

2014 Health & Wellness Best Practices

Akridge

www.akridge.com

For Profit

Real Estate

Between 50 - 249 Employees

In partnership with Business Health Services, a leading third-party provider of behavioral risk management strategies, the 2013 program reached beyond employee awareness of healthy living to include more emphasis on preventive care and progress-oriented incentives and rewards. While Akridge does not track the financial correlation between participation in the Wellness Program and health care claims and costs, BHS created metrics that reveal the positive effects of our program. Results show that participation increased to a three-year high of 90% in 2013, and HRAs revealed that more participants are self-reporting healthier eating habits, increased physical activity, and decreased tobacco use. The aggregate results of biometrics screenings and HRAs used to identify areas of risk for our organization as well as individual-focused areas of risk revealed significant improvements in 2013. For example, in 2012 a significant percentage of participants were in the “high-risk” category for blood pressure so we implemented monthly onsite screenings/consultations and participants with repeated “high risk” readings were advised to contact their physician and engage a wellness coach. Consequently, in 2013 only 12% of participants fell in the “high-risk” category for blood pressure compared with 22% in 2012. Based on an overall health risk factor score calculated by BHS, of the group of employees who completed the HRA survey all three years, 76% of participants fell into the “healthy” group in 2013, which is an increase of 20% from 2011. Additionally, only 6% of participants were in the “high risk” category in 2013, compared to 11% of participants in 2011. Among the consistent three-year HRA participants, the average number of high risk factors per participant dropped to 1.81 in 2013 from a high of 2.33 in 2011. BHS categorizes a number less than two as healthy. We are proud of the significant improvements our employees have made over a mere three-year time period. Employees who met the requirements of the 2012 Wellness Program received a 20% discount on their contribution toward the 2013 health insurance premium - a significant reduction from the 5% discount offered in 2011 and 2012. New in 2013, participants were required to fulfill Wellness Program requirements in order to avoid paying up to a \$1,200 incentive fee in 2014. In addition to completing an on-site biometric screening and health risk assessment, employees were required to earn a total of 100 “wellness points.” The 2013 wellness points were primarily earned through biometrics benchmarking, age-appropriate screenings, annual physical, annual dental and vision exams. Participants were benchmarked based on three categories measured during the annual biometrics screening: blood pressure, total cholesterol and glucose. Points were awarded for maintaining or achieving “ideal” or “moderate” status in these categories from one year to the next. This point system is designed to reward employees who maintain and improve their numbers, to incentivize others to make lifestyle changes, to promote age/gender appropriate preventive screenings, and to highlight the importance of establishing a relationship with a primary care physician. Points may also be earned by participation in activities such as CPR/AED training,

Green Wellness about cooking sustainably and eating organically, monthly on-site blood pressure screenings, walking and weight loss challenges, and “lunch and learns” with physicians on topics such as heart, sleep and digestive health. Wellness coaching was available to all employees. Akridge was the first corporate sponsor of the Capital Bikeshare program and continues to offer all employees a free annual membership. In addition, a bicycle tune-up station, lockers and changing area were installed in the garage of the main office building to better accommodate employees who commute to work by bike.

Altarum Institute

<http://altarum.org/>

Nonprofit

Consulting/Professional Services

More than 250 Employees

The Institute’s wellness programs take a holistic approach to wellness. We provide education, tools, and resources to our employees so they can make educated decisions regarding their health and wellness strategies. Through our disease management, healthy coaching, and biometric screenings, employees can learn about their health status and how to manage their conditions. Our incentive programs allow employees to earn money into their health savings accounts while taking a proactive approach to health. Incentives are earned by completing a preventive health visit with their physician, through participating in the eight week wellness challenge, and by completing comprehensive biometric screening which tested for metabolic syndrome. Each office maintains a robust wellness corner which includes educational materials on a variety of health topics, nutritional tips, weight scales, blood pressure cuffs, and body fat calipers.

American Speech Language Hearing Association

www.asha.org

Nonprofit

Healthcare, Professional/Trade

More than 250 Employees

ASHA adopted a holistic approach to wellness that includes consideration for physical, mental, and spiritual aspects of health. Over the years, we’ve introduced a number of new initiatives. Here are some examples what ASHA provides:

- Gold LEED Certified green building to reduce the Association’s footprint on the environment
- Smoke-free work environment
- Comprehensive benefits package that includes health, vision, drug, dental, life, disability and long-term care coverage
- Health Advocate to help staff and their family members navigate the health care system and maximize health care benefits
- Individual ergonomic assessments and other ADA accommodations as needed
- Various weight

management programs • Monthly blood pressure, body fat, and other routine health screenings • Annual onsite flu shot clinic for staff and retirees • Educational programs • CPR/AED Training • Fitness room and group activity room where we hold exercise classes • Our staff Wellness Advisory Team plays an important role in researching, recommending, and marketing organization-wide wellness initiatives that result in high staff participation and measurable return on investment. • Using information about prescriptions filled under our health care plan to target our program to the current needs of the staff. • Our partnership with LifeWork Strategies, an affiliate of Adventist Health Care. By providing resources and support, and cultivating a workplace environment in which overall health and well-being is a priority, ASHA is at the forefront of workplace health and wellness initiatives. ASHA was recipient of the Washington Business Journals' Healthiest Employers in the Greater Washington area this year.

BDO USA, LLP

www.bdo.com

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

As shown in the examples above, BDO has found a number of creative ways to promote wellness in the workplace. Each year, BDO L.I.F.E. hosts four wellness competitions. The 2013 challenges include: the BDO Bucket List, BDO Biggest Loser, No Fizz Challenge, and Fall Into Fitness. Each wellness challenge is created and implemented by our BDO L.I.F.E. team, which includes designing a competition logo and website on the BDO L.I.F.E. portal, running BDO News articles, posting on the Wellness Ambassador blog, and monitoring sign ups and final log submissions. We also try to reward challenge participants in unique ways – from water bottles and duffle bags, to gift cards and recognition on BDO News. To encourage mental wellness, BDO also distributes a “busy season toolkit” to highlight ways to infuse fun, reduce stress and build team camaraderie during the firm’s “busy seasons.” For example: planning internal office celebrations, converting office areas to create space for blowing off steam, and allowing more casual dress.

Booz Allen Hamilton, Inc.

www.boozallen.com

For Profit

Consulting/Professional Services

More than 250 Employees

•Every month, as part of its Wellness Agenda, we hosted webinars focused on employees’ wellness and financial well-being, from preventing and treating hypertension and understanding the Autism Spectrum, to understanding personal finances and creating a family budget. •Offered an online health

assessment and biometrics screening for staff firmwide. Everyone who took the assessment received a premium incentive discount on his or her health insurance. •Expanded our wellness challenges to include a virtual Step It Up Walking Challenge, Eat Healthy Recipe Challenge—in which staff submitted healthy recipes for a firm-produced cookbook to win a \$400 Williams-Sonoma gift card and other prizes, and Biggest Winner weight loss challenge. •Implemented a PTO Buy Back program to provide staff with more flexibility with their unused PTO hours. This program allowed employees to sell excess PTO accrued and receive a cash payout.

Calvert Investments Inc.

www.calvert.com

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

It is important to Calvert to stay 'ahead of the curve' when it comes to offering wellness benefits and programs - some are specific to wellness and some are fun perks that allow associates to enjoy something extra. In addition to standard benefits, Calvert offers new and different options based on associates needs and preferences, and include: * Transportation Benefits – Up to 100% subsidy for associates using public transportation, reimbursement toward bicycle purchase for associates commuting by bike-to-public transportation or bike-to-work or walking shoes for associates commuting by foot, parking subsidy. * Lunch & Learns – Programs and events to help associates learn about different personal betterment topics. * Annual Fitness Week and Annual De-Stress Week - Associates are encouraged to get up from their desks and complete fitness challenges and de-stress challenges. Prizes for participation have included free hour long massages and gift cards to health or fitness related places, like salad shops or sporting goods stores. * CPR, First Aid and AED Defibrillator Training – Offered to associates at the company's expense. * Annual Health Fair – Vendors from different sectors of the wellness industry offering information, advice and screenings from eye health to blood pressure, chiropractic to aura reading. * Volunteer Fair - Outside nonprofit organizations are invited to share volunteer opportunities in the area. * Health Risk Assessments – A registered nurse meets with associates and completes standard blood work. * Healthy Behaviors Program - Offers financial incentives for completing and maintaining healthy behaviors, such as completing a HRA, preventative screenings, office wellness programs and using a fitness center. * Healthy Pregnancy Incentive - Offers a gift certificate to those who participate in Calvert's medical plan and receive educational information about a healthy pregnancy. * Walking Program - Offers financial incentives for walking milestones. * Weight Watchers Discount - Offers up to a 50% reimbursement toward the cost of Weight Watchers. * Smoking Cessation Program - Offers support and resources for quitting tobacco and includes a personal coach and free aids, such as nicotine patches, Chantix and nicotine gum. * Massage Therapy – Free massages to associates on a twice-weekly basis and discounted hour long massages either in the office or after hours. * Health Club/Fitness Reimbursement – Associates may receive up to \$50 per month toward the cost of a gym membership. * Wellness Committee - Small group of associates who offer tips on staying well and may include activities like a wellness challenge or lunch and learn. * Corporate

Sustainability Committee - Small group of associates who work together to instill in associates the importance of living sustainably both at work and at home, on Earth Day and every day. This committee also shares a 'tip of the quarter' on a different topic each quarter, for inclusion in our company newsletter, and has hosted 'reuse' events during which associates can swap household items or books.

- * Calvert Community Partners - This committee has a representative from each department in the company. The committee works together to ensure that there are plenty of volunteer opportunities available for associates. In addition, each department takes a month in which they are responsible for organizing either a department or companywide volunteer event.
- * Associate Events Committee - This committee includes associates from a variety of department to help plan more fun/networking gatherings inside and outside the office.
- * New Parent Leave – Associates who welcome a new child are awarded two extra weeks of paid time off to use after birth or adoption of a child.
- * Paid Parental Leave – Associates who have children or parents in need of care are awarded 24 hours of paid leave to attend to their children's/parents' needs during the year.
- * Adoption Assistance – Associates may receive up to \$5,000 in reimbursement from Calvert to help defer the cost of adopting a child.
- * Birth/Adoption Gift Program – New parents are awarded a bonus of \$1,000 in their child's name to be invested into the Calvert fund of their choice.
- * Educational Assistance – Associates are granted up to \$5,250 per year, at up to 100% reimbursement for college and university courses that are related to development in their current position or future desired positions at Calvert.
- * Licenses, Designations and Certifications – Covers the cost of any licenses, designations and/or certifications related to the success and/or requirements of a specific position. Financial bonuses are offered for certain license, designation and certification completion.
- * Discount Movie Tickets – Associates can purchase movie tickets for \$4.00 per ticket through our discount program.
- * Various Business Discounts - Home & Auto Insurance, Zipcar, Cell Phones, Computers, etc.

As a result of Calvert's benefits, programs and focus on wellness, retention of associates currently exceeds 90%.

Calvert Memorial Hospital

www.calverthospital.org

Nonprofit

Healthcare

More than 250 Employees

Employees that hold a 0.5 status and above position are offered full benefits (medical, dental, vision, etc). With the employee's full participation in the Wellness programs, they can save up to 50% of their premium costs for Medical Insurance. We also offer pre-taxed flex spending accounts for employees. We have an on-site daycare center. Our employees receive preferential placement as well as a discount. We are currently in the process of planning a Benefits Fair for our employees. We will have vendors coming on campus to educate our employees about the benefits that we do offer. This fair will be right before open enrollment and will assist the employees on making a decision during that time.

Carroll Hospital Center

www.CarrollHospitalCenter.org

Nonprofit

Healthcare

More than 250 Employees

Living well isn't just a philosophy at Carroll Hospital Center; it's an opportunity that every Associate is given. As the leading health care provider in the county, our hospital is committed to helping its Associates maintain a healthy lifestyle. Our latest effort is our newly implemented results-based wellness program, effective January 1, 2014 and available to all Associates. Each Associate receives a health risk assessment that identifies their risk of major health conditions, and is put in touch with a health navigator who works with Associates to help them reach their goals based on their individual health needs. If participants meet their health-related targets, they receive monetary incentives or a reduction in the cost of their health insurance premium. In addition to the wellness program, we are expanding the group activities we offer for our Associates. Our latest effort was the YMCA's Turkey Trot on Thanksgiving Day; we paid the entrance fee for any Associate who wished to participate in the 5K, and nearly 60 Associates took part. We plan on offering similar group health and wellness events in the future. A variety of health and wellness opportunities are available to Associates throughout the year, including blood pressure screenings, guided imagery sessions, mini massage days, auricular acupuncture, and discounted gym memberships, all designed to promote healthy living. Eating well is an important aspect of healthy living. Our hospital cafeteria provides at least one healthy option for each meal offered. The nutrition information is posted for the food prepared in the cafeteria to educate diners about their food choices, and we offer vegetarian options as well as use local, sustainable meat and locally grown produce when possible. This year, our Food Services department also planted an herb garden on hospital grounds to provide fresh herbs for the foods that they prepare for our cafeteria.

Chaney Enterprises

www.chaneyenterprises.com

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. The program works off a point system which offers many ways to gain points. The quickest way to gain points is to obtain a physical exam that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. Other ways to gain points include eye exams, dental visits, wellness seminars, flu shots, gym memberships, mini workshops. We also have a free program called Walking Spree where employees can receive a free pedometer that will link to the Walking Spree website and track their steps, food

intake, and workout schedule. Challenges are created and if the employee finishes the challenge they can win cash and prizes. There is also a gym discount program with LA Fitness for our employees and their family members. We hope to open the program up to other gyms in the future.

CollabraSpace, Inc.

www.collabraspace.com

For Profit

Technology

Between 50 - 249 Employees

Since 2000, CollabraSpace has been an award winning, proven leader in real-time processing, collection systems, GUI development, mission management systems, collaboration and enterprise software development to both government and private industry. CollabraSpace cares for the health and wellness of all of our employees and understanding the importance of the work-life balance. With our excellent benefits package, CollabraSpace contributes 100% premiums, annual bonuses, health club memberships, and much more.

College of Southern Maryland

<http://www.csmd.edu/>

Nonprofit

Education

Time-Off for Fitness has allowed our employees to be paid for a portion of time when they are exercising, not working. We have free fitness centers at all locations and free pools at 2 locations. We offer a variety of exercise & fitness classes that employees receive tuition-free. We also offer smoking cessation classes and a variety of other health & fitness seminars, lunch 'n learns, etc.

Corporate Network Services

www.cornetser.com

For Profit

Consulting/Professional Services

Less than 50 Employees

"CNS has been incorporating wellness programs into our corporate culture for the past seven years. Since we have some employees who work on-site at a government facility and other employees who work from home, our quarterly meetings are a very important tool for establishing our corporate and wellness culture across all the diverse groups. Our Wellness committee includes a representative from each department and is constantly evaluating programs based on employee feedback and participation and looking for new ways to incorporate the wellness habit into the work day and beyond. Based on our annual employee health survey we mapped out walking trails adjacent to our locations, distributed pedometers to all employees and offered to provide new athletic socks and pay ½ of the employee's entry fee for any certified race. • Domestic Partner Coverage added • Reevaluate health insurance plans based on employee input. • Insurance waiting period reduced to 30 days. • Optional discounted life insurance for employees and /or dependents. • Use volunteer programs to encourage community involvement and employee wellness ex.- sorting and stacking thousands of pounds of food at the Manna Food Center, Building fence and working garden at Button Farm • Holiday weight challenge to maintain or lose weight between Halloween and MLK Day (win a portion of the company-matched pot) • Numbers Count Program - Provide scale, BMI monitors, blood pressure cuff and tape measure at each CNS location to help employees manage health • Popup noontime reminder to Stop and Stretch • Tabadata 4 minute desk exercises • Subsidized Smoking Cessation Program • Intranet Wellness page with health and nutritional tips, Monthly health e-newsletter • Email company internal newsletter to spouses to keep them informed about CNS culture • Lunch room Wellness bulletin board • No Candy Zone, provide protein bars, granola bars, crackers and organic peanut butter • Collect undistributed Halloween candy from employees to send to soldiers overseas. • Healthy food choices at all company events with calorie count • Healthy cooking demonstration • Wellness Counts - \$50 payment upon completion of yearly physical exam or/and Insurance Risk Assessment. • Quarterly meetings provide social interaction, training and wellness experiences for employees , Smithsonian Space Museum field trip, Murder mystery/ dinner on antique train, Picnic, and health fair providing seated massage, Free flu shots, vision, skin cancer, blood pressure & BMI testing, waist measurement, weigh in, ergonomic workstation advice, effects of alcohol demo, herbal and aromatherapy demo, Natural energy drink taste test, Dance demo, Meditation demo, healthy cooking demo, CPR demo • Social outings to encourage camaraderie discourage overwork – dinner and a movie, bowling, walking scavenger hunt, trip to amusement park, happy hour, Welcome and Goodbye Summer cook outs, Family Picnics, Winter hike to Cunningham Falls, Semiformal holiday party for employees and spouses with discounted host hotel rates to discourage driving under the influence, Holiday Yankee gift swap with healthy alternatives pot luck and recipe swap, themed potlucks • Celebrate employee milestones and life changes with personalized greeting cards, flowers, and showers for dads/moms and spouses, Greetings for Safe return from overseas "hot zones"."

Dynamic Aviation

<http://www.dynamicaviation.com/>

For Profit

Aviation Services

More than 250 Employees

Over the last several years Dynamic Aviation has continually worked to improve our Wellness program. In 2013 we made some very significant changes to our program and are planning additional improvements for 2014. Our program this year is a tiered plan, where employees can complete different wellness challenges and initiatives and move up from tier to tier. At each level, employees become eligible for different prizes and points. Every employee who completes level one receives the day after Thanksgiving as a paid holiday. Each level after that earns additional prizes and rewards, all intended to provide education, support, and incentives for better health. At the end of the year, the employee with the most points overall will receive a \$500 cash prize. The program includes activities and educational opportunities in three categories: Overall Wellness, Preventative Health, and, Physical Activity. Along with our comprehensive wellness program, we have also designed a benefit plan that provides the best possible coverage at the best possible rates for our employees. We are very proud of our Wellness program and are looking forward to its continued growth in the weeks, months, and years ahead.

Dynaxys, LLC

www.dynaxys.com

For Profit

Financial Services/Accounting, Government, Technology, Hosting Software Applications/Development, Mobile Applications

Between 50 - 249 Employees

Dynaxys routinely emphasizes the importance of health and wellness among its employees. Some innovative programs the company enacts are:

	-The Annual Health Fair	-A healthy
cooking demonstration during lunchtime.	-Breast cancer awareness month	-Spousal
opt-out savings	-Company softball team	-Health improvement lectures during
lunchtime	-Company sponsored on-site flu shot	-On site lactation room
Company sponsored on-site CPR training class		-

Federal Realty Investment Trust

<http://www.federalrealty.com/>

For Profit

Real Estate

Between 50 - 249 Employees

We continued many of our initiatives such as our annual health fair with screenings including total cholesterol, body comp/BMI, blood pressure, etc. Our health fair offered flu shots, Ask the Expert-Weight Management, and a chiropractor onsite offering massages. We also had our medical provider, broker and 401(k) broker on site to answer employee questions and offer employee incentives. Our

401(k) provider provided one on one consultations to ensure employees are on track with their retirement savings. In addition, we sponsored the Achieving Optimal Health Conference this year and offered 6 complimentary VIP tickets to our employees and family members. This program is geared towards motivating and teaching us how to attain a vibrant health through proper nutrition and regular exercise. Each quarter we also offer seminars presented by healthcare professionals to speak to our employees about nutrition and daily life changes that can lead to a healthier and more meaningful lifestyle. Lastly, we have been recognized once again by the American Heart Association as a Start! Fit Friendly Company for the fifth year in a row. The program was introduced by the American Heart Association to get people moving and encourage people to begin a walking program. The Start! Program is built on a simple premise - walk more, eat well and you will live longer. Federal has an onsite walking path and provides pedometers to employees to help motivate them to start walking.

FINRA

www.finra.org

Nonprofit

Financial Services/Accounting

"At FINRA, we value the health and wellness of our employees. While health care costs continue to increase, FINRA still pays a large portion of medical and dental coverage to keep employee premiums highly competitive. Our benefits package offers employees low co-pays and excellent provider networks, and offers programs for diverse communities as well as healthy pregnancy programs for expecting mothers that provides employees with 24 hour access to experienced nurses, identification of risks, special needs, and much more. Our Health Advocate program is a service that allows for employees, their children, parents and parent-in-laws to seek advice and support on medical issues ranging from general advice on selecting doctors to more complex matters such as the impacts of Social Security benefits while protecting the privacy of employees' medical and healthcare information. It helps employees and their family members:

- find the best doctors, hospitals, and other healthcare providers anywhere in the country;
- arrange and schedule appointments with providers, including hard to reach specialists or special treatments and tests;
- foster communication and coordinate benefits between physicians and with insurance companies;
- work with insurance companies to obtain approval for needed services, and sort out claims questions, billing, payment arrangements, and related administrative issues;
- answer questions about test results, treatment recommendations and medications recommended or prescribed by your physicians; and,
- arrange for home-care equipment following discharge from a hospital and assist with eldercare issues.

These same Health Advocate services continue to be available for our retiree population. Part of a great health plan is also providing resources for employees to take steps towards their own wellness. FINRA, through Health Advocate, United Healthcare (UHC), Kaiser Permanente and the Care24 Employee Assistance Program, offers programs to help employees and their dependents focus on their wellness needs—whether they want to manage stress, lose weight, stop smoking or set and reach fitness goals. Additionally, we have onsite fitness centers in our main locations, fitness classes throughout and after the workday, and

provide discounts to employees to join a large network of health clubs across the country. We actively encourage our employees to take advantage of our health and wellness offering through our annual benefits fairs where employees can interact with our benefits administrators and local vendors in the promotion of a healthier lifestyle. To encourage an active lifestyle, FINRA also sponsors employee activity teams, such as basketball, tennis and other athletic events which are available throughout the year. We continue to explore creative ways to help all employees adopt healthier lifestyles."

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Healthcare

More than 250 Employees

"Resilience was the theme of 2013 Hospital Week Celebration. Some of the week-long activities included listening to piano jazz tunes, karaoke, group photo booth pictures, and playing video games during a Wii and PlayStation marathon. The highlight of the week was our Resilience Fair. Employees were invited to visit many stations to learn about ways to improve and promote personal resilience. Some of the fair offerings included spiritual care, nutritional guidance, aromatherapy, chair yoga, employee assistance program, fitness classes and information, a labyrinth, and blood screenings. Employees were also given a resilience wrist band as a reminder that resources are available should they need them. Some additional resources include:

- Our Resilience Resource Team is co-sponsored by executives from Mission Services, Human Resources and Quality. The goal of the team is to promote work-life balance, continuously build and promote resources to combat employee burnout, and develop initiatives that increase resilience.
- We provide a resilience web page, library and toolkit.
- Our fitness, health and wellness classes are easily accessible, offering a 50% employee discount on the registration fee.
- To ensure employees make good benefit choices, the HR department facilitates in-depth educational sessions and health fairs prior to open enrollment to inform employees of their options. During our automated open enrollment period, we provide one-on-one help to those employees needing assistance to ensure they are signing up for the benefits they actually want and need.
- Medical Discount Program -This program makes medical benefits more affordable for eligible full or part time employees. They can receive up to a 50% discount off of their medical plan contribution.
- Weight Watchers at work – An evidence-based weight management program, where employees meet on a weekly basis.
- Emergency Cash Advance Program- Holy Cross Hospital recognizes that employees may need access to a cash advance for emergency situations. We administer this program to provide up to \$1,000 in emergency cash to employees in good standing.
- A respite room is available for staff working in our busy and unpredictable emergency room. When stressful situations or high patient volumes prevent staff from taking a break, the respite room allows for a quiet moment to regroup or get a quick snack to refuel or rehydrate.
- An onsite healing garden and chapel"

Honest Tea, Inc.

www.honesttea.com

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

We hired a Wellness Coach that employees have 24/7 access to via e-mail, phone, skype or in person. Our coach provides employees with weekly wellness tips that get sent out every Wednesday in our Afternoon Tea newsletter. She also creates groups that have similar wellness goals and assists them in achieving their goals. She comes to the office every two weeks to do business casual yoga/walk on the Capitol Crescent Trail with the staff. She also has 2-3 hours of office hours every two weeks when employees can come and meet with her in person to discuss their health and wellness issues and concerns. Every quarter, we send out healthy snack packs to our employees in Bethesda and all over the country and fill them with organic and healthy snack items from like-minded companies. -Every year at our company meeting, we give out a number of health and wellness awards to employees that have reached their annual wellness goal (could be running a marathon, losing weight, lowering cholesterol, etc..) During the holidays, we give employees a company holiday gift that they can choose and we include a health and wellness option for everyone. An example of this is a Nike gift card and a branded Patagonia gym bag. In addition, we offer a monthly walking/biking allowance to employees who walk/bike to work and have a shower in the office so people can freshen up before their work day.

Hughes Network Systems, LLC

www.hughes.com

For Profit

Telecommunications

More than 250 Employees

In 2013, Hughes continued our communication about Health and Wellness plans offered with the philosophy of consumerism and wellness in mind. From our educational sessions about "How to use your Medical Plan and Health Savings Account" to email blasts with tips on using our carrier's tools available to locate quality providers and check prescription prices, we focused on encouraging employees to become educated healthcare consumers. In 2013, Hughes continued the designation of a Fit Friendly Company by the American Heart Association. To supplement the continual endeavor of remaining a Health and Wellness focused culture, Hughes enhanced the Annual Wellness Screening that all employees are eligible for, and directly tied participation of the screening to employer contributions into their Health Savings Accounts. All eligible employees financially benefited from participating as well as becoming more informed about their health and wellness. Lastly, Hughes took the opportunity to educate its employees on the Affordable Care Act and the impact of health care reform legislation by

sharing information through company wide communications such as the Benefits Website and any changes that may be affected by other legislative acts.

IntelliDyne, LLC

www.intelldyne-llc.com

For Profit

Management Consulting Services

Between 50 - 249 Employees

Health and Welfare: • Major medical • Dental • Vision Retirement • 401(k) with company match Wellness • Monthly health club subsidy • Corporate fitness challenges, biometric screenings, flu shots, and more • Employee assistance program Life and Disability • Company paid basic life and AD&D • Voluntary employee, spouse, and child life insurance • Long term care Leave Benefits • Paid time off • Paid holidays • Paid Military leave • Paid Jury duty • Volunteer time off • Major life event leave • Employee leave donation program Professional Development • Tuition reimbursement • Access to virtual on-demand IT training • Managers Training Program Additional Benefits • Employee referral bonus • Pet discount program • Legal resources • Transportation subsidy Flexible spending account Employee Focus • Employee celebration • Formal employee recognition program • Ice cream social • Employee survey

JBS International, Inc.

www.jbsinternational.com

For Profit

Consulting/Professional Services

More than 250 Employees

JBS is proud that we provide a benefits package that is comprehensive and cost-effective. We know that health and wellness issues are important to our staff and every year, we do everything we can to maximize benefits while keeping costs affordable. We also provide benefits, on a pro-rated basis, to part-time staff. Our HR staff continually looks for low-cost voluntary supplemental benefits to offer staff. Our benefits package for staff (and families/domestic partners) includes company-subsidized medical, dental, short-term disability (employees only), and long-term care insurance, company-paid life and long-term disability insurance, an EAP, and partial tuition reimbursement (employees only). Behavioral health services/programs and discounts are also provided through our medical plan. Our insurance vendor provides an online health assessment, online health coaching, and telephone health coaching. Employees who participate in our health insurance program can use these tools and receive gift cards for their participation each year. We have flexible work schedules for parents, interns, employees with long commutes, and those who are caregivers for ill family members. In addition to our benefits

package, we also offer ongoing events and activities designed to promote the health and well-being of our employees in the workplace. The centerpiece of these events is our on-site annual health and wellness fair where numerous activities occur throughout the company. A case study about our fair is being published in November by the State of Maryland as part of their Healthiest Maryland Employers program. Onsite wellness workshops are conducted throughout the year by our EAP and healthcare insurance vendors. In 2013, we began a monthly Fresh Fruit Friday giveaway at our North Bethesda, Maryland (HQ) and Burlingame, California offices. This year we also created an online Health & Wellness library on our employee intranet. It contains nine sections with links to more than 50 health, wellness, and life balance resources. Our Be Well team promotes health initiatives and blogs about wellness issues throughout the year via our employee portal. We also promote health and fitness awareness days, weeks, and months throughout the year on our employee intranet, the Insider, as well as through our corporate social media. In addition, we promote awareness of some events by handing out reminders to our North Bethesda (HQ) and Burlingame, California staff. These include red ribbons on World AIDS Day, red dress pins for the American Heart Association's National Wear Red Day, and blue Pinwheels for Prevention during Child Abuse Prevention Month.

LiveHealthier

www.livehealthier.com

For Profit

Healthcare

Between 50 - 249 Employees

Onsite Health and Wellness Classes: Bootcamp, Yoga, Barre Assets, Zumba, Nutrition Seminars.

Company Sponsored Offsite Health and Wellness Classes: Kick Boxing, ZenGo Cycling.

Wellness Reimbursement: Employees get \$360 a year to spend on Health and Wellness activities/products. Covered activities/products include: Running Shoes, Gym memberships, Money towards Bikes/treadmills/weights, Golf, Sports leagues, Running events, etc.

Multiple health and wellness challenges throughout the year: Mindfulness Challenges, Physical Activity Challenges, Hydration, Nutrition, Onsite wellness room

"Active Fridays": For one hour each Friday, employees get to take an hour to participate in wellness activities of their choosing. The entire company is given an hour off and encouraged to participate.

Other efforts include: Ample communications detailing wellness/benefit information; Monthly Newsletters; Posters; Email Reminders; Individual Portal that serves as a main hub of wellness activity and information; Community Forum; Benefits Information; Challenge/Event Registration; Tracking of Incentives; Incentives for participating in challenges; Onsite Flu Shots; Biometric Screenings; Personal Wellness Stories: Employees get to showcase their wellness/health achievements and encourage others to participate in a healthy lifestyle; Employee Wellness Surveys and Focus Groups to better understand what will motivate employees to participate in the wellness program; Healthy catering options for

applicable events; “Healthy Snacking While You Work” Seminar; Health tips and articles available on portal; Bike storage; Many employees participate in bike to work week”.

Marriott International

www.marriott.com

For Profit

Hospitality

More than 250 Employees

In addition to the TakeCare program, throughout the year we sponsor and promote numerous initiatives to help associates live healthy lifestyles, manage ongoing health issues and adopt good preventive health practices. We support on-site fitness centers and classes, health fairs, Weight Watchers at Work, flu shots, health screenings, blood drives, and much more. Associates also have access to special benefits that further encourage health and wellness, including:

- Free 24/7/365 consultation, information, resources and referrals on health and wellness topics through myARL (our EAP and work-life program).
- Free preventive care for annual physical exams, related lab and X-ray screenings, well-woman exams, mammograms, heart screenings, routine baby and child exams, and child immunizations.
- Lower-cost drugs for those with chronic conditions related to diabetes, asthma and heart disease.
- Maternity Program offering confidential support for expectant mothers from a trained labor and delivery nurse. Associates enrolled in our two national plans (Aetna and Cigna) are eligible to join this program during their first or second trimester and earn up to \$1,000 to help pay for medical expenses. Associates in our Kaiser plan who participate with the maternity program can have the labor and delivery costs covered at 100%.
- Weight Watchers discounts - Marriott covers 50 percent of the program cost.
- Smoking Cessation Program participants can talk to an expert to get advice and help quitting, and can receive free nicotine replacement therapies such as lozenges, gum and patches. This program is available to all permanent associates, including those not enrolled in a medical plan.
- “Know Your Numbers” campaign reminds associates of the importance of knowing your blood pressure, cholesterol, blood glucose and body mass index.
- Associate Health Services is a team of nurses available to associates – either in person or by phone – to aid them with health care issues. The nurses are located at Marriott corporate headquarters and our largest properties. They provide care to injured or ill associates, promote health and wellness programs, conduct ergonomic assessments, and offer immunizations and other preventive health strategies such as pre-shift stretching programs.
- Second Opinion Program is offered with our two national plans. Members faced with life-threatening or life-changing diagnoses can request a medical second opinion online at no cost. Aetna is partnering with Harvard Medical School to offer this program; CIGNA is partnering with the Cleveland Clinic.
- Associates can work with health coaches to help them learn to better manage their chronic medical conditions and lead healthier lifestyles. All of the medical plans offer a free nurse line with nurses available 24 hours a day, seven days a week.
- Free Vision Discount Program available to all associates and family members (including parents and siblings) whether or not they are enrolled in a health plan. Offers discounts on glasses and contact lenses through the Vision Discount Program by EyeMed’s in-network providers and retail stores. Discounts are also offered on eye exams, mail order contacts, and

laser correction. • CVS Minute Clinic \$5 copay for basic healthcare visit for associates and covered dependents age 18 and older who are participating in Aetna and CIGNA plans. • Free Online Health Assessments

MedStar St. Mary's Hospital

<https://www.medstarhealth.org/st-marys/pages/default.aspx>

Nonprofit

Healthcare

More than 250 Employees

Onsite free vaccines to employees. Onsite free nurse practitioner services for employees with illness/injuries Health/Wellness Fairs for day and evening/night employees Free smoking cessation counseling with OH nurse practitioner and free smoking cessation aids (meds, patches, etc.) Active Wellness Committee with participation from many departments/shifts to spread the word of health/wellness activities for all staff Free BP screening Free Cholesterol panel screening biannually Onsite use of Physical Therapy Gym Equipment Onsite personal trainer

MONTGOMERY COLLEGE

www.montgomerycollege.edu

Nonprofit

Education

More than 250 Employees

- Re-aligned wellness staff to report directly to benefits manager to ensure consistency in employee benefits and wellness programs.
- Implemented a High Deductible Medical plan paired with a health savings account to encourage our employees to be engaged in their health, and providing an employee incentive by funding the health savings account.
- On-site cooking demo “Healthy Holiday Eating” December with the Chef Michele, a registered dietitian who realized that many chronic illnesses and conditions can be prevented or reversed by a healthy diet. She became passionate about pairing food and nutrition to teach people how to prepare balanced meals.
- Provided free biometric screenings on all 3 campuses. These screenings provided employees with on-the-spot counseling sessions to understand their numbers and support on how to change behavior.
- Couch to 5K Program with the Run Farther and Faster certified coaches. This program was targeted for beginners hoping to complete their first 5K through a half marathon program for those targeting a fall half marathon and everything in between.
- Sunrise Workout, blend of body sculpting + cardio
- Therapeutic Yoga, 2 8-week sessions focused on areas of the body that “desk jockeys” develop muscular imbalances (tight hip flexors, tight anterior delts/pec majors, tight erector spine, tight hamstrings, tight levator scapulae)
- Piloxing, a combination of Pilates + Kick Box + balance: a fusion of cardio + core work
- KP Mobile Health Van on

campus in January and again in May, biometric screenings • Flu Shot clinic • Aqua Zumba • Power Circuit • Social media (Facebook & Pinterest) to increase awareness of program. • Two employees became American Diabetes Association Ambassadors to provide WINNING AT WORK: DETECTING, PREVENTING AND MANAGING DIABETES FOR A HEALTHY WORKPLACE seminars. • Two employees became Fresh Start Facilitators, which is a smoking cessation program directed by the American Cancer Society. • Quarterly health/fitness challenges. • Onsite flu shot clinics.

Montgomery County Government

www.montgomerycountymd.gov

Government

Government

More than 250 Employees

Employee Assistance Days MCG Vitality! is host quarterly opportunities for employees to meet one-on-one for confidential counseling sessions with representatives from CareFirst, Caremark, United Health Care, Kaiser Permanente, Prudential, United Concordia, National Vision Administrators and ComPsych GuidanceResources®. In these private counseling sessions, employees get answers to your questions and discuss any concerns with carrier representatives. Launched: MCG Vitality MCG Vitality, the County's Employee Wellness Program, is developing programs to assist employees in embodying vitality as an essential value through an integrated, data-driven wellness initiative that supports optimal health, happiness and productivity. Programs such as Thrive Across America (a walking program), Know Your Numbers (preventive care recommendations), and Lose and Win (a healthy eating program) Launched new Employee Assistance Program Provider-- ComPsych GuidanceResources® – One of the many benefits offered to employees is the Employee Assistance Program, a free and confidential program to assist employees and their dependents in personal and work-life issues. ComPsych Guidance Resources services include: •Employee Assistance Program (EAP) Confidential Counseling •Work-Life Solutions Need child care, elder care, or pet care? Looking for reputable home repair services, buying a car, planning an event, or selling a house? ComPsych GuidanceResources® will provide qualified referrals for these needs and more. •Legal Support Speak with an on-staff licensed attorney about legal concerns such as divorce, custody, adoption, real estate, debt and bankruptcy, landlord/tenant issues, civil and criminal actions, and will preparation. If you require representation, you will be referred to an attorney for a free 30-minute consultation and a 25 percent discount on customary legal fees. •Financial Information On-staff CPAs and Certified Financial Planners will provide answers to your questions about budgeting, debt management, tax issues and other money concerns.

Ryan LLC

<http://www.ryan.com>

For Profit

Corporate Tax Advisory Services

More than 250 Employees

myHealth (Ryan's wellness program up to November 1, 2013) is a global, results-orientated wellness program designed to encourage our employees to lead healthier lives. The program is completely voluntary and allows employees to choose their level of involvement and participation. Through educational and training programs, team and individual challenges, wellness activities, and online tools and resources, our wellness program offers a comprehensive, engaging, and rewarding approach to health and well-being, including physical health, physical activity, nutrition, and emotional health. Ryan employees exceeded expectations and continued to leverage the benefits of myHealth through active participation in many activities, challenges, and online resources. Below are just a few of this year's highlights and year-over-year metrics:

- Employees receive weekly Wellness Wednesday Newsletters highlighting health tips, educational sessions, challenges, resources, recipes and information about upcoming company-sponsored and supported events and activities.
- Monthly, free educational health sessions on topics on a variety of health issues ranging from breast cancer awareness to health eating tips to pediatric health.
- Frequent company-wide fitness challenges, including 2-Minute Drill and On the Move challenge
- Free on-site annual biometric screening for health risk factors (including cholesterol, blood pressure and BMI). Along with the screenings, we also offer a Health Fair with health related vendors.
- Reimbursement of gym membership costs of up to \$50 per month.
- Medical premium-based financial incentives for employees who adopt behaviors that support wellness and achieve certain health targets. So far in the 2013/2014 benefit plan year, which runs from July-June, 50% of U.S. employees have earned \$60-\$80 per month in medical premiums for completing the biometric screening and member health assessment and meeting 3-4 criteria.
- Leveraging Ryan's flexible work environment, employees are able to train for and participate in charitable walks and runs.
- Access to personal coaching and a wellness portal managed by our wellness vendor. To date, we have 13,700 log-ins to the portal. 6,686 from September 2012 to August 2013.
- From 2012 to 2013, the average number of health risk factors dropped from 1 to .81 (down 19%). The average health score in 2013 was 86.4. These statistics are evidence that our wellness program is effective and that our employees have improved their health level within the last year. Executive champions and support at the top-levels starting with our CEO and President, as well as dedicated internal resources to our wellness and related programs and initiatives.
- Finally Ryan's growing commitment to employee health and physical activity is further evidenced in our health and wellness award wins. In 2012 Ryan won Healthiest Employers awards in 10 different cities and 8 "Fit-Friendly Gold Certifications". So far in 2013, we have made the Healthiest Employer lists in 13 U.S. cities. These awards recognize organizations that are committed to creating a healthy workplace and have effective, measurable wellness programs in place for employees.

Sandy Spring Bank

www.sandyspringbank.com

For Profit

Financial Services/Accounting

More than 250 Employees

SSB offers multiple wellness programs that provide something for all employees and their family members. Programs that help members identify potential health risk factors, stop smoking, and lose weight, as well as a \$200 annual program that reimburses employees for anything related to skill enhancement or wellness. In 2013 Sandy Spring Bank continued to offer its annual Health Risk Assessment Program. This program provides participants and their spouses with a personalized health report that they can share with their doctor. In addition they may be contacted by our Medical Management Company if certain triggers are met for health risk. SSB provides a monetary incentive for all fulltime employees who complete the assessment. This program has become a tradition for many employees and they look forward to comparing their results to the previous years to see how they have improved.

SelectHealth

www.selecthealth.org

Nonprofit

Healthcare

More than 250 Employees

"As a non-profit health insurance company, we are committed to keeping employees and their families well. Offering a robust benefits package is just one way we support healthy employees : • Health, dental, and vision insurance coverage • 401K match • Life and disability insurance • Pre-tax FSA and HSA benefits • Employee Assistance Program • Flu Shot Clinic We realize that part of staying healthy includes making healthy choices. Employees are able to participate in a number of wellness challenges throughout the year. We also offer a health risk assessment and free health coaching program as well. Our online platform features programs that employees can access at any time to help them learn more about healthy choices. All employees have access to an on-site gym, complete with classes and personal training classes. A cafeteria features healthy options, and employee massages are offered two days a week. During 2013, our wellness program included an incentive program designed to help employees move more. Employees record every minute they exercise and turn them in for prizes. In order to redeem the prizes, employees must take basic measurements for height, weight, waist circumference, and blood pressure. They can also track their progress with quarterly fitness tests: one-mile walk/run, pushups, situps, and flexibility. They also receive points for setting and achieving goals every quarter. The response has been overwhelming – many people have participated and are improving their health every day. Employees also have the option to work from home or create a flex schedule. Employees are given equipment to help them work from home easily, and can create a schedule that allows them to retain an optimum work-life balance. We've also polled our employees yearly to address concerns related to wellness. These have included all dimensions of wellness, including physical health, safety, mental health, access to healthcare, and workplace safety. These tools have allowed us to make improvements to help our employees feel safe and welcoming at work."

Smartronix

www.smartronix.com

For Profit

Consulting/Professional Services

More than 250 Employees

"With the role out of our formal program six years ago, we have continued to keep wellness in the forefront of our employees and their families. 1) For six years, assessments have been offered at all office locations, where our administrators as well as some management team members personally travelled to the areas to promote participation. Since its inception our wellness program has continued to grow. Growth data provided below. We believe that a significant portion of that growth is attributed to the education efforts each year: a. Participation in 2008 – 10 % b. Participation in 2009 – 30% c. Participation in 2010 – 60% d. Participation in 2011 – 70% e. Participation in 2012 – 78% f. Participation in 2013 - 80% 2) Health premiums are discounted for those taking part in the sponsored wellness programs. 3) Discounted premiums for non-smokers and cessation support for current smokers. 4) Incentive bonus is offered for those not enrolled in the company sponsored health program but participating in the wellness program. 5) Substantial informational materials provided by our health provider and EAP. 6) Providing wellness assessments options for remotely located employees. 7) Updating our wellness program based on industry changes, evaluating comments and recommendations. 8) Required engagement with the Wellness Vendor if risks identified during assessment. 9) Offering substantial, personal briefings on all options provided prior to and during open enrollment. Our vendors participated in these briefings. An instructional "how to read your wellness results" is provided on SmartNET. 10) Offering option for additional assessments such as TSH and Prostate screening. Continuing to be proactive, we regularly communicate with employees about how to best use their health benefits and the value of the CDHP and HSA plans. This year, Smartronix took a stronger stand regarding the negative effects and medical costs of smoking by increasing the supplemental charge for smokers from \$520 a year to 20% of the monthly premium. For several months prior to open enrollment this was communicated to employees and they were encouraged to participate in a smoking cessation program. We have had more than five employees stop smoking!! We firmly believe in helping our employees be the most educated they can be on their benefit offerings and therefore making the best decisions for their family obligations. The education sessions for the employees and families are ongoing as we know that being a consumer of healthcare is a long learning process, not just an election during open enrollment. We strongly encourage spouses and family members to participate in the benefit educational opportunities provided by Smartronix. On a lighter note - offices offer games and recreation facilities to encourage and allow employees to break out of the daily grind and get a little exercise or enjoy the company of fellow employees while contributing to their own wellness. Ping pong games or basketball challenges are common when work schedules allow a break. Family summer picnics are often centered on team challenges and a favorite one was structured similar to the Olympic games."

Social & Scientific Systems, Inc.

<http://www.s-3.com>

For Profit

Consulting/Professional Services

More than 250 Employees

SSS fosters a healthy work environment by providing the tools needed to develop and maintain healthy lifestyles in the workplace and in the home. Healthy snack options are provided in the vending machines and healthy lunch options are available at company-sponsored meetings. Tips on healthy living are provided online through our intranet and company bulletin boards. We continue to offer onsite weekly massages; free onsite fitness classes are offered during and after hours to allow staff to meet their fitness goals without leaving the office. Employees and their families are eligible for discounted gym memberships with many of the leading local gyms. Hand sanitizers were placed at all sign-in sheets, public areas, and restrooms, and employees received their own personal hand sanitizer. This year we offered free seasonal flu vaccinations to employees and family members, and employees were able to purchase pneumonia vaccines onsite.

Southern Maryland Electric Cooperative

www.smeco.coop

Nonprofit

Utilities

More than 250 Employees

SMECO's Wired for Wellness program has grown considerably since its inception in 2006. Today we offer an onsite fitness facility, fitness classes, wellness tables, healthy cooking demonstrations, health fairs, biometric screenings, regular blood pressure checks, wellness challenges, athletic event sponsorships, online seminars, comprehensive wellness website which includes food and movement tracker, healthy vending options in our breakrooms, bi-monthly Wired for Wellness Magazine that reaches our family/retiree population, financial advisors and retirement planning and disease management.

SRA International, Inc.

www.sra.com

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

SRA has a team dedicated to employee wellness. The wellwithin® team is comprised of registered nurses, a wellness coordinator and an HR administrative specialist. The wellwithin® team provides our employees with clear access to diverse offerings and resources toward self-improvement unique in our industry. In addition, we provide nurse care services through a high-touch approach managing disability and facilitating return to work. This program receives accolades from employees and managers and has proven to have high value through a reduction in total lost work days for the employees as measured through an annual return on investment review. • The wellwithin® Council has also been effective in promoting and creating a culture of health. This group consists of employees with diverse backgrounds who are passionate about health and wellness. These wellness ambassadors determine the success of current programs, provide ideas for future programming, and share upcoming event and initiative information with fellow employees. • SRA understands the value of an ergonomically correct workplace. Our wellness coordinator is a Certified Office Ergonomics Evaluator and provides one-on-one ergonomic assessments in-person, on the phone and/or via email. By providing ergonomic adjustments to equipment such as chairs, desks, and computer monitors, employees are more comfortable and productive in their workspace. When needed, the wellness coordinator works with the nurse care managers to provide workspace modifications. • SRA has extended our financial commitment to wellness with a new third party health and wellness vendor partnership. Employees can access a robust wellness portal that includes programs and tools to track progress in various health focuses allowing them to take individual journeys to customize their improved health. Employees are asked to complete a health risk assessment (HRA) and biometric screening once per year. Based on the results of the HRA, the employee receives recommendations for health programs through our wellness vendor. We have seen an increase in HRA engagement from 24% in 2012 to 36% in 2013. • SRA offers onsite health screenings which provide biometric values such as blood pressure, cholesterol, BMI, waist-hip ratio, blood glucose, and more. Employees that are unable to attend the onsite health screening events can take part in the Community Access program or Physician's form option for credit. We have seen an increase in biometric screening from 15% in 2012 to 27% in 2013. • Online health coaching and lifestyle management programs are offered for smoking cessation, physical activity, nutrition, stress management, anxiety/depression, weight management, chronic condition support, maternity/lactation support, and behavior/mental health through our wellness vendor and Employee Assistance Program. These programs are offered on an individual basis and use cutting-edge behavior modification methods, as our employees report that it is easier to utilize smaller steps to make effective lifestyle changes. We have seen an increase in wellness vendor program participation engagement from 7% in 2012 to 34% in 2013

The Maryland-National Capital Park and Planning Commission

www.mncppc.org

Government

Recreation, Park and Planning

More than 250 Employees

For a long time, M-NCPPC has been dedicated in offering and maintaining numerous employee-friendly policies, programs and benefits. During the 1970's, M-NCPPC was ahead of the curve by offering some of these employee-friendly benefits such as job sharing, extended approved leave for maternity and adoption, deferred compensation, sick leave banks, and bereavement counseling. In 1995, M-NCPPC formed a Work/Life Committee, made up of a cross section of employees, who represented a variety of work and family related backgrounds. Through the Committee, M-NCPPC developed a formalized Work/Life policy to memorialize and continue its commitment to providing a worker-friendly environment and programs to meet the challenges of the changing workforce. Today, M-NCPPC continues to offer many Work/Life Programs designed to allow employees to better balance career and personal goals/responsibilities. Our most popular and highest utilized Work/Life Program is our flexible work arrangements, which includes flextime (flexible work schedules), compressed work weeks, teleworking, job sharing, and part-time career schedules. M-NCPPC also offers an umbrella of other Work/Life Programs and alternative benefits such as: Employee Assistance Program (EAP), childcare/eldercare referral service, credit union, up-close parking, commuters guaranteed ride home, legal resources program, nursing mother program, tuition assistance, wellness classes, sick leave banks/short term disability, legal resources, and multiple other alternative programs/benefits. M-NCPPC is also committed to being an employer of choice by offering a comprehensive and outstanding compensation, health benefit and leave package. Our compensation plan is designed to be competitive in the marketplace, and is based on the principle of equal pay for equal work. M-NCPPC also offers a wide range of health benefits at a low employee cost share. Health benefit offerings include several choices of health insurance plans, prescription plan, dental plan, vision services plan, and the employee cost share ranges from approximately 15%-20%. Health insurance benefits are also available to the employee's spouse, dependents, and/or domestic partner (and domestic partner's dependents). M-NCPPC also gives employees a generous leave package which includes per calendar year rates of: up to 15 to 26 days of annual leave (based on years of service), up to 15 days of sick leave, and three (3) days of personal leave.

United Educators

www.ue.org

For Profit

Insurance

Between 50 - 249 Employees

We pride ourselves on offering employees a variety of ways to improve their health, through exercise, nutrition, or stress management techniques. Diverse program offerings ensure that we can engage employees regardless of their current fitness levels. In 2013, we provided all employees with a "sonic pebble" to measure their steps on a regular basis and encourage more movement! We also instituted the "Sonic Boom Wellness" fitness program which features regular fitness challenges.

University of Maryland Charles Regional Medical Center

www.charlesregional.org

Nonprofit

Healthcare

More than 250 Employees

- Healthy Cooking Day – including cooking demonstrations and nutritional information
- Fitness Fair – BP screenings, hand hygiene booth, weight loss information (nutritional supplements/products; health club fitness demonstration; zumba sessions)
- Walking Campaigns
- Take Care of Yourself – provide healthy snacks and yoga sessions
- Have Lunch of Us – provide healthy lunch selections
- Bi-weekly Farmer’s Market
- Healthy local produce served in employee cafeteria and prepared for patients
- Health Screenings annually
- Incentives throughout the year for participants in Wellness initiatives

Verizon Wireless

For Profit

Technology, Telecommunications

More than 250 Employees

In an effort to address trends in diabetes and cardiovascular disease, which are two of the most prevalent, negative impacts on American's health today, Verizon implemented an enterprise wide biometric screening initiative to begin to uncover unknown diabetics and pre-diabetics and get them into care management programs. The onsite and remote biometric screenings are free for employees. The screenings included blood pressure, cholesterol, glucose and BMI. This test panel helped employees know if they were at low-risk, medium-risk, or high-risk for preventable health conditions. Employees were encouraged to share the results with their doctors. More than 9,500 employees across the footprint participated in the first year of this enterprise wide initiative. This program will continue being offered to reach more employees and to help them “Know Their Numbers”. To address health risk trends that continue to surface such as weight management, poor diet/nutrition, and physical inactivity, Verizon’s Better Health Online Coaching program provides members with individualized attention to make necessary lifestyle changes. This program addresses five key behavior areas: healthy eating, weight management, stress management, physical activity, and insomnia. In addition, the weight management program is supported with telephonic coaching. Better Health Online Coaching offers an innovative, interactive approach for helping address key behaviors by setting appropriate goals for members with identified health risks. It also provides a set of interactive, self-paced online programs provides personalized guidance. Members get motivational tips and meaningful tools to help make rewarding and lasting changes. Members gain the knowledge and support they need to reshape both their mind and body, and gain more out of life every day.

Vocus

www.whyworkatvocus.com

For Profit

More than 250 Employees

At Vocus, we believe that the key to health and wellness is balance because it enables our employees to thrive in a high-growth, fast-paced industry like cloud marketing software. We not only encourage work-life balance for our employees, we have a company culture that promotes a healthy lifestyle. We host an annual health fair for employees complete with health screenings, massage therapy, risk assessments, dermatological screening, allergy testing, and flu shots all for free. We also offer exceptional health insurance options that cover 90-100 percent of out of pocket employee costs. We also believe in providing our employees with the option of having a healthier lifestyle. This is why we have invested \$250,000 to build an on-site fitness facility complete with a basketball court, weight room and cardio machines. Fitness classes like yoga, boot camp, and cardio kickboxing are offered daily and run by instructors at no cost to the employee. Many, including our C-Level executives, use the gym. Our executives lead by example and you will regularly find them working out alongside employees. Our CTO helps lead our exercise boot camp class. On any given afternoon, you may find yourself on a treadmill next to our CEO or shooting hoops with our VP of client services. In addition to fitness classes, employees participate in Vocus-sponsored sports teams for exercise and to build camaraderie with colleagues and friends while showing pride in their work and the company. In addition to workouts, our employees may also enjoy the spa area if they prefer to relax quietly. Our spa room is where employees can enjoy services from a travel spa that offers services such as manicures, pedicures and massages. Vocus employees have access to healthy food options in our café and vending machines. We offer free fresh fruit to employees on a daily basis to encourage healthy decision-making when it comes to snacks. In an effort to reduce our carbon footprint we have removed disposable cups from the office and instead provide each of our employees with a re-usable mug or cup for the free drinks offered in the café. Our careers website also includes a blog, where we highlight and share employee achievements related to physical fitness. Employees may write posts sharing their experience training for a marathon or 5K. Our fitness instructors contribute guest content related to tips for exercise and living a healthy, balanced life. With regard to work clothes, leave the suit and tie at home. Our employees wear what's comfortable and feels right to them, so they are more relaxed. We know the value of getting out of your seat, so our shared spaces like the Oasis, Arcade, and Coffee Shop, are all designed to bring employees together to re-charge and relax.

Washington Real Estate Investment Trust

www.writ.com

For Profit

Real Estate

More than 250 Employees

Washington Real Estate Investment Trust (WRIT) has a long standing dedication and commitment to providing integrated programs and resources to employees and their families promoting a healthy lifestyle that becomes second nature versus a choice. The WRIT Wellness Committee is comprised of employees from all divisions and levels within our organization. Our mission statement states “We are dedicated to providing you and your families’ ideas, programs and literature for choosing a better, healthier lifestyle, work/life balance and an overall enhanced state of well-being.” Together with our healthcare provider (CIGNA) we have a budget of \$25,000 annually for our health initiatives. CIGNA provides us a dedicated staff member who comes on-site to our committee meetings so we can work as a team. This dedicated resource gives a direct line to CIGNA who explains our wellness programs which in turn helps us with reducing our renewal costs. Of course we complete annual biometrics, flu shots, walking challenges and softball team sponsorship. All of which are very well attended. However; our goal is to go beyond these basic minimum standard programs and to keep our initiatives creative to maintain employee engagement and retention. We tie some of our programs to our Charity Committee as well. A few of the creative events our committee has accomplished are: healthy cooking demonstrations by nutritionist followed by one on one counseling, CPR & AED training, sponsoring employee bike to work day, smoking cessation, motorcycle safety awareness, and a seat belt safety awareness campaign by handing out Kudos bars at the front parking gate if you were wearing a seat belt. We also participated in a local industry event in Washington DC which is called “The Real Estate Games” to raise money for juvenile diabetes. These Real Estate Games are Olympic type physical games and our employees love it! Years ago we had a hard time getting people to participate. Now we have people lining up to participate. Our Executives are frequently seen working out at our on-site gym and our Directors participate in our boot camp program which occurs daily. In fact, we recently had an article published in the Washington Post Capital Business section regarding our successful boot camp. We are also very proud that for the 4th year in a row we have received the Health & Wellness Trailblazer Award from the Alliance for Workplace Excellence. In 2012 & 2013 we received the Washington Business Journal's Healthiest Employer Award. I could go on and on about the number of programs we have in place. What makes WRIT’s program stand out from others is that we go beyond the basic wellness. We are providing an atmosphere of personal growth development in which the employees are given leadership opportunities they might not otherwise have in their day to day responsibilities. Any employee can bring forward a wellness idea and execute its implementation. This structure makes employees a part of the decision making process which creates a greater sense of camaraderie, pride and ownership. It is a successful culture of shared beliefs.

West Tennessee Healthcare

Government

Healthcare

More than 250 Employees

West Tennessee Healthcare (WTH) is a public, not-for-profit healthcare system. The organization proudly employees over 5,000 individuals, who serve 18 counties in our region, through six hospitals and

dozens of other facilities, including Jackson Madison County General Hospital, a 635-bed tertiary care center. WTH offers a comprehensive employee wellness program, called Healthy Heights, to all of its employees, regardless of employment type; the program is designed to motivate employees to improve their health and well-being by providing free health screenings, health coaching and education, physical activity programs, and outcomes-based incentives. Through the Healthy Heights program, both the employees and the organization benefit from improved health, better control of chronic diseases, elevated morale, decreased absenteeism and presenteeism, and lower employee benefits costs (through WTH's self-funded health insurance product).

Indoor Walking Paths To further promote physical activity, the hospital unveiled two marked indoor walking paths, open to both employees and the general public. One path traverses the entire lower level of the facility (half-mile distance), and the other utilizes a scenic cross-bridge from the hospital to the medical office building (quarter-mile distance); both paths offer climate control and easy access from covered parking garages.

Healthy Heights Employee Wellness Program Finally, the biggest addition to the employee wellness program at WTH is the formalization of the Healthy Heights program. This comprehensive, sustainable program is voluntary and free to all employees, offering each employee personalized wellness information and incentives. At enrollment, each participant receives a detailed health risk assessment (with personalized report), free lab work (fasting glucose and full lipid panel – cholesterol, HDL, LDL, triglycerides), biometric screening (height, weight, BMI, blood pressure, waist circumference), wellness fair with health coaching and goal setting, and access to physical activity calendars, online exercise tracking, and multi-format educational classes. Participating employees are eligible for cash incentives at the end of the program year, if they achieve at least one of their health goals.

LIFT Wellness Center The system has constructed a new comprehensive wellness center (approximately one mile from the main hospital campus) called LIFT – Living in a Fit Tennessee – featuring medical fitness, physical therapy, health education, early detection, chronic disease management, occupational medicine, and primary care services. The facility, which is the 80,000+ square foot keystone tenant of the Jackson City Walk development, is designed to “lift” our region’s health, including the physical, emotional, and economic aspects. One of the targeted populations at the center will be WTH employees, who will receive discounts and other incentives for enrolling and utilizing the facility. WTH will also partner with local employers, schools, and faith-based organizations to tackle the physical and financial burdens of poor eating habits, chronic disease, and inactivity.