



Company: Northeastern Log Homes, Inc. and Old Town Lumber Company

Description/Location:

Northeastern Log Homes (NLH) and Old Town Lumber (OTL) are sister companies owned by CEO Jonathan French. NLH manufactures pre-cut log home and post and beam home packages shipped worldwide. OTL manufactures Eastern White Pine lumber shipped throughout the U.S.A. and Canada. The manufacturing operations are in Old Town and Kenduskeag, Maine. Satellite offices are located in Groton, Vermont; Westfield, Massachusetts; and York, Maine.

Size of Organization:

160

Description of Wellness Program:

NEL's mission is to achieve improved wellness throughout all of its companies and to be a role model for a healthy community. The company has developed a Wellness Team to implement programs and keep communications with employees and the CEO open. The program's primary goals are:

1. Gather information and implement healthy programs to help employees change to a healthier lifestyle.
2. Provide a safe and healthy attitude at work and at home.
3. Help reduce the rise in health care costs by reducing high-risk behaviors.

NLH/OTL's long-range vision is to move the Healthy Lifestyles Program to a more comprehensive, integrated approach that is outcome-driven. This approach includes core behavior change, awareness and incentive offerings with the overlay of a program participation incentive to increase participation by a wider segment of the population and/or increase the number of programs in which each employee enrolls. Creative and fun strategies that incorporate healthy lifestyles into the corporate culture, and therefore increase program awareness and participation, can ultimately benefit the individual employee and both companies' bottom lines in the long run.

2.9 Company Profiles

Supportive Environment and Programs:

- Tobacco-free plant and offices
- Emergency procedures
- Seatbelt policy
- Drug and alcohol policy
- Disability prevention and management
- Incentives to promote participation
- Recognition and rewards
- Scales in breakroom
- Healthy snacks and water coolers in breakrooms

Education & Awareness

- Wellness newsletter
- Pedometer programs and walking trails
- Paycheck inserts
- Employee needs and interests survey
- On-site seatbelt safety demonstrations
- On-site education classes on stress, weight, nutrition, and cholesterol

Risk Assessment and Management

- Health screenings

Participation:

Eighty-five percent of employees who are enrolled in the company health insurance have agreed to participate in the Healthy Lifestyles Program and in turn pay a reduced premium for their portion of the health insurance costs.



Outcomes:

- WELCOA Well Workplace Silver Award winners
- Overall employee improvement in blood pressure, cholesterol, tobacco cessation, stress levels, diet, and exercise

Contact(s):

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