

Wellness Benefit

Realizing that wellness plays a role in supporting our organizational culture, Grande partners with Agnesian Healthcare to provide a comprehensive wellness program that reduces health risks, increases productivity, and promotes a healthy work environment.

Grande Health & Wellness Center

The Health and Wellness Center is designed to provide primary and preventative care, disease management, patient education and wellness promotion services to Associates. The essence of the center is a focus on wellness with a centralized management of care through onsite providers. Associates have access to high quality primary healthcare that is very convenient, offers personal one-on-one attention, encourages healthy lifestyles through a dedicated wellness focus and reduces Associates time away from work.

The following information is a list of common conditions that will be treated in the onsite Health & Wellness Center::

- **Primary, Preventative Care and Health Maintenance:** includes immunizations, routine /annual physicals and medication management.
- **Health and Patient Education**
- **Management of Chronic Diseases:** includes acne, anxiety, asthma, depression, diabetes, high blood pressure, high cholesterol, migraines, thyroid disorders and allergies.
- **Diagnosis and Management of Acute Non-Emergent Concerns:** bronchitis, ear aches, fever, pneumonia, rashes, STD's, sinus infections, sore throat, sprains, strains, stomach concerns and urinary tract infections.
- **Lab Services:** includes basic metabolic panel, complete blood count, comprehensive metabolic panel, hemoglobin A1C, lipid panel, mono test, pregnancy test, rapid strep A, pap with human papilloma virus, prostate specific antigen, sexually transmitted disease, thyroid stimulating hormone, urine dipstick and vaginal infection testing.

Also, part of the Health & Wellness Centers are fitness centers. The fitness centers are available to Associates only and are open 24/7 through key card access. Each facility will have a fitness center by 2016. The fitness centers have a variety of equipment including treadmills, ellipticals, free weights, medicine balls, stability balls, resistance bands, yoga mats and other equipment.

Healthy Nutrition Program

Grande's healthy nutrition program allows Associates to enjoy healthy snacks while at work at no cost to them.

Wellness Challenges

Designed to target the needs and interests of Associates and their Spouses or Domestic Partners', Wellness Challenges offer fun incentives to encourage the organization and their families to take strides towards healthy lifestyle choices.

Fitness Reimbursement Program

This program is designed to encourage Associates, their Spouses or Domestic Partners and their families to practice healthy lifestyle habits by offering reimbursement for fitness classes, gym memberships, and Weight Watchers. Associates can be reimbursed for 50% of their membership dues and/or fitness class fees up to a maximum of \$400/year. Reimbursement is contingent on the completion of a Fitness Reimbursement form and the Associate's attendance at the fitness center, fitness classes and/or Weight Watchers meetings.

Health Risk Assessments

Onsite Biometric Screening

- Total Cholesterol
- HDL (High Density Lipoprotein)
- LDL (Low Density Lipoprotein)
- Triglycerides
- Glucose
- Height, Weight, Blood Pressure and Body Fat Measurements

Health Questionnaire

- Online questionnaire through Know & Go website that is used to create your personalized and confidential Health Profile Report

One-on-one Telephonic Coaching available to review results and establish health goals

- All Health Risk Assessment participants will receive a \$390 discount on medical insurance premiums for the following year.