

totalrewards**toolkit**

BENEFITS

Care for Your Back

Offered by HealthMedia Inc., the Care for Your Back program is designed to prevent back pain, as well as treat existing back pain. An individual program is created by using information provided by each participant, either on the Web or in print. Emulating a personal counselor, individuals are asked a series of questions about their demographics, work environment, hobbies, history of back problems, stress level, activity level, doctor/patient relationship, motivation and self confidence. The questionnaire takes about 10 to 15 minutes to complete. Afterward, participants receive a unique self-management program, which is available on the Web or in print. The program uses six behavior change models to promote sustainable behavior change.

www.healthmedia.com

Contact: John Vander Meulen,
jvandermeulen@healthmedia.com or
734/623-5466

Pricing: Varies based on population size. For example, a custom program for a population of 1,000 employees can be 65 cents per month, per employee, and a similar program offered to a population of 10,000 employees can cost 35 cents per employee per month.

HUMAN RESOURCES

Kenexa CARE

This recruitment solution is specifically designed for hospitals and hospital systems to help manage existing staffing needs through a recruitment program. Based on a direct recruitment methodology that gathers information and reaches prospects, the program provides ongoing hiring process support, including scheduling, follow-up and on-boarding support to manage candidate flow. Candidate and prospect background information and compensation data that is collected in the recruiting program is captured in the client's applicant tracking system. Kenexa CARE also collects market data that details the brand recognition and overall impression the target market has of the client health care organization.

www.kenexa.com

Contact: Sarah Teten, 402/434-2660,
ext. 130, or info@kenexa.com

Pricing: Begins at an average cost-per-hire range of \$3,500 to \$8,750 based on the volume of candidates hired and size of the candidate database developed.

THE WORK EXPERIENCE

Yoga At Work

Launched by New York's Integral Yoga Institute, Yoga At Work classes combine stretches, yoga postures, breathing techniques and quiet relaxation for immediate benefits. Ongoing weekly or

semi-weekly classes can be taught in a chair at an employee's workstation or on the floor of a company office or conference room. Men and women of all fitness levels, ages and body types can participate. Programs also include management seminars, two-, four- or eight-week workshops, meditation instruction, private classes and retreats. Based in New York, Yoga At Work is available across the United States.

Phone: Jo Sgammato, Co-Director,
212/929-0586 ext. 74

Pricing: Ranges from \$50 per person for a one-day retreat to \$1,350 for eight two-hour Yoga At Work workshop sessions.

EmployeeMall

A provider of corporate employee discount portals, EmployeeMall is offering its program to employers as a voluntary benefit. The program offers discounts from online retailers such as Club Med, wine.com, PETsMART, Bare Walls, Illuminations and others. Available to companies of any size, discounts for employees range from 10 percent to 30 percent and include categories such as clothing, gifts, jewelry, electronics, gourmet foods, etc.

www.employeeall.com

Contact: Tom Messick, 866/484-9531

Pricing: Depending on company size, this voluntary program starts at \$12 per employee per year. A sponsored plan also is available starting at \$2 per employee per year.

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