

## 2.9 Company Profiles



### Company: Mathews Brothers

#### Description/Location:

Mathews Brothers is a manufacturer of wood and vinyl windows and doors. The company's headquarters and manufacturing is based in Belfast, Maine with retail outlets in Belfast, Bangor, and Rockland.

#### Size of Organization:

Approximately 140

#### Description of Wellness Program:

Mathews Brothers has offered a Wellness Program since 2002. The company has been self-insured for health insurance since 2002. Four different health insurance options are offered to meet the financial needs of employees. The Wellness Program is multifaceted, offering the following components:

#### Supportive Environment and Programs:

- Formalized Health and Safety Committee with mission statement, goals, and objectives
- Outside and inside walking paths and *Walk and Talk Club*
- Digital message boards with daily health and safety tips
- Wellness library with books, brochures, CD-ROM health information
- Policy change to offer healthy food choices at company meetings
- Cold vending machines with yogurt, fruit, reduced-fat milk, salads
- Discount to a local fitness center

#### Education/Awareness:

- Variety of health education and safety presentations, including smoking cessation
- Bulletin boards with health and safety information



- Linked with local health organizations to promote existing educational opportunities
- Health information displayed on digital message boards
- Communications regarding link between health care costs, health behaviors, and company performance

## Risk Assessment and Management:

- Contracts with outside occupational health company to conduct health risk appraisals (HRA) and provide individual case management to address employee health risks.
- Provides financial incentive to employees, based on health status and health behaviors. Employees normally pay 20% of the total health insurance premium. Incentives tied to blood pressure, blood sugar, blood cholesterol, weight, tobacco use, and physical activity enable employees to avoid paying the 20% contribution.
- On-site cholesterol analysis machines allow for regular measurement and timely feedback
- When employees are identified with existing disease (through the HRA), they are referred to the appropriate services.

## Participation:

90% of employees participate in the Wellness Program.

## Priority Populations:

Mathews Brothers, like most employers, does not target specific populations with any of its wellness interventions. To the extent that Waldo County is a rural geographic area that is ranked in the bottom half of all counties with regard to both income and education, this population is mostly blue collar male workers.

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### Outcomes:

- Workers' compensation costs have decreased dramatically since program inception
- Analysis of health care utilization pending
- Observed improvements in weight and activity levels of participants

### Contact(s):

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