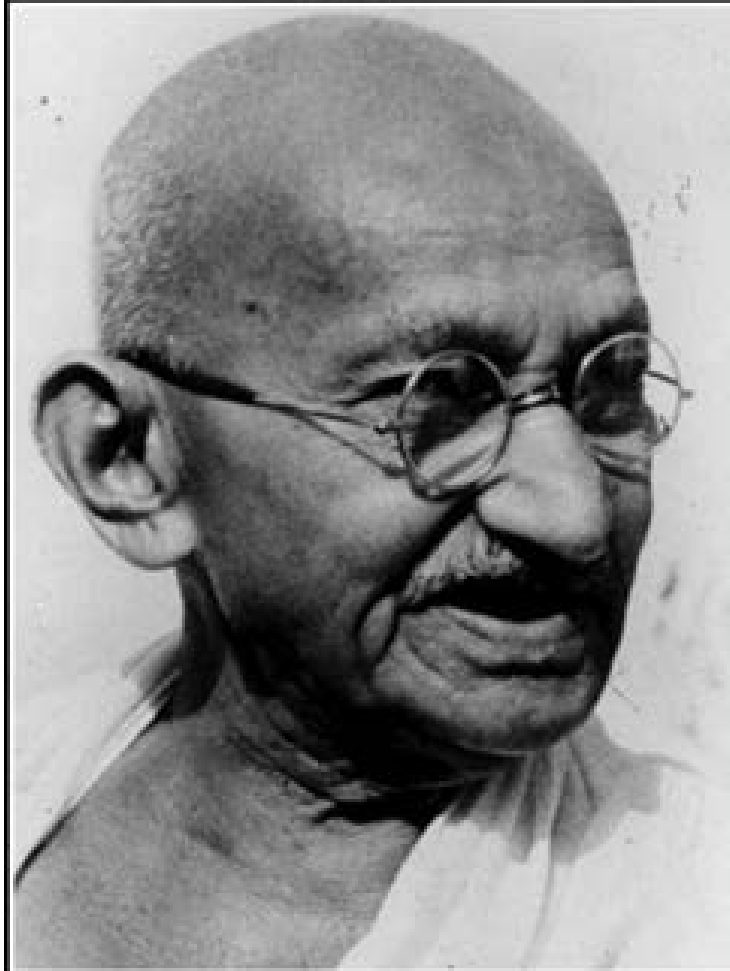




BCI Solutions, Inc. – Your Completed Manufactured Solution



It is health that is real wealth and
not pieces of gold and silver.

— *Mahatma Gandhi* —

AZ QUOTES

About BCI Solutions, Inc.

Founded in 1939 and owned by the Brown Family ever since; now in its 5th generation.

Biggest Challenge

We have a very diverse group of employees – both in the office and on the floor on a sprawling campus - which forces us to create an all-inclusive plan that relates to everyone.

250 Employees (Foundry & Machine Shop)

1. Mostly men in their 20s/30s
2. It is a tough, hot job that requires a lot of energy = no after-work participation
3. There is a language barrier at times.

40 Management Employees



About BCI Solutions, Inc.



BCI CORE VALUES

BE SAFE

SAFETY FIRST - EVERYONE OWNS SAFETY - EVERYONE IS
ACCOUNTABLE FOR SAFETY

BE PASSIONATE

INSPIRE OTHERS - BE BOLD - THINK OUTSIDE THE CIRCLE
CREATE GREATNESS - DELIVER WOW

BE RESULT ORIENTED

CONTINUOUS IMPROVEMENT - OWN YOUR JOB
GET SHIT DONE - CELEBRATE SUCCESS

BE LOYAL

FAMILY - FAITH - OWN BCI - NO EXCUSES

BE A TEAM PLAYER

FAMILY - STRAIGHT FORWARD - DEPENDABLE &
ACCOUNTABLE - SHARE YOUR KNOWLEDGE

Core Values

Our Core Values
are the basis from
which all of our
decisions are
made. This is our
culture and our
business.



BCI Solutions, Inc.

HEALTHY LIVING MISSION STATEMENT

BCI Solutions, Inc. is a place that positively impacts the lives of our most important asset, our employees and their families, by promoting, encouraging, and supporting them in making healthy living decisions through raising awareness regarding medical care, food, and physical activity.

We believe in providing the necessary resources and equipment to empower our people to lead a life of physical, social and emotional excellence fostering their desire to make healthy lifestyle choices.

The end-result will enable those who choose to live their lives to the fullest potential increasing longevity and quality of life.



BCI Wellness Timeline

- 2012 BCI Solutions, Inc. and Activate Health Care began Partnership and our onsite Wellness Center is built.
- 2012 Developed Healthy Living Mission Statement
- 2012 Created BCI Wellness Committee
- 2017 Wellness Committee Restructured to try and achieve certification
- 2018 Earned 4-Star AchieveWell Designation
- 2019 Earned 5-Star AchieveWell Designation
- 2020 Renewed 5-Star AchieveWell Designation



“People don’t always go for regular health screenings or minor illnesses because of the cost of healthcare. They aren’t taking care of themselves. Now they can and it doesn’t cost them anything. If doing this prevents one of them from having a heart attack or helps them with their diabetes or prevents them from getting it, then the investment has paid for itself. We appreciate our employees and take their health and safety personally.”

- JB Brown, CEO

Wellness Center Highlights

1. Required annual physicals (free w/insurance)
2. \$20 regular visit fee
3. Free Labs/drug testing
4. \$5/\$10 prescriptions
5. BCI has self-funded insurance



BCI Wellness Committee

Members: Key Execs/Staff and other assets

1. CEO
2. Chairman of the Board
3. Secretary of the Board of Directors
4. HR Manager
5. HR/CPR Instructor (we have an instructor on staff)
6. Safety Manager
7. Purchasing Manager
8. Executive Assistant
9. Activate Healthcare Nurse Practitioner
10. Activate Healthcare Regional Director
11. Representative from our insurance company
12. Monthly Guest



How to Create Your Ideal Wellness Committee

- Executive buy-in
- Monthly structured meetings are to discuss Operating Plan and Wellness Initiatives



Operating Plan

BCI SOLUTIONS, NC. WELLNESS 2020												
NUTRITION	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
WELLNESS CHALLENGES	Weight Loss Initiative - Start Mon, January 6, 2020 (Get Ready, Get Set, Go!)	Weight Loss Initiative - Mid-Challenge Weigh-in	Weight Loss Initiative - Ends Monday March 2, 2020	Challenge to wash your hands for 20 seconds signage in restrooms.	Challenge to wash your hands for 20 seconds signage in restrooms.	#healthysellie				Wear Pink for Breast Cancer Challenge	Check Your Weight - Challenge to BCI Team - Gain NO weight November - December	
EMPLOYEE COMMUNICATION	Weight Loss Challenge	Instead of Valentine's Chocolate, choose a healthy fruit Teams to all	Employee Appreciation Day 1st Friday of March	Helpful Social Media posts on mental health	Ways to DeStress - social media weekly; Official IN Stages of Reopening signage & social media	#healthysellie	UV Safety - Protect Yourself and Your Family		401K, IRA's - Plan for Your Retirement - POSTPONED COVID		Insurance Open Enrollment/Prostate Cancer to the general public	
GIVE-AWAYS		Mandarin Oranges and (2) Home Blood Pressure Monitor Give-away	Soap for Coronavirus	Ced d/t COVID 19	Ced d/t COVID 19	Ced d/t COVID 19	Ced d/t COVID 19	Ced d/t COVID 19		Dental hygiene kit	Snacks & Gift cards to Woodies/Canteen Services drawing for ppl who participate in run	Employee Christmas Luncheon - Thurs, Dec 17, 2020
BROWN BAG EDUCATION LUNCH & LEARN Or SCREENINGS	Weight Loss Kick Off Talk	Activate BP Screenings	Announce Winner of Weight Loss Challenge	Signage how to prevent COVID 19 and to stay away if you have it.	Social Distancing signage	Employee Safety/COVID 19 Signage	COVID	COVID	COVID	Planning for the Holidays - Don't let them swallow you up.	Activate BP Screenings	
TOILET TALKS	Foods - Do This / Not This	Think Before You Eat	Fuel for the Body	Healthy Immune System	Mental Health Well-being (funny or humorous)	COVID 19 Healthy Advice	UV Safety, dehydration	Reading Food Labels	Don't come to work sick	Flu Shot	What smoking does to your system	Drive Sober
COMMUNITY OUTREACH	Sponsorships of Bremen Girls Softball, Bremen PD, Boys Basketball	Sponsorship of Boys & Girls Basketball	o'd Bremen Boys & Girls Club (March 21st) Fundraiser; IN BizVoice Article on Get up and Go. BizVoice Magazine Wellness Article by JB.	Social media posts & emails to suppliers, customers and community to say we are essential employees and what we are doing to protect our team. New Visitor Software Kiosk & masks required	School physicals new dates - TBA	School physicals - postponed/Bremen Firemen's Fest Parade - o'd	COVID Testing sites? School physicals	School physicals and possibly school supply drive	o'd Bremen Oktoberfest (Coloring Contest for Children) Sept 25 & 26	COVID	Food Drive & Movember - Mustache & Beard growing contest in support of Prostate Cancer Awareness	REAL Services Elves for Elders or Internal Secret Santa for 2 families.
BLOOD DRIVES			American Red Cross Blood Drive 3/5/2020						o'd ARC Blood Drive September 9th)			
ON-GOING WELLNESS PROGRAMS	2020 Focus - Nutrition & Yearly Physicals (do on birthday month)	Blood Pressure Monitoring in the breakroom		Social distancing signage in restrooms and halls. Remove of excess chairs in breakroom.	Handwashing reminder signs in all bathrooms; extra hand sanitizing stations added	Men's Health recommended check-ups in all men's restrooms		Squisher sports drink has been replaced with drink sticks to eliminate germs on coolers.	Flu Shot Promotion	Flu Shot Promotion	Flu Shot Promotion/National Smoke-out	Wash your hands month
SAFETY	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily	Safe-T report reviewed daily
SPECIAL REMINDERS		Evacuation Drills TBA throughout the year.	BCI 81st Anniversary (March 17) Employee Luncheons on March 18th	Social distancing reminders during morning stand up meetings. Regular mtgs help online rather than in person	Social distancing reminders during morning stand up meetings. Regular mtgs help online rather than in person	Social distancing reminders during morning stand up meetings. Regular mtgs help online rather than in person	5 Star Renewal Due & earned!		Define 2021 Wellness Initiative	Wellness Committee Member Review - Refer to Member List	Thank Our BCI Vets/Complete 2021 Operating Plan	Indiana Healthy Workplaces Grant Application
SOCIAL MEDIA WELLNESS	All social media (FB, Twitter, Instagram, and LinkedIn) done daily - Various topics (Core Values, Heart Awareness, Nutrition, Healthy Fruit, Employee Recognitions, etc. Weekly COVID 19 updates											
Activate Talks to Morning Meetings/Special Mtgs	Weight Loss	Heart Health Talk	National Nutrition Month - o'd d/t COVID 19	Regular updates and signage from activate to prevent the spread of COVID 19	Donna W. spoke to morning meeting re: stages of reopening	Men's Health Month - signage in men's restrooms	Signage for How to protect yourself from the sun	Signage - are your kids immunized for school yet?	Prostate Cancer Awareness - flyers or video		National Smoke Out/ Men's Health Care	Handwashing Awareness Week
*COMPLETED ITEM in RED												



2020 BCI Solutions, Inc. Operating Plan Details

Nutrition is our 2020 Theme

Wellness Categories for Each Month:

1. Monthly Foundry Fit Wellness Theme
2. Organized Sports events such as Races/5K/Fun Walks
3. Wellness Challenges – Weight Loss Challenges, etc.
4. Employee Communications – COVID updates, Available Health Screenings, etc.
5. Giveaways – chap stick, toothbrush kit, bars of soap, etc.
6. Brown Bag Education Lunch & Learn or Health Screenings – done by our NP
7. Toilet Talks – Monthly information in each stall (works great- captive audience!)
8. Community Outreach – School sports physicals for area kids, Sponsor events/programs
9. Blood Drives – Twice yearly on property; you still receive your hourly wage while you are giving blood
10. Ongoing Wellness Programs – Vending services, smoke free, etc.
11. Safety - Spotlight various employee safety initiatives
12. Special Reminders – Holidays, National “Health” Days
13. Social Media Wellness Posts – various themes or concentrations
14. Activate Healthcare Talks to Morning Meetings on critical subjects



Weight Loss Challenge

1. Annual Challenge
2. \$10/person to enter
3. 6-week challenge
4. Top 3 people who lost the biggest percentage of weight receive cash prizes
5. Coordinated with our healthcare center
6. Nurse Practitioner open to give guidance and tips
7. Group meetings every other week
8. Focus on lifestyle changes



Snack of the Month

Another of our highly successful programs is the Snack of the Month giveaway.

This has been curtailed a bit by COVID 19; however, we work directly with a fruit and vegetable wholesaler to obtain apples, oranges, bananas or event bags of carrots to pass out to our employees.

1. Employees love it
2. Simple – not much work
3. Affordable
4. Even our Elf on a Shelf got involved



School Sports Physicals

Each year, BCI Offers free school sports physicals for all local kids

- Public Schools
- Private Schools

Our Wellness Center is run at our cost

- These physicals are part of our contract
- This year the physicals took place at the local high school
- The Nurse Practitioner usually has 1-2 days set aside for the physicals and then schedules others, as needed.



TOILET TALKS

September 2020



Come to Work Symptom Free

AS YOUR TRUSTED HEALTHCARE PROVIDER, WE ARE HERE TO HELP you every step of the way. Please **call ahead** before visiting your clinic.

SYMPTOM	COVID-19	COMMON COLD	FLU	ALLERGIES
Fever	Common	Rare	Common	Sometimes
Dry cough	Common	Mild	Common	Sometimes
Shortness of breath	Common	No	No	Common
Headaches	Sometimes	Rare	Common	Sometimes
Aches & pains	Sometimes	Common	Common	No
Sore throat	Sometimes	Common	Common	No
Fatigue	Sometimes	Sometimes	Common	Sometimes
Diarrhea <small>*sometimes for children</small>	Rare	No	Sometimes*	No
Runny nose	Rare	Common	Sometimes	Common
Sneezing	No	Common	No	Common

Don't spread germs at work. If you are sick, stay home, rest and feel better.

Wash your hands often with soap and water for at least 20 seconds.



Clean and disinfect frequently touched objects and surfaces.



TOILET TALKS

October 2019

KNOW YOUR FAMILY HISTORY
KNOW THE IMPORTANCE OF HEALTH SCREENINGS

HEALTH SCREENINGS



CARDIAC SCREENINGS

Blood pressure, Cholesterol, Cardiac stress tests

VASCULAR SCREENINGS

Carotid studies, Peripheral Vascular studies

CANCER SCREENINGS

Breast, Lung, Prostate, Ovarian and Uterine, Testicular and more

IMMUNIZATIONS

Influenza, Pneumonia, Shingles, etc.

SEXUALLY TRANSMITTED DISEASES

Chlamydia, Gonorrhea, Herpes Simplex II

PSYCHOSOCIAL

Depression, Anxiety, Personality Disorders, Suicide

OSTEOPOROSIS

Bone scans, Vitamin D level, Electrolyte Level, Exercise





Be clear about your goal but be
flexible about the process of
achieving it.

— *Brian Tracy* —

AZ QUOTES

Operating Plan Flexibility Advice

1. If we've learned anything from 2020 – we learned how to be completely flexible.
2. Many of our 2020 Initiatives have had to be postponed to 2021 due to COVID 19
3. Several monthly themes were adjusted to include COVID 19 policies
4. We now have 2 consecutive Operating Plans in process at all times – i.e. 2020 and 2021
5. Be Flexible, it will work
6. Listen to your health care provider and insurance company – they have a wealth of information
7. Be sure to bring in guests from different facets of your business – you'll be surprised at the insight you will receive
8. Include your committee in decision-making; they will take ownership
9. Think outside the box; your subjects can be more than just physical health – it can be mental, financial or community-related
10. Make it fun and be open to new ideas



We can't direct the wind
but we can adjust the sails

BCI AchieveWell Years

1. It was decided in 2017, that we would restructure to earn our AchieveWell Designation.
2. We became more of a cohesive group with a plan in mind
3. We added more structure and monthly, yearly and far-reaching goals
4. We created our Operating Plan in 2018
5. Launched programs to get employees to exercise every hour
6. Brought services to the frontlines by offering flu shots in the breakrooms (pre COVID)
7. Provided fresh fruit monthly (pre COVID)
8. Provided fresh and healthy options in our canteen
9. Offered free sports physicals to area high school students
10. Began the DuPont Stop Program



DuPont STOP Program

1. DuPont STOP observations are required weekly by all management employees of a production employee.
2. The observations are documented and turned into the Safety Department for review.
3. The program not only educates our management employees on production floor safety and shows our production employees we take safety seriously at all levels of the company.
4. We have been able to practically eliminate some injuries entirely.
5. Focusing on days and times with the most injuries has significantly reduced the amount of those injuries.
6. Our group has talked with supervisors and employees and has been able to drill down to see the issue at hand, create signage or discussion to keep employees healthy.



Wellness Committee Swap

1. I contacted 10-12 companies in nearby counties to see who had Wellness Committees
2. Most companies do not have such committees; many who didn't ask for more information
3. We found a large company in South Bend had an active committee and invited their Wellness Chair to our regular meeting.
4. The Corporate Secretary and I were then guests at one of their regular meetings.
5. We found many new events and potential opportunities to research – including different health screenings and bringing outside people in for health fairs.
6. Their company was so impressed that they contacted us so that their owners can meet with our owners for more in-depth discussions



Health Improvement Strategies

1. We have worked with our vending service to provide healthy options since many people in our 3 shifts literally eat their meals from these machines.
2. Our Vending Services attended our Wellness Committee Meeting to listen to our concerns.
3. Our Purchasing Manager, Patricia, has even traded in her jars of goodies for healthy items.
4. As members of the Wellness Committee, we need to make a positive impression and held to a higher standard.



Leadership Engagement

1. Leadership buy-in is crucial to the success of any program
2. BCIs Wellness Committee was actually created by our Executive Leadership
3. Our frontline supervisors meet every day with their respective departments to pass along information
4. Because we already had the Executive Leadership involved, we already had processes in place and the Wellness Committee worked hand-in-hand with Leadership throughout this pandemic to ensure the safety of all of our employees, customers and vendors
5. BCI has a Facebook Family Group Page for our team members and their families to keep them up to date on current events and situations
6. We have a text alert system in place, as well
7. Our CEO wrote an article about keeping employees healthy and active for the IN BizVoice Magazine





Employees who believe that management is concerned about them as a whole person - not just an employee - are more productive, more satisfied, more fulfilled. Satisfied employees mean satisfied customers, which leads to profitability.

— Anne M. Mulcahy —

AZ QUOTES

Whole-Person Wellness

1. Financial – Merrill Lynch visits employees twice each year to assist in financial planning
2. Community – We partner with REAL Services, Inc. to provide Christmas gifts for elders – all from donations from our Team Members
3. Sponsor local youth programs within our community
4. Sponsor local police and fire departments; assisted in establishing the local K9 Unit
5. We post monthly Wellness tips on our business social media account and regularly to our Facebook Family Group Page
6. CPR/AED Training – each member of the management team is trained in CPR/AED
7. Social events – annual Christmas Party Luncheon, St. Patrick's Day/BCI Birthday Corned Beef & Cabbage Luncheon and a Company Picnic. Many of our events this year have been canceled due to COVID 19.
8. We encourage employee engagement



Key Takeaways....



1. Wellness Committees can be fun, too
2. Be flexible
3. Research, research, research
4. Watch all of the videos, read the whitepapers and take full advantage of the opportunities the Indiana Wellness Council offers
 1. Work with your leadership and get them involved
 2. Be sure to include all of your committee in discussions
 3. Include employees from all facets of your business, you'd be surprised at the knowledge they can bring
 4. Create 2 consecutive wellness plans; something that may not work this year, might work next
 5. Start your AchieveWell application early and continually update it; include others – inside and outside of your business for their thoughts
 6. Be sure to have regular committee guests that represent a variety of different facets of your business





Thank you for your time!
Please feel free to contact me with any questions.
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