



Engagement, Wellness and the Search for Sustainable Workplace Solutions

Global Healthy Workplace Awards & Summit



Fifty Shades of Grey



General Themes



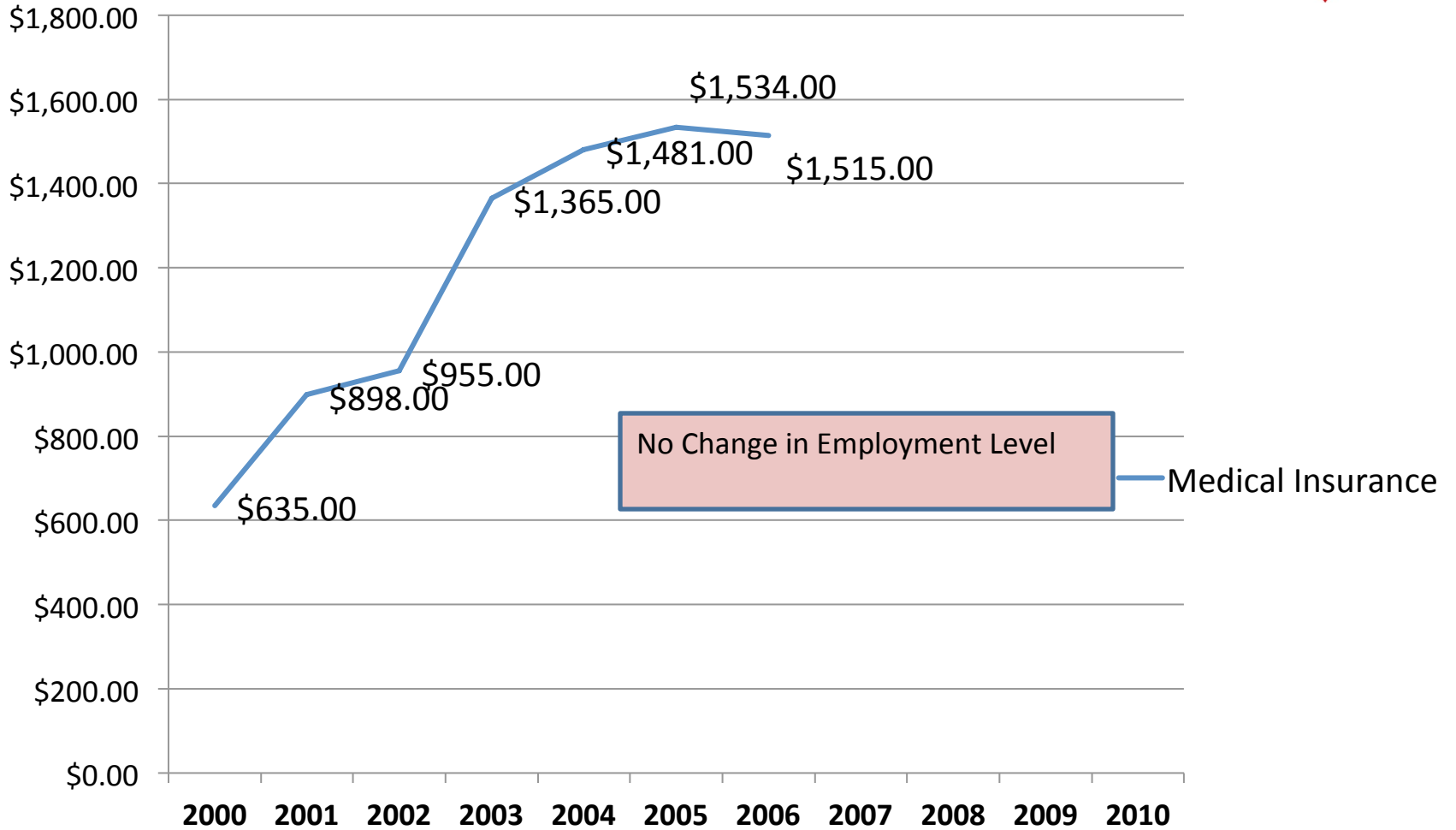
- Leadership commitment critical.
 - Your employees will follow you
- Don't underestimate your employees desire for healthier lifestyle.
 - They don't know how to get healthier
- Inclusion of all family members.
 - Gets the “real” decision maker involved
 - Often the real decision maker isn't the employee
- Prevention more important than the cure.
- YOU'RE NEVER DONE.

Management Mantra

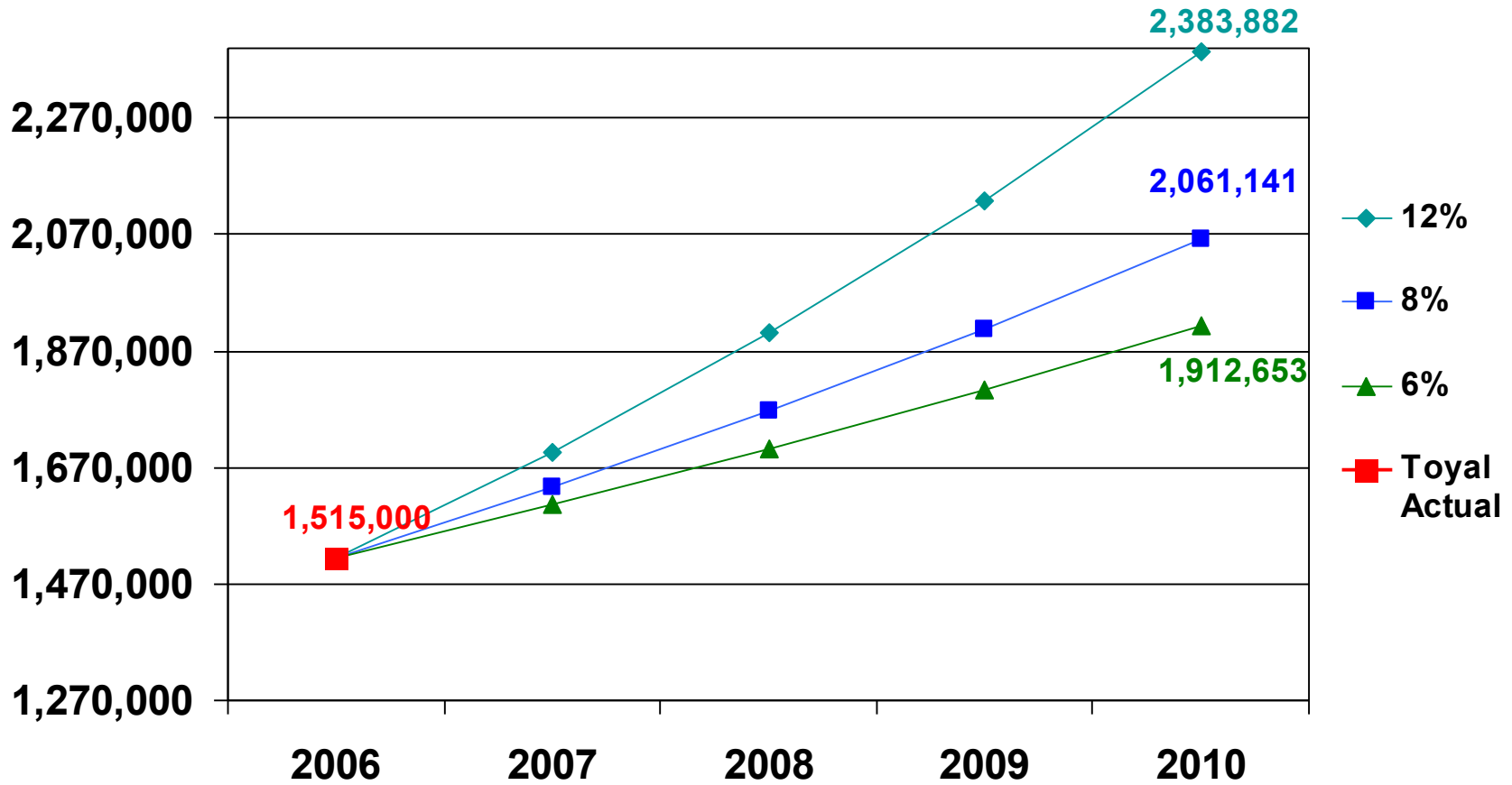


- Define : What is the root cause?
- Measure: What relevant metric allows the company to talk to you?
- Resources: \$\$ and Management Commitment
- Empower: Education and Delegation
- Get out of the way.

Medical Insurance: \$ (000's)



The Medical "Trend" of Health Care Expenses **Toyol**



The Journey Begins



- A 235% increase in health care spending.
- We could no longer afford to ignore the problem.
- Get ahead of the cost curve.
- The biggest threat to the survivability of the business was health care spending.

Leadership Discussion Inside Toyal



- Plan Design ~~benefit cuts~~ and cost shifting doesn't solve the problem.
- Health Care costs continue to rise and demand remains unchecked.
- Manage the cost, don't let the cost manage you.
- How could we attack the root cause of rising medical expenses?

Phase 1 – Attack the Real Root Cause



Lifestyle and behavioral related health conditions

- Healthcare spending is a ‘demand’ driven cost, not a fixed cost
- If we can change the demand for care, we can manage the cost
- What was needed was a fresh approach even if some element of uncertainty was involved



Toyal meets Abbott



- Fresh idea
- Proven system
- Management commitment and employee engagement combined into one activity
- Excellent support
- Name recognition and instant credibility
- *“Changes That Last a Lifetime”* comes to Toyal America.



What Did We Do?



Turn Key Program Elements

- **Engagement**
 - *Open to all employees, spouses and significant others-Critical decision*
 - Online enrollment; all employees have company email
- **Informational Meeting**
 - Program was introduced with a personal invitation to participate in an exciting 'Challenge' and what to expect
 - Motivational speaker inspired participants and improved enrollment
 - Leadership participated
- **Pre-screening/Post Challenge Biometric Screening**
 - Personal Trainer and Nutritionist provided to participants.
 - Items delivered to facility a few days prior to screening
 - "CTLL" provided all program materials to participants
 - Toyal provided each employee with a set of resistance bands (2009) or choice of exercise ball or pedometer (2010)



Toyal's Culture of Health



- **Anyone can learn new, healthier habits at any stage of life**
- **Adopted Changes That Last a Lifetime® (CTLL)**
 - One year health promotion program focused on behavioral changes to improve health, not just about losing weight
 - Program tools that actively engaged employees to improve their health:
 - Health screenings and Risk Assessment: The KYN program
 - *Body-for-LIFE* book and journal
 - Interactive website
 - Daily emails customized and sent to employees (meal plans and exercise)
 - On-site program nutrition and exercise sessions
 - HEALTHspot weigh station: non-self reported data for teams and incentives
 - Motivational incentives: Male, Female, Couple and Team Champions
 - Measurable results
- **Affirms Toyal's commitment to support a culture of health**
 - **Company subsidizes Health Club fees.**

Develop a Culture of Health



- A fun and easy way to bring healthy choices to your workplace.
- Fruit was provided free to employees in an effort to improve 'nutrition compliance'.
- Each delivery includes an informative newsletter and online access: seasonal, standard or organic choices.
- Upgraded our food choices in the canteen:
 - Fresher entrée: salads, fruits, nutritional drinks.

Consistent Health Improvements



	2009 Challenge	2010 Challenge	2011 Challenge
Program Completion Rate	61%	65%	65%
Average Weight Loss	-9.4 lbs	-7.8 lbs	-8.4 lbs
Average Waist Reduction	-1.8 inches	-2.2 inches	-1.1 inches
Type 2 Diabetes Risk Reduction	-31%	-32%	-27%
CHD Risk Reduction	-25%	-28%	+4%
Stroke Risk Reduction	-20%	-26%	-15%

2009 – 83% lost weight or remained the same; 63% reduced waist size or remained the same

2010 – 89% lost weight or remained the same; 86% reduced waist size or remained the same

2011 – 91% lost weight or remained the same; 70% reduced waist size or remained the same



- **Mobile Cardio Care Clinic:**

- 5 panel tests: Echocardiogram/EKG/Stroke, Carotid Artery/Peripheral Arterial Disease/Aortic Aneurysm.





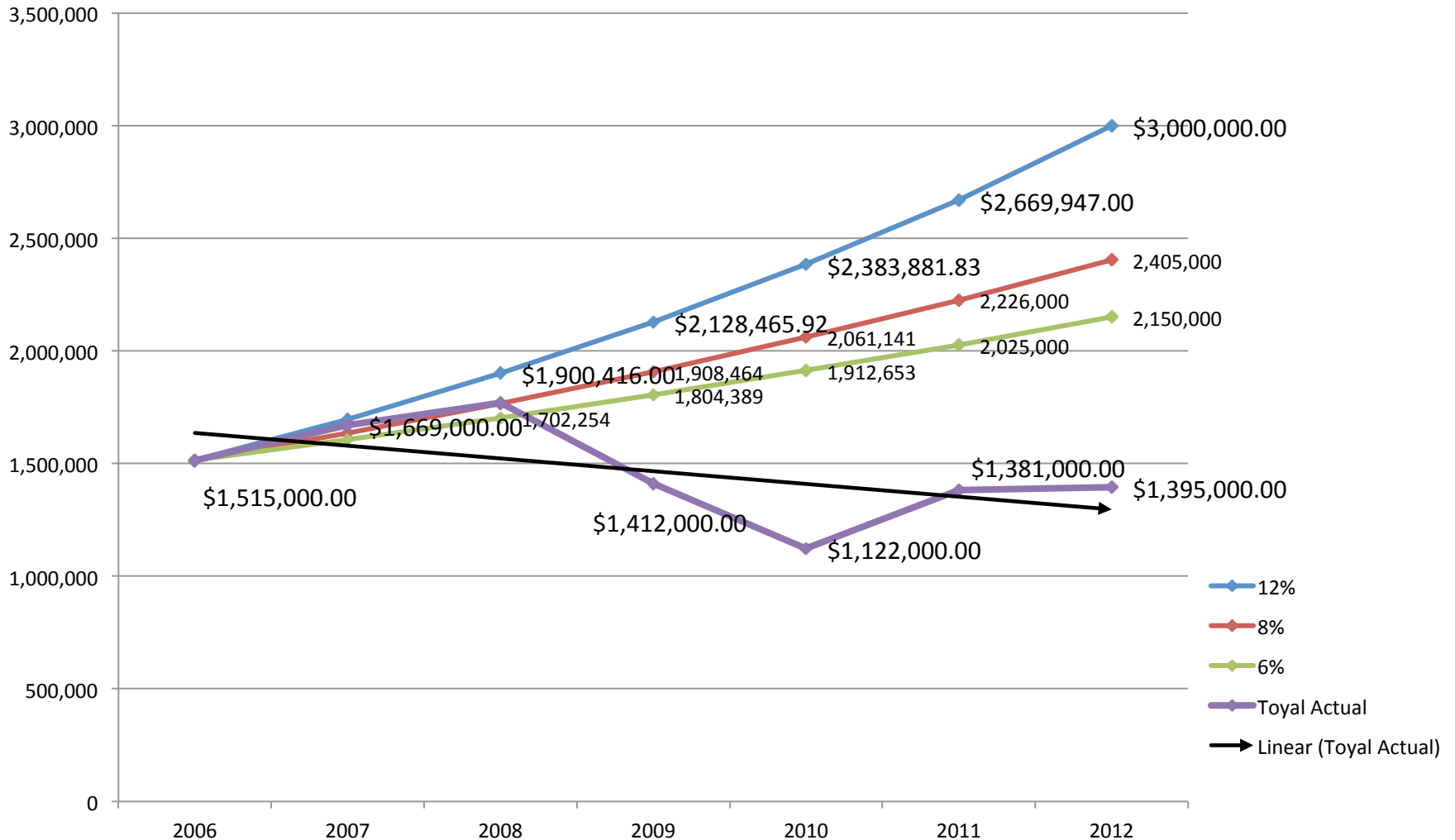
Toyal/Abbott



The Merger of the “Mantra” and “A Promise for Life”

- Define : What is the root cause?
 - Lifestyle and Behavior Choices
- Measure: What relevant metric allows the company to talk to you?
 - KYN: Know Your Number
 - Cardio Care
- Resources: \$\$ and Management Commitment
 - Outside Experts: Abbott
- Empower: Education and Delegation: “The Challenge”
 - Motivation, Nutrition, Training, Competition
 - Reach the decision maker.

The Medical "Trend" of Health Care Expenses



Looking Ahead



- **Behavioral Health**

37% of our Pharmaceutical spending is dedicated to Psychological disorders: depression, anxiety etc.

- **Sleep Disorders and the effect on worker safety: 12 hour shifts**

Additional Health Promotion Activities

The logo for Toyal, featuring the word "Toyal" in white text inside a red, diamond-shaped graphic with a white outline.

- Employee involvement in meetings, reviews and safety improvements resulted in a decrease in worker's compensation experience ratings from 1.36 in 2010 to 1.03 through to April 2013
- Yearly contribution to salaried employees' Health Saving Accounts
- Annual physical at no cost
- Free annual health risk assessment
- Tetanus and flu vaccine at no cost
- Employee Assistance available to all employees and family members for drug, alcohol , gambling concerns
- Reimbursement for smoking cessation



Most satisfying moment:

“Thank you from my children.”

(2010 Celebration Reception)

Design Concept for New Offices

