disease and other cardiovascular diseases. It is usually controllable through lifestyle change and/or other medication.
- ▼ There are a variety of packages available when assessing serum levels including: (1) Total Blood Cholesterol (2) Total and HDL Blood Cholesterol (3) Total and HDL Blood Cholesterol, as well as a fasting Triglyceride (lipid panel). Our blood cholesterol and Triglyceride screenings focus the attention on what an individual can do to lower or maintain healthy blood cholesterol and Triglyceride levels. A physician's referral will be issued when required.
- ▼ Resting Heart Rate and Blood Pressure. High blood pressure killed 32,790 Americans in 1990 and contributed to the deaths of thousands more. Over 63 million Americans ages 6 and older have high blood pressure; 46.1% don't know they have it. High blood pressure is termed the "silent killer" because of lack of symptoms, and is easily detected and usually controllable. High blood pressure is just one of the three major risk factors for heart disease and other cardiovascular diseases; the other two major risk factors include high serum cholesterol levels and smoking. Our blood pressure screening focus attention on what individuals can do to lower or maintain a healthy blood pressure. A physician's referral will be issued when required.



# *Our Nation's Employees are Our Most Valuable Assets*

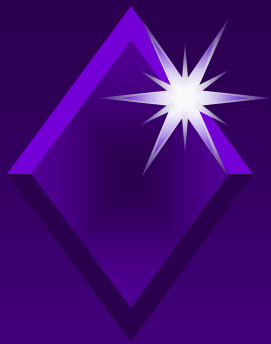
- ▼ **Body Composition-** Obesity is a contributing factor for heart disease and stroke. It is estimated that 47,000,000 American adults are 20% or more over their desirable weight. You can't tell if you are in a healthy percent body fat range by standing on a scale and reading your total body weight. Nor can you accurately assess anything about your percent body fat by what you should weigh based on a height and weight chart.
- ▼ **Aerobic Endurance-** Less active and less fit persons have 30-50 percent greater risk of developing high blood pressure. Coronary heart disease is 1.9 times more likely to develop physically inactive people than in active ones, independent of other risk factors. Only about one in five Americans report physical activity lasting at 30 minutes, five or more times a week. Our aerobic endurance screenings assess each participant's cardiovascular fitness with the educational focus on the strengthening of the cardiovascular system.
- ▼ **Back Fitness-** It is estimated that nine out of every ten Americans have experienced back discomfort in their lifetime. Eight out of every ten Americans have had a chronic back injury. With these kind of statistics, it is imperative that during our back fitness screening, which includes the assessment of eight physical flexibility tests, we discuss the risk factors for back injury, as well as how to prevent them.
- ▼ **Personal Wellness Program-** This health risk appraisal computerized report, ranging from 2 to 14 pages in length, will help your employees to identify their personal risk areas and make recommendations as to how to adopt a healthier lifestyle. Basic health screening tests can be added, as where your company's wellness efforts should be focused. In addition, from this information, we can generate a preventable claims analysis and suggest cost containment strategies.



# ***Fitness Evaluation***

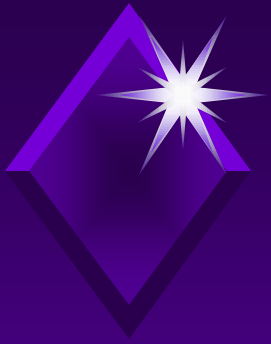
- ▼ **Personal Computerized Fitness Evaluation and Consultation-** Sometimes it just makes sense to sit down with an exercise specialist for one hour and discuss a plan of action for fitness. During this hour appointment, half the time will be spent assessing, by way of a state-of-the-art fitness computer system, each participant's resting heart rate, blood pressure, body composition, flexibility, strength and aerobic endurance. The remainder of the appointment consists of going over report results and planning a fitness program for a year.
- ▼ **Stress Profile-** This one-to-two page computerized report assesses your employees stress indicators, compares them to national averages and then makes recommendations for improving coping skills. A personal consultant is provided for the results interpretation, education and motivation.
- ▼ **Nutrition Profile-** This one-to-two page computerized report assesses your employees eating habits, provides a nutrition rating and makes recommendations based on this information. A personal consultation is provided for result interpretation, education, and motivation.





# *Health Promotion at its Finest*

- ▼ To achieve the maximum payoff in on-term employee productivity, your company needs to offer Health Management Programs that will continue your employee on the road to healthy success. These programs are comprehensive and are intended to meet weekly for one to two hours each time. They will be customized for your corporate environment and include:
  - ▼ Back Power Challenge (4 weeks)- This program begins with an initial assessment of muscle flexibility and joint range of motion. Once assessed, participants will learn proper body mechanics, how to reduce their risk to back injury and concepts related to stress management. Each session will conclude with a series of safe-back exercises.
  - ▼ Stress Management (4 weeks)- We are becoming increasingly aware that distress is the root of many evils when it comes to employee “burn out” and absenteeism. This series is designed to give participants the tools to effectively manage stressful situations, environments, and personal/professional relationships.
  - ▼ Cholesterol Reduction (4 weeks)- Participants will learn how to reduce or maintain a healthy blood cholesterol level. The major focus of this program is on nutrition, exercise, stress management and the mind/body connection.
- ▼ Health Risk Reduction (Ongoing)- Did you know that 20% of your employees will account for approximately 80% of your total health care cost? This program is aimed at employees who have been identified as being at high risk for cardiovascular disease or other specific types of illness or injury. The goal is to educate participants about their particular risk factors and help them set goals for developing an alternative lifestyle plan.
- ▼ Pre-and Post-Natal Care (4 weeks)- Statistics show that good prenatal care reduces the risk of premature births, a serious event which causes health costs to skyrocket! DRC can provide this program for women who are pregnant or are considering pregnancy in the near future. The program makes recommendations regarding regular checkups, proper nutrition and moderate activity. It’s a place to discuss the dramatic physical and emotional changes your body encounters during pregnancy and promotes good feelings during the transition to motherhood. Men are welcome to participate as will.
- ▼ Cancer Prevention (4 weeks- everyone fears the word but understands little about how to reduce the risk of getting cancer. This educational series delves into current prevention techniques for specific preventable cancers. The emphasis is on nutrition, stress management and exercise as they relate to cancer prevention.

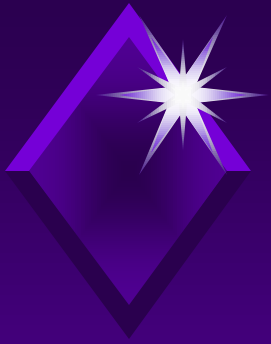


# *Health Promotion at its Finest*

- ▼ Smoking Cessation- Let us help you coordinate a work-site smoking cessation series through a community resource, that will address your employees' readiness to quit smoking and the actions necessary to finally stop!
- ▼ Weight Breakthrough (6 to 12 weeks)- It's time to break the diet cycle and simply teach how to eat healthy for the different ways to enjoy low-fat foods, how to develop a program to successfully exercise regularly and how to have more energy at work and at home. The psychological issues related to the lack of successful weight loss maintenance will also be discussed.
- ▼ Personal Wellness Coach- A trained health education specialist will work with each participant, based on a schedule in accordance with his or her health management. whatever health topic of concern, the Personal Wellness Coach's job is to help each participant set goals and accomplish them in a supportive and encouraging environment.

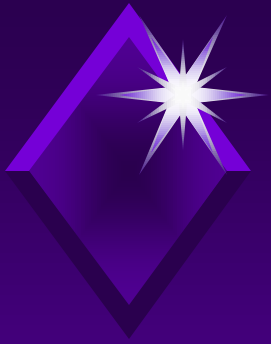






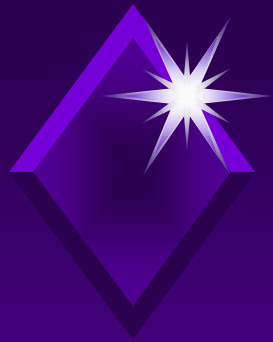
## *Specific Objectives for You*

- ▼ Lifestyle Education Seminars- DRC's Lifestyle Education Seminars are designed to let your employees take action and keep up-to-date on the latest important health issues. Each seminar can be scheduled for an hour during lunch or any time that is convenient for your company. Of course, at the conclusion of each presentation there will be a question and answer segment. In addition, each seminar can be customized to your complete satisfaction. Other topics can be presented, upon request.
- ▼ Training The Trainers- Let us bring our experts out and train selected employees to be effective wellness coaches. These trained employees can then go to your work site and inform all of your work force in the latest health education matters. This will help with your budget, while bringing your employees together as one big team.
- ▼ Health Promotion Literature- Whatever the health topic of concern, DRC has accurate and reliable information available to your employees in a format that is easily understandable. Just call us and let us help you put together a packet of information that will make a difference in the lives of your employees.



# *Keeping Your Employees Fit*

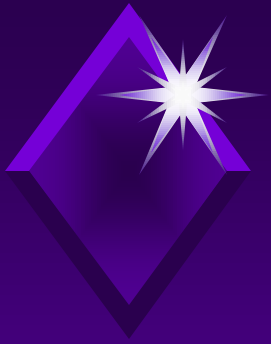
- ▼ On-Site Exercise Programs- DRC maintains a staff of professional fitness instructors who are available to teach classes and administer a variety of exercise programs at your workplace. Your options include:
- ▼ Corporate Fitness Classes- These classes incorporate all of the components of a complete fitness program and could be offered on an ongoing basis one or more times a week for maximum benefits. Our emphasis is on safety and education.
- ▼ Personalized Walking and Bicycling Programs- Walking and/or bicycling programs can be an exciting addition or alternative to fitness class. We can set up specific times for those programs and make sure that they are properly managed.
- ▼ Classes for Special Needs- We can design specialized activity programs for individuals who have been injured, are disabled or are pregnant. This will give everyone in your organization the opportunity to achieve total health fitness.
- ▼ The Fitness Challenge- Let us organize a group in an activity such as aerobics, walking or cycling, and provide them with a motivational challenge to reach predetermined goals. This offers a quantifiable way to monitor the success of the program and its participants, while giving incentives for all employees who participate.
- ▼ Design and Management of Fitness Facility- We can help you design and manage a fitness facility at your workplace. By doing this, your company will be confident that all the requirements of organizing and running a successful corporate fitness facility are present.



# *Keeping Your Employees Fit*

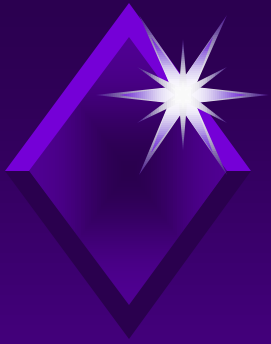
- ▼ Our Exceptional Staff of Specialist- One look at our staff and you'll be ready to take the next step towards optimal health:  
Athletic trainers, Certified Fitness Instructors, Event Directors, Exercise Physiologists, Exercise Specialists, Health Educators, Kinesiologists Massage Therapists, Medical Technologist, Phlebotomist, Physical Therapists, Physicians, Psychotherapists, Registered Dietitians, Registered Nurses and Stress Management Consultants.
- ▼ Designing an Effective Corporate Wellness Program- We have the expertise and knowledge to help your company design an effective wellness program. Let us help you with this task and give you tips that will prove to be successful. You'll be glad you did.





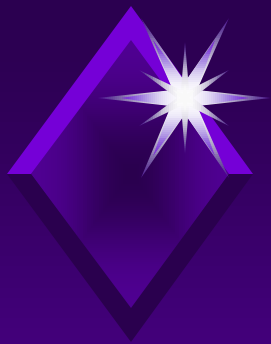
# *Activities for Total Motivation*

- ▼ Health Fairs and Special Events Coordination- Top Quality, Turn Key Health Fairs- Health fairs are an easy and cost effective way to educate your employees about the benefits of maintaining healthy lifestyles. Health carriers have a network of organizations who are willing to participate in the fair, usually at no cost to your company. We will provide your employees with information, complimentary health screenings, free give aways, and the inspiration to make positive lifestyle changes. Your company can be assured that your event will be strategically planned, efficiently executed and well attended. Take advantage of our expertise and consider hosting this unique on-site event. It's a convenient way to enhance employee morale and promote your internal health promotion efforts.
- ▼ Special Events: Recreation, Fitness and Family Events- We believe the company and family that plays together, stays together. With that goal in mind, health carriers can offer your company exciting weekend hikes, recreation days, sports competitions, family fitness, picnics and benefit events. Let us work with you to tailor make an unforgettable day for your employees and their families.
- ▼ Special events are also a way to kick off your corporate wellness program, get families involved to keep participant motivation at its peak. we can present such special events:
  - “The Dynamic Duo”- employees bring a reluctant coworker to a fitness class.
  - “Togetherness”- the entire family exercise together in an fitness class.
  - “The Relative Exchange”- participants and their spouses, parents or in-laws dance-off.
- ▼ Community Services- Health carrier contact with many medical groups that offer own wellness programs. Let us contact you with a wealth of resources.



# *Ideas for your Company*

- ▼ Relaxation and Massage- Participants experience the relief of stress and relaxation benefits of massage through a three to five minute session with a certified massage therapist. Handouts on relaxation techniques and stress management are available to participants.
- ▼ Nutrition Displays- A variety of nutrition displays are available throughout our different regions. this colorful and eye-catching displays are perfect for groups that want to learn more about healthy eating habits. Each address the new food guide pyramid, as well as healthy food choices. Appropriate handouts addressing fat, nutrition guidelines and other nutrition issues are available. Many of these handouts are available in Spanish.
- ▼ Wheel of Wellness- This fun, brightly colored wheel is easy to spot at any event! The wheel is divided into various health-related categories such as cholesterol, nutrition and stress. When participants spin the wheel, they respond to the questions from the category the wheel lands on. Prizes, generally provided by the requester, are given for correct, or creative answers. (Available only in Southern California).
- ▼ Fun with Stuffee- Meet Stuffee! He is a five-foot tall lovable doll with blue hair and a ready smile. With his help, children are taught the fascinating facts about the internal organs that help them breathe, circulate blood, and digest food. Stuffee comes complete with 10 internal organs, made of soft fabric, that are removable for closer inspection. Stuffee is an ideal visitor for schools, and community events involving children.



# *Interactive Learning Stations*

- ▼ Health in Motion's Interactive Learning Stations are among our most popular services. These may be used individually, in conjunction with other Interactive Stations, or in addition to one of our other wellness programs. These stations are ideal for health fairs, and community programs where participants have limited amount of time to stop and interact with each station.
- ▼ The Joys of Juicing!- Using a combination of fresh, frozen and canned fruits, educators will provide tasty juice samples for participants, and give instruction for preparing similar juices at home. A variety of recipes will also be provided to participants, along with suggestions for adding more fruits and vegetables to their diet.
- ▼ Celebration of movement- Participants will celebrate movement using exercise bands to strengthen, tone and increase the flexibility of their muscles. Resistance bands and colorful instructional brochures are made available to participants at the completion of the program. This program is great for all ages, but is especially popular with seniors since it is "low impact" activity.
- ▼ Health Profiles- Participants will be given a computerized comprehensive health risk appraisal based upon their present health lifestyle habits after completing a short questionnaire. In some regions, profiles may be available that specifically address nutrition and stress management. Profiles help to identify problem areas, and suggest methods for improving health risk.
- ▼ Cooking Demonstrations- Participants will observe creative ways to prepare delicious healthy food and have the opportunity to sample the tasty results. Participants will also learn techniques for giving their own recipes a healthy "makeover". Recipes and nutrition handouts are available to participants. (Available only in Southern California).
- ▼ Designated Driver Display- This colorful dashboard display graphically represents how alcohol can impair driving through the use of a "fun house" mirror as a windshield. Visitors to the display will be introduced to the Health Carriers Designated Driver program and will receive a Health Carrier Designated Driver card. Various handouts, including one on alternative party drinks are available to participants.

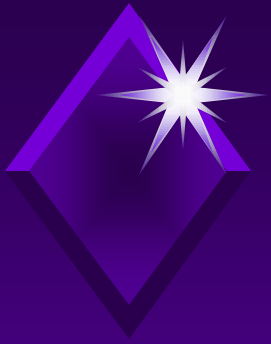


# *Wellness Seminars*

Health in Motion proudly offers a comprehensive menu of wellness seminars. Seminars are presented in a positive, supportive, and fun-filled environment that encourages participation, learning and is conducive to change. Seminars generally last about an hour, and are ideal for “Lunch and Learns” as well as programs within the community. The following list of topics, includes our most frequent request. If you are interested in something specific that is not listed, please ask if it is available.

- ▼ Eating Consciously
- ▼ Understanding Food Labels
- ▼ Nutrition Lifestyle
- ▼ The No-Nag, No-Guilt to smoking Cessation
- ▼ Exercise for the Fun of it!
- ▼ B beyond Band-Aids First for Everyone
- ▼ Enjoying a Healthy Retirement
- ▼ Safety First: At All Edges
- ▼ Back Care
- ▼ Smoothing Joints: Arthritis Relief
- ▼ Take Good Care of your Heart
- ▼ Lowering Cholesterol and Blood Pressure
- ▼ Sweet Sensations: Living Well With Diabetes
- ▼ Women’s Health Issues
- ▼ Earthquake Preparedness

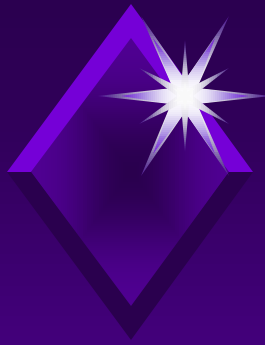




# *Managing to Success*

- ▼ Dietary Intake
- ▼ Awareness of one's well being
- ▼ Routine aerobic and anaerobic workout
- ▼ Routine physicals

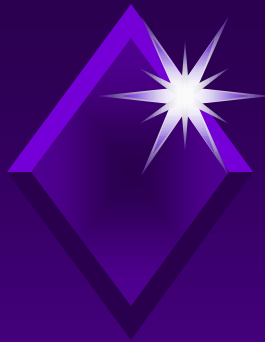




*Taking the proper steps can assure good health in earlier years!*

## Ages 1 to 19

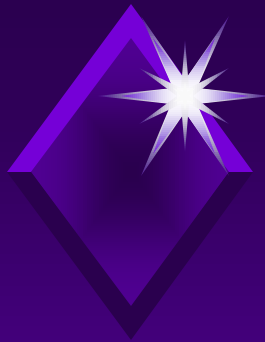
- ▶ Always use approved car seats for infants and children.
- ▶ Immunizations. By the time a child reaches school, he or she should have received all of the recommended vaccines, including Hepatitis B.
- ▶ Teach your children safety habits, such as looking both ways before crossing the street.
- ▶ Gang membership is the leading cause of homicide among teens. Find alternatives.



# *Taking the proper steps can assure good health in earlier years!*

## Ages 20 to 39

- ▼ Infectious disease and accidents are the leading causes of death in this group, and the best protection is living safely.
- ▼ Wear seat belts.
- ▼ Practice safe sex.
- ▼ Don't use intravenous drugs.
- ▼ Don't smoke.
- ▼ Drink in moderation.
- ▼ Exercise regularly.
- ▼ Eat fruit, vegetables and fiber.
- ▼ Wear sunglasses.
- ▼ Testing: blood pressure tests every two years; a cholesterol test at least every five years; a pap smear and breast exam every three years for women.



# *Taking the proper steps can assure good health in earlier years!*

Ages 40 to 64

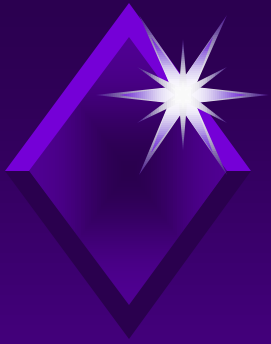
- ▶ Take Vitamin E, 400 milligrams a day.
- ▶ Get adequate calcium in your diet, at least 1300 milligrams a day.
- ▶ Have your cholesterol and blood pressure checked regularly.
- ▶ If you are over 50, one-half to one aspirin a day will help reduce the risk of heart disease.
- ▶ Testing: women over 40 should have a mammogram every other year, and those over 50 should have one yearly. Men over 50 should have routine PSA (Prostate Specific Antigen) tests and digital specific rectal exams at every check up.



# *Taking the proper steps can assure good health in later years!*

## Ages 65 and older

- ▶ Continue good eating and exercise habits.
- ▶ Increase your calcium intake to more than 1500 milligrams a day.
- ▶ Get a flu shot every year.
- ▶ Don't become isolated.
- ▶ Safeguard your home so that you don't slip and fall.
- ▶ Testing: Mammography and cholesterol testing for women over 65 is the subject of controversy. Consult your physician.



## *The Next Step*

- ▼ Have your Human Resources person inform you of your wellness program.

