



Acushnet Company Wellness Program

Greg Salgueiro, MS, RD, LDN

Acushnet HealthWise Manager

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# Wellness Program History

- OnCourse Wellness Program introduced in 1994
- Objectives:
  - Identify Health Problems Early
  - Part of Safety Process: people who are focused on Wellness tend to be more safe
  - To design and implement Wellness programs which promote each individual's responsibility to establish health practices which enhance employee productivity and lower healthcare costs

# Acushnet HealthWise

- Acushnet HealthWise, Wellness for Life, is an Acushnet Company Associate Initiative positioned to create a climate and culture that encourages and supports Associate Wellness. Through partnerships with the medical community and Acushnet HealthWise Coaches, Associates gain access to high quality Health and Wellness Services.

# Acushnet HealthWise Vision Statement

- A company Culture which embraces and prioritizes the health of Associates and their family members. Acushnet HealthWise is a program that is valued by Associates and provides opportunities for enhanced quality of life.

# Acushnet HealthWise

## Purpose

- Recruit Wellness minded Associates...
- Provide convenient access to program and services...
- Empower Associates to take action...
- Reward and recognize Associates...
- Control Healthcare costs...

# Acushnet HealthWise Focus Areas

- Education
- Partnerships
- Services
- Rewards



# Acushnet HealthWise Education

## The Cornerstone of Behavior Change

- Monthly Videos
- Bulletin Boards
- Television Broadcasts
- Acushnet Web
- HealthWise Lending Library
- HealthWise Coordinators



# Acushnet HealthWise Partnerships

**To Attain and maintain good  
health requires a team effort**

- Nutrition
- Fitness
- Physical Well-being
- Mental Well-being



# Acushnet HealthWise Services

**Cost and Convenience are key  
influencers of participation**

- On-site
- No Copay
- No Referral
- Best of class assessment,  
treatment and follow-up

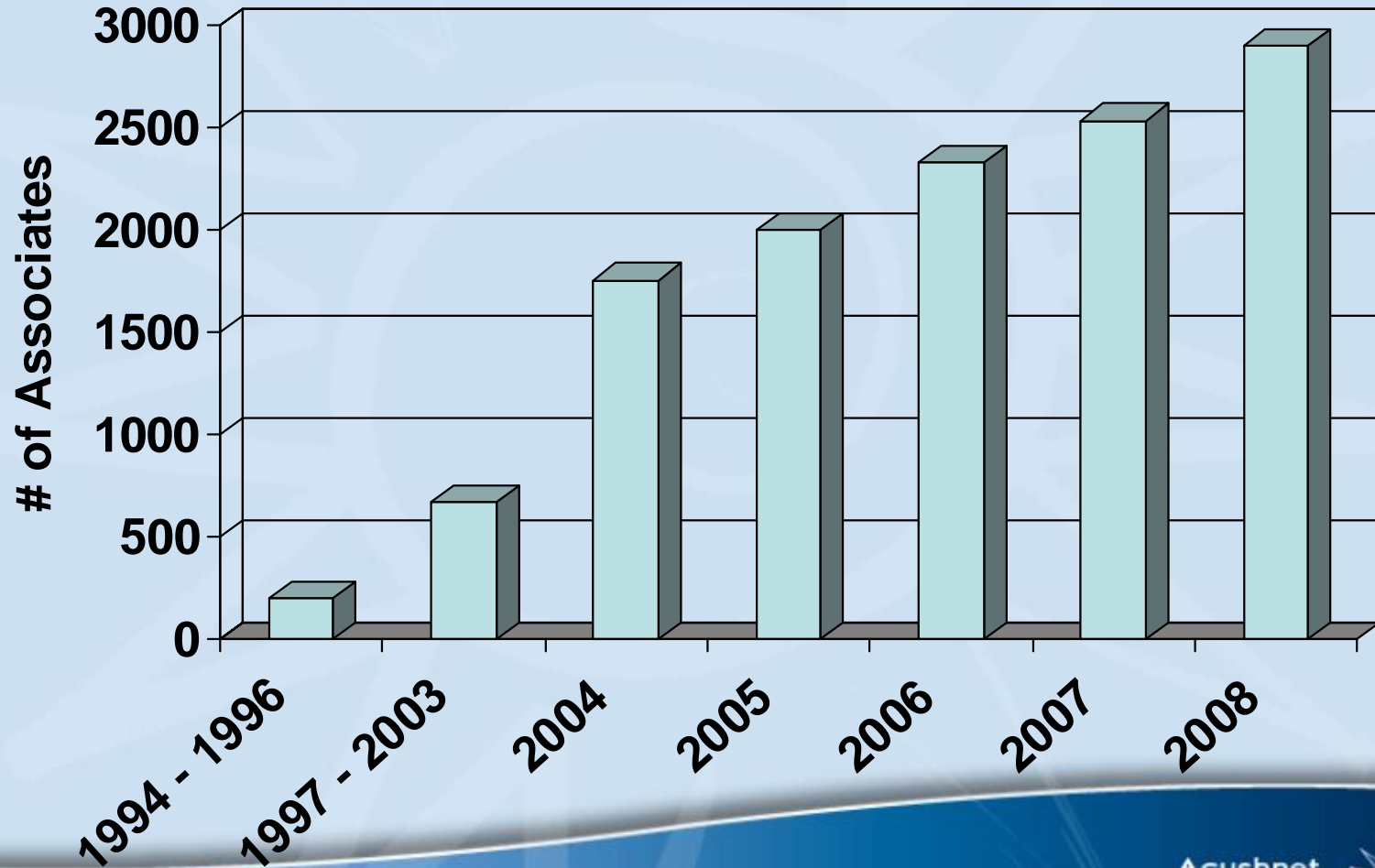


# Acushnet HealthWise Rewards

**Rewards and incentives designed to support behavior change through immediate positive feedback**

- Acushnet HealthWise Champions
- Core incentive provides
  - Assessment of current health status (PHA)
  - Support and Structure
  - Opportunity to earn 2 Acushnet HealthWise Days
  - Medical premium incentive

# Wellness Program Participation



## The role of the coach is to Inspire

- Identify specific health and wellness goals
- Create an individual plan
- Support the achievement of these goals



## Impact on Health Care Costs:

- 2005 – 2007 Acushnet Company experienced a 9.2% increase in Health Care Costs
- Similar Companies reported a 13.6% increase

