

Employee Wellness Strategic Services



One decision at a time

Increasingly, the health and well-being of your workforce is impacting your workers' compensation program and costs. Any combination of five key comorbidities (diabetes, high blood pressure, high BMI, smoking and high cholesterol) as well as depression, poor sleep, unhealthy eating, lack of physical exercise and stress can increase the risk of a workplace accident, injury or illness. PMA Companies provides employee wellness strategic services designed to impact your workers' compensation performance.

Our three-part Employee Health and Wellness Model follows:



Step One: Evaluation / Assessment Services

We assess the impact of employee health on your workers' compensation loss performance, with the following services:

- Analysis of comorbidities impacting your workers' compensation claims
- Analysis of employee health claim summary reports specifically targeting comorbidity data
- An anonymous employee wellness survey
- Evaluation of your occupational health programs and employee wellness benefits



Step Two: Solutions ... An Employee Wellness Roadmap

Based upon the assessment, you'll receive customized solutions including focus areas needing immediate attention. We partner with clients to incorporate employee health improvement solutions into their organizations.

We recommend positive organizational changes that avoid singling out workers or groups of workers adversely impacted by health risks. Solutions help you eliminate health risks where applicable and practical. Where this cannot be done, we work with you to develop ways to protect workers with health issues.



Step Three: Educational Training Programs and Technical Solutions

Our educational programs are designed to enhance your employee health initiatives. These can be viewed online through PMA's Organizational Safety Institute (OSI) or facilitated on site by one of our qualified Wellness team members.

- **Wellness:** Our *One Decision at a Time* organizational leadership session outlines how organizations can improve employee health and well-being, lower costs and improve workers' compensation performance. It includes five key strategies to improve employee wellness.
- **The Organizational Safety Management series, *Silent Risk Factors—Impact of Employee Wellness on Workers' Compensation*:** This program presents non-occupational risk factors impacting workers' compensation, steps employers can take to reduce this risk and lower costs. It also offers employee engagement strategies.
- **Resources to Help Promote Employee Health:**

- *One Decision at a Time* "Solutions" technical guides provide employees with practical instructions on addressing the leading health risks, available resources and proven ways to lead a healthier lifestyle.
- Ten-minute educational sessions available through PMA Webservice outline the risks and best practices to address leading health risks.
- PMA team members are available to participate in employee health events and present educational sessions on-site at your location.



To find out more about PMA Risk Control's training programs or services, email us at heretohelp@pmagroup.com.

About PMA Companies

With over 100 years of experience, we are a trusted leader and recognized expert in commercial risk management insurance solutions and services. We specialize in workers' compensation and holistic TPA services. With a relentless focus on clients, we work with them to jointly tackle the risk management challenges that impact their total cost of risk and business results.

Our service-driven culture is one of accountability, teamwork, and performance—so every day, every employee is working hard on behalf of our clients.

PMA Companies includes PMA Insurance Group, PMA Management Corp., and PMA Management Corp. of New England. Headquartered in Blue Bell, Pennsylvania, PMA Companies is part of the Old Republic General Insurance Group (www.oldrepublicinsurancegroup.com), the largest business segment within the Old Republic International Corporation (NYSE: ORI), one of the nation's 50 largest publicly held insurance organizations.

