

Well Workplace Award Executive Summary

TACO, Inc. Silver 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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Silver Well Workplace Award

General Information

WELL WORKPLACE

Silver Application

Basic Information

Name of Organization: **TACO, Inc.**

Address of Organization: **Cranston, RI**

Council Affiliation: **Worksite Wellness Council of Rhode Island**

Contact Person: **Kyle Adamonis**

Title: **Vice President of Human Resources**

Work Telephone:

Fax Number:

E-Mail Address:

Alternate Contact: **Brenda Osslinger**

Number of Sites Covered by this Application: **3**

Number of Employees Covered by this Application: **540**

Nature of Business or Industry: **Manufacturing**

Name of CEO: **John H. White, Jr.**

Date of Application: **June, 2003**

Preface: Narrative

Type of Organization/Industry

Taco, Inc., headquartered in Cranston, Rhode Island, is one of the leading brand manufacturers within the HVAC (Heating, Ventilating & Air Conditioning) industry. The company, in business since 1920 specializes in hydronic-based components for use in heating and cooling applications across the building spectrum – residential, commercial, industrial and institutional. The company maintains a loyal workforce (1% turnover rate) of about 540 employees, and operates manufacturing, distribution and sales facilities in Cranston, Rhode Island, Fall River, Massachusetts and in Ontario, Canada.

Formation and Evolution of the Wellness Program

Taco, Inc.'s Wellness program was launched on February 17, 1995. Taco was one of 32 companies in Rhode Island selected to participate in The Working Healthy Project, a five-year study sponsored by the Miriam Hospital in Providence, RI and funded by The National Cancer Institute. The Working Healthy Project was a research study to learn the effects of a comprehensive health promotion program on worker health.

On January 1998 the Working Healthy Project was replaced with Taco's Working Well-Thy program. The name for this program came from Taco employees. Taco held a contest to name the wellness program. Forty-six entries were received and employees choose "Working Well-Thy".

In 2002, Taco, Inc. partnered with Good Health Benefit, a worksite health promotion program that is part of Blue Cross & Blue Shield of RI, to bring a more complex wellness program to the employees.

Vision/Mission Statement

Company Vision Statement:

“The same family has guided Taco since 1920, providing a consistency of vision and ownership that is rare in industry today. The Taco commitment to product innovation, quality, and service has made us a worldwide leader in heating and cooling products. Our investment in technology and research is second only to our interest and care for our customers, employees and suppliers. Proud of our decades of design and manufacturing accomplishments, we reaffirm our dedication to our customers, employees, suppliers and the community at large. We shall continue to strive for excellence on their behalf.”

Wellness Vision and Mission Statement:

Taco’s vision and mission is to offer and encourage employees to lead a happier, healthier life. This is accomplished by promoting a safe and pleasant work environment and offering worksite wellness programs.

Administrative Location

Responsibility for health and wellness initiatives falls within the Human Resources Department. This is a natural fit for such initiatives as the Human Resources Department is responsible for employee relations, employee activities, training and development, safety and environmental matters and all benefits, including medical and dental plans, life insurance, short-term and long-term disability, and the employee assistance program.

Functions of the Wellness Program

The current functions of the wellness program are to provide awareness, intervention, education and evaluation of health issues and risks that affect Taco’s employees. There are regular meetings

with members of the wellness team for the purpose of program development, planning, implementing, communication, and another pertinent information that needs to be addressed.