

THE WELLNESS GAZETTE

UNGARETTI & HARRIS LLP - CHICAGO - FEBRUARY 25, 2008 - VOLUME 1

U&H'S Wellness Committee Celebrates Successful First Year; Continues to Share the Health

A charismatic Pilates instructor encourages a group of ten men and women, attorneys, assistants and staff, as they sit balanced on yoga mats, flexing their abs and pumping their arms in an exercise known as "The Teaser". A group of women called the "Red Hatters" laces up walking shoes and heads out for a three-mile Outdoor Art Walk - a complimentary snack of fresh fruit awaits them upon their return. A daily lunch menu offers such fare as spicy pork tenderloin with roasted pesto tomatoes, lamb curry and Bombay potatoes and asparagus and smoked salmon salad with parmesan zucchini crisp.

It may sound like a typical day at a luxury spa, but it's actually a typical day at Ungaretti & Harris LLP - thanks to the firm's Wellness Committee. Just finishing its initial year, the Committee kicked off its Wellness Program in March 2007 by distributing colorful pedometers emblazoned with the Wellness Committee logo and folders of useful wellness information and resources to each attorney and employee of the firm. Along with general health screening and immunization guidelines, exercise tips, nutrition plans, blood pressure and cholesterol materials and healthy recipes, the packets also outlined the Wellness Rewards program.

Wellness Program and Wellness Rewards

By participating in and keeping track of healthy activities such as exercise, health risk appraisals and check-ups, stress management and smoking cessation, and learning about personal wellness by attending free seminars offered by the firm, reading articles or fitness magazines, employees earn Wellness Points that can be redeemed for rewards. This past year, participants in the Wellness Rewards program earned fifteen \$100 Whole Foods gift cards, 10 \$100 Trader Joe's gift cards, two ultra athletic bags and one weighted jump rope.

In-House Classes and Seminars

To encourage participation, the Wellness Committee sponsors numerous events throughout the year to make wellness accessible for everyone at the firm. Onsite yoga and Pilates (currently just Pilates) classes are subsidized



by the Wellness Committee, costing participants only \$5 per class. Five free Lunch & Learn seminars (lunch included) covered such popular topics as "Yoga at Your Desk", "Choosing Health", "Stay in the Game", "Safety Seminar" and "Fitness - Meet the Trainer".

"We want to encourage participation and make it easy and fun for employees to proactively improve their health and well-being," explains Bonnie Kelly, U&H's Compensation and Benefits Manager and co-chair of the Wellness Committee. "Rather than use a punitive approach, such as increasing insurance rates for those who don't participate, the Committee's goal is to help people build and maintain healthy habits and reward them for doing so."

City-Wide Events

Some of the most popular Committee-sponsored events have been participation in community race/walk events: the JPMorgan Chase Corporate Challenge® on May 24, 2007 and the Race Judicata® on August 9, 2007. The Wellness Committee spent nearly half of its annual budget on entrance fees, T-shirts and hospitality tent for all participants for these events.

CELEBRATE
WELLNESS ALL WEEK!

MONDAY - 2/25

Fill Out Your Wellness Survey

TUESDAY - 2/26

Chair Massages; Free Fruit

WEDNESDAY - 2/27

Take a Wellness Walk over your lunch break to earn
Wellness Points!

THURSDAY - 2/28

FREE Pilates Class at 5:15 p.m.

FRIDAY - 2/29

Wellness Breakfast at 9:00 a.m.; Chance to win
prizes; Wine & Cheese at 4:30 p.m.

*watch for detailed emails

Healthy Eating

If physical activity is not one's idea of improving wellness, there's also the free fruit program and the healthy lunch program. At least once each week, the Wellness Committee provides cases of fruit in each lunchroom as a healthy (and free) alternative to vending machine snacks. As always, free fruit juice is also available. The firm's kitchen is headed by Heidi Fields, a member of the Wellness Committee. Working with the Wellness Committee, Ms. Fields has instituted a special healthy lunch menu that changes weekly. Each week Ms. Fields creates a menu of three different entrees with a choice of sides, including fresh fruit and salad, focusing on low calorie, high-flavor options. The menu includes nutrition information for those keeping track of calories or tracking "points" for weight loss. As an added incentive, the firm subsidizes these healthy options so that they cost less than other kitchen offerings.

Massages at Work!

Relaxation and stress-reduction are also key components to a healthy lifestyle, so the Wellness Committee brings in a massage therapist once a month, making it easy and convenient to enjoy a chair massage steps from one's office for only one dollar per minute.

Free Flu Shots

Historically, it has been easy for employees to obtain flu shots at a flu clinic held twice per fall in the building. This year, however, the Wellness Committee made it even easier – it picked up the \$25 cost of the shot for any staff member who wanted it.

Tangible Results

Not only are these Wellness Committee initiatives a great morale booster and incentive for personal wellness, but the firm hopes to see healthier employees which can translate into lower health insurance costs and fewer sick days. While a year may be too soon to tell, Ms. Kelly reports that the firm has already seen the most improved claims experience of the law firms in its insurance consortium.

"The firm is pleased with the participation this past year in all that the Wellness Committee has to offer and is committed to continuing to support the Committee in its innovative approach to motivating employees," said Michael J. Philippi, head of the firm's litigation department, member of the firm's Executive Committee and member of the Wellness Committee. "Not only have

we seen a terrific response to these initiatives, but we're invested in helping employees stay healthy."

Wellness Program Leader

Ms. Kelly reports that, based on meetings with the other law firms in its insurance consortium, U&H is the leader in taking a year-round approach to wellness. While other firms offer annual health fairs, walking programs and Pilates, none in the consortium has the comprehensive ongoing approach that U&H takes in offering continuing Pilates classes, year-round lunch and learn seminars, monthly massages and weekly lunch offerings and free fruit – not to mention the incentivizing Wellness Rewards program.

The firm's wellness program is in fact so innovative that it will be featured in the Spring edition of Blue Cross Blue Shield's Benefits Management Briefing newsletter, a publication that is sent to the benefits coordinators of all of the carrier's clients.

Continued Success

Based on its initial success, the Wellness Committee's budget for its second year was approved at an increase of over 50%. The Committee looks forward to continuing its most popular programs and events and adding new incentives and opportunities for wellness. Look for new lunch and learn seminars, new massage therapists and new wellness benefits covered by your U&H health insurance.

Celebrate!

Join the Wellness Committee as it celebrates its first anniversary the week of February 25th with special wellness activities and events each day. These events will lead up to a healthy breakfast, prizes, raffles and a special Wine & Cheese party on February 29, 2008.

Committee Members

Julie Treumann, Co-Chair

Bonnie Kelly, Co-Chair

Charlie Altenbach

Steve Bauer

Regina Calabro

Heidi Fields

Tyger McClure

Linda Morris

Eileen Pfaff

Mike Philippi

Lynn Powers

Mike Tomasek