The logo features a stylized 'DJ' monogram in grey, enclosed within a red swoosh that forms a partial circle. To the right of the monogram, the letters 'DJ' are written in a bold, blue, sans-serif font. Below this, the word 'Galvanizing' is written in a larger, blue, sans-serif font with a white outline.

**DJ**  
**Galvanizing**



# WHO IS DJ GALVANIZING?

- World class, cost competitive hot dip galvanizing processor of flat rolled steel
- Specifically designed for automotive
- Production commenced in 1993 – JV (DFS, NKK, National Steel) (18 yrs of production)
- 2003 Consolidation - ownership & name change
- Further consolidation in the industry resulted in JV with JFE and AMDFS
- 84 highly skilled employees
- Team environment
- 365 day 24/7 operation

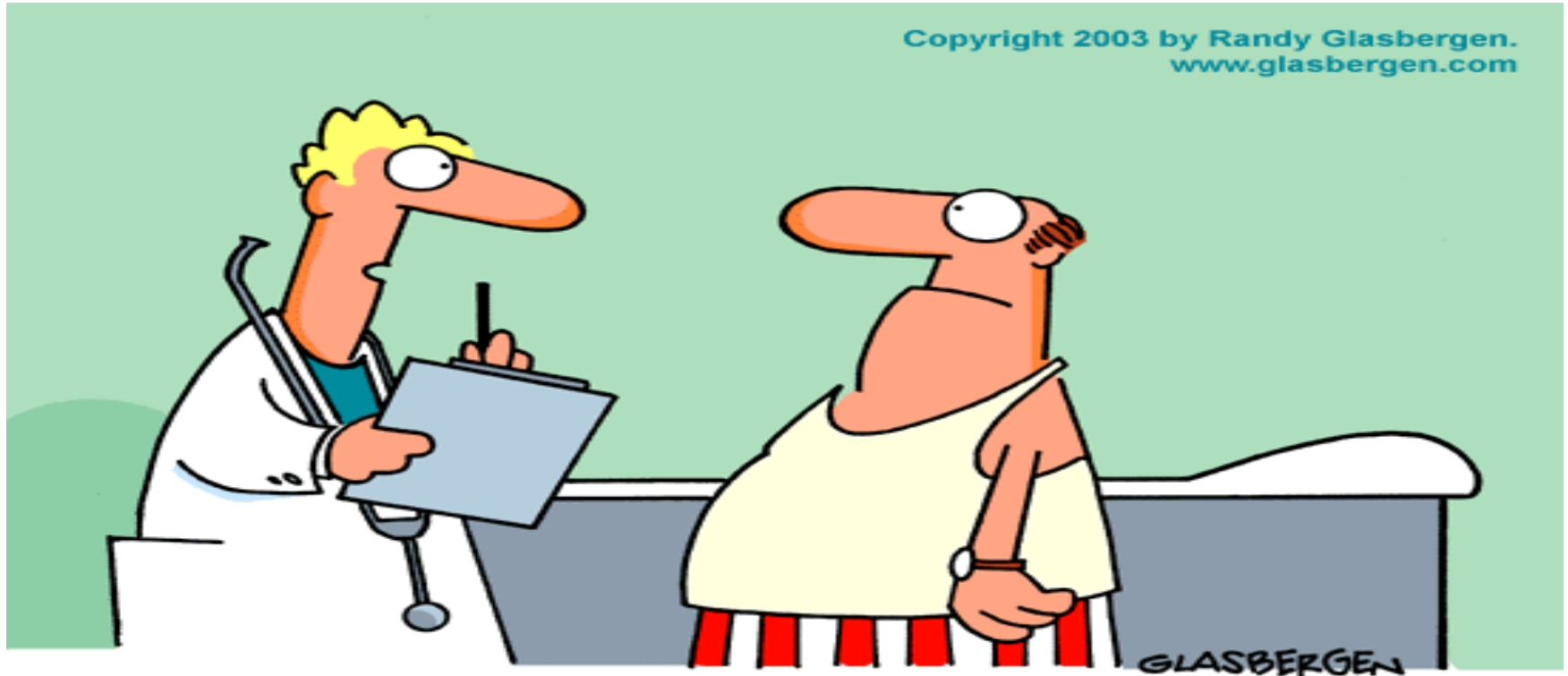


# Mission Statement

- Best technology & people available to consistently meet the most difficult end user requirement in North America.
- #1 commitment is safety, concern and care for people, protection of the environment & integrity



# Why Focus on Health?



**“What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?”**

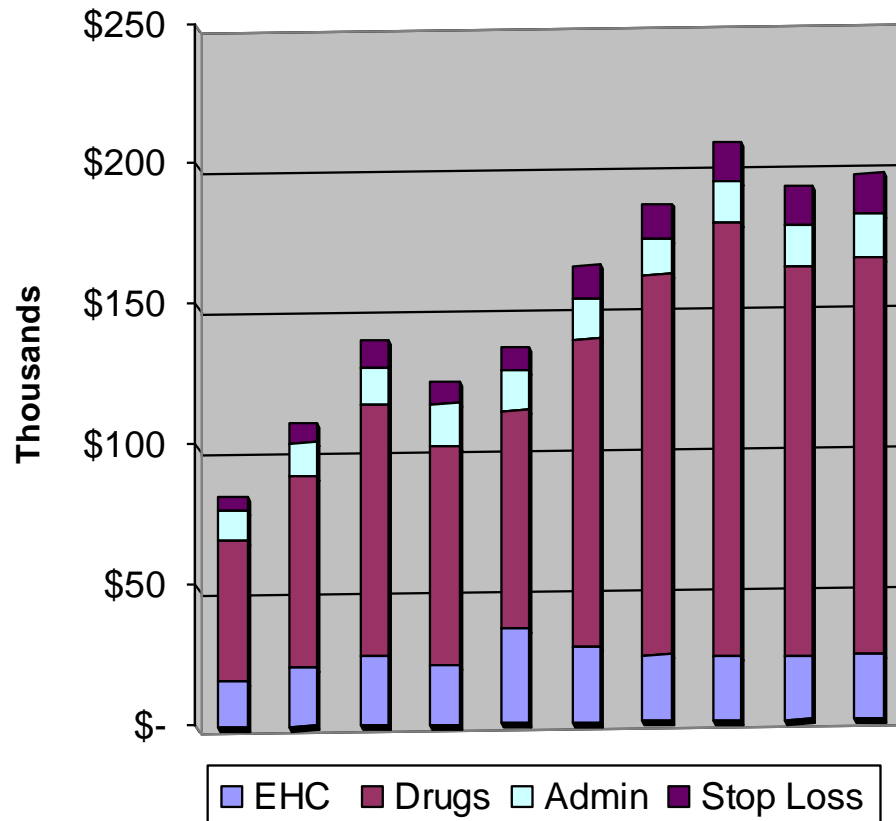
# Because.....

- Execution of mission statement
  - Previous focus was on retirement....what is retirement without your health?
- Mitigate rising drug and health care cost linked with an aging workforce
  - Reduce risk through preventative maintenance & disease management
  - Mitigate future STD and LTD cost
- Increase employee engagement

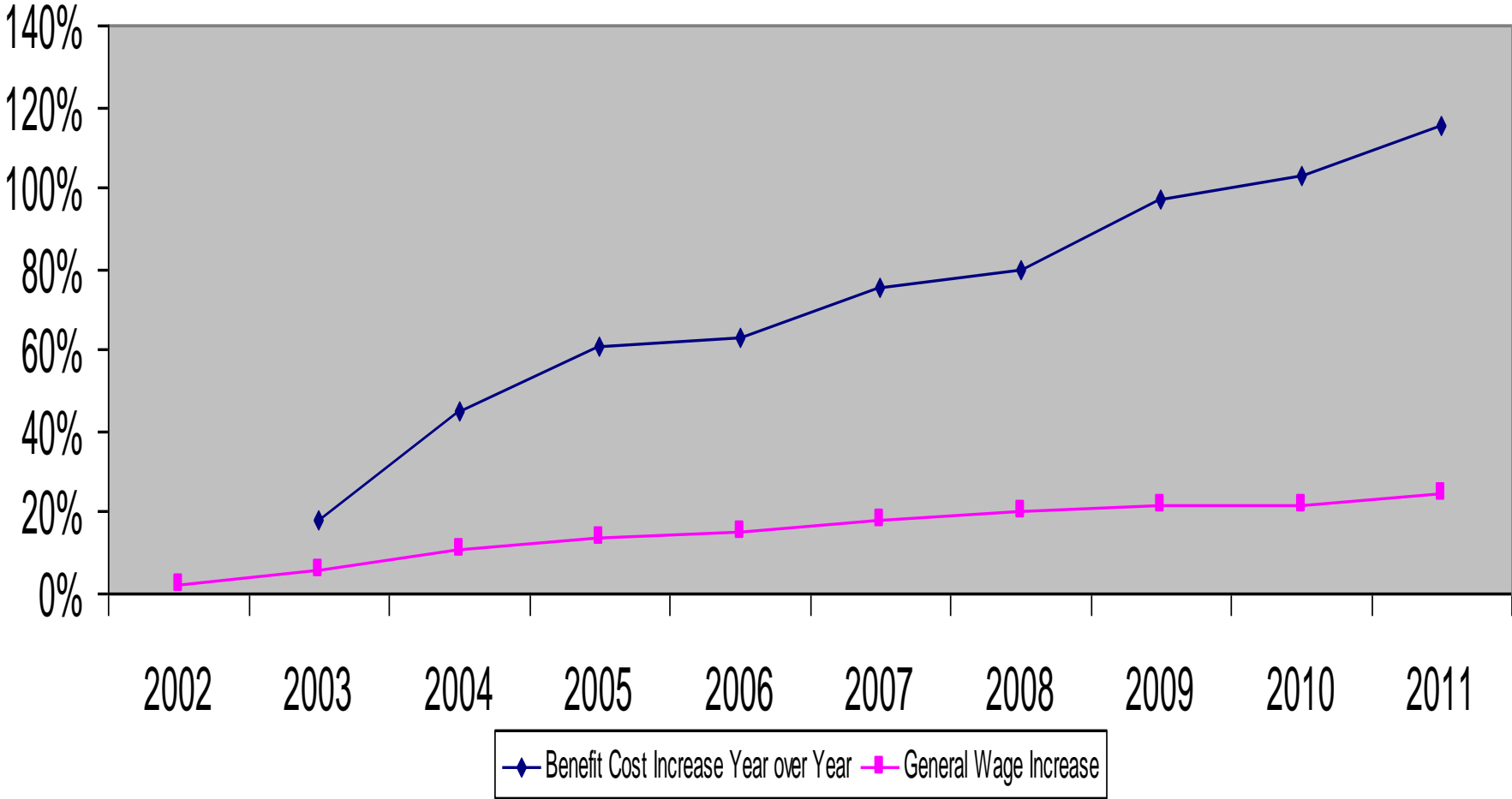


# Annual Spending 2002-2011

## Extended Health Care & Drug Cost



# Increasing Benefit Cost vs General Increase



# Investment in Employees

\$350 per employee

Over past 6 years

+

DJG Lifestyle Challenge Committee's  
time to organize, educate, benchmark



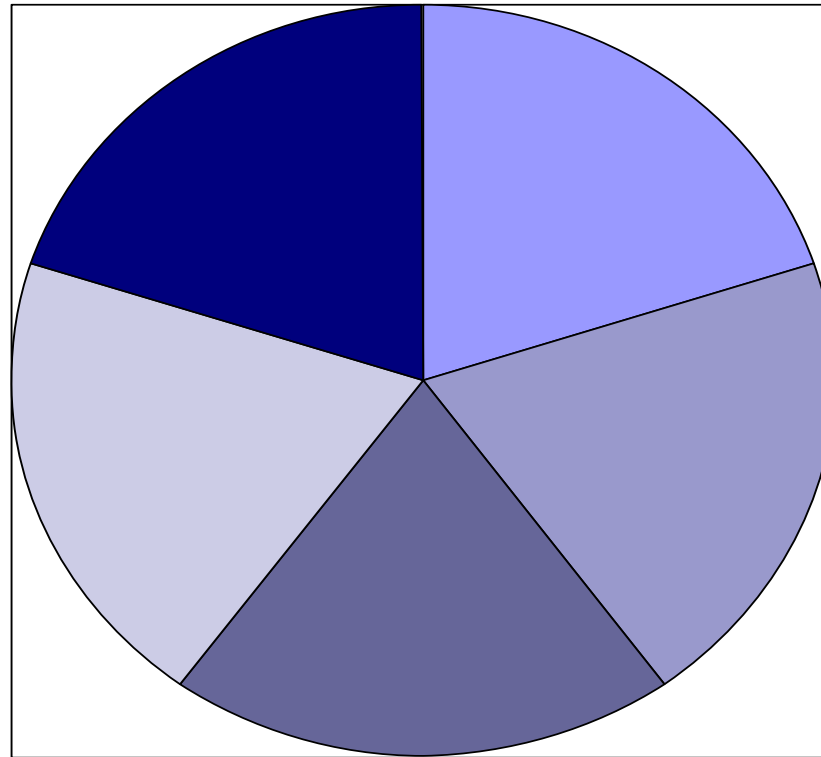


# History of Lifestyle Challenge Committee

- 14 active members
- Employees represent all departments
  - operations, maintenance, admin & management
- Formed in late 2005
- Meet quarterly
- Fully supported by the BOD, President & HR

# Mandate

## Educate, Reduce & Eliminate Modifiable Risks





# Wellness Events & Challenges

2005 – Wellness Fair

2006 – Wellness Fair, Weight Loss Challenge

2007 – Climb the Cooling Tower Contest, Ping Pong Tables,

2008 – Health Risk Assessments\* Walk Across Canada, Basketball Net

2009 – Walk Across the Americas, Stroke Prevention, BP Room, Stress reduction

2010 – Olympic Torch Run, Personal Health Coaching, Reunite with your Bike Contest

2011 – PHC, HRA\*, Resolution Revolution

# Environmental Support

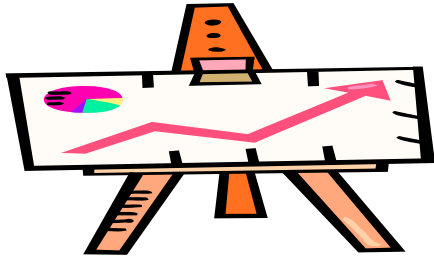
- Know Your Numbers
- Mental Illness Awareness
- Drug & Alcohol Awareness
- Complaint Free World
- Blood Pressure Awareness
- Sun Safety
- Nutrition & Healthy Eating
- Bike Safety



# Program & Policy Support

- Anti Violence & Harrassment
- Drug & Alcohol Policy
- Healthy Meetings Policy
- Leave of Absence Policy
- Physical Activity Policy
- Stress Management Policy
- Flex Work Schedule Programs
- Competitive Benefits Program
- Smoking Policy
- Safety Program #1





# Results



- Absenteeism <1% of worked hours
- Slowed the growth of benefit costs <5%
- Decrease in average BP readings from 127/83 to 124/79
- Contributed to improved employee engagement
- Rated best managed Industrial Manufacturer in Canada. AON/Queens 2010 BSME survey
- Winner of 4 Gold Healthy Workplace Awards plus 1 Silver & 1 Gold Bike Friendly Workplace Award
- Experienced several employee success stories

# DJG Partners in Wellness



HealthSource  Plus

United Way  
of Canada



Centraide  
Canada

University  
of Windsor 

Faculty of Nursing



 Posaction<sup>Plus</sup>  
A SOLAREH SOLUTION

SOLAREH



HEART &  
STROKE  
FOUNDATION  
OF ONTARIO



CANADIAN MENTAL  
HEALTH ASSOCIATION  
ASSOCIATION CANADIENNE  
POUR LA SANTÉ MENTALE

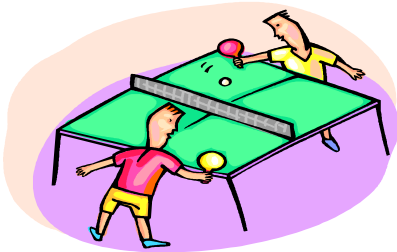


Tecumseh  
Community Health  
Care Centre  
Dr. Hasnain & Julie  
McAvoy CRNP



# WHO has benefited from DJG Wellness Program?

- Employees, Spouses & Dependents
- DJG – Cost Per Prime Tonne
- Benefits program – maintain a sustainable level of cost
- Local Charities – donations from challenges



# HIT the Ground Running Today

- Have a “Vision”
- Make it “Committee Driven”
- Be creative, thrifty & innovative
- Reach out to local resources
- Focus on general health issues
- Benchmark for success
- Make it FUN & Competitive
- Encourage employees to share success stories



# *Make Good Health Contagious!*

*Your ACTION TODAY*

*can change*

*your*

*REACTION*

*TOMMORROW!*

