

CASE STUDY

StandardAero

A Healthier Tennessee workplace

StandardAero recognized a need for wellness programs across their eight sites in 2010. The aircraft engine company instituted company-wide health and wellness programs, motivating employees to participate with financial incentives.

“Saving money, that’s the bottom line. It gets everyone’s attention.”

-Mark Ratliff, HR Director
StandardAero Maryville

The corporate office implemented **health care benefit incentives**, in which employees could receive an additional \$25 per pay period for 1) completing an annual physical, 2) having at least 1 dental cleaning, 3) pledging to be tobacco free, and 4) completing a health survey. Standard Aero has also had great participation in their annual holiday **“Maintain-Don’t Gain”** contest, which includes a pre-Thanksgiving weigh-in and a post-New Year’s weigh-in. All participants who did not gain weight during the holidays are entered into a drawing and two names are drawn to win \$250 gift cards.

Lou Caro, named wellness coordinator of StandardAero’s Maryville, Tennessee location, thoughtfully **selected initiatives to fit the needs and lifestyle of the company’s staff**. Lou partnered with the Knoxville YMCA to establish a **diabetes prevention program** initiated, where employees attend a semi-weekly lunch and learn and hear tips from a diabetes specialist on how to incorporate healthier habits into their life.

StandardAero Maryville implemented Small Starts @ work:

- Established an on-site gym (with monthly raffles for those who used our gym and/or affiliated gyms ten times in a month).
- Added vending machine with healthier snacks.
- Offer fruit at monthly meetings.
- Reimburse up to \$200 of wellness event registration fees.



StandardAero Maryville reported impressive results from their programs in weight loss and physical activity levels, as well as a reduced percentage of employees who were diagnosed as diabetic or pre-diabetic.

What’s more, by incorporating financial incentives with the wellness initiatives, employees not only became healthier, they also had more money in their pockets.

Now that’s a **healthy recipe for Standard Aero!**

