



Building a Culture of Wellness in a “Big Box” Wholesale Club

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Agenda

- About Us
- Club Challenges
- Improving the Culture
- Change the Thinking
- Create Programming
- Add a Research Study
- Use your Resources

About Us

- BJ's is Headquartered in Westborough, MA
- Maine to Florida
- 25,000 Team Members
- 24,000 in the Clubs
- 206 Clubs; 3 Distribution Centers
- 50% male; 50% female
- Mostly hourly paid



Club Challenges

- Friday morning meetings
- Soda machines in the break rooms
- Tobacco use outside the Clubs
- Standing most of the day
- Bending, lifting



Club Challenges

- Standing vs. Sitting
- Break Room vs. Cafeteria
- Customer Service Challenges
- Hourly Deadlines vs. Annual Goals
- No Phones, No Computers



Improving the Culture

- Healthy snack menus
- Water in the break rooms
- Tobacco free Clubs
- Walking and stretching programs
- Partnering with produce vendors



Change the Thinking

Healthy
Choices

Consumerism

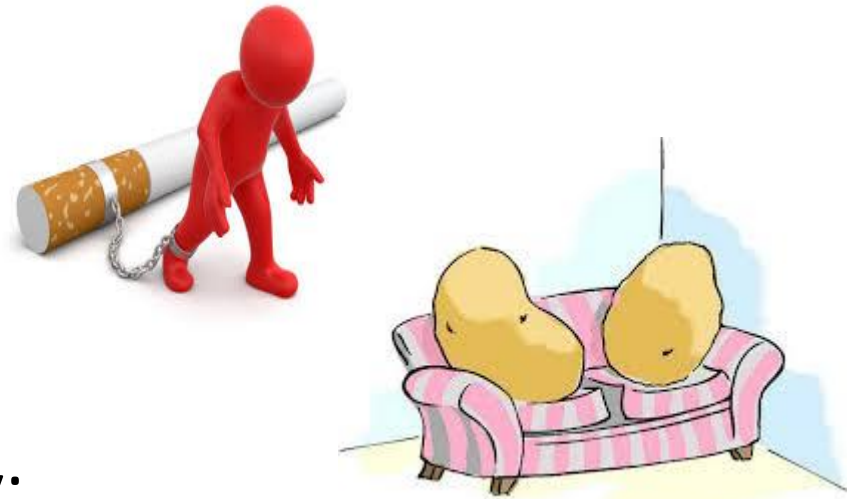
Preventive
Screenings

Annual Exams



Create a Program

- Wellness programming is focused on our top cost drivers:
 - Tobacco use
 - Lack of physical activity
 - Weight management
- Initial success measured by:
 - Management support
 - Team Member participation
 - A focus on improved lifestyle



Reinforce the Program

- Prepare materials suited for the audience
- Create a Wellness Ambassador Network
- Conduct monthly calls to bring attention to upcoming programs
- Ask for feedback and make changes as necessary
- Initiate “healthy” competitions



Welcome to Benefits: Wellness Ambassador Network

BJ's is committed to providing Wellness Programs designed to help Team Members and their family members make healthier lifestyle choices. The Wellness Ambassador Network is designed to facilitate communication and participation among all Team Members related to Wellness activities and events.

We hope that with your help we will be able to make the Wellness programs both fun and motivating! In order to stay up to date with all Wellness news, make sure to visit this page periodically.

If you have ideas about new Wellness Programs or feedback, email wellness@bjcs.com. We are always happy to hear from you.

Related Documents

Name	Modified
Eating Healthy Dairy	3/31/2015 8:15 AM
Eating Healthy Fruits	3/31/2015 8:16 AM
Eating Healthy Grains	3/31/2015 11:19 AM
Eating Healthy Protein	3/31/2015 11:21 AM
Eating Healthy Vegetables	3/31/2015 11:30 AM
Wellness Ambassador Application	5/16/2014 4:12 PM
Wellness Ambassador Manual	5/16/2014 4:16 PM



News

[Wellness News Corner](#)



Provide Incentives

- Tobacco cessation
 - Free Tobacco Cessation Program, Nicotine Replacements and No copay Rx
- Diabetes Management
 - No copay Rx
- Complete Personal Health Assessment
 - Receive a \$50 BJ's gift card
- Complete 2 of 3 healthy choices
 - Update HRA (year 2)
 - Complete Annual Exam
 - Complete two calls with a Health Coach
 - Receive up to \$250 (individual) and \$500 (family) to HRA Fund



Add a Research Study

- Pilot wellness interventions at 20 “Treatment” Clubs
- Compare with 20 “Control” Clubs
- Assess the program’s costs and benefits effects on health, well-being, and health care costs
- Estimate the return on investment that can be expected from rolling out the program to the entire chain
- Analyze data on program costs and participation, health care use, health outcomes, and team member productivity

Use your Resources

- Access your Trusted Resources
 - Medical
 - Dental
 - EAP
- Wellness Experts
- Team Member Champions
- Vendor Partners

Questions?

**YOUR BODY IS
YOUR MOST
PRICELESS
POSSESSION;
YOU GO TAKE
CARE OF IT!**

— JACK LALANNE