



July 2015

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USA Headquarters  
Plymouth, MN  
135+ Employees



USA  
Manufacturing  
Plymouth, MN  
350+ Employees

- **Career Well-Being** – career coaching, create an intrinsic development plan, complete Rosetta Stone language course, workstation ergonomic safety assessment
- **Social Well-Being** – join or start a league or group, engage your spouse in a well-being activity, create an emergency procedure plan at your house
- **Physical Well-Being** – attend monthly presentations, participate in a challenge, well-being coaching, frequent fitness, Learn to Live program
- **Financial Well-Being** – Financial planning meeting through EAP or your own advisor, attend a financial training, Identity theft protection training
- **Community Well-Being** – volunteer, contribute to a cause, organize a neighborhood watch, donate blood, lead community event

## Highlights:

- Telecommuting encouraged
- On-site pharmacy benefits covered at 100%
- Full-time on-site clinic hours
- Tobacco-free credits
- Enhanced work-life benefits
- Paid time off matched volunteering benefits
- Company matches for charitable contributions
- Expanded hours for wellness coach
- Zero \$ increase in employee premiums
- 10 - \$1,000 annual scholarships for employee dependents
- CSA local organic fresh vegetable subsidy
- Learn to Live
- Continuous Improvement

# Areas of focus

- **Work/life Flexibility**
- **Core Value: Improve Quality of Life**
- **Telecommuting, flexible work schedules**
  - Non-exempt examples (receptionist area; inside sales; production)
  - Exempt (project engineers; IT; R&D; HR)
- **Onsite clinic and wellness coaching**
  - Free to employees and their families
  - Convenient, on company time
- **Well-being focus – resources, support, learning opportunities**
  - Stress management, nutrition, exercise, financial, work/life balance
- **Communication**
- **Recognition**

- **1995 – first Turck employee to telecommute full-time.**
  - \$1,800 per month technology spend (one person).
  - Purchased phone cards from Wal Mart in volume in order to have employee available 40+ hours per week on the phones.
- **15 people full-time**
- **50+ part-time (minimum of 2 days per month)**
  - Range from full-time to 1+ day per week to 1 day per month to once in a while.

- **Encouraged in all areas of company**
  - Finance, Engineering, Sales, HR, IT, Supply Chain, Product Management, Configuration etc.
- **Dozens of full-time direct sales employees across the country**
  - Migrated from sales channel partners to direct employee.
  - Our knowledge, history and technology improvements contributed.
- **Not for everyone**

- Gain senior and mid-level leadership support to focus on long-term organizational sustainability
- Align and integrate health and well-being initiative with organization's purpose and values
- Be mindful of people's intrinsic needs to create a climate of well-being through all leaders
- Remove barriers, add convenient, aligned options to support personally meaningful goals
- Integrate with culture, thoughtful of inclusion



# Vision for an Integrated Approach to Organizational Sustainability

*Life works @* **TURCK**

