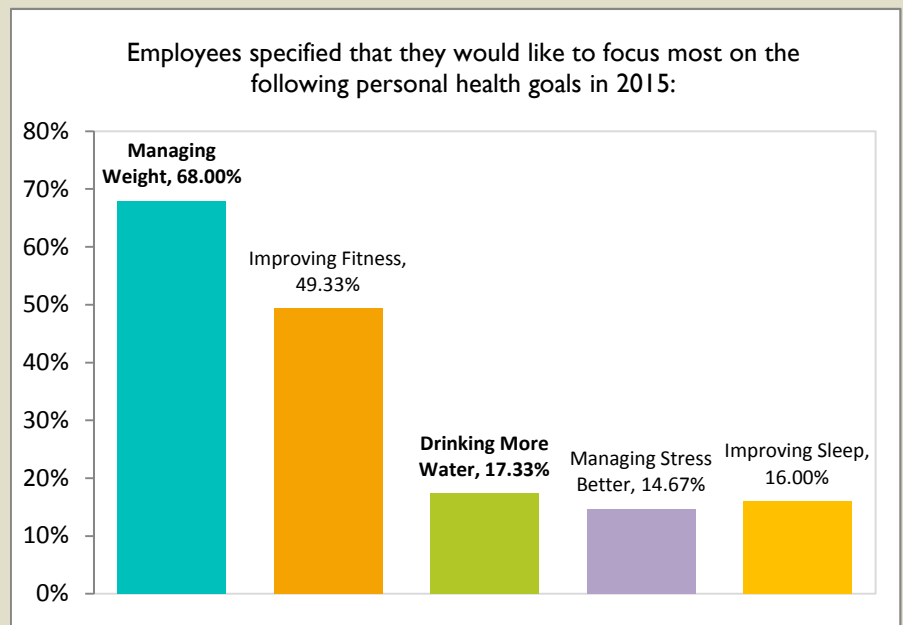


WASTE MANAGEMENT

The County of Riverside Culture of Health Survey offers insights into employee health, the perception of current and future well-being programs and the fostering of a culture of health and well-being in the County of Riverside workplace. A total of 75 out of 160 employees from Waste Management responded to the Culture of Health Survey (46.9% response rate).

EMPLOYEE WELL-BEING

- 80.0% of respondents indicated that they *Strongly Agree* or *Agree* to plan on taking steps to improve their overall health in 2015.
- 18.7% of employees responded to stress levels being *High* or *Overwhelming*.
- 34.7% responded that their stress levels were *Slightly High*.



WELLNESS PROGRAM

Employees found the following features of a wellness program most appealing:

- **Easy to do or convenient (46.7%)**
- **Group/team activities (24.0%)**
- **Tracking success via a wearable device (22.7%)**
- **Friendly competitions (20.0%)**

Employees indicated that they would most likely participate in a health improvement program if it was offered *Online/Internet* (48.0%) or *mobile-based* (24.0%).

- 33.8% would prefer to participate in a program *after work*, 13.5% during *lunch*, and 20.3% during their *mid-morning break*
- 57.3% of employees indicated that they would commit *15-30 minutes* during the work day to a health improvement program
- A majority of employees (89.3%) responded that *e-mail announcements* would be the most effective way to learn about health and well-being programs, news and events at work

Culture of Health Employee Needs and Program Interest Survey Results

PHYSICAL ACTIVITY

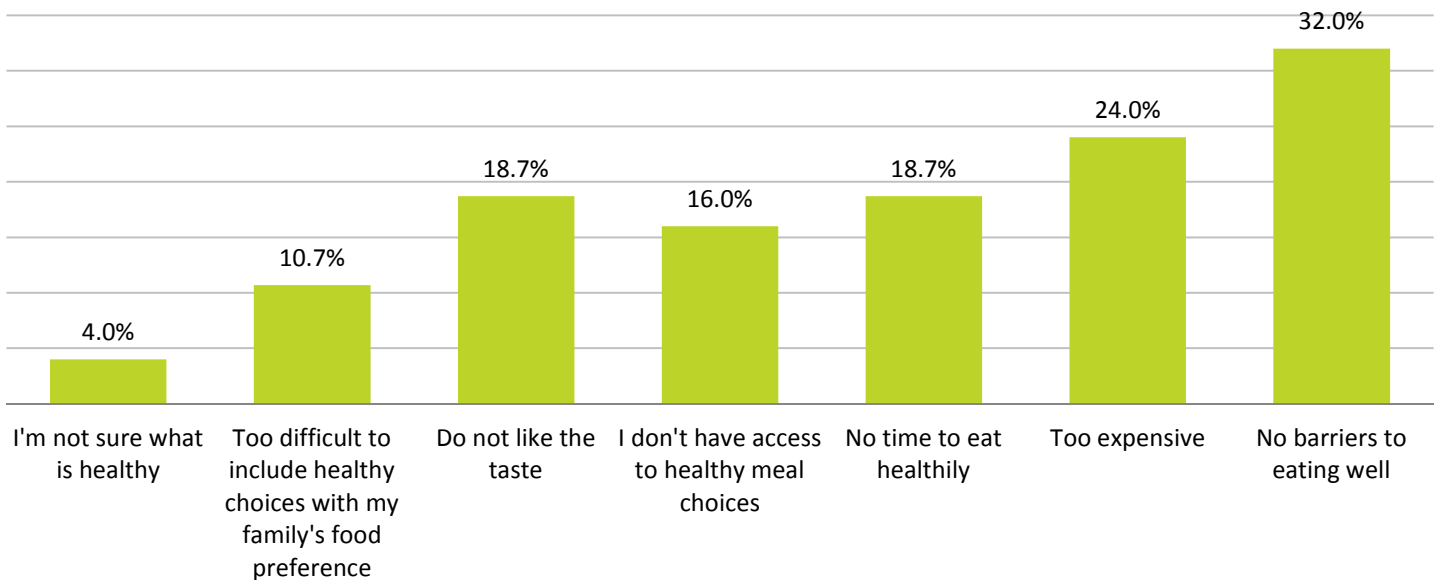
- 60.6% of employees typically do take breaks during the work day. Among employees who do not take breaks:
 - 28.1% indicated *pressure to get work done*
 - 18.8% needed to *catch up on work*
 - 18.8% reported *eating at their desks*

The chief barriers to regularly engaging in physical activity were indicated to be:

- **Not having enough time (41.3%)**
- **Lack of energy/too tired (37.3%)**
- **Inconvenient location or difficulty accessing facilities or equipment (16.0%)**

EATING WELL

Employee Barriers Towards Eating Well



- If the vending machines, snack bar or cafeteria at work locations offered healthier food and beverage options:
 - 22.5% of employees indicated they would select these options if they were offered at the *same or less price*
 - 35.0% said they would select these healthier options even if they were offered at a *slightly higher cost*