

## Employee wellness program supports healthy habits and lifestyles



FIT Technologies/SchoolOne developed the Get Fit wellness program to support employees in maintaining healthier lifestyles. The more employees participate, the more wellness credits they earn to offset their health insurance premiums the following year. The company values our employees and understands that healthy employees are more productive, have more energy, miss less work due to illness, and have a lower incidence of hospitalizations. In addition to the health benefits, Get Fit provides an opportunity for staff to engage with their coworkers and other members of the community. The Get Fit program includes:

- Weekly meetings/resources/support
- Online resources and information
- Inservice sessions + onsite services
- Health Risk Assessment
- Employee Wellness Fair
- Local event promotion
- Smoking cessation incentive
- Weight reduction incentive
- Success Metrics incentive

“Although encouraging our employees to stop smoking, lose weight, and eat healthy is still a significant part of our program, we include a wide range of wellness topics,” said Michelle Tomallo, FIT Technologies Co-Founder and Executive Vice President.

Prior to the kickoff in January, each member voluntarily underwent a wellness examination to baseline weight, BMI, blood pressure, and eight other metrics. Then each participant created at least one wellness goal to work on during the year, such as improving his or her cholesterol, weight, or blood pressure.

Normal / Desirable / Healthy Ranges											
Weight	Waist	BMI	Body Fat %	Blood Pressure	Blood Glucose	Pulse	Total Cholesterol	HDL	LDL	TC/HDL Ratio	Triglycerides
chart	M ? 40" W ? 35"	18.5 – 24.9	chart	Systolic <120mmHg Diastolic <80mmHg	Fasting 70 -99mg/dL	60-100 bpm	< 200	> 60	< 130	< 3.5	< 150

### 2010 Get Fit Program Highlights

To foster success, the group meets weekly for brown-bag meetings, presentations, or events. The staff have shared responsibility for topics and arranging guest speakers or special events.

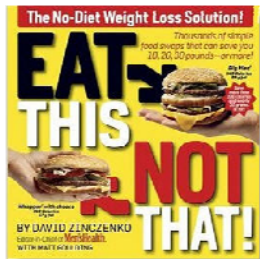
#### Go Red for Women

In February, the company recognized Go Red for Women Day, the American Heart Association’s campaign to promote women’s cardiac health. Company Co-Founder Michelle Tomallo offered a presentation on heart health, and staff dressed in red and raised money to support the campaign. In addition, the company’s annual client gifts further promoted awareness with “You’re the Heart of our Business” themed items in honor of February as American Heart Month.



## Healthy Snacks & Favorite Frozen Entrees Show and Tell

The group turned their informal eating habits into a formal “Healthy Snacks Show and Tell” and “Frozen Entrees Show and Tell,” with members bringing in their favorite treats and frozen meals for a taste test, along with nutritional info and why it was one of their favorites.

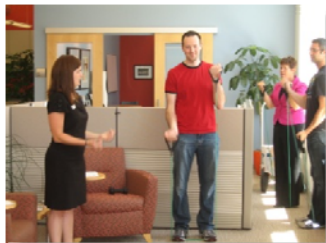


## Eat This Not That

An exploration of David Zinczenko’s book *Eat This Not That* early in the year became a frequent reference point for the group as they navigated their way through the grocery store, the drive through, and the restaurant menu. Members learned to swap unhealthy choices for healthier ones (or to at least choose the lesser of two evils when in that type of situation).

## Hypnosis for Healing and Self Improvement

Certified Hypnotherapist [Tedde Abbott](#) shared some facts about the science of hypnosis and hypnotherapy and their ability to promote health and wellness—from prepping for surgery, to quitting smoking, to losing weight, to getting over a fear of something. As part of her visit, she led a guided imagery exercise that allowed the group to reach a deep state of relaxation.



## CSU Recreation Center: Fitness at Work

One of the benefits FIT Technologies offers employees is discounted membership to Cleveland State University’s state-of-the-art [Rec Center](#). As a bonus, Rec Center staff visited FIT Technologies’ offices and gave a hands-on demonstration of exercises to do in the office or workstation. The demo included squats, standing push-ups, free weights, exercise bands, and stretches.

## Image Consulting

Image Consultant [Traci McBride](#) brought her unique knowledge base to the group in a presentation that included image awareness, fashion advice, and shopping dos and don’ts, among other topics. Traci offers body proportion analysis, color analysis, and closet audits, and is skilled at finding new ways to make clients’ wardrobe pieces fit together.



## Bodies the Exhibition



Some members of the group went on a field trip to see [Bodies the Exhibition](#). This fascinating traveling exhibition displays actual human body specimens and body systems preserved through a polymer process. The display included the circulatory, digestive, nervous, respiratory, and other systems.

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## Food Inc.

To learn more about the U.S. food system, the group watched [Food Inc.](#), the Academy Award-nominated documentary that explores the food production system from farm to factory to store to table. It examines the mechanization, corporatization, and regulation of food and the effects of each on animals, crops, farmers, consumers, and the environment.



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## North Union Farmers' Market



Another benefit of FIT Technologies' office location is its proximity to the [North Union Farmers' Market](#). On Thursdays from June to October, group members can walk a few blocks to the market to sample locally grown produce and prepared foods made with local fruits, vegetables, meats, cheeses, honey, and other ingredients sourced in northeast Ohio.

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## Massage Therapy

One of the group's favorite treats is in-office Massage Therapy. A couple times per year, staff transform a conference room into a mini spa for a day, complete with candlelight and soft music. Get Fit Members receive 30 minutes of soothing massage from local massage therapists.



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## VOX Running Group



FIT Technologies is a sponsor of Vox Running, a local running club comprised mostly of employees of tech companies. VOX members promote the sport of running by training and racing together and encouraging novice runners. Vox and several of the FIT staff participate in more than a dozen local and charity running events each season.



## Body Composition

We invited health professionals to perform body analysis using calipers and the latest scanning equipment to measure BMI, body fat percentages, and body type. Using these baselines, along with health assessment metrics, members were able to identify habits and exercise plans that would help improve these baselines and boost overall health.



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## Community Fitness Events

Several members of Get Fit are involved in campaigns to raise awareness and funds for certain diseases that affect them and their families, including The Juvenile Diabetes Research Foundation, the MS Society, and the Pancreatic Cancer Action Network. Both the group members and the company support their efforts with donations and participation in many charity runs, walks, and other events. Members also prepare brown-bag presentations on statistics, symptoms, research, treatment and other aspects of these diseases.



**Juvenile Diabetes  
Research Foundation**



**Multiple Sclerosis Society**



**Pancreatic Cancer Action Network**