



Getting Hitched on Wellness

Getting Employees Engaged

Nord Gear Corporation



www.nord.com



Getting Hitched on Wellness

Nord Gear:

- Parent company located in Bargteheide, Germany
- North American Operations consist of 3 facilities in US, a facility located in Canada, and a Mexico Sales office
- Founded in 1950's, privately held
- Assembler of Gear Reducers & Motors used in a wide variety of industries

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Wellness Journey:

- Started in the Fall of 2004 – Formed a Wellness Committee
- Began with Health Risk Assessment
 - Score > 70 to get an incentive – reduction in health premium
 - Fun event – 99% participation
 - First Year aggregate score = 71
- Walking Program, Activity Program, Health Fairs, Smoking Cessation
- Moved to Health Savings Account Plan in January, 2006
 - Employee Education & Accountability for Costs
 - Skin in the Game
- Initiative started to flounder in 2007 due to lack of resources

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- Re-Group in 2008
 - Created Sub Teams within Wellness Committee
 - Campaign Design Sub-Team (2 teams, rotate in/out)
 - Newsletter Sub-Team
 - Went to Push-Pull Approach
 - Incentives and Spousal Involvement
 - Employee Coaching
 - \$300 Annual Smoking Cessation Benefit
 - Takes up to seven attempts to quit
 - No Smoking Policy on company property
 - Significant drop in smokers per HRA

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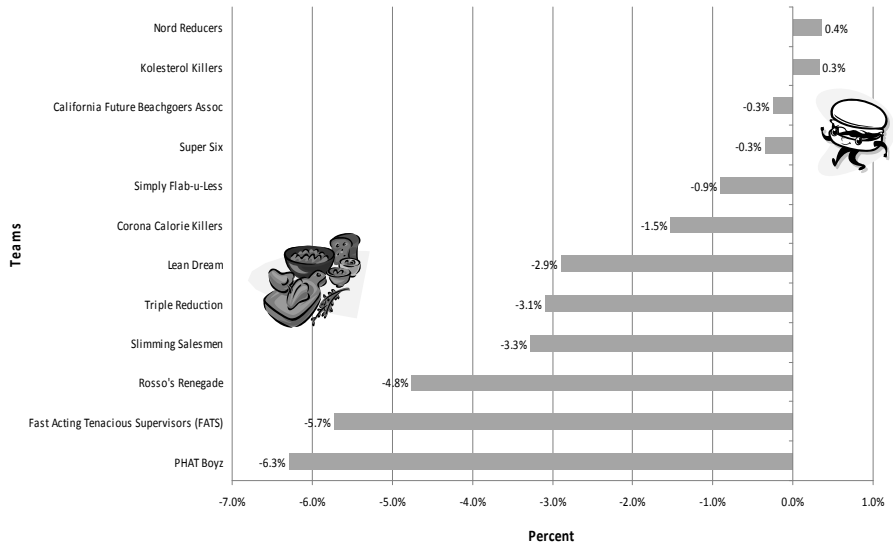


Recent Wellness Campaigns:

- Holiday Challenge - Fall 2008
- Team Weight Loss Challenge - January 2009
- Step up to The Plate - Summer 2009
- Wellness Calendar - Fall 2009
- Holiday Challenge Repeat - Fall 2009
- Community Weight Loss Challenge - Current

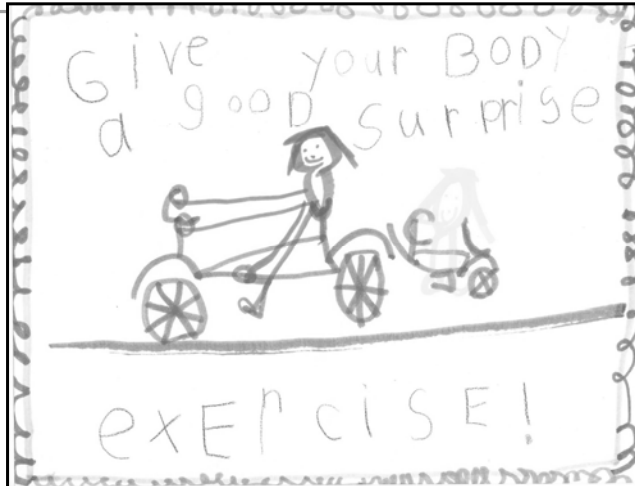
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Team Weight Loss Challenge
Total % Lost



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Nord Gear 2010 Wellness Calendar



Name: Ava Foley

Age: 6

Relation: Granddaughter
of Janice Foley

Department: Purchasing

Description:

Grandpa Dave and Ava
riding on the tandem bike

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Future Goals and Projects:

- Pursue Welcoa Wellness Award
 - Develop annual plan
 - Establish metrics
- Education on HSA Plan (Monopoly Game)
- Steal Other Excellent Wellness Ideas!!!

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We're done now!



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