

PATH

Programs & Services



PATH Services

A better PATH to employee health.

Employers are seeking new solutions to reduce healthcare spend, improve employee health, increase productivity and make the delivery of healthcare more convenient for their employees. PATH provides comprehensive, customized and results-based health and wellness solutions for employers.

PATH's mission is simple – to help employees feel their happiest and healthiest at work.

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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Full Wellness Solution

The PATH Full Wellness Solution is a comprehensive, turn-key program that addresses each area of employee well-being.



STEP 1: Online Health Survey

Employees will answer a questionnaire to learn more about their lifestyle habits and how they impact overall health.



STEP 2: Biometric Screening

Employees receive real-time health results for body composition, blood pressure, glucose and cholesterol. The screening also includes a brief coaching session to identify initial health goals and actionable next steps based on their results.

PATH provides 3 options for employees to complete their screening and learn their numbers:

- On-site event at your workplace
- Any Quest Laboratory location
- With their primary care physician



STEP 3: Data Analytics

PATH utilizes data analytics to develop an aggregate results report of the state of the organization's health. The PATH team and Medical Director will make program recommendations based on the most prevalent health risks, employee interest, organizational goals, highest healthcare spend and claims data (if available).



STEP 4: Program Design

The Full Wellness Solution includes your choice of one of the following programs:

- Health Coaching Pilot Program – A Certified Health Coach will provide support, accountability and guidance as employees work to achieve their personal health and wellness goals. Coaching is available on-site or virtually.
- “PATH Presents” – Physicians and certified health professionals will educate employees on relevant health & wellness topics through interactive workshops.
- 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

PATH provides reporting and analytics to evaluate engagement, participation, employee feedback and program outcomes.

Individual Wellness Coaching



One on One Health Coaching – A Certified Health Coach will help employees achieve their health and wellness goals by identifying and working through barriers that are preventing them from achieving optimal well-being. Coaching sessions are available on-site or virtually.

Nutrition Consultation and Meal Planning – A Registered Dietician 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.

Strengths Finders – 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.

Ergonomic Program – This program takes a holistic approach to joint and musculoskeletal health. Participants will experience 1-1 instruction and learn tangible lifestyle changes to support their physical health while in the workplace.

Group Wellness Coaching

The Path to Optimal Health – Participants will take a holistic approach to achieve optimal health and a healthy weight focusing on four key pillars: eating for health, exercise, sleep and stress management. Initial and final weigh-ins may be included. *6 or 12 Week Program.*

Growing your Grit – Learn how to cultivate resilience and bounce back from life's setbacks. Building resilience helps employees cope and move forward with a positive mindset instead of staying stuck in fear, worry and stress. Resilience supports employees' ability to thrive at work and at home. *6 or 12 Week Program.*

From Burnt Out to Burning Bright – Develop skills for managing stress by focusing on values, identifying and eliminating stressors, moving more, practicing calm, untethering from distractions and knowing when to reach out for support. *6 Week Program.*

Encompass Well-being – Optimize well-being with a holistic approach focused on improving stress management, fulfillment, purpose and more. This program will provide a blueprint for individuals to reach their personal and professional goals. *6 or 12 Week Program.*

Eating for Health – Focus on optimal nutrition to fuel peak performance at work and at home. Learn how to eat for increased energy, disease prevention and overall improved health. Individual nutrition coaching sessions may be added. *6 Week Program.*

Diabetes Prevention Program – Learn and adapt lifestyle practices that promote healthy eating, physical activity, restful sleep, stress management and more. This program focuses on reducing employees' risk of developing diabetes and is specifically geared toward individuals with 1 or more risk factors for developing diabetes. *12 Week, 6 Month or 12 Month Program.*

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. *6 or 12 Week Program.*

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 physical health while in the workplace.

Strengths-based Team Building Workshops – These sessions are geared to empower 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.

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.*



Executive Physicals



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



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*



Medical Testing

- Cardiac Calcium Ct
- Chest Ct*
- Resting Ekg
- Stress Ekg
- Chest X-Ray
- Spirometry
- Pulmonary Function Tests*

**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.*



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



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

Health & Wellness Presentations



Nutrition & Exercise

- The Power of Nutrition
- Tips to Weight Loss Success
- Do's and Don'ts of Diet Trends
- Healthy Cooking Demo
- Grocery Store Tour
- Eating Well on a Budget
- Easy to Gain, Hard to Lose
- Quit the Sit
- Staying Active to Prevent Injuries
- Ergonomics 101
- Eating for Health
- The Stress-Eating Connection



Emotional Well-being

- Mindfulness for the Body & Soul
- Building Resilience Through Challenges
- Goal Setting and Motivation 101
- The Power of Positivity
- All Stressed Up and Nowhere to Go
- Balancing Your Energy
- The Habit Loop
- Work-Life Balance and You
- Emotional Agility
- Resilience Through Relationships: Transform Workplace Well-Being



General Health and Wellbeing

- 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
- Abc's of Diabetes
- It's Never Too Early (to Prevent Diabetes)
- Cholesterol 101
- Understanding Arthritis
- Healthy for the Holidays
- What Is Health Coaching?
- The Importance of Self-Care
- New Year, New Health Habits
- The Science of Sleep

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
- Journey to Well-Being: Holistic Health Challenge with Weight Management Focus

Holistic Wellness Challenges

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



- B-Well Bingo Challenge
- 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
- Pillars of Health: Individual or Team Holistic Wellness

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
- Plank Like a Pro: Individual 30-Day Plank Challenge

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)
- Boost Your Nutrition: Improve Nutrition with New Habits
- Sweet Relief: Individual Challenge Focused on Reducing Sugar Intake
- Eating For Health: Focus on Daily Healthy Eating to Feel Your Best

Custom Health & Wellness Challenges are available upon request.

A la Carte Offerings



- **Mobile Mammography** – Provide employees with an easy, quick, convenient mammogram option by bringing our mobile mammography unit to your workplace.
- **Tanita Scale** – Go beyond traditional weigh-ins by utilizing our Tanita scale for measuring employees' body weight, muscle mass, body fat percentage and more.
- **Hearing Screenings**
- **Vision Screenings**
- **Care Coordination Services** – Employees have access to a dedicated team on-site or virtually who will connect them with a new primary care or specialist physician. Our team works with each employee to find a provider who meets their desired demographic, geographic location, specialty focus and more.
- **Health Fair Engagement** – Interactive, engaging booth set-ups are available for health fairs and other events. These offerings include, but are not limited to:
 - Vision board and goal setting activities
 - Nutrition education
 - Blood pressure screenings
 - Tanita scale weight-ins and brief coaching session
 - "Ask the Coach," "Ask the Nurse" or "Ask the RD" Q&A
 - Custom education based on employee interest/needs

Interactive, Customizable Wellness Portal

Employees can access resources to support their health and well-being anywhere, anytime, on any device. The PATH portal is customizable and can include all or some of the following components:

- Health Dashboard with Year over Year Results
- Personal Health Survey
- Custom Incentive Programs (points or cash-based)
- Event Calendar and Registration
- Virtual Learning Modules
- Virtual Wellness Challenges
- Health Coaching Dashboard
- Custom Widgets and Content to promote internal initiatives

The screenshot shows the 'WELLNESS INCENTIVE PROGRAM' dashboard. On the left is a sidebar with navigation links: Home, My Biometrics, Incentive Program (selected), Challenges, Learning Center, and Wellness Coaching. The main content area features a 'Your LOGO' placeholder, a 'Wellness Incentive Program' overview, and a table of incentives. The table has columns for STATUS, INCENTIVE, DETAILS, and REWARD.

STATUS	INCENTIVE	DETAILS	REWARD
🕒	Complete Survey and Biometric Screening	details	150.00 Points
🕒	Monthly Workouts and Walking	details	50.00 Points Each
✅	Waist Measurement	details	100.00 Points
✅	Blood Glucose	details	100.00 Points
✅	Blood Pressure	details	100.00 Points

The screenshot shows the 'HEALTH SUMMARY' dashboard. It includes a sidebar with navigation links: Home, My Biometrics (selected), Incentive Program, Challenges, Learning Center, and Wellness Coaching. The main content area displays a '2021 Survey' dropdown, a 'HEALTH SCORE' of 98% with a 'BIOMETRIC' label, and a grid of biometric results. A 'SHARE YOUR REPORTS' section is also visible.

BIOMETRIC RESULTS	RISK SCORES	MODIFIABLE BEHAVIOR
80 Blood Glucose -	118/78 Blood Pressure -	23.38 BMI -
50 HDL Cholesterol -	3.78 HDL Ratio -	90 LDL Cholesterol -

The screenshot shows the 'PATH PRESENTS' dashboard. It features a sidebar with navigation links: Home, My Biometrics, Incentive Program, Challenges, Learning Center (selected), and Wellness Coaching. The main content area displays four presentation cards: 'PATH Presents: Metabolic Syndrome', 'PATH Presents: The Habit Loop: Breaking Bad Habits', 'PATH Presents: Work Life Balance- From Home', and 'Understanding Your Results'. Each card has a 'View' button and a 'View Quiz Results' button.

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, Vice President of E-Commerce 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

"My coach's guidance and encouragement helped me start an exercise program and actually follow through with it. We identify unhealthy behaviors I want to fix and develop a plan to tackle them. I look forward to chatting with her each week. This is a great benefit to offer employees and their spouses."

~ PATH Participant



To learn more visit us at:
createapath.com or
scan the QR Code

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