

FOAMADE
INDUSTRIES



HAP Wellness Forum

April 2007

Agenda

- How we got started
- What we do
- When and what costs
- Results

How we started:

- Michigan's Surgeon General's Health Forums
- Emails and surveys
- Wellness Program and Committee

Development of a Committee

- The committee was established to bring about continuity, motivation, and ownership of the wellness programs
- Met monthly until the worksite program was established and then quarterly to evaluate progress



Top Management Support

It is vital that Management understands that team member health and wellness is just as important as safety and quality.



Mission Statement

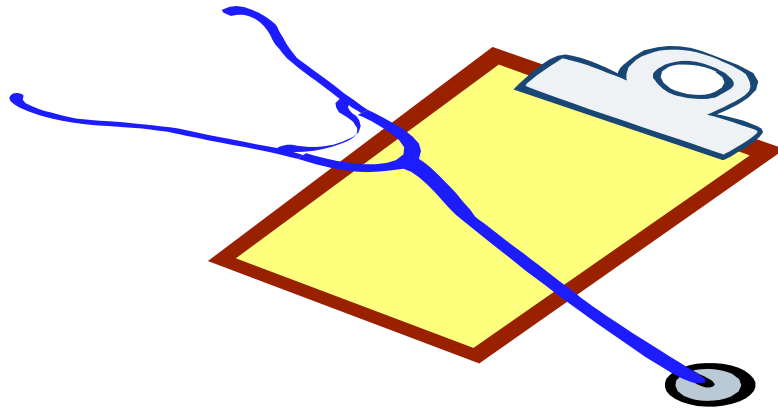
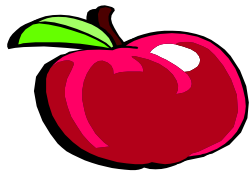
Create and foster a safe and healthy work environment at Foamade through leadership, education, and team member empowerment.



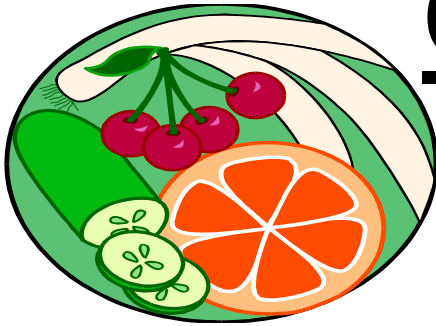
Survey Team Members

Bottom up support is important

- Sought out interest level
- What were the needs
- Gave them decision making power



Created Goals



- Focus on making information and learning resources available
- Establish group programs for team members at work, to support and encourage healthy lifestyles
- Develop programs that are visible to our team members and their families
- Make programs available to family members at the same costs

Short Term Objectives

We had to get our team members thinking about their health.

- Made posters, placed articles in each monthly newsletter, and posted health information on the bulletin boards
- Repaired the weight and blood pressure machine in the lunchroom
- Developed exercise groups and walk paths in the plant
- Conducted a health fair

After we got their attention:



We re-started Weight Watchers –we have 3 facilities. We have active groups in 2 of the facilities with at least 20 participants in each group.

- Entered into an agreement with Beaumont Weight Control Program. The clinic fees are minimal. If they choose to use food supplements, they have to pay full costs**
- Beefed up our Smoking Cessation Programs – added more options, traditional and non traditional**
- In house fitness guru's**



Long Term Goals

- Smoke Free on Premises
- Healthy, wealthy and wise workforce
- Create a long term positive effect on our healthcare costs.