

## Kahler Slater CEO credited with success of firm's workplace health program

**Company Name:** Kahler Slater, Inc.

**Location:** Milwaukee, Wisconsin

**Industry:** Architectural and Graphic Design

**Founded:** 1908

**Number of Employees:** 90

**Age of Workplace Health Program:** 6 years

### Company Profile

Kahler Slater, Inc. is a design firm based in Wisconsin that provides architectural, interior, and graphic design services. It also has an office in Singapore.

### Employee Health Program Origin

Kahler Slater has been a self-insured company since 2004, so implementing a workplace health program in 2008 to keep healthcare costs down was a natural occurrence. The company's two CEOs have been supportive of the workplace health program since the beginning. In addition, the local chamber of commerce was strongly promoting wellness programs in the workplace at the time Kahler Slater was considering developing a program, and the company also had an enthusiastic benefits administrator who encouraged wellness concepts.

### Kahler Slater Workplace Health Program Features

Some of the main features of the Kahler Slater program are:

- « Annual health risk assessments with biometric measurements for all employees
- « Health coaching via telephone with individual goal setting
- « Fun challenges, campaigns or activities throughout the year, such as a weight management campaign, fitness challenge, nutrition awareness, stress reduction, "Olympic" activities challenge
- « Participatory incentive of \$90 a month in premium reductions
- « Partnering with YMCA and a local fitness center to provide presentations and other resources
- « Changes in worksite vending machines
- « Healthy snack options at meetings



Photo provided by Kahler Slater, Inc.

## Program Costs

Kahler Slater's annual wellness budget is \$18,000.

## Program Outcomes

Kahler Slater estimates that 98% of employees participate in the firm's workplace health program. The company keeps track of aggregate employee health and wellness accomplishments (e.g. miles walked, total pounds lost), and it tracks the company's overall wellness score through their vendor.

## Challenges

Rationalizing and managing expense in the company's budget for implementation of the program.

*"Our business can only succeed based upon talent -- we live or die based upon having talented people," says John Horky of Kahler Slater's human resources office. "The workplace health program is an investment in our staff that we know is going to continue to return to us many times over in the long term."*

## Kahler Slater

### Most Responsible for Program Success

- « Employees jumped on board right away and were interested from the beginning
- « The program wouldn't exist if the CEOs hadn't absolutely supported it
- « The insurance premium reduction as an incentive

CDC supports a coordinated, systematic and comprehensive approach to workplace health promotion. This profile is intended as an example of one employer's approach and is not intended as an endorsement. For more information on developing workplace health programs, please visit <http://www.cdc.gov/workplacehealthpromotion>.



*\*Based on interview conducted with Kahler Slater, Inc. in October 2012 as part of the development of the CDC Work@Health® employer training program. This employer is not a participant in the Work@Health® program.*