

## The Schwan Food Company Delivers... With Functional Testing from WorkWell Systems

The Schwan Food Company, headquartered in Marshall, Minnesota, is one of the largest frozen-food companies in the United States. Since 1952, Schwan's well-known home delivery service has been joined by consumer businesses that market esteemed brands like Tony's®, Red Baron®, Freschetta®, Edwards® and Mrs. Smith's®. With about 22,000 employees worldwide, The Schwan Food Company has grown to become one of the largest producers of frozen pizza and egg rolls and is a national leader in frozen dessert and premium ice cream manufacturing and distribution.

As a leader in its business segments, Schwan works to continually improve its business processes. For Schwan's risk management, reducing the numbers and costs of on-the-job injuries is an important goal --- both for employees' health and for improved business productivity. With a large number of new hires each year, Schwan turned its attention to determining if newly hired employees were *in fact* physically capable of doing the jobs for which they were hired.

Schwan selected WorkWell Systems to design and implement a functional testing program for newly hired employees. With a tight labor market, geographically dispersed hiring locations and a complex, time-sensitive hiring process, the task seemed challenging.

However, the nationwide testing program was integrated smoothly into the existing hiring processes--including job analysis, custom design of functional work tests and a large network of local providers. With pre-designed standards and protocols, the testing process can be completed within 72 hours. Over 11,000 post-offer Physical Abilities Evaluations have been performed so far---testing for strength, body motions and job-specific work tasks integral to specific physical job requirements.

Schwan business units experienced from 22% to 64% reductions in new-hire MSD injuries after one year of a pre-work screening program. Direct savings demonstrated by analyzing claim and injury data showed return on investment of more than 3:1 ROI, or about \$3 million for every \$1 million invested in pre-work screening. (Including indirect savings factors, ROI is estimated at more than 9:1<sup>1</sup>.)

---

**Measurable  
outcomes: a  
savings of \$3.3  
million in direct  
costs annually**

Today, Schwan and WorkWell continue to refine Schwan's post offer testing process by evaluating data from test results, field experience and feedback, and changing jobs and job descriptions---to further reduce injuries to workers, improve health and productivity, and streamline the experience for applicants, recruiters and providers.

---

**THE SCHWAN FOOD COMPANY** is a privately held, multibillion-dollar business that manufactures and markets fine frozen foods through home delivery, retail grocery and foodservice channels. Headquartered in Marshall, Minn., for more than 50 years, Schwan employs about 22,000 people in the United States and Europe. To learn more about the company, visit [www.TheSchwanFoodCompany.com](http://www.TheSchwanFoodCompany.com) on the World Wide Web.

---

<sup>1</sup> Indirect savings include things like reduced productivity due to downtime, overtime, or missed customer sales and deliveries; workplace disruption and payroll costs due to temporary alternate duty--supervisor time, scheduling, full salary continuation—and lost hiring, training and development investment in those who get injured or leave the job, unable to perform the physical tasks. Also significant are avoided claims administration fees, insurance premiums and time saved in not managing claims that don't occur!