Human Resources Vision

In support of our company's principles and mission it is the Human Resource's vision to support the total corporation in meeting its goal through its most valuable resource – its people!

Human Resources Mission

- Attract and retain employees
- Build a foundation of satisfaction enabling us to promote and develop our own repertoire of skills while maintaining a balance between our personal and professional lives
- Respect the diversity of team member values
- Promote ethical and legal conduct in professional practices
- Provide a work atmosphere that is fun, safe secure, and healthy while recognizing family and community goals.

By accomplishing the above, HR takes a leadership role as a value-added business partner that contributes to the successful performance of the organization.

Wellness Programs Vision

To promote FNC as an employer of choice through traditional and leading edge programming that positively impacts employee satisfaction.

Overall Goal for Fujitsu Wellness Programs

To enhance the overall health and wellness of employees by improving health and self-esteem in order to create a safer and more enjoyable work environment. This is to be accomplished by providing employees access to the tools and information necessary for leading a healthy lifestyle.

Wellness Team for Program Planning and Operation

Fujitsu Wellness Programs are professionally managed by Baylor Health Enterprises, Inc. d.b.a. Baylor Tom Landry Center

Linda Sherman	Compensation & Rewards, Director	Fujitsu
Barb Bilyeu	Wellness Programs, Director	Baylor
Chris Tolentino	Fitness Center Coordinator	Baylor
Janice Pyle	Fitness Specialist	Baylor
Charles Pratus	Fitness Specialist	Baylor

Strategic Priorities

1. To promote general wellness and fitness to employees and their spouse through awareness programs.
2. To offer workshops and seminars that educate employees and their spouse on current wellness and fitness issues/topics.
3. To offer programs and classes to employees and their spouse in order to help facilitate positive behavior change.
4. To carry Fujitsu's 'people first' message into the community through participation in wellness/fitness related programs and events.
5. To maintain fitness center membership at 50% or greater of Richardson campus population.
6. To maintain a cost effective, comprehensive and nationally recognized wellness program.

Relationships between Wellness Programs and Other Departments

Fujitsu understands and actively supports the importance of maintaining a healthy, balanced lifestyle and is committed to helping employees achieve this goal. As a result, everyone within the company 'gets involved' with the Wellness Team and the programs and services they provide. For example:

- The legal offices review and approve the fitness/wellness participant liability waivers and the management contract with Baylor.
- The policy committee reviews and approves all policy changes including Healthy Connections, Fit for Life, smoke/drug free work place, etc.
- The supervisor of distribution/manufacturing works with the Fitness Center staff to plan the annual company golf tournament. The Supervisor of Risk Control organizes the golf league.
- Human Resources, benefits and facilities departments work with the Wellness Team to plan the annual Wellness Fair.
- Facilities department works with the Wellness Team on set-up/tear-down for all special events/programs.
- The safety engineer teaches safety classes, including Hazmat training, to employees.
- The Wellness Team works with the Information Technology Group to promote fitness/wellness programs via email and Intranet.
- Healthy Connections Program and Richardson on-site fitness center are introduced at new employee orientation.
- The Wellness Team works closely with the HR team to identify goals and objectives for wellness programming.
- Safety engineer trains manufacturing supervisors on pre-work exercises to prevent injury and provides back to work and pre/post injury training.
- The Wellness Team works with the marketing department to promote wellness program events including the Wellness Fair, Blood Drives and the Corporate Challenge.

- Most departments and locations have been involved in the completion of the WELCOA gold re-application.
- Benefits department schedules EAP seminars.
- Safety Engineer & Benefits Supervisor coordinate with outside medical resources in order to help pre/post injury, screening, medical care for work injuries, training and compliance.
- As requested, the safety engineer will do an ergonomic check of an employee's work station.
- As requested, on-site massage program will visit departments.
- Purchasing department assisted in the process of leasing new cardio equipment for the fitness center.
- Payroll assisted with system changes due to dues increase and membership tracking.