

2018 Health & Wellness Best Practices

Adventist HealthCare

<https://www.adventisthealthcare.com/>

Nonprofit

Health Care

250 or more US employees

The Adventist HealthCare LifeWork Strategies' Employee Wellness Program is focused on delivering a continuum of excellent programs customized to meet the unique needs of each employer group. We have an extensive track record of providing high quality services to diverse employee populations of all sizes. Our approach is consultative, hands-on, evidence-based and tailored to the culture of each workforce we touch. Our team will support businesses, motivating employees to engage in healthier lifestyles and empowering them to achieve their personal health and wellness goals. Adventist HealthCare LifeWork Strategies provides employees with the emotional support needed to deal with a variety of issues that may affect their life-work balance, which has driven an increase in employee assistance programs, or EAPs. Combining Employee Wellness and Employee Assistance programs is the key to recognizing complete employee well-being. Our services in both of these categories include, but are not limited to health and screening services, corporate fitness classes, health risk assessments, wellness coaching, financial seminars, and wellness and EAP seminars and workshops. Adventist HealthCare LifeWork Strategies partners with other businesses to co-design a program unique to any organizations' needs. Our programs help identify health risks and identify interventions and opportunities for improvement. In addition, we develop strategic wellness plans that include participation and outcome metrics and provide trend and demographic analyses as well as outcome analyses. When EAP and wellness are implemented as one, the result is a well-rounded life-work combination, emphasizing both the emotional and physical well-being of each employee. LifeWork Strategies helps businesses of all sizes and shapes find their own healthy and embark on a journey of well-being through the implementation of these programs. Adventist HealthCare's Center for Health Equity and Wellness provides community programs such as: Diabetes Management; Pre-Diabetes; Cardiovascular Health, Cancer, Breastfeeding support, and more. These programs are also available to AHC Employees as well as community members.

BDO USA, LLP

www.bdo.com

For Profit

Consulting/Professional Services, Financial Services/Accounting

250 or more US 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 recent challenges include: BDO Biggest Loser, Sleep for Success, BDO Bucket List 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 Yammer, and monitoring sign ups and final log submissions. We also try to reward challenge participants in unique ways, from neck pillows and umbrellas 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.

Bowers+Kubota Consulting

<https://www.bowersandkubota.com/>

For Profit

Consulting/Professional Services

50 - 249 US employees

With health care costs continuing to rise, we at Bowers + Kubota Consulting felt the best way to continue providing the same level of benefits to our employees and their families was to improve the overall wellness and health of each employee. We believe in the importance of both physical and mental wellness so much that we have established it as one of our company's core values, making it a part of our culture. We're achieving this by educating employees to make better choices toward a healthier lifestyle. We felt the most positive way to accomplish this was to develop an incentive based program to promote maximum participation. It is a win-win situation for all; healthier employees will be more mentally and physically engaged in their work resulting in higher productivity to the firm. The best method to create a healthy work environment at Bowers + Kubota is through our wellness program called Whip It! (Wellness & Health Individual Program). This web-based program allows employees to accumulate points weekly based on various choices related to body maintenance, fitness and exercise, nutrition and even mental wellness. We recently added a "30 day Challenge" category. Employees are recognized quarterly and grand prizes such as vacation packages are awarded to the top participants, the most improved participant, and a random participant for the year. Depending on the employees level of participation the program also offers an annual up to \$300 reimbursement for wellness related activities or equipment. In addition, health fairs, flu shot clinics, Hepatitis B shots, CPR training, wellness seminars, informational speakers, and various physical activities such as hikes, yoga, volleyball and softball are offered throughout the year. This past year more than 20 employees trained for and participated in a Spartan Race. Employees have been very supportive of the program and there has been an increase in participation each year. We have also seen some dramatic lifestyle changes as a result of our program. Numerous employees have lost weight through better nutrition and more active lifestyles. During our first year, one individual lost almost 20% of their weight in 3 months by changing their diet. Other behavioral changes include adding exercise to their routines, getting regular checkups, and taking on new physical challenges such as running the Honolulu Marathon. Overall, we believe everyone has a better understanding of their well-being through our program. At Bowers + Kubota the most effective promotion tool in creating a culture of health is awareness. This awareness comes from the Principals, management, and a Wellness Committee which is comprised of employees from all different levels within the company. The Wellness Committee is focused on ensuring the promotion of health and wellness and takes proactive measures in dynamically moving the company forward in this area. The committee meets monthly, generates a monthly wellness newsletter and oversees numerous wellness activities ensuring that health and wellness are indeed a part of Bowers + Kubota culture.

CBIZ

www.cbiz.com

For Profit

Financial Services/Accounting, Insurance

250 or more US employees

The CBIZ Wellness Program originally launched in 2001. “Great Health” is a component within “Great People, Great Place”, a Corporate Human Resources platform that supports all of our associate-enrichment initiatives. Initially our program was about educating. Using all possible mediums, we fully-fund an annual program that attracts up to 75% of our insured population, including spouses and partners. The program has grown by design to engage participants in activities that foster the “whole” person.

Each year we promote the health risk assessment and offer a premium discount to those who are fully involved in the previous plan year. Although activities vary by location, our program includes onsite screenings, blood drives, lunch sessions on wellness topics, health fairs, sports teams, walks and runs that support local charities. On a quarterly basis, we sponsor onsite meetings and conference calls on specific employee benefit plans that focus on financial health. Each month we conduct live benefit orientation calls that spotlights Great Health for our new hires. We sponsor a program for smokers, with one-on-one coaching and subsidized prescriptions for those who wish to quit. Two programs are devoted to our expecting mothers and pre-natal care. Each medical plan participant receives three scorecards each year that documents baseline health metrics (captured at an onsite screening or physician visit), progress towards ideal metrics and a host of activities that focus on improving metrics where important to do so. In most years, we have offered CBIZ-sponsored health actions to support action and drive engagement.

Over 38% of our insured population is obese. We offer telephonic and online coaching to those seeking assistance. We offer healthy treat choices in meetings and healthy options in vending machines. We have even progressed to a culture where it’s safe to talk out loud about weight loss. We provide 100% paid (in-network) nutritional counseling for any member wishing to reach out for assistance. We offer value-pricing on prescriptions for those in an active state of disease covered by our medical plans. We know plan participants with diabetes, for example, feel their best when they take their prescriptions. Finally, effective January 1, 2017, our medical plans cover the range of bariatric services for members considered morbidly obese! We have always promoted components of our total employee benefit portfolio under Great Health, such as our employee and educational assistance programs. But our focus now is really total well-being. To help reduce stress, for example, we added a program that helps in the process of finding caregivers for the children and elders of our employees. Reducing stress is vital to overall well-being.

We’re proud to host one of the oldest programs among competitors our size; funded through even the difficult business years. The Great Health logo is well-established. Longevity alone is a testament to leadership support, but, in recent years our Board Chairman and his grandchildren, and our newly-appointed President and his family donned the covers of plan brochures to send a top-down message that well-being is a goal in their lives as well.

Central Florida Health

www.CentralFloridaHealth.org

Nonprofit

Health Care

250 or more US employees

In October of 2014, Central Florida Health began taking bold steps towards transforming the health and well-being of our valued Team Members and their families, all of whom are vital to our organization by creating the “Healthy You, Healthy Us” Wellness Program. The “Healthy You, Healthy Us” CFH Wellness Program offers high quality programs such as Weight Watchers, Prevent T2 Diabetes, Diabetes Management, Stress Management, Work Life Balance, Gratitude, support groups and “I Quit” Tobacco, for free or at a discount. Annual complementary biometric screenings (including lipid panel, A1C, Vitamin D levels and other health measurements) are available for Team Members and their spouses. In 2016, “Healthy You, Healthy Us” CFH Wellness Program launched a company-wide campaign consisting of over 100 Point of Decision (POD) health and wellness prompts featuring lively pictures of people engaging in healthful activities. The prompts are positioned in highly trafficked areas throughout the hospitals to encourage activity/exercise, mindful eating, deep breathing for stress relief, etc. Other initiatives include regular email marketing to encourage engagement in wellness support groups, programs and classes. A wellness website, created in collaboration with Central Florida Health’s marketing department, is available for employee and community to access educational information about blood pressure, diabetes, cancers, lifestyle medicine, mindfulness and a schedule of events. The “Healthy You, Healthy Us” CFH Wellness Program has been the recipient of: 2015 American Heart Fit and Friendly Gold Award 2015 & 2017 Florida Worksite Wellness Award of Recognition 2016 Florida Tobacco Cessation Alliance Gold Award 2017 American Heart Workplace Health Achievement Gold Award Our goal is to empower Team Members, families and the community to make educated choices when it comes to health in order to live a happier, healthy life, free from the restrictions of chronic conditions and disease. Opportunities such as individualized wellness coaching, step challenges, nutrition consultations, disease management programs, wellness fairs, guest speakers, innovative classes and online self-study, are also offered. By increasing the well-being of Central Florida Health Team Members and families, health care costs will decline, absenteeism will reduce, productivity/presenteeism will increase and we will continue to be a leader and resource in and for our community. Central Florida Health is committed to working towards an overall healthier workforce in body, mind and spirit. Our organization has embraced the vision of becoming one of the healthiest work forces in the state of Florida and in time, throughout the nation!

Chaney Enterprises

For Profit

Manufacturing, Building Materials, Construction

250 or more US employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. Employees are eligible to receive a 30% discount by simply having a routine physical or participating in our on-site biometric screenings (if a spouse is covered under the insurance,

he/she must complete a physical or screening as well). To receive the additional 20% discount, the employee simply has to be a non-smoker or complete a tobacco cessation program. 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. Bicycles are available on-site at the corporate office for employees to use during the day to run their errands, pickup lunch, get a little extra exercise, or simply for a stress break. Treadmills are also available for use. There are regular wellness newsletters which go to all homes and are posted addressing many and varied health related topics. We 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.

CNSI

www.cns-inc.com

For Profit

Technology

250 or more US employees

"Maintaining a healthy lifestyle is a core value of the CNSI family. From the very beginning we have sought to establish a culture that represents this philosophy. With the company growing and spreading across the country, we decided to formally express our healthy living principles through our I AM Well program. Corporate Wellness Program: This program is designed to be holistic and inclusive, meeting the unique needs of CNSI employees across the county. Our program is administered from the corporate office in Maryland, but each regional office has a local coordinator, live services, access to online services, healthy snacks and special programming. The framework of the program includes monthly health topics and themes. Our topics and themes for this year included the following:

- January - I Am Well program launch!
- February - Half Plate Healthy wellness challenge – eat more veggies
- March - Yoga and meditation
- April - Weight loss/management
- May - Women's health
- June - Men's health
- July - Sumer Health
- August - Drink more water
- September - Stress Management
- October - Yoga and meditation
- November - Gratitude
- December - Healthy Holidays

As a fun way to engage employees, we hold a monthly raffle for prizes related to the month's theme. To maintain a consistent dialogue around health and wellness, we offer an online wellness portal accessible to all employees at any time. In 2017 we expanded providing wellness snacks twice a month to all of our CNSI offices. To allow for individualized support with wellness and/or fitness goals, we also improved our benefits package to include:

- \$50 wellness tool reimbursement benefit
- \$75 to register for a race or walk
- \$500 towards a sports team sponsorship

We have had more than 600 employees participate in the wellness program (more than 85% of total employees) and more than 200 employees participate in the wellness reimbursement program. In celebration of our incredible engagement and success, we are offering all employees a healthy cooking demonstration and 2017 wellness celebration in December 2017. Our employee's input, interest and participation in our wellness program make it a successful part of CNSI's benefits! "

College of Southern MD

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

Nonprofit

Education

250 or more US employees

Our on-site gyms, pools and overall fitness facilities make it convenient for employees to access exercise options easily. The Time-Off for Fitness Program gives employees the flexibility to work out during business hours - this is especially helpful for anyone who has children and may have limited time in the early morning hours or at night. Our Wellness and Fitness area offers monthly programs that cover a wide range of topics, including: nutrition, stress relief, walking for fitness, challenges, etc.

Council on Foreign Relations

<https://www.cfr.org/>

Nonprofit

Publishing, Think Tank

250 or more US employees

"The Council on Foreign Relations (CFR) is an independent, nonpartisan membership organization, think tank and publisher. Without its employees and members, CFR would not be the leading quality resource that it is in today's increasingly complex world. With such a diverse and ever-changing work environment, CFR's HR department and Wellness Committee have a unique and highly rewarding challenge: to engage and educate a dedicated, educated, and fast-moving population. As you have seen throughout this narrative, CFR is committed to a healthy and active lifestyle, and is constantly looking to develop innovative initiatives to reflect this commitment and to address specific health needs. According to the World Health Organization, physical activity has been identified as the fourth-leading risk factor for death around the world and research shows that people should avoid prolonged sitting. Given that CFR's workforce is mostly sedentary, one of our major focuses is increasing physical activity throughout the workday. The three examples highlighted below reflect CFR's innovation in addressing this problem:

- CFR's Stairwell Challenge
- CFR's sitting-to-standing desk converter benefit
- CFR's annual ping-pong tournament

Other major initiatives we are most excited about: Work-life balance is an important focus for CFR, and we are proud to be able to offer compassionate time off when our employees are in need. Our new

policy for family and medical leave increased our paid time off from fifteen days to sixty, a 75% increase (not including other PTO)! We are especially proud of the expansive coverage we offer, including paternity, addressing the increasing needs of aging family members and, of course, an employee's own health issues. Practicing guided meditation and mindfulness techniques are proven to help reduce stress, increase focus, and improve overall health. Adding quarterly sessions is a crucial part of counteracting stress across our company. Sessions include light stretching, stress-reducing breathing, and fosters a supportive, and judgement-free zone for our staff! CitiBike and Capital Bike Share subsidy is our newest and hippest addition to CFR benefits! Located all around our two headquarters, CFR staffers can be found biking to and from work with a subsidized membership. This benefit increases our staff's access to everyday healthy lifestyle choices, and makes the city a more fun and engaging place to live. We have also offered "how to" bike seminars to make sure our employees are making safe choices behind the "wheel". Overall, CFR and our Wellness Committee have demonstrated innovation, creativity and proactivity in promoting wellness at our work site in many different ways. We've overcome our own internal obstacles and challenges (e.g. by getting some of our officers and senior fellows to attend a nutrition session in the middle of the workday, and increasing the number of men that take Pilates and boot camp); We've taken advantage of the resources our unique buildings have to offer as well as incorporating local city highlights; and we continue to look "outside the box" for ways that we can serve our employees and invest in the management of their H&W. "

Discovery, Inc.

<https://corporate.discovery.com/>

For Profit

Media, Telecommunications

250 or more US employees

Below is a snapshot of Workplace Excellence best practices employed by Discovery. More detailed information can be required upon request.

- Discovery Cares Leave Policy
- Onsite medical clinics
- Onsite daycare
- Support for new and expecting mothers
- 10 days of subsidized backup care
- Mental health first aid
- Onsite health and exercise classes
- Quarterly fitness reimbursements
- Flexible work options
- Summer hours program
- Concierge service
- Corporate discount program
- Onsite dry cleaning
- Onsite meal delivery
- Mentoring programs
- Cultural celebrations
- Food cart events
- Creative speaker series
- Creative workspaces
- Social media integration
- Numerous philanthropic events/causes
- Employee Assistance Program
- Employee Resource Groups
- Employee stock purchase program
- Recognition programs
- Employee ethics hotline
- Quarterly newsletter
- Biennial employee opinion survey
- Online learning management system
- Tuition reimbursement and much, much more...

DYNAXYS LLC

<https://www.dynaxys.com>

For Profit

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

1 - 49 US employees

"The health and mental wellness of our employees is tremendously important to Dynaxys. Our long history of providing programs demonstrates our commitment to helping improve both the physical and mental health of our employees and their families. We also provide our employees access to two services - an EAP and a Health Advocate group. The EAP provides advice and guidance to staff on an expansive range of topics such as childcare services, addiction, personal counseling, parenting, stress management, and more. The Health Advocate group is available to help staff solve medical-related issues such as finding the right doctor, resolving insurance claims, and assistance with eldercare.

Other benefits and programs offered by Dynaxys include the following:

- Smoke-free campus and smoking cessation program
- On-site defibrillator
- On-site CPR training program
- Spousal opt-out savings
- Company sponsored on-site flu shot clinic for employees and their dependents
- Wellness lunchtime webinars • Health, Nutrition & Physical Fitness Awareness e-Newsletters
- Healthy drink and snack alternatives in the vending machines
- On-site showers for employees
- A resting room and an outdoor recreation area with picnic tables
- Access to financial guidance on a range of issues including retirement planning "

Family Services, Inc.

www.fs-inc.org

Nonprofit

Social Services

250 or more US employees

Family Services, Inc. (FSI) strives to help our employees improve their health and well-being, both at work and at home. Healthier employees are certainly happier and more productive, therefore it's important to create and maintain a culture of health within the organization. FSI's management team supports employees on all levels, while promoting their well-being through exercise/meditation, recreational activities, workshops, support groups, and informational resources. All employees are trained on health and safety regulations and OSHA requirements, while engaging in other health-related educational opportunities such as CPR/First Aid classes, how to handle emergency situations and preventing work-related injuries. We are also an officially recognized Trauma-Informed Care organization. Each October, FSI celebrates health awareness and brings in various health professionals and groups to teach employees about the benefits of eating a healthful diet, monitor their blood

pressure and avoid workplace accidents. An employee assistance program is also available to help employees (and dependents) address psychological, financial and legal concerns. In addition, FSI coordinates a blood drive during our Spring Employee Recognition Day. Employees are encouraged to learn more about donating blood, provided other health related resources and have the opportunity to visit the bloodmobile to give a pint. Each year this has been a great success, which includes healthy snacks, giveaways and raffles to win various health & wellness related prizes.

Federal Realty Investment Trust

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

Real Estate

250 or more US 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 healthy cooking demo, staff from Sport & Health clubs promoting memberships and the subsidy offered to employees.. In 2016, we purchased all full-time employees Fitbits and created various challenges throughout the year. In the year of 2016 so far, our employees done a total of over 50 million steps! In addition, the Global Real Estate Sustainability Benchmark 2016 Health and Wellness Result ranked Federal Realty as #1 amongst North American real estate companies and 15th globally. Federal Realty outperformed the industry on the effort and commitment to healthy outcomes for our employees. We are committed to creating properties that promote health and well-being of tenants, customers, and surrounding communities. In 2017, Federal Realty employees coordinated several challenges throughout the year including participation in the JDRF Real Estate Games, an annual fundraiser that benefits JDRF's Greater Chesapeake and Potomac Chapter. Federal Realty has previously sponsored The Achieving Optimal Health Conference. 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 seventh 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.

HDR

<https://www.hdrinc.com/>

For Profit

Consulting/Professional Services

250 or more US employees

Since 2013, HDR has worked to make wellness a significant part of our culture. We want to help our employees lead and enjoy their healthiest lives both while they're at work and play today, and after they retire. We have dedicated resources including the Vitality Group, our Wellness Platform partner, and our full-time Wellness Manager, Tori Pallas, to this effort. In the first two years we installed over 130

volunteer employee Wellness Coordinators, championing wellness to nearly 10,000 employees across the U.S. and Canada. Our goals include promoting healthy lifestyles and providing targeted programs to meet the needs of our employees. The wellness program includes a wide range of incentives and educational programs geared to physical activity/weight management, nutrition and preventive medical care. Positive outcomes include administering company-wide team weight loss challenges. In 2014, HDR participants lost 6,548 pounds, and 25 percent of them made a significant long-term health improvement having lost at least 10 percent of their weight nine months later. HDR also moved the needle on the at-risk BMI population from 63 percent to 60 percent. Since the inception of the program we have seen 10 percent more of our population move from borderline relative risk to optimal health and seven percent transition from poor health to borderline risk. These statistics prove that our Wellness program is making an impact. Change takes time, but we're proud of the way our employees are embracing the program and we believe that having this program for the well-being of our employees is the right thing to do. In 2017, HDR Wellness team up with HDR's Young Professionals Group to create the "Fall into Fitness Challenge." Employees signed up for the challenge and tracked workouts through the month of September. Participants earned bonus Vitality points and a chance at \$1,200 in prizes by completing workouts on as many days as they could. All employees were eligible to participate, along with spouses and domestic partners enrolled in HDR medical insurance. The challenge was successful with 2,034 Vitality members joining, a total of 74,005 workouts completed, and 300 participants completing the maximum of 30 workouts in 30 days. Additional wellness services HDR provides include health education opportunities, 100% tobacco cessation coverage within program guidelines, immunizations, and health club subsidies or rebates. We are very proud of the financial incentives we offer, which also include Wellness Credit that is available to our employees participating in the HDR medical benefit plan that meet program guidelines. HDR wants to provide the tools and support needed for our staff to live healthy and well. Regardless if the goal is to have more energy, lose weight, manage stress, or maintain a healthy lifestyle. We want to provide some of those opportunities that can be the catalyst for an enriching life.

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Health Care

250 or more US employees

Holy Cross Health has continued to build upon its Workforce Wellness Initiative. Personal health coaching certification was achieved by 3 of the 5 Colleague Health nurses. This allows the colleague and nurse to discuss any lifestyle wellness improvements and concerns as well as oversight for the voluntary biometric testing. Colleagues who receive benefits from Holy Cross participate in Red Brick, a Trinity Health partner that provides state-of-the-art tools designed to support colleagues with better understanding, maintaining and improving their overall health. Red Brick will be working in conjunction with Holy Cross Health's Workforce Wellness program to provide resources and support for better life choices and overall health improvement. During the month of October, Holy Cross Health sponsored the Walktober Challenge where over 300 colleagues formed teams with a goal of walking over 10,000 steps per day. The winning team had a total of over 2.7 million steps for the 30 day challenge!

Hughes Network Systems, LLC an Echostar Company

www.hughes.com

For Profit

Telecommunications

250 or more US employees

- Service awards program with additional time off earned, a gift selection, and a plaque and lapel pin •commemorating miles service years.
- Customized trips for 35 and 40 years of service, full expenses paid up to value of \$5,000 and \$10,000 respectively.
- Service award reception and photographs
- Annual Dinner Dance Celebration recognizing diversity within our organization
- Children’s Holiday party with activities, gifts and photographs
- Organized trips to New York City
- Company store merchandise at cost •
- Discounted movie tickets, amusement parks, ski tickets, museums, theatrical and musical events, etc.
- Discounts with local restaurants
- Cell phone discounts
- Car rental discounts
- Mileage reimbursement
- Lifestyle Management Programs including weight management, tobacco cessation, and stress management
- Cigna Health Advisor Program offering you a single point of contact for your health related questions
- Subsidized cafeteria at two locations
- Adopt-a-road participation with free lunch
- Discounted employee programs include Dish TV
- Free Hughesnet service for employees
- Car discount purchase programs with General Motors, Chrysler Motors and BMW
- State-of-the-art workstations and software to work with
- Ergonomic evaluations and equipment provided to all employees

iHire

www.ihire.com

For Profit

e-commerce

1 - 49 US employees

- New EAP

- Yoga classes twice a month

- Walking Wednesdays
- Healthy choices for free in our break room
- Wednesday wellness tips via email

Marriott International, Inc.

www.marriott.com

For Profit

Hospitality

250 or more US employees

At Marriott, our associates' wellbeing is our top priority, and we want to help give them peace of mind, whatever life throws their way. Whether their world has been turned upside down by a joyful occasion like the birth of a new baby, or if they've experienced a health setback, we want them to feel confident they're standing on solid ground. And we're serious about happiness. In 2016, we rolled out our TakeCare Total Rewards program, highlighted below.

- TakeCare Income Protection Plan: Associates needing extended time off for illness, injury or to have a baby can rest easy knowing they're covered. Full-time hourly associates are enrolled in the Plan at no cost.
- Parental Leave: Two weeks of fully paid parental leave for mothers and fathers after the birth or adoption of a child.
- Expanded Maternity Coverage: Up to seven weeks of maternity coverage after giving birth, for a total of nine weeks of benefits (includes two weeks of parental leave).
- Adoption Assistance: Up to \$5,000 to help with the costs of adoption is offered to full-time associates with one year of service.
- Infertility Coverage: Expanded coverage including Assisted Reproductive Technology, concierge support and counseling are available to Aetna and Cigna medical plan participants.
- TakeCare Relief Fund: This global program was launched in 2017 in the US and will be launched in 2018 globally for associates needing urgent financial help. The first funds were distributed to associates impacted by the devastation of this year's hurricanes. Established by Marriott with an initial contribution and funded through our Explore Hotel Room Discount Program. When associates, or their friends and family members, book discounted Explore room rates, they have the option to make a small donation to the fund. The TakeCare Relief Fund will provide peace of mind when associates need it most.
- Financial Fitness: Financial wellbeing webinars, free financial counseling, associate discounts and Marriott Employees' Federal Credit Union membership help associates drive toward their financial goals.
- Life and Health Coaching: Marriott's myARL provides life coaching to help associates during a major life transition such as a move, divorce, new job, birth or adoption, etc. Marriott medical plan participants have access to free personalized health coaching by phone or video. More than 30 properties across the U.S. have onsite health coaches who offer in-person counseling to help associates stay on track with their physical and emotional wellbeing.

Maryland National Capital Park & Planning Commission

www.mncppc.org

Government

Recreation/Parks, Planning

250 or more US employees

For a long time, M-NCPPC has been dedicated in offering and maintaining numerous employee-friendly policies, programs, and benefits. In the 1970's, M-NCPPC was already 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 benefits 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%-25%. 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.

Montgomery County Government

www.montgomerycountymd.gov

Government

250 or more US employees

Montgomery County Government is proud of it's nationally recognized, award-winning Wellness Program called "LiveWell". This program is a joint labor-management Wellness Program with a comprehensive training curriculum offered through healthcare vendors and the Employee Assistance Program including Diabetes Education and Prevention, Back Care, Stress Management, Healthy Heart, and Walking Program. "LiveWell" also has a comprehensive movement program offered at various work locations throughout Montgomery County for employees including Yoga, Pilates, Core Strengthening,

Zumba, and Walking. Confidential counseling, weekly Wednesday Healthy Tips and Recipes emails to all employees are offered as well as Employee Wellness Challenges and activity tracking with financial incentives through Virgin Pulse. Quarterly meetings are held with the medical, dental and prescription providers to track utilization of claims. This information is used to determine where efforts need to be concentrated to change employee behaviors. This information is provided to stakeholders to make informed changes regarding plan design to manage costs of the plan. Strategies to reduce prescription, medical, and dental costs have been implemented as a result of the utilization tracking of costs.

Montgomery County Public Schools

<http://www.montgomeryschoolsmd.org>

Government

Education

250 or more US employees

Our comprehensive wellness program has many offerings:

- Quit for Good Tobacco Cessation Program
- Instep with Diabetes
- Hike for your Health Physical activity challenge
- Flights to Fitness
- Wellness Initiatives to save up to 2% on health insurance premium
- Monthly seminars and webinars
- Tai Chi, Seated Yoga, Sit and Be Fit, Yoga, Etc.
- And more!

MorganFranklin Consulting, LLC

<https://www.morganfranklin.com/>

For Profit

Consulting/Professional Services

250 or more US employees

MorganFranklin Consulting is committed to employee wellness year-round. From offering versatile benefit options at annual enrollment to establishing a wellness room for staff to use daily, we continually strive to improve our Wellness Program offerings and encourage health and wellness among all employees. We provide a MFC Wellness Room 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 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 and guided meditation instructor, and a healthy-meals delivery service and new this year, we had a shelter bring in puppies for puppy cuddles (and adoption!). 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 and encourage employees to participate in wellness missions through Rally. 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 continue our wellness focus into our Corporate Social Responsibility program by encouraging our employees to get involved in charity walks, runs and other events.

National Recreation and Park Association

www.nrpa.org

Nonprofit

Association

50 - 249 US employees

Our organization has a commitment to health and wellness as one of our pillars. We teach our members how to implement programs and guidelines for physical activity and nutrition. Those same things done for our staff as well. We educate staff on the importance of a balanced diet and get up from their desk. We have a health and wellness week every year to have a different activity or topic each day of the week. This year we hosted a krav maga session at work. We also removed all vending machines in the building, removed snacks from the kitchen that were not healthy and supply fresh fruit every week. We provide nutrition labels on our lunches ordered for all staff and removed sugar sweetened beverages. We conduct bio metric screenings at no cost to staff and had them meet with a healthcare professional to understand their results. Our staff are paid to go to yoga and get outside when they need to. With the belief being that by providing these benefits we see a reduction in absenteeism and cost related to our medical cost. We received a less than 1% increase which we believe is attributed to education about what the health plan covers and the best way to use those benefits. NRPA pays 80% of the cost of the medical plan, 100% of dental for staff and contributes 75% of the deductible towards their HSA accounts.

Qiagen

www.qiagen.com

For Profit

Biotechnology

250 or more US employees

QIAhealth Program

It is very important to QIAGEN that our employees are healthy and taking care of themselves. QIAhealth is a health initiative program that was created by Christine Miller, Benefits Specialist, in North America. Its main goal is to promote a healthy and active lifestyle among employees, thus making improvements in their life's possible. In the past couple of years, QIAhealth has created various programs that engage employees to taking necessary steps towards better health. Among the most popular are the QIAhealth – FitBit, On the Move! and the Premium Discount. QIAhealth – Fitbit, On the Move! Increasing

physical activity is one of the most important things people can do to improve their health and well-being. QIAhealth – Fitbit, On the Move was developed and designed to assist people in increasing their levels of physical activity using a Fitbit pedometer, with QIAGEN covering half of the cost. Throughout the year, QIAhealth creates Fitbit challenges in order to assist employees with increasing their physical activity and most competitions employees are eligible to receive prizes. The Fitbit pedometers are a small device that you wear around your wrist so you can wear it proudly all day and night. Employees will have the option to receive a Fitbit Flex or Fitbit Charge device. This device measures daily steps, distance, calories burned, activity minutes, stairs climbed and sleep quality. This information is then uploaded onto the FitBit website for you to monitor. Participants are invited to join the QIAhealth Community Group on the FitBit website. The community group allows all activity to be uploaded automatically onto a leader board for other members of the group to see. This group also allows members to discuss fitness and nutrition as well as compete in friendly competitions. Biometric Screening and Health Assessment By participating in the biometric screening and health assessment, you can get an analysis of your health and come up with a plan to better it with your physician. As a result of completing the biometric screening and health assessment, US employees that are enrolled in a QIAGEN sponsored medical plan will be eligible to receive up to \$300 off your annual medical premium the following year. To complete the biometric screening, go to your annual wellness exam and bring a biometric screening form. Your physician should collect information as it pertains to your Cholesterol level, Glucose level, Blood Pressure, Height, Weight, and BMI. By completing and submitting the biometric screening form, employees will receive a \$150 premium discount. Using the information gathered from the biometric screening, employees can then fill out the confidential online health assessment to receive an additional \$150 premium discount

Ryan, LLC

www.ryan.com

For Profit

Consulting/Professional Services, Corporate Tax Advisory Services

250 or more US employees

Ryan's focus on employee work-life success includes a focus on employee health and wellness. This year we launched a new "Bravo Wellness" program that, like our workplace environment, is results based. The program is completely voluntary and allows employees to choose their own level of involvement and participation. Employees that are interested participate in a biometric screening, and if their results are within the optimum range established by Bravo, they can earn up to a \$175 monthly credit when combined with a tobacco-free credit. Employees that don't meet the biometric goals may petition, or participate in one or more Bravo Online Health University classes as an alternative. 60% of Ryan participants have no risk factors, and overall Ryan employees score 15.7% above Bravo's average risk factor benchmark. The data allows us to identify our most challenging biometric area and allows us to focus additional efforts in that area. Healthcare Concierge - Compass In addition to our new results-based wellness program, we introduced Compass— a Healthcare concierge service for employees. The concierge provides assistance with navigating benefits, which is particularly helpful in the event of unexpected health changes. The concierge will also assist with locating doctors, making appointments, scheduling elective procedures and estimating actual out of pocket costs, and reviewing invoices to make sure that the employee has not been overbilled. MDLive Our health insurance provider now

offers access to a board certified doctor 24 hours a day, seven days a week through our MDLive benefit. MDLive doctors will treat a patient for routine ailments such as allergies, sinus infections, pinkeye, and more. In states where permitted, therapists are available for treatment pertaining to anxiety, depression, marital problems, child behavior, and learning concerns. Employees can access a provider via a phone call or through an app. Benefits Fair Last year our Benefits team piloted a benefits fair in our Dallas office. The fair included numerous benefit vendors—ranging from our 401k provider, medical and dental providers, and our wellness vendor to the City of Dallas Fire Department. Employees were able to ask questions and get help setting up accounts for a number of different benefits. We also contracted with a medical screening group to conduct medical screenings on site. This comprehensive approach to wellness, where employees are held accountable for their own personal and family health and are able to have access to customized services on demand, ties into Ryan’s rewards-orientated culture and our Core Purpose and Values that define who we are as a Firm.

Smartronix

www.smartronix.com

For Profit

Consulting/Professional Services, Technology

250 or more US employees

With the role out of our formal program ten years ago, we have continued to keep wellness in the forefront of our employees and their families. 1) For ten 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. Participation 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% h. 2015 - 83% i. 2016 - 85% j. 2017 - 84% 2) Health premiums are discounted for those taking part in the sponsored wellness programs. 3) Cessation support for current tobacco users. 4) \$100 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, HSA, and HRA plans. 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. In 2017, we held more than 30 live educational sessions on employee benefits, with a strong focus on medical and wellness. 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.

www.s-3.com

For Profit

Consulting/Professional Services

250 or more US 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. These tools include:

- 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.
- 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 are placed at all sign-in sheets, public areas, and restrooms.
- Free or discounted seasonal flu vaccinations to employees and family members.
- Expanded dental coverage to include orthodontal and added stand-alone comprehensive vision coverage to our already robust health and medical benefits.

The American Speech-Language Hearing Association

<http://www.asha.org>

Nonprofit

Association, Health Care, Professional/Trade

250 or more US 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:

- * 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 ergonomics assessments and other ADA accommodations as needed.
- * Semi-monthly blood pressure, body fat, and waist circumference screenings.
- * Annual on-site flu shot clinic for staff, their families, and retirees.
- * Education programs.
- * Mediterranean Lifestyle" with healthy cooking and Lunch & Learn sessions.
- * On-site fitness classes.

The Emmes Corporation

www.emmes.com

For Profit

Biotechnology, Research

250 or more US employees

To encourage wellness and healthy living, Emmes offers a Gold's Gym 12 week Challenge to our staff. Participants were able to sign up and receive 12 weeks of free on-and-offsite training at the facility, fitness activities/classes, BMI testing and before and after pictures of their results. Employees were able to go to the facility during office hours. Family members were also provided days (at no cost) to go to the facility to work out even though they were not participating in the challenge. Emmes had weekly raffle prizes for those that completed the weekly "Fitness Passport". Prizes included gym bags, jump ropes, fruit blenders, weights, yoga mats, muscle rollers, Camelbak water backpacks, etc. The grand prizes were a 6 month membership to the gym and 6 months of personal training sessions. Emmes also provided stress therapy dogs for staff to reduce stress. This was a huge success for staff and Emmes. When it comes to health and wellness, Emmes is always thinking of ways to promote healthy living for our staff.

Truth Initiative

truthinitiative.org
Nonprofit
Public Health
50 - 249 US employees

As a public health organization, Truth Initiative prides itself on ensuring that our employees have access to programs that support healthy behavior and improve health outcomes. To promote health and well-being of mind, body and spirit of staff, Truth Initiative provides: + 100% paid health insurance coverage for employees and their families including domestic partners (medical, dental and vision) + Medical advice 24 hours a day/7 days a week + Medical pre-tax Flexible Spending Accounts + Short and long term disability + Free on-site fitness facility + Access to free healthy breakfast program 5 days a week + Access to free healthy lunch program 2 days a week + Health-related seminars/presentations + Demonstrations of healthy living activities + Health Screenings + A portion of the cost of health club membership or fitness classes + Tobacco Cessation reimbursement + Weekly mindfulness meditation +Smoking cessation program and reimbursement + 4 weeks vacation, 3 weeks sick leave and 3 personal days +Paid maternity/paternity leave

United Educators

www.ue.org
For Profit
Insurance
50 - 249 US 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 addition, our building offers a complementary health club which many employees use on a regular basis.

University of Maryland Charles Regional Medical Center

www.charlesregional.org

Nonprofit

Health Care

250 or more US employees

- Employees receive Positive Points award for participation in wellness initiatives
- Walking campaigns
- Bi-weekly Farmer's Market
- Healthy local produce served in employee cafeteria
- Health screenings annually