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Key Nutrition Messages to Promote

Balance, moderation and variety

- Emphasize fruits, vegetables and whole grains
 - Choosing low-fat dairy products and lean protein sources
 - Preparing foods with little or no fat
 - Achieving and maintaining a healthy weight

Limiting salt, alcohol and caffeine; staying adequately hydrated

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Sample Educational Topics

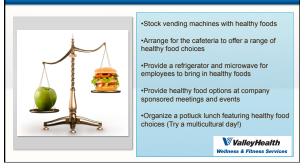
- · The basics
- Weight management
 and body image
- Fad diets
- Fats and cholesterol
- Salt reduction
- Planning balanced meals for the whole family

- Choose MyPlate gov
- · Grocery shopping tips
- Reading food labels Programs for specific
- health conditions (heart disease, diabetes, etc)
- · Eating on the run
- Vegetarian eating
- Aging well

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Environmental Interventions

For Improving Employee Nutritional Health



Healthy Choices for Meetings

Offering healthier food choices at meetings and other company events will encourage employees to choose these foods more often

Foods

- Whole grain breads, bagels, muffins, pitas, tortillas and rolls
- Lower fat cheeses (<20%)
- Lower-fat yogurt (<20%)
- Pretzels, granola bars
- High fiber crackers
- Lower-fat sandwich fillings (tuna, salmon, roast beef, turkey, chicken, ham). Include vegetarian options (cheese, grilled vegetables, hummus)

Beverages Fresh water 100% juice

 Low-fat milk (skim, 1-2%) for drinking or as a creamersubstitute for coffee/tea

Condiments

- Light mayo, butter or margarine, and low fat salad dressings
- Low-fat spreads (hummus, light cream cheese, jam)
 Low-fat dips
- Low-lat ups

Additional Tips for a Healthier Food Environment

- Offer free, healthy snacks and beverages for employees in break rooms
 - i.e. popcorn, nuts, fruit, water, tea
- Label foods with nutrition facts- add specialty labels to healthier options

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· Point of sale marketing

Policy Interventions















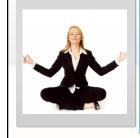


Assess common stressors

- Personally (i.e. people, values conflict, lack control or support)
- Company (workload, expectation ambiguity, environment, communication, lack of educational opportunities)

**Recommendation: Form a workplace wellness committee to brainstorm areas for improvement and possible changes that would impact top workplace stressors

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- •Stress management workshops
- •Skill building opportunities focused on: Causes (Coping) Symptoms (Relaxation)
- Post a list of local and company resources
 health & wellness, hobbies, volunteer
 opportunities, rideshares, employee
 discounts & benefits, etc.

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Sample Educational Topics

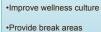


- The basics
- Mindfulness
- Communication skills
- Reframing
- Journaling
- Organization and time management
- Wellness sleep, exercise, nutrition
- Meditation/Mental training
- Yoga/Tai Chi
- Diaphragmatic breathing
- Guided imageryProgressive muscle
 - relaxation
- Music therapy

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nvironmental Interventions or Improving Employee Stress

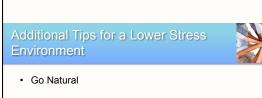




Engage employees in healthy hobbies for work/life balance
Club sports, book club, walking paths, gym

•Check the physical environment

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- Flare!
- Rewards
- Social Connections

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Volkswagen silences work e-mail after hours

By <u>Havley Tsukayama</u>, Published: December 23, 2011 (The Washington Post)

The thrill of getting a work-issued mobile phone is often quickly eclipsed by its constant reminders that you've still — always — got work to do.

But some companies are trying to help its employees keep their home and work lives separate, and this week Volkswagen joined in. The automaker has agreed to stop sending employee - emails to its BlackBerry servers outside of some Comma worker's ability, with a Dominute buffer on either she the BB <u>compared</u> Friday. Employees can still make calls on their devices (and the rules aren't in place for senior management), but now have a repriver from off-hours begre and buzzes.

The report notes other companies that have done the same, including the maker of Persil washing powder, which has declared an e-mail "annesty" for its workers between Christmas and New Year's. The Washington Post's <u>Jena McGregor</u> recently wrote that the French company Atos has banned internal e-mail altogether.

In 2008, the Pew Internet and American Life Project found that employees with company phones often worked more than 50 hours a week, with 62 percent saying that having the gadgets triggered demands that they work more hours; 38 percent said that the demands increased "a lot." And cellphone use has only increased since then.

The average American works about 8.6 hours a day, according to <u>figures</u> from the Bureau of Labor Statistics, and time-use analysis shows that about one-10 th of Americans are working outside normal work hours. Around 17 percent of employed Americans are working between 5 and 6 a.m., for campic, and 12 percent are working between 10 and 11 p.m. While the labor data don't mention the impact that work-issued devices have on this extra work firm, those percentages outside of normal work hours have been stadily rising in recent years.

A complete han on work e-mails may not be the solution for everyone, the report said. For example, work emails may wind up being rerouted to personal e-mail addresses, blurring the line between work and personal lives even further. But the policies do stand as evidence that businesses are starting to recognize the impact of an always-connected job.

"The issue of employees using BlackBerrys, computers and other devices out of working time is a growing one

Additional Program Ideas

For the Promotion of Stress Management

Prepackaged incentive campaign
Team building
"Lunch & Learns"
Have social support groups, EAP, clubs
Develop a space/time to quiet the mind
Est. a wellness resource center or "go-to" person
Make a wellness bulletin board to update



