

**Well Workplace Award  
Executive Summary**

**Thermo King  
Corporation  
Bronze Award**

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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**WELLNESS COUNCILS  
OF AMERICA**

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# General Information

## WELL WORKPLACE

*Bronze Application*

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### Basic Information

Name of Organization Thermo King Corporation

Address of Organization \_\_\_\_\_

Council Affiliation Well Workplace Nebraska

Contact Person Lori Hartman

Title Human Resources Administrator

Work Telephone \_\_\_\_\_

Fax Number \_\_\_\_\_

E-Mail Address \_\_\_\_\_

Alternate Contact Lois Heinrich

Parent Organization Ingersoll-Rand

Number of Sites Covered by this Application 1

Number of Employees Covered by this Application 300

Nature of Business or Industry Manufacturing

Name of CEO Jim Kingsley

Date of Application 5/01/04

## **Preface Narrative**

### **Organizational and Program Background**

#### **Background of Organization**

Thermo King Corporation was created during a hot Minneapolis summer in 1938 when Fred Jones rigged up an engine, a compressor, and a condensor to cool the inside of a trailer. This initial creation was instrumental in getting freshly-killed chickens to market without spoilage, and spawned entire industries: frozen food, fast food, container shipping.

Today, Thermo King is a global manufacturer supplying global markets. Our Hastings, Nebraska manufacturing facility has been in existence since 1981. We currently employ approximately 300 people; our CEO is Jim Kingsley; this is our first year to apply for the Well Workplace Award.

#### **Formation of Wellness Initiative**

Thermo King's Wellness Committee was formed in 1992 by then Human Resources Manager, John Cobb, and is made up of employees from many different sectors of the plant. It has evolved from a group meeting a couple of times a year with basically no budget, to a group meeting at least once per month with an annual budget of \$8,000 and supporting many worthwhile causes and functions.

#### **Thermo King's Vision Statement**

Thermo King Corporation is committed to serving the needs of our customers—better than anyone else—by providing products and services which

meet requirements, are delivered on time, and are priced to provide superior value.

### **Thermo King's Mission Statement**

The mission of the Thermo King Hastings Plant is to profitably provide integrated engineered and manufactured products, systems and services of exceptional quality, on time, and according to customer requirements. The mission is only accomplished through the cooperative efforts of everyone working together as a team.

### **Wellness Program Vision Statement**

The vision of the Thermo King Wellness Committee is to enhance employees' lives by encouraging healthy behavior, to promote physical, emotional and mental well-being.

### **Wellness Program Mission Statement**

The mission of the Thermo King Wellness Committee is to give employees an opportunity to lead healthier lives, by providing education, awareness and training, through special programs and organized activities.

### **Organizational Chart**

### **Seven Critical Benchmarks**

Thermo King has been fortunate to have senior level support for our Wellness program for many years. Our plant manager, Jim Kingsley, is an avid

runner and takes part in our annual Fitness Frenzy, as well as promoting and supporting our causes both in person and in writing. He encourages employees to participate in Wellness initiatives, and take care of themselves. Our Human Resources Manager, Melissa Karloff, regularly attends our Lunch & Learn programming and is an avid supporter of the various fundraisers the Wellness committee supports, such as the American Cancer Society and American Heart Association. Both Jim and Melissa have been instrumental in providing support and encouragement for the Wellness Committee, through meetings, emails, memos and personal interaction.

Another facet of support from senior level management is the budget allocated each year for the Wellness Committee. A separate budget is set up under the Human Resources umbrella for Wellness initiatives and programming. This allows the Wellness Committee to offer programs free to individuals and sometimes family members as well.

A strong, cohesive Wellness team is at the base of the Wellness programming. The Wellness team is comprised of members from different parts of our plant, from shipping to assembly lines to welding to Human Resources. The committee itself has been in place for many years, with the current members serving for the last four. The committee meets on an ongoing basis, once per month. Agenda items include upcoming Lunch & Learns and programming, fundraising events, Health Fairs, Health Risk Assessment issues, and incentives.

Employee interest surveys, feedback forms, and Health Risk Assessment summaries serve as data collection for future programming.

A Facility Assessment is also used for Data Collection. In coordination with the Safety department, the Wellness Committee is kept apprised of ventilation, workstation ergonomics, and lighting. The Wellness Committee is involved in making upgrades or changes to the facility regarding these issues. The Maintenance department, which is also under the Safety supervisor, is involved as well.

An operating plan is drafted by the Wellness Committee each year, and is reviewed by the Human Resources Manager, Plant Manager and other management members. The operating plan is the main tool used to plan programming for the upcoming year. It includes the Vision and Mission statements, goals, objectives, timelines, budget and communication strategy. The operating plan is periodically reviewed to make sure the Committee stays on task.

Following the data collection of the employee surveys and the aggregate summary of the Health Risk Assessments, the Wellness Committee designs appropriate programming and incentives. They are chosen by reviewing the data which has been collected.

In 2003-04 the programs chosen were: Nutrition, Weight Management, Disease Prevention and Employee Fitness. Based on the results of the HRA, our employees have a critical need to increase their intake of fruits and vegetables, get more exercise and lower their body weight. By encouraging employees to do these things, along with education through programming, we hope to also battle diseases.

The Wellness Committee at Thermo King has attempted to create a supportive environment by sharing information with both employees and management; by creating fun ways to participate in incentives and programming; and by offering services to both employees and spouses.

Thermo King also offers a supportive environment by offering health, dental and life insurance to employees; short-term and long-term disability, flexible spending accounts, vacation and sick/personal time, flex-time, retirement, 401k, tuition reimbursement and employee assistance plan.

Evaluation of programs and incentives are used to determine if programs were effective and if they will be used again. Employee input is vital.

One person who has been a "champion" of the Wellness Committee over the past couple of years is our Plant Manager, Jim Kingsley. Jim takes a keen interest in the programs, incentives, surveys and fundraisers the Wellness Committee is involved in. He is supportive of our efforts, both financially and personally. He encourages participation among staff members and is a regular participant himself. He also encourages all plant employees to take part in activities, and is supportive with positive feedback. "I feel Wellness should be a way of life" says Jim. "Studies have shown that a healthy, happy employee is more productive in the workforce. Not only does this help Thermo King, it helps the employees themselves in terms of feeling better for longer. It also reduces health care costs. It's just the right thing to do to support the initiatives the Wellness committee directs."

## **Unique Strengths**

Thermo King Corporation has unique strengths that serve our employees well. One is our commitment to employee fitness by encouraging all employees to utilize their corporate fitness memberships at the local gyms. We offer single or family memberships at two local facilities; annual membership fees are paid by the company, then deducted from employees' paychecks throughout the year. Our Thermo King Wellness Committee incentive program runs from September 1 through March 1, and encourages employees to use their memberships. If an employee averages one to five times per week at the gym, over the six-month period, they are rewarded with incentive prizes, ranging from a gift certificate to the Mall, to a portion of next year's membership being paid for by the company.

Another unique strength we offer is our Wednesday Wellness Words of Wisdom local newsletter. This newsletter highlights Wellness activities, incentive plans, hints for diet and exercise, information regarding immunizations, disease prevention and other health initiatives. This is published by our Wellness Committee on a bi-weekly basis.

One other unique strength offered by our Wellness Committee is the annual Fitness Frenzy. We initiated the challenge to other area companies back in 1994, as a friendly competition between companies to see who could log the most miles per person over a period of time. Through the years it has evolved into an annual event, and now involves approximately eight companies. The loser (the company which logs the fewest miles per person) is awarded the Stinky Sneaker Award.

## **Programs**

The most popular programs and activities offered by our Wellness Committee are the Fitness Frenzy, the Lunch & Learns, the corporate fitness incentive and the various fundraising events the Wellness Committee sponsors, for groups such as the American Heart Association and American Cancer Society.

Our company had the foresight many years ago to invest in employees' health and wellness and established a Wellness Committee and a generous budget. It is continued today, with the emphasis being placed on what our employees' wants and needs are in the area of Wellness.