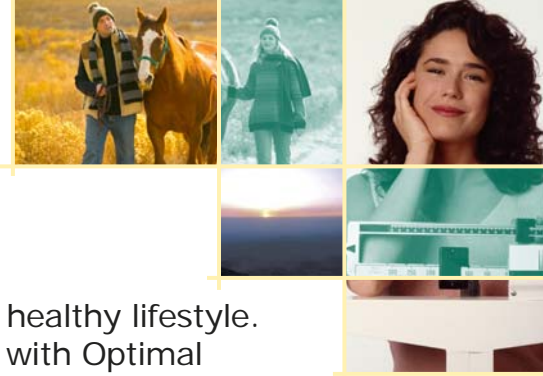


Weight Management



Being at a healthy weight is one of the key aspects of leading a healthy lifestyle. The **Changing Weighs** program offered through a partnership with Optimal Nutrition & Wellness, Inc. will help you identify your weight management needs and then provide you with the tools to make the necessary changes to meet your individual goals.

The Program

Changing Weighs consists of weigh in sessions, ten (10) monthly 60-minute weight management workshops and semi-monthly follow-up personal phone counseling sessions (10-minute duration). Workshops will begin in February 2010 and continue through November 2010 (*schedules will be available from Human Resources throughout the year*). Program topics will be:

1. Knowing Your Weight Story
2. Pump Up the Volume
3. Size Matters
4. Solving the Mystery of Weight Gain
5. Nutrition in Motion
6. Bracing Yourself Against a Toxic Environment
7. Breaking the Chain
8. What Have I Done?
9. Choices We Make and High Risk Solutions
10. Life on Chutes and Ladders

To ensure that you have the time needed to complete the program, the monthly workshops will be broken up into two (2) different time-periods. Workshops 1 through 5 will be available from February through June, while workshops 6 through 10 will be presented from July through November. Since each workshop is limited to 30 participants, we have arranged for workshops to be repeated in subsequent months to help you meet your scheduling needs.

<u>Month</u>	<u>Available Workshops*</u>	<u>Month</u>	<u>Available Workshops*</u>
February 2010	1 and 2	July 2010	6 and 7
March 2010	1, 2, and 3	August 2010	6, 7, and 8
April 2010	3 and 4	September 2010	8 and 9
May 2010	4 and 5	October 2010	9 and 10
June 2010	5	November 2010	10

**Workshops are required to be taken in order and only 2 workshops may be taken each month.*

Participation Requirement

BMI (Body Mass Index) is the trigger for this program. During the first 2 weeks in January 2010, Optimal Nutrition will measure your BMI and if it is 35.1* or greater, you are required to attend all 10 workshops **and** complete the **Changing Weighs Program Verification Form** to receive your 75 *Health is Wealth™* points. Individuals with a BMI of 35 and under are also required to complete the verification form to automatically receive the 75

Health is Wealth™ points. (*Verification form is enclosed and available from Human Resources. You are **required to return** it to Human Resources to receive your 75 Health is Wealth™ points.*)

Please Note: Individuals who are pregnant and have a BMI of 35.1 or more, are exempt from the program requirements.

* Your participation requirement is based on your BMI at the start of the program. If your BMI drops below 35.1 during the course of the program, you still have to attend all 10 workshops to receive your 75 *Health is Wealth™* points.

Completely Confidential

Your BMI and weight information is completely confidential. Optimal Nutrition & Wellness, Inc. will not share this information with IGHL. **All information conforms to HIPAA regulations.**