

FUJIFILM

fit





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The Journey to Total Associate Health



Corporate Philosophy

Corporate Philosophy — The Unchanging Values of the Fujifilm Group

We will use leading-edge, proprietary technologies to provide top-quality products and services that contribute to the advancement of culture, science, technology and industry, as well as improved health and environmental protection in society. Our overarching aim is to help enhance the quality of life of people worldwide.

**“... Overarching aim is to help enhance the quality of life of people worldwide.”
Wouldn't this apply to people both inside the company as well as outside?**



**Fujifilm Manufacturing USA, Inc. –
568 Associates**

Pre-sensitized Printing Plates

Packaging PS Plates

Color Photographic Paper

Ink Jet Paper

Quicksnap™ Cameras

Wastewater Treatment /

Recycling

Fujifilm Holdings – 300 Associates

Warehouse/Distribution

Shared Services (A/P, A/R,

Purchasing, Engineering)



**Personalized Photographic Print
Services Group – 168 Associates**

Photo processing/development

Gifting



Pain Points (2013)

- Aging workforce
- 24/7 manufacturing operation (mostly heavy/repetitive work)
- Upward trend in musculoskeletal injuries
- Skyrocketing Workers' Compensation costs & healthcare costs
- Developed a cross-functional team (EHS, HR & PR)
- Brainstorming session considering all 'what if's' – no ideas were discounted
- The **AHA** moment!



AHA!



- Could we train our workers like athletes train for their competitions?
- Could we analyze each heavy job and find a balance between ergonomics & physical conditioning?
- Could we build on our strong Safety culture and make physical activity and conditioning part of the job?
- Would we be able to influence the very personal nature of individual responsibility for one's own health condition?



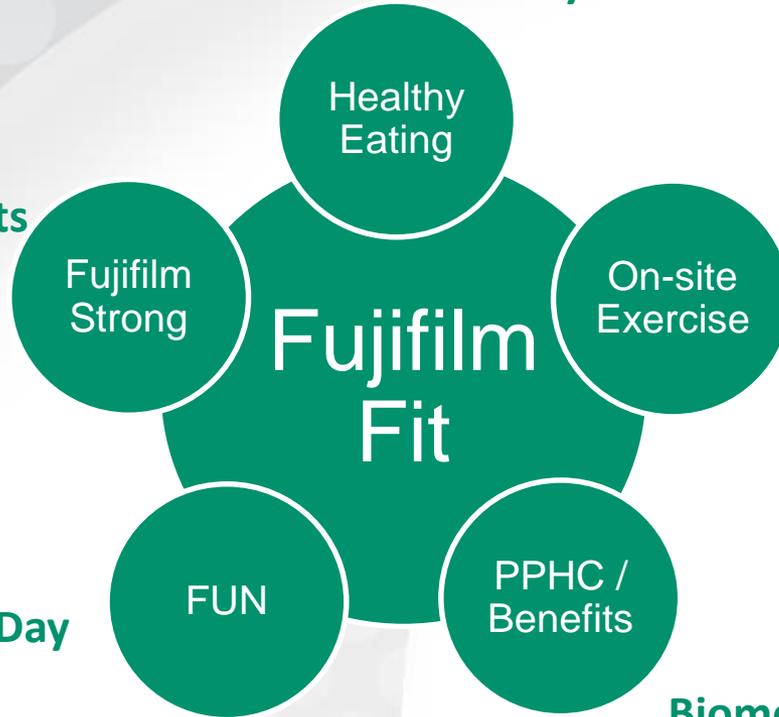
Fujifilm Fit Was Established

- Eliminate Excuses
- Create Choices
- Remove Obstacles
- Meet Associates where THEY are
- Listen to all ideas



Healthy Vending
Nutrition Class
Healthy Catering
Market Fresh Express
Wellness Wednesdays

ErgoFit
Fujifilm Strong Participants
Stand Up Desks Available
5 on the 55



Exercise Center
Reimbursement for fitness events
Group Exercise
*Yoga, C25K, Dance, Body Fit, Bootcamp
Fujifilm Fit Trainers/Pro
Pathways to Fitness
Fit Time

National Start Walking Day
Guinness World Record
Fujifilm Photo Finish 5K
Go Red for Women
Fitness Challenges
Health & Benefits Fairs
Dance Team – Greenwood DWTS

Biometrics Tracking
Smoking Cessation
Health Coaching and Assessment
Diabetes Prevention Program
Incentives

RAISE THE BAR WHERE YOU ARE



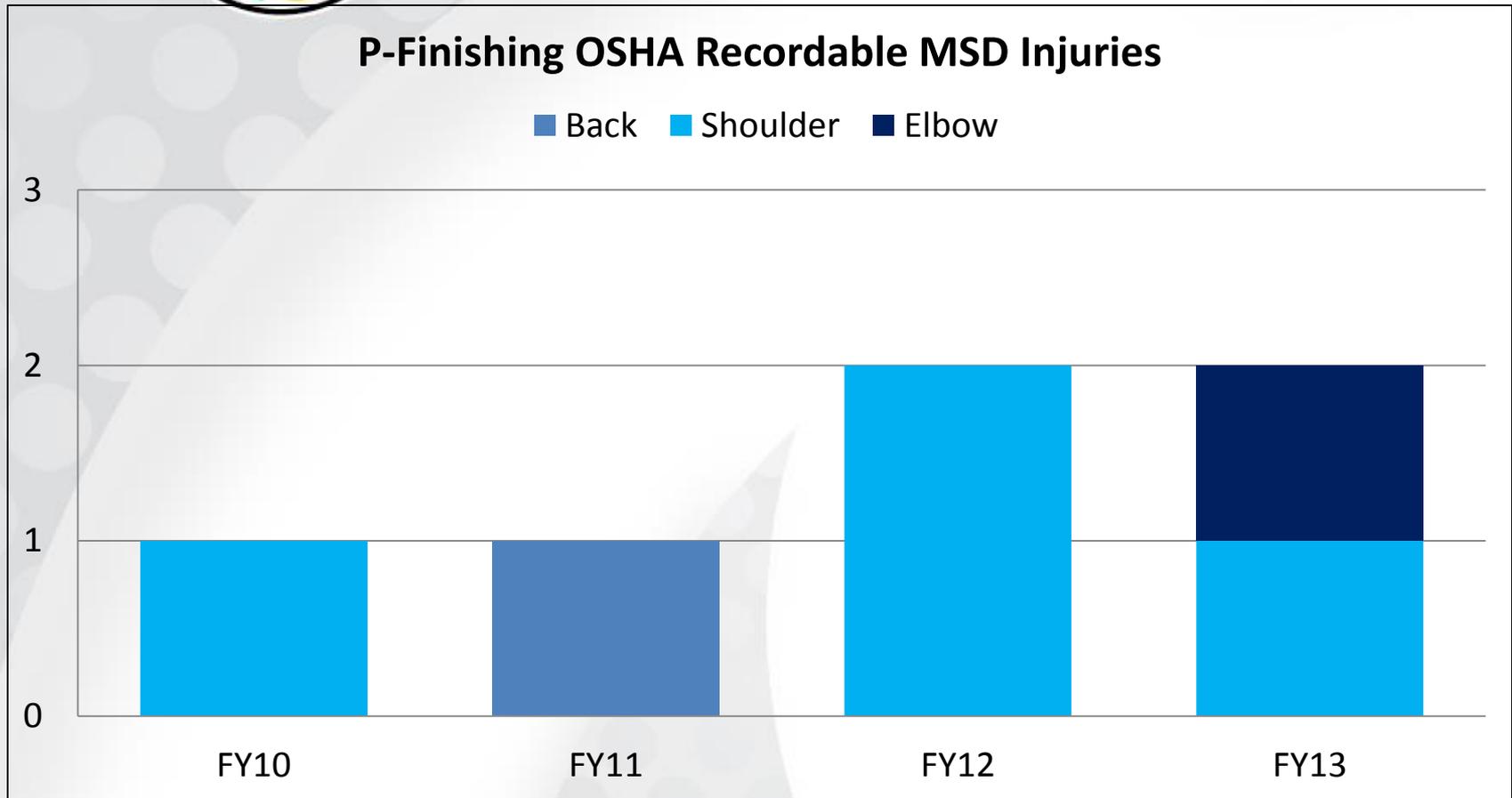
Keys to Success

- Abandoning the ‘everyone must be able to participate’ mentality
- Aligning Fujifilm Fit with Safety
- Having Fujifilm Associates as the Fujifilm Fit Trainers
- Cross-functional teams (Fit Leadership Team, trainers, Fit pro’s, etc.)

Fitness is very personal, and it was impossible to predict who would do what when. We had to try things without a clear prediction of the outcome. We are surprised every day!



EHS Challenge – The “Before”



Note: In FY13 70% of OSHA Recordable Injuries were MSD Injuries for the company



Apply our Quality Philosophies, Policies & Improvement Methodologies to Wellness

Fujifilm's basic philosophy is "continuous improvement," involving all Associates, because our company believes that our Associates are its most important asset.

Health and Safety

- Ensure all Associates are healthy enough and physically capable of performing their jobs safely.

Human Resources

- Increase employee engagement with regard to wellness activities and integrate wellness into daily routines.

PR/Corporate Communications

- Work with H&S and HR to coordinate and plan activities and communications.

FUJIFILM WAY
One Company One Fujifilm

Create new value using the Fujifilm Way Method

SEE fully
THINK deeply
PLAN carefully
DO promptly
and **SEE** again

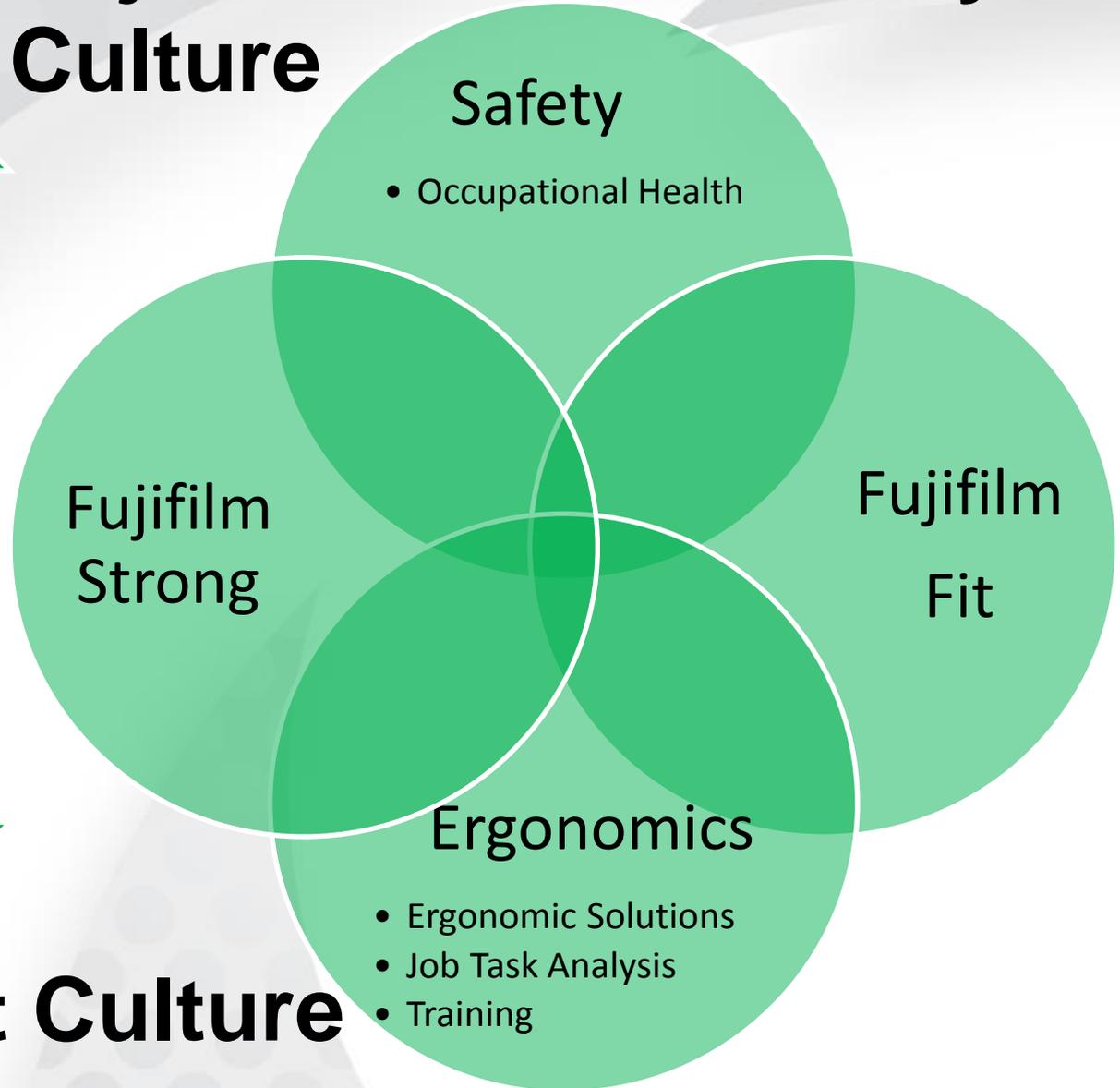
The strategy and plan is based on meeting all requirements of the CDC Worksite Health Score Card which is evidence-based health promotion interventions and strategies.



Fujifilm Health & Safety Culture



Fujifilm Healthy & Fit Culture





P-Finishing - The Guillotine



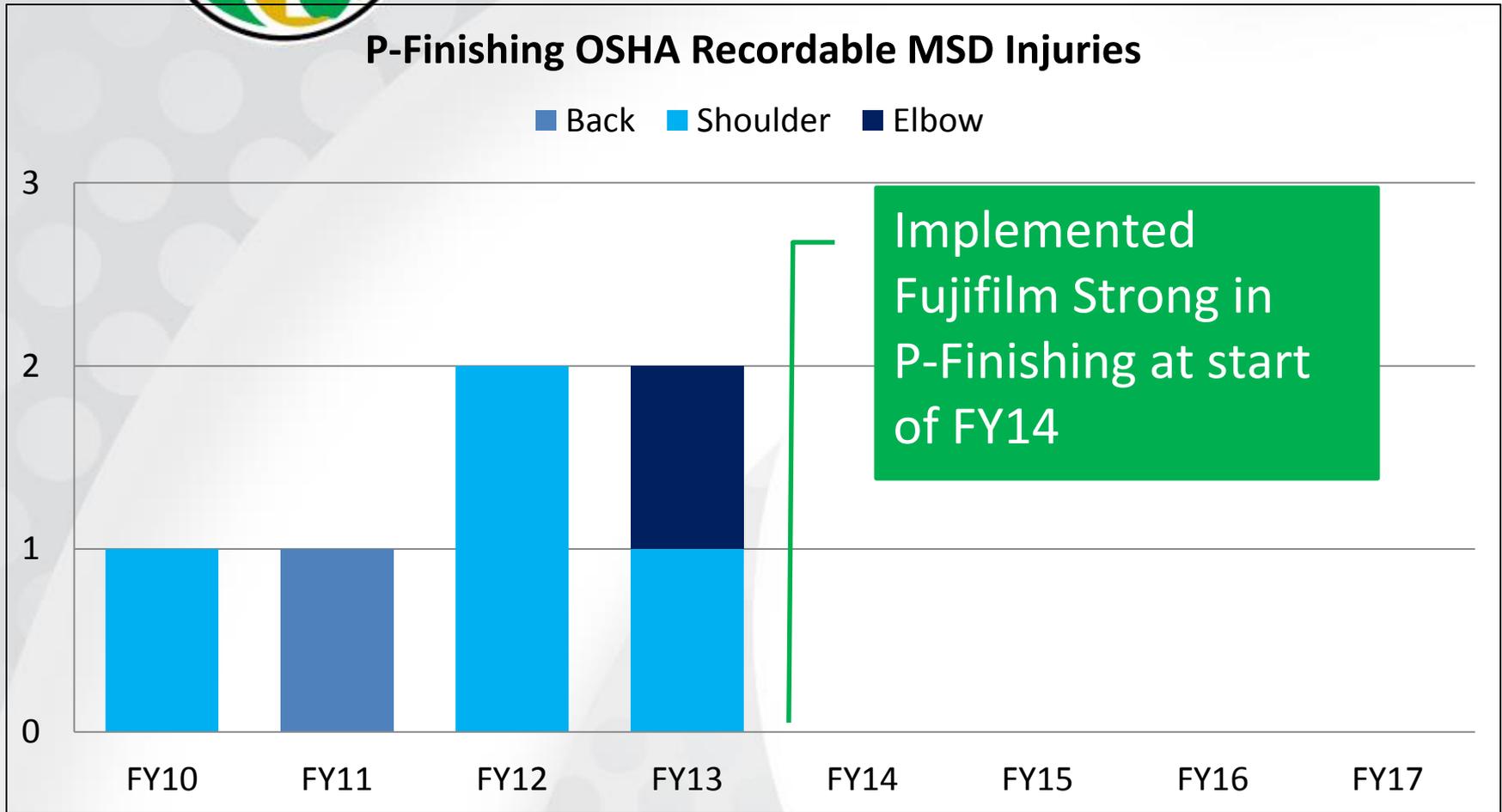
- Bang, turn, rotate plates until all sides are cut
- Bundles can weigh up to 500-600lbs
- 250x/shift
- 12 hr shift pattern

Ergonomic Solutions

- Air table – push/pull force 15-20 lbs
- Rotate every 4 hours



EHS Challenge – The “After”



Note: In FY17 ZERO OSHA Recordable Injuries were MSD Injuries for the company



Cameron Dorn



Fujifilm Strong

Why:

To quantifiably enhance the employees' human performance factors (i.e., range of motion, muscular strength, etc.) and have the employees express that the program has positively impacted their ***health and happiness.***





Fujifilm Strong How:

- Treating the employee like a professional athlete. We wanted to study their movements and find ways to improve them.
- Utilizing wearable technology (the same as NFL players), we charted the muscular imbalances that were taking place.
- We showed them when and where immediately! They could improve with immediate feedback using bluetooth technology, and we identified 'at risk' movements to avoid.
- We charted the movements required for each job task and then provided specific exercise modules to help the employee.
- We created a playbook for all job tasks and shared the knowledge collectively with the production manager, supervisor, & EHS.

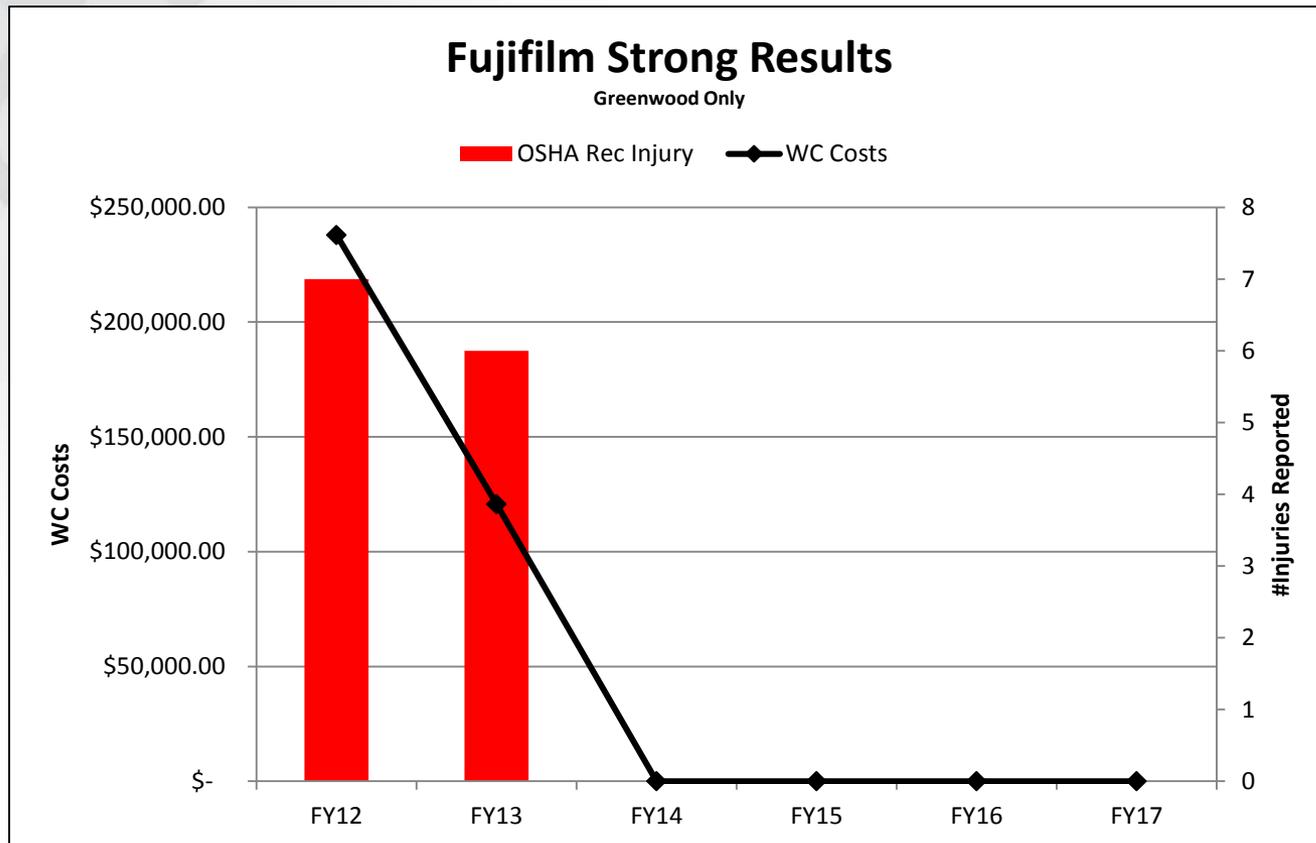


What did we accomplish?

- We increased the range of motion, muscular strength and muscular endurance for every single module ever implemented.
- Amazing **'feel good'** feedback stories from across the organization where individuals no longer have back pain.
- We have the quantitative data to back it up from a workers' compensation savings approach, but we have changed lives with a program that is built into the employee's day.
- Changed the culture of the organization and put health and **wellness in the forefront of company goals** [*enhance quality of life of people*].



Quantifiable Benefits





And finally. . .

It is impossible to assign a number or a price to the changes we have seen in our Associates' health and well-being. This program has changed the lives of many of us, our fellow Associates and our families.



I tried Yoga for the first time, and it has really helped my back pain.

I ran my first 5K at 49!

It is absolutely amazing to go to a gym and have nothing but support there! No judgmental looks; no feeling of being uncomfortable. I was hesitant at first because of my weight, and how much I need to lose. Since talking to some trainers, working out in classes AND them helping me with a home workout plan, I have lowered my blood pressure and lost 10 pounds. It's motivation from people who genuinely care.

I stopped dieting and started eating the right things, and have lost around 50 pounds.

It lends legitimacy to my workouts... if my body is one of my tools, then I need to take care of it. Fujifilm Fit is the vehicle for that!

Fujifilm Fit gives me a chance, as a trainer, to interact with people I may not meet otherwise onsite. As a result of those relationships, I have the opportunity to encourage and be encouraged.



Questions?