



Executive Wellness – Help Keep your Senior Executives Healthy

With a declining unemployment rate in Canada, many organizations are beginning to feel the effects of the reduction in available talent and resources in today's employment market. Senior management wants to keep key executives healthy and working in a state of balance and wellness. The impact that a disability could have on an organization if the CFO, President or any VP level executive takes a leave is astronomical; from a personal and financial perspective. An attractive benefit becoming more popular by employers across Canada is an annual Executive Wellness program geared to assess many aspects of health and wellness for the busy executive. The annual visit is entirely paid by the employer and is considered an outstanding benefit by executives receiving the care. These statistics summarize why this program could go a very long way for a rather minimal financial commitment.

- 52.8% of executives reported high levels of daily stress, compared to 28% of Canadians in general.
- One in five executives is currently experiencing some form of heart disease.
- Over half of executives are at risk as the result of being obese or overweight.
- 15.2% of executives indicated depressed moods, compared to 2.6% of the general population

How does the program work?

The program is typically offered to a specific group of employees, such as Directors, VP's, CFO's, and Presidents within the organization. If paid under a Personal Health Spending Account (PHSP), it becomes a non taxable benefit to employees and considered tax deductible to the organization. Fees are based on an annual visit per person basis, and assessments are geared to screen for a variety of gender and age based conditions. It provides preventive care, by trusted health advisors and timely access to advanced diagnostic and screening procedures. A complete health and wellness profile is generated for each executive, and the doctors work with the individual to reduce potential risks. Personalized recommendations on health, fitness, nutrition, and stress are made and reviewed on a one-to-one basis.

All tests are conducted in one facility during a single visit and are geared to meet the needs of a busy executive. Supported by state-of-the-art diagnostic tools, these clinics offer a customized approach to preventive healthcare. The programs are also very effective in locating potential health risks and set the executive on a realistic path to healthier living.

Set Program Objectives

JSL Inc. can help you strategize to identify specific needs for your executive group, and develop program objectives:

- Executive Wellness programs are typically customized medical programs that go beyond our general health care system to maintain or re-gain optimal health.
- A comprehensive medical program to detect illnesses which can be byproducts of age and stress;
- It is designed as preventive care, intended to detect health issues before symptoms appear
- The facility will provide an appealing, comfortable and restorative environment. It combines the disciplines of wellness, nutrition, fitness and medicine, to work in tandem to rejuvenate the body and nourish the soul; and
- It will help your executives maintain a healthy lifestyle.

Administration Options

- Invoices can be sent to the plan administrator after the executive has completed his/her entire wellness visit at the clinic.
- JSL Inc. offers HealthAssist; a vehicle to help you administer the payment and reimbursement of Executive Wellness costs in a tax effective way.
 - Service Agreement and Non-Disclosure Agreement should be drafted and signed.
 - Disclosure of any information on your executives by the clinic is against the law.
 - Regular reporting of utilization provided by the clinic is provided to HR if desired.
 - Booking for appointments – done by executive, the spouse or contact from clinic. Set this up as you wish.



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Leading Clinic in Canada

JSL Inc. can partner with you to allow you to offer your employees leading edge quality health care in all major cities across Canada (Montreal, Vancouver, Calgary and Toronto). Also included, are Women's Executive Health Services – designed by female physicians for women. They provide superior health services that are tailored to suit the needs of the female executive.

Once a tailored program is completed, each executive is provided with a feedback booklet that summarizes all the relevant information taken from the various tests. It compares results from blood work to normal values in addition to providing customized information on addressing specific risks factors. In the event that a test indicates immediate medical attention, the patient will be called immediately to assist with providing timely sophisticated diagnostic procedures. With a network of medical imaging clinics providing everything from MRI to CT scanning, many of the required procedures can be performed in a time efficient basis for the executive.

The designated location will ensure a very comfortable atmosphere to undergo these tests and provide each executive with a minimum of 1 hour face-to-face health assessment with some of Canada's leading health professionals. Each executive will be matched with the most appropriate physician based on personal needs and character preferences. The wellness experience as a whole is conducted all at once, usually first thing in the morning, and leaves the executive feeling like they have accomplished something long overdue on their list of items to address.

The following lists some tests that executives undergo under this wellness program.

- **12-Lead Stress Electrocardiogram**
- **Abdominal/Pelvic Ultrasound:**
- **Ankle Brachial Index** tests for hardening and narrowing of the arteries
- **Audiometric Test** tests for hearing disorders or acoustic nerve disease
- **Bone Density Screening**
- **Chest X-ray**
- **Colonoscopy:** Colonoscopy is currently the recommended gold standard test for the early detection of colorectal cancer, the second most common form of cancer among adult Canadians.
- **Immunizations and Flu Shots**
- **Female specific ultrasounds and scans**
- **Respiratory Function**
- **Visual Acuity and Pressure Tonometry**
- **Fitness, Nutritional and Stress related tests**

Small Scale Wellness Program

In addition to the extensive program geared to executives, the same type of Wellness and Assessment program can be offered on a much broader scale. Any group of employees can be tested within your organization. Blood work is taken and the same testing is conducted for the top health related conditions. Results are delivered on a group basis (i.e. 20-30 people) rather than on an individual basis. Personal results are never shared within the group, but overall group results are discussed in a general format. This allows the facilitator to present educational material on a condition which was tested on, or could have been common within the group. This service is directly promoting wellness on an entirely relevant issue to the participants. Contact us at JSL Inc. to receive more information on this service or other services we offer.



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