



Wellness Journey

5 Star AchieveWELL White Paper

June 24, 2020

IDI's Composites International Inc., venture into wellness started in 2006. The initial direction and commitment to wellness began with Tom Merrell, President and CEO of IDI. Along with Tom Merrell's direction, the IDI Leadership team (General Managers/VP's, CFO) were involved in the decision, vision and commitment to IDI's wellness journey. The vision was simple: provide the necessary tools for employees and spouses to live healthier lives, motivate with incentives and keep health plan costs affordable.

Once the decision was made to move forward, an action plan was created and mapped out. The first step was to regularly communicate and educate the population on the goals and objectives on the wellness initiative. Employee meetings were held with communication focused on explaining how health plans work and are administered, especially self-funded plans. Education continued on the importance of preventative screenings, annual physicals, being active, nutrition, mental and physical wellness, medical costs, along with other wellness related topics.

Our goal is to meet the various needs of our population to help them achieve their best health. Information is provided to employees and spouses at-risk or dealing with chronic diseases by using email, newsletters, meetings, case managers, and our onsite wellness coach. We encourage employees and spouses to work with their physician and use the support provided to improve their current health status. Additionally, our onsite wellness coach provides one-on-one coaching, regular well-being educational seminars and behavior change challenges. Not only are these services available to those at-risk, but all employees and spouses, in hopes they maintain good health.

The illustration below provides our wellness progression.



Wellness Programs Offered

The goal is to have the health and wellness programs woven into the fabric of IDI. Using our well-being tools, we work towards achieving the goal by promoting various wellness offerings at no cost to the employees and family members. The IDI wellness committee and on-site coach from Community Health Network meet regularly to discuss the best way to achieve participation. The on-site coach, Mike Granato, and wellness committee members plan upcoming health challenges, wellness initiatives, and how to leverage communications for current offerings and topics at hand. Mike also updates bulletin boards within the facility with details on all offerings and challenges.

Mike is onsite bi-weekly to assist in the development of personalized short- and long-term goals to improve various aspects of IDI's health and wellness. Mike uses coaching methodologies such as "intrinsic coaching" and "motivational interviewing" which allow his participants to think about why improvement in their health is important to them. This affords the participant the opportunity to guide their own wellness path. Topics include weight loss, nutrition, exercise, sleep, stress management and tobacco cessation.

Mike also develops and runs quarterly wellness challenges for IDI's employees and spouses. Those interested register and receive weekly emails that include encouragement, recipes, tips and information on the health topic the challenge is centered around. Recent wellness challenges include "A Taste of Wellness" where employees were encouraged to try new healthy recipes, "Wellness BINGO" where employees filled out a BINGO card of healthy habits, and "Pause the Pounds" that encouraged employees and gave them guidance on how to maintain their weight through the holiday season.

Community Health Network's "WellNEWS" are sent via email and are also printed and placed in the breakrooms. Each newsletter contains useful information about nutrition, fitness, mindfulness and stress management and other health topics. Mike is a frequent contributor to these newsletters.

Mike sets up his scale in the cafeteria from noon to 12:30 and from 2:30-3:00 to give first and second shift employees the opportunity to weigh-in and talk about their health goals. He has found this serves to engage those who otherwise may not participate in the wellness program, thereby offering a chance to build awareness about their own health.

Lastly, late last year we began to further develop and add to our tobacco cessation program. IDI continues to pay for any tobacco cessation program of the employee or spouse's choice, nicotine replacement therapy, and medications with a doctor's prescription. Mike is available to meet face-to-face bi-weekly to help the employee develop a personalized quit plan and help to explain the benefits of nicotine replacement therapy, dosages, and how to use. IDI also communicates that all employees and spouses have access to Quit Now Indiana's free resources such as telephonic quit coaches, text and web-based options. Recently, IDI has partnered with Breathe Easy Hamilton County and has become a Quit Now Indiana Preferred Employer.

IDI strives to promote not only the health coach, but also other third-party vendors such as Real Appeal, and reimbursement opportunities such as tobacco cessation, gym membership, marathon/races of any distance entry fees, etc.

The document below provides an overview of the wellness benefits provided to our employees and family members.



The mission of the IDI Composites International Wellness Program is to establish and maintain a worksite that encourages physical, mental and social support for a healthy lifestyle for all employees and families.

IDI Wellness Benefits



Personal health coach, available onsite and via telephone/email/video conference to assist with dietary, exercise, tobacco cessation and stress relief goals.



Regular group educational sessions, fun challenges, monthly newsletters, and email blasts are there to provide information and encourage good health throughout the year.



Employee assistance program is available for counseling in the areas such as stress, grief, financial planning and other personal problems.



Discounts on our health insurance to help motivate employees to meet and sustain good health – the BMI Metrics, makes IDI’s program a “health contingent” program.



Gym reimbursement \$25 per month. Sponsorship of team events.



Free fruit and snacks weekly.

Here are quotes from some of our own utilizing wellness tools:

"I utilize the gym discount. I love the recipes that are sent out. And I plan to start doing marathons."

"I believe IDI Composites has great wellness offerings to help me achieve a healthier me. I personally take advantage of the gym discount and race fees. Without them, I would not be as active or healthy as I am now."

"I am a spouse of an IDI employee and have been able to benefit from the wellness program greatly! I love the challenge events and they keep me motivated to stay active, eat more veggies and fruits, and it's even encouraged me to try new meals. I love the wellness newsletters too! I get part of my gym membership reimbursed which is a great way to motivate me to go at least 10 times a month. Having the reimbursement program has allowed me to go to a larger gym with various fitness classes, lots of different equipment, and a pool! This is very helpful because I am currently pregnant and am working towards an active pregnancy. Having a gym with a lot of options lets me easily modify my workouts as my pregnancy has progressed. I also love getting races reimbursed. My goal for 2019 was to run at least one race a month to get in better shape before pregnancy. IDI really helped me reach that goal by covering the cost of some of those races. In 2019 I was able to do my first half marathons (one road and one trail), my first duathlon, and many other 5-15k races. I am very grateful for the wellness program! Although I am not on site I still feel very supported and all of the wellness coaches have been wonderful."

"This past weekend with a crazy burst of confidence – I participated in my 1st ever USA TRI-60 (10min swim/30min bike/30min run) & surprised myself! My family that came to support commented on being motivated to keep active – so it was exciting to influence others towards fitness. With a bit more training I would consider a TRI-Sprint."

"IDI's wellness registration coverage allows for peace of mind so that the focus is on fitness – even if at 1st glance the event appears to be a stretch. They have your back financially – so I can pour energy into bringing my best. In past years I selected 5K runs that fit into my schedule – date & location – having completed bubble runs, color runs & even ran a few times with my #1 training partner our furry 4 legged dog, Louie. Thanks for the opportunity to share."

Corporate Community Responsibility

IDI involvement in the community has been a cornerstone and a core value. For many years, IDI has given back to local communities. Providing for and partnering with local communities is the first priority to help those in need and to provide support. IDI has partnered with such local organizations as: Boys and Girls Club of Noblesville, Wheeler Mission, The Good Shepherd Center, City of Noblesville, Third Phase, Folds of Honor, Good Samaritan of Hamilton County, Best Buddies, and Aspire. Not only does IDI provide funds but also employees volunteer time.

We now have a Corporate Community Responsibility committee.

The committee meets and discusses current donations. It also will discuss if changes are to be made and if other organizations need to be considered. The committee reviews new potential organizations financials, goals, and overall performance. An interview is performed prior to providing funds.

This past December, a Corporate Community Responsibility presentation was presented at our annual planning meeting attended by leaders from all IDI facilities. Part of the presentation is below.

Corporate Social Responsibility

The obligation of an organization's management towards the welfare and interests of the society in which it operates.

- Being a socially responsible company can bolster a company's image and build its brand.
- Formal corporate social responsibility programs can boost employee morale and lead to greater productivity in the workplace.



Corporate Social Responsibility

IDI has provided approximately \$400,000 for 2018-2019



Evaluation, Trends and Moving Forward

Goals, objectives, commitment and vision are critical for any program to get off on the right foot. One cannot stay the course or make changes without data and evaluation. IDI uses a variety of information to determine if the wellness initiative is meeting its goals and objectives. More importantly, data provides concrete proof of what is working and what is not.

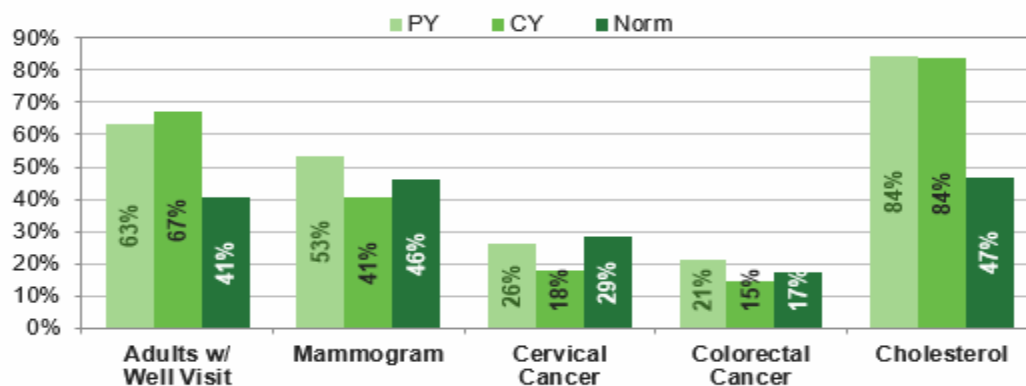
Using data analytics and employee feedback will help guide IDI on strategy in order to keep the programming fresh. In 2020 and beyond we will continue to help employees and family members help find their “why.” Mental, physical and financial health will be a continued focus.

The following charts and graphs depict the success our programming has brought in the areas of preventive utilization, engagement and behavior change. A scorecard is also maintained to monitor the performance of the wellness initiative.

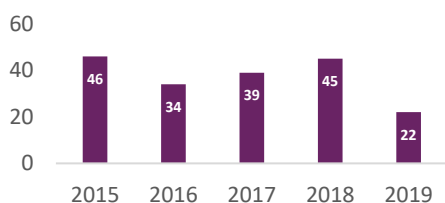
IDI – Noblesville, Indiana Location

Jan-Dec 2019

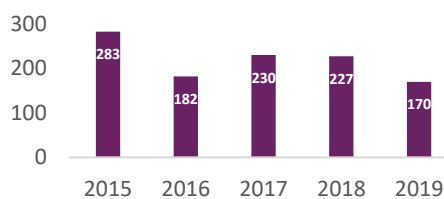
Adult Well Visits & Screenings



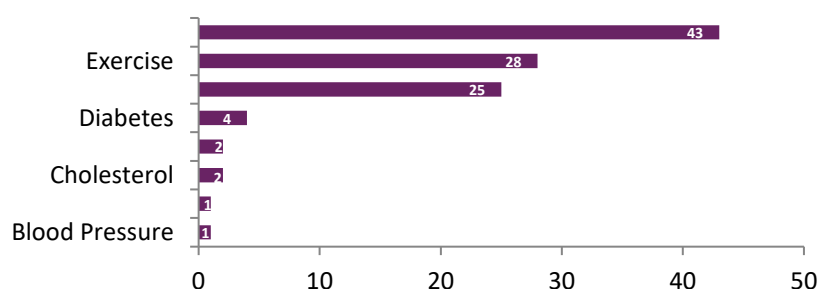
YTD Uniques Coaching Participants January-December



YTD Wellness Coaching Encounters January-December



4th Quarter Encounter Topics



Real Appeal

Registration & Enrollment

	Total	PRIOR
Registered	34	31
Disqualified	0	0
Enrolled	32	29
At-Risk	29	26
Not At-Risk	3	3

	All Weeks 1+ Attended	Began 16+ Weeks Ago		
		1+	4+	9+
1+	21	21.0	19.0	16.0
3%+	48%	48%	53%	50%
5%+	38%	38%	42%	38%
Total Weight Loss	140.5	140.5	131.5	115.3
Avg. Start lbs.	203.6	203.6	201.1	195.6
Avg. lbs. Loss	6.7	6.7	6.9	7.2
Avg. % lbs. Loss	3.3%	3.3%	3.4%	3.7%

IDI Composites[®]
International


Wellness Scorecard

2019


99%
completed biometrics


69%
members who are
overweight or obese


20%
members who attested
to using tobacco


27%
borderline to high
total cholesterol


2%
utilization of EAP
services


28%
members with
prediabetes or diabetes


227
onsite coaching


67%
members who
have high BP


30 / 170 lbs
enrolled in Real Appeal,
total pounds lost

 IDI Data


97.7%
financial wellness


AssuredPartners

Data includes insured spouses

In Conclusion

We will continue to move forward, evaluate, make the appropriate adjustments and changes in order to enhance our wellness initiative to have meaningful results. We are committed to the long term well-being of our employees and family members.