

Case Study Overview

Introduction

The following case study of a manufacturing company has been developed to demonstrate the key processes involved in planning a worksite wellness program. Some of the data you collect for your organization during the Assessment step may bear a resemblance to this data, as it is based on characteristics of the general population of Massachusetts.

XYZ Inc.

XYZ Inc. has been in business since 1940 and manufactures components used in automobiles. The company has 100 people at the plant working three shifts. There are no unions in this company.



The plant is located near downtown Worcester, in an industrial part of the city, and while there is bus service, most employees drive to work. The building is a four-story building with an elevator and accessible stairwells. On each floor there is a break room/kitchen and vending machine. Smoking is not allowed inside the building, but smokers do stand outside the loading dock to smoke.

XYZ Inc. is fully insured. Health insurance coverage pays for all standard medical screenings with no co-payment required. A \$150 per year reimbursement is available for health club memberships. A YMCA is located 2 miles from the plant.

We know the following about this organization:

- All employees in the target population are full time, with some temporary employees to accommodate business demand
- 10% of the employees have a college degree
- English is the primary language but there are a number of other languages spoken by employees
- 58% are White, 20% Hispanic, 17% Black and 5% other.

Anytown, Massachusetts Case Study Overview



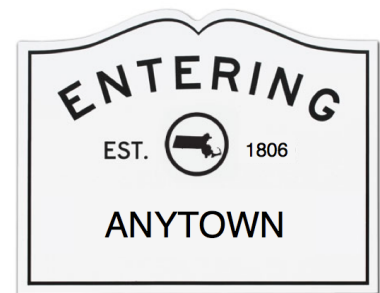
MASSACHUSETTS
**WORKING *on*
WELLNESS**
Partnering for a healthy workforce

Introduction

The following case study of Anytown, Massachusetts has been developed to demonstrate the key processes involved in planning a worksite wellness program. Some of the data you collect for your organization during the Assessment step may bear a resemblance to this data, as it is based on characteristics of the general population of Massachusetts.

Anytown, Massachusetts

Anytown is a residential community of 10,500 in Plymouth County. The town employs 225. Employees are distributed across the town in the following departments: Police, Fire, Schools, Recreation, Department of Public Works, Board of Health, Library and Administration/Town Hall.



Most employees drive to work in this suburban community. The Town Hall and Fire Department are located across the street from each other. There are sidewalks in this area. The Town Hall is a three-story building with an elevator and accessible stairwells. The Fire Department is two stories high with sleeping quarters and a kitchen. The Police Department is a new facility with the amenities of the Fire House plus fitness equipment, changing areas and showers. There are five schools and a library. Schools have playing fields, tracks and sidewalks. All facilities and grounds are non-smoking.

Health insurance coverage pays for all standard medical screenings with no co-payment required. A \$150 per year reimbursement is available for health club memberships. There is a YMCA in an adjacent town and fitness centers in surrounding towns

We know the following about this organization:

- Most employees in the target population are full time and belong to unions. There are part time employees at the schools and library, and on-call employees in public safety.
- 60% of the employees have a college degree
- English is the primary language
- 90% are White, 5% Hispanic, 5% African American.

Introduction

The following case study of a non-profit organization has been developed to demonstrate the key processes involved in planning a worksite wellness program. Some of the data you collect for your organization during the Assessment step may bear a resemblance to this data, as it is based on characteristics of the general population of Massachusetts.



ABC Organization

ABC Organization is a human services organization focused on creating healthier communities. The company has 104 employees working in several practice groups. Employees generally work a day shift. There are flexible schedules and telework options.

The organization is located in Boston. ABC is easily accessible by public transportation although some employees drive to work and others walk or bike. There are safe and secure storage areas for bikes. The building is a multi-tenant four-story building with an elevator. Stairwells are accessible for departing the building and the neighborhood is easy to walk.

ABC Organization is fully insured for their health insurance plan. Health insurance coverage pays for all standard medical screenings no with co-payment required. A \$150 per year reimbursement is available for health club memberships. There are multiple fitness facilities within walking distance to the building. There is a community garden about a mile away.

We know the following about this organization:

- All employees in the target population are full time.
- 85% of the employees have a college degree
- English is the primary language but there are a number of other languages spoken by employees
- 72% are White, 18% African American, 5% Hispanic and 5% other.