

# Worthington Industries, Inc.

## Healthy Choices Wellness Program



John P. McConnell  
Chairman and CEO  
Worthington Industries, Inc.

### Program Overview

- Number of employees: 8,000, with 5,000 eligible

### Program Goals

- Face rising health care costs together with employees.
- Build awareness and support for making healthy choices.
- Encourage enrollment in *Healthy Choices Wellness Program*.

### Program Components

- Employees complete health assessments and medical screenings to determine risk levels.
- Employees work confidentially with health coordinators to set and meet goals.
- Company pays a credit to participating employees (up to \$600 per year) to replace employee health benefits premiums.
- Company sponsors quarterly health and wellness activities.
- Company provides on-campus medical center, pharmacy, fitness centers, dieticians, and support for Weight Watchers® and smoking cessation programs.

### Key Findings

- 65 percent employee participation rate.
- Measurable results are not expected until 2007 and beyond.



“As Worthington Industries felt the effects of rising health care costs, we faced a decision: band-aid the problem or attack it at its root.

“While passing costs on to employees would save the company money immediately, what price would be paid in employee morale and loyalty? Would there be long-term financial consequences for all of us?

“Guided by our Golden Rule—we treat our employees, customers, suppliers and shareholders as we would like to be treated—we sought out an alternative solution: addressing costs by helping employees improve wellness.

“With financial incentives in place for participating and improving, employees are working on a long-term approach to better health. It’s good for them, their families, and our company.

“Combined with a medical center, fitness centers, and programs encouraging smoking cessation, healthy eating, and exercise, our wellness program helps foster an employer-employee partnership that results in one of the highest retention rates in our industry.”

### THE BOTTOM LINE

“Our wellness program helps foster an employer-employee partnership that results in one of the highest retention rates in our industry.”

