

2015 Health & Wellness Best Practices

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 has been a recipient of the Washington Business Journals' Healthiest Employers in the Greater Washington area.

BDO USA, LLP

www.bdo.com

For Profit

Consulting/Professional Services, Financial Services/Accounting

Between 50 - 249 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 2014 challenges include: the BDO Bucket List, BDO Biggest Loser and No Fizz Challenge. 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

- Branded the firm’s wellness program (PowerUP). With the PowerUp helps staff “PowerUP” to increase activity among the employee population and to help them reach their health goals. The program consisted of the introduction of PowerStations Wellness Rooms which provides stand up desks, treadmill desks, and stability ball chairs, re-launching of healthy vending machines, and offering of free fitness classes at gyms near our offices. An exercise challenge was part of the kick off where pedometers were provided to each participant. Additionally, as part of the challenge, each team that averaged a total of 210,000 steps by the end of Week 6, would be provided with a FitBit device for each participant and raffle of prizes were provided to teams achieving the 12 week milestone. With the rebranding we launched the PowerUP brand with onsite events at many of office locations nationwide. We also developed a Sr. Leadership Steering Committee and wellness champions through our offices nationwide, and utilized social media to capture stories of wellness, progress and pictures from our staff.
- Critical Illness insurance was added as a voluntary benefit. It provides lump sum benefit to help you cover the out-of-pocket expenses associated with a critical illness diagnosis.
- The firm pushed out Benefits Buzz app which is a mobile app that serves as a communication tool by providing information on important changes and updates to our benefits, providing overviews on the health and wellness benefits offered at the firm.

Calvert Investments

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

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

It is important for 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. These include:

- * Transportation Benefits - up to 100% subsidy for associates using public transportation, reimbursement toward a bicycle purchase for associates commuting by bike-to-public transportation or bike-to-work, walking shoes for associates commuting by foot, or 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.
- * 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 education information about a healthy pregnancy.
- * Strides Walking Program - Offers financial incentives for walking milestones.
- * Weight Watchers Discount - Offers up to 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 15-minute 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 a monthly wellness theme to associates. Each month includes a wellness 'tip of the month' 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 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 company-wide volunteer event.
- * Associate Events Committee - This committee includes associates from a variety of departments 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 the 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 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 per ticket through our discount program. * Various Business Discounts - Home and auto insurance, Zipcar, cell phones, computers etc.

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.). Employees who are considered to be engaged in our Wellness Program receive a 53% discount of premium costs for medical insurance. We also offer pre-taxed flex spending accounts for employees. We have an on-site day care center. Employees receive preferential placement as well as a discount at childcare center. We launched our first annual Benefits Fair in the Spring of 2014. Vendors came on campus to educate employees about benefits they are eligible for. The Benefits Fair is scheduled immediately prior to our Open Enrollment time period.

Carroll Hospital Center

www.carrollhospitalcenter.org

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center presents an assortment of activities and services that encourage wellness and assistance in our wellness initiative. Below is a list of a few of the activities and services we provide: Wellness web-site, monthly awareness packets with monthly quizzes, resource library, Yoga, Guided Imagery available daily, Lunch & Learns (educational sessions). We also offer No cost Health Risk Assessment (HRA) for Associate and spouse with detailed health report including RN counseling for HRA and follow up checks. Earth Day campus walks are offered to clean up the campus and to provide exercise. In addition, also offered are blood pressure screenings, Health/fitness fair, smoking cessation programs, Flu vaccines, Care Navigator consults, Nutritional counseling, Lymphedema treatment services, Reiki massages (to include a Mini Massage Day and Massage therapy), Reflexology, Acupuncture, Laser hair removal, and Genetic counseling. An extensive kind of support groups are offered, Lose to Win, Wellness challenges (we partner with a local supermarket and the Y of Central Maryland), Weigh to Health, Cooking with the Doc classes (partnered with local supermarket). Wellness points are given for all wellness activities and events. Participants in the wellness program must accumulate 60 wellness points to receive a discount on health insurance. Associates not on the health

insurance plan are still encouraged to participate in the program and receive a monetary incentive for accumulating wellness points.

Cartus Corporation

www.cartus.com

For Profit

Consulting/Professional Services, Relocation/Global Mobility

More than 250 Employees

"Because we understand that our employees have responsibilities outside the workplace, Cartus helps employees enjoy a healthy, fulfilling work/life balance. Around the world, our offices support flexible working. In fact, about half of our employees worldwide take advantage of our flexible work schedule. In various offices, we offer onsite concierge amenities, an onsite wellness center, health screenings and wellness seminars, nutrition and exercise programs, and family events like our annual Bring Your Children to Work Day. Our work/life initiatives have earned awards from the Society for Human Resources Management, the Alliance for Work/Life Progress, HR Magazine, and Workforce Magazine. Our global Wellness Program covers a broad diversity of initiatives, including health screenings, Lunch & Learns, and the annual Wellness Fair, among other events in our offices around the world. • The Wellness Fair, conducted annually since 2003, features dozens of exhibit booths/tables sponsored by local practitioners and organizations involved in health-related activities. • Lunch & Learns are educational presentations featuring health professionals given during the lunch hour on a wide variety of health-related topics, from Women and Heart Disease to Acupuncture and Medicine. • Health screenings, from blood pressure to mammography, are an important Cartus initiative across the globe. • Our Wellness Center in Danbury, Connecticut—staffed by a physician's assistant—saves employees an average of \$86,000 in annual co-pays. It supported more than 4,000 visits in 2013. •

An additional contributor to wellness at Cartus is the Realogy iThrive Program. Accessed through the company intranet, iThrive targets health, fitness, prevention, and educational topics that complement our local program. • The Business Council of Fairfield County (CT) recognized Cartus as the Platinum winner in its ""Promoting a Healthy Workplace"" program. Cartus also offers regular health and wellness tips to employees and our customers through our blog. Topics include: •

Relocating Your Inner Thermometer: <http://www.cartusblog.com/relocation-tips/relocation-acclimation/> • Allergy Tips: <http://www.cartusblog.com/relocation-tips/relocating-and-allergies/> •

Simple Tips for Staying Healthy When You Travel: <http://www.cartusblog.com/relocation-tips/stay-healthy-when-traveling/> • How to Find a New Doctor When You Move:

<http://www.cartusblog.com/relocation-tips/find-new-doctor/> • Flu Season:

<http://www.cartusblog.com/cartus-news/its-flu-seasontake-care-cartus-wellness-center-tips/>

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. We have bicycles available on-site at the corporate office for employees to use during the day to run their errands, pick-up lunch, get a little extra exercise, or simply for a stress break. We now offer as part of our medical plan free Teladoc services. Teladoc is a service where employees and their dependents can call or video chat with a doctor 24/7. This has helped many of our employees who have regular minor issues like sinus infections or colds and need a minor prescription.

Charles Regional Medical Center

<http://charlesregional.org/>

Nonprofit

Healthcare

Less than 50 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 for patients
- Health Screenings annually
- Receive monetary award for participation in Wellness initiatives

Corporate Network Services

www.cornetser.com

For Profit

Technology

Less than 50 Employees

"CNS has been incorporating wellness programs into our corporate culture for the past nine years. We use our quarterly meetings to establish our corporate and wellness culture across all the diverse groups and overcome our greatest obstacle, engaging employees dispersed at several sites, government facilities, and at home. Our Wellness committee includes a representative from each department and evaluates programs based on employee feedback and participation, looking for new ways to incorporate the wellness habit into the work day and beyond. We mapped walking trails adjacent to our locations, distributed pedometers and offered to 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 only 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.
- Holiday weight challenge to maintain or lose weight between Halloween and MLK Day (win a portion of the company-matched pot)
- Health Challenges – Camel water challenge 64oz p/day
- Numbers Count Program - Provide scale, BMI monitors, blood pressure cuff and tape measure at each CNS location to help employees manage health and make these available at each quarterly meeting.
- Popup noontime reminder to Stop and Stretch
- Walking maps for site locations
- Tabodata 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/granola bars, seasonal fruit and vegetables.
- 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, health fair including low ropes challenges, 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, Dance demo, Meditation demo, healthy cooking demo, CPR demo, meditation CD, group competition on low ropes course at outdoor camp.
- Social outings to encourage camaraderie discourage overwork – dinner and a movie for employees and families, bowling, trip to amusement park, happy hours, Welcome and Goodbye Summer cook outs, Family Picnics, Winter hike, Semi-formal 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". "

Discovery Communications

corporate.discovery.com

For Profit

Media

More than 250 Employees

One of the pillars of Discovery's wellness initiatives is the company's Wellness Center system, which provides onsite primary care medical services to employees in Discovery's Maryland, New York, Florida Virginia and UK offices. The Center at One Discovery Place opened ten years ago – an investment that has returned dividends, both monetary and non-monetary, since day one. Whether stopping in for an annual check-up or needing attention for a sudden illness or injury, employees have come to rely on the Wellness Center's in-house doctors, nurse practitioners and medical assistants as staples along their quests toward healthy living. With more than 30 patients visiting the Wellness Centers in each location every day, its value to employees cannot be overstated. The Wellness Centers not only provide the services that a primary care physician's office typically does, but also integrates a progressive array of other services, including life coaching, acupuncture, massage therapy, behavioral health therapy, smoking cessation, weight loss programs, prescription delivery, flu shots and ergonomics support. Additionally, Discovery employs a registered dietician who provides employees with complimentary individual counseling and group instruction as a part of preventive care measures intended to help them better understand the impact of nutrition on health. Eighty percent of our employees utilize the clinics on a regular basis, resulting in 11,585 total patient visits for the year. In 2012, the Centers provided \$3 million in medical care services.

Dynaxys

<https://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. Based on employee feedback, we are re-evaluating some of the programs were offered and are looking at new options. In the meantime, the current innovative programs the company provides include:

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

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, a DermaScan Facial Skin Analysis. In 2014, we partnered with BB&R Wellness. BB&R Wellness Consulting aims to energize, educate and inspire people to take charge of their physical, mental and spiritual health and discover the food and lifestyle choices that best support them. BB&R Wellness has provided our employees with healthy food tips and recipes at our annual health fair and quarterly health and nutrition lunch and learns. Through our relationship, we BB&R, Federal Realty sponsored The Achieving Optimal Health Conference for the second year in a row. The conference is a full day event at Georgetown University that features several top thinkers in health today that motivate and teach people how to attain vibrant health through proper nutrition and regular exercise to live a more meaningful life. Through our sponsorship, we offered employees and their family members free VIP tickets to this amazing event. Lastly, we have been recognized once again by the American Heart Association as a Start! Fit Friendly Company for the sixth 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.

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Healthcare

More than 250 Employees

Holy Cross Health (HCH) is committed to the well being of it's colleagues. During 2014, HCH created a Director of Workforce Wellness. This position oversees the daily operation of the Employee Health Service Section as well as the development of a comprehensive wellness program. The wellnes initiative will include five pillars of focus: physical, nutritional, financial, behavioral, and spritual health. In the spring of 2014, a wellness fair was conducted at Holy Cross Hospital. Over 350 colleagues were able to visit with vendors representing all of the pillars. There were demonstrations of how to create a health lunch, physical exercise, healthy footware, Holy Cross Health fitness classes, and most impressive, Kaiser Permanente provided their Mobile Health Van (MHV). The MHV provided the opportunity for 50 of our Environmental and Food and Nutritional Service workers to be screened for cholesterol and blood sugar as well as discuss risk factors with a Kaiser Heallth nurse. The wellness fairs will become an annual event at both hospitals. Over 1000 existing colleagues and new hires were seen by employee health services between July and November of 2014. These colleagues were provided either an Annual Health Screen or a new colleague pre employment physical. Both processes include basic vital signs, respiratory protection fit testing, varification of immunization, ad a general wellness assessment. In September of 2014, 3500 colleagues, volunteers, students, and medical staff received Influenza vaccinations.

Honest Tea, Inc.

www.honesttea.com

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

- We have developed and implemented two wellness challenges in the office. One a 12 week long weight loss challenge and the other a month long mileage challenge where employees were on teams of three and competed against each other for the most miles gained by running, walking, biking, etc.. - We hosted a mini health fair in the office. We had a certified health coach brought in to measure flexibility, BMI, heart rate and body fat. Employees loved this and found it very helpful to know the results. - We have also implemented fitness classes in the office for employees. Twice a week employees can participate in Boot Camp, Yoga, or both. This is a very exciting new offer for our employees. This was put into place after much feedback from our employees about what they really needed to help boost motivation in their health and wellness goals! - We provide a quarterly \$30 gift card to Whole Foods Market to encourage employees to purchase healthy snacks.

Hughes Network Systems, LLC

www.hughes.com

For Profit

Telecommunications

More than 250 Employees

In 2014, Hughes continued our communication with regard to 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 2014, 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. We have enhanced the communication process to all employees regarding the total package of benefit coverage and wellness offerings. 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.

iHire, LLC

www.ihire.com

For Profit

Media, Technology

Less than 50 Employees

While we are a small company, we do not have the resources to put into wellness that our larger counterparts do. That being said, we recognize the importance of wellness and implemented a new program in late 2013. Components of the program include: Wellness challenges, such as a "Drink More Water" campaign where each employee was given a water bottle with our company logo; a "Count Your Steps" campaign, where each employee was given a pedometer to count their steps; a "Get Walking" Challenge where employees were encouraged to get out and take a walk at least three to five times a week, no less than 30 minutes at a time. We created a page on our company intranet called "iHigher Welless," which is a repository for our monthly wellness newsletters, articles on various wellness topics and information on wellness benefits offered by our health insurance and EAP provider. We have regular lunch-n-learns for our employees including topics on stress management and financial wellness, etc. Our Results Only Work Environment (ROWE) culture, helps our employees, balance their work and non-work lives, giving them great autonomy and control over their lives, thus reducing stress. Our employees enjoy unlimited PTO so that they may embrace all aspects of their lives. We provide a well-stocked break room with plenty of health snacks such as yogurt, fruit and healthy drink options. We cover our employees medical insurance at 100% in recognition that that healthy employee is a happy and more productive employee.

IntelliDyne, LLC

www.intelldyne-llc.com

For Profit

Technology

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 •

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 health insurance plan provides a wellness bonus that is combined with the JBS corporate health and wellness budget to offer healthy initiatives to the staff throughout the year such as Biometric Screening, health incentive programs, flu shot clinics, healthy snacks just to name a few. 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 was published in March by the State of Maryland as part of their Healthiest Maryland Employers program (<http://1.usa.gov/1vLaJOt>). Human Resources and our insurance provider continues to plan and conduct onsite wellness workshops throughout the year. We have monthly Fresh Fruit Friday giveaways at our North Bethesda, Maryland (HQ) and Burlingame, California offices. Our online Health & Wellness library is part of our employee intranet and 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, Technology

Between 50 - 249 Employees

Our "WeLiveHealthier" program is now in its third year. We continue to strive to live our corporate mission: "We passionately believe in the fundamental right for individuals to live a happy healthy and balanced life." We care about our clients and our vendor partners, but most of all, we care about each other. That's why we listen hard to each and every employee, whether it's an expectant mom, a single guy in need of a kickball team, a recent empty-nester or a first time dad. We are small, but we try to reward each and every employee with the policies and benefits to support their fundamental right to a happy, healthy and balanced life. Our wellness program mirrors our company growth and success. In the past year, we've made many important changes in order to address our diverse and dispersed workforce. Among these are: -Wellness portal upgrade to the most current version allowing for easier incentive tracking, challenge participation and access of information and resources -We've incentivized health activities (health challenges, etc.) – our first health challenge of the program year had 80% participation with 71% completing the goal! -LiveHealthier opened up a second Health Reimbursement Account to support employees for specialty drugs which are no longer covered under our medical plan due to the ACA -Our group health plan is now segmented into three plans: Medical, Dental and Vision (before it was all or nothing) but now you can enroll in all or just some -ACA caused an increase in premiums, but we kept costs down for employee out of pocket, actually lowering those costs in many cases -We implemented a reimbursement policy for employees seeking the Certified Health Education Specialist or Master Certified Health Education Specialist, reimbursing for these critical certifications at 100%.

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. Other special benefits and programs that further encourage health and wellness include:

- TakeCare Healthy Hotel Certification program designed to publicly identify those properties that go above and beyond to create a healthy environment for their associates. Properties are evaluated on the following criteria: Property Leadership, Wellness Champions, Wellness Challenges, Healthy Nutrition, Physical Activity, Stress Management and Sleep Health Education.
- New TakeCare Wellbeing Day during annual Associate Appreciation Week.
- Free 24/7/365 consultation, information, resources and referrals on health and wellness topics through myARL (our EAP and work-life program).
- Monthly flyer for posting at all locations that addresses specific wellness topics; two recent topics were smoking cessation and health eating at home with your family.
- 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. • 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 (some properties have coaches onsite) 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 for 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.

MedStar St. Mary's Hospital

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

Nonprofit

Healthcare

More than 250 Employees

We offer some unique health and wellness best practices to our associates. These include onsite free vaccines to employees and free nurse services for employees with illness/injuries. We also offer robust Health/Wellness Fairs for day and evening/night employees, free smoking cessation counseling with our OH nurse and free smoking cessation aids (meds, patches, etc.). We have an active Wellness Committee with participation from many departments/shifts to spread the word of health/wellness activities for all staff. We offer free BP screening, free cholesterol panel screening biannually and free onsite use of Physical Therapy Gym Equipment with free onsite personal trainer services.

Montgomery County Government

www.montgomerycountymd.gov

Government

Local Government

More than 250 Employees

MCG Vitality, the County's Employee Wellness Program, develops programs to assist employees in embodying vitality as an essential value through an integrated, data-driven wellness program that supports optimal health, happiness and productivity.

<http://www.montgomerycountymd.gov/ohr/benefits/wellness/wellness.html> Launched new Employee Assistance Program (EAP) Provider- ComPsych Guidance Resources- One of the many benefits offered to employees is the Employee Assistance Program, a feww confidential program to assist employees and their dependents in personal and work-life issues. ComPsych® GuidanceResources®, the County's EAP provider, offers support, resources and information for personal and work-life issues. Free confidential counseling, financial information and resources, legal support and resources, work-life solutions, and free online will preparation are available to employees and their families. Care Coordinators are available 24 hours a day, 365 days a year to assist employees and their household members

Montgomery County Public Schools

<http://www.montgomeryschoolsmd.org/>

Government

Education

More than 250 Employees

I'm so proud of our wellness program. In 4 short years we have been able to achieve so much:

*Competition to name and create a logo for the wellness program *Annual Fall and Spring Wellness Challenges * Quit for Good Smoking Cessation Class *InStep with Diabetes, Diabetes Management and Prevention class *Flights to Fitness physical activity challenge *Monthly wellness seminars and webinars as well as a comprehensive webinar video library *Monthly email wellness newsletter with a monthly wellness champion spotlight *Healthy Bake Off *Salad Bar Club *Monthly educational campaigns *Discounts on healthy cafeteria food And on! Our website has years worth of monthly wellness eNewsletters which document everything that we have done to build a culture of Wellness within MCPS.

MorganFranklin Consulting

www.morganfranklin.com

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

MorganFranklin Consulting is committed to employee wellness year-round. From offering versatile benefit options at annual enrollment to establishing a wellness station for staff to use daily, we continually strive to improve our Wellness Program offerings and encourage health and wellness among all employees. The MFC Wellness Station provides staff with a wealth of information about maintaining a healthy lifestyle, along with healthy giveaways such as toothbrushes, stress balls, dental floss, and pedometers. We also provide our employees with free healthy snacks daily, and we have a massage chair available for employees to relax and reduce stress. We share wellness tips with staff in our monthly Employee Newsletter, including exercises that can be performed at employees' desks and articles about healthy eating. During our Annual Wellness Fair, we host a diverse selection of vendors and offer Biometric screenings and flu shots. This year at our Wellness Fair, in addition to our healthcare provider representatives, we had 16 vendors join us, including a nutritionist, a yoga instructor, and a healthy-meals delivery service. Our healthcare plans exceed many benchmarks in terms of coverage and cost, and our Employee Assistance Program is available to provide mental health and financial health services to our employees. We have partnered with our healthcare provider to include extra wellness offerings and incentives for our employees, from cash rewards to discount programs for massage, acupuncture and other wellness services. They also provide us with support for our internal Wellness Program initiatives. We encourage our employees to be healthy and physically active. We offer free access to a gym at our headquarters, and we offer a monthly \$25 subsidy for gym memberships for those who work out of the area or prefer an external gym. We offer a yoga event through our Women's Initiative twice a year, and we recognize employees for their participation in marathons and other physical events. We continue our wellness focus into our Corporate Social Responsibility program by encouraging our employees to get involved in charity walks, runs and other events.

Nutricia North America

<http://www.nutricia-na.com>

For Profit

Medical foods

Between 50 - 249 Employees

It is the foundation of Nutricia's benefits philosophy that our employees have affordable access to our products and nutritional philosophy through their health benefits. In doing this we strive to lead the market, providing robust health insurance (medical and dental) at minimal cost to employees, and concretely demonstrating consistency in our company mission and our commitment to our employees.

Ryan, LLC

www.ryan.com

For Profit

Consulting/Professional Services

More than 250 Employees

Ryan is committed to enhancing the total well-being of our employees by listening and continuously developing and improving our benefits, our employee development and community outreach opportunities, and other programs including myRyan and myHealth (now HumanaVitality). At Ryan, employee feedback and suggestions have reinforced a number of key decisions with respect to Workplace Excellence including the introduction and/or enhancement of the following programs, benefits, and processes:

- Revised Talent Review and Promotion Cycle. Promotions are now based solely on merit. There are no minimum revenue or Ryan Success Measure requirements. Promotion recommendations are based on the totality of all available performance data.
- Career Pathing. Human Resources is currently working on a Career Path initiative to define the competencies, critical development experiences, and education necessary to advance to each position within Ryan, as well as other credentials that may be beneficial for each position.
- Improved communication practices including Town Hall meetings, surveys, transparency with GPTW and other survey data, allemployee strategy sessions, Culture Council, redefining - Purpose Statement and Core Values, RyanTV.
- Improved benefits. Wellness program incentives, paid sabbaticals, generous leaves of absence, membership to Care.com, tuition reimbursement, revised 401k to tie to Firm Profitability.
- Enhanced existing management and leadership development training programs. We have a fully deployed Leadership Development Program and Senior Consultant Learning Plan that employee feedback confirms we are on the right track with, and more recently employee suggestions have led to the creation and implementation of a Senior Development Program. As referenced earlier, a targeted Manager “Boot-Camp” curriculum is being designed, based on exit interview and 360 feedback.
- Team allowances, celebrations, Money Cube. Employee feedback on increasing camaraderie led to the establishment our monthly team allowance. This allowance is to be used for team celebrations and can be used for team meals, outings, or similar events for the entire team. We also held a milestone award winning year celebration in 2012 and a Money Cube was set up at our AFM meeting where employees could win in cash.
- Peer-to-peer recognition. RyanPRIDE (Peer Recognition for Innovation, Dedication and Excellence) is a program developed to empower employees to recognize co-workers for excellent performance, contribution, and support throughout the year. Additionally, a team is currently analyzing a contemporary approach to recognition that will allow recognition that is visible to all (similar to Facebook) and that will allow recipients to accumulate “points” that can be exchanged for items featured on a robust website that houses everything from gift cards to trips.
- Mandatory PTO for exempt employees
- The introduction of new wellness program, called HumanaVitality, which offers employees a more contemporary and robust approach to wellness, where employees are rewarded for being accountable for making healthy choices.

Security Service Federal Credit Union

www.ssfcu.org

Nonprofit

Financial Services/Accounting

More than 250 Employees

Executive and senior management supports and encourages employees to become involved in our wellness program. This support has been integral in offering such a robust program and allowing employees to complete healthy lifestyle activities during work hours while supporting business operations. Executive Leadership has allowed the program to continue to grow and evolve by supporting a total rebranding and revamping of the program for 2014. "At Security Service, we are deeply committed to having happy, healthy employees...and that includes having a good life-work balance and strong financial footing," says Jim Laffoon, president and chief executive officer for SSFCU. "I am thrilled that we are embarking on this initiative that is laying the foundation for a healthier work environment. We are making significant investments providing meaningful and relevant products and services for our employees and their families." As part of these efforts, an out-of-the-box solutions for physical activities was needed that would be exciting and engaging to employees and encourage them to be active with their family on their days off. Through creative partnerships with our communities, SSFCU was able to provide sponsored fitness activities, benefiting SSFCU employees' activity level and the community through donations and participation. A total of 21 events were identified across three states that got employees and their immediate family physically active while helping out the communities we live and work in. Employees can attend more than one event in their area and bring their immediate family with them. SSFCU covers the registration fees for the employee and their registered family and provides all in attendance with a rally kit that includes a SSFCU Fitness t-shirt, hat and rally towel. Events were specifically targeted to be unique and provide activities for different physical levels so that all could participate and enjoy. Events included zombie runs, the 2,000 year old sport of dragon boat racing, mud runs and obstacle courses, and even canoe racing down the San Antonio River. And it's working. More people are taking part in the benefits than ever before. "One of the most popular features of our new program is our support of involvement in community health and fitness events," says Tom Martin, senior vice president for SSFCU. "We encourage and pay for employee participation in local, community events. In 2014, for example, we sponsored an astounding 21 sponsored events in three states. The new program offers something for everyone in all of Security Service's markets from zombie runs to boat races. We have seen outstanding support and participation with approximately 50% of our entire employee population attending at least one event and over 950 in total attendees."

Smartronix

www.smartronix.com

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

"With the role out of our formal program seven years ago, we have continued to keep wellness in the forefront of our employees and their families. 1) For seven 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. Participating growth data provided below. a. 2008 – 10

% b. 2009 – 30% c. 2010 – 60% d. 2011 - 70% e. 2012 – 78% f. 2013 - 80% g. 2014 – 81% 2) Health premiums are discounted for those taking part in the sponsored wellness programs. 3) Discounted premiums for non-tobacco users and cessation support for current tobacco users. 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 and via webconference. 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 another strong stand regarding the negative effects and medical costs of smoking by increasing the supplemental charge for smokers from 20% to 30% 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 a few employees stop smoking! As the tobacco use penalty has increased, so has our belief that not everyone is honest when indicating if they are a tobacco user. This is a challenge we have to face, as we want the program to have credibility, while not causing employee relations concerns. 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. Family summer picnics are often centered on team challenges, physical or cooking! "

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. Also, with the addition of our newly formed Health and Wellness Committee, we'll see even more activity surrounding health and wellness.

We continue to offer onsite weekly massages, and 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 are placed at all sign-in sheets, public areas, and restrooms. This year we continued to offer free or discounted seasonal flu vaccinations to employees and family members, and employees were able to purchase pneumonia vaccines onsite. We also added an additional medical health plan option to our already robust health and medical benefits.

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 2014, we provided all employees with a “sonic pebble” to measure their steps on a regular basis and encourage more movement! We also used the “Sonic Boom Wellness” fitness program which features regular fitness challenges.

W.K. Kellogg Foundation

<http://www.wkkf.org/>

Nonprofit

Philanthropy

Between 50 - 249 Employees

Health Committee - initiated by volunteers On-site facility - fitness center; equipment; classes; walking trail Sponsored programs - weight-loss, walking challenges, biathlon; halloween walk; poker walk Community events - Corporate Cup; Christmas lunch Healthy eating - cafeteria offerings, free fruit; farmer's market; VCK Education - HTOs, wellness fairs, employee orientation sessions Wellness Quest - annual goals for total wellness + daily tracking for fitness = incentives