

A case study: Turck, Inc.

TURCK

PROBLEM: Difficult to engage employees

Turck, Inc., a technology manufacturing company, found themselves facing common industry challenges. Health care costs were rising and the impact of unhealthy employees was taking a toll on their bottom line. Also, with 500 employees spread across two locations, working different hours and speaking over 30 languages, they were difficult to engage.

SOLUTION: Created a culture of health

In partnership with their broker and HealthPartners, and by starting small and building out over time, Turck created a culture of health by delivering a comprehensive and integrated solution that helped employees:

1. Achieve their best health every day

By offering well-being activities and resources on-site and online, Turck helped their employees become healthier and more productive.

2. Choose the best care option

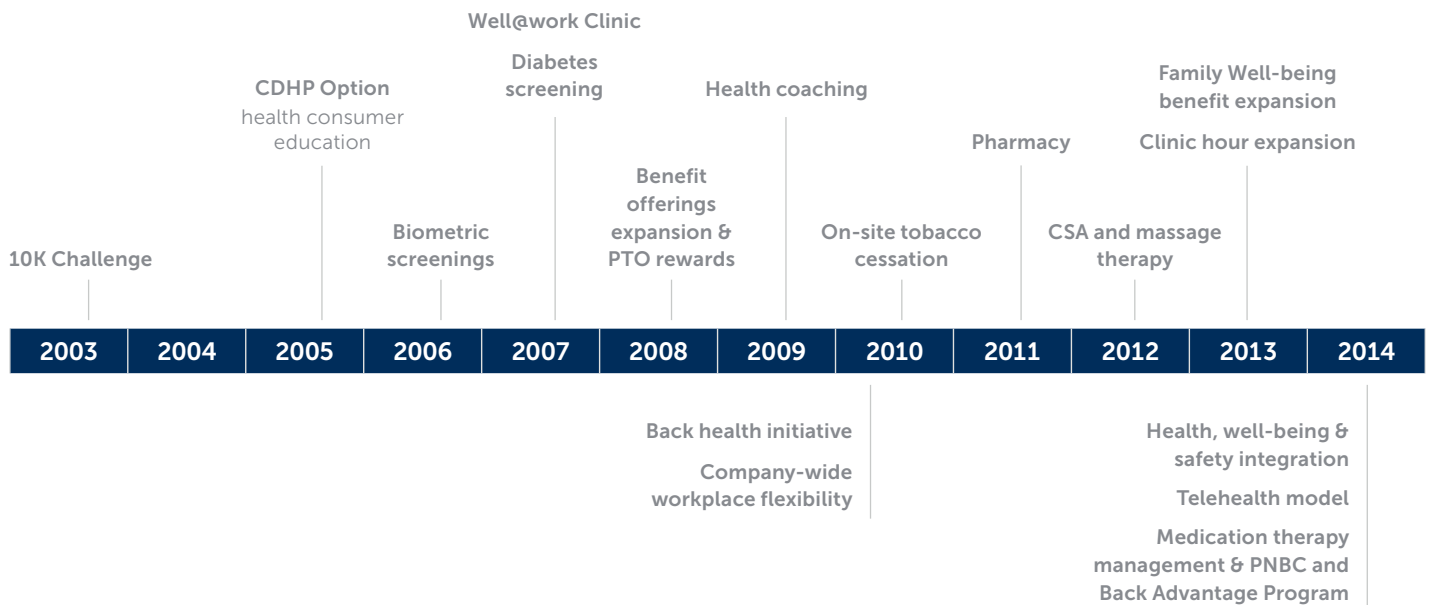
Through plan education and providing access to affordable care with an on-site clinic, Turck helped their employees choose the best care option.

3. Manage existing conditions successfully

Through on-site health coaching and access to HealthPartners award winning disease management nurse support, Turck provided the resources and education employees needed to manage existing conditions.

4. Choose and use their plan

Turck maintained and improved employee morale by keeping plan design changes to a minimum and providing health consumer education.



RESULTS: Turck's commitment to a culture of health paid off

Employees are healthier, filing fewer FMLA and workers' compensation claims; they're more engaged with preventive services, and are happier and more productive.

Savings	Health and productivity	Job satisfaction	Recognition
Avoided \$4.7 Million in health care costs	93% give their best efforts each day	89% would like to stay at Turck for at least a year	Minnesota's "TOP WORKPLACE" two consecutive years
Increased earnings from operations by 7-8%	Decreased external medical office visits by 5.2% year-over-year	Decreased turnover rate to 1% (industry overage is 13%)	Platinum-level Wellness By Design Award winner
Increased savings per participant by \$1,300		Increased employee satisfaction with benefits by 13%	Outstanding Workplace employer award

ACTION: Create your own culture of well-being

How you can get started

- Start small and build out over time
- Involve employees and leaders
- Partner with your health plan to offer integrated solutions
- Align programs to company values
- Use insights from data to tailor solutions
- Incorporate health, well-being and safety integration
- Refine strategy based on results

