



### What was the challenge or opportunity?

In trying to address the challenge of rising health care costs and the epidemic of the growing health challenges that many employees encounter as they age, Worthen has implemented a comprehensive employee wellness program beginning in 2011. Right now in the general United States population 31% have high blood pressure, gain a pound a year on average, and approximately 1 out of every 2 adults is managing at least one chronic condition. Of that 1 that is not managing a chronic condition, they are taking on an increasing number of preventable risk factors that can eventually lead to chronic conditions. Many health factors are preventable with lifestyle. Consumption of processed foods, continued inactivity, and high stress loads all impact health for the employee at work and at home, as well as productivity effectiveness, and overall life satisfaction. Worthen recognizes that many of these habits are changeable.

### How do you solve it?

Worthen Industries' focus has been engaging employees in health challenges to create recognition in the importance of health in our company culture. Our primary method of change has been the implementation of a one-on-one health coaching program available for all employees where we have an 85% participation rate.

### What impacts have you seen from your initiative?

Since 2011 we have been able to observe an increase of 56% in our "healthy" population as measured by our onsite health coach and health risk assessment that includes both behavioral and biometric data. We were able to observe a reduction in the yearly absenteeism health risk by 27% and an observed improvement in the presenteeism health risk. Since 2011 we have also had a reduction in high blood pressure of 36% putting Worthen at 9% of the wellness participants having high blood pressure as compared to 31% of the standard US population. We have also observed a reduction in metabolic syndrome by 31% since 2011. Metabolic syndrome is a combination of risk factors and a high predictor of the outcome of chronic conditions. In 2013 we have been able to observe a reduction in medical loss ratios through our medical provider. Our vision is to provide a healthy work environment that supports ongoing, individualized at-work health behavior change and health maintenance for all employees.