

Anderson Global is on the Right Track

Initiative in Brief

Anderson Global's wellness program grew out of a committee that was researching health insurance options back in 2000. During the process, its members became increasingly aware of how employee health impacts employer's insurance rates. This realization led the committee to implement Anderson's first wellness activities: a health risk appraisal with health screenings and free flu shots. The wellness committee continued until 2004 when, due to some management changes, the wellness initiatives lost momentum.

When the Governor's Healthy Workplaces project became available, Angel Ball, Controller, saw it as a perfect opportunity to breathe life back into the initiative. One of the new wellness committee's first activities was to conduct an employee interest survey. A \$2 lottery ticket was given to employees to reward them for completing the interest survey, and approximately 75% of Anderson's employees participated! Numerous health-related topics of interest were identified through the survey. Working with employees with many different interests can be quite a challenge!

The committee's goal was to implement wellness initiatives that would appeal to as many employees as possible. They set up a walking track using a tunnel hallway that connected their main building with a storage building. They also installed basketball hoops and horseshoe pits, and furnished an onsite exercise room. Lastly, Anderson Global required that 40% vending machine options be healthy ones. The wellness committee is continually coming up with new ideas to keep the employees engaged and their wellness program on track.

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Benefits

Noted benefits of the program are:

- Employees feel empowered when they have healthy options.
- Increased awareness about the benefits of physical activity.
- Established a habit of walking while at work.

"The biggest thing I have learned in the years that I've been on the wellness committee is that you have to keep at it; keep coming up with new ideas; keep putting those ideas in front of people. When a project becomes "old hat" or routine, the people simply lose interest."

Angel Ball
Controller

Lessons Learned

- Consider using incentives when trying to solicit employee participation or response.
- You have to keep at it; keep putting those ideas in front of people.
- Ask employees what they want in a wellness program and use their input to help develop activities.

Cost: \$3,000
Risk Factor: Physical inactivity and other chronic disease risk factors
Impact/Reach: 109 employees
Business/Sector: Manufacturing/exporter