

INDUSTRY

manufacturing

COMPANY: Premium Waters, Inc.

EMPLOYEE POPULATION: 1,192

LOCATIONS: 12



UNDERLYING BACKGROUND

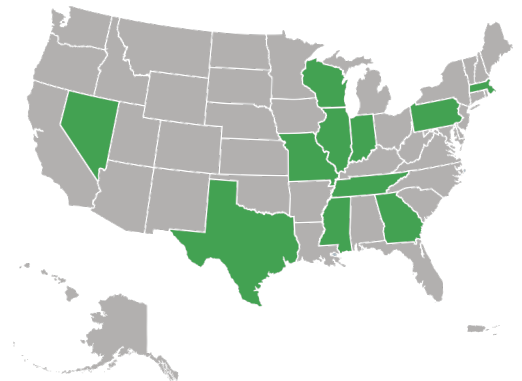
When Premium Waters began working with HealthSource Solutions in 2016, the organization faced challenges including low compliance with preventive exams, high medical claims related to chronic conditions, unfavorable employee health indicators, and a lack of understanding and execution to establish an infrastructure to support employee wellness.

STRATEGIC APPROACH

We started by building a solid infrastructure from which to grow the program:

- Engaged senior leadership support through commitment, communication, and connection
- Established annual program goals and KPIs
- Developed and implemented an annual communication strategy
- Established an enterprise-wide Wellbeing Champion network to reach all locations
- Measured the effectiveness of targeted high-risk initiatives
- Laid the foundation for a culture of wellbeing

PREMIUM WATERS LOCATIONS



Active in These States



Stretching and strength for injury prevention



Recreational toys to add fun and social connection

Build a culture that supports wellbeing.

SOLUTION OVERVIEW

We have made such great strides since 2016! This was achieved through focused planning, goal setting, diligent communication, and accountability. All things HealthSource Solutions helped us achieve.



Sharing Learnings: Health Coach lunch and learns

OUTCOMES

- Actively engaged senior leadership in discussions regarding the wellbeing program, demonstrating support and aligning organizational goals with wellbeing program objectives.
- Developed a strategic communication plan to ensure the same holistic experience is offered to all, with a focus on reaching hard to reach employees.
- Created a Teams page for health coaches to access all important wellbeing information and communication.
- Intertwined wellness programming into safety meetings and health coaching to engage hard-to-reach employees.
- Won the GOLD Award from the American Heart Association workplace index in 2023. Silver status in 2021 and 2022.
- Established performance and participation metrics around screenings, preventive exams, and safety initiatives.
- Changes in key metrics:
 - o 77% of employees participated in the 2023 onsite biometric screening
 - o 49% increase in onsite screening participation from 2017 to 2023
 - o 36.1% reduction in strains and sprains over two years
 - o 60% of employees agree that Premium Waters cares about their wellbeing
 - o 64% of annual Wellbeing Goals were achieved in 2023

IN THEIR OWN WORDS...

“

I participated in the biometric screenings, and discovered I had high Triglycerides. So, I took my biometrics results to my doctor. Further testing revealed I had an irregular heartbeat. I was started on medication and I'm happy to report it's working! And a call from my doctor confirmed that my blood work looks good! If I hadn't participated, I would not have known what was going on in my body. I'm thankful I have found the right path — **and it all started by participating in the biometric screening!**



dimensions of wellbeing

Physical

Social

Financial

Purpose

Career

Emotional