



4. Senior leaders/upper management at your company actively support worksite wellness. Answer “yes” if you have “buy-in” from senior leaders/upper management (e.g., support with budget or resource allotment).	4 pts.	
5. Your company has a Worksite Wellness Committee that meets regularly (at least quarterly) and maintains meeting notes.	4 pts.	
6. Your company has a written company wellness plan and/or policy, which is reviewed annually.	4 pts.	
7. Your company has a written policy to support breast-feeding women (e.g., allows flexible breaks to allow women to breastfeed or express milk). <b>OR</b> Your company has only written guidelines to support breast-feeding women (e.g., allows flexible breaks to allow women to breastfeed or express milk).	4 pts.  2 pts.	
8. Your company has a written policy and conducts employee health risk appraisals/assessments through vendors, on-site staff, or health plans, and provides individual feedback plus health education. <b>OR</b> Your company has only written guidelines to conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans, and provides individual feedback plus health education.	4 pts.  2 pts.	
9. Your company has a written sustainability plan in place for worksite wellness activities, programs, and staff beyond this challenge.	4 pts.	
10. Your company Worksite Wellness Challenge Team Captain met with their Worksite Wellness Challenge Coach each calendar month from February – October 2020 (by phone or in person).	4 pts.	
11. Your company Worksite Wellness Committee / Team Captain reached out to at least one of their medical health insurance provider representatives at least three times during the 2020 Worksite Wellness Challenge.	4 pts.	
12. Your company conducts an employee needs and interest assessment specifically related to planning health promotion activities.	3 pts.	
13. Your company provides a small, private space for a lactation room (that is not a restroom or closet) with a sink nearby for hand washing and washing of pump parts.	3 pts.	
14. Your company engages in other health initiatives throughout the community and supports employee participation and volunteer efforts (e.g., Mayorathon, Relay for Life, the Visitor Industry Charity Walk, Bikes on Rice).	2 pts.	
<b>General Health Environment (continued)</b>	<b>Point Value</b>	<b>Your Score</b>
<b>TOTAL General Health Environment Score</b>	<b>60 pts.</b>	

<b>Physical Activity</b>	<b>Point Value</b>	<b>Your Score</b>
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1. Your company has a written policy or your health insurance provider offers discounts on the cost of on-site or off-site exercise facilities, and you promote this to employees. <a href="https://thrive.kaiserpermanente.org/care-near-hawaii/active-and-fit?kp_shortcut_referrer=kp.org/fitrewards">https://thrive.kaiserpermanente.org/care-near-hawaii/active-and-fit?kp_shortcut_referrer=kp.org/fitrewards</a>	4 pts.	
2. Your company has a written policy to subsidize bus passes for employees who would like to take the bus to work, and you promote this to employees.	4 pts.	
3. Your company has either a separate written physical activity policy or includes a physical activity policy in the overall written company wellness plan / policy / strategic plan. <b>OR</b> Your company has either separate written physical activity guidelines or includes physical activity guidelines in the overall written company wellness plan / policy / strategic plan.	4 pts.  2 pts.	
4. Your company provides an exercise area on-site to which all of your employees have access.	3 pts.	
5. Your company provides bike racks in safe and convenient locations that are available for employees who ride their bike to work.	3 pts.	
6. Your company provides environmental resources for recreation or physical activity (e.g., your worksite provides trails or a track for walking / jogging, or maps of suitable walking routes around the area so employees can walk on their break, lunch hour, before work or pau hana). <a href="https://business.kaiserpermanente.org/thrive/resource-center/walking-for-workforce-health-toolkit">https://business.kaiserpermanente.org/thrive/resource-center/walking-for-workforce-health-toolkit</a>	3 pts.	
7. Your company provides a shower and / or designated changing facility (e.g., a restroom with lockers).	3 pts.	
8. Your company provides social support resources to encourage physical activity at work (e.g., walking groups, wellness champions, physical activity partner agreements, and /or lifestyle improvement pledges). <a href="https://business.kaiserpermanente.org/thrive/resource-center/walking-for-workforce-health-toolkit">https://business.kaiserpermanente.org/thrive/resource-center/walking-for-workforce-health-toolkit</a> <a href="https://business.kaiserpermanente.org/thrive/resource-center/walking-log">https://business.kaiserpermanente.org/thrive/resource-center/walking-log</a> <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=exercise">https://business.kaiserpermanente.org/thrive/resource-center?topic=exercise</a>	2 pts.	
9. Your company provides two or more educational seminars, workshops, or classes on physical activity. Answer “Yes” if these sessions address physical activity as a single health topic or if physical activity is included with other health topics. These sessions can be provided in-person or online, on-site or off-site, in individual or group settings, through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.	2 pts.	
10. Your company has signs posted at elevators, stairwell entrances or exits and other key locations that encourage employees to use the stairs.	1 pt.	
11. Your company provides brochures, videos, physical activity promotion posters, pamphlets, newsletters, or other written or online information that address the benefits of physical activity.	1 pt.	

<a href="https://healthy.kaiserpermanente.org/health/care/!ut/p/a0/RYoxCoAwEAS_oi_YVuzEDwgWmnRLkOQgiRIPJb9XsLAaZhhYrLCZl3iq7JnxdXNuLC70HyYWJiywsF-YtUj2MEopzjGhk7IEq3_MlI3v5cKM8SII6XuHtr2Acs-b9Y!/">https://healthy.kaiserpermanente.org/health/care/!ut/p/a0/RYoxCoAwEAS_oi_YVuzEDwgWmnRLkOQgiRIPJb9XsLAaZhhYrLCZl3iq7JnxdXNuLC70HyYWJiywsF-YtUj2MEopzjGhk7IEq3_MlI3v5cKM8SII6XuHtr2Acs-b9Y!/ https://business.kaiserpermanente.org/thrive/monthly-health-topics</a>		
<b>TOTAL Physical Activity Score</b>	<b>30 pts.</b>	

<b>Nutrition (Healthy Eating)</b>	<b>Point Value</b>	<b>Your Score</b>
<p>1. Your company has a written policy for the provision of healthy food and beverage options at employee meetings and events (e.g., the policy or formal communication makes vegetables, fruits, 100% fruit juices, whole grain items or trans-fat-free / low-sodium snacks available during meetings).</p> <p><b>OR</b></p> <p>Your company has only a written guideline for the provision of healthy food and beverage options at employee meetings and events (e.g., the policy or formal communication makes vegetables, fruits, 100% fruit juices, whole grain items or trans-fat-free / low-sodium snacks available during meetings).</p> <p><a href="https://business.kaiserpermanente.org/thrive/resource-center/healthy-meetings-guide">https://business.kaiserpermanente.org/thrive/resource-center/healthy-meetings-guide</a></p>	<p>4 pts.</p> <p>2 pts.</p>	
<p>2. Your company has a written policy to offer an on-site farmers market or offers flex time to attend a nearby farmers market where fresh fruits and vegetables are sold.</p>	4 pts.	
<p>3. Your company has a written policy stating that more than 50% of the food and beverage choices available in vending machines, snack bars, or other points of purchase are healthy food items (e.g., skim milk, 1% milk, water, unsweetened flavored water, diet drinks, 100% fruit juice, low-fat and low-sodium snacks, or fresh fruit).</p> <p><b>OR</b></p> <p>Your company has only a written guideline stating that more than 50% of the food and beverage choices available in vending machines, snack bars, or other points of purchase are healthy food items (e.g., skim milk, 1% milk, water, unsweetened flavored water, diet drinks, 100% fruit juice, low-fat and low-sodium snacks, or fresh fruit).</p>	<p>4 pts.</p> <p>2 pts.</p>	
<p>4. Your company has a written policy to offer meals that include healthy options in cafeteria settings.</p> <p><b>OR</b></p> <p>Your company has only written guidelines to offer meals that include healthy options in cafeteria settings.</p> <p><a href="https://business.kaiserpermanente.org/thrive/resource-center/healthy-meetings-guide">https://business.kaiserpermanente.org/thrive/resource-center/healthy-meetings-guide</a></p>	<p>4 pts.</p> <p>2 pts.</p>	
<p>5. Your company has a written policy to identify healthier food and beverage choices with signs or symbols (e.g., the “Choose Healthy Now” program or your company puts a “heart” next to a healthy item in vending machines, cafeterias, snack bars, or other points of purchase).</p> <p><b>OR</b></p>	<p>4 pts.</p> <p>2 pts.</p>	

Your company has only a written guideline to identify healthier food and beverage choices with signs or symbols (e.g., the “Choose Healthy Now” program or your company puts a “heart” next to a healthy item in vending machines, cafeterias, snack bars, or other points of purchase).		
6. Your company has a written policy or plan for hosting a minimum of one healthy food drive per year (see the “Healthy Food Drive” flyer on <a href="http://www.GetFitKauai.com">www.GetFitKauai.com</a> ). <b>OR</b> Your company has only a written guideline or plan for hosting a minimum of one healthy food drive per year (see “Healthy Food Drive” flyer on <a href="http://www.GetFitKauai.com">www.GetFitKauai.com</a> ).	4pts.  2pts.	
7. Your company has provisions available so employees can bring healthy lunches from home (e.g., provides a refrigerator, a sink to clean dishes/utensils, an eating area with seating, or a microwave and/or toaster oven for warming food).	3 pts.	
8. Your company provides on-going on-site gardening or access to a community garden (e.g., roof gardens, container and / or herb gardens).	3 pts.	
9. Your company has a water cooler, filtered water, bottled water or drinking fountain available to employees free of charge at all times.	3 pts.	
10. Your company provides two or more educational seminars, workshops, or classes on nutrition (e.g., sessions that address nutrition as a single health topic or if nutrition is included with other health topics). These sessions can be provided in-person or online, on-site or off-site, in individual or group settings, through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.	2 pts.	
11. Your company provides access to free or subsidized self-management programs to live a healthy lifestyle (nutrition, exercise and weight management). For example, your employees participate in the Wilcox Health free program, “A Healthier You”. Teams may also be eligible for a corporate discount for Weight Watchers.	2 pts.	
12. Your company held a healthy food drive in 2020.	2 pts.	
13. Your company promotes healthy eating to employees through the use of posters, brochures, videos, paycheck stuffers, flyers, newsletter articles, information on a company website, etc.	1 pt.	
<b>TOTAL Healthy Eating (Nutrition) Score</b>	<b>40 pts.</b>	

<b>Tobacco Control</b>	<b>Point Value</b>	<b>Your Score</b>
1. Your company has a written policy banning all tobacco use at your worksite. <b>OR</b> <a href="https://business.kaiserpermanente.org/thrive/resource-center/tobacco-free-campus-toolkit">https://business.kaiserpermanente.org/thrive/resource-center/tobacco-free-campus-toolkit</a> <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation">https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation</a>	4 pts.  2 pts.	

Your company has only a written guideline banning all tobacco use at your worksite.		
2. Your company has a written policy banning all Electronic Smoking Device usage at your worksite. <b>OR</b> Your company has only a written guideline banning all Electronic Smoking Device usage at your worksite. <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation">https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation</a>	4 pts.  2 pts.	
3. Your company reinforces a written policy and/or guideline banning all tobacco and/or Electronic Smoking Device usage (e.g., your company does not provide ashtrays or smoking areas, or your company communicates this written policy/guideline banning tobacco use through various channels at your worksite). <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation">https://business.kaiserpermanente.org/thrive/resource-center?topic=tobacco-cessation</a>	4 pts.	
4. Your company provides health insurance coverage with no or low out-of-pocket costs for prescription tobacco cessation medications including nicotine replacement (e.g. inhalers, nasal sprays, bupropion (Zyban) and varenicline (Chantix)). <a href="https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/">https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/</a>	4 pts.	
5. Your company provides health insurance coverage with no or low out-of-pocket costs for FDA-approved over-the-counter nicotine replacement products (e.g., nicotine replacement gum, patches, and/or lozenges). <a href="https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/">https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/</a>	4 pts.	
6. Your company provides or promotes free or subsidized tobacco cessation counseling (e.g., the Hawaii Tobacco Quitline at 1-800-QUIT-NOW, other local programs, or through medical insurance carriers). <a href="https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/">https://healthy.kaiserpermanente.org/health/care!/ut/p/a0/RUy7CslwFP0V_-AOLsVNBWehgyZLOYZLGsjNLUna4t-ryeB03ocsPckmbMGjBk2IX20KI7v51OGODKEHWbILPI_NvNREptNf0JtjzSF5MIVfcE4Pjktpr60y636L8FOCMBnRtfCkG-f_orKXvObzDIGWkSGowz7B-1eG5c!/</a>	2 pts.	
7. Your company displays signs (including “No Smoking” signs) with information about your tobacco use policy.	1 pt.	
<b>TOTAL Tobacco Control Score</b>	<b>23 pts.</b>	

<b>Stress Management</b>	<b>Point Value</b>	<b>Your Score</b>
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1. Your company provides dedicated space where employees can engage in relaxation activities, such as meditation, yoga, or biofeedback.	3 pts.	
2. Your company sponsors or organizes at least one social event during the year (e.g., team building events, company picnics, holiday parties, and/or employee sports teams).	2 pts.	
3. Your company provides two or more stress management programs each year (e.g., stress management programs can range from general stress release to financial stress management).	2 pts.	
4. During the last nine months, your company provided two or more work-life balance/life-skills programs (e.g., elder care, child care, referrals, tuition reimbursement, and/or other programs that are offered through vendors, on-site, or employee assistance programs).	2 pts.	
5. Your company provides at least one training session for managers on identifying and reducing workplace stress-related issues (e.g., training on performance reviews, communication, personnel management, assertiveness, time management, and/or conflict resolution).	2 pts.	
6. Your company provides opportunities for employee input regarding workplace issues that affect job stress (e.g., work processes and environment, work schedules, participative problem-solving, and/or management of work demands). <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=stress-management">https://business.kaiserpermanente.org/thrive/resource-center?topic=stress-management</a>	2 pts.	
7. Your company posts signs or provides brochures, videos, posters, pamphlets, newsletters, or other written or online information that addresses the benefits of stress management (e.g., posters that promote serenity in the workplace). <a href="https://business.kaiserpermanente.org/thrive/resource-center?topic=stress-management">https://business.kaiserpermanente.org/thrive/resource-center?topic=stress-management</a>	1 pt.	
<b>TOTAL Stress Management Score</b>	<b>14 pts.</b>	

### **Chronic Disease Prevention (High Blood Pressure, Diabetes, Obesity, High Cholesterol)**

1. Your company provides two or more educational seminars, workshops, or classes on prevention and control of high blood pressure.
2. Your company promotes the availability of wellness coaching through health insurance company/companies. (Note: Kaiser Permanente provides wellness coaching through its health insurance company, Kaiser Permanente Health Insurance Company. For more information, visit <a href="https://healthy.kaiserpermanente.org/health/care/!ut/p/a1/jZDNqslwEIVfRRddyoxW_NtFRalVsCq3NRuJldRgbEoyFXx7Yc4JABL8Rd54K0LYR5az44ddezZDrtMlz22Ryj_m4z3OwXPUSEFFbAc2PPtfl4ISonAQZ4Fdor55Vw8JJaR0ZRgMB9db5pSirHsource=local/p=regionCode=defaultRegion/435508321892/=/?%3AreqUid=844150854&amp;searchString=lifestyle+coaching">https://healthy.kaiserpermanente.org/health/care/!ut/p/a1/jZDNqslwEIVfRRddyoxW_NtFRalVsCq3NRuJldRgbEoyFXx7Yc4JABL8Rd54K0LYR5az44ddezZDrtMlz22Ryj_m4z3OwXPUSEFFbAc2PPtfl4ISonAQZ4Fdor55Vw8JJaR0ZRgMB9db5pSirHsource=local/p=regionCode=defaultRegion/435508321892/=/?%3AreqUid=844150854&amp;searchString=lifestyle+coaching</a> )
3. Your company hosts a health fair for employees that provides screenings for two or more of the following chronic diseases: high blood pressure, diabetes, obesity, and high cholesterol.
4. Your company provides brochures, videos, posters, pamphlets, newsletters, or other written or online information that addresses the benefits of chronic disease prevention.

### **Total Score: Chronic Disease Prevention (High Blood Pressure, Diabetes, Obesity, High Cholesterol)**

**Signs & Symptoms of Heart Attack and Stroke /  
Emergency Response to Heart Attack and Stroke**

1. Your company has a written policy that includes a written emergency response plan that addresses acute heart attack  
**OR**

Your company has only written guidelines that include a written emergency response plan that addresses acute heart

2. Your company has one or more functioning AEDs in place.

3. Your company offers access to a nationally recognized training course on Cardiopulmonary Resuscitation (CPR) that in

4. Your company has posters or flyers in the common areas of your worksite (such as bulletin boards, kiosks, break room  
[https://healthy.kaiserpermanente.org/health/care/lut/p/a1/jZBPU8IwEMW\\_ihw470IR1FuoVUsLQsO\\_5tIJNZQMgTBpVnV4iroyA1faDjf\\_cx7SP6D8E8WD4GDmL3x3BICEIMMRtcb9SBVSnFGWj9KS2M-appWWvx7z0SeaFsXhupRyL3LYk8uginNFIQL0qIO\\_ffJ8mShAsP4j\\_i\\_8tBHljqrM0HnPZsUzmqDLd0ehiVk\\_us1foEwCeJhA!ck&submitQuery=Search&searchCategory=All&currSearchView=currSearchViewResults&hiddenText=](https://healthy.kaiserpermanente.org/health/care/lut/p/a1/jZBPU8IwEMW_ihw470IR1FuoVUsLQsO_5tIJNZQMgTBpVnV4iroyA1faDjf_cx7SP6D8E8WD4GDmL3x3BICEIMMRtcb9SBVSnFGWj9KS2M-appWWvx7z0SeaFsXhupRyL3LYk8uginNFIQL0qIO_ffJ8mShAsP4j_i_8tBHljqrM0HnPZsUzmqDLd0ehiVk_us1foEwCeJhA!ck&submitQuery=Search&searchCategory=All&currSearchView=currSearchViewResults&hiddenText=)

5. Your company provides any other information on the signs and symptoms of heart attack and of stroke through email

**Total Score: Signs & Symptoms of Heart Attack and Stroke /  
Emergency Response to Heart Attack & Stroke**

Points are based upon: Policy = 4 points; Environment = 3 points; Program = 2 points; Guidelines = 2 points; Small = 1 point

**2020 Scoring Levels:**

**Platinum** = 157 - 185

**Gold** = 129 - 156

**Silver** = 101 – 128

**Bronze** = 74 – 100

**Copper** = 0 - 73

**Mokihana Status** = Platinum for 3 years.

General Health	Physical Activity	Nutrition	Tobacco Control	Stress Management	Chronic Disease Prevention	Heart Attack and Stroke	Total
60 points	30 points	40 points	23 points	14 points	7 points	11 points	<b>185 points</b>



Get Fit Kaua'i would like thank our major sponsor, Kaiser Permanente, and our other awesome sponsors, partners and agencies that will help make the 2020 Worksite Wellness Challenge happen: HMSA, UHA, Hawai'i Public Health Institute and Hawai'i State Department of Health. You rock! Mahalo!!!



HMSA

UHA