

# Request to enter into an Agreement with Attentive and EmployWell

## Recommendation:

Staff recommends entering into an agreement with **Attentive** and **EmployWell** to implement an expanded employee wellness program. The program offerings were reviewed with the board at the November 18, 2025 meeting. The **estimated annual cost to the college is \$171,840**, based on full participation of all eligible employees.

This cost will be **fully offset** through payroll **tax savings generated by the program**, resulting in **net savings to both participating qualified employees and the College**.

## Summary:

### Program Participation

- A total of **358 employees** were identified to fully qualify for both the Attentive and EmployWell programs. It is important to note the number of participating employees will determine the overall cost and savings to the college and the employee. If a tax savings is not generated there will not be a bill. The cost of the program is only deducted from actual tax savings.
- All employees will benefit from the monthly services offered by Thrive MTN Modern Wellness.
- Employees will be able to decide to opt out of the program, which could affect overall savings/cost.

### Employer Savings & Fees

- **Employer Fee:** \$40 per enrolled employee per month, funded through payroll tax savings.
- **Total Estimated Employer Fees per Month:** \$14,320
- **Estimated Net Monthly Savings (after fees):** \$22,175
- **Estimated Total Employer Fees Annually:** \$171,840
- **Estimated Net Annual Savings (after fees):** \$266,108



## Employee Savings & Program Structure

- Each employee's fee equals **90% of the tax savings** generated through Attentive.
- Of that 90%:
  - **Attentive receives \$89**, and
  - **EmployWell receives the remaining balance.**
- The **average EmployWell fee is \$125.89 per employee per month.**
- The cost to participating employees is also offset by generated tax savings.
- All participating qualifying employees will experience an **increase in take-home pay.** This amount varies by employee, and is based on the employee's specific pay information, withholding, and deductions.



**Northland Pioneer College**

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