

13TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop I

Ohio Healthiest Employers-Large & Medium Sized - **Best Practices & Successes at Cultivating a Culture of Employee Health, Wellness & Well-Being, Employee Engagement & Participation in Wellness and the Value of a Healthy Workforce at Huntington Bank and American Showa**

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

Lisa G. Igel, Vice President, Wellness Program Manager
Huntington National Bank, 41 South High Street, Columbus, Ohio 43215
614-480-5316 Lisa.igel@huntington.com

Lisa Igel is the Wellness Program Manager for Huntington National Bank, where she coordinates Wellness programs to align with the Bank's Total Health brand, manages vendor relationships with multiple benefits vendor partners, manages a network of Wellness Champions to coordinate corporate programs to create wellness opportunities, and reviews and researches new opportunities to provide the most innovative and current wellness initiatives. Lisa has over 12 years of benefits experience and is a graduate of Miami University.

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 1,000 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 Instructor (CPR, AED, First Aid, BBP), ACLS Provider, Diabetic Educator and Ergonomics Assessment Specialist (CEAS).

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

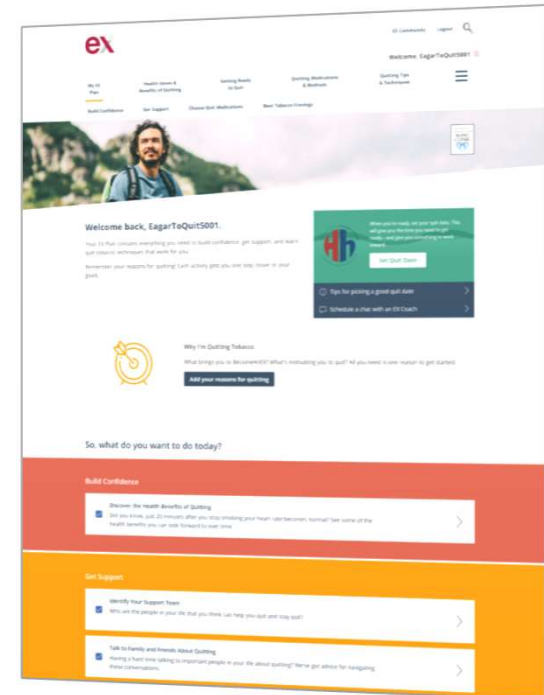


Chat Coaching



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





Huntington Total Health

Agenda

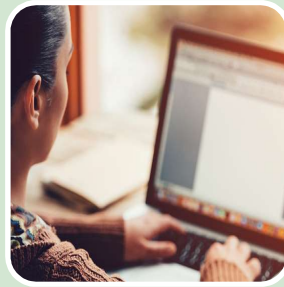
- What is Huntington Total Health
 - Program overview, brand, online resource
- Huntington's wellness program
 - Central Ohio wellness resources
- Huntington's health care and financial benefits
- Going for the Gold—Healthy Worksite Award

Huntington Total Health—The Program



HEALTH

- Medical
- Prescription Drug
- Dental
- Vision
- Wellness



FINANCIAL SECURITY

- 401(k) Plan
- Financial Wellness
- Spending Accounts
- Life/AD&D
- Disability
- Colleague Discounts



WORK/LIFE BALANCE

- Adoption Assistance
- Huntington Cares
- PTO/Holiday/Leaves
- Scholarship/Tuition Reimbursement
- CancerBridge

Huntington Total Health—The Brand

- Aligns and supports Huntington’s growing and evolving corporate brand
 - Uses Huntington “energy green” and honeycomb to connect to the corporate Huntington logo
- Captures the friendly and warm spirit of Huntington
- Represents the “whole” person and supports the idea of “total health”



Huntington Total Health Online

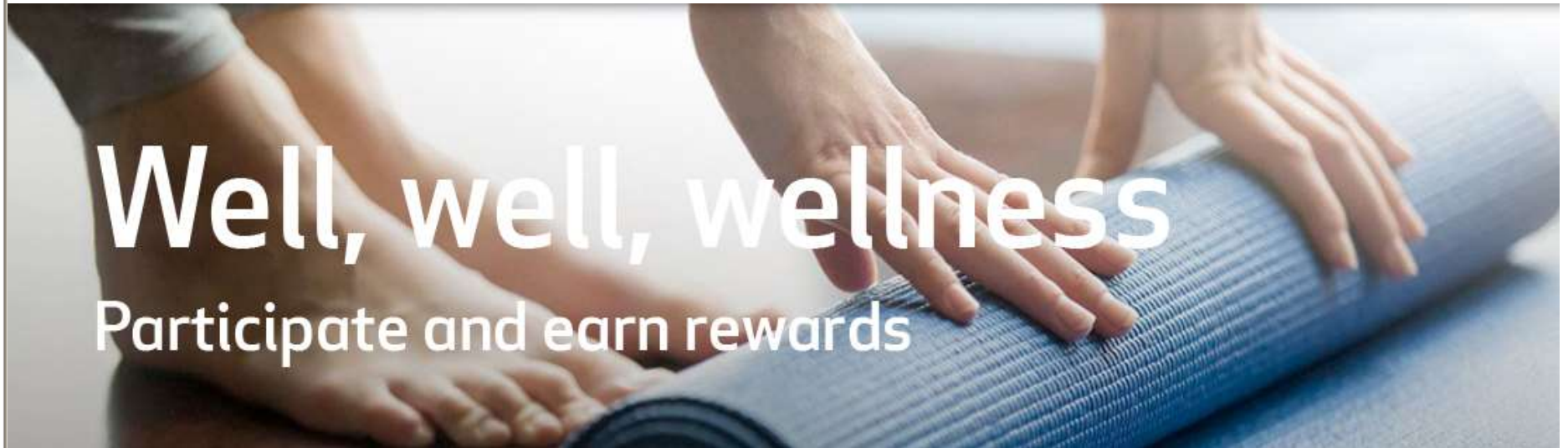
- Benefits and wellness site for colleagues and family members
 - Go-to for all things related to Huntington's benefits and wellness
 - Balances what colleagues need to know vs. the details

The screenshot shows the Huntington Total Health website homepage. At the top, there is a navigation bar with links for Home, Contacts, Forms/Docs, Video Library, and Essentials. Below the navigation bar is a search bar with the text "Help me find...". The main content area features a large banner with four images and text overlays: "Totally covered at Huntington. Benefits for the whole you.", "Talking Total Health", "One colleague's wellness journey.", and "Huntington Cares". Below the banner, there are several sections: "Be Informed" with articles on "Maximize Your Benefits", "Wellness Challenge", "Perks at Work", and "Investing in Colleagues"; "I want to" with links for "PARTICIPATE IN WELLNESS", "CONTACT QUANTUM", "CHANGE 401(K) ELECTION", "LEARN ABOUT CANCERBRIDGE", "REACH THE EAP", and "SHARE MY STORY"; and a "Calendar" section with events for July 24th (Chair Message), July 29th (Yoga), and July 31st (Biometric Screening). At the bottom, there is a "Get Educated" section with four icons and links: "MONEY MATTERS", "COLLEAGUE DISCOUNTS", "HEALTH PLAN TIPS", and "QUANTUM".

Huntington Total Health Online



Huntington's Wellness Program—Overview



Wellness Program—Deeper Dive

- Colleagues and their spouse or household member may participate
 - Colleagues do not need to be enrolled in a Huntington medial plan to participate
- 4 ways to earn rewards
 - Complete a health assessment
 - Get a biometric screening
 - Meet health targets
 - Participate in health actions
- Program runs January 2018 through November 2018

Wellness Program—Our Partners

Engage PeopleCare

- Online health assessment and biometric screening options
- Lifestyle management programs--phone and online coaching
- Company wide engagement activities and challenges
- Web portal for program details, tracking activities and wellness dollars
- Mobile app

engage

Wellness Program—Our Partners

Quantum Health

- Condition management for 5 core conditions
 - CAD
 - Asthma
 - Diabetes
 - Congestive Heart Failure
 - COPD
- Maternity management that includes phone coaching



Wellness Program—Our Partners

OhioHealth

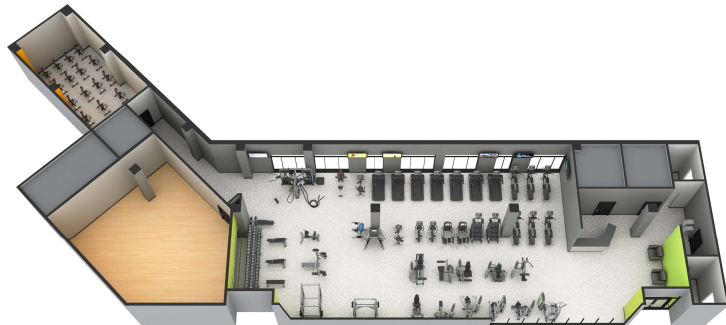
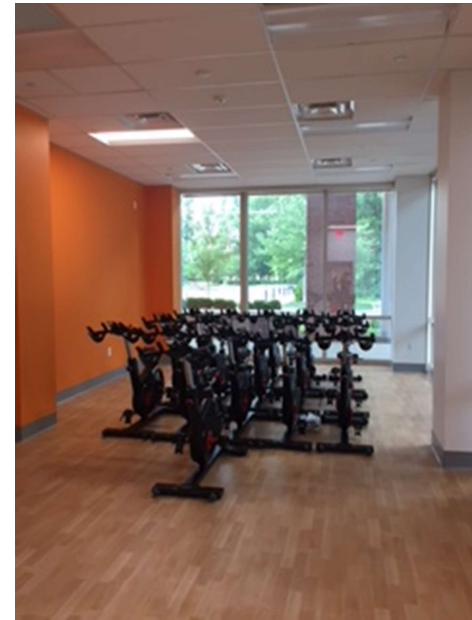
- Expanding our wellness program: Central Ohio



Fitness Centers: Gateway and Easton

- **Amenities**

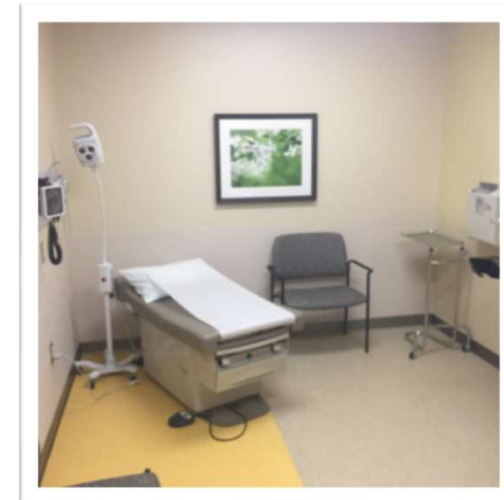
- Group fitness classes
- Dedicated group cycling studio
- Fitness assessment & equipment orientation
- Chair massage
- Locker room amenities/towel service
- Basketball Court
- Yoga/Outdoor exercise space
- Indoor and Outdoor walking path



Gateway Wellness Center

- **Services**

- Preventive Care
- Acute Care/Testing
- Immunizations
- Disease Monitoring and Support
- Health Education
- Wellness Support/Coaching
- Flu Shots
- Biometric Screening
- Navigation to Programs/Specialists



Aligned Fitness and Wellness Center

- Wellness and Fitness Programming
 - Weekly work group meetings
 - Utilization of existing data/information to plan program topics and evolve targeted programs
 - Biometric screenings
 - Flu shots
 - Health coaching
 - Lunch and learns
- Promotion and Communication
 - Enrollment
 - Open House
 - Wellness and Fitness Center Tours
 - Guest passes
- Program Continuity
 - Expanding on historical program successes

Other Central Ohio Offerings

- On-site “pop-up”, stretch breaks organized by OhioHealth Fitness Center staff
- Diabetes prevention and diabetes management programs
- OhioHealth mobile mammography services to assist with annual screenings
- Online and in-person wellness seminars
 - On a monthly and quarterly basis, during lunch and after work (e.g. nutrition, musculoskeletal health, etc.)
- Onsite biometric screenings in the spring
 - Offsite options also available
- Flu Shots in the fall
- Collaboration with food services vendor to provide healthy nutrition to colleagues

Huntington's Health Care Benefits



Live healthy
Know your plan

Medical Plans

- High-deductible PPO plans
- Offer the same broad network of providers
- Cover the same services, including Rx drugs through Caremark
- Cover preventive care at 100% and preventive therapy drugs at \$10/90 days, no deductible
- Other services require annual deductible
 - Cover a percentage after deductible



- 1 Consumer-Directed HIGH:**
Higher premiums with lower out-of-pocket costs
- 2 Consumer-Directed LOW:**
Lower premiums with higher out-of-pocket costs
- 3 Consumer-Directed BASIC:**
Lowest premiums with highest out-of-pocket costs

Health Savings Account

- All 3 Huntington medical plans include an HSA
- HSAs can be used to pay eligible health care expenses now or in the future
- Triple tax advantages
 - Contributions are *tax-free*
 - Contributions grow *tax-free*
 - Withdrawals are *tax-free*
- Build up your HSA to offset the cost of health care expenses later or in retirement
- Colleagues can earn up to \$750 for their HSA
 - Participate in the Huntington wellness program

Quantum Health

- Personalized health care support and guidance
- Care coordinators:
 - Explain medical, prescription drug and HSA benefits
 - Address health concerns
 - Help colleagues maximize their health care dollars
- Additional assistance with:
 - Lost medical ID card
 - Understanding medical bills
 - Identifying providers in the network
 - Talking about treatment plans
 - Coordinating care between all types of benefits and services



One source. One phone number:

888-502-0704

M-F, 8:30 a.m. to 10:00 p.m., ET



Huntington's Financial Security Benefits

- Income protection
 - Life insurance (basic life, optional life and dependent life)
 - Accidental death and dismemberment (AD&D)
 - Business travel accident coverage
 - Short and long-term disability insurance
 - Home and auto insurance
- Savings and retirement
 - 401(k) plan
 - Profit sharing plan

401(k) Plan

- 401(k) plan includes:
 - Automatic enrollment: 4% payroll contribution deducted on a pre-tax basis, generally as of the first full pay period after 30 days of employment
 - Convenient payroll deductions.
 - Tax savings through pre-tax contributions
 - Roth after-tax contributions with no taxes on qualified distributions
 - Huntington matching contribution and profit sharing contribution
 - A variety of investment funds to help you make investment decisions
 - Colleague contributions plus Huntington contributions are invested in the Vanguard Wellington Fund unless another fund is chosen

Going for the GOLD: Key Insights

- 1. Experience Matters:** Huntington Total Health has been in place since 2011. The wellness program was introduced the same year.
- 2. Top-down Support Matters:** Huntington's worksite wellness is entirely paid for by the company, HR/Benefits specifically. Without executive support, we could not have forged ahead to change the wellness culture at Huntington.
- 3. Large Companies Need Help:** Huntington Total Health could not exist without our 23+ Wellness Champions (and growing).
- 4. Carrots, NOT Sticks:** Huntington primarily chooses to incentivize colleagues who complete healthy actions (with the exception of a tobacco surcharge).
- 5. Listen to the People!** Colleagues voiced their opinions a long time ago, and we listened. We got incredible feedback and success (i.e. Easton Fitness Center).



Questions?

AMERICAN **SHOWA** INC.

850 Total # of Associates



Self Insured

SHOWA

AMERICAN SHOWA, INC.

Products ASI Develops & Provides

HONDA



Accord



Civic



CR-V



Pilot

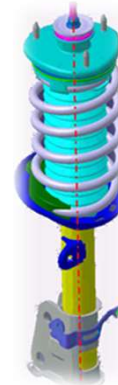


Odyssey

POWER STEERING



4W SHOCK ABSORBER



ACURA

MDX



Ridgeline

SUBARU



MOTOR HARLEY-DAVIDSON COMPANY



V-ROD



FLT



XL



SOFTAIL



DYNA



Overview

- ✓ Showa Associates' Wellness Centers
- ✓ 360 Degree Comprehensive Approach
- ✓ Leveraging your Resources
- ✓ 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



360 Degree Approach

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

CareHere![®]

 UnitedHealthcare

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





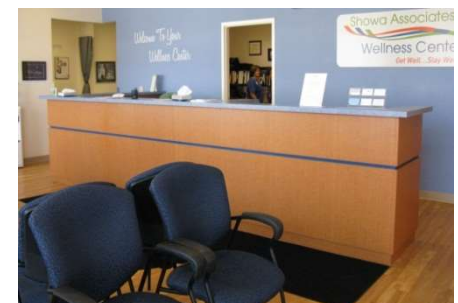
*The Showa Associates' Wellness Centers are Managed by **CareHere!***

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






360 Degree Approach to Wellness

SHOWA



Any ASI associate, and/or their spouse, who completes a **Free Health Risk Assessment** and follow-up appointment between January 1, 2018 - December 31, 2018 will *each* receive a **\$50** Kroger gift card from  UnitedHealthcare





Results

- **83%** of the same cohort of HRA participants have maintained or decreased their risk factors.
- **37%** of HRA participants have decreased their risk level for hypertension from the 2016 to 2017 year.
- **25%** of HRA participants have **decreased their total cholesterol** from 2016 to the 2017 year.



Ergonomic Program



Sit/ Stand Desks Ergonomic Improvements



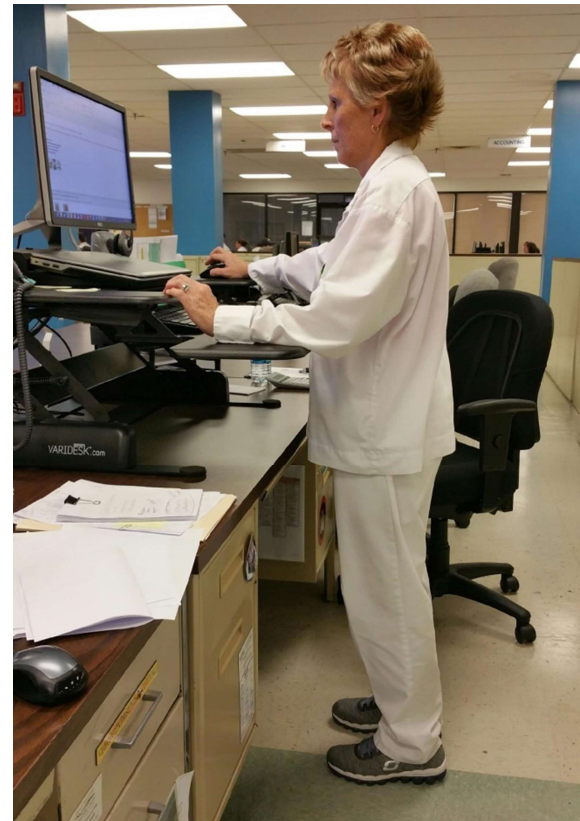
Before

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.






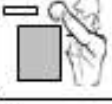



Poor Posture



After

All musculoskeletal risks/ concerns have been eliminated.

Ergonomic Quick Checklist

Body Part	Circle One Answer For Each Question In The Appropriate Box Below					
	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

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.					

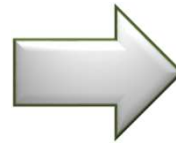
The evaluation form is noted "Red" due to the associate retrieving parts from a bin on the floor instead of an adjustable work station.

Goal is to have 0 yellows and 0 reds

Ergonomic Improvement

Improvement Location	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 90% from 2012-2017** due to Showa's ergonomic program, 6S improvements and availability of medical care provided at the Showa Associates' Wellness Center.





What is new in 2018?



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.



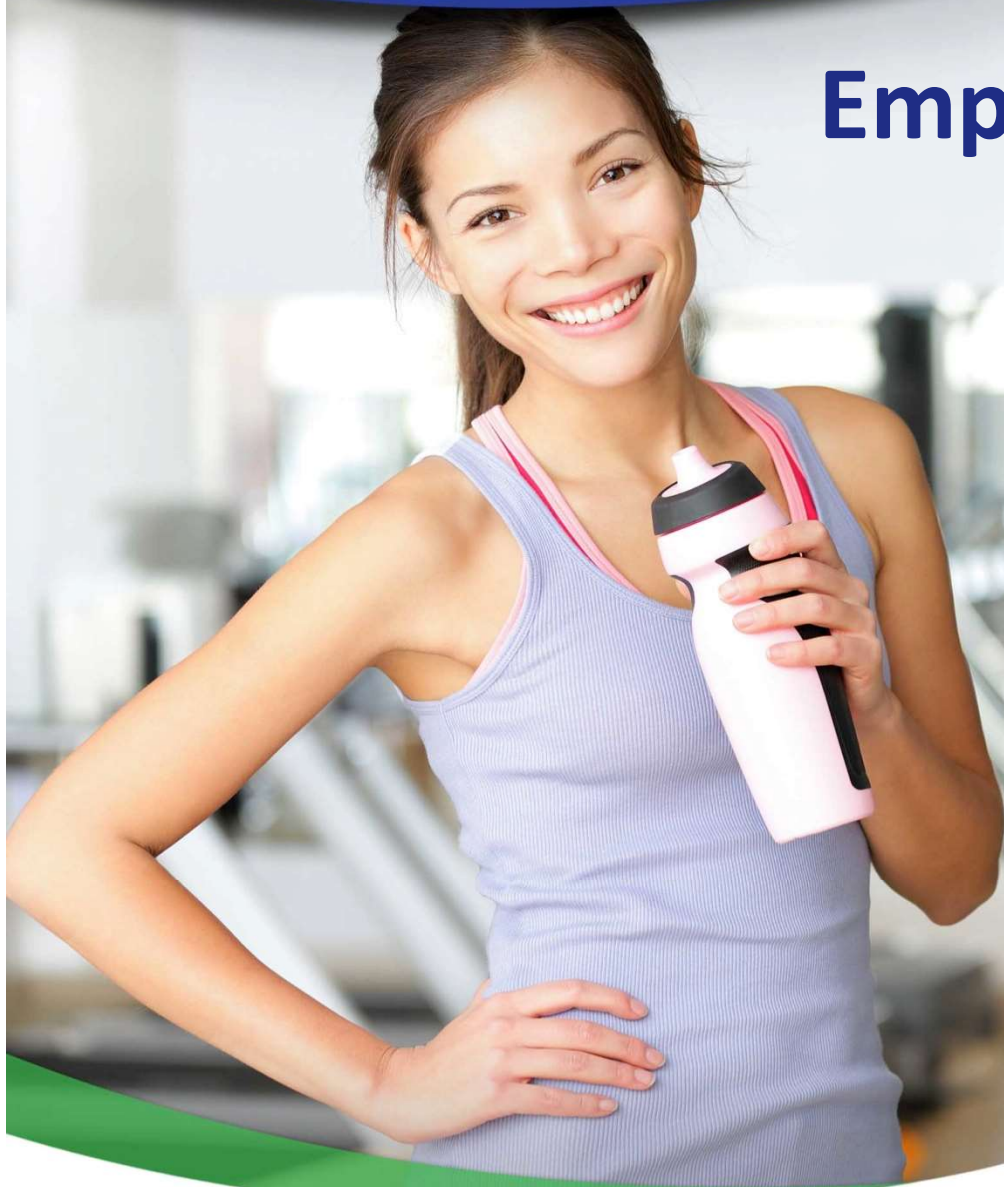
Best Practices



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

Employee Engagement



Wellness Committees



Showa Health & Wellness



Susan G. Komen Race for the Cure





AMERICAN *SHOWA* INC.

Thank you



QUESTIONS

SHOWA

AMERICAN SHOWA, INC.