

Navistar International Corporation

Vital Lives

John R. Horne, Retired
Chairman, Navistar
International Corporation



Program Overview

- Number of employees: 14,000

Program Goals

- Drive 100 percent participation in *Vital Lives* program while demonstrating positive health outcomes.
- Detect early-onset disease markers and reduce related health risks for improving quality of life of targeted employee populations.
- Influence behaviors for utilizing health benefits wisely and taking a proactive role in health management through improving self-care practices.

Program Components

- Multifaceted health promotion offerings including corporate-wide exercise and nutrition challenges, telephonic health coaching, flu shots, and extensive disease management programs.
- Onsite fitness centers and health club subsidy reimbursement program.
- Self-care initiative utilizing the Healthwise handbook and ongoing awareness and education programming.
- Onsite medical services including physical rehabilitation.
- Full range of services through the Employee Assistance Program including clinical counseling, life management, preretirement counseling, childcare and eldercare consultations, legal assistance, and financial services.

Key Findings

- Based on current participation levels, estimated annual savings of five highlighted programs was more than \$4.7M.
- With program participation at 100 percent, projected annual savings in health cost is estimated to be \$19M plus.

“At International, health promotion is not a program. It’s the way we live. We set expectations at a corporate level of the types, quantity, and quality of health opportunities to provide employees and family members based upon health data. Annually, wellness audits are performed and scored at each facility to monitor progress for achieving a healthier and more profitable International.

“As International’s CEO, I established International’s Executive Wellness Council in 1998. The Executive Wellness Council provides a forum for our senior leadership team to learn about and appreciate the business value of International’s health, safety, and productivity initiatives. I am proud this tradition of excellence continues under the leadership of our current Chairman, President, and CEO, Dan Ustian.”



THE BOTTOM LINE

“Health promotion is not a program. It’s the way we live.”

