

COUNTY OF VENTURA

WELLNESS PROGRAM

Annual Report
2016



Promoting Good Health and Helping Manage Health Care Costs

County Executive Office • Human Resources Division

I. Program Background

Expenditures for health care in the United States have skyrocketed over the past decades, far outpacing increases for workers' wages and inflation. The rates of increase are unsustainable for employers and employees alike. According to the CDC, chronic diseases account for 75% of health care spending. Additionally, experts estimate that lifestyle related factors may cause as much as 75% of all chronic disease. Research studies have documented the effectiveness of workplace wellness programs in reducing lifestyle risk factors and associated costs. Consequently, increasing numbers of U.S. employers offer wellness programs at the workplace.

In 1983, the County of Ventura experienced a 71% increase in medical claims. In response, the Board of Supervisors approved a Labor Management Committee recommendation to establish the County's Wellness Program as part of the solution to help contain escalating health care costs. Since initiated in 1985, the Wellness Program has continued to receive recognition for the success of its cost-effective strategies. Honors received by the County's Wellness Program include the: C. Everett Koop National Health Award, California Fit Business "Gold" Award, Health Action Leadership Award, National Association of Counties (NACo) Achievement Award, Governor's Council on Physical Fitness and Sports Commendation, National Association for Worksite Health Promotion Business and Industry Award and the Exemplary Public Worksite Health Promotion Program Award by the National Association of Public Worksite Health Promotion, in association with the Council of State Governments.

The County's 2011-2016 Strategic Plan workforce focus area included a goal to "Champion and invest in workplace policies, programs and practices that promote the overall health and well-being of all County employees" with the key message "... a healthy workforce contributes to happy and productive employees that are better able to serve the community." In alignment, the Wellness Program launched a new VC-WELL (Ventura County Working Energetically Loving Life) initiative in 2016. VC-WELL included a Get Fit, Eat Well and Live Well Campaign. The VC-WELL initiative was so well received that VC-WELL has become the official name and logo for the County of Ventura's Wellness Program going forward and the emphasis on fitness, nutrition and healthy living is being continued.

II. Program Design/Health Management Strategies

The overall goal of the County's Wellness Program (VC-WELL) is to promote health and well-being of County employees, and help control increases in health care costs. The primary objectives are to:

1. Provide education and resources to help employees identify and reduce health risks before serious health problems occur.
2. Provide special follow-up and assistance to employees identified at highest risk for preventable illnesses and excessive medical costs.
3. When health problems do exist, help employees make lifestyle changes to better manage their condition.

VC-WELL incorporates the following evidence based population health management strategies toward achieving results:

Health Risk Appraisal/Biometric Screening

Research has demonstrated that health risk appraisals (HRA's) which include follow-up are key components for an effective wellness program. VC-WELL's Wellness Profile provides participants with a comprehensive HRA. To make the HRA more meaningful participants can have biometrics included from their physician or the Wellness Profile screening which measures blood pressure, BMI, waist girth, total cholesterol, HDL, LDL, triglycerides and glucose. Wellness Profile participants receive the results of their HRA at a follow-up seminar where they get education and assistance setting health improvement goals. All participants discovered with high-risk conditions receive prompt personal follow-up and referrals as appropriate. All personal information remains completely confidential and is protected in compliance with HIPAA.

Health Coaching

Best-practice research also demonstrates the value of risk reduction coaching for high-risk employees within the context of a comprehensive program. VC-WELL offers Health Track, a health coaching intervention aimed at those employees at highest risk. Wellness Profile participants identified with significant risk factors such as high blood sugar, blood pressure and cholesterol are invited to join Health Track. Participants are assigned a Health Track coach who teaches, assists, guides and supports them with difficult lifestyle changes. Health Track coaches are health professionals such as Registered Dietitians and Certified Diabetes Educators. Prenatal and smoking cessation health coaching is also available.

Health Education Classes and Seminars

VC-WELL provides educational classes and seminars to help employees make lifestyle changes to reduce their health risks and improve their quality of life. Topics especially focus on areas of nutrition, fitness, stress management, healthy living and chronic conditions like diabetes and high blood pressure. Classes are generally scheduled at noontime or by Department request. VC-WELL also offers stress management classes through the County's Training Division and Employee Assistance Programs and collaborates with the Work/Life Programs to offer parenting seminars.

Physical Activity Challenges

In 2016, VC-WELL introduced WELLtrek Challenges. WELLtrek utilizes a web based and mobile accessible platform that allows employees to track their actual steps/physical activities to progress along a virtual journey while participating in friendly individual and interdepartmental competitions. WELLtrek provides a fun way to get and stay fit while adding important technology and social support features to VC-WELL. In 2016 Employees and spouses participated in three 4-Week competitions: "Hike Ventura County", "Walk the Farms" and "Walk the Parks" which also showcased some of Ventura County's treasured resources.

Incentives

Incentives are increasingly being utilized by employers to encourage greater participation in workplace wellness programs. The County's 2011-2016 Strategic Plan workforce focus area included an objective to develop and fund a wellness incentive program. In

accordance, the VC-WELL Rewards incentive program was implemented in 2016. Through VC-WELL Rewards, Regular County employees were able to qualify for a limited number of Fitbit vouchers by meeting three criteria: 1) completing the Wellness Profile HRA, 2) having a biometric screening through their physician or VC-WELL and 3) using the WELLtrek platform.

Healthy Work Environment, Tools, and Awareness Campaigns

VC-WELL also promotes an environment supportive of healthy lifestyles with events like the first ever Taste of Wellness Fair/Farmers' Market and Health and Financial Wellness Fair both offered in 2016. The County's Consumer Supported Agriculture (CSA) Program continues to deliver boxes of local fresh fruits and vegetables to employees every Wednesday at the Government Center. The VC-WELL website provides resources to encourage physical activity including walking maps and shower/locker facilities for County work locations and a local health club discount listing. The website also provides tools for healthier eating like tips for healthier foods at meetings, potlucks and special events. Wellness posters near County vending machines help employees identify healthier snacks and by the elevators remind employees to incorporate physical activity into their workday.

III. Program Participation

Participation in VC-WELL has been strong. In 2016, 1391 participants completed the Wellness Profile HRA. Of those, 981 had a biometric screening (339 through their physician and 642 through VC-WELL). Eighty joined the Health Track high-risk coaching program. VC-WELL classes were attended by approximately 3,815 participants and 320 class sessions were offered for a total of 3,914 training hours. Class training hours are defined as the total number of class hours attended by participants. Almost all of those training hours were attended on the employee's own time, usually during their lunch hour. Employee interest in Wellness classes is actually much greater than reflected in program participation statistics. If calculations included employees who had signed up for classes, but were unable to attend, total class attendance would have been more than twice as high.

Through the VCWELL Rewards incentive program, 759 Fitbit Vouchers were awarded resulting in over a 100% increase in Wellness Profile HRA's and approximately 1,500 utilizing the WELLtrek Challenge platform. Together County employees walked over 374,608,675 million steps (7.5 times around the earth) and burned 32,632,178 calories in the three WELLtrek competitions held in 2016. Approximately 700 attended the first ever Taste of Wellness Fair/Farmers' Market and around 500 attended the Health and Financial Wellness Fair. Over 1,000 CSA fruit and vegetable boxes were distributed in 2016.

Efforts have continued to make the Wellness Program accessible to more employees. County employees can request VC-WELL Programs at their work location using VC-WELL's online request form. In 2016, the Wellness Profile Program and Health Track Program were extended to County employees and their spouses at 13 different work locations and about an equal number of VC-WELL class sessions were held at outlying locations as were offered at the County Government Center.

IV. Risks Identified and Reduced

VC-WELL has been successful in identifying and reducing risk factors associated with today's leading causes of death and disease. Table 1 summarizes the risks identified among

those who joined VC-WELL in 2016. Participants identified with elevated lab values were referred for appropriate medical follow-up. Many of those identified with high risks were previously unaware of their condition.

Table 1

Initial Status of Wellness Profile Participants 2016	
Percentage	Factors
67% (970)	Got less than recommended physical activity
15% (218)	Had elevated cholesterol
3% (38)	Smoked
74% (1067)	Were overweight or obese
40% (575)	Had elevated blood pressure
15% (216)	Had diabetes/prediabetes
51% (733)	Had at least one high stress indicator present
67% (967)	Had a low fruit/vegetable intake

Table 2 displays results reported by Wellness Profile participants one year after entering the program. Wellness Profile participants reported significant lifestyle changes. Those who also joined the Health Track health coaching program reported even greater lifestyle changes. For example, 88% of Health Track participants reported increasing their physical activity and 94% reported increasing their whole grains, fruits and vegetables. In separate surveys, 95% of WELLtrek Challenge participants reported increased physical activity and 100% of Yoga participants reported managing stress more effectively and increased productivity at work.

Table 2

2016 Wellness Profile 12 Month Follow-up Self-Reported Individual Progress Data		
How have you done in the following areas?	Yes	No
1. Have you increased your physical activity?	71% (75)	29% (30)
2. If you were overweight, have you lost weight?	53% (35)	47% (31)
3. Are you drinking less alcohol (including beer and wine)?	39% (20)	61% (31)
4. Have you reduced or quit smoking?	43% (3)	57% (4)
5. Have you reduced your intake of fat?	60% (56)	40% (38)
6. Have you increased your intake of whole grains, fruit and vegetables?	79% (82)	21% (22)
7. Have you reduced your intake of sodium?	56% (53)	44% (41)
8. Are you managing stress more effectively?	71% (66)	29% (27)

V. Savings

In more than three decades of research, the University of Michigan Health Management Research Center (HMRC) has demonstrated the association between health risks and excess health care costs. The research has clearly documented that increased health risks equate to higher health care costs, whereas lower risks equate to lower overall costs. Presence of multiple combinations of risk factors provides a better prediction of future claims experience than any single factor. Based on the risk factor combinations of Wellness Profile participants in 2016 (Table 3), Wellsource, an industry leader in Health Assessment and Prevention Systems, calculates the average preventable health care cost per County Wellness participant at \$5,998 per year. Even if only a 20% risk reduction rate were achieved, the more conservative average preventable cost per Wellness Profile participant would be \$1,200 per year.

These estimates do not even include reduced absenteeism, increased productivity or other areas impacted by lifestyle risk reductions. In 2016, 83% of County Wellness Profile participants reported they have “been more productive at work” and 70% reported that they have “taken off less sick days”. Furthermore, based on the initial risk factor combinations of Wellness Profile participants in 2016, Wellsource calculates the average participant may add seven years to his or her life expectancy by maintaining good health practices.

Table 3

Wellness Profile Participant FY 2016 Initial Risk Factor Combinations	
Number of Risk Factors	Percent of People
0 Risk Factors	23% (310)
1 Risk Factor	28% (392)
2 to 3 Risk Factors	37% (507)
4 to 5 Risk Factors	9.1% (125)
6 or more Risk Factors	3% (46)

VI. Participant Satisfaction

VC-WELL participants complete evaluation forms at the end of most programs. Participants consistently give the highest ratings possible for Wellness programs offered. On the evaluation forms, many participants express their appreciation for the increased awareness, improvements in health status and overall improvement in quality of life. For example:

“Wellness program is one of the most important benefits as a worker at Ventura County. Thanks all of you who worked to improve our health and take care for us.”

See Attachment “A” for a full sampling of participant comments from 2016.

VII. Conclusion

Preventable illness makes up a large portion of the nation's health care costs. Scientific studies have established the ability of worksite health promotion programs to decrease health care costs and increase productivity. The County's health plans will spend millions of dollars this year to treat the illnesses of employees and their families. For only a tiny fraction of what the County will spend on treatment, the Wellness Program provides an important investment in prevention. It is a wise investment to pay the small cost for a cholesterol education program instead of the high fees associated with bypass surgery or stroke recovery; or to provide cancer screening education instead of paying the costs involved with surgery or chemotherapy, or to pay the small price for prenatal education instead of the tragic costs of a low birth weight baby. The results of the County's Wellness Program to date and the individual testimonies received from participants make clear the VC-WELL will benefit the health and well-being of the County and its employees not only this year, but well into the future.

Attachment “A”
2016 Sample Comments

What Participants Say About How the Wellness Program Impacted Them:

“Wellness program is one of the most important benefits as a worker at Ventura County. Thanks all of you who worked to improve our health and take care for us.”

“Inspired me to get moving and increase my daily exercise as well as eat healthier.”

“I came in to work one day barely able to walk due to severe lower back pain. I went to the yoga class the same day and I came back to work with a bounce in my step. Love it!!!!”

“I HAVE LOST WEIGHT AND FEEL BETTER.”

“The program has provided me with the tools and knowledge to reduce my LDL and triglycerides to healthy levels, and raise my HDL.”

“My body is in much less pain and I feel so much better mentally and physically since I’ve been practicing yoga. It has become a necessary way of life. Thank you.”

“I lost close to 40 pounds a few years ago and the weight loss is challenging to maintain. However, having the Wellness Program and all of its activities/seminars here at the Govt. Center, I am constantly reminded to make good choices and live a healthy lifestyle. Thank you so much for offering these fantastic services to County employees!!”

“The Program encouraged me to be more pro-active in living a healthful life.”

“The wellness program has been great it brought my attention to the fact that my blood pressure was elevated I went to my Doctor who put me on an exercise program and medication to lower it.”

“My activity has doubled with the Fitbit.”

“Yoga through the Wellness Program has helped me through chronic pain, through daily work pain and stress and has helped me learn to breathe deeper and to take time for myself to be a happier, more well-rounded person.”

“It has made me aware and re-inforce that I need to make changes in my overall life.”

“...My Health Coach is incredibly patient and encouraging, and I am noticing changes in my thinking, which is the start of changes in action.”

“I love the Fitbit. I am more encouraged to do more physical activity for friendly challenges.”

“I have never had this level of detail information about my personal health. The subtle changes I have made in way of eating etc. has impacted the whole family positively.”

“I am eating more vegetables! Also, the positive results were very encouraging.”

“The wellness program allowed me to view my vitals and stats and see what areas of my diet I need to work on.”

"With the Fitbit, my activity has increased. I now walk faster to get in more steps, or run instead of walk to get to a destination. The online virtual challenges are fun and it's nice to see how my peers are doing and secretly race with them. I'm a runner and softball player and now a Fitbit trekker! Thank you so much!"

"It has made me more aware of my daily activities and because of it I attempt to do more than in the past."

"The results from my blood test have made me more conscious about my health. Even though I have not lost weight, my doctor sees improvement in my blood test results and I feel 100% better about myself."

"I love the wellness program because it makes me conscious of my health and the need to make healthy choices/changes."

"Good resource program to have available for any health questions and programs available to follow-up with. Thank you."

"It provides a snapshot of my health that I compare year to year."

"My primary doctor likes to see my blood test results."

"It has made aware of my health and has provided me with good information to change my bad habits."

"It lets me know where I am in between my yearly physical."

"The wellness program has been extremely important because every year it reminds me of the importance of taking care of my physical health. They provide support to those that want to use the service and encourage a healthy lifestyle for ... employee and family members. I am very appreciative of this program and the overall health benefits they offer. Thank you."

"I have lost weight by exercising and eating better."

"It made me aware of my high blood pressure which I am currently working with my primary doctor."

"I have a much improved knowledge of nutrition and food types, natural vitamin sources, diabetes, etc."

"More active."

"It makes me think twice before I eat donuts."

"The Wellness Program gave me an overall picture of my general health."

"It gave me a starting point and detailed information on how I needed to improve my health."

"The results from the Wellness assessment is greatly appreciated because I can keep track and compare to previous years' results."

"The Fitbit and competitions have really helped me increase my activity because I am competitive."

"It helps me be accountable to myself regarding my health and life."

"I enjoy using my Fitbit to track workouts and heart rate."

"It's a good progress report to compare years past and helped motivate me to work on my health again."

"It simply reminds me to keep eating healthy and exercising."

"This is always a wakeup call each year"

"It gives me a baseline of where I'm at."

"I'm more aware of how I'm taking care of myself."

"I always think about staying healthy - eating right, being physically active, and healthy behaviors. I have built raised bed gardens and am growing my own fresh produce this year."

"It keeps me accountable for my own health."

"The wellness program keeps me on my toes about keeping healthy habits. I appreciate everything your staff does. Thank you."

"Focus on areas I need to improve."

"Makes me more conscientious of my health & my habits. Yoga makes a HUUUGE difference with my back pain & stress."

"It helped me focus."

"I am more aware of my overall health and what to do to maintain it healthier."

"It helped me to formulate a better, more realistic, health plan."

"Simply filling out the questionnaire tends to be enough to open my eyes about my lifestyle and nudges me to make change. I would like to say that I love what this program offers to employees. Thank you!"

"Helped me understand my risks and areas I need to change."

"I've been doing the wellness program since it started. It is a gauge to help me keep my stats consistent over the years. My BMI, weight, etc. has not changed since the beginning! Having this opportunity helps me keep on top of my health."

"It keeps me on track with good health."

"Yoga at Knoll building was a great way to de-stress during midweek."

"It made me more conscious of the choices I make. I found the nutritional information especially helpful."

"Mindfulness before bed, meditation helps me sleep."

"Changed eating habits."

"It's given me great ideas about getting Mindfulness classes here at 2323 Knoll Dr. for my employees and the others in the building."

"The presenter not only gave us good information, but she also lead us through practical exercises that helped me understand how to use mindfulness each day. She was excellent!"

"I'm already doing the Transcendental Meditation for a while. I was so happy that a form of meditation was taught. I learned about how this helps and learned more information. It reminded me to make meditation a part of my daily routine. This helped me with daily stress. :)"

"I am able to apply what I have learned and am able share with others what I think can also help them."

"It made more aware and conscious about eating healthy. This wellness class provides a simple solution in preparing healthy meals."

"Throughout the years, I have added the healthy and nutritious recipes from the Healthy Meals in Minutes class into my weekly rotations, increasing the amount of vegetables and good food in my diet."

"Making the right choice for ingredients in cooking."

"Inspired me to eat healthier."

"Jackie is a great instructor / educator on the topic of healthy eating along with her humor."

"It is helping me to live a healthier lifestyle through diet and exercise."

"Learning how to cook healthy meals helps me control my weight."

"She gave us many ideas for the holidays to lighten the meals without giving up flavor."

"She is an awesome presenter you know her passion and her food is good. Especially love her Quinoa dishes. Love her spices also."

"Helpful hints and ideas that contribute to health meal plans. Thank you!"

"My triglycerides went way down. I've learned a lot of great information about food, cooking techniques and how to be more healthy!"

"I exercise more and eat better."

"Make vegetable dishes more delicious and healthy than before."

"I appreciate the Wellness Program. I have been participating in the Walking Challenges, cooking classes and parenting classes. Keep up the great work! :)"

"The program changed my eating habits, and now my family and I enjoy more salads."

"Healthier recipes and short cuts."

"Great tips and healthy recipes."

"I have learned a lot from the instructor."

"Healthier menu and easy to prepare. Thank you so much!"

"Has given me great recipes/ways to eat healthy."

"Thank you to the ends of the earth."

"I am able to move around so much better."

"Yoga has helped increase flexibility and reduce daily stress."

"The Yoga classes have improved my lower back issues."

"The classes have helped with stress reduction and physical health."

"I have been taking Yoga for the last 8 years and it has help me reduce my stress and improved my quality of life."

"I really enjoyed this class. I felt like it was a great benefit to our office to have some time available where we could relax and remove ourselves from stress."

"It has improved my flexibility. Learning new stretches weekly helps keep me in interested & challenged."

"Have experienced less discomfort and pain while working due to yoga class, which has also improved my attitude. Tend to be more optimistic and friendly. I look forward to yoga days since this is also a pleasant change to my schedule."

"After Yoga my alertness is increased."

"It's made me healthier, happier, and more productive. As a team, we have Yoga to relate to with each other, and can utilize it to stay fit."

"The classes have helped with stress reduction and physical health."

"The variety of stretches & poses, changing from week to week, has been so helpful in relieving the stress of sitting in my cubicle all day... every day! She is an EXCELLENT yoga instructor."

"Everything has improved for me since I have practiced yoga. Thank you."

"It's so great to be able to have a yoga class at lunch here!!!! Love it! Thank you!"

"I am way less stressed when I come out of Yoga."

"I have less stress on the days in which I participate."

"Please definitely keep yoga!! It has been GREAT for my weekly exercise. I really appreciate how it's been scheduled over lunch so we can fit it into our busy lives."

"Absolutely loved the class and the instructor. Hope she returns. :)"

"It was my first time to attend a Zumba class. I really enjoyed it. Thank you again. =)"

"I would like to have this class again. I really enjoyed."

"I am thankful this was offered as it is sacrifice to pay for Zumba/Gym membership (which I don't have). Loved it!"

"The class was great, hope you have it again."

"Instructors energy and personality was very motivating!"

"I loved the Zumba class! This was the first time I had ever taken it and I am almost 61 years old."

"Was so much fun. Hope to have it on the schedule again soon."

"The Zumba instructor is really energetic and she made sure that all participants are having fun... And we surely did! It's such a great exercise and would recommend it to everyone! Thank you!"

"...Great aerobic/cardio "exercise in disguise"- teacher very fun and enthusiastic, too."

"Class was amazing."

"The yoga class offered through the Wellness Program was invigorating and established a sense of refreshment when returning to work."

"I was encouraged to track my activity and pay closer attention to my overall activity each day. Comparing my activity to others encouraged me to increase my activity level."

"It's given me motivation to maintain a healthy lifestyle, eat better and lose weight"

"It helped me track every physical activity workout that I did on a daily basis and it motivated knowing that other activities that were non-hiking activities could be converted and added total number of Steps taken for each of the activities that I did, whether it was from running, stationary bike with spinning or using the elliptical trainer. Everything on the website was very helpful to keep track and motivate me with the physical activities that I did during the WELL Trek "Hike Ventura County" Competition."

"Gave me more energy, which made me a positive person."

"I tried to walk more to add steps for my team. This helped me to step up my activity."

"Motivated me to get moving!"

"I was focused on exceeding the daily goals so I wouldn't let my team down. It forced me to get up and walk more on my work days."

"I can look back on my activity and pushes me to try harder, go a little longer. Even though I did not make a lot of progress on my weight loss, I feel good about myself."

"It helped me to get a little more active which [helped] me by having more energy."

"This was exactly the motivation that I needed to get active again. The tracking of activity made me aware of my activity levels or lack thereof, and has given me the incentive to get more active."

"It motivated me to improve my activity."

"Made me move."

"I enjoyed the activity and the friendly competition."

"Just by being aware I wanted to keep going, knowing where I was wanting to do more or then knowing that I could do more I wanted to keep going it was very addicting!"

"Helped make me more aware of my physical activity."

"I have been getting fit by logging in each day and eating healthier."

"I am pretty active anyway, but this gave me a little more motivation to do more and represent my team."

"Got me off the couch in the evenings, which was my goal!"

"It was fun and now our unit wants to hike more!"

"It made me push myself a bit more to near the 10K steps."

"Gave me a healthy competition, and incentive. I enjoyed getting updates about how far I was, especially once I passed the pacer."

"I enjoyed seeing step counts translated to actual distances and destinations."

"I didn't realize how little I was moving on a daily basis before tracking my steps. My activity level has increased as a result of my awareness."

"It actually motivated me to exercise 5 times a week so I can meet my steps [goal]."

"I woke up every day wondering if that day I will go over my number of steps' goal. I looked forward to walk and exercise every day."

"This competition encouraged me to go out and hike more."

"It made me feel more active."

"Made me more conscious of miles walked, calories burned."

"This jumpstarted my goal to become active. It was really great because everyone in the department was motivating each other!!"

"I liked the element of healthy competition! It motivated me to get out and move."

"It stimulates me to walk or run to meet my daily goal."

"This is such a great motivator. I lost 8 lbs. I surprised myself by really doing more than I would have without the competition. Ready for the next."

"Since my activities were visible it motivated me to do more than I normally would do."

"This was a fun activity for myself and others in the workplace."

"I was motivated to wear my fit bit and really pay attention to meeting my daily step goals."

"I am now hiking at least 3x a week & love it."

"I was mindful of moving more and keeping tabs on my progress throughout the day."

"It motivated me to continue moving more."

"I was determined to walk and record my steps."

"It gave me an additional incentive to walk and count steps as part of goal directed behavior."

"It was fun to see how I compared to some of my friends and coworkers and so was motivating to keep up or stay in the lead."

"The program encouraged me to start walking on my lunch break. :) Thank you for coordinating the program!"

"It provided me a goal that I desired to achieve and entertainment on the way."

"The competition helped keep me motivated, it was great!"

"It did inspire me to take a walk on several occasions."

"Made me more aware of the physical activity that I completed throughout the day, especially now that I wear a Fitbit every day."

"It definitely motivated me to move more. Many nights when I was short steps I would go for a walk or run just to complete my goal for the day."

"I walked more trying to keep up with the rabbit [pacer]."

"I dropped weight and I also had the chance to enjoy the outdoors more.:"

"I was motivated to monitor my Fitbit and increase my steps. My weekend activity increased for additional steps."

"Made me more aware, multiple times daily, of the importance of knowledge of my physical activities and always the need for more."

"Knowing that others were participating helped to serve as a motivator!"

"I love competitions, so this definitely had me step up my game."

"Because of the competition aspect, it motivated me to get out and get "steps" in."

"I needed something to motivate me, it turns out that there's nothing like a good competition to get me moving."

"The program has made me more aware of my physical activity and it's motivated me to get more active. I really enjoy login in and seeing the progress."

"More interest in getting out to walk during breaks and lunch - prodding of each other to be more active to compensate for our sedentary jobs."

"It kept me motivated to walk more when I saw how close others were to me."

“Because of this great challenge and wanting to see what position I would place it greatly made me increase my activity level and along with a diet change I was able to lose 6 lbs. or so.”

“I use to just stay in the office during my breaks but now I make sure to go outside and get my steps in. It made me get up from my desk more often!”

“Made me more aware of my activity level and motivated me to go for another walk on those less active days.”

“I would look at my steps throughout the day and gauge whether I needed to walk more or if I was on track. It was nice to have teams and friendly competitions.”

“It made me realize how little I was walking during my workday. Now I walk on my breaks, park my car further and am hitting over 10,000 steps a day!”

“Nice idea. I liked the competition with other departments. I appreciate this hi tech approach. I have increased my activity as a result- doubled it.”

“I look forward to reaching my fitness goals and I truly feel a Fitbit can help me get there. At my currently salary, I would not be able to afford one for myself even if I save for nearly a year. Therefore, I highly appreciate this program looking out for those of us that would like to live a healthy lifestyle, but just cannot afford it due to our current circumstances.”

“The programs are very motivating. The Fitbit is added incentive to continue the course of healthy living. Thanks for your generosity.”

The Wellness Program actually encouraged me to start eating better and I loved the Fitbit offer! You guys are doing a great job, thank you for offering all of these awesome programs!