



WHERE FITNESS
MEETS SOCIAL

DOWNTOWN ATHLETIC CLUB
999 WILLAMETTE, EUGENE
541-484-4011

2018

DOWNTOWN
ATHLETIC
CLUB

WELLNESS PROGRAM



CORPORATE
WELLNESS PROGRAM

THE GREATEST WEALTH IS HEALTH

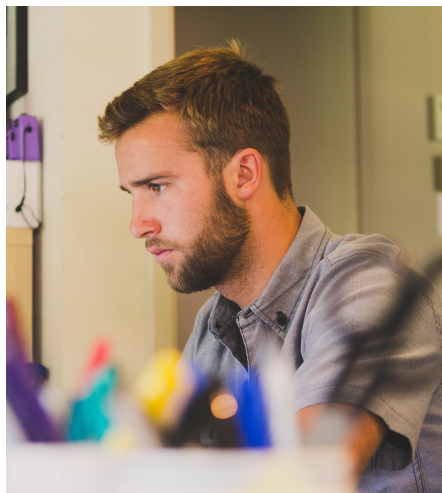
WELLNESS IN THE WORKPLACE

MAKING WORK BETTER

Over the last several decades, an epidemic of “lifestyle diseases” has developed in the United States. Unhealthy lifestyles, such as inactivity, poor nutrition, tobacco use and frequent alcohol consumption are driving up the prevalence of chronic disease, including; diabetes, heart disease, and chronic pulmonary conditions. These chronic conditions have become a major burden on employers, as they lead to increased employee absenteeism, decreased workplace productivity, and increased costs of employer sponsored health care programs.

LIFESTYLE COMPONENTS THAT LEAD
TO A HEALTHY LIFESTYLE INCLUDE:

- Regular Exercise
- Healthy Diet
- Social Interaction
- Emotional Wellness
- Work / Life Balance
- Healthy Environments
- Spirituality



COMMON WORKPLACE BENEFITS REALIZED BY EMPLOYERS

- Greater job productivity
- Fewer absences
- Lower health care costs
- Builds community and camaraderie amongst employees through group activities
- Team Building
- Helps to make your organization an employer of choice
- Workplace wellness is a preferred benefit for the Millennial generation
- Improved worker satisfaction and retention

ALWAYS CONNECTED

IT'S HARD TO MISS US

The DAC Wellness Program is not just a seminar or group of classes; its much more. It's a community of wellness minded individuals and companies moving towards a common goal of increased health and vitality. Staying connected is more important than ever and we have multiple avenues to facilitate that. As technology evolves and changes, we adapt.

Stay Healthy | Stay Connected | Stay Committed

THERE'S POWER IN BEING SOCIAL
INSTAGRAM, FACEBOOK AND TWITTER

Connect with us on these social platforms.
Visit: downtownac.com/wellness for updated information on our Corporate Wellness Program.

Follow @DAC_Eugene on Instagram

Follow @DACEugene on Twitter

Follow @Theaxbilly on Instagram

Facebook: [The Downtown Athletic Club](https://www.facebook.com/TheDowntownAthleticClub)

Website: www.downtownac.com

Website: www.axbilly.com

Website: www.eugenevenue.com



DOWNTOWNAC.COM

PROGRAM IMPLEMENTATION WORKING IN WELLNESS

Successful wellness programs consist of activities which include awareness, lifestyle change, supportive environment and policy.

Depending on availability of funds and personal support, some employers expand their program beyond the standard DAC Wellness Program offerings to include:



AWARENESS

- Wellness notices and emails
- Periodic coverage of activities in employee newsletters
- Supplemental educational events or series



LIFESTYLE

- Group classes such as aerobics, cycle, yoga, and pilates
- Group personal training
- Aquatics programs
- Competitive games like racquetball, basketball and squash



ENVIRONMENT

- Designate a wellness coordinator
- Time to exercise at work three times per week
- Continued encouragement for healthy food options
- Smoke-free environment

Our professional staff at the DAC is available to assist in tailoring your Wellness Program to make it fit the goals of your organization. Inquire with us if you have questions about any of the options above or alternative ideas you may have.



DAC WELLNESS PROGRAM

OVERVIEW

FITNESS

- Meetings with our Wellness Coach for personalized fitness plans and goal setting
- Access to a wide array of group exercise classes -around 100 offered each week including cardio, dance, cycle, low impact, yoga, strength, and water fitness
- Complimentary personal training session upon enrollment
- Group competitions - compete against each other or as a team to beat other local area companies



PREVENTATIVE CARE CLASSES

Classes taught by professionals that focus on; lifestyle, exercise, diet and more. Topics include, but not limited to:

- Preventative screenings and services
- Healthy eating
- Physical activity
- Tobacco prevention and cessation
- Stress management
- Nutrition consulting (recipes, meal planning)



ADDITIONAL BENEFITS

Access to our facility:

- Weight and cardio equipment
- Lap and fitness pool
- Racquetball and squash courts
- Basketball Court

Amenities and Services:

- WiFi connectivity
- Private and group training
- Complimentary on-site parking
- Private lockers and daily laundry service

For the entire family:

- On-site childcare
- Family programming
- Kids Camps
- Swim Lessons
- Youth Clinics
- Birthday Parties
- Preschool / Pre-K

Social Programming:

- Network with business professionals
- Socialize with fellow members at regular DAC sponsored events
- Qualifying member discounts at Ax Billy Grill Restaurant and DAC Conference Center



DAC WELLNESS PROGRAM

HOW IT WORKS



ENROLLMENT

Employer signs up the employee for the Downtown Athletic Club's Gold Wellness Program, an 18 month transferable membership between employees.



EMPLOYEE PERKS

Discounted initiation and monthly dues. Educational classes, personalized wellness coaching, exclusive exercise and workout classes.



TAXES

The Wellness Programs are tax deductible for employers and employees.* (IRC 132)



UTILIZATION

By participating in the program, employees become healthier, happier and more productive while requiring less sick leave and possibly reducing insurance premiums.

The DAC also offers a Silver package for employers who wish to sponsor their employees but not contribute to their initiation fee or dues. This program still qualifies for a discounted membership with at least 6 employees enrolled.

Please contact memberservices@downtownac.com to inquire about your employer's status, to enroll your business, or to have our team make a visit to your location to discuss the DAC Wellness Program.

**Our analysis of the fair value of the services offered under our program shows that approximately 35% of the overall value falls within our general gym membership category, which is likely considered a taxable fringe benefit to the employee as a portion of earned wages.*

PROGRAM PURPOSE

LET'S WORK TOGETHER

The DAC Wellness Program offers formal and informal activities designed to improve the health and well-being of all employees while reducing or eliminating health issues affecting employee health and work productivity.

DID YOU KNOW OVER 70% OF HEALTHCARE COSTS ARE PREVENTABLE?

A recent study by the AHA (American Heart Association) said that premature illness is mainly associated with cardiovascular disease, diabetes, high blood pressure, and obesity. Premature illness in the workplace costs up to 32 billion dollars per year.

Do you think your employee's wellness affects their productivity? For organizations still struggling to make time for employee exercise, a new study offers a strong incentive: **you'll save \$2,500** a year! The findings come from an analysis of 26,239 men and women, published in the Journal of the American Heart Association. Researchers from a number of universities and hospitals around the country, including Baptist Health South Florida, Yale, Johns Hopkins, Emory and Baylor, decided to see if they could determine what being active or inactive costs each of us annually in health care spending – the number is \$2,500 – which is substantially more than the annual cost of the DAC Wellness Program.

EMPLOYEE AND EMPLOYER TAX BENEFITS

The IRS allows an employer to deduct the cost of reasonable fringe benefits provided to its employees, such as the cost of providing a gym membership. Typically, a standalone gym membership offered as a fringe benefit is included as taxable compensation to the employee. However, a Wellness Program is treated differently. Fringe benefits that include qualified preventive care provided under a health & welfare plan under IRC 105/106 and classes offered for the exclusive benefit of the employer in premises owned or rented by the employer under IRC 132, are excluded from the taxable income of an employee. This includes hourly rental of the premises (see Treasury Reg. 1.132-1(e)(2) & (4)). Our analysis of the fair value of the services offered under our program shows that approximately 15% falls within our qualified preventative care classes and 50% within exclusive exercise classes and wellness coaching - together totaling 65% of the overall value. Please consult your tax adviser as to the tax treatment to you and your employees under IRC 105/106 & 132 and contact us for additional information.