

Sun Life Wellness Institute presents:

Canadian Return on Investment Study

in alliance with Richard Ivey School of Business



About the study

Experience improved employee health, increased engagement and morale at your organization, while participating in this ground-breaking Canadian study.

In May 2011, Sun Life launched the Sun Life Wellness Institute as part of our mandate to increase the evidence and insight in the important area of workplace wellness. Recognizing the growing demand for research supporting the return on investment for worksite wellness in Canada, the Sun Life Wellness Institute has launched a strategic alliance and research initiative with the Richard Ivey School of Business.

This multi-year study will be delivered in two phases: Phase I, consisting of a comprehensive literature review of published evidence in workplace wellness programming; and Phase II, consisting of a two-year, in-field study of a comprehensive wellness strategy at 12 Canadian organizations.

Sun Life is pleased to offer eligible organizations an opportunity to participate in this important research. This unique offering presents organizations that have been considering the benefits of implementing a worksite wellness strategy or are seeking to deliver a best-in-class wellness program, the opportunity to participate in an industry-leading initiative, developed by a team of experts in the wellness field, with data collection and analysis supported by professionals in the research field.

Benefits of participation

- Be part of a ground-breaking study focused on establishing key benchmarks on the return on investment of workplace wellness programs.
- Provide your employees with the opportunity to participate in a first-in-class wellness program and improve their health.
- Receive expert administration and ongoing support of your program from a skilled team of wellness professionals.
- Receive a preferred study rate, for an exclusive complement of wellness programs designed specifically for the research project.
- Receive customized reporting on the wellness programs and a return on investment calculation upon completion of the study.
- Have the opportunity for your organization to be profiled as a participant of this leading-edge study, supporting the Canadian business case for workplace health and wellness.

To learn more about the study and how your organization can participate, contact Erin Dick, Manager Strategic Projects, Health and Wellness at erin.dick@sunlife.com or by phone at (416) 408-8933.

Q & A

What are the criteria for participating in the study?

Based on the research design, participating organizations must meet the following criteria:

- You are required to have offices in a minimum of two locations.
- You must have health and disability benefits offered through Sun Life Financial including drug, extended health, and long-term disability.
- You have implemented a minimum amount of wellness programming to date.

What are the parameters of the study?

- Agreement to the overall program plan and coordinated delivery of the Healthy**RETURNS** wellness program complement, delivered over two consecutive years within your organization.
- Participation in agreement with research parameters that will include some of your work locations designated as control (NOT receive a wellness program) and treatment groups (will receive a wellness program).
- Allow access to, and collection of specific non-identifying data elements (subject to individual participant consent):
 - On an individual level, the study tracking will include:
 - Wellness survey results
 - Cardiovascular screening clinic measures
 - Health claims data – including drug, extended health, short-term and long-term disability
 - Program participation
 - On an aggregate level, the study will track employee turnover.

What wellness programs are included as part of the study?

Designed to meet the diverse needs of employees, the study will be based on a best-in-class wellness program plan that consists of proven initiatives, offered in a strategic manner. Each program has been created to educate and empower employees to take steps to improve their health. The following core programs are included:

- Web portal
- Online survey
- Screening clinic
- Health coaching
- Education sessions
- Health challenges
- Online lifestyle modification program
- Organizational metric card

What resources are required from participating organizations?

The Healthy**RETURNS** wellness suite is a full-service solution, minimizing the need for internal resources from participating organizations. Our turnkey approach includes program planning and registration, communication and marketing of wellness programs, all necessary equipment, program evaluation and employee incentives.

Participating organizations simply need to provide a point person responsible for decision making as well as administrative liaison support.

What are the fees for participating?

Fees reflect a preferred study rate and are standardized and tiered to the size of your organization. For more information, please contact Erin Dick, Manager Strategic Projects, Health and Wellness at erin.dick@sunlife.com or by phone at (416) 408-8933.

Life's brighter under the sun

Group Benefits are offered by Sun Life Assurance Company of Canada, a member of the Sun Life Financial group of companies.
GRP1749-E 04-12 sc-rr



Healthy**RETURNS**®