

*Midwest
Metal
Products*

Wellness Works!



Brief History



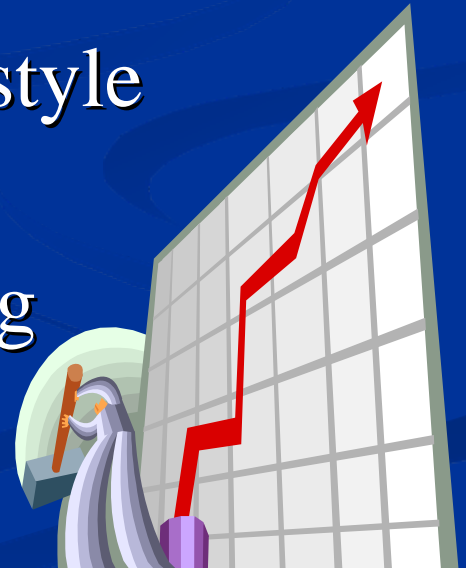
- Precision sheet metal fabrication shop
 - Located in Cedar Rapids, IA
 - 140 employees

- Started by, Ray Urban, in 1964

- Second Generation Ownership
 - Rita Urban Jelinek & Kevin Urban

Health Care Crisis

- Insurance rates climbing
- Prescription drugs costs soaring
- Chronic diseases increasing
- 70% of all causes of death are lifestyle related and **PREVENTABLE!**
- Health insurance rates are crippling companies and employees!
- 2000 - \$500,000 yr.



Something HAD To Change!

- We had always done preventative maintenance on machinery – why not employees?
- Started to focus on employee WELLNESS instead of sickness.
- What a concept!



What is Wellness?

- A proactive approach to maintain good health, by educating employees so that they make better choices in:

Exercise

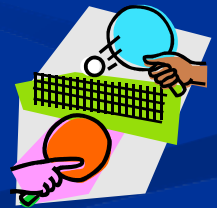
Nutrition

Dietary Supplementation



First Leg – Exercise

- Pedometer Program, Lighten Up Iowa
- \$\$ toward Health Club Membership
- Exercise equipment on-site
 - Bow-flex, elliptical, treadmill, bicycle
- Ping Pong tables, basketball hoop
- Yoga class coming
- “Mooving” Toward Better Health



Second Leg – Nutrition

- Monthly Lunch “n” Learns
 - Area dietitians, various guest speakers
- Fruit once a month
- On-site Weight Watchers
- Healthier choices in vending machines
- Nuts instead of candy in front office
- Fruit instead of donuts/cookies at coffee cart



Little Extras

- On-site flu shots
- On-site Heart Reach Mobile Lab
- Employee Assistance Program
- Annual Health Risk Assessments
- Smoking/Chewing Cessation
- \$50 gift card for physicals
- Monthly “Body Bulletin” newsletter



Third Leg of the Stool – Dietary Supplements

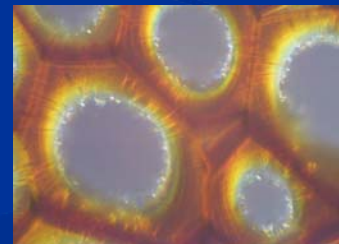
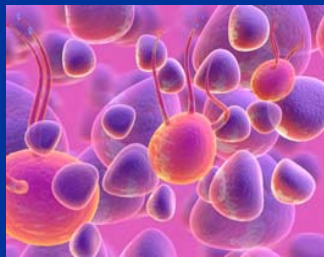
In July 2001, we introduced employees to very specific dietary supplements called

GLYCONUTRITIONALS



What are Glyconutritionals?

- **Eight essential sugars** that we no longer get in our diets.
- Our bodies need these **eight essential sugars** for our cells to properly communicate.



Not your “typical” sugars

Figure B

Eight Essential Saccharides Required for Glycoprotein Synthesis

Glucose (Glu)

Galactose (Gal)

Mannose (Man)

Fucose (Fuc)

Xylose (Xy)

N-Acetylglucosamine (GlcNAc)

N-Acetylgalactosamine (GalNAc)

N-Acetylneuraminic acid - sialic acid (NANA)

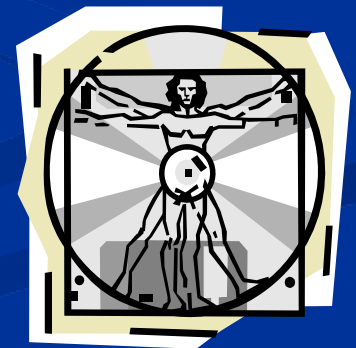
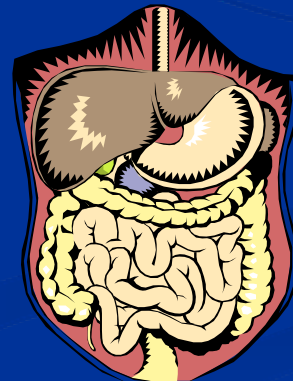
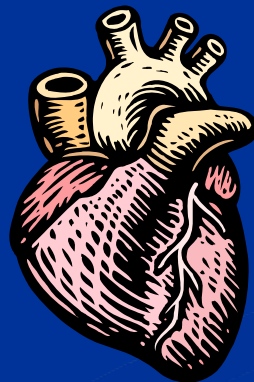
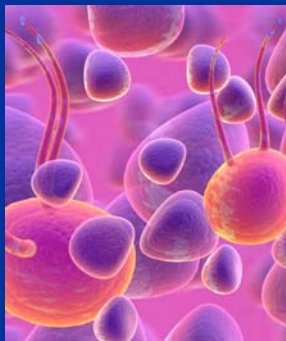
McAnalley BH, Vennum E. Introduction to Glyconutritionals.
GlycoScience & Nutrition (Official Publication of GlycoScience.com:
The Nutrition Science Site) 2000;1:1

Glyconutritionals – New Technology

- 1996
 - Harper's Biochemistry identified **eight essential sugars** for cellular communication
- 2003 – MIT
 - “Glycomics” as “one of top 10 emerging technologies that will change the world.”
- Listed in Physicians' Desk Reference
- Nobel Peace Prizes -- cellular communication
- 97% of doctors in US don't know about them

Why is it Important that our CELLS Communicate?

- Healthy cells make healthy tissues.
- Healthy tissues make healthy organs.
- Healthy organs make healthy systems.
- Healthy systems make healthy bodies.



After One Year...

Many employees who had been taking Glyconutritionals noticed the following:

- Slept better
- More energy
- Improved digestion & elimination
- Overall sense of well-being
- Fewer nighttime trips to bathroom
- Fewer night sweats
- Improved speech
- Improved walking
- More even-tempered
- Less stressed
- Improved mental clarity
- Better balance
- Regained sense of smell/ taste
- Improvements in skin
- Radiation burns healed faster
- Cuts healed faster
- Improved eyesight
- Reduced cravings for alcohol
- Able to breathe better
- Fewer headaches
- Reduced medications
- Less stiffness & swelling in hands/joints

One Employee's Medical Bills

- Jan. '00 – Dec. '00 (12 months)
 - \$8,025 in health care claims
- Jan. '01 – Sept. '01 (9 months)
 - \$13,936 in health care claims

Started Glyconutritionals in Sept. 2001

- Oct. '01 – May '02 (8 months)
 - \$3,272 in health care claims

Glyconutritionals do not heal or cure anything, they merely provide the body with essential nutrients so that the body can function properly.

These eight essential sugars are not found in most diets today.



One Step Forward, Two Steps Back...

- September 11th, 2001
- Business plummeted – several layoffs
 - Company-wide wage freeze
 - Most perks were eliminated
 - Employees started paying part of their own insurance for the first time ever.



The Economy Picked Up!

- **June 2006** -- Reintroduced Glyconutritionals to Employees.
- Optimal Health System for just a *Dollar A Day*
- Received Glyconutritionals every 28 days.
- Six month plan



Educating Employees



- Brought in Doctors to educate employees & their families
 - Dr. Reg McDaniel
 - Dr. Steve Nugent
- Small group meetings
 - Nyle Pratt

Collecting Data from Employees

- After a year, we asked employees to share what they noticed after being on Glyconutritionals. The following **improvements** were noted:
 - Not as moody
 - Eyesight
 - Hearing
 - Female issues
 - Less stressed
 - Toe fungus
 - Chronic cough
 - Cancelled sinusitis surgery
 - Eye contact & social skills
 - Recovery from workouts
 - Muscle cramps decreased
 - Hot flashes decreased
 - Varicose Veins less visible
 - Reduced insulin requirements
 - Cancelled toe amputation
 - Blood work

Employee Data

Improvements - Cont'd

- Sense of well-being
- Muscle weakness
- More energy
- Canker Sores/Cold Sores
- Skin dryness/moisture
- Digestion/Elimination
- Mental clarity/memory
- Respiratory Problems
- Headaches/migraines
- Joint Stiffness/Soreness
- Sleep
- Blood sugar levels
- Body Weight
- Blood pressure
- Water retention
- Cholesterol
- Depression
- Back pain
- Shoulder pain
- Fewer prescriptions

Collecting Data From Insurance Companies

- We had a one health insurance carrier from Jan. – July, 2006 (#1); switched to another on Aug. 1, 2006 (#2).
- Health/drug claims from carrier #1 from Jan. through July, 2006 (7 months of data) - **BEFORE.**
- Health/drug claims from carrier #2 from Aug. 2006 through February 2007 (7 months of data) - **AFTER.**

Health Insurance Data

- Claims - carrier #1
 - Jan. through July, 2006 - \$114,085
- Claims - carrier #2
 - Aug. 2006 through Feb. 2007 - \$35,083

\$79,000 fewer health/drug claims
in the seven month period
after starting on the Glyconutritionals!

Questions?

- Has “Wellness” improved the quality of life for employees?
 - Yes, for some, but not all.

- Have you noticed a reduction in absenteeism?
 - Not yet.

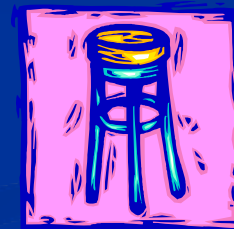
- Have your insurance rates been lowered?
 - Not yet.

- Concerns?
 - We still have many employees who do not participate in any of the programs we offer, and that impacts our overall numbers.

What's Next?

- Continue educating employees & their families about Wellness:

- Proper nutrition
- Benefits of exercise
- Importance of Glyconutritionals



➤ Make a difference – one person at a time!

Looking Back...

- Was it difficult to switch to the “Wellness” concept?
- Will it continue to be challenging?
- Are there still skeptics?
- Would you do it again?



ABSOLUTELY!

Because...

If we keep on doing what we've been doing,
we'll keep on getting what we've been getting.

Sky rocketing health care costs

Rising prescription drugs,

Chronic diseases

are NOT things we want to keep getting.

Focusing on WELLNESS – instead of sickness – is
the ONLY way to make a difference!

For More Information...

- Contact Rita Jelinek at rita@mwestmp.com
- Check out www.exploremannatech.com
- Visit www.welcoa.org

