



Marc LeBaron
Chairman and CEO

Lincoln Industries

Lincoln Industries Wellness Program

Company Overview

- Manufacturing/metal finishing
- Lincoln, Nebraska
- 500 people

Program Components

- Comprehensive wellness model that focuses on emotional, occupational, spiritual, social, intellectual and physical components to support our people in making smarter lifestyle choices.
- Wellness programs are aligned with our business strategy and corporate values.
- Integration of wellness, safety, and health benefits.
- Well-being assessment.
- *Mark Your Miles* (tracks total miles obtained by participants in multiple modes of physical activity).
- Semi-annual onsite physicals.
- Smoking cessation program on the clock.
- *Weight Watchers® at Work*.
- Individual “life plans” are developed that use the *Wellness Wheel* model that reinforces and supports the multiple dimensions of health and well-being.
- Behavioral-based programs focusing on lifestyle.

Program Success Story

- >90% participation rate in wellness activities.
- A senior management supported company-wide culture of health that includes bonuses for participation and lifestyle improvement.
- The *go! Platinum* awards program that recognizes Lincoln Industries people through a bronze, silver, gold, and platinum medal tier system, based on engagement and successes in various physical and lifestyle practices. Platinum winners receive a trip to climb a 14,000 foot mountain in Colorado with senior management.
- Less turnover and absenteeism, higher quality, and lower workers’ compensation and health care costs.

CEO Statement

“Focusing on the whole person, our Wellness Program is dedicated to improvement, no matter how small. This support has transformed people’s lives in a way that has contributed greatly to our culture, quality, productivity, and overall success of our company.”

Focus on Core Practices

To a small/medium-sized business with limited available resources, implementing a well-rounded worksite health promotion program may seem daunting. However, by focusing on just a few “core” practices, a small/medium-sized company can make a significant impact on the health of its employees and the health of the business. Why implement such programs? Remarkably, a handful of chronic diseases not only are responsible for leading health care costs, but also have a significant impact on productivity-related costs. See the chart below. Yet, these conditions either can be prevented or managed more effectively by focusing on and adopting a few proven practices.

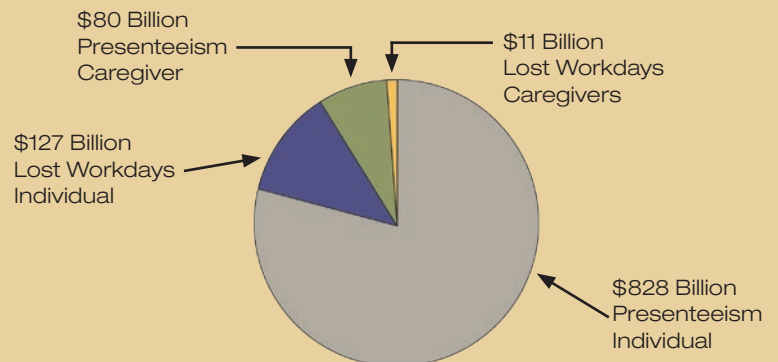
Getting Focused

Support employees through coordinated programs and communications that encourage:

- Appropriate use of the medical care system.
- Adherence to recommended preventive services.
- Daily physical activity on and off the job.
- Healthy eating.
- A tobacco-free workplace.
- Responsible alcohol use.
- A safety culture and mind set.

RISE OF CHRONIC DISEASES AND ITS IMPACT ON HEALTH AND THE HEALTH CARE SYSTEM

Lost Economic Output Associated with Seven Common Chronic Health Problems*, 2003



*cancer, diabetes, heart disease, hypertension, mental disorders, pulmonary conditions, and stroke

Source: DeVol R, Bedroussian A. An unhealthy America: The economic burden of chronic disease. Charting