

PATH Programs & Services



PATH Services Playbook

A better **PATH** to employee health.

About **PATH**:

In 2013, two experts in health and wellness, Baptist Health and the First Coast YMCA, saw an opportunity to positively impact the health and wellness of Northeast Florida. They created **PATH**- Personalized Approach to Health, to bring world class medical care and wellness programs to local employers.

Overview

As healthcare costs continue to rise, employers are seeking new solutions to reduce cost, improve employee health and make the delivery of healthcare convenient for their employees.

PATH's mission is simple – to help employees feel their happiest and healthiest at work, resulting in employer cost savings and increased productivity.

PATH makes the healthy choice the easy choice by bringing health screenings, research-based programs and clinical services on-site to the employer's workplace.

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PATH Full Wellness Solution



STEP 1: Online Health Survey

Employees will answer a questionnaire to learn more about their lifestyle habits and how they impact overall health. At the end, they'll schedule their biometric screening appointment through our secure portal. All program communication and marketing can be taken care of by your designated Program Coordinator.



STEP 2: Biometric Screening

Our team will come on-site to offer a full biometric screening panel measuring body composition, blood pressure, glucose and cholesterol. At the screening, employees will have a brief coaching session—identifying their most important health goals. Quest laboratory and physician form alternatives are available.



STEP 3: Data Analytics

Your employees' health data is automatically sent to our HIPAA-compliant analytics platform. Our Medical Director and team will analyze the data and develop program recommendations based on your greatest health risks, employee interest, organizational goals, highest healthcare spend, and claims data (if available).



STEP 4: Program Design

Our core wellness solution includes the following programs:

- 6 Week Health Coaching Program – A Certified Health Coach will come on-site to provide support and resources to help employees discover manageable lifestyle solutions that create lasting improvement in health and well-being.
- “PATH Presents” – Physicians and certified health professionals will educate employees on relevant health & wellness topics through interactive workshops. Topics are based on employer request, employee interest and health risks.
- Wellness Challenges – Fun, interactive challenges designed to help employees eat healthier, be more physically active, maintain a healthy weight, reduce stress, improve sleep, prevent chronic illness and manage current health conditions.



STEP 5: Evaluation

Our team provides quarterly and annual reports (depending on your selected initiatives) to keep you informed of participation, employee feedback and outcomes achieved from our programs.

PATH A la Carte Programs

Contact us for a full list of a la carte offerings and on-site clinical services.



Lifestyle Weight Loss Program

Participants will take a holistic approach to weight loss as they learn tools and techniques for healthy, sustainable weight management in this 6 or 12 month program. Initial and final weigh-ins are included.



Diabetes Prevention Program

PATH's year-long program has received full recognition by the CDC as an evidence-based program that meets their standards for ensuring long-term outcomes, boasting a 9% average weight loss sustained over 1 year.



Health Coaching

A Certified Health Coach works one-on-one with your employees to help employees discover manageable lifestyle solutions that create lasting health improvement. On-site, telephonic and video coaching are available.



Nutrition Consultation and Meal Planning

Our Registered Dietitians will provide a nutrition plan tailored to each employee's unique goals and dietary needs. The custom meal plan will be housed on an interactive platform that the coach and employee can each view and adjust as needed. Ongoing support is included in the monthly rate.



Wellness Challenges

Fun, interactive challenges designed to help employees eat healthier, be more physically active, maintain a healthy weight, reduce stress, improve sleep and prevent chronic illness.



Hearing & Vision Screenings

Hearing and vision specialists will come on-site to perform screenings for employees



Blood Pressure Checkpoint Program

Participants learn how to effectively monitor and manage their blood pressure through weekly measurements and lifestyle coaching focused on nutrition, physical activity, stress management and sleep.



"Encompass Well-being" Program

This program focuses on holistic health & well-being and will help participants with stress management, fulfillment, purpose and will provide a blueprint for reaching their personal goals. This class is led by a behavioral modification specialist.



Ergonomic Program

This program takes a holistic approach to joint and musculoskeletal health. Participants will experience a mix of 1-1 instruction and group interaction to learn tangible lifestyle changes to support their health.



Wellness Presentations

Physicians and certified health professionals educate employees on relevant health & wellness topics through interactive workshops.

Mental Health Resources

24 Hour Crisis Line

Baptist Health has a free, 24-hour crisis line that connects callers with the local care they may need. Call 904.202.7900 for assistance with crisis or to find hospitalization options for mental health needs.

Support Groups – Emotional Health

Our trained team of licensed professionals will guide employees through managing their stress, balancing work and life demands, combating anxiety and more. Support group topics include, but are not limited to:

- Anxiety Management
- Mindfulness
- Self-Compassion
- Resilience
- Burnout

COVID-19 Support Groups

Special support groups tailored to navigating emotional health needs related to COVID-19 are available for employees:

- COVID-19 Resiliency
- Parenting during COVID-19
- Anxiety Management during COVID-19

Individual Support

Employees can work one-on-one with a licensed professional to navigate their emotional health needs. Common topics of discussion include burnout, anxiety, depression, stress management, relationship matters, parenting and more.



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Annual Physicals – Employee

Employees receive a full physical (may be used as fit-for-duty) and one-on-one consultation with a clinician. Additional tests may be ordered based on the individual's age, gender, medical history, job requirements, etc.



Medical Exam

- Physical Exam
- Vital Signs
- Vision Screening
- Hearing Screening
- Consultation with review of results
- Personal health coaching session with Registered Nurse



Laboratory Analysis

- Complete Blood Count
- Comprehensive Metabolic Panel
- Total Lipid Panel
- Thyroid Panel
- Diabetes Test
- Urinalysis
- HIV & Hepatitis B per employee request
- Men: PSA Prostate Cancer Test*



Medical Testing

- Cardiac Calcium CT
- Resting EKG*
- Stress EKG*
- Chest X-ray*
- Spirometry



Fitness Analysis

- EKG*
- Metabolic Analysis
- Strength, Endurance and Flexibility Tests
- Diet and Nutrition Consultation
- Personal Exercise Recommendation



**Testing is provided on an individual basis when indicated and recommended by the PATH Medical Director.*

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PATH to Peak Performance

Empowering Leaders, Managers and Team Members with a strengths-based approach to success. Research shows that individuals who know their strengths are 6 times more likely to be engaged at work and 10% more productive in their role.

Individual Strengths Assessment and Coaching Session –

- Online Strengths Finders Assessment
- Strengths Insight & Signature Themes Report
- 30-40 minute Individual Coaching Session- Participants will learn about their Top 5 Strengths and how to maximize their unique talents for optimal success
- Assessment may be offered to leaders, managers and/or team members

Managing for Performance Coaching Session –

Managers will learn how their Top 5 Strengths Profile impacts their leadership, management and motivational style. They will discover new ways to coach their team members utilizing a strengths-based approach. Individual coaching sessions are typically 45-60 minutes in length.

Managing Effective Teams Coaching Session –

Managers will learn how to effectively manage to their team members' talents and optimize their unique abilities into strengths. They will learn how to encourage optimal performance and promote a positive, collaborative environment. Individual coaching sessions are typically 60-90 minutes in length. (This offering is most effective when the manager's team members take the Strengths Finders assessment.)

Team Workshop – Optimizing Our Strengths –

Teams will learn how to maximize their strengths, identify areas of improvement and appreciate the strengths of fellow team members. Participants will discover how each person's individual strengths complement each other's and contribute to top team performance. Group workshops are typically 90-120 minutes in length. Individual coaching sessions may be added.

Team Workshop – Effective Communication –

Teams will learn how to appreciate differences in others' strengths and communication styles. Participants will learn how to maximize these differences to achieve organizational objectives. Group workshops are typically 90-120 minutes in length. Individual coaching sessions may be added.

Team Workshop – Working Together for Success –

Designed for project-based teams, participants will begin with an organizational goal, project or objective and work together to determine how their individual and collective strengths may be used to reach the overall goal. Group workshops are typically 90-120 minutes in length. Individual coaching sessions may be added.

Executive Physicals – List of Services



Medical Exam

- Comprehensive Medical History Review
- Vaccination Review/ Assessment of International Travel
- Physical Exam
- Vital Signs
- Skin Exam
- Vision Screening
- Hearing Screening
- Consultation with review of results
- Personal health coaching session with Registered Nurse



Medical Testing

- Cardiac Calcium CT
- Chest CT*
- Resting EKG
- Stress EKG
- Chest X-ray
- Spirometry
- Pulmonary Function Tests*



Fitness Testing

- Metabolic Analysis
- Body Fat Analysis
- Strength and Flexibility Testing



Consultation

- Physician Consultation
- Diet and Nutrition Consultation
- Personal Exercise Recommendation
- One year access to Personal Health Coach



Laboratory Analysis

- Complete Blood Count
- Comprehensive Metabolic Panel
- Lipid Panel
- Thyroid Panel
- Diabetes Test
- Urinalysis
- HIV & Hepatitis A, B, C
- Men: PSA Prostate Cancer Test*

*Testing is provided on an individual basis when indicated and recommended by the PATH Medical Director. Additional tests may be added based on age, gender, medical history, etc.



Optional Add-Ons

Strength's Finders Coaching Session:

- Online Strength's Finders Assessment and Strengths Insight & Signature Themes Report
- 30-40 minute Individual Coaching Session- Leaders will learn about their Top 5 Strengths and how to maximize their unique talents for optimal success

Guided Meditation Instruction:

- Learn and practice the stress reduction techniques that work best for you

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Health & Wellness Presentations

Fun, interactive challenges designed to help employees eat healthier, be more physically active, maintain a healthy weight, reduce stress, improve sleep and prevent chronic illness.



Nutrition & Exercise

- The Power of Nutrition
- Sugar Shock
- Tips to Weight Loss Success
- Nutrition for Top Performance
- Eating Well on a Budget
- Easy to Gain, Hard to Lose
- Exercise to Energize
- Quit the Sit
- Staying Active to Prevent Injuries



Emotional Well-being

- Mindfulness for the Body & Soul
- The Power of Positivity
- All Stressed Up and Nowhere to Go
- Balancing your Energy for Peak Performance
- Feel Your Best with Mindfulness
- The Habit Loop
- Work-Life Balance and You
- Emotional Agility



General Health and Wellbeing

- Four Keys to Optimal Health
- Re-think Your Drink: Hydration and Heat Illness
- Wellness On the Go
- Catching your Z's with Ease
- Why Primary Care
- Sinus and Allergy Management
- The Lowdown on High Blood Pressure
- Metabolic Syndrome 101
- Heart Healthy Habits
- Healthy for the Holidays
- Sleep Matters
- What is Health Coaching?



PATH to Peak Performance Series

StrengthsFinder® for Leaders, Managers and Teams

Participants will discover their top talents utilizing the Clifton's StrengthsFinder® assessment and will be coached on how to maximize their strengths for peak performance. Available and meaningful for all levels of an organization – executive leadership, managers, and team members.

Format: Pre-class online assessment, individual coaching call/meeting, group matrix analysis and team workshop.

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Health & Wellness Challenges



Weight Management Challenges

These challenges have an emphasis on weight loss or body composition improvement using evidence-based standards to promote healthy behavior change.

- Stop or Drop: Individual BMI Challenge
- Dare to Lose: Team Weight Loss Challenge
- Maintain Don't Gain: Individual Weight Maintenance Challenge
- New Year, New You: Individual or Team-based Body Fat / Muscle Mass Improvement Challenge



Holistic Wellness Challenges

These self-monitoring challenges promote personal accountability and encourage participants to practice daily healthy habits to support sustained behavior change.

- Stress Less Challenge: Individual Holistic Wellness
- Healthier You: One Day at a Time: Individual Holistic Wellness
- Find Your Flow: Individual Blood Pressure Monitoring Challenge
- Plastic-Free Challenge: Individual Environmental Friendly Challenge



Fitness Challenges

These challenges have an emphasis on physical activity. They encourage participants to get and stay active by offering some friendly competition.

- Sit to Move: Individual Running Challenge
- Steps to Better PATH: Individual or Team-based Steps Challenge
- Walk to Win: Individual or Team-based Steps Challenge (Counting Laps)
- Move More Challenge: Individual Counting Exercise Minutes
- Stairwell to Wellness Challenge: Individual Stair Climbing
- Be Fit: Exercise Promotion with an Emphasis on Body Fat & Muscle Improvement



Nutrition Challenges

These challenges have an emphasis on healthy eating. They encourage self-monitoring and practice of healthy eating and drinking habits.

- Rethink your Drink Challenge: Water Tracking / Hydration Focus
- Thrive with 5: Fruit and Veggie Challenge (Track Consumption)

Custom Health & Wellness Challenges are available upon request

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Your **PATH** to Safely Return to Work

We've combined our medical expertise, top clinicians and the latest AI technology to ensure your employees are returning to work safely and have the resources they need.



Digital Temperature Screening with Nurse Triage

Utilize our facial temperature scanners for an autonomous, efficient way to screen your employees. Employees will stand in front of the electronic scanner, the temperature will be read, and the screen will flash green if the temperature is under 100F or red if it is over.

Employees who have a temperature over 100F will have a virtual consult with a registered nurse to identify next steps. Employees will also have access to a 12 hour nurse triage line to discuss symptoms, testing, policies and more.



COVID-19 Testing

On-site or near site COVID-19 testing with results returned in 24-72 hours. Contact us to see if this is available in your area.



On-site Screening with Nurse Triage

Our staff of medical professionals and registered nurses will come on-site to screen your employees for risk factors, including temperatures. The 12 hour telephonic nurse triage is also available with this option.



Nurse Triage Line

Let our registered nurses answer all of your employees' questions relating to COVID symptoms, testing, what to do if you test positive and more. Your dedicated telephonic nurse line will be active from 6am – 6pm (extended hours and weekends are available). Our team will also share any company-specific policies you've outlined in relation to returning to work.



Symptom Checker Solution

Promote awareness and accountability by having employees complete a brief, web-based questionnaire prior to attending work in the morning. Employees with COVID symptoms or suspected exposure will be connected with a nurse to determine appropriate next steps. Detailed records and reporting are included.



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Client Testimonials

“We’re a company of about 200 folks and 180 of them are spread out across 6 different counties in North East Florida. They showed the commitment and the ideas and the ability to go out there and reach out to our folks. What really sold us on PATH was their staff. We now have more productive and healthier employees. It’s a win-win.”

~ Keith Campbell, CEO for Campbell Plumbing & Mechanical

“2016 was our first year with the PATH wellness program and we were able to actually reduce our medical loss ratio almost in half. We started at 139 percent in 15 and we were able to reduce it down to 63 percent in 2016.”

~ Brian Bush, E-Commerce Manager for Tom Bush Family of Dealerships

“I came in for a PATH health screening and didn’t realize my blood pressure was actually sky high. It was stroke level. PATH possibly saved my life that day. Because if I would have went to the job site where I was working and started some strenuous type work, there is no telling what could have happened.”

~ PATH Participant

“Working with the PATH team has been fantastic. Their commitment and dedication to wellness and their commitment and dedication to our program really sets them apart from anyone else I’ve ever worked with.”

~ Christina Drinkwater, HIPAA Privacy Officer and Training Specialist for Gottlieb and Associates



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