



Wellness

We know our teams thrive when ITW colleagues feel their best. ITW's wellness initiative is designed to promote the health and well-being of our team members while encouraging everyone to make healthy lifestyle choices and informative health care decisions.

2015 program encourages small changes for a lasting impact

ITW's 2015 "Living Well at ITW" program – "Hello, Happy" – created even more incentives for ITW team members to take charge of their own health and well-being. ITW offered two tiers of activities:

- **Gateway Activities** included a health screening and a Personal Health Assessment.
- **Healthy Actions Activities** included individualized coaching, learning through online programming, participating in lunch and learns and onsite exercise classes, and more.

Each of these activities is a small step on its own, but it can also provide a platform for bigger changes. For example, a screening may uncover a health metric that is outside of a normal, healthy range – and point to opportunities to get it under control. Adding in one or two other activities offers an even more well-rounded approach to wellness that can make a big difference.

The activities add up in another way, too. By completing the Gateway Activities, colleagues receive a discount on their medical premiums. In addition, for each healthy action completed during 2015, participants received one entry into a wellness incentive drawing, held at the end of the year.

In 2015, nearly 70 percent of ITW team members in the U.S. participated in the Gateway Activities, up from approximately 60 percent in 2014. In addition, nearly half of participants also completed additional healthy activities above and beyond the Gateway Activities.

Wellness Champions drive progress throughout ITW

The Living Well at ITW initiative relies heavily on the work of our Wellness Champions. This network, consisting of more than 100 volunteers, leverages our decentralized culture to create programming that meets the needs of specific sites. While the corporate wellness team provides support and best practices guidance, the Wellness Champions help drive regular progress among their co-workers.

A healthier workplace

Across ITW, wellness programs help build healthy communities in the workplace. Within our decentralized culture, each business is able to tailor its activities to meet the needs of its team.

At Trident, which manufactures industrial ink jet print heads and inks, the focus is on learning about wellness and opportunities to lead healthier lives.

Throughout the year, the Brookfield, Connecticut-based business offers a number of lunch and learn events on a variety of health and wellness topics. “At one of the best sessions, we brought a chef in from a local hospital to host a healthy cooking demonstration and talk about sourcing local foods,” said Eric Schonenberg, an application engineer who is Trident’s Wellness Champion. “The team here really enjoyed the meal and learning from the chef.”

In addition, Trident team members have developed a vegetable garden using the land outside their building. The team plants a variety of vegetables, including long beans, lemongrass, kale, tomatoes and squash.

Trident team members also work together to promote physical fitness activities at work. For example, the business unit manager mapped out the parking lot and access road to determine the distance, and team members often head out to walk a couple of laps during breaks, even in the cold winter. Colleagues also take turns leading “Stretch & Flex,” which has become a part of the morning routine to get the whole team moving around.

Involvement in the wellness program has been consistently strong. More than 80 percent of Trident team members participated in a recent biometric screening event.

Schonenberg attributes much of Trident’s success to the efforts of his predecessor. “Before I took on this role, the previous Wellness Champion was great at getting colleagues involved, and that’s what inspired me to take over when it was time for her to pass the torch.”



Trident hosts healthy team lunches as part of its wellness program

Inspiring healthy actions

ITW Wellness Champions share a passion for improving the health and wellness of themselves and their fellow colleagues. Here are a few highlights from some of our champions:



Tamara Paramski

Human Resource Generalist, ITW Electronics Group, Carol Stream, Illinois

"I've been a Wellness Champion since we started our wellness incentive programs in 2012. I like the educational aspect and that it's helpful to everyone in the business. As a result of participating in the program, a few team members realized they had chronic health conditions when they had their wellness screening. If they had not participated in the screening, they may have found out much later. Thankfully, they are now treating their conditions and I think that has inspired others to be more active in our wellness program."



Landon Owen

Manufacturing Engineer, ITW CIP, Gallatin, Tennessee

"Being a Wellness Champion gives me the opportunity to be involved in something at ITW outside the scope of engineering. I think the lunch and learn events are the best part. We gain valuable information, and I think many of our team members apply what they learn in order to better their health."



Beth Corey

Administrative Assistant, ITW Medical, Hebron, Illinois

"I really enjoy helping my colleagues get motivated to make a lifestyle change. We've had a few people lose quite a bit of weight, and for me, that is exciting to see. My favorite program is our annual walk/run. In 2015, we doubled our participation in the event from the previous year."



Michelle O'Brien

Marketing & Communications Specialist, Kester, Itasca, Illinois

"I have been Kester's Wellness Champion since June 2015, and I enjoy helping my fellow colleagues live a healthier life and carrying out the Living Well at ITW standards. This past year, we had an on-site exercise class, and we are gearing up for more programs in 2016, starting with a weight management program."



Michelle Myers

Corporate Paralegal, ITW Corporate, Glenview, Illinois

"I like the contact I have with my fellow colleagues about health and wellness topics. For the coming year, I'd love to see us increase participation in the Living Well at ITW Campaign. Even though it's a big commitment, I think it can have a great impact on the health and wellness of our colleagues."