

SYMBOL'S HEALTH MANAGEMENT PROGRAM

- **At Enrollment Meetings:** The entire Health Management Program is explained to all employees and/or spouses if they are participating. This includes the purpose of the program, the goals of the program, the benefits of the program, the entire process of the program, and what to expect upon participation in the program. Each employee/spouse is encouraged to ask any questions regarding the program. Everyone is given an opportunity to sign up for a time to complete his/her biometric health screening on the planned date(s).
- **At Biometric Screenings:**
 - Arrive at appointed time.
 - Complete a brief registration on an iPad.
 - Get finger pricked for lipid panel and glucose reading.
 - Complete remaining biometric measurements.
 - Wait 5 minutes for results to print.
 - Have a one-on-one briefing on results from biometric screening. Participants are placed in a Risk Stratification Category based upon his/her results. The risk categories and their factors are explained at the Enrollment Meetings.
 - Set up first, individual appointment with Symbol Health Coach.
- **At Health Coaching Appointments:** The participant will meet with the Symbol Health Coach in the Symbol Care Clinic at his/her designated time. Blood pressure and weight is recorded at every health coaching session. In the first session, the coach and participant will identify and discuss all risk factors that are potential factors. The behavioral coaching process will begin. The next appointment is set at the end of the session.
- **At Monthly Lunch-N-Learns:** Participants will learn about a chosen health topic that is suited for the population. The Symbol Health Coach will present this topic in a classroom style setting. This is voluntary and does not count towards participant's health coaching requirements. Some are incentivized with door prizes, but not all.
- **Quarterly Competitions:** This is a fun way to get all employees engaged and focused on doing something positive for his/her health. Again, it is voluntary and the Symbol Health Coach is responsible for all aspects of the competitions.