


Marvin Windows and Doors

Building a culture of health,
one step at a time

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About Marvin Windows

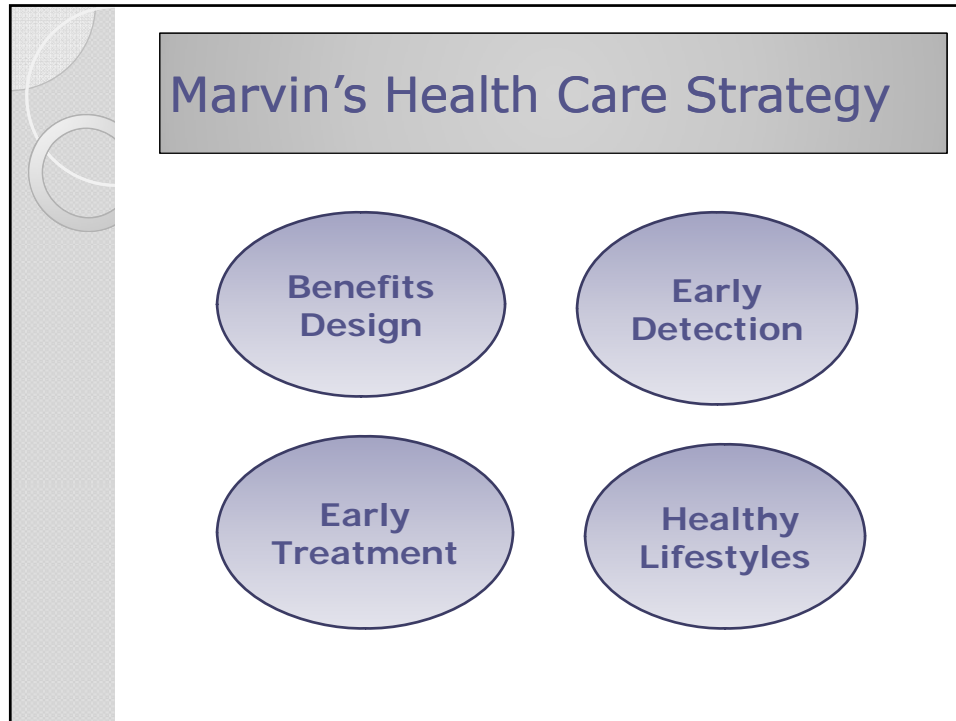
- Privately held, family-owned and family-led business
- Established in 1912 as a lumber company
- Began making windows in 1939
- Headquarters in Warroad, MN

About Marvin Windows

- Most company operations are in small towns, rural areas
- Enhancing the quality of life for our employees, their families and our communities is a primary objective of the Marvin Family

Marvin's Health Care Costs

- Actual health care costs have more than doubled since 2000
- Increases in all levels of care:
 - Institutional/hospital
 - Physician office and outpatient
 - Prescription drugs
- Goal: to keep cost increases at least 2 pp's below national trend



The slide is titled "Benefits Design" in a grey header box. Below the header, there is a bulleted list of two main points. The first point is "Most preventive-care services covered at 100%", which has three sub-points: "Routine physicals", "Prenatal care and well-baby care", and "Preventive medical screens for diabetes and certain types of cancer". The second point is "Low deductibles and out-of-pocket limits to enable utilization".

- Most preventive-care services covered at 100%
 - Routine physicals
 - Prenatal care and well-baby care
 - Preventive medical screens for diabetes and certain types of cancer
- Low deductibles and out-of-pocket limits to enable utilization

Benefits Design

- 24-hour nurse line/personal health coaching
- Disease/chronic condition management
- Online tools and resources through the health plan
- Employee Assistance Plan with health and wellness features

Early Detection/Early Treatment

- **Basic Medical Screens:**
 - Blood pressure
 - Glucose
 - Total Cholesterol
 - Body Mass Index
- **Personal Wellness Profile:**
 - Online survey to assess current health status
 - Printed report to take to physician
 - Track results year-over-year

Early Detection/Early Treatment

- Advanced Medical Screens
 - Pap Tests and Mammograms
 - Fasting blood glucose and lipid screening (cholesterol)
 - Colon cancer screening
 - All advanced medical screens are based on age and gender according to an established schedule

Early Detection/Early Treatment

- Participating in Medical Screens and completing the PWP are voluntary
- Incentive for participation – reduction in employee medical contribution for health insurance:
 - \$20/month reduction for Single
 - \$40/month reduction for EE + 1
 - \$50/month reduction for Family

Healthy Lifestyles

- Smoking Cessation classes at no cost to employees/spouses
- OTC smoking cessation products reimbursed at 100%
- Wellness Reimbursement – partial reimbursement for health clubs, fitness centers, weight-loss programs

Healthy Lifestyles

- *Fittest State in the Nation* – goal is to make Minnesota the fittest state in the nation by the year 2020
 - Sponsored by BCBS-MN and Prevention Minnesota
 - Marvin is a corporate sponsor
 - Motivated us to take the “next steps” on our journey ...

Marvin's Wellness Vision

- *To be the healthiest company in the healthiest state in the nation.*
- *We will accomplish this in a way that motivates all employees to take responsibility for their own health, wellness and lifestyle choices at work, at home and at play.*

Marvin's Health Builders

- Established a volunteer wellness committee, the *Health Builders*
- Created a brand logo and tag-line to promote programs and activities with employees
- Held employee meetings in September 2007 to articulate Marvin's commitment to create a healthy work environment and culture

The "Biggest Loser" Contest

- Team-based approach to sensible weight loss
- Focus on healthy food choices and regular physical activity
- Moderated by wellness coordinator from local hospital
- Provided many small incentives to keep people motivated
- Cash prizes for the top 3 teams

The "Biggest Loser" Contest

- Participation was overwhelming!
 - 92 teams, ~ 800 employees
 - Sparked interest in the community
 - Local restaurants wanted to get in the game
 - Many local businesses started their own contests
- Final result: We lost **tons** of weight!
 - 7,715 pounds in 12 weeks, an average of ~10 pounds per participant
 - And we had fun doing it ...

Other Worksite Programs

- Currently conducting a “weight maintenance” program
- Will introduce a “walking program” in May
- Another program TBD for winter
- Focus will continue to be on healthy eating and physical activity

Helpful Resources

- BCBS-MN “do” campaign
www.do-groove.com
- Wellness Council of America (WELCOA)
www.welcoa.org
- Minnesota Dept. of Health (The Healthy Minnesota Workplace Initiative)
www.health.state.mn.us/hmwi

Helpful Resources

- Society for Human Resource Management
www.shrm.org
- World at Work
www.worldatwork.org
- Feel free to contact me at
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