



14TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop I

Ohio Healthiest Employers-Medium Sized -
Best-in-Class Wellness Programs ...
American Showa Inc.
& Equity Trust Co.

1:30 p.m. to 2:45 p.m.

Biographical Information

**Andrew V. Piccolantonio, Vice President, Membership
Ohio Chamber of Commerce
34 S Third St., Suite 100, Columbus, OH 43215
614-228-4201 apiccolantonio@ohiochamber.com
www.ohiochamber.com**

Andy has been with the Ohio Chamber of Commerce for over 11 years and was promoted to Vice President of Membership in November of 2018. Prior to working at the Ohio Chamber, Andy owned his own business for six years. The experience of running his own business allows him to empathize with members regarding challenges their businesses face every day.

Andy serves as vice-chair on the Gahanna Parks and Recreation Board, is a past president of the St. Charles Preparatory School Alumni Board and is a member of the Association of State Chamber Professionals (ASPC).

Andy's wife Beryl is the Chief Ombudsman of Ohio's Workers Compensation System and serves as President of the Gahanna-Jefferson School Board. Together they have three boys, Vincent, 15, Max, 13 and Alex, 9.

**Jillian Jacobs, Wellness Program Manager
American Showa
707 W. Cherry Street, Sunbury, OH 43074
614-301-1150 Cell jjacobs@amshowa.com**

Jillian joined American Showa in 2010, initially as an Exercise Physiologist and an adjunct member of the company's medical clinics staff. In 2017, Jillian accepted the role of Wellness Program Manager and now leads Showa's corporate-wide health and wellness initiatives. Her primary responsibilities include management of Showa's Wellness Centers and development and implementation of health, wellness and fitness programs for over 800 employees and their dependents.

Jillian also works closely with plant Safety Departments to develop education and injury risk mitigation programs and is currently initiating widespread ergonomic improvements in all areas of the company. She collaborates closely with Showa Executive Management, the corporate Wellness Centers' medical teams and current vendors, United Health Care & Care Here, to continually promote a culture of wellness for American Showa.

She initially began her career as an Exercise Physiologist and YMCA Director. Jillian is a graduate of Marshall University with a Master of Science degree in Exercise Physiology/ Cardiac Rehabilitation and B.A. in Adult Fitness. She is also a member of Wellness Councils of America (WELCOA) and Health Action Council of Ohio (HAC). Jillian is certified as an American Red Cross, ACLS Provider, ACE Health Coach, Diabetic Educator and Ergonomics Assessment Specialist (CEAS).

Biographical Information

**Vicki Barone, Fitness and Wellbeing Specialist
Equity Trust Company
1 Equity Way, Westlake, OH 44145
440-323-5491 ext 7219 v.barone@trustetc.com**

Vicki Barone is the Fitness and Wellbeing Specialist at Equity Trust. She joined Equity Trust to develop and implement the wellness program when the company built a new corporate headquarters. Her primary responsibility is to design initiatives to help the associates create and maintain a healthy lifestyle – which she does by incorporating wellness into the company’s culture. Vicki also works to integrate the wellness offerings with the company benefits and healthcare by planning programs and coordinating vendors to create a variety of wellness opportunities for all associates. In addition to ongoing health education events and challenges, on-site benefits also include a fitness center with a variety of equipment, several fitness classes each week, massages, and healthy food items in the on-site café.

Vicki has been in the wellness industry for over 15 years. She completed her undergraduate studies in Exercise Physiology at Ohio University and earned her Master of Science in Health Promotion from Miami University. She is an American College of Sports Medicine (ACSM) Certified Exercise Physiologist, American Council on Exercise (ACE) Certified Health Coach and Group Fitness Instructor, and a Yoga Alliance 200-hour Registered Yoga Teacher (RYT).

SHOWA
AMERICAN SHOWA INC.



Healthiest 100 Workplaces in America

Products ASI Develops & Provides

HONDA



Accord



Civic



CR-V



Pilot

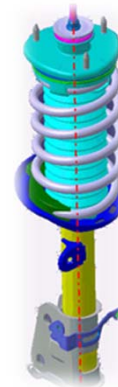


Odyssey

POWER STEERING



4W SHOCK ABSORBER



ACURA

MDX



Ridgeline

SUBARU



V-ROD



FLT



XL



SOFTAIL



DYNA

Overview



- Showa Associates' Wellness Centers
- 360 Degree Comprehensive Approach
- Employee Engagement
- Best Practices & Outcomes

- ✓ 24/7 Operation
- ✓ Diverse Workforce
- ✓ Each plant has their own medical clinic, located within 500 feet



Blanchester Plant



Research & Development



Sunbury Plant



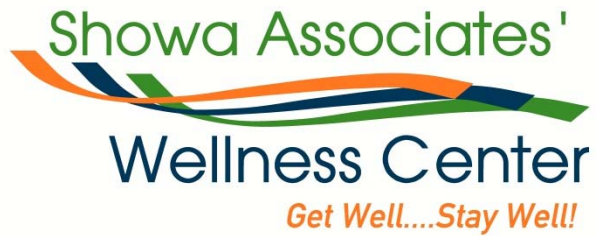
- ❑ Partnered with vendors who have the same vision & goals

CareHere![®]

 UnitedHealthcare

- ❑ Blanchester Wellness Center
 - Opened April 2010
- ❑ Sunbury Wellness Center
 - Opened February 2012





*The Showa Associates' Wellness Centers are Managed by **CareHere!***

Wellness Centers Feature:

- Services by a highly qualified **Physician, Nurse Practitioner, RN, LPN & Physical Therapist**
- A **Drug Dispensary** offering FREE generic prescription drugs
- On-site laboratory for blood draws, lab tests and complete health risk assessments
- Three large exam rooms
- Physical Therapy /Rehabilitation Suite
- An **Activity Center** for wellness seminars, health education programs, fitness classes & more!
- A **24hr/365 Toll Free Health Services Line**
- A **comprehensive website** to make appointments, view lab results or participate in a wide array of on-line health & wellness programs.



NO Copays – NO Deductibles Applied
\$0 Cost for *ANY* Service *OR* Prescription Drug





Results

- **54%** of associates voluntarily completed an HRA and follow-up appointment.
- **72%** of the same cohort of HRA participants have maintained or decreased their risk factors.
- **25%** of HRA participants have **decreased their total cholesterol** from 2017 to the 2018 year.
- **223** health instances were discovered in 2018 at the Wellness Centers.



360 Degree Approach to Wellness



Ergonomic Program



Sit/ Stand Desks Ergonomic Improvements



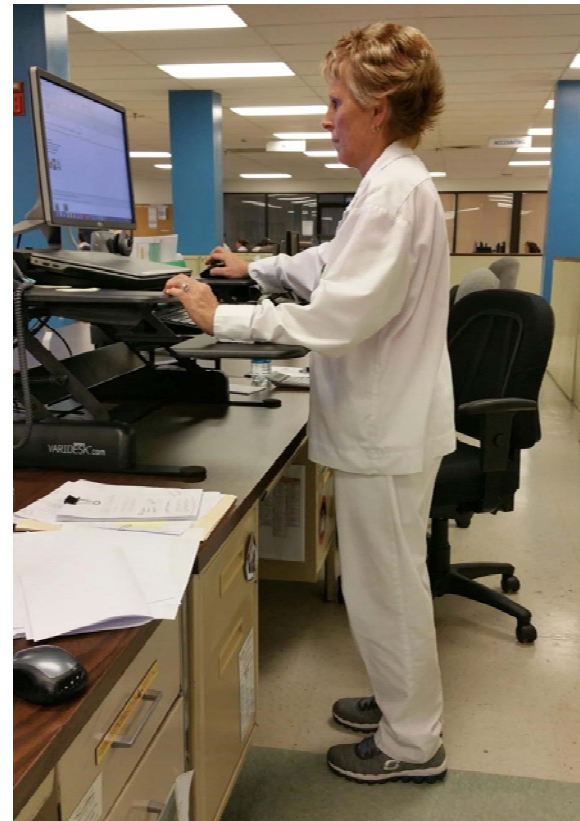
Before

Eye strain from the laptop screen being positioned 12 inches too low.

No lumbar support. Feet are not positioned flat on the floor.

Head & neck discomfort from looking downward for extended periods of time.

Poor Posture



After

All musculoskeletal risks/ concerns have been eliminated.

Ergonomic Improvement Program

ASI-S

Department: Assembly 1		Date: 10/27/15			
Position: Material Service Cylinder Load		Evaluator: Emily Case			
This is a quick evaluation of possible risk factors at a particular process. Any red or yellow items may require further analysis using other guidelines.					
Body Circle One Answer For Each Question In The Appropriate Box Below					
Part	Question	View	Green	Yellow (mid point)	Red
Back	1 Is there severe Back Bending? (bent over 45° or more)		intermittent	< 1/3 of cycle or < 2 per minute	> 1/3 of cycle or > 2 per minute
	2 Are Awkward Static Postures held? (review lower/upper back, neck, shoulder, arms)		intermittent	< 10 seconds per minute	≥ 10 seconds per minute
	3 Are items weighing more 10 Lbs (4.5 kg) lifted?		no	Yes, refer to SAF ERG-13 Lifting Guidelines	
Hand/Arm	4 Are the Elbow(s) Raised above the shoulder and/or hand(s) above head?		intermittent	< 1/3 of cycle or < 2 per minute	> 1/3 of cycle or > 2 per minute
	5 How many Hand/Wrist Motions are there?		< 10 per minute	15 per minute	≥ 20 per minute
	6 What is the maximum 1 Hand Push Forces ?		≤ 9.3 Lbs ≤ 4.2 kg ≤ 41.4 N	11.7 Lbs 5.3 kg 52.0 N	> 14 Lbs > 6.4 kg > 62.3 N
	7 What is the Vibration from hand tools?		No detectable vibration	Detectable vibration	Very obvious hand shaking
	8 What is the Pinch Grip force? (it takes about 6 pounds to open a larger binder clip 1/4 inch)		≤ 5.9 Lbs ≤ 2.7kg ≤ 26.2 N	9.2 Lbs 4.2 kg 40.9 N	> 12.5 Lbs > 5.7 kg > 55.6 N
	9 Does the person use their Hand as a Hammer ?		none	< 10 per hour	≥ 10 per hour
Other	10 How frequently is the associate exposed to Contact Stress? (localized pressure or force on one spot of the body)		intermittent	≤ 1/6 of a cycle	> 1/3 of cycle
	11 Does the associate Work on their Knees or squat to work?		intermittent	≤ 1/6 of a cycle	≥ 1/3 of cycle
	12 What is the Pushing/Pulling force for carts? (break-a-way force measured with wheels 90 degrees to the direction of push/pull.		≤ 37 Lbs ≤ 16.8kg ≤ 164.6 N	43.5 Lbs 19.8 kg 193.5 N	> 50 Lbs > 22.7kg > 222.4 N
	13 Is ergonomic/anti-fatigue matting located at this operation?		Yes	No	
	14 If the operation has visual displays (computer screen), is it mounted 42-62 inches for standing work & 22-32 inches above seat height for seated work?		Yes		No
Score (for prioritization purposes)		Total	9	4	1
For classification purposes - if one item is red then the job is red, if one item is yellow then the job is yellow, if all items are green then the job is green. Go to page 2 to complete the recommendations section as applicable.					

The evaluation form is noted "Red" due to the associate retrieving parts from a bin on the floor instead of an adjustable work station.

Goal is to have 0 yellows and 0 reds

Ergonomic Improvement

Department	Ergonomic Concern	Countermeasure
Tube Lathe (1 & 3) Load & Unload	The associate exhibits back flexion of 75-90° when unloading the tubes from the steel container, thus increasing the chance of developing a lower back strain and MSD claim.	Two lifts were installed to raise and lower the carts containing tubes, thus eliminating the risk of lower back injury.

Before



After





Building Wellness Programs that Work!

- The number of **workers' compensation injuries have decreased by 78% from 2012-2019** due to Showa's ergonomic program, 6S improvements and availability of medical care provided at the Showa Associates' Wellness Center.





What is New?



See a doctor whenever, wherever. Virtual Visits by UHC.

Get access to care 24/7 with Virtual Visits



AmWell app



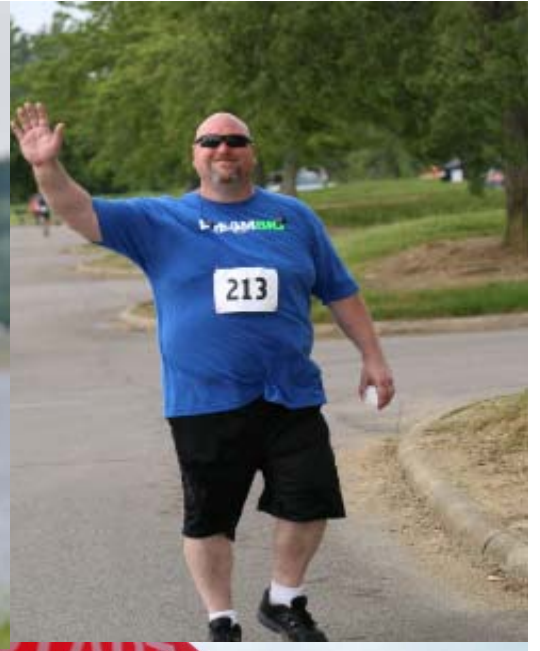
Doctor On Demand app



Free Fitbit to all participants at Week 10!

A Few Program highlights:

- FREE Lifestyle & Weight loss program offered by United Healthcare!
- 52 weeks of access to a Transformation Coach on *YOUR* time around *YOUR* schedule.
- Focus on simple steps for positive *lifestyle* changes.
- Free Success Kit: food scale, recipe book, workout videos & equipment, weight scale, food prep items and more!
- Online dashboard to track food, activity & weight.

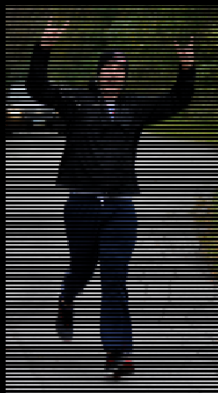


DREAMBIG

ASI presents Nationwide Children's Hospital with a check for \$8,150 from the proceeds of the Dream Big 5K/10K race.



Victory for Veterans 5K Walk/Run



A HUGE SUCCESS!!!

ASI-ST Bowling Tournament raises \$1,061 to Benefit the American Cancer Society



Wilmington News Journal Press Release

POSTED ON [MAY 8, 2019](#) BY [WILMINGTON NEWS JOURNAL](#)

American Showa, Royal Z team up for ACS

NEWS



Royal Z Lanes in Wilmington partnered with American Showa (ASI) to provide food and prizes for the 4th Annual ASI Bowling Tournament on April 26. \$1,061 in proceeds were given to the American Cancer Society. In addition, Coldwell Banker Heritag Realtor Bobi Gray was a key donator to this event. American Showa is a supplier of automotive and motorcycle parts headquartered in Sunbury, Ohio, with its steering division in Blanchester. American Showa was also recently awarded "Healthiest 100 Workplaces in America" by Healthiest Employers, LLC. The Healthiest Employers award recognizes companies for exceptional achievement and leadership in building a healthy and productive workplace committed to employee and community health and well-being. Showa is proud to contribute to local organizations in the Blanchester area and Cincinnati region. Members of the ASI Blanchester Wellness and Activity Committee are responsible for planning the event.



Employee Engagement



D dur q#F ude w h h x v#Z h o o h v v#M r x u g h |



2016

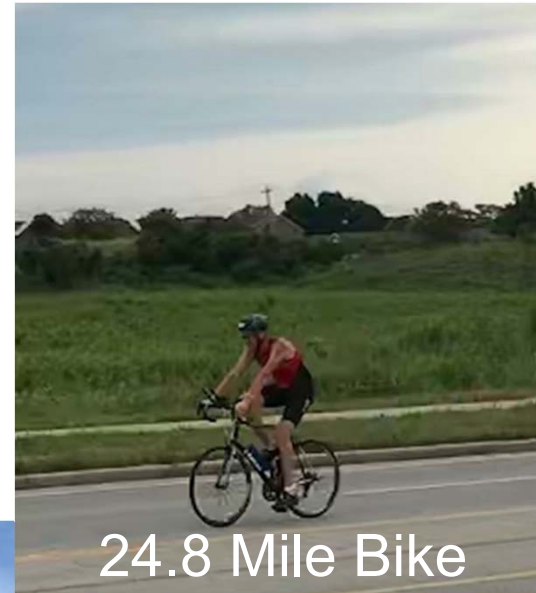


2019

D d u r q # F u d e w u h h

Triathlon Training

Aaron is a wellness committee member and actively leads by example. His weekends are often filled with participating in competitive 5K or 10Ks. Aaron completed his first Olympic Triathlon Sunday, June 10th!



24.8 Mile Bike



1 Mile Swim



6.2 Mile Run



Communication

- Facebook/Social Media
- Bulletin Boards
- TVs (Production line side, Wellness Centers & Café/breakroom)
- Associate Meetings
- Monthly Newsletter
- Postcards



In This Issue:

- Dr. Nowell explains the difference between an HRA & Physical
- Services provided by your Wellness Center
- New CareHere App for scheduling appointments
- Meet Jen Anderson, Physical Therapist
- Announcing the Victory for Veterans Race
- Evaluating your hydration level

What is the Difference between a Physical and Health Risk Assessment (HRA)?



Meet Dr. Nowell, Wellness Center Provider! Dr. Nowell received her medical degree from Ohio University Heritage College of Osteopathic Medicine. She has practiced family medicine for over 18 years. In addition to treating patients at the Showa Associates' Wellness Center for the previous 7 years, Dr. Nowell's experience has allowed her to work in underserved clinics in Kenya & Nepal.

Showa Health & Wellness





Best Practices



Building a Wellness Program Infrastructure

1. Senior leaders actively participate
2. Wellness program is branded with a name, logo & tagline
3. Wellness Committee meets regularly
4. Budget for incentive structure
5. Established wellness communication plan
6. Collaborate with health insurance carrier or vendor to implement programs
7. Wellness program integration with overall business goals & strategy

SHOWA
AMERICAN SHOWA INC.



THANK YOU!!!



Building a Culture of Wellness



THRIVE

Finding Your Internal Balance



Culture – “is the set of shared attitudes, values, goals and practices that characterizes an institution or organization.”

Corporate Culture

High Stress

Sedentary

Over-eating





EQUITY
TRUST®



Wellness requires both executive and grassroots support.



So, what's your driver?
The carrot or the stick?
Reward or punishment?

Offer Choices and Education
Empower people to choose wellbeing.



Executive Support



Leadership Buy-In Makes It a Priority

Understand Demographics

Set Goals

- Create supportive environment
- Create healthy norms
- Rewards and recognition



Vision & Mission



Vision Statement:

To help Equity Trust employees live longer, healthier, happier, more productive lives both at work and away from the job.

Mission Statement:

The purpose of Thrive is to...

- Create a culture of wellness throughout the company.
- Educate associates on the importance of all aspects of wellness.





Grassroots Support



Personal Health

- Education of risks
- Benefits tools to help

Contribution to Organization

- Cost savings on medical benefits
- Learning and Development

Group/Peer Support

- Sense of community
- Healthy options



Integration with Benefits

- Premium Reduction/Wellness Credit
- Education
 - What's available?
 - Consumerism training
- Incentives for engagement
- Total Rewards
 - VTO
 - Additional benefits
- Enhanced Policies – Flex, Maternity



Wellness Credit Evolution

Working Ahead

2014 –Announce Wellness Plans

- May Renewal - Premium Discount/Tobacco Surcharge Short Year
- 🥕 Onsite Screenings – Know Your Numbers for January 2015 Renewal

2015 Wellness Vendor Launch – June

- Partial Year
- Simple Incentive - Participatory

2016 - Full Year Outcomes Based Program

- Earning Points for Status
- Screening results in range or meet Reasonable Alternative Standard (RAS)

2018 - Add Spouses into Premium Incentive

- Spouse receives preventative care



Appealing to All

- Many dimensions of wellness
- What will work?
 - Needs vs. Wants
 - Know your audience
- Try again
- Associate suggestions





Create a Supportive Environment

- Building Setup
- On-site Fitness Center
 - Personal Training
 - Health Coaching
 - Group Fitness Classes
 - Meditation
- Chair Massage
- Onsite Café with punch card
- Walking Path or Maps
- Basketball Hoop
- Amenities
 - Dry cleaning
 - Auto detailing
 - Farmer's Market



EQUITY
TRUST®



Create Healthy Norms

Education

- Employee Assistance Program (EAP)
- Disease management programs
- Weight management programs
- Financial planning seminar
- Wellbeing Fair
- Lunch and Learns

Preventative Care

- Biometric Screening
- Mammograms
- Flu vaccine
- Shingles vaccine
- Blood pressure screenings



Create Healthy Norms

- Semi-annual challenges
- Corporate Challenge
- Blood drives
- Volunteer Time Off
- Community flower bed
- Weight Watchers
- Manager Support
 - In person vs e-mail
 - Lunches are breaks
 - Snacks and drinks at meetings



Rewards and Recognition

- Wellness Vendor
 - Wellness credit on medical premium - \$1200/year
 - Gift cards
- Giveaways for Participation
 - Raffles
 - Vitality points
- Prizes for Contests
 - Shoes – old or new
 - Gift cards
 - Paid Time Off (PTO)
- Thrive Super Stars
- Wallboard Spotlight



Results

84% associate participation

Overall lifestyle and health risk improvements

- 10% moved to low risk profile since 2015
- 6% less in high risk

Improved Biometrics – lower elevated risk factors

- BMI - ↓10%
- Blood Pressure - ↓21%
- Cholesterol - ↓12%

Healthcare costs approximately 7% below trend from 2015-2018



Putting It All Together

- Executive support
 - Financial
 - Cultural
- Carrot vs. Stick
- Wellness Champions
 - Spread the word
 - Provide feedback
- Growing a program takes time





EQUITY
TRUST®



“Within a culture of health, employees not only feel supported in changing healthy behaviors, but are also more motivated to do so. **A supportive corporate culture is the most important element in producing permanent employee behavior change.**”

-Dr. Don R Powell

American Institute for Preventive Medicine