

Keeping Employees Moving their Way to Healthy Lifestyles

They say you have to “talk the talk” and “walk the walk” to be successful. Gregg Leach, the CFO of Able Engineering, has proven that you also have to “work the workout”. That’s why you are likely to see Leach himself working out if you visit the Able Wellness Center. He has been participating at the company’s fully-equipped gym three times a week for over three years. Able Engineering understands that engaging members and promoting consumerism starts with management participation and support. It also requires corporate focus to provide the products, programs and communication that gain the interest and participation of employees.

to make health care programs work,” he said. “We are fortunate to have that kind of relationship with Benefit Commerce Group.”

Leach has worked tirelessly to improve Able’s benefits offerings. Just this year, the company introduced a Compass support program to empower smarter health care decisions. It provides employees and their families direct personal assistance in researching medical providers, comparing costs and understanding their insurance benefits. He also designed the company’s premium reimbursement program for its employee health plan and set up funding and coordinated building of the Able

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“Staying healthy is important because healthier employees are on the job more and they are more engaged,” Gregg Leach said. “In addition, a percentage of our bottom line goes into our employee bonus program, so the more we save — with healthier employees — the more money that goes into that bonus program.”

Leach attributes the success of the programs to employee participation and engagement. Able uses a number of avenues to promote engagement: incentives, penalties and constant reminders.

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Having a strong partner to help develop and implement a wellness and consumerism strategy is vital as well. Able has that in Benefit Commerce Group.

“Our benefits consultants, Scott Wood and Chris Hogan, have brought many ideas to us, and that has been crucial to our success. You need to have that kind of partnership, support and focus on developing programs and getting employees engaged

Wellness Center, a 9,000-square-foot fully equipped center with two full-time coaches. Seventy percent of upper management and more than 55 percent of all employees are active at the center.

He’s now exploring the opportunity to add an on-site clinic.

“That would be very beneficial, particularly in terms of keeping people at work. It also would do a lot on the preventive side of health care,” Leach said.

As Leach explained, the sooner employees know of a health issue, the sooner they can take action to prevent or control it.

“Over the past three years, for its health plan covering 230 employees (565 total members), the company has saved \$2.3 million in health care costs, Able’s third most expensive item on its income statement. That’s money that would have been spent on increasing premiums for the employee health plan, if the programs Gregg helped design and implement were not there,” said Scott Wood, principal at Benefit Commerce Group. “Although this award is new for 2014, Gregg Leach’s commitment is not new. His dedication to health care consumerism for Able Engineering’s employees has been ongoing for years.” **iHC**

PLAN DESIGN



Gregg Leach

Chief Financial Officer

Company: Able Engineering

Headquarters: Mesa, Ariz.

Website:

www.ableengineering.com

Number of Employees: 425

Nature of Business:

Aircraft component repair/
overhaul and replacement
parts

Key Executives: Lee Benson,
Chief Executive Officer;
Anthony Saenz, President;
Phil Hoff, Chief Operating
Officer

Key Solutions Providers:

Benefit Commerce Group,
Cigna, Compass