

Highsmith Inc. T.A.G.

Duncan Highsmith
Chairman
Highsmith Inc.



Program Overview

- Number of employees: 225

Program Goals

- Positively impact the overall well-being of employees as well as the company's strategic capability.
- Provide resources to challenge traditional boundaries, create and evaluate choices, and make effective decisions.

Program Components

A carefully managed blend of:

- **Job/Career Development:** The foundation for learning and development in a corporate environment.
- **Work/Life Enrichment:** Finding a balance in life that is vital for welfare, performance, and happiness.
- **Personal Well-Being:** Awareness of emotional health, enhancing resilience to stress, competition, and pressure.
- **Self-Care:** Providing sound information and resources enabling employees to take an active, educated, and assertive role in managing their health.
- **Physical Well-Being:** Promoting positive lifestyle choices in the areas of physical activity and nutrition that have a profound effect on physical well-being.
- **Incentives:** A rich health insurance plan and monetary incentive approach to employee health insurance.
- **Benefits:** A structure that supports this full initiative.

Key Findings

- Average increase of 4.9 percent in health insurance premiums 2002–2004
- Average tenure of 14 years; turnover in single digits
- 53 percent decrease in high-risk total cholesterol (≥ 240)
- 52 percent decrease in high blood pressure ($\geq 140/90$)



“Our philosophy of employee productivity is rooted in choice and individual development. People who make better choices in their own lives will make better decisions on the job.

“To that end, our employee development, health risk management, and wellness initiatives offer genuine choices. We offer education about what those choices are, what they mean, and how to exercise the choices. We offer those choices in a context where each person has a job that incorporates participation in leadership and decision making.

“For Highsmith, developing the full potential of the business means developing the potential of the people who make it all work, and changing the bottom line with health care costs means changing lives through education and opportunity.”

T.A.G.

- Total commitment to developing human potential.
- Access to learning opportunities.
- Growth as an individual and as a company.



THE BOTTOM LINE

“We constantly tend and nurture our employee development initiative just like we do the other parts of the business.”

Highsmith®