

13<sup>TH</sup> ANNUAL OHIO

***Employee  
Health &  
Wellness***  
CONFERENCE

# Workshop E

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*Ohio Healthiest Employers – Small Employers*  
**Best Practices & Successes at  
Cultivating a Culture of Employee Health,  
Wellness & Well-Being at Lake Shore  
Cryotronics & Certified Angus Beef**

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**11:15 a.m. to 12:30 p.m.**

## Biographical Information

**James Andrews, Director of Client Solutions**  
**Truth Initiative, 900 G Street, NW, Fourth Floor, Washington, DC 20001**  
**206-654-6202                      jandrews@truthinitiative.org**

James' career has focused on the impact of new technology on healthcare and wellbeing. James has held various sales and marketing positions at companies that offered software for the education and training of clinical laboratory professionals, physical activity challenges for employees and health plan members, and healthcare treatment decision support for employees. Additionally, he spent 7+ years working for Alere Wellbeing selling Quit for Life, the largest telephonic tobacco cessation program to mid-sized employers across the U.S.

James joined Truth Initiative in 2016 as the Director of Client Solutions. James is responsible for sales of the EX Program, a digital tobacco cessation program built in collaboration with Mayo Clinic. He is also responsible for commercial partnerships to further the reach of the EX Program.

James is a graduate of Boston College with a B.S. in General Management and Marketing.

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**Mary J. Stone, Benefits & HRIS Manager**  
**Lake Shore Cryotronics, Inc., 575 McCorkle Blvd, Westerville, OH 43082**  
**Phone: 614-212-1571    Fax: 614-818-1603    mary.stone@lakeshore.com**

Mary Stone was first introduced to the field of employee benefits in 1978 when she was a clerical worker in what was then known as the "Industrial Relations" department (now Human Resources) of an aerospace manufacturer in Long Beach, California. Her interest in the field led her to become a member of the charter class of Certified Employee Benefit Specialists, receiving her designation in 1980. Over the years, her responsibilities expanded into most other areas of HR, as well as payroll, HR information systems, and most recently, wellness. In 2003, Mary joined Lake Shore Cryotronics in Westerville, Ohio, and is currently the Benefits & HRIS Manager, where she also leads the company's wellness initiative. Mary's passion for wellness began in 2006 with the realization that to remain active in the lives of her grandchildren for years to come, she needed to make lifestyle changes to improve her own health. That led to the desire to invite others to share in her wellness journey. As Benefits Manager, she was also keenly aware of the effects of poor lifestyle choices on healthcare costs, so leading the wellness effort in the workplace was a natural fit, continuing to be an extremely rewarding endeavor, personally and professionally.

In addition to her CEBS designation, Mary has earned the SHRM-SCP and SPHR certifications. She holds a bachelor's degree in Business Administration from Mount Vernon Nazarene University, and a master's in Human Resource Management from Troy University.

## Biographical Information

**Sherry Leggett, Wellness & Medical Benefits Manager**  
**Certified Angus Beef LLC, 206 Riffel Road, Wooster, OH 44691**  
**330-345-2333 Fax 330-345-0806**  
**sleggett@certifiedangusbeef.com**

Certified Angus Beef LLC hired Sherry Leggett as Wellness and Medical Benefits Manager for employees to capture the heart of its business – where people are clearly the most important resource. The leadership for the *Certified Angus Beef*® brand, the beef marketing company for Angus cattle farmers and ranchers through the American Angus Association®, utilize Sherry to provide nearly 140 employees with an experienced and committed wellness professional to build on the healthy, positive, balanced, yet productive workplace. Sherry Leggett provides over 18 years of wellness experience and was named as one of the *top 100 Wellness Professionals in America by the Wellness Council of America*.

Sherry has a passion for helping employees through wellness coaching, designing individual integrative wellness programs, and coordinating the company's wellness team that includes an onsite Physician, Psychologist, Lawyer, Dietitian and Financial Wellness Coach.

Leggett has Bachelor's degrees in Sport Medicine and Sport Management from Mount Vernon Nazarene University, is an American Council on Exercise (ACE) Personal Trainer, Lifestyle and Weight Management Specialist, Certified Wellness Program Coordinator, and has WELCOA (Wellness Council of America) faculty status. She is also on the Ohio Psychological Association Psychology in the Workplace Network (PWN) Committee. Leggett has a passion for helping people achieve a balanced well life one interaction at a time.

Certified Angus Beef Wellness Program has been the recipient of various workplace awards, including the 2016 American Psychological Association's Psychologically Healthy Worksite Award - that signifies a strong commitment to employee wellness balance, 2016 Healthy Ohio Healthy Workplace Gold Winner, and 2015 Best Employers in Ohio for the Small/Medium Business. Sherry is a regular wellness speaker and educator at numerous local and state meetings such as Leadership Wooster, Healthy Ohioans and the Ohio Psychological Association.

## Who is Truth Initiative?

- Largest anti-tobacco non-profit in U.S.
- Award-winning truth® marketing campaign
- \$15M in NIH-funded research
- Launched EX in 2008, 800K participants
- Partnership w/ Mayo Clinic Nicotine Dependence Center





EX Plan



EX Community

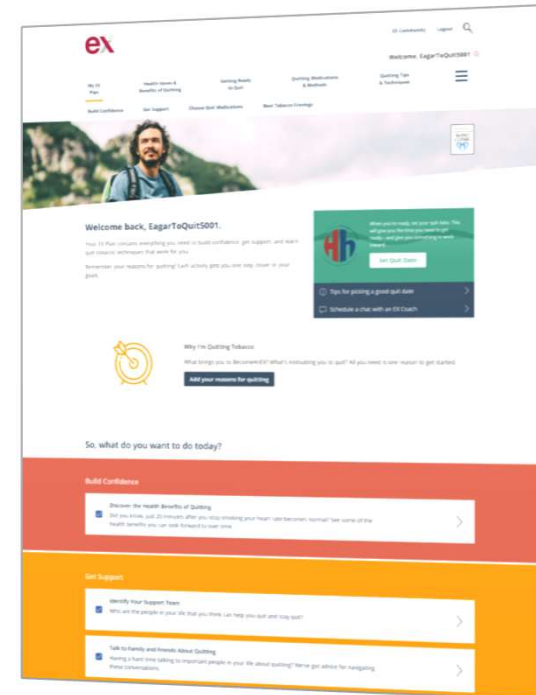


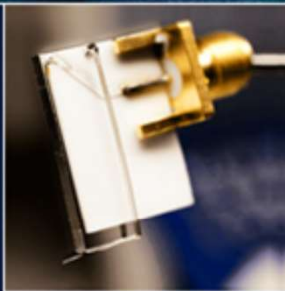
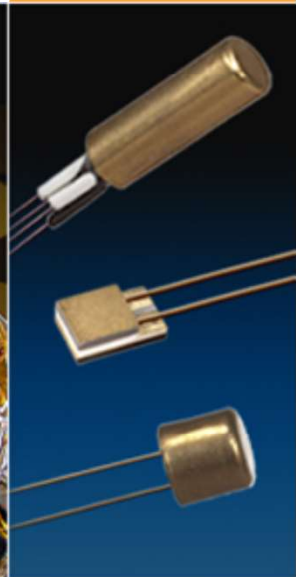
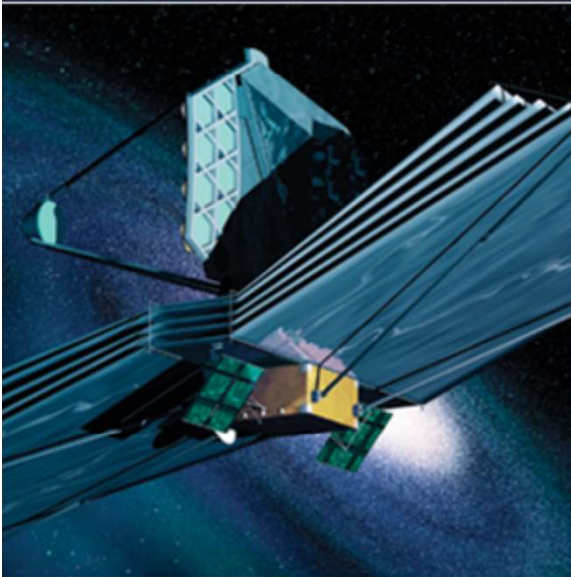
Chat Coaching



Patch/Gum/Lozenge

1. **Social** – our community with thousands of active users for peer support
2. **Mobile** – works on any device, no app needed
3. **Personalized** – how people prefer to engage today





# Wealth of Health Wellness Program Lake Shore Cryotronics, Inc.

August 21, 2018

# About Lake Shore Cryotronics

- Founded in 1968 by Dr. John Swartz, a former professor of electrical engineering at Ohio State
- Family owned
- Westerville location
- 156 employees



# What We Do

- Primary focus: Advancing Science
- Leading global innovator in measurement and control solutions
- Support researchers who are exploring and developing tomorrow's technologies





# 2015-2018—Top Workplace Award

**Lake Shore**  
CRYOTRONICS

*is proud to be named a Central Ohio  
Top Workplace four years in a row*

We work with some of the  
coldest temperatures on earth

But it's our **EMPLOYEES** who are the coolest!

**TOP WORK PLACES**  
2015

**TOP WORK PLACES**  
2016

**TOP WORK PLACES**  
2017

**TOP WORK PLACES**  
2018

**COLUMBUS  
CEO**

# MISSION

Lake Shore is committed to our customers' **pursuit of the science** that benefits mankind.



Why the organization exists

# VISION

To **advance science** by providing easy to use, high value and high performance products.



How and what we do

## CORPORATE GOALS

**Grow the business** to enable sustainable employee and investor satisfaction

Expect and **achieve high performance** with engaged employees by creating an environment that encourages cooperation and autonomy

**Encourage wellness** to enhance employee health, happiness and productivity

Maintain a **healthy balance sheet**

## DEPARTMENT GOALS

Accelerate the development of **innovative products** that meet the current needs and future expectations of our customers

Add value with high performance and **efficient manufacturing** methods that deliver **high quality**

Create a value-adding **worldwide** marketing, sales and service **network** designed to meet the current needs and future expectations of our customers

## KEY OBJECTIVES

**Profitable Growth**

**Employee Satisfaction**

**Customer Satisfaction**

**Investor Satisfaction**



# Wellness Program—Evolution

- 2000 – Fitness center in new building



- \$100 per year wellness reimbursement, sponsor company teams for rec sports

# Wellness Program Evolution (continued)

- 2005 – Sponsor Westerville community FitQuest program



- 2006 – Health fair, onsite biometric screenings
- 2007 – Formal wellness program, focus on health risk education, tracking for activity-based incentives, \$150/year premium reduction for following year

# Wellness Program Evolution (continued)

- 2008 – Wellness committee formed, mission statement:

*The mission of Lake Shore's Wealth of Health Wellness Program is to create a culture and environment that supports healthy lifestyles through fun, fitness, education and improved well-being.*

- 2012 – New focus, new mission statement:

*The mission of Lake Shore's Wealth of Health Wellness Program is to create a culture and environment that **fosters healthier lifestyle choices to reduce health risks, improve well-being, and maintain a productive, active workforce.***

- Rewards based on more “serious” activities:

- \$150 reward for annual physical, current on preventive exams, dental exam and cleaning, HRA completion
- \$150 reward for completion of on-site, one-on-one health coaching program

# Wellness Program Evolution (continued)

## ■ 2013 – 2018

- Incentives based fully on outcomes
- Spouses included for incentive eligibility
- Biometric screenings for Metabolic Syndrome risks

Marker	Out of range level
BP systolic/diastolic	>140/90
Waist circumference inches	Men: >40, women: >35
HDL mg/dL	Men: <40, women: <50
Triglycerides mg/dL	>150
Fasting blood sugar mg/dL	>100

- Non-tobacco use
- Reasonable alternatives to earn incentives

# Wellness Program Components

- Educational sessions
- Health risk assessments
- Weight loss competitions
- On-site Jazzercise, yoga, personal training
- Wii sports games
- Healthy food tastings
- Travel challenges, poker walks
- Health life screening onsite
- Nutrition challenges, Naturally Slim program
- Pedometers, Fitbits
- Meditation workshop



# Ongoing Wellness Initiatives

- Daily free oatmeal bar
- Blood pressure monitors on-site
- Healthy food options at meetings/events/vending
- On-site group circuit training, yoga, fitness videos
- 4 treadmill desks, 50+ standing desks
- Company garden
- CSA on-site deliveries
- \$225 annual fitness/nutrition program reimbursement
- Fitbits to all employees/new hires





# Ongoing Wellness Initiatives (continued)

- Tobacco-free campus
- Lunch 'n learns (fitness, nutrition, financial, emotional)
- Sponsor of Westerville Walk & Bike trails, 5Ks
- Sponsor rec softball teams
- Sponsor community food drives/giving tree
- Paid time off for volunteer hours
- Monthly chair massages



# How do we motivate the unengaged?



- Structure program to:
  - Motivate those who have not been engaged in the past
  - Individually customize program to meet people where they are
  - Have the potential for a more lasting effect on lifestyle changes than short-term competitions
  - Provide opportunity for anyone participating to win grand prize

# How do we motivate the unengaged?

- Goal #1:

Motivate those who have not been engaged in the past

- WIIFM – not just a fabulous prize, but improved health!

We need a BIG prize to get their attention.  
One that has universal appeal.



# How do we motivate the unengaged?

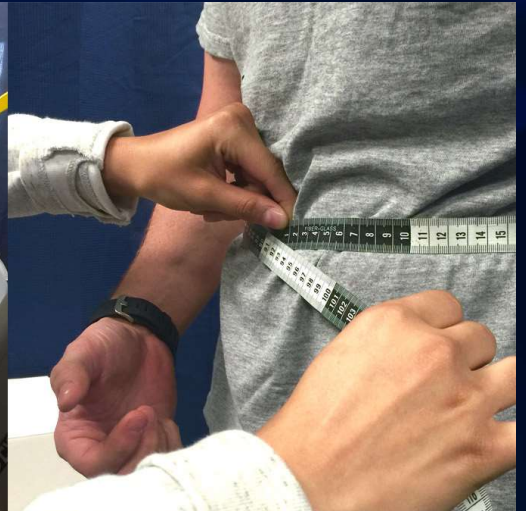
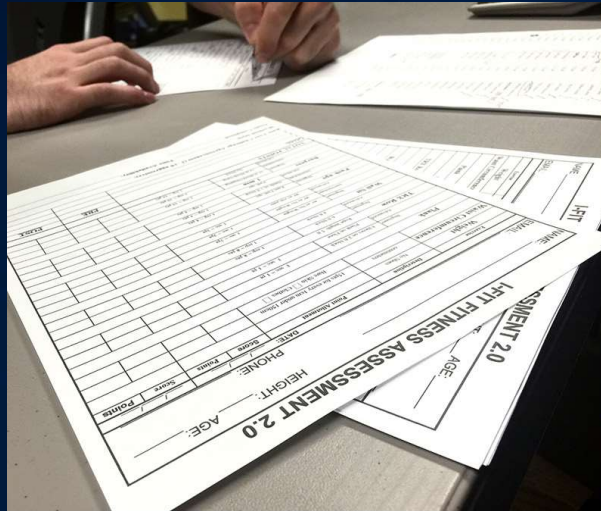
- Goal #2:

Individually customized program to meet people where they are

- Initial fitness assessment, conducted by personal trainers
- Meet with trainer to review results and set 3 personalized, realistic goals, based on current level of fitness



- Follow-up fitness assessment in 12 weeks to determine goal achievement



# Time of Your Life Fitness Assessment

- Goal #3:  
Opportunity for *anyone* participating to win grand prize



Not competing against others, only against yourself

For every goal that was met, one raffle ticket earned

Raffle tickets drawn for grand prize, plus some smaller prizes

# Time of Your Life Fitness Event!

YOU can win a FABULOUS trip for two, at an all-inclusive RESORT, at no cost to you!

BONUS — you'll be in better shape when you get there!

This is all about YOU and where YOU are in your personal fitness journey. Anyone can win, based on achieving your own, personalized fitness goals!

See details on Town Center



# Time of Your Life Fitness Event

- Goal #4:

Have the potential for more lasting effect on lifestyle changes than short-term competitions

Event REPEATED three months later, with ANOTHER grand prize vacation awarded!

TOYL 1.0 – March - May

TOYL 2.0 – September – November



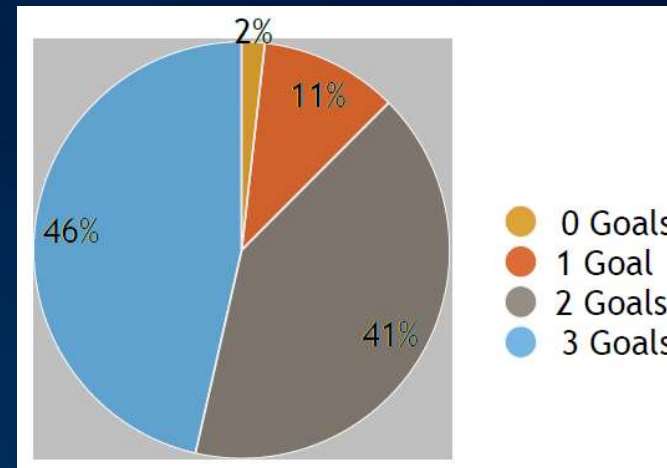
Additional raffle ticket earned by those who MAINTAINED (from the end of TOYL 1.0 to the start of TOYL 2.0)



# TOYL 1.0 Results

Typical – 40-45 employees

TOYL – 99 employees!



Average Flexibility Improved= 2.4 Inches

Average Increase on Push Up= 10.5 Push Ups

Average Increase On Plank= 51.8 Seconds

The total amount of weight lost for Lake Shore= 191.8 lbs!

## Cardio Focus

**WEEK 1:  
GET 10,000  
STEPS PER  
DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 2:  
30 MINUTES  
OF CARDIO  
PER DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 3:  
COMPLETE  
CARDIO  
CIRCUIT DAILY  
(SEE VIDEO)**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 4:  
1 MINUTE  
OF BURPEES  
3 TIMES/DAY**

TOYL2.0

WEEKLY  
CHALLENGE

## Nutrition Focus

**WEEK 5:  
TRACK FOOD  
TO HIT  
RMR GOAL +  
100 CAL/DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 6:  
5 SERVINGS  
VEGGIES/  
DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 7:  
PICK YOUR  
VICE AND  
NIX IT  
EACH DAY!**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 8:  
TRY ONE OF  
10 RECIPES  
EACH DAY**

TOYL2.0

WEEKLY  
CHALLENGE

## Strength Focus

**WEEK 9:  
PLANK-  
MATCH YOUR  
TEST SCORE,  
2-3 TIMES/DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 10:  
WALL SIT-  
MATCH YOUR  
TEST SCORE,  
2-3 TIMES/DAY**

TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 11:  
PUSH-UPS-  
MATCH YOUR  
TEST SCORE,  
2-3 TIMES/DAY**

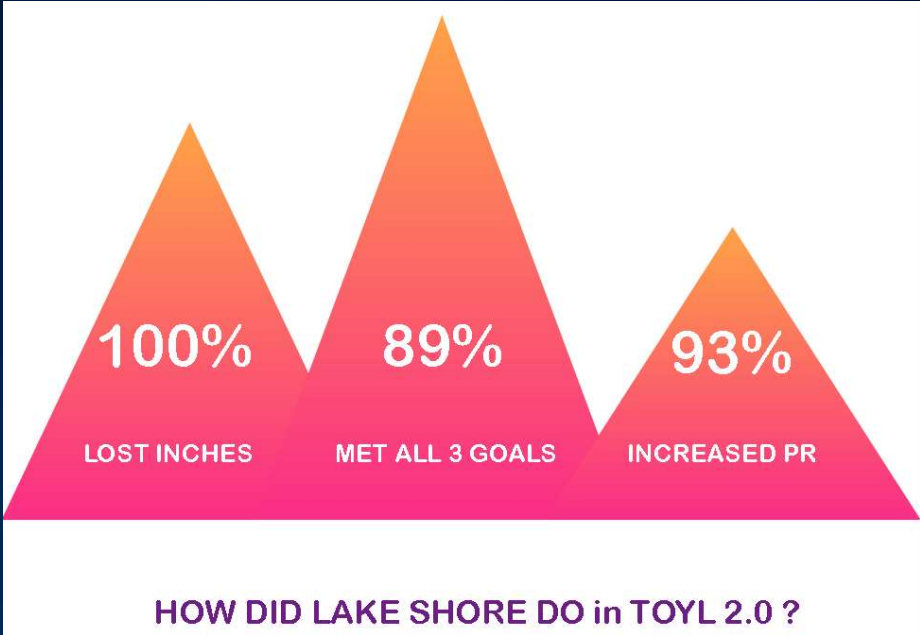
TOYL2.0

WEEKLY  
CHALLENGE

**WEEK 11:  
PUSH-UPS-  
MATCH YOUR  
TEST SCORE,  
2-3 TIMES/DAY**

TOYL2.0

WEEKLY  
CHALLENGE



**3:13**

**LAKE SHORE AVG PLANK**

**PLANK 2MIN EXCELLENT**

Dr. Stuart McGill (PhD), who is a world authority on core development, says the good goal to shoot for in the standard your elbows (1). Holding the plank ex indicates that you have a reasonably

**8:02**

**LAKE SHORE LONGEST PLANK**

**55in LOST**

**WAIST MEASUREMENTS**

The smaller your waist is in comparison to your risk for heart disease. Even if you're high waist circumference, your waist-to-hi measurement.

If your waist circumference is high, but yo low, you may have less of a risk of heart c individual with both an elevated waist circ

**LAKE SHORE**

**101 HIGH**

**44 AVG**

**PUSH-UPS**

Dr. Lawrence A kinesiology at the Vegas study

**Push Up Test Norms For Men**

Age	17-19	20-29	30-39	40-49	50-59	60-65
Excellent	> 56	> 47	> 41	> 34	> 31	> 30
Good	47-56	39-47	34-41	28-34	25-31	24-30
Above average	35-46	30-39	25-33	21-28	18-24	17-23
Average	19-34	17-29	15-21	11-20	9-17	6-16

**Push Up Test Norms for Women**

Age	17-19	20-29	30-39	40-49	50-59	60-65
Excellent	> 35	> 35	> 37	> 31	> 25	> 23
Good	27-35	30-36	30-37	25-31	21-25	19-25
Above Average	21-27	23-29	22-30	18-24	15-20	13-18
Average	11-20	12-22	10-21	8-17	7-14	5-12

# 2016 Lake Shore Summer Olympics

- Fun opening ceremony (CEO carries makeshift torch, Olympic theme music playing, entertainment!)





# 2016 Lake Shore Summer Olympics

**MONDAY**  
8:00 a.m.  
CELSIUS ROOM

## Table Tennis



Tournament style. Each team will consist of 3 players.



**TUESDAY**  
10:00 a.m.  
GRASSY FIELD

## Volleyball



Each team consists of 4 players. The players can rotate positions and players during the game (as there can be more than 4).



**WEDNESDAY**  
10:00 a.m.  
GRASSY FIELD

## Badminton



Up to 2 teams, 2 players per team at a time, may rotate players throughout the game (as there could be more than 4).



**THURSDAY**  
10:00 a.m.  
GRASSY FIELD

## Football (Soccer)

As many participants as desired, but only the top 3 scores count.



**FRIDAY**  
9:00 a.m.  
FITNESS CENTER

## Rowing

As many participants as desired, but only the top 3 scores count.



**MONDAY**  
10:00 a.m.  
GRASSY FIELD

## Golf



As many participants as desired, but only the top 3 scores count.



**TUESDAY**  
10:00 a.m.  
GRASSY FIELD

## Shot Put



As many participants as desired, but only the top 3 scores count.



**WEDNESDAY**  
10:00 a.m.  
NORTH EXIT AREA

## Shooting



As many participants as desired, but only the top 3 scores count.



**THURSDAY**  
10:00 a.m.  
HOFF PARK

## Basketball


As many participants as desired, but only the top 3 scores will count.



**FRIDAY**  
10:00 a.m.  
SOUTH PARKING LOT

## Relay Race

Each team has an equal number of participants, with a minimum of 4, and a maximum equal to the team that has the least number of participants available —the more the merrier!



# Closing Medal Ceremony



# Aggregate Health Profile 2017

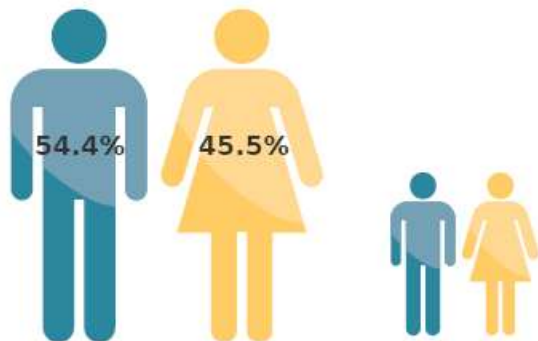


Report: Health Profile  
Report Date: July 31, 2018,

## Group Health Profile

The Group Health Profile is a health "snapshot" of your population or workforce based on information provided to us through our confidential Personal Health Profile. The information contained in the Group Health Profile is intended to provide you an aggregate overview of your group's health characteristics. For comparative purposes, your information is contrasted with other data collected across your local area and the United States.

### Gender and Age



#### AGE RANGE

AGE RANGE	Male	Female
Younger than 20	0.0%	0.0%
20-29	3.6%	4.5%
30-39	9.8%	10.7%
40-49	21.4%	10.7%
Greater than 50	19.6%	19.6%
Average Age	46	46

### Key Health Risks

MORE HEALTHY	Percentage Points Better*
Increased Risk Waist Circumference	18.2
Frequent Stress	10.8
Never Exercise	9.0
Self Reported High Blood Pressure	7.7
Overweight/Obese	6.5
Diabetes	6.2
High Triglycerides Level	5.7
Frequent Heartburn	5.3

\*Compared to National Results

# Aggregate Modifiable Lifestyles 2017

## MODIFIABLE LIFESTYLES

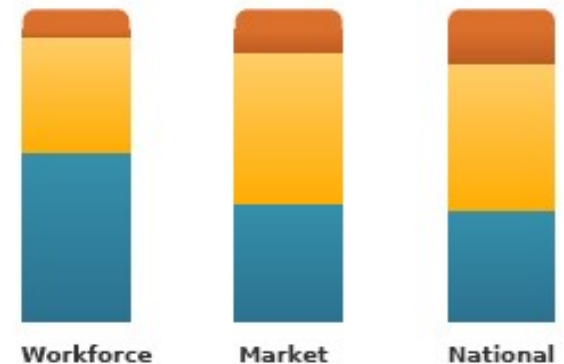
Modifiable lifestyle characteristics indicate the percentage of your population that represents or participates in unhealthy lifestyle choices. By changing these characteristics, you may significantly reduce the incidence of health related claims through the promotion of good health.

TOBACCO	Group	Market	National
Smoke Cigarettes	4.7% (5)	9.2%	9.1%
Smokeless Tobacco	1.9% (2)	3.8%	2.4%

Smoke Cigarettes:

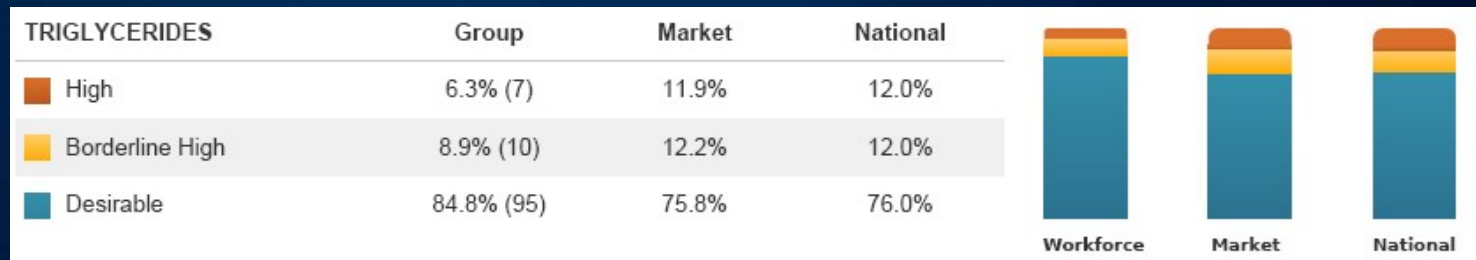
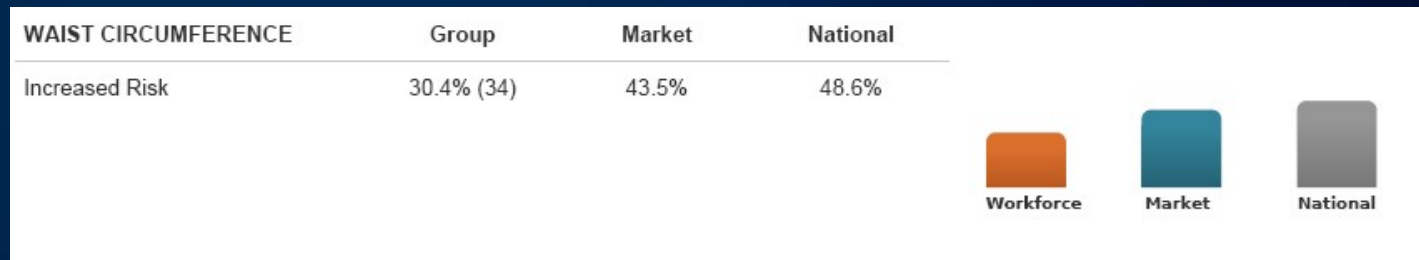


EXERCISE	Group	Market	National
Never/Rarely	9.3%	14.7%	18.3%
Sometimes	37.4%	48.5%	46.8%
Frequently	53.3%	36.8%	34.9%





# Target Screening Results 2017

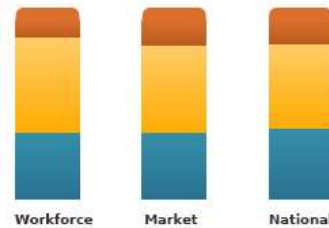


# Target Screening Results 2017

## BLOOD PRESSURE PROFILE

Elevated blood pressure results indicate an increased risk of heart disease and strongly suggest you take preventative measures as a means to enhance population health and reduce the incidence of related healthcare claims.

SCREENING RESULTS	Group	Market	National
Hypertension	16.1% (18)	20.4%	19.4%
Pre-hypertension	50.0% (56)	45.9%	44.2%
Normal	33.9% (38)	33.7%	36.5%



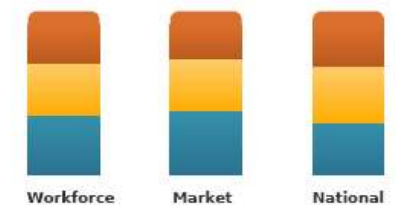
## LIPID PROFILE

The lipid profile is a group of tests that are often ordered together to determine risk of coronary heart disease. They are tests that have been shown to be good indicators of whether someone is likely to have a heart attack or stroke caused by blockage of blood vessels or hardening of the arteries.

**Total Cholesterol:** A measure of LDL cholesterol, HDL cholesterol, and other lipid components

**HDL:** Protects against heart disease by taking "bad" cholesterol out of the blood and keeps it from building up in arteries

HDL	Group	Market	National
Increased Risk	32.1% (36)	30.1%	34.3%
Moderate	32.1% (36)	31.5%	34.8%
Desirable	35.7% (40)	38.4%	30.9%



# Aggregate Health Conditions 2017

## HEALTH CONDITIONS

Health Conditions is a listing of specific health conditions present in your group that can lead to increased health claims. Each condition represents an opportunity to reduce claims by proactively treating or managing each health condition before it results in serious disease or illness.

HEALTH CONDITIONS	Group	Market	National
Asthma	8.4% (9)	7.0%	7.2%
Arthritis	9.3% (10)	13.6%	13.4%
Frequent Stress	7.5% (8)	19.9%	18.3%
Depression Symptom	14.0% (15)	14.2%	14.3%
Seasonal Allergies	43.9% (47)	43.6%	43.3%
Frequent Headaches/Migraines	4.7% (5)	7.2%	6.7%
Frequent Heartburn	0.9% (1)	5.6%	6.2%
Heart Disease	3.7% (4)	2.9%	3.4%
Sign of Bone Loss	No Data	30.2%	29.4%
No Primary Physician	16.7% (17)	18.6%	21.4%

# Incentives Earned – Non-Tobacco Use



- 94% of employees/spouses do not use tobacco
- 7 tobacco users not interested in quitting – no incentive
- 4 of those previously tried cessation, did not quit
- 3 others in prior years quit through cessation program

# Incentives Earned – MetS Risk Targets

- 92% of employees/spouses screened earned MetS incentive
- Of 8% that did not meet targets, 82% completed health coaching, retested, and earned incentive based on improved results
- 7% of eligible employees/spouses did not participate

Of the 8 employees who did not meet targets in 2018:			
1 did not meet all 4 years			
2 did not meet 3 of 4 years			
2 did not meet 2 of 4 years, and 1 of them did not screen the other 2 years			
Of the 4 spouses who did not meet targets in 2018:			
3 did not meet 3 of 4 years			

# AARP v. EEOC Concerns

- EEOC has vacated safe harbor rules effective 1/1/2019
- EEOC doesn't expect new rules until 2021. (Draft in 2019, allow comments and finalize rules in 2020, with implementation effective 1/1/2021) New EEOC commissioners have not even been sworn in.
- Riskiest part of program is only having outcomes-based incentives, and to have spouses complete an HRA, because all are considered "family history" questions, since spouse is the employee's family.

# Interim Recommendations

- The key to being compliant, if you want to eliminate virtually all risk from an ADA standpoint, is to make sure you are offering alternate ways that employees who prefer not to participate in the screening can still earn the full incentive being offered.

**Allowing Participants to Choose Screening/HRA or other high-impact activities is a growing trend and an impactful design.**

# Our 2019 Program

## Considerations:

- EEOC regulations, unknown risks
- Ineffectiveness of coaching for those not meeting targets
- Employer cost of coaching and follow-up screenings
- Encourage engagement throughout the year
- Success of current program for 92% of participants
- Why require logging activities for those already engaged?
  
- Offering both outcomes option and participation option makes the most sense



# Two Ways to Earn Incentive

## Ways to Earn Healthy Actions Incentive

- 1 – Complete health risk questionnaire
- 2 – Have biometric screening
- 3 – Meet 3 of 5 MetS targets
- 4 – Complete activities each calendar quarter

- The easiest way to earn the full incentive is to complete items 1, 2, and 3 in the following chart – just like our prior program. Complete the health questionnaire, have the biometric screening, and meet the healthy targets, and you're all done for the year!
- If do not wish to complete these options, or if you do not meet the targets for item 3, then you can choose to earn the incentives through a combination of the actions under items 1, 2, and 4. These actions are also offered as the reasonable alternative for anyone who does not meet the healthy targets under item 3.





## Recipe for Wellness Success

Sherry Leggett, Assistant Director Human Resources  
Certified Angus Beef LLC









## Research Appetizer

### Ingredients:

1 cup of C-Suite Buy-in

¼ cup Research Options Local &  
National Providers

¼ cup Cost

¼ cup Benefits

1 cup Location

¼ cup Employee Opinion Survey





## Research Appetizer

## Directions:

- Once you have C-Suite buy in, research options for providers locally and nationally. Visit big corporations sites, attend conferences, brain storm with providers.
- Add-in costs and benefits of an onsite clinic.
- Mix in where is the most strategic location for the clinic for your employees.
- Light finish the mixing research ingredient with a survey to employees on what services would they utilize for an onsite clinic.





## Research Appetizer

- Health Analytics by Third Party Provider
- Aggregate Data
  - Aging Population 45.3
- Increase number of new employees



# Assessment Salad

Ingredients:

**1 cup Preventative Care Campaign**

**1 cup Aggregate Insurance Data**

**¼ cup Follow up Quality of Care Wellness Provider Survey**

**¼ cup Employee Engagement Survey**

**¼ cup Wellness Value Survey**





Assessment  
Salad

## Directions:

- 98% of employees or a family member has utilized the onsite preventative care facility (includes offsite staff).
- 84% of employees on our insurance have passed 4 out of 6 cardio-metabolic screenings
  - Waist
  - Glucose
  - Cholesterol (HDL & Triglycerides)
  - Tobacco Cessation
  - Blood Pressure





## Assessment Salad

### *Employee Engagement Survey*

*“Working for CAB has completely changed my life. This organization truly cares for their employees, though I’m hesitant to use the word “employees” because it really feels more like family. The benefits are second to none. Bringing folks like lawyers, doctors, health care specialists, etc. in to provide assistance to the team is really remarkable. I hope to be here for a very long time.”*



## Assessment Salad

*Average Per Member Per Month  
(PMPM) cost of Medical Plan*

\$465.42 per month in 2015

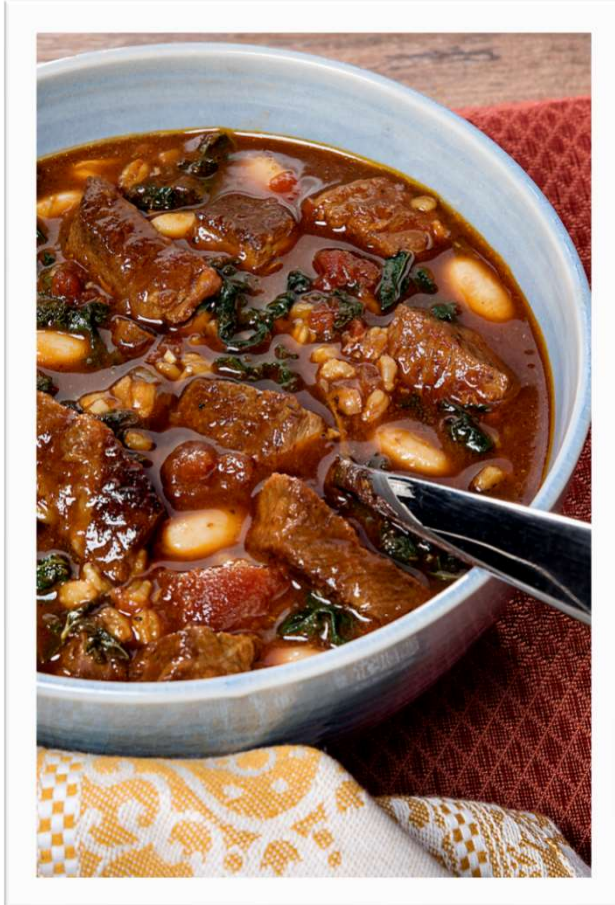
\$265.31 per month 2017

- Preventative Care Clinic
- Self-Insured 2 year savings \$666,027



579 visits in 2017

- Onsite
- Telemedicine
- Disease Care Management



## Staff for Success Soup

### Ingredients:

**2 cups Employee Health &  
Wellness Coordinator &  
Manager**

**1 cup Physician**

**½ cup Psychologist**

**½ cup Dietitian**

**⅛ cup Financial Wellness  
Coach**

**⅛ cup Attorney**

**⅛ cup Assistant Director, HR**





Staff for  
Success  
Soup

## Directions:



Employee  
Wellness  
Coordinator



Physician



Manager Asst.  
Director, HR



Psychologist



Financial Coach



Dietitian



Attorney



## Main Course: Culture & Experience



### Ingredients:

**2 cups Trust**

**1 Cup Remove Barriers**

**1 Cup Communication**

**1 Cup Employee  
Engagement**

**1/2 cup Learning &  
Development**

**1/4 All Staff Volunteer Day &  
Volunteer Time Off**







## Work Here Grow Here

**Physical:** Grow positive lifestyle habits & physical activity

**Social:** Create & maintain flourishing relationships

**Emotional:** Recognize & manage mental health

**Financial:** Develop a comprehensive approach to personal money management

**Intellectual:** Acquire new knowledge through ongoing learning



## Main Course: Culture & Experience

The positive employee and family-focused philosophy permeates all aspects of CAB<sup>®</sup>, where leadership strives to maintain the workplace as a thriving environment for personal development and work-life balance

## When Employees Believe Their Employers Care

- **38%** more engaged
- **10x** less likely to be hostile
- **17%** more likely to still be working there in 1 year
- **28%** more likely to recommend their workplace
- **18%** more likely to go the extra mile for the organization.
- *American Psychological Association*





## Main Course: Culture & Experience

### Eliminate Barriers

- Time
- Fear of Medical Care System
- Mental Health Social Stigma
- Health Literacy
- Stress



## Wellness Bonus Dessert

### Ingredients:

**1 cup Exercise Fitbit Program**

**1 cup Wellness Integrative Wellness  
Goal**

**1 cup Mental & Emotional Wellness  
Programming**

**½ Cup Health Club & Fitness Center  
Reimbursement Program**

**½ Cup Lunch Educational Sessions**

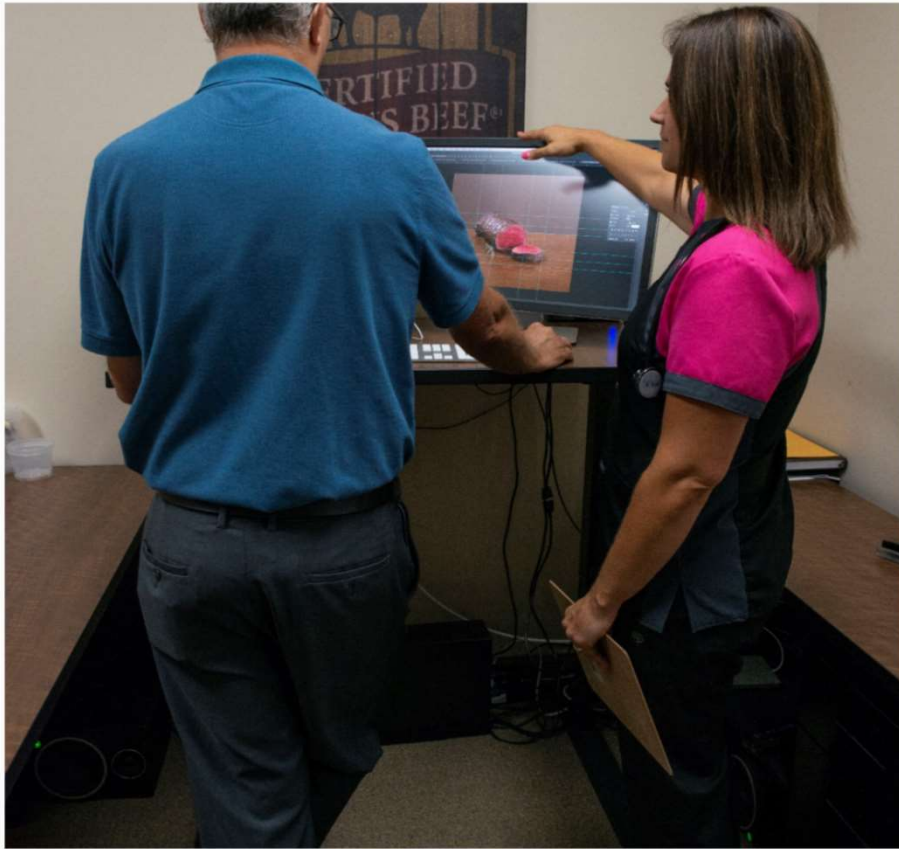
**½ Cup Team CAB Community Race  
Reimbursement**

**½ cup Wellness challenges**

**½ cup Ergonomic Assessments**

**½ cup Weight Watchers**





## Ergonomic Assessments



Challenge









## What Will Your Company's Wellness Recipe for Success look like?

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