

HOW OUR COMPANY EXPERIENCED 0% INCREASE IN HEALTH INSURANCE RATES

THERM-TECH OF WAUKESHA, INC. HEAT TREATING SPECIALISTS

Dear Colleagues:

Therm-Tech provides commercial heat treating services to meet the specifications a myriad of manufacturers in southeast Wisconsin.

This year we achieved a **0% increase in our health insurance rates**, and for the last three years our rate increases have been below the state and national trends. Because you most likely face challenges similar to what we've faced, I'd like to share how we've achieved this significant result.

For the past five years, ThermTech has sponsored an aggressive incentive-based employee wellness program. Since partnering with ProHealth Works, we've created innovative programs addressing issues unique to our workforce – specifically metabolic syndrome, which puts employees at greater risk for diabetes and heart disease. If we can help our employees manage their risk factors before they become diabetic or develop heart disease, we can help improve the quality of their lives, their productivity, and their health care cost savings – even if the efforts prevent just one heart surgery.

With our ProHealth Works Metabolic Syndrome Pilot Program, here's what we've done:

- An on-site ProHealth Care physician visits to assess and treat employees, saving time and increasing employee productivity.
- The physician writes prescriptions, when appropriate, which are filled locally and save us up to 50% of the regular prescription costs. This **physician oversight has meant that our insurance rates have not been affected** despite the fact that more employees are using prescription medications to help control metabolic syndrome.
- We conduct regular health risk assessments to help our employees monitor their health progress and to measure the impact of the Metabolic Syndrome Pilot Program on our health care costs.

From our Metabolic Syndrome Pilot Program to our many other wellness activities, our goal is to benefit our employees, retaining them long term while avoiding chronic illnesses that will cost us greatly. It's a win-win situation for our company and our employees.



MaryBeth Wiberg Springer
Vice President/GM



PROHEALTH CARE

For more information about ProHealth Works, contact Christopher Rohde at (262) 928-5743 or Christopher.rohde@phci.org. Or visit our Web page at www.prohealthcare.org/prohealthworks.