

Pioneer Hi-Bred International, Inc.

Preventative Health Services



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International, Inc.

Program Overview

- 3,700 employees throughout U.S. and Canada; expanding to 6,500 employees globally.

Program Goals

Proactively promote a culture of integrated preventative health and wellness as a business strategy supporting:

- Maximum employee engagement/capability.
- Attraction/retention of a world-class work force.
- Quality, efficient, and sustainable affordability of health care.
- Safety goal of zero occupational injuries/illnesses.

Program Components

- EAP services including clinical counseling, legal and financial assistance, eldercare referral services, and life management resources.
- Onsite corporate fitness center with professional staff to design individualized exercise programs.
- Comprehensive health assessments and onsite flu vaccinations.
- Healthy food choices in cafeteria, vending, and at business meetings.
- Educational programs, newsletter, Web site, and library.
- Health plan design focused on prevention, disease management, and efficient use of the health care system.
- Integrated health and safety programs.

Key Findings

- Pioneer experienced an approximately \$2,000 per employee reduction in expected medical costs, according to the Towers Perrin 2005 Health Plan Performance Benchmarking Study.
- 96 percent of members report the onsite fitness center helps them exercise regularly.
- 93 percent of health screening participants report fewer than 5 sick days per year.
- In 2004, Pioneer received WELCOA's Platinum *Well Workplace* award for excellence in worksite wellness programming.

“The strength of our success is in our people.

A well-balanced lifestyle in the areas of health, fitness, and family is critical to this success.

“Our integrated preventative health and wellness strategy is more than just a program, it's a key part of our *Global Rewards* strategy. By creating a health-enhancing culture, we strive to help employees realize their full potential—both personally and professionally. Through initiatives like *Preventative Health Services*, we offer a variety of resources, including wellness, prevention, early detection of health problems, and wise use of health care benefits.

“By promoting a healthy, engaged, and productive work force, we're able to maximize our business performance and drive sustainable growth. Through this strategic approach, we're poised to capture even greater benefits as we look to the future.

“Pioneer maintains the belief that resources invested in the well-being of its employees are resources well spent.”

THE BOTTOM LINE

“A healthy, engaged, and productive work force is critical to maximizing business performance and driving sustainable growth.”

