ESEBT Wellness Program Overview

The Trustees recognize the importance of a multi-faceted wellness program to promote the overall health and well-being of the District's employees. The Trustees desire to incorporate a comprehensive wellness program into the Trust benefits, as shown in the attached graphic, in order to:

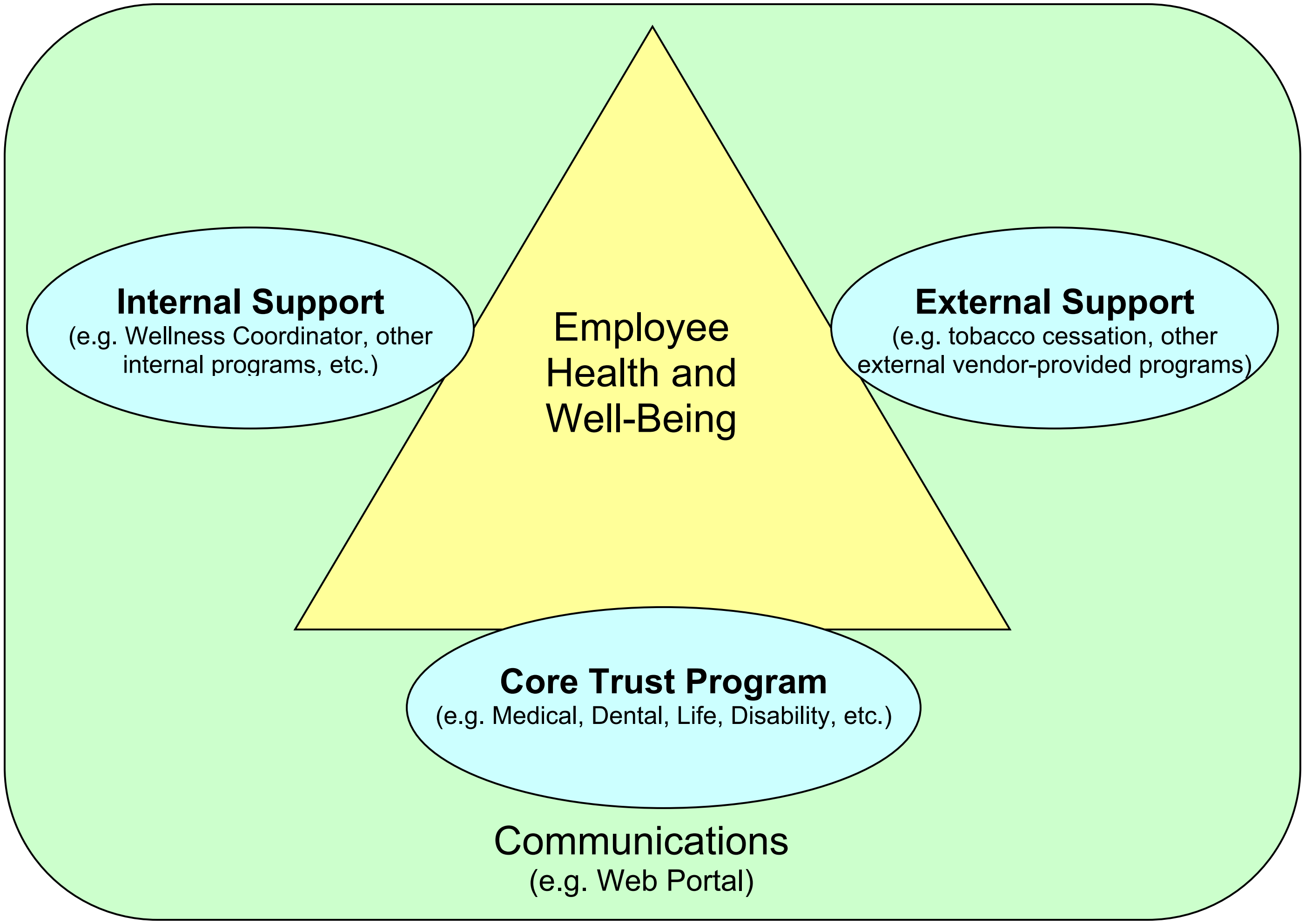
1. Promote healthy lifestyles by District employees and their families
2. Provide health education and health awareness among District employees
3. Reduce the Trust's medical plan costs over the long-term.
4. Increase District employee productivity, job performance, and morale and decrease health related absenteeism.

The goal of the wellness program is to create a culture of wellness that encourages employees to make healthier life-style choices through incentives, education and enhanced benefits. The comprehensive wellness program may include some or all of the following:

1. Hiring full time wellness coordinator
2. Health risk assessments
3. Enhanced wellness benefits in the Trust's medical, EAP, and other core benefits for total health management
4. External wellness programs provided off-site such as smoking and weight loss programs.
5. Internal programs provided on District property, such as stress management and employee wellness education and communications.

Legal reference: WAC 82-60-035

Everett School Employee Benefit Trust



ESEBT Program Investment Philosophy

The overall goal of the Trust's wellness program is to promote the overall health and well-being of the covered members. The foundation of the program is the Core Programs, which provide the basic level of protection to the members. The internal and external programs provide supplemental assistance to members, helping those that are healthy to continue to maintain their health, while also providing tools and resources to employees seeking to improve their health and reduce their health risks.

In certain years, dependent upon the financial status of the Trust reserves and the desired direction of the program by the trustees, the level of investment in the core, internal and external programs can be adjusted upward or downward accordingly.