



CASE STUDY

Using Movement to Prioritize Employee Health

Cardinal Glass Industries, Inc.

Challenge

On average, 78% of Americans do not meet the daily requirements for physical activity. This lack of movement has an alarming impact on our musculoskeletal (MSK) health, with 8 out of 10 people experiencing muscle discomfort each year. As such, the annual cost of treatment and lost wages due to poor MSK health has risen to \$240B each year.

\$240B

Lost every year
to MSK injuries

To combat the impacts of poor movement, many large organizations are now providing access to onsite and near-site physical therapy services as part of their corporate wellness initiatives.

About Cardinal Glass

Cardinal Glass Industries is a management owned S-Corporation specializing in the development of residential glass for windows and doors. They currently have more than 7,000 employees, ranging from 18 – 70 years old, across 37 manufacturing locations.

Physical demands on employees can at times be moderate to intense, especially for team members in plant operations. **With a goal of decreasing the risk of injury and improving the health and well-being of employees**, Cardinal Glass launched a corporate sponsored wellness program in 2017. Through a partnership with Prevea Health, the company has been able to reduce the number and costs of work-related injuries.

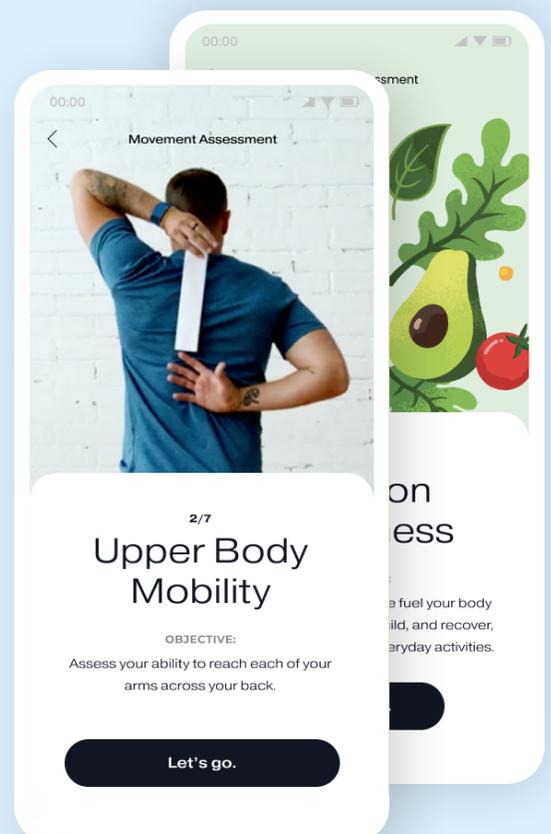
Solution

To provide the right level of care to all employees, Prevea leverages a proactive MSK health program called Symmio. Created by the professionals at Functional Movement Systems (FMS), Symmio combines the Move2Perform algorithm with their gold-standard movement screen to help people balance mental, emotional, nutritional, and physical health.

The foundation of the program is two assessments that provide a snapshot of a patient's performance at a point in time.

- 1 **Movement Assessment:** Seven fundamental movements directly impacting quality of life are scored based on mobility, stability, and posture.
- 2 **Lifestyle Assessment:** Seven aspects of MSK health including daily habits, mental health, and emotional health are evaluated for their impact on overall health and wellbeing.

Assessment scores are used to categorize individuals based on risk and impact to their wellbeing, with the most vulnerable participants identified for priority intervention.



Symmio allows Prevea to prescribe a personalized movement plan for all Cardinal Glass employees. This plan prioritizes the top two focus areas for participants and provides a series of corrective exercises to improve mobility. Supported by an application-based platform, participants receive expert guidance, informative content, and short daily program sessions to restore pain free movement even when they are not in a clinical environment.

Program Highlights

Testing & Personalization

Digital tools help assess an individual’s current performance, allowing providers to manage a larger caseload. Symmio provides personalized corrective programming for all participants along with retesting schedules unique to each focus area.



High-Risk Prioritization

Testing and performance data provides insights that help providers prioritize care. Higher risk participants are identified for immediate intervention and provided access to transformational tools.

Curriculum & Content

Symmio is loaded with digestible content written by experts in their field. Tips and recommendations, educational articles, and strategies for habit building comprise an expertly crafted curriculum to keep people engaged.



Results

Together, Prevea's intervention and treatment, FMS's history of detecting ways to prevent injury, and the personalization that Symmio offers to each employee has proven to be a successful combination.

In just 12 months, the initiative proved to be a valuable investment:

60%

of participants reported a decrease in pain associated with movement

70%

of employees improved overall MSK health

32%

decreases in the number of employees testing in the high and moderate risk categories

Since partnering with Prevea, Cardinal Glass has continued to enjoy multiple benefits.

Sprain/strain related incidents requiring first aid steadily declined

with a 75% decrease from 2018 to 2022

Workers' compensation costs declined by 97%

from \$226,221 in 2016, to \$7,000 in 2021

(*As of Q2 2022, the company has incurred \$0 in these expenses)

The program provided immediate value and has been well received by both Cardinal Glass leadership and the employee participants.

Symmio was very much an eye-opener ”

I made lifestyle changes after the initial screening process ”

I gave it an honest effort, and what a difference! ”

Healthier and happier employees are better performing employees ”



Benefits for Businesses

- Prevent injury and decrease pain
- Reduce workers compensation claims
- Reduce time out of work and/or activities
- Increase employee productivity
- Prioritize the most at-risk employees



Benefits for Providers

- Manage larger caseload
- Prioritize the most vulnerable patients
- Accelerate MSK health improvement
- Keep patients engaged between office visits
- Administrative portal to monitor and track performance

As one Cardinal Glass supervisor pointed out:

“There’s a different mindset with the labor shortage. If someone is out because of an injury, we can’t find people to backfill that position, and it snowballs into a negative cycle.”

Implementing the Symmio program decreased employee injuries, creating a more sustainable workforce. With insights, education, and motivation, Symmio has the potential to be a population changing tool.

Footnote: 81 employees from Cardinal Glass participated in this study. On-site supervision and guidance was provided by Michael Erickson, PT, DPT, OCS, CEAS, MS, LAT, Board Certified Specialist in Orthopedic Physical Therapy. Mr. Erickson is part of the Prevea Health team and has a long-standing familiarity with Cardinal Glass and its employees.

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