

Spectrum Aeromed credits workplace program with 7 percent reduction in premiums

Company Name: Spectrum Aeromed

Location: Fargo, North Dakota

Industry: Medical and Ambulance Air Transport
Equipment Design and Manufacturing

Founded: 1991

Number of Employees: 30

Age of Workplace Health Program: 3 years

Company Profile

Spectrum Aeromed designs and manufactures customized medical and ambulance equipment for air transport. It works closely with medical and patient transport crews to engineer, certify, and manufacture advanced life support equipment for all types of aircraft.

Employee Health Program Origin

Spectrum Aeromed began its workplace health program in 2010, when its CEO recognized the need for a program to support the health and well-being of the company's employees. Senior managers supported creation of a workplace health program and sent the company's human resources director to a workplace health summit in North Dakota and a two-day training hosted by the state workplace health coordinator. Since attending the training, Spectrum Aeromed has received ongoing support and technical assistance from the state coordinator.

Spectrum Aeromed Workplace Health Program Features

Some of the main features of the Spectrum Aeromed program are:

- « A goal of at least one health event for employees per quarter, including pedometer competitions, stress management workshops, nutrition presentations, and a bicycle team challenge to bike collectively the 6,000 miles it would take to get to the company's Germany office
- « Requires all employees to participate in annual health screenings
- « Team events such as a community 5k race
- « Improved lunches and snacks provided by the company including fruits, salads, and other nutritious foods
- « Provided ergonomic assessments at all employee work stations
- « Installed a blood pressure cuff machine in facility



Photo provided by Spectrum Aeromed
Fitbit Winners for 2014 Baseball Stadium Challenge.

- « Purchased a defibrillator machine
- « Improved the lighting in the facility

Program Costs

Spectrum Aeromed budgets \$5,000 annually for its workplace health program.

Program Outcomes

Spectrum Aeromed employees have seen a 7 percent reduction in their health insurance premiums in year three of the program. Fewer sick days are being used, a few employees have lost weight and expressed improvements in their health, and the company says in general, employees appear to be in better health.

Challenges

The company says initially it had some minor challenges getting some employees to see the value of the program and the planned activities, and sought some technical assistance in identifying programs and events that would keep employees interested in the program.

"We have had great success with our worksite wellness program at Spectrum Aeromed," says Office Manager Tammy Enright. "Over the past three years, our health insurance premiums have decreased and we have increased productivity by keeping our employees healthier. Most importantly, we have boosted morale by having fun together and letting our employees know we care about their health."

Spectrum Aeromed

Facilitators of Program Success

Office Manager Tammy Enright says the most important factors in the success of Spectrum Aeromed's health program was the buy-in and support from the CEO and upper level management, the creation of a culture of health in the company, and having access to ongoing technical assistance.

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 an interview with Spectrum Aeromed 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.*