

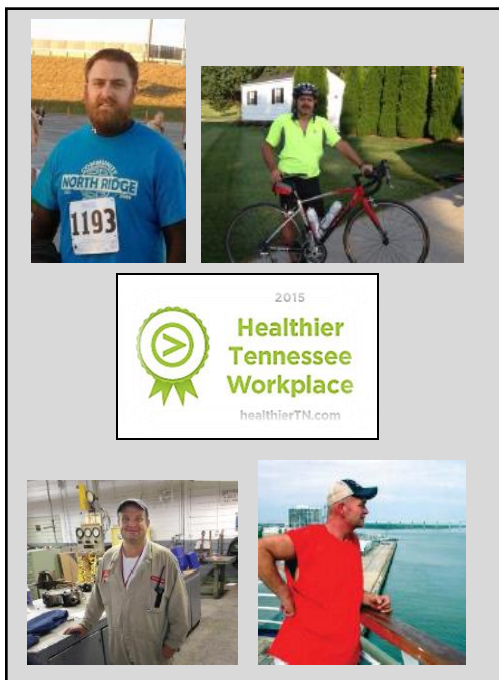
CASE STUDY

BAE Systems Ordnance Systems, Inc./ Holston Army Ammunition Plant

A Healthier Tennessee workplace

- ❖ BAE/Holston focused on employee wellness to improve productivity, increase morale, and save money. The Kingsport, Tennessee, company beefed up its wellness programs with Healthier Tennessee's Small Starts for worksites.
- ❖ The Holston Army Ammunition Plant has successfully implemented 31 of the 32 Small Starts @ Work.
- ❖ They have fully embraced the wellness culture. "It's much more than just 6-week walking / weight loss programs. We are promoting lifestyle change."

Through BAE/Holston's wellness initiatives employees are experiencing improved health.



(It's a) "win-win scenario. Less medical claims for Holston, lower medical costs for employees."

BAE Systems/Holston Business and Technology Park, TN



After years of watching their medical insurance premiums rise BAE/Holston's HR department decided to be more proactive and created a plan to **focus on prevention**.

The HR team began offering gym benefits, coverage for smoking cessation aids, alternative workstations, and even opened an onsite clinic for staff and their families.

BAE/Holston found that implementing multiple wellness initiatives simultaneously was key. Each Small Start feeds the other and when implemented together, they produce dramatic results. By Nov 2015, BAE/Holston had seen:

- \$476,442/year in **medical-related savings**,
- \$685,746/year in **productivity gains**, and
- a **42% reduction in health risks among its workforce**.

BAE/Holston's investment in their employees' health has been a big win for their bottom line as well as a big win for the health and well-being of each employee.

