

Corporate Wellness



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The Employee Health Problem

Chronic Disease

As the life expectancy of Canadians increase, they become more likely to experience chronic diseases with age. The aging population is making chronic disease more prevalent, and is a direct contributor to workforce absenteeism, productivity losses, and escalating economic costs.

Did you know?

- Chronic disease rates are increasing 14% per year in Canada¹
- 3 out of 5 Canadians over age 20 are living with a chronic disease¹
- Treatment of chronic disease costs the Canadian economy \$122 billion annually in lost productivity¹

Absenteeism

With an average rate of absenteeism at 9.3 days per full-time employee², absenteeism is a major contributor to lost productivity and revenue for Canadian organizations. It is estimated that the direct cost of absenteeism is 2.4% of gross payroll, costing the Canadian economy \$16.6 billion in 2012². With only 46% of Canadian organizations tracking absenteeism², there is an opportunity to become proactive in identifying the causes of absenteeism, and find solutions to reduce absenteeism rates.

¹ Against the Growing Burden of Disease - Public Health Agency of Canada (<http://www.ccggh-csih.ca/assets/Elmslie.pdf>)

² Missing in Action: Absenteeism Trends in Canadian Organizations (<http://www.morneaushepell.com/ca-en/insights/missing-action-absenteeism-trends-canadian-organizations>)



The Employee Health Problem

Employee Benefits

New specialty and biological drugs are having a major impact on benefit plan costs for Canadian organizations, who already face some of the highest costs for prescription drugs. As the population ages and more employees demand workplace benefits, the plan utilization will increase along with their costs to the employer. According to Aon Hewitt's Medical Trend Rates report, cardiovascular, cancer and respiratory conditions are the most prevalent health conditions driving health care claims around the world.³

"Many of the factors driving the upward momentum for higher medical costs are ones that individuals can change when the appropriate support and programs are available. Employers can play a key role by motivating individuals and their families to take a more active role in managing their health, including participating in health and wellness activities and better managing chronic conditions that frequently drive higher costs for treatments."

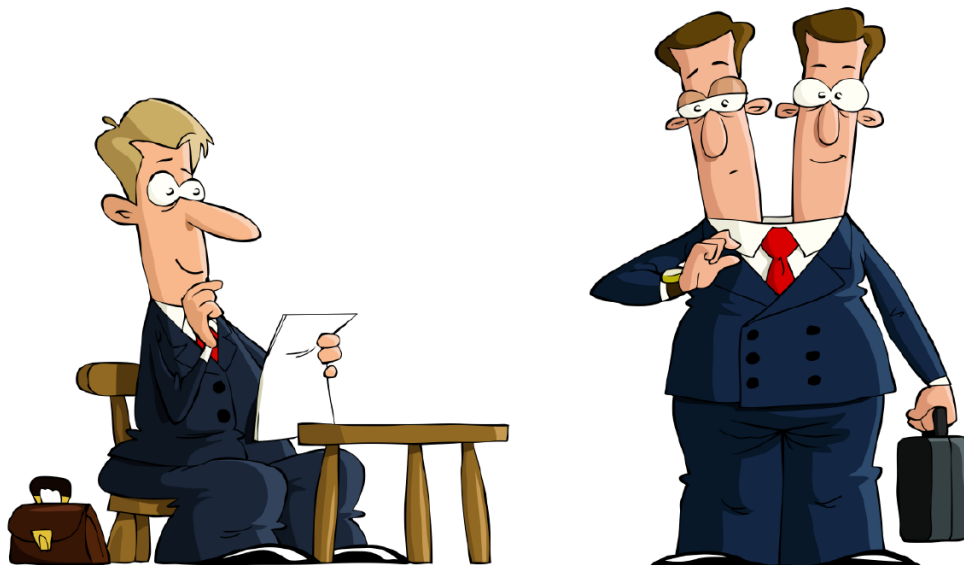
- Tim Nimmer, Chief Health Care Actuary at Aon Hewitt

Did you know?

- The average cost of providing benefits is 10% of gross payroll (\$7,000 per full-time employee)³
- In 2016, employee health plans increased by 8%, on average⁴

³ Conference Board of Canada Benefits (http://www.conferenceboard.ca/topics/humanresource/commentaries/12-11-02/employee_benefits%E2%80%94the_dragon_will_soon_awake.aspx)

⁴ Global Medical Costs Expected to Increase in 2017 Despite Lower Rates of Inflation (http://www.aon.com/canada/attachments/human-capital-consulting/AH_Medical%20Trend%20Rates_2017_Canada.pdf)



"Finally, a way to save money on our benefits program...
You guys are perfect!"

How Can We Help?

The Employee HRA is a brief 10 minute online questionnaire completed by your workforce. A customized report is provided by CTG after the assessment.

**This service is done on a complementary basis*

A variety of Biometric Screening packages are available based on the results from the Health Risk Assessment / Needs Analysis.

**Factual testing with objective data results*

1:1 Wellness Coaching or Group Wellness Workshops can be chosen to complement the Biometric Screenings as part of your employee wellness program.

Health Risk Assessment / Needs Analysis

Employee Health Risk Assessment (HRA)



Report Provided by Closing The Gap



Biometric Screening + Report



1:1 Wellness Coaching

+/-

Group Wellness Workshops

Health Risk Assessment / Needs Analysis

Prior to offering biometric screening, individual coaching, or educational seminars to your employees, you may want to consider conducting an Employee Health Risk Assessment. This is a process that can help determine the wellness/health needs of your organization and inform decision-making on how best to meet the needs of management or employees and improve overall employee health.

Employee Health Risk Assessment (HRA)

Employee Health Risk Assessment surveys are anonymous, electronic, sent via email and provide you with self-reported employee information on risk factors, behaviors, and diagnoses. This information is provided in an aggregate report format, creating a profile of your workforce and the risks for adverse health outcomes. Although there may be subjective bias with self-reporting, the information can be used to offer recommendations on the best course of action to improve health outcomes and reduce risk among your workforce.

Biometric Screening

A comprehensive screening using multiple tests to assess different health indicators. The screening is intended to help an individual assess their risk of common health concerns, such as diabetes, hypertension, high cholesterol, and cardiovascular disease.

Depending on the package chosen, your Biometric Screening will include some or all of the following:

- ✓ Blood Pressure
- ✓ Waist Circumference
- ✓ Cholesterol
- ✓ Nurse Consultations
- ✓ Body Mass Index (BMI)
- ✓ A1C
- ✓ AngioDefender™ Heart Health Testing

**The complete screening will take between 15 to 75 minutes, depending on the package chosen.*



Group Wellness Workshops

The “Live Well, Be Well” group wellness workshop series focuses on promoting a healthy lifestyle to your employees. These interactive and engaging workshops will equip employees with the information, tips, strategies and skills needed to change behaviours and make healthy choices in the areas of nutrition, sleep, exercise, and stress management. Our group wellness workshops use universal learning principles, case studies, and best practices to deliver practical information, tools, and resources that will support employees’ health.

Employers may choose to deliver the full “Live Well, Be Well” workshop series or select specific topics individually. Each workshop is offered as a 1-hour session. Workshop customization is also available.

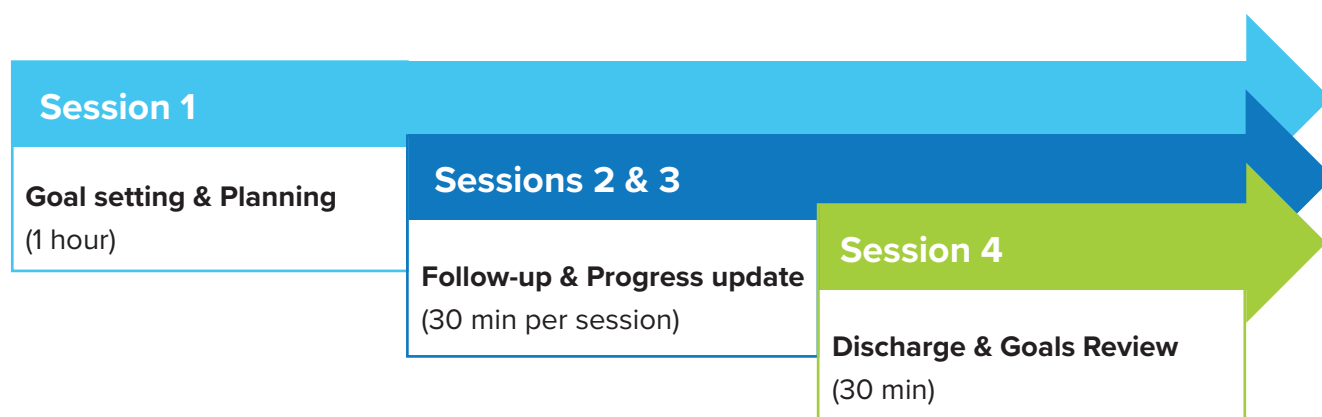
Workshop topics include:

- Exercise & Weight Management
- Meal Planning & Healthy Eating
- Mindfulness
- Stress Management
- Shopping Healthy
- Smoking Cessation

1:1 Wellness Coaching

It’s time to start investing in your employees. Help your employees reach their wellness goals with individualized health coaching. One-to-one sessions with a health coach focuses on identifying health goals and turning them into action. With the guidance of a health coach, your employees will begin to understand their current health habits, identify ways to reach their own wellness goals, and develop an action plan with practical strategies to move them in the right direction. Their personal health coach will keep them accountable and support them however needed to achieve their goals. This is about putting your employees first and making their health a priority!

Appointments are scheduled according to employee availability/preference. Additional appointments may be arranged at an extra cost.



Additional Services Offered

Ergonomic Assessments

We provide onsite ergonomic assessments and recommendations carried out by healthcare professionals, to help identify ergonomic risk factors in the workplace. These ergonomic assessments promote a healthy workplace environment and focus on preventative methods to prevent injury and reduce employee absenteeism.



Flu Vaccine Clinics

When someone in your workplace contracts the flu, it typically takes them one to seven days to partially recover and come back to work. Our Workplace Flu Clinic Program helps reduce flu-related employee absenteeism and lost productivity with a convenient and affordable solution to maintain a healthy workplace throughout the flu season.

Participating employees receive:

- Vaccination from a licensed Nurse
- Information regarding the benefits/risks of the vaccination
- Questionnaire, consent form, immunization record card
- Educational information regarding influenza signs and symptoms and how to stay healthy during the flu season



Clinical Services

Our team of 1,500+ healthcare professionals offer high-quality, dependable service for clients of all ages and cultural backgrounds. We offer a personalized approach to professional care, at home, in the community, and in the workplace. Our range of services include:

- Personal Care
- Nursing
- Occupational Therapy
- Social Work
- Speech Language Pathology
- Home Support
- Physiotherapy
- Massage Therapy
- Dieticians



Exclusive Technologies

We are proud to offer two exclusive technologies – AngioDefender™ and Cloud DX– to help your organization get the most from its wellness program.

AngioDefender™: Assess the presence of early-stage cardiovascular disease (CVD) and coach individuals on how to improve their overall vascular health. The test is non-invasive and takes only 20 minutes to complete. The results are then inputted into the Vascular Age Calculator (VAC) along with some additional information, to obtain an in-depth understanding regarding the health of your cardiovascular system, and advise on ways to improve it.

- ✓ Portable
- ✓ Quick
- ✓ Instant Results
- ✓ Non-Invasive
- ✓ Accurate
- ✓ User Friendly



Cloud DX: Cloud Diagnostics (DX) is a digital health platform that connects to a cloud-based software to analyze and send information in real-time to patients, caregivers, and care providers via computers and mobile devices. It enables a seamless connection between a patient and those involved in their circle of care as they are monitored remotely through the secure, encrypted Clinician Dashboard. The user-friendly interface is intuitive and easy to use, and all devices come pre-connected to the Android Tablet (included). Cloud DX is optimized and designed for:

- Chronic Care Management
- Diabetes
- Respiratory
- Cardiovascular
- Maternal hypertension



About CTG

Company Profile and Experience

Closing the Gap Healthcare (CTG) is a Canadian-owned, award-winning and fully accredited organization. Founded in 1991, CTG has been successfully implementing Corporate Wellness programs for Canadian organizations for over 20 years.

By utilizing our wide range of healthcare providers and our exclusive technologies, CTG has successfully enhanced the lives of thousands of employees across Canada.

In 2015, CTG was awarded the Award of Excellence for the Large Business of the year by the Mississauga Board of Trade.

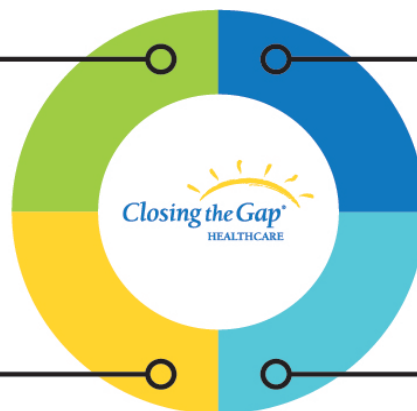
Values

Integrity:

We are honest, professional, and have strong moral principles; we respect the trust placed in us.

Innovation:

We introduce new methods, products, or ideas. We look at things differently and strive to find a better way.



Teamwork:

We cooperate and coordinate our efforts in the interests of fulfilling our Vision & Mission.

Quality:

We adhere to the principles of our Quality Charter in providing healthcare services of an exceptionally high quality.

Services

In addition to Corporate Workplace Wellness programs, CTG has 11 clinics and 13 home care offices throughout Ontario and Nova Scotia, providing a wide range of services, including:

- Personal Support
- Home Support
- Nursing
- Physiotherapy
- Occupational Therapy
- Speech Language Pathology
- Social Work
- Massage Therapy
- Dietetics

[Learn More](#)

Still not sure if our services are right for you?

Contact Us Today

Email: CorporateWellness@closingthegap.ca

Phone: 905-306-0202

Toll Free: 1-877-560-0202

...for a **free no obligation consultation**, and learn how our corporate wellness programs can benefit you!





Closing the Gap[®]
HEALTHCARE

Enriching lives. Changing tomorrow.

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