



S.H.A.P.E.

Scott's Health, Accountability, Prevention & Education program

"Shaping Employee-Owner Lives for a Healthier Tomorrow."

PLAN YEAR 2007

What is S.H.A.P.E.?

In 2000 a Wellness Program was established at Scott Insurance. Why? Because part of our cultural values include investing in our employee-owners, and placing a value of good quality of life both now and in the future.

In 2004, we decided that "Scott's Wellness Program" didn't fully include all that we were trying to accomplish, and most important, didn't fully encompass the ownership that our employees have (and take) in their own health, wellness and quality of life. In October 2004, an on-site wellness program name-branding contest was held. Scott employee-owner Amanda Blackwood-Raleigh Office was the winner of this contest and Scott's Wellness Program became what is now known as S.H.A.P.E.

TODAY, WHY S.H.A.P.E.?

There are three important reasons why Scott continues to invest in this program:

- **The organization's investment in its employee-owners.**
- **Health care costs continue to increase and the health care market continues to change.**
- **If you are going to talk the talk, you better be able to walk the walk.**

WITH S.H.A.P.E, WHAT'S IN IT FOR ME?.....A LOT!

- As an **EMPLOYEE-OWNER**, remember the E.S.O.P.
- As an **INDIVIDUAL**
 - Your personal feeling, functioning and performance
 - Your wallet, for medications, doctors visits, treatments.
 - Your future-Ask yourself what your life will be like in 5-10-20 years? What do you want to be able to do when you retire? Will it be possible if poor health starts to get in the way?
- As a **HUSBAND, WIFE, MOTHER, FATHER, DAUGHTER, SON, FRIEND** -These people **NEED** you in some way, physically, emotionally, financially. Think about what life would be like for **THEM** if they didn't have **YOU** or could no longer rely on **YOU**.

S.H.A.P.E. Mission

To support organizational and Employee-Owner individual self-care, responsibility, accountability and ownership for healthy behaviors, healthy choices and health risk management.

S.H.A.P.E. Vision

Walker Sydnor's comments: The flight attendant says, "In the event that oxygen is required, first secure your own mask before attending to the needs of others." There is a certain irony that in order to help others, you must first attend to yourself. We are in the business of helping clients, but we will not be effective unless our act is together. We value each and every employee-owner at Scott, and we wish all of us a bountiful life. A healthy lifestyle is a must.

S.H.A.P.E. Vision: Fully healthy, vibrant Scott employee-owners engaged in the task of improving the lives of our clients' employees. It is our people and their people that count.

2007 S.H.A.P.E. Opportunities

OPPORTUNITY	OPPORTUNITY DESCRIPTION
Anthem Rewards	This program is offered through our Health Plan Benefits provider Anthem. As an Anthem health plan participant you are able to log on, track your physical activity, accumulate points and receive prizes!
S.H.A.P.E. Consumerism Workshop Series	These workshops are designed and offered to employee owners as a way to help them become more aware of the changes in the health plan marketplace, and offer suggestions and tools to support individual health goals and achievements.
One Care Street™at Care Guide- Employee Owners	One Care Street is an individual and personalized program that is offered to help employees feel and function their best. The program involves the completion of a survey, self-directed on-line health improvement and maintenance tools as well as individualized health coaching/advocacy. This program is offered through a third party called One Care Street at Care Guide.
One Care Street™at Care Guide- Employee Owner Spouses	For 2007, ALL spouses of employee-owners will have the opportunity to participate in One Care Street. There is no cost for this program to the employee's spouse. One Care Street is an individual and personalized program that is offered to help employees feel and function their best. The program involves the completion of a survey, self-directed on-line health improvement and maintenance tools as well as individualized health coaching/advocacy. This program is offered through a third party called One Care Street at Care Guide.
S.H.A.P.E. Incentive Program	The S.H.A.P.E. Incentive Program has been designed to offer tangible rewards for participation in certain programs AND rewards for achievement in certain programs. The specifics of each component of the incentive program are outlined below.

The S.H.A.P.E. Incentive Program

The S.H.A.P.E. Incentive Program has SEVERAL COMPONENTS. Please keep in mind, participation in S.H.A.P.E. is voluntary.

INCENTIVE # 1- Premium Incentive Credit

To receive the \$ 50.00/premium incentive towards employee only coverage the following participation items must be met:

- # 1 **COMPLETION** of On-line Health Survey
- # 2 If selected for **Health Coaching-Completion of ONE HEALTH COACHING CALL OR Not selected for Health Coaching-Completion of HEALTH GOAL PAGE**
- # 3. **COMPLETION** of TWO Self-Care/Consumerism Workshops (offered on-site).

Qualification for this incentive is annual, and occurs during the previous plan year.

INCENTIVE # 2: Trinket Incentive through Scott Strong Goal Achievement

To receive your Achievement Reward, here are the items that must be met:

- # 1 **RETURN of the Goal Achievement Status Sheet** to One Care Street at Care Guide indicating you have achieved your personal health goal. Goal Achievement Status Sheets are mailed to your home each September.
- #2 **RECIEPT** of your **trinket incentive** from Scott Insurance.

Qualification for this incentive is annual, and takes place during the month of September of the current plan year.

INCENTIVE # 3: Anthem Rewards Incentives

For health plan participants (and this includes employee owners with participating dependents).

- #1. **LOG ONTO** Anthem Rewards and record your physical activity
- #2 **REDEEM** your points for cool prizes

Qualification for this incentive is based on health plan participation status, and on-going accumulation of activity throughout the year.

WANT TO KNOW MORE, NEED TO KNOW MORE?

Please visit our HR Connection Website at www.hrconnection.com. Click on the Benefits Tab and then on S.H.A.P.E. for a full description of these programs.

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