

**Exploring OhioHealth Employer Solutions Fitness and Wellness Team**

**Practicum Portfolio**

Sammer Hamed

Department of Health and Sport Sciences, Otterbein University

MSAH 6900: Advanced Clinical Practicum

Dr. Paul Longenecker

Spring Semester 2022 & Spring Semester 2023

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### **Location**

The practicum will be located at OhioHealth Employer Services. The group is located at 3440 OhioHealth Parkway, Columbus, OH 43202.

### **Goals**

#### *Goal 1*

I will apply the lessons learned from my coursework by becoming an advocate of corporate fitness and wellness through my research and program creation.

#### *Goal 2*

I will improve my advocacy for health and wellness in the workplace by increasing my knowledge of workplace health and wellness with research.

#### *Goal 3*

I will improve my understanding of the changes the pandemic had on corporate health and wellness by learning about the effects of COVID-19 on fitness in the workplace.

#### *Goal 4*

I will learn about the workplace from a team perspective by integrating myself into the fitness and wellness team.

#### *Goal 5*

I will expand my creativity by integrating the fields of corporate health and wellness with the lessons learned from previous experiences.

### **Supervision and Achievement of Hours**

The practicum will be supervised by Amy Upp, MS. Ms. Upp is the Director of fitness and wellness at OhioHealth's employer services.

### **Achievement of Hours**

Hours will be achieved in an in-person format through weekly meetings during the course of this semester and the summer through the end of June. The meetings will occur on days that the supervisor is in the office, which will be communicated to the student in advance at the beginning of the work week. For the spring semester, these in person sessions will occur 1 to 2 times per week, with the sessions involving day to day office activities, researching current evidence, and partaking in department meetings to develop new programs and initiatives for the department. Projected weekly hours will be between 4 to 8 hours per week. For the summer semester, these in person sessions will occur at a higher frequency, with projected weekly hours of 8 to 12 hours per week. The proposed practicum will last from the week of March 21, 2022 to the week of June 27, 2022. Hours will also be achieved in an online format through research conducted during virtual work days with the site supervisor during the spring and summer semesters.

Practicum Advisor: \_\_\_\_\_

Site Supervisor: \_\_\_\_\_

Student: \_\_\_\_\_

## Journal Reflections and Daily Activity Logs

### **Log Week #1 (3/28-4/2)**

Monday 3/28 (virtual):

9:30 AM: Call w/ Amy on planning of practicum, discuss roles

Wednesday 3/30 (In-person):

8:00 AM: Arrival and introduction to facility

9:00 AM: Sit in on Huntington Bank wellness team call with Amy

10:00 AM: Receive article from Amy and begin research, meet Amy Marshall

11:00 AM: Leave for Otterbein

Friday (4/1) Virtual:

1:00 PM: Continue working on Well steps article review

This week marked the first official week of starting my practicum with OhioHealth Employer Solutions. This week served as an introductory week for me to introduce myself to some of the team members of Employer Solutions, as well as get a better understanding of my purpose within the team. After the introductions, I was assisted by my supervisor, Amy Upp, in determining individuals to contact either virtually or in-person on their specific roles within the Employer Solutions team. We were able to establish some goals this week, as well as get a head start on some readings for the practicum. The first reading was about seventeen different wellness

programming platforms, comparing the pros and cons of each platform. With this information, I was able to break down and classify the programs between their specialties, such as technology and virtual fitness, in-person facilities, and a hybrid of both platforms. This information will hopefully be used to determine potential vendors of virtual and in-person fitness and wellness products in the future.

**Log Week #2 (4/3-4/9)**

Monday 4/4 (virtual):

1:00 PM: Complete Well steps Review

Tuesday 4/5 (virtual):

10:00 AM: Research pandemic effects on workplace wellness

12:00 PM: Continued research, annotate and analyze articles

Wednesday 4/6 (virtual):

8:30 AM: Check in call w/ Amy

Thursday 4/7 (virtual):

1:00 PM: finish analyzing and annotating Wein and Grimani articles

This was a slower week, as Amy was out of the office. Because of this, we met virtually this week to go over my breakdowns and classifications from the previous week. I was also able to begin scheduling meetings with members of the employer solutions team. My first meeting will

be next week with Kelly Dishun, one of the leaders of fitness and wellness division at Huntington through OhioHealth. This will be the first interview I conduct while with Employer Solutions, so I hope to make a good impression!

**Week #3 (4/10-4/16)**

Monday 4/11 (Virtual):

9:30 AM: Webex meeting with Kelly Dishun

11:00 AM-1:00 PM: Researching articles for effects of biometrics screenings on employee health and wellness

Wednesday 4/13 (virtual):

11:00 AM-1:00 PM: Reading and annotating IPCS and Fu articles

Thursday 4/14 (in-person):

8:30 AM: Arrival and overview of meeting details

9:15 AM: Business development meeting with Employer Solutions and Business Development teams

11:00 AM: Strategy Meeting w/ fitness and wellness

12:30 PM: Leave facility for Westerville

This week I was able to begin expanding my knowledge on the behind-the-scenes aspects of employer wellness programs and events within OhioHealth and their partners. The week started



with my meeting with Kelly Dishun, one of the members of the fitness and wellness team with Amy, and an onsite fitness center supervisor through Huntington. With the call, I was able to learn about the trials and tribulations of transitioning to an online fitness platform during the pandemic, as well as the use of WebMD as one of the main virtual wellness libraries used by OhioHealth Employer Solutions. I learned a lot about the financial logistics of what is required to run a biometrics screening event, and how each event is catered to the different areas of the state and their respective populations. For example, the members of the Mansfield-Marion communities are not going to require the same amenities that a Franklin County company or group may require. The same goes for participation rates. Certain populations require more assistance and ease of accessibility for their programs, as their employees may not be able to travel significant distances for their company sponsored programming. In the strategic planning meeting, I was able to meet more members of the fitness and wellness team in-person, and learn about potential future goals of the team, such as improving the electronic health record system, as well as expanding the use of the WebMD virtual wellness platform.

**Week #4 (4/24-4/30):**

Monday 4/25 (virtual):

11:00 AM-1:00PM: Finished analysis of Fu and IPCS, began researching articles on effect of workplace wellness and nutritional interventions

Tuesday 4/26 (virtual):

9:00 AM-11:00 AM: Research and analysis of nutrition articles

12:00 PM-2:00 PM: Research and analysis of wellness and mental health initiatives

Wednesday 4/27 (in-person):

7:00 AM-7:30 AM: Grabbed stack of multiple articles from Amy for analysis

7:30 AM-11:30 AM: OhioHealth Employer Solutions new member orientation

Thursday 4/28 (virtual):

10:00 AM: Begin review of Business Group on Health survey article from Amy

1:00 PM: Continue review of survey article

Friday 4/29 (virtual):

9:00 AM-11:00 AM: Review Business Group on Health article

This week, I was able to complete a lot of research since I had completed all my final assignments for my MSAH classes. With this, I was able to complete my review of the articles on biometrics screenings and their effect on workplace wellness, as well as begin new research into the fields of mental health and wellness, as well as nutritional habits and wellness trends in the workplace. With this research, I am hoping to help Amy and the fitness and wellness team by being able to apply this research to the work they have done to expand their workplace wellness footprint in the state of Ohio. During my in-person day this week, I was invited to a new member orientation meeting hosted by Mary Vail, Senior Director of Operations for Employer Solutions. During this time, I was able to meet a lot of the leaders and managers of the various teams within Employer Solutions, as well as learn about the different partnership levels of companies:

strategic, relational, and foundational customers. Strategic customers are more long-term partners who will request different items and work with Employer Solutions to determine the best way to achieve these goals, whereas foundational customers are reliant on the services provided such as drug screenings, basic biometrics, etc. The week finished with a review of the Business Group on Health's 2022 article on the focuses of companies during the pandemic, and where they are leading post-pandemic.

**Week #5 (5/1-5/7):**

Tuesday 5/3 (Virtual):

11:00 AM-1:00 PM: Continued research on mental health and the workplace

Wednesday 5/4 (in-person):

8:00 AM: Arrival

9:00 AM-10:00 AM: sit in BD meeting with Amy Upp

10:00-12:00: work on Virgin Pulse and other articles from Business Group on Health

12:00-1:00 PM: discuss findings with Amy, review new articles and individuals to contact

Thursday 5/5 (virtual):

11:00 AM-3:00 PM: Work on summarizing results

Friday 5/6 (virtual):

9:00 AM-1:00 PM: Develop summarized results and apply to OhioHealth

Saturday 5/7 (virtual):

Final touches of OhioHealth application of research and scheduling/rescheduling w/ Levi Freditz and Bridgette McCullough

This week was a hectic week, as I was finishing my last week of the Women's Lacrosse season at Otterbein. I was able to finish some of my annotations on my articles, as well as work on some new articles from Amy while in the office on Wednesday. I was able to sit in on another business development meeting as well. After the meetings, Amy and I developed some strategy to where we wanted to go from the research and notes gathered from our research. With this, we also determined that a white paper over the information gathered would also be a way to relay the information gathered to the rest of the employer solutions team. Amy and I also developed a new list of contacts for me to contact as well, helping me to further expand my relationship with the team and to get a better understanding of the various roles within employer solutions.

**Week #6 (5/8-5/14):**

Monday 5/9 (virtual)

9:00 AM -11:00 AM: send first round of emails to Roberta, Eric, and Lauren. Conduct more research

2:00 PM-5:00 PM: continue with more research, finalize meeting with Roberta

Tuesday 5/10 (virtual)

10:00 AM-12:00 PM: Reschedule meeting with Levi at Huntington due to conflict, continue with research into business group on health and financial stress research

2:00 PM-5:00 PM: Gained access to CDC case study database and scheduled with Bridgette

Wednesday 5/11 (virtual)

10:00 AM-12:00 PM: Review CDC statistics on workplace health and case studies

1:00 PM-4:00 PM: Annotate and analyze case studies from CDC

Thursday 5/12 (in-person)

8:00 AM: arrival

9:00 AM-11:00 AM: research on Business Group on Health as well as scholarly articles related to wage gaps and financial wellness

11:00 AM-1:00 PM: Strategy meeting with fitness and wellness team

Friday 5/13 (virtual)

9:00 AM-11:00 AM: Analysis of CDC case studies for mental health and wellness

2:00 PM-5:00 PM: Continued analysis, solidified meeting dates for Levi and Roberta

This week was an interesting week. I learned that I was good at rescheduling on the fly, with my meetings with Bridgette and Levi needing to be rescheduled due to conflicts on both sides.

The meeting times were able to be rescheduled for the month of May, which keeps everything in line for the month of June. I was also able to schedule a meeting with Roberta Carducci, one of

the members of Amy's team. Roberta is a registered nurse who works within employer solutions and oversaw the COVID hotline. She brings a lot of knowledge to the table through her experiences as a nurse and through various working in various work health clinics while with OhioHealth. I hope to get a better understanding of all she does and how her experiences helped her throughout her journey with OhioHealth.

**Week #7 (5/15-5/21):**

Monday 5/16 (virtual)

10:00 AM-12:00 PM: Continue research focused on financial wellness and education within the workplace

2:00 PM-5:00 PM: Review CDC case studies on application of wellness scorecards to evaluate effectiveness of company wellness initiatives

Tuesday 5/17 (virtual):

10:00 AM-1:00 PM: Continue research into mental health interventions and evaluation tools, application of biometrics screenings

2:00-3:00 PM: Develop questions for Mary to answer during meeting the next day

Wednesday 5/18 (in-person):

8:00 AM: Arrival, go over research with Amy

9:00 AM-11:00 AM: Operations meeting with the entire operations team of employer solutions

11:30 AM-12:00 PM: Meeting with Mary Vail

12:00 PM-12:30 PM: Lunch

12:30 PM-1:30 PM: analyzing and annotating financial wellness and mental health articles

1:30 PM-3:00 PM: Marketing session w/ Amy Upp, Amy Marshall

3:00 PM-3:30 PM: Goal deployment meeting

Thursday 5/19 (virtual):

10:00 AM-12:00 PM: Contact with Levi over email to confirm meeting details for Friday, confirming meetings with Eric and Lauren

1:00 PM-3:00 PM: Confirmed meetings with Bridgette and Roberta, continued refining research, looking for key data to apply to the white paper

Friday 5/20 (in-person):

9:00 AM-11:00 AM: Meet with Levi at Huntington for a tour of the health and wellness clinic and fitness center

1:00 PM-3:00 PM: Continue researching for white paper, developing strategy, and reviewing examples to determine best course of action for writing the paper

This week was a very productive week, as it was one of the best weeks for me to meet all the members of the operations team for employer solutions and see how widespread plans go for the application of health and wellness for employers. During the operations meeting, I was able to

learn about future projects and events for the current customers of employer solutions, as well as potential clients entering the health and wellness space in Ohio. The meeting was a great opportunity for me to immerse myself into workplace health and wellness and determine what OhioHealth Employer Solutions and their customers are looking to expand towards in the future. After this, I was able to meet with Mary Vail to discuss her various experiences leading her to where she is today with OhioHealth. Mary spoke on her experiences working with Goodwill Columbus for many years, assisting in programs to help those who are less fortunate in finding employment. She then brought her expertise to OhioHealth, where she has worked since 2018. One of the biggest keys to her success that she cited was being able to create a team that is diverse in thought, allowing for multiple perspectives on situations and ideas that are generated within teams. She also cited that the future of Employer Solutions is going to be fitness and wellness, due to the major increases in employees focusing on their personal health. Later in the week, I was able to meet with Levi Freditz, the nurse practitioner in charge of the employee health and wellness center at the Huntington Gateway Center location. Speaking with Levi was awesome, as he had a lot of awesome experiences working with employer solutions. We also learned that we shared the same birthday, which was awesome! Levi was able to show me how much work goes into managing the facility, as well as having the ability to refer patients to the fitness center which was located right across the hall. I feel like I'm learning something new every week and believe that these experiences are helping me become more well rounded in my knowledge of workplace health and wellness.

**Week #8 (5/22-5/28)**



Monday 5/23 (virtual)

10:00 AM-12:00 PM: Began organizing information for white paper, developed basic outline for paper structure

1:00 PM-3:00 PM: Began typing introduction portion of white paper

6:00 PM: Confirmed with Amy on meeting and interview schedule for the week

Tuesday 5/24 (virtual)

10:00 AM-2:00 PM: Worked on white paper

Wednesday 5/25 (virtual):

9:00 AM-10:00 AM: call w/ Roberta Carducci

10:00 AM-1:00 PM: Worked on white paper

2:00 PM-3:00 PM: discussed site visit with Amy

3:00 PM-4:00 PM: continued work on white paper

Thursday 5/26 (virtual)

9:00 AM-9:30 AM: Call w/Bridgette

9:30 AM-1:00 PM: Completed intro section of white paper, began developing wellness focuses pre and post covid

2:00 PM-3:00 PM: Messaged Amy on completion of introduction, prep for Lauren and Eric meetings

Friday 5/27 (virtual)

9:00 AM-9:30 AM: Call w/ Lauren

9:30 AM-11:30 AM: Continue working on white paper

11:30 AM-12:00 PM: Call w/ Eric

2:00 PM-4:00 PM: Message w/ Amy on meetings, continue working on white paper

This week I was able to get a good amount of work done on the white paper, due to the switch to a virtual week. This week I was able to meet with Roberta Carducci, Bridgette McCullough, Lauren Quintana, and Eric Gentzel. Each interview was interesting because each team member came from differing backgrounds. Roberta is a nurse and assists with associate health and onsite health clinics. She's been a member of the employer solutions team since the beginning and has helped build it to where it is going today. She believes there is more to be done with biometrics, with the possibility of being able to streamline the screening process and create more wrap around services in the future. Bridgette was my next contact, and we found that we had very similar backgrounds as well. Bridgette and I both had a significant interest in nutrition from our undergraduate and post graduate studies. Bridgette is a registered dietician who has a lot of research experience in public health. Bridgette's role with OhioHealth is as a Customer Strategy Advisor, assisting with strategic partnerships to establish and meet programming goals, and provide information to buyers on the services OhioHealth can provide.

Eric Was my final call of the week, and he did not disappoint. Eric is the Director of Onsite Operations for Employer Solutions, however, he began his post collegiate career in the military, serving as a captain in the United States army for 4 years before working in the reserves, where he currently serves as a Lieutenant Colonel. He cites his experiences in the army as a driving force for how he believes he should lead. This week showed me how people of different backgrounds can come together to accomplish the same goals.

**Week #9 (5/29-6/4)**

Monday 5/30 (virtual)

7:00 AM-10:00 AM: continue working on white paper, complete outline of structure for pre-covid biometrics and wellness guidelines

Tuesday 5/31 (virtual)

8:30 AM-9:30 AM: Weekly wellness consultant meeting and portal team w/ Lauren Quintana

10:00 AM-11:00 AM: typing out pre-covid section, focusing on biometrics standards

11:00 AM-12:00 PM: Weekly OPS review/updates w/ Roberta and team

2:00 PM-3:00 PM: Continue typing out biometrics standards

Wednesday 6/1 (in-person)

8:00 AM-11:00 AM: Arrival and work on pre-covid section of white paper

11:00 AM-11:30 AM: Washington Twp. Physicals meeting w/ Roberta

1:00 PM-1:30 PM: Virtual Group Fitness meeting w/ Lauren

3:00 PM-4:00 PM: Financial Wellness app demo call

Thursday 6/2 (in-person)

8:00 AM-10:00 AM: discuss findings with Amy and review plan for next week

10:00 AM-11:00 AM: Site visit w/ Dr. Longenecker

11:00 AM-12:00 PM: Weekly meeting w/ fitness and wellness team

Friday 6/3 (virtual)

9:00 AM-12:00 PM: Completed pre-covid wellness section of white paper

2:00 PM-5:00 PM: scheduling meetings for next week, sent completed portions of white paper for review to Amy Upp, began work on post covid wellness focuses outline

This week was a fun week, as I have been able to get my foot in the door and sit in more meetings now that I have made more connections across the Employer Solutions team. Through my interview with Bridgette, she suggested I call Lindy Gilkey, the director of strategic partnerships and sales for employer solutions. I was able to schedule this call for next week on the 10<sup>th</sup>, which I am excited for. I also discussed with Roberta and Amy on sitting in on a biometrics screening event. This would be an amazing opportunity as I have a chance to be on the front lines of operations, seeing how an event is run through our department. I completed the pre-covid wellness focuses section of the white paper and sent all completed portions to Amy for review. I'm proud of my work, as I feel that it allows me to involve myself with the team and

share some expertise that contributes to the betterment of the team. I would say this week's lesson taught me the importance of connections. With the connections I've made during my interviews, I feel as if I have gotten to know the department on a more personal level and really understand everyone's individual drivers. I can't wait to carry these lessons with me into the future!

**Week #10 (6/5-6/11)**

Monday 6/6 (virtual)

9:00 AM-12:00 PM: Review revisions and suggested edits from Amy on white paper, continue working on post-covid wellness outline

1:30-2:30: Complete post-covid wellness outline for white paper

2:30-3:30: Attend fitness and wellness programming meeting w/ Lauren

Tuesday 6/7 (virtual)

9:00 AM-10:00 AM: Researching post covid employment and remote work trends for revisions

10:00 AM-11:00 AM: WebMD reseller meeting w/ Amy, Kelly, and Rachel

11:00 AM-12:00 PM: OPS review/updates w/ Roberta

12:00 PM-1:00 PM: Discuss potential biometrics screening observation sites w/ Roberta

2:00 PM-3:00 PM: Continue in typing post-covid wellness focus section

Wednesday 6/8 (virtual)

9:00 AM-11:00 AM: Complete post-covid wellness section

11:00-1:00 PM: Sent section for review and began outline for implications section

2:00 PM-2:30 PM: Huntington team check-in

2:30 PM-3:00 PM: continue working on outline for implications section

Thursday 6/9 (virtual)

9:00 AM-11:00 AM: Work on implications section of white paper

12:00 PM-2:00 PM: Work on implications section of white paper

2:00 PM-3:00 PM: Sit-in on weekly portal meeting

Friday 6/10 (virtual)

9:00 AM-9:30 AM: Interview w/ Lindy Gilkey

9:30-12:00 PM: Work on Implications section of white paper

1:30PM-3:30 PM: Work on Implications section of white paper

Since Amy was out of the office this week, I had a chance to sit in meetings with other members of the Employer Solutions team and learn more about the operations of our fitness and wellness teams. My first meetings were with Lauren and the fitness team talk strategy and achievements that occurred between each meeting, as well as update the different corporate teams on each other's activities and accomplishments. In my meeting with Roberta, we were able to discuss the results of a previous biometrics screenings event, as well as go over and set up an

observation opportunity for myself at a screening event at the Franklin County Courthouse next week. This is very exciting as it will be another opportunity for me to get an up close look at the team's planning in action. I ended the week with my meeting with Lindy Gilkey, director of strategic partnerships with employer solutions. During our interview, she loved my direct experience in the athletic training field and the fact that I was keeping myself updated in the literature. Because of this, she planned to involve me in some future calls regarding potential company partnerships for employer solutions. This was very meaningful to me because it gives me an opportunity to blend my experiences as an athletic trainer with my practicum. Amy also gave me some constructive criticism for my white paper which I was able to work on as well. The paper is coming together well, and the team is very excited to see the finished product!

**Week #11 (6/12-6/18)**

Monday 6/13 (virtual)

9:00 AM-11:00 AM: Continue typing implications section of white paper

12:00 PM-2:00 PM: Complete typing implications section of white paper

Tuesday 6/14 (virtual)

8:00 AM-9:00 AM: Weekly wellness consultant team meeting

9:00 AM-11:00 AM: Add musculoskeletal section of post covid health focuses

12:00 PM-1:00 PM: Read corporate wellness trends articles sent by Amy

1:00 PM-2:00 PM: Review of biometrics event results with Roberta and team members

Wednesday 6/15 (in-person):

8:00 AM-1:00 PM: Biometrics event observation

1:00 PM-2:00 PM: Biometrics event observation

2:00 PM-3:00 PM: Financial Fitness app meeting

Thursday 6/16 (virtual):

9:00 AM-12:00 PM: Continue working on MSK section of white paper

1:00 PM-3:00 PM: Complete MSK section of white paper

Friday 6/17 (virtual)

8:00 AM-8:30 AM: Fitness webinar planning meeting with Amy and Lauren

8:30 AM-9:00 AM: Share relevant research articles with Lauren for webinar

11:00 AM-12:00 PM: Touch up financial section of white paper

2:00 PM-5:00 PM: Touch up mental health section of white paper

This week I was able to gain a lot of ground on my white paper, completing the implications section of the white paper, as well as including a new focus section of musculoskeletal health, or MSK. MSK was shown to become increasingly prevalent in a post covid world, with a significant increase in MSK injury claims and significant strength and muscle tissue losses over the course of the pandemic. This Wednesday, I attended a biometrics screening event for Franklin County at Government Tower. I was able to work with some awesome nurses that day



who took me in and made me felt like I was a part of the team from the moment we entered the building. The nurses used finger pricks to collect samples for cholesterol, triglycerides, blood glucose, and a1c levels in the body. Blood pressure and BMI was also measured and included to determine the presence of metabolic syndrome, which is the significant elevation of 3/5 items listed above. If certain areas were elevated, the nurses spoke with the patients on their elevated areas and how to improve. There was also an insurance incentive associated with participation in the screening, which pleased and surprised some of the participants. This was an amazing experience that I would love to involve myself in again one day.

**Week #12 (6/19-6/25)**

Monday 6/20 (virtual)

9:00 AM-11:00 AM: Worked on slide show presentation for team next week

12:00 PM-1:00 PM: Email w/ Amy on areas to edit for final copy of white paper

1:00 PM-3:00 PM: Begin research on financial costs of hypertension and diabetes

Tuesday 6/21 (virtual)

10:00 AM-12:00 PM: Update white paper with new information on hypertension and diabetes

1:00 PM-2:00 PM: Begin research on financial burdens of MSK

2:00 PM-3:00 PM: Fitness webinar prep w/ Lauren and Amy

3:00 PM-4:00 PM: Complete research on financial burdens of MSK

Wednesday 6/22 (in-person)

10:00 AM: Arrive

10:15 AM-12:00 PM: FY23 planning w/ Amy and team (surprise baby shower)

12:00 PM-1:00 PM: Add research on MSK to white paper

1:00 PM-2:00 PM: Begin research on relationship between biometrics and chronic conditions

2:00 PM-3:00 PM: OHES Strategy Meeting

Thursday 6/23 (virtual)

10:00 AM-11:00 AM: Continue research on relationship between biometrics and chronic conditions

11:00 AM-12:00 PM: Add research from biometrics and chronic conditions to white paper

1:00 PM-2:00 PM: review article on work from home and future impact on workplace

2:00 PM-3:00 PM: add new information on working from home to white paper

3:00 PM-4:00 PM: Digital MSK Review w/ Lindy

Friday 6/24 (virtual):

10:00 AM-12:00 PM: Final touch ups of white paper

1:00 PM-3:00 PM: Review in-text citations and references page, add new articles on hypertension and diabetes

3:00 PM-4:00 PM: continue working on power point

This is my second to last week before the end of my practicum, and I can see that I have made a difference with the work I have done with Employer Solutions. I have been helping Amy and Lauren with prep for a fitness webinar for several potential clients looking to develop a fitness and wellness program for their respective companies. With the information I have been researching, I was able to assist Amy and Lauren with the development of problem areas in corporate health post pandemic. I was also able to sit in on a meeting with Lindy Gilkey in reviewing a potential provider of on demand physical therapy for clients of Employer Solutions. The app will allow physical therapy services to be provided, with providers having the ability to meet patients at home, at a facility, or even meeting at a common place in a fitness center. The concept was interesting and one I hadn't seen before. I see concepts like on demand physical therapy replacing the traditional home exercise programs of the past as it allows for physical, real-time exercise selection and adjustments based on needs of the patient. I was able to finish the final copy of my white paper this week, putting final touches adding new information on the potential for a quarter of jobs to be online by 2023-2024. There was also new information on the financial burden of chronic diseases. I can't wait to present my final findings with the team next week!

**Week #13 (6/26-7/2)**

Monday 6/27 (virtual)

9:00 AM-12:00 PM: Work on slide show presentation for team

1:00 PM-4:00 PM: Work on slide show presentation for team

Tuesday 6/28 (virtual)

9:30 AM-10:00 AM: Final webinar prep

10:00 AM-12:00 PM: Work on slide show presentation for team

1:00 PM-1:30 PM: Bringing fitness to workplace presentation

2:00 PM-3:00 PM: Fitness and wellness quarterly meeting

3:00 PM-4:00 PM: Work on slide show presentation, send to Amy for review

Wednesday 6/29 (in-person)

7:30 AM-8:30 AM: fitness and wellness quarterly all team meeting

9:00 AM-10:00 AM: Work on slide show presentation for team

10:00 AM-11:00 AM: MSK debrief w/ Lindy

11:00 AM-1:00 PM: Work on slide show presentation for team, review comments from Amy

2:30 PM-3:30 PM: Strategic partnership meeting w/ Lindy

3:30 PM-4:30 PM: Work on slide show presentation for team

Thursday 6/30 (virtual)

9:00 AM-12:00 PM: Work on slide show presentation suggestions from Amy

1:00 PM-3:00 PM: Completed slide show presentation slides

Friday 7/1 (virtual)

7:00 AM-11:00 AM: Final prep for presentation

11:00 AM-12:00 PM: Final white paper presentation

This week was my final week in the practicum, and I am so happy how everything has come together over the course of the past 3 months! At the beginning of the practicum, I was unsure of how I would fair be considering this was one of my first healthcare experiences outside of traditional sports medicine. However, I saw countless similarities in terms of team dynamics and leadership that showed me that my skills as a clinician could transfer into the corporate world of healthcare. It was a grind to finish my presentation, but I am very proud of the work that I created, as was my team. After speaking with the group, they expressed their thanks for the work I performed and said that they plan to use my research and build upon it to apply in their future plans and presentations for clients and coworkers alike. I will always remember the work I performed with OhioHealth Employer Solutions, and I was glad to have made the connections I made and continue to make on journey through life.

## Hour Log

**OhioHealth Intern Time Sheet**  
 Please fill out monthly and return to Supervisor by end of each month

Month: March/April  
 OPID: E0F15898  
 Name: Sammer Hamed  
 Supervisor: Upp

Dates	HOURS WORKED							TOTALS	
	SUN	MON	TUES	WED	THURS	FRI	SAT		
3/28-4/2									
Hours Per Day			1	1	3		1	6	
4/3-4/9									
Hours Per Day			1	2	0.5	1		4.5	
4/10-4/16									
Hours Per Day		3 (meeting w/ Kelly)			2	4		9	
4/17-4/23									
Hours Per Day									
4/24-4/30									
Hours Per Day			3	4	4.5	2	2	15.5	
THIS TIMESHEET IS A TRUE AND CORRECT STATEMENT OF THE TIME WORKED BY THIS EMPLOYEE. I HEREBY CERTIFY, UNDER PENALTY OF PERJURY ACCORDING TO THE LAWS OF THE STATE OF OHIO, THE FOREGOING IS TRUE AND CORRECT.								MONTHLY TOTAL	35

Sammer Hamed 5/1/2022 Amy C. Upp 7.2.22

STUDENT'S SIGNATURE

DATE

SUPERVISOR'S SIGNATURE

DATE

Amy Upp  
PRINT SUPERVISOR'S NAME

Month: May  
 CPID: E0F15898  
 Name: Sammer Hamed  
 Supervisor: Upp

Dates	HOURS WORKED							TOTALS
	SUN	MON	TUES	WED	THURS	FRI	SAT	
5/1-5/7				2	5	4	4	16
Hours Per Day								
5/8-5/14								
Hours Per Day			5	5	5	5	5	25
5/15-5/21								
Hours Per Day			5	4 (meeting w/ Mary)	7	4	5	25
5/22-5/28								
Hours Per Day			5	4 meet roberta	6	5 (meet bridgette)	5 (call Lauren/Eric)	25
5/29-5/31								
Hours Per Day			5	5				8
TOTAL								98

THIS TIMESHEET IS A TRUE AND CORRECT STATEMENT OF THE TIME WORKED BY THIS EMPLOYEE. I HEREBY CERTIFY, UNDER PENALTY OF PERJURY ACCORDING TO THE LAWS OF THE STATE OF OHIO, THE FOREGOING IS TRUE AND CORRECT. MONTHLY TOTAL

Sammer Hamed 6/1/2022 Amy C. Upp 7.2.22

STUDENT'S SIGNATURE DATE SUPERVISOR'S SIGNATURE DATE  
 Amy Upp  
 PRINT SUPERVISOR'S NAME

Month: June  
 OPID: E0F15898  
 Name: Sammer Hamed  
 Supervisor: Upp

DATES	HOURS WORKED							TOTALS	
	SUN	MON	TUES	WED	THURS	FRI	SAT		
5/1-6/4					5	4	6	15	
Hours Per Day									
5/5-6/11			5	5	5	5	5	25	
Hours Per Day									
6/12-6/18			4	5	6	5	5	25	
Hours Per Day									
6/19-6/25			5	5	5	5	6	26	
Hours Per Day									
6/26-7/2			6	5	7	5	5	28	
Hours Per Day									
THIS TIMESHEET IS A TRUE AND CORRECT STATEMENT OF THE TIME WORKED BY THIS EMPLOYEE. I HEREBY CERTIFY, UNDER PENALTY OF PERJURY ACCORDING TO THE LAWS OF THE STATE OF OHIO, THE FOREGOING IS TRUE AND CORRECT.								MONTHLY TOTAL	119

Sammer Hamed

\_\_\_\_\_  
 STUDENT'S SIGNATURE DATE

Amy C. Upp

7.2.22

\_\_\_\_\_  
 SUPERVISOR'S SIGNATURE DATE  
 Amy Upp  
 PRINT SUPERVISOR'S NAME



**Evaluation Plan****Student Name: Sammer Hamed**

<b>Objective</b>	<b>10 - Exemplary</b>	<b>8- Proficient</b>	<b>6- Meets Minimum Standards</b>	<b>4- Below Expectations</b>
Communication	Student communicates effectively and efficiently with both supervisors as tasks are completed, new information is found, and before any adjustments are made	Student communicates well with supervisors only when prompted or asked for updates	Student rarely communicates with supervisors	Student did not communicate at all with either supervisor
Professionalism	Student exceeds professional attitude and appearance standards throughout their practicum	Student meets expectations for professional attitude and appearance throughout their practicum	Student shows little ability to maintain professionalism and appearance throughout their practicum	Student lacks professionalism throughout practicum experience
Utilization of EBP	Student often makes suggestions and adjustments based on evidence based practice and best practices	Student sometimes makes suggestions and adjustments based on evidence based practice and best practices	Student rarely makes suggestions and adjustments based on evidence based practice and best practices	Student neglects to utilize evidence based practice to develop programs
Creativity	Student often shows the ability to independently think of new ideas and communicates them effectively.	Student sometimes shows the ability to independently think of new ideas and communicate them effectively.	Student rarely shows the ability to independently think of new ideas and communicate them effectively.	Student lacks the ability to independently think of new ideas and communicate them effectively.
Timeliness	Student completes all assigned tasks at or before due dates.	Student completes some of the assigned tasks at or before due dates.	Student completes few of the assigned tasks at or before due dates.	Student fails to complete the assigned tasks at or before due dates.

**Comments:** Sammer did well during his summer internship experience. Throughout his hours he had the ability to attend meetings, learn about strategy, meet 1-on-1 with division leaders, and shadow a biometric event. Early in the internship, we both acknowledged that were learning along the way to create the best experience possible. In addition to his focus and dedication in meetings and in the work, Sammer completed work that will have lasting impact on the division through is research of trends in workplace health. Utilizing the final project, we will be able to accelerate some of our work about creating a white paper that encompasses both research and actual data. Sammer did a wonderful job of laying the

foundation for future interns in this space. The OHES team enjoyed having Sammer involved in our business and spoke highly of the work that he did.

*Amy C. Upp* \_\_\_\_\_ *7.6.22* \_\_\_\_\_  
Supervisor Signature Date

## Goal Reflection

### **Spring 2022**

When looking at my first and second goal, I have been able to apply my coursework by thoroughly annotating the research I come across. With this, I have been able to find the smaller details in the research that highlight what the team is looking for and how that information can be expanded. Through the literature, I see that while some companies are looking at black and white health markers like cholesterol and hypertension, other companies are starting to look at employee health from a holistic perspective, including physical, mental, and financial health all together.

When reviewing my third and fourth goal, I have been able to see in my own day to day activities how the COVID-19 pandemic has affected health and wellness. In the day to day workplace, many employees only come in once a week to the administrative campus, giving more time to tend to personal matters such as doctor's appointments and sporting events for their children. However, there are some who find difficulty balancing, sometimes causing fitness to fall to the wayside. I have been learning a lot about team dynamic in my short time with the fitness and wellness team. In my interactions I see that the team is spread out as far as Akron, with people driving in once every few weeks for in-person meetings. This takes dedication, and everyone has a caring and positive attitude towards each other and their thoughts.

When reviewing my fifth goal, I believe that I am on the right track to completing this goal. A lot of my time has been spent with research on the effects of chronic health conditions,

however, I have seen a lot of musculoskeletal issues arise in the literature, specifically loss of lean muscle mass. This connection between musculoskeletal injury and work health is a bridge that I can further explore with my own personal experiences with my patients in the training room.

### **Second Semester**

When reviewing my progress, I was able to meet my first two goals through my research and white paper. I was able to achieve this through my research conducted. Throughout the practicum, I researched over specific topics addressed by companies and potential clients such as mental and financial health. With this research, I was able to articulate thoughts and ideas on potential solutions for these problem areas with my team. I was able to meet this goal through the creation of my white paper to describe the findings made through research. Then, I presented said research to my colleagues.

I was able to achieve my third goal of the internship by educating myself through my research on the effects of the pandemic on the workplace dynamic and chronic health conditions. In my research, I was able to identify key increases in several health risk factors, including hypertension, BMI, triglyceride count and cholesterol, as well as increase in stress, both financially and mentally from the pandemic. From these stressors, a correlation was found between an increased BMI and less active lifestyle with an decreased mental health level. Through this research, I was able to educate myself and others about the struggles the workforce faces post pandemic.

During the second half of the semester, I was able to build a much closer relationship with my colleagues. Because of this, I was able to achieve my fourth goal of building closer relationships, and my fifth goal of integrating my areas of expertise. Through my interviews with the members of Employer Solutions, I was able to appreciate everyone's various journeys to OhioHealth. From nutritionists to members of the US Army, the Employer Solutions team is very diverse in their thoughts and abilities to achieve their goals. Through my relationships, I was able to integrate my experience as an Athletic Trainer at a greater level this semester. I was invited to several meetings and planning sessions and was allowed to share my knowledge based on the research I gathered, as well as my previous experiences as an Athletic Trainer.

Overall, I am very appreciative of the knowledge I gained over the course of the two semesters. What I faced with initial nervousness due to my lack of experience in the area, I now feel confident in my knowledge and my ability to educate others on how to maintain or improve their individual health and wellness in the workplace. This is an area I hope to explore deeper in the future, as I believe it may help me when interacting with patients in the future as a physical therapist.

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**The Use of Biometrics Screenings in the Post Pandemic Workplace and the Effect on  
Wellness Programs**

Sammer I. Hamed

6/24/2022



## Intro

Biometrics screenings have been used to identify modifiable health risks in participants. These factors would then be addressed through participation in workplace wellness programs that were designed to improve overall health and modify the health risk factors of participants through exercise and nutrition. However, the COVID-19 pandemic provided new challenges, with many employees of companies working remotely from home or in a hybrid format of online and limited in-person interaction. Now what was initially a requirement due to the stressors of the pandemic has now become a preference for many, as 76% of individuals cite a preference for working at home in 2022, compared to 60% in the fall of 2020 (Parker et al., 2022). According to Forbes, it is projected that 25% of all professional jobs will be remote by the end of 2022 and continue to rise (Robinson, 2022).

With the pandemic came a change in the workforce population. There are now 4 generations of humans in the workforce; baby boomers, generation x, millennials, and generation z, each with their own similarities and differences in what they want out of the workforce (VirginPulse, 2021). The older generations of baby boomers and generation x show that they are more stable and tend to stay with the same companies, while generations such as millennials and generation z are more likely to change their job locations, often switching areas of employment where more benefits are available (VirginPulse, 2021).

OhioHealth Employer Solutions (OHES) believes that biometrics are vital in a post pandemic workplace. OHES has been working to determine if biometrics screenings in a post

**Commented [GU1]:** I like this and may want to dig into what the different generational groups need in a workplace wellness program

**Commented [GU2R1]:** is it okay if I explain more in the post covid or should I just expand into this paragraph?

**Commented [GU3]:** can we change this first sentence to something that OHES believes that biometrics in a post pandemic world are more important than ever...or something along those lines.

pandemic world are still necessary, and what changes should be made to biometrics screenings and wellness programs in a post pandemic workplace. While current biometrics screenings provide important medical data that can influence where an employee's health is going soon, there are also new areas where employees and employers would like to focus their efforts on the aftermath of the pandemic. This paper will show that biometrics screenings are still an important part of the process, however, changes need to be made to include new screenings to better understand patient care.

### **Wellness focuses pre covid**

Wellness programs have grown rapidly in the last decade, with approximately 4 out of 5 large employers offering a wellness program as a part of their health benefits package (Abraham, 2019). A wellness program is a multifaceted approach developed to address the specific health risks of companies, including programs focused on sustained lifestyle behavior modification (Abraham, 2019). To accompany wellness programs, employers will also offer annual screening events, including Health Risk Assessments (HRAs), as well as biometrics screenings. These assessments are used then to determine the health risk rates of the employees, as well as to educate the participants on their health risks and how to mitigate any controllable risk factors. Focuses of biometrics screenings before the pandemic had a standard set of assessments that focused on objective preventative health risk factors. These screenings included factors such as Body Mass Index (BMI) testing and body composition testing, as well as blood testing for glucose, cholesterol, and triglyceride levels (Sherman and Addy, 2018). Most of these screenings posted positive participation rates, however there were still variations, with one study listing

**Commented [GU4]:** lets define "wellness program" a little more. There are alot of variations in what is considered a wellness program, so we should call that out

participation rates of over 100 screenings between 5% and 100% (Sherman and Addy, 2018). One of the biggest influences of workplace wellness program and biometrics participation was perceived organizational and leadership support through workplace culture (Grossmeier et al., 2020), as well as financial incentives for participation in the wellness program (Grossmeier et al., 2020). Biometrics screenings also helped to validate wellness programs by providing participants with real time results and changes to their health risks. One study showed that of organization members that had not met biometrics baselines, they were able to decrease BMI 1%, glucose 8%, cholesterol 8%, systolic blood pressure 8%, and diastolic blood pressure 9% (Fu et al., 2016). While biometrics screenings and wellness programs have shown positive results in terms of health, the data has been shown to be inconclusive on the monetary return on investment (insert citation).

### **Wellness focuses post covid**

The pandemic emphasized the importance of mental and financial well-being in the workplace. In an article by Wein (2021), she focused on six ways that employee-wellness programs have changed during the pandemic. The first change observed was in the mental health sector. More than 78% of people were experiencing stress and mental health struggles due to the pandemic, with wellness programs responding by including more activities and initiatives focused on stress reduction, resilience, and behavioral health (Wein, 2021). There is also a financial burden associated with mental health, as companies lose \$17,241 per year due to decreased productivity and healthcare costs from mental illness (Vasilev, 2020). This was reflected by a survey through Business Group on Health (2022), who administered surveys to

over 160 companies analyzing wellness and return to worksite focuses in 2022. The survey highlighted the importance of mental health, with 83% of employers recognizing the role of employee well-being in their return-to-work strategy, with mental health and work-life balance listed in the top three dimensions needed in return to work (Business Group on Health, 2022).

Another sector of work-health that received focus was financial well-being. Many employees, regardless of wages, experienced an increase in financial stress and insecurity during the pandemic. 70 percent of employees in the US listed the economy and their work as their main causes of stress (Wein, 2021). This issue is often seen as a “silent killer” as well, with financial issues viewed as a private issue, not to be discussed with others. This is an issue faced by all generations as well, with the U.S. Government Accountability Office estimated that 48% of baby boomers do not have a retirement savings, half of generation x has multiple children and parents to provide for, and both millennials and generation z are entangled in student loans and financially recovering from a post pandemic workplace (VirginPulse, 2021). This issue is exacerbated by health stressors as well. The American Diabetes Association states that diagnosed diabetics incur an estimated \$16,752 in annual medical expenditures, approximately 2.3 times higher than non-diabetics (Cost of Diabetes, 2018). Similar trends are seen in hypertensive individuals, who face a \$2000 increase in average expenditures compared to non-hypertensive individuals (Kirkland et al., 2018).

While new issues arise, musculoskeletal (MSK) injuries are still prevalent in the workforce. The loss of absolute strength due to the lockdown was eight times greater during the pandemic than what was seen fifteen years prior (Gilliam, 2022). Musculoskeletal claims ranked

2<sup>nd</sup> overall in amount of injury claims filed amongst employees (Costly Conditions, 2022). Along with claims comes the cost of care, with the annual cost of chronic MSK doubled from \$10 to \$20 billion dollars between 2010 and 2019 (Health Action Council, 2021). This issue also shows no variance in occurrence between income levels and geography, showing no discrimination in claim rates (Costly Conditions, 2022). Most typical diagnoses are more chronic conditions, such as plantar fasciitis, low back pain, and knee osteoarthritis, all resulting in millions of dollars in insurance claims (Costly Conditions, 2022).

### **Implications on Biometrics Screenings**

Biometrics screenings are still important to ensuring the success of including these initiatives. Correlations have been made between increased health risks and life stressors (Haughtigan et al., 2021). Body weight increased sixfold, with workers entering the morbid obese category increased three times over a fifteen-year period (Gilliam, 2022). With an improved questionnaire process including mental and financial well-being, along with traditional screenings such as BMI, blood pressure, cholesterol, and A1c screenings, there is potential for a positive impact to be made on the health of employees.

With the rising levels of mental health stress and fatigue, it is imperative that these issues be addressed during initial health assessments and biometrics screenings. One way that mental health can be addressed could be to include a mental health assessment form during the screening process. Researchers used the Generalized Anxiety Disorder 7-item scale (GAD-7) and the two-item Patient Health Questionnaire (PHQ-2) to analyze anxiety and depression rates

amongst blue collar employees (Haughtigan et al., 2021). The screenings showed positive PHQ-2 and moderate to severe GAD-7 scores in 10.5 and 15.4 percent of the sample, with only 13.2 percent indicated that they had received any treatment for their ailments (Haughtigan et al., 2021). There was also a correlation between increased BMI and scores as well, with individuals citing the pandemic as an exacerbator of the symptoms (Haughtigan et al., 2021). The correlation of increased BMI and mental health stressors can be addressed through the wellness program once identified in the screening. Wein cited programs can combat this through the inclusion of activities centered around stress reduction and resilience activities, such as virtual health coaching, mindfulness classes, and individual therapy (Wein, 2021).

According to Business Group on Health, there are two main ways employers are addressing financial well-being in their programs: general education and financial planning sessions (Business Group on Health, 2022). Financial wellness interventions also must be specific to the population being cared for. People of different economic status often need different solutions and assistance. For example, research has shown that lower income employees often require services such as early access to wages, and younger employees require services like student loan reimbursement to assist while educating individuals on financial wellness (Business Group on Health, 2022). Biometrics can assist this by identifying individuals early in their development of health conditions. A systematic review of cardiac interventions found that companies were able to save \$999 per person through lifestyle modification programming, with a median cost of \$62 1mm-Hg blood pressure decrease, and \$13,986 for each life-year gained (Zhang et al., 2017). This is significant, considering that hypertension costs

between \$131 to \$198 billion dollars yearly including healthcare services, medications, and loss of productivity from premature death (Health Topics, 2021). Biometrics screenings have shown their worth in assisting the rising topics of mental and financial wellness and should be used to assist in the overall structure of wellness programs.

