

Well Workplace Award  
Executive Summary

**Springfield  
Assembly Plant  
Vital Lives Group  
Gold 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.

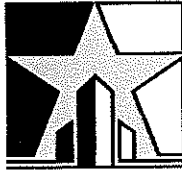
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**General Information**  
**WELL WORKPLACE**  
*Gold Certification Application*

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**Basic Information**

Name of Organization                      Springfield Assembly Plant Vital Lives Group

Address of Organization

Contact Person                              Jason Cordial

Title    Corporate Fitness Coordinator

Work Telephone

Fax Number

Email Address

Alternate Contact                          Robin Baver

Parent Organization                      International Truck and Engine Corporation

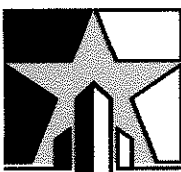
Number of Sites Covered by this Application    One

Number of Employees Covered by this Application      1428

Nature of Business or Industry              Build Class 4 Medium Duty Trucks

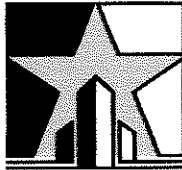
Name of CEO                                  Dan Ustian

Date of Application                          01 July 2004



## **BACKGROUND OVERVIEW OF THE ORGANIZATION**

Opened in 1965, the Springfield facility of International Truck and Engine Corporation is home to the assembly of the New Generation Vehicle Class 4 medium duty truck series 4200 and 4400. Within the 60-acre site, there are approximately 1,428 employees. This facility is under the leadership of Barry Laughlin, Plant Manager. Former president and now CEO of International is Dan Ustian. This is our first application for certification.



## **BACKGROUND OF WELLNESS INITIAITVE – VITAL LIVES**

In 1990, a group of employees requested a fitness room be added to the Springfield Assembly Plant. Similar to the workout room at International's other Springfield site. An old room that was formerly a cafeteria was converted into the Fitness Center. With backing from management and support from the Medical department a Fitness Center Team was formed to deal with facility needs. The team has grown into a plant wide volunteer committee known as Vital Lives, which is dedicated to motivating employees to improve their lives and those of their families through education, prevention and behavior modification.



## **VISION AND MISSION STATEMENTS FOR THE ORGANIZATION AND VITAL LIVES**

### **Corporate Vision:**

To be the best truck and engine company.

### **Corporate Mission:**

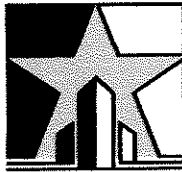
Strive to achieve operational excellence by living International's values and guiding behaviors. *(See Appendix A & B)*

### **Vital Lives / Wellness Program Vision:**

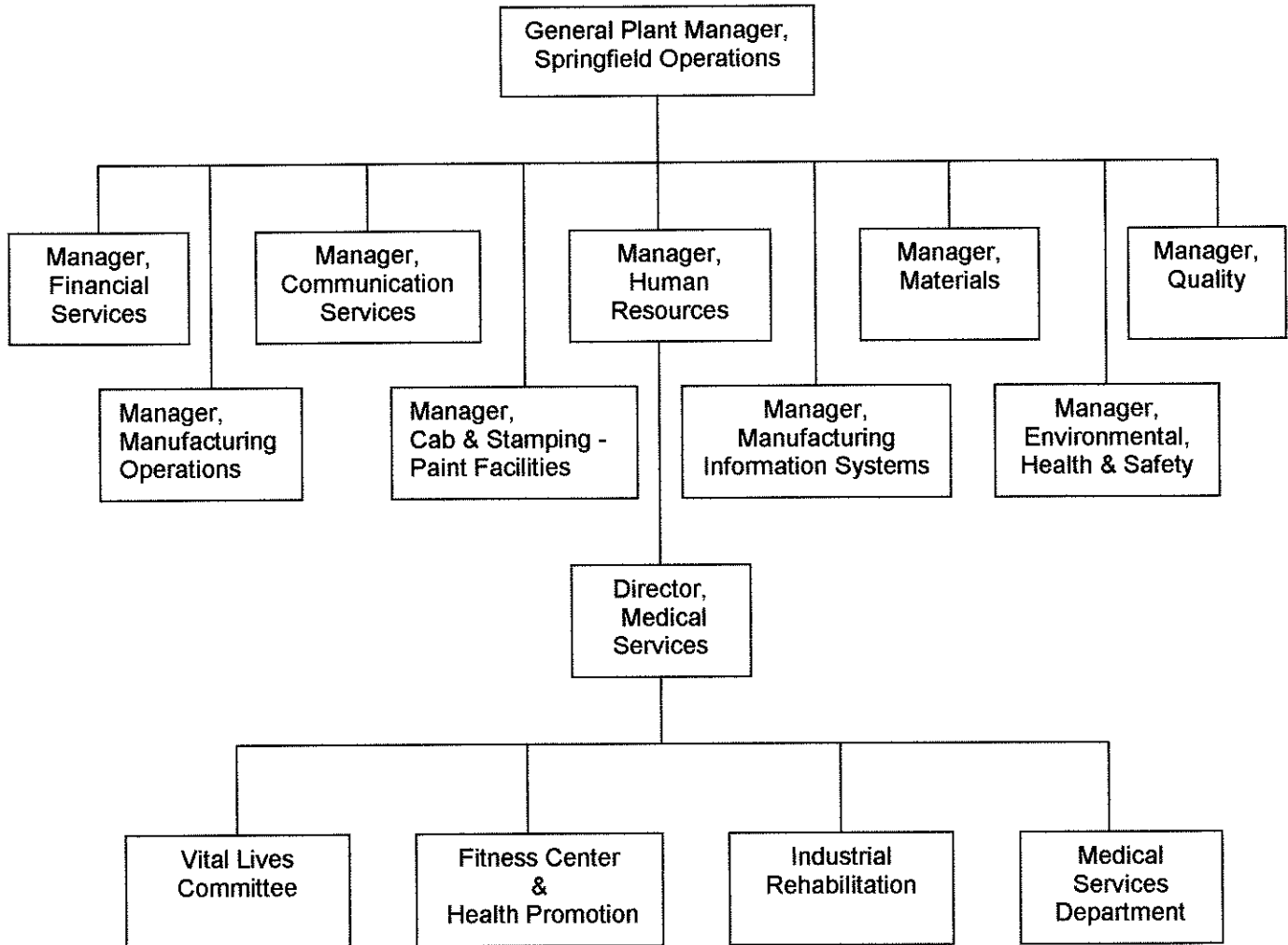
To continually maintain effective communication and promote programs that attracts and meets the needs of our employees.

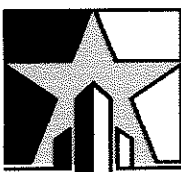
### **Vital Lives / Wellness Program Mission:**

As part of an ongoing effort to improve the quality of life for all International employees and their families, the Vital Lives Program will provide health education programs, promote healthful behaviors, and launch disease prevention initiatives.



## HOW VITAL LIVES FITS IN THE ORGANIZATIONAL CHART

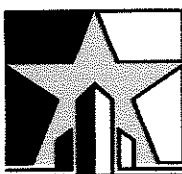




## **DESCRIPTIVE OVERVIEW BASED ON THE 7 CRITICAL BENCHMARKS**

1. ***Concentrating on senior level support*** – Plant Controller participates in meetings as the recording secretary on the wellness board and participates in Fitness Center activities. Also the Communications Manager, the Environmental Health and Safety Manager and the Human Resources Manager are Fitness Center members, participating in activities, and attending functions. Vital Lives is supported through a company provided budget.
2. ***Creating cohesive wellness teams*** – Regular meetings of a diverse group comprised of cross-functional teams derived from members of: engineering, manufacturing, business teams, medical, and the fitness center. The team consistently focuses on recruiting new members.
3. ***Collecting data to drive program efforts*** – Personal Wellness Profiles from Wellness Inc. are used to collect aggregate data. We also use annual health and activity questionnaires. We hold quarterly health screens to check: total cholesterol, HDL, LDL, triglycerides, glucose, body composition, blood pressure, grip strength and flexibility. We also have a Health and Activity Tracker incentive program that is used in our fitness center to track smoking, seat belt use, drinking, workdays lost due to sickness and amount of exercise performed monthly.

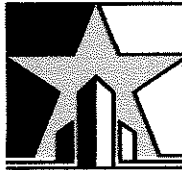
4. ***Crafting an Operating Plan*** – We targeted 3 major concerns through data collection and recall orientation in-services. We helped educate over 700 recalled employees in the areas of muscular skeletal fatigue, muscular skeletal disorders, stretching classes and self-care. The recalled employees were also given an interest survey to help with employee concerns. We have created Diabetic and Hypertension Intervention programs and established in depth flow charts to help progress our employees through these 12-week programs. We have also targeted inactivity / obesity as a major concern and proceeded to offer numerous events and programs to promote exercise. Women’s Heart Advantage and Smoking Cessation programs will be added to our current interventions in the coming year.
5. ***Choosing appropriate interventions*** – Using our Personal Wellness Profiles and health screens we have chosen our areas in which we plan to offer numerous intervention possibilities. We continue to offer quarterly health screens to all employees.
6. ***Creating a supportive environment*** – Programs are accessible for all shifts, flexible scheduling to allow for meetings, incentives for participation, healthy meal choices, registered dietician, EAP, onsite fitness facility (including an outdoor walking track).
7. ***Consistently evaluating outcomes*** – Smoking cessation follow-ups, Fitness Center, Fitness Re-evaluations upon request, Healthy and Activity Tracker, Trucking Across North America and Spring Tune-Up, along with plant wide Cholesterol results.



### **INDIVIDUALS THAT HAVE MADE VITAL LIVES WHAT IT IS TODAY**

John Horne, Chairman, (past President & CEO when written), wrote in a letter to employees, "We know that a healthy workforce is a productive workforce. We also know that a healthy employee has a great chance of being a healthy retiree. The company appreciates your hard work and wants you to be able to enjoy your retirement and make the most of it. Take steps now to reassess your life and health, let International help you." John and the Executive Board have participated in programs and events, while meeting teams from each plant to assess their progress and effectiveness.

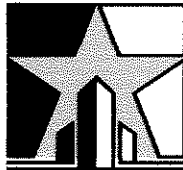
In addition, Jo-Anne Hague, Vital Lives President/NGV Communications and Lanny Cobb, Past President/Quality Engineer have been the driving forces behind Springfield's Vital Lives recent successes. Medical Services and Dr. Robin Baver have also contributed to the pursuit of excellence established by Springfield's founding Vital Lives members.



### **THREE UNIQUE STRENGTHS VITAL LIVES OFFERS TO THE EMPLOYEES**

The Vital Lives committee has three primary strengths, which help its effectiveness:

1. The Vital Lives committee represents a true cross section of employees at International's Springfield Assembly Plant. This gives us the ability to create and run programs welcomed and wanted by our employees and effectively market and promote these programs.
2. Vital Lives continually receives managerial support in the form of time spent for the planning, execution and attendance to our many events and programs.  
  
Management and executive level individuals also help to promote, organize, and run some of the events.
3. The Vital Lives team subsidizes some services and programs such as health screenings and vaccinations.



### **MOST POPULAR PROGRAMS AND ACTIVITIES THAT VITAL LIVES OFFERS**

- 1) Health Risk Appraisal: A program offered every quarter that consists of: blood pressure, body composition and blood tests; cholesterol and glucose to assess an individual's health and risk for major health issues. Allowing for intervention as necessary.
- 2) Health and Activity Tracker: This is an incentive laden wellness program that runs annually from March through December. Exercise activity, weight, sick days, tobacco use, alcohol use, seat belt use and health screening participation are all tracked. The information is compiled and used for future interventions.
- 3) Trucking Across North America (TANA): A 13-week exercise program and team competition with incentives for success.
- 4) Run the Line Flyers – We distribute our health related flyers monthly to all employees.
- 5) Spring Tune-Up (previously Spring TANA): A six-week program where participants work towards goals for exercise, nutrition and safety to achieve incentives for their successes.



### **OTHER PERTINENT INFORMATION ABOUT THE ORGANIZATION**

Continued quality improvement. Whether it was the Health Awareness Team, the Fitness Center team or today's Vital Lives Team, those with the well being of their fellow employees first in mind have been here in Springfield Operations since the 1980's. Springfield's wellness programs have survived cut backs and plant closings only to come through stronger and more determined than ever. With a diverse group of individuals representing a wide variety of ages, back-ground and job experience, the Springfield Vital Lives Group continues to grow and educate the 1428 employees of this facility, in addition to contributing to the surrounding communities. We have strived to establish and maintain a great working relationship with the upper management of the organization, and our group is currently striving to build upon past accomplishments with the health and well being of the employee first in mind.