



**National
Business
Group on
Health®**

Best Employers **EXCELLENCE IN HEALTH & WELL-BEING**

A National Business Group on Health® Awards Program

15th

ANNUAL AWARDS





CONGRATS TO THE BEST EMPLOYERS

Excellence in Health and Well-Being

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CONGRATULATIONS

Best Employers

EXCELLENCE IN HEALTH & WELL-BEING

2019 AWARD WINNERS



It is my honor to welcome you to the 15th Best Employers Award Ceremony!

Congratulations to this year's *Best Employers: Excellence in Health & Well-being* and *Global Distinction* award winners. For 15 years the Best Employers award program has recognized the outstanding achievements of companies that prioritize health & well-being for their employees and families. Over 180 U.S. based corporations have been honored for comprehensive and innovative initiatives to engage employees and positively impact their health and well-being. Since inception, the goal of these awards has been consistent: to promote evidence-based strategies, share best practices and energize the corporate health, well-being and productivity landscape.

The *Global Distinction* award, now in its ninth year, recognizes companies addressing the health and well-being of their global workforce with purpose and passion. We are pleased to honor these companies for providing the tools and resources to improve the physical health, emotional health, financial security, social connectedness, community involvement and job satisfaction of employees and family members in select locations worldwide.

We extend our sincere thanks to our Institute members, judges, current and previous applicants and award ceremony sponsors for their role in making this program a showcase of best practices and innovations in workforce well-being.

A handwritten signature in black ink that reads "Brian Marcotte". The signature is fluid and cursive, written over a white background.

Brian Marcotte, President & CEO
National Business Group on Health



WELCOME

- Brian Marcotte, President and CEO, **National Business Group on Health**

VIDEO PRESENTATION, CELEBRATING 15 YEARS

PRESENTATION OF AWARDS

SILVER, GOLD, AND PLATINUM PRESENTATIONS

- Joneyse Perkins Harley, Manager, Award & Recognition Programs, **National Business Group on Health**
- David Hoke, Senior Director, Associate Health & Well-being, **Wal-Mart Stores, Inc.** and Co-Chair, The Well-being & Workforce Strategy Institute
- Pamela Hymel, MD, Chief Medical Officer, **Walt Disney Parks and Resorts** and Co-Chair, The Well-being & Workforce Strategy Institute

SPECIAL RECOGNITION PRESENTATION

- Julianne Guzik, Well-being Benefits Consultant, Corporate Benefits, **Wells Fargo** and Well-being and Workforce Strategy Institute Member
- Sari Kalin, Manager, Well-being Programs, Corporate Benefits, **Liberty Mutual Insurance Group**
- Karen Personett, Manager, Wellness & Health Promotion, **DTE Energy**
- Tara Sherman, Health & Well-being Strategy Leader, **The Boeing Company**

GLOBAL DISTINCTION PRESENTATION

- Kenisha Peters, Senior Analyst, **Global Business Group on Health**
- Lina Uribe, Global Head, Employee Well-being & Health Innovation, **Johnson & Johnson**

CONCLUDING REMARKS

- LuAnn Heinen, Vice President, **National Business Group on Health**

ABOUT THE *Best Employers* EXCELLENCE IN HEALTH & WELL-BEING AWARDS

The *Best Employers: Excellence in Health & Well-being* awards recognize companies for their innovative and comprehensive approaches to employee, family, and community health and well-being.

The objectives of the *Best Employers: Excellence in Health & Well-being* and *Global Distinction* awards are to:

- Promote external and internal recognition of effective initiatives and best practices; and
- Provide a forum for sharing and comparing solutions, outcomes and success strategies.

Award winners are companies with a holistic well-being strategy that improves employee health and productivity and business performance.

The application criteria incorporates well-being contributors within the following areas:

- Community Involvement
- Emotional Health
- Financial Security
- Social Connectedness

Awards are given at the Platinum, Gold and Silver levels:



Platinum: Awarded to organizations who have recognized a connection between workforce well-being and key business outcomes and implemented a strategy with demonstrated results across several dimensions of well-being.



Gold: Awarded to organizations with a strong commitment to holistic well-being and related metrics.



Silver: Awarded to organizations with emerging well-being strategies and metrics, often with a strong focus on physical health. The silver level recognizes the achievements of companies in transition to a broader well-being approach.

ABOUT GLOBAL DISTINCTION

The *Best Employers: Excellence in Health & Well-being*[®] and *Global Distinction* awards honors innovative, established, comprehensive and culturally-aware workforce initiatives that address well-being holistically including: physical health, emotional health, financial security, social connectedness, community involvement and job satisfaction.

Companies apply for one country of their choosing and are recognized for initiatives at the corporate level in addition to in-country strategic planning, benefits and programming.

SPECIAL THANKS

TO OUR ESTEEMED EMPLOYER JUDGES

Best Employers: Excellence in Health & Well-being Judges

- Corey Adams, **U.S. Office of Personnel Management**
- Alli Cromartie, **Ingersoll Rand Company**
- Tracey Crowell, **VF Corporation**
- Julianne C. Guzik, **Wells Fargo**
- Jill Hamilton, **Hennepin County**
- Leah Hooker, **Fidelity Investments**
- Sari Kalin, **Liberty Mutual**
- Judith Kleemeier, **CSL Behring, Inc.**
- Lesley Leiserson, **The Home Depot**
- Sharon L. Miller, **Corning Incorporated**
- Brandi Newman, **Atrium Health**
- Karen Personett, **DTE Energy**
- Tara Sherman, **The Boeing Company**

Best Employers: Excellence in Health & Well-being Global Distinction Judges

- Laura Hunter McLeod, **GlaxoSmithKline**
- J. Brent Pawlecki, MD, MMM, **The Goodyear Tire and Rubber Company**
- Virginia Peddicord, **Merck & Co., Inc.**
- Lucas Sondelski, **facebook**
- Janis Davis-Street, Ed.D., **Chevron**
- Lina Uribe, **Johnson & Johnson**

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PLATINUM WINNERS

American Express

Aramark

Blue Cross and Blue Shield of Alabama

Cleveland Clinic

CNO Financial Group, Inc.

CVS Health

Dell Technologies

Humana Inc.

JLL

JPMorgan Chase & Co.

Kaiser Permanente

Marriott International

Merck & Co., Inc.

Nemours Children's Health System

OhioHealth

Texas Health Resources

The Hartford

UnitedHealth Group

UPMC



GOLD WINNERS

AbbVie

AT&T

Cerner Corporation

Cigna

Compass Group North America

Delta Air Lines

Erie Insurance

FCA US LLC

Geisinger

Georgia Power Company

Goldman Sachs

Health Care Service Corporation

IDEXX

Mercy

Nestlé in the U.S.

NextEra Energy, Inc.

Paychex, Inc.

PepsiCo, Inc.

Quest Diagnostics

Sodexo

Target Corporation

Unum



SILVER WINNERS

American Airlines

BD

BNY Mellon

DaVita Inc.

Huntington National Bank

Kronos Incorporated*

Nielsen

Unilever

University of Virginia*

* Denotes first-time winner



GLOBAL DISTINCTION

AECOM- Canada

Baker Hughes, a GE company- Nigeria

Dell Technologies- Ireland

Medtronic- Ireland

Nielsen- Spain

Unilever- Canada



SPECIAL RECOGNITION

Community Involvement

AbbVie

Emotional Health

Cerner Corporation

Financial Security

Unum

Linking health & well-being to business performance

Sodexo

Best Employers

EXCELLENCE IN HEALTH & WELL-BEING

PROGRAM SUMMARIES

abbvie **AbbVie** Vitality is AbbVie's approach to employee well-being. It's about sustaining healthy behaviors, so each person can be their best inside and outside the workplace. Vitality encompasses local and global events, programs, resources and tools for work-life effectiveness; preventive health; fitness; nutrition; and financial education. Focused on the "whole self," Vitality empowers employees across the globe to achieve its four pillars: balanced lives, active bodies, fulfilled selves and healthy minds. The Principles, launched in early 2019, reinforce this philosophy. The Transforming Lives principle is the commitment to make decisions based on AbbVie's deep compassion for people, delivering a lasting impact to patients, their families, employees and the community. AbbVie is a global, research-driven biopharmaceutical company committed to developing innovative advanced therapies for some of the world's most complex and critical conditions. In more than 75 countries, AbbVie employees are working to advance health solutions for people around the world.

AECOM

Global Distinction Awardee

AECOM, one of the world's largest infrastructure firms, makes well-being a core part of how it does business. With 87,000 employees, AECOM is committed to supporting its global workforce, their families and the communities it serves.

Well-Being at AECOM encourages participants to excel in every facet of their lives by offering ways to enrich their physical, emotional, social, and financial well-being — even the well-being of the planet. Those five holistic pillars are the foundation for program activities aimed at promoting health, resiliency, teamwork, security and safety. Designed to be relevant both internationally and locally, the program closely supports the company's health and safety culture and celebrates the many different ways to be well around the world. In addition to empowering employees and their families to be their best, Well-Being at AECOM has increased productivity and retention, lowered health care costs and resulted in more creativity and innovation at AECOM.

American Airlines



At **American**, the team flies over borders and walls and transports people to some of the most important moments in their lives. But American is greater than just creating connections or flying planes. Together, the team cares for all people on life's journey. For team members, that means, among other things, providing

benefits and programs that help them and their families be their best selves, including a weight management program that teaches healthy eating behaviors, access to health coaching, activity challenges and a well-being rewards program. American offers an employee assistance program (EAP) that provides free and confidential on-site and telephonic counseling, as well as access to community providers and online tools for addressing legal and financial concerns, managing stress, improving relationships and coping with emotional or substance abuse issues. American is committed to improving overall health and well-being so team members can lead productive, happy lives.



American Express has its customers' backs. This begins by supporting company colleagues who serve them. The goal is to build a culture of health through leadership, policies and within the workplace. Better health for the workforce and their families ensures that colleagues can bring their whole selves to work. To champion colleagues and their families at every stage of their life, American Express continually thinks of innovative ways to invest in their overall well-being. This includes providing everyday resources that support their physical, financial and emotional health.



Believing a healthier America starts with each individual, **Aramark** is committed to empowering employees, customers and communities to lead healthier lifestyles. Pivotal to this commitment is its groundbreaking Healthy for Life 20 by 20 initiative with the American Heart Association. Moreover, the company's national Feed Your Potential 365 digital campaign encourages everyone to discover how they can be their best every day by choosing healthy food. Aramark provides employee programs that recognize the role nutrition and healthy eating play and encourages a holistic approach that includes resources to strengthen physical, emotional, social and financial well-being. Offerings include challenges; fitness centers; screenings; flu vaccinations; health assessments; online coaching and tools; a smoking cessation program; EAP; nutrition, obesity and fitness counseling; financial webinars; wellness fairs; and regular communications. By expanding its already robust employee health and well-being programs, Aramark is enabling employees and their families to live healthier lives.



AT&T's values represent a company inspiring progress through the power of communication and entertainment. Its values – Live True, Think Big, Pursue Excellence, Inspire Imagination, Be There, Stand for Equality, Embrace Freedom and Make a Difference – mean helping employees achieve and maintain holistic well-being. Now in its 10th year, Your Health Matters continues to innovate. Highlights for 2018: Family Planning benefits – new fertility benefits and surrogacy policy, and updated paternal leave and adoption policies; Castlight launch – rolled out digital navigator to help employees manage well-being in one place; expanded on-site offerings to include flu shot clinics at company locations; AT&T Believes – launched company-wide

initiative to tackle social issues in communities; It Can Wait – Don't Text & Drive campaign turns 10 this year with over 29 million pledges to drive distraction free; Diversity – AT&T celebrates diversity and equality. DiversityInc. named AT&T #1 in Diversity in 2019 Top 50 Companies for Diversity.



Global Distinction Awardee

BHGE's mission is to invent smarter ways to bring energy to the world, and the company's people are one of BHGE's most valued assets. BHGE believes safeguarding and improving the health and well-being of the workforce is in the best interest of BHGE

and companies across the industry. Through a commitment to a culture of health, the company strives to create an environment that promotes the importance of well-being and encourages all employees to be leaders in their own health, while at work, at home and in the community. The company creates this environment by the commitment of its leadership, from line to senior management; diverse benefit offerings; and by implementing evidence-based practices, policies and innovative engagement opportunities. Expanding beyond traditional thinking of protecting employees, the company motivates employees to be proactive about prevention, risk mitigation and awareness, emphasizing the importance of family and community involvement.



BD is a global medical technology company that is advancing the world of health by improving medical discovery, diagnostics and the delivery of care. BD brings that commitment to home – to its associates and their families – through its award-winning global

well-being program, BD Healthy Lives. The BD Healthy Lives program provides associates with information, tools, one-on-one support, and resources to help them make better everyday choices, develop healthier habits and achieve overall well-being. The company's multi-year wellness strategy is designed to drive intrinsic motivation and positive behavior change, aligned with the following key business objectives: Improving the overall well-being of associates and family members, and focusing on the power of prevention through education, incentives and key programs designed to support associates in different areas, such as nutrition, physical activity, stress management, tobacco cessation, financial well-being, social well-being, chronic condition management, and more.



**BlueCross BlueShield
of Alabama**

Blue Cross and Blue Shield of Alabama's BeWell program promotes emotional, financial, physical and social wellness. Healthy Action Program, a

component of BeWell, provides incentives for completing a preventive screening, tobacco cessation program, online health activities, a meQuilibrium® assessment and skill or activity, or a clinician care management program call. Additional rewards are given for completing a wellness visit, step challenges, health assessment, and an online weight loss program or ScaleBack Alabama/Healthy BMI challenge. Financial and emotional wellness educational seminars include retirement planning, 401(k) basics, suicide awareness and the importance

of sleep and resiliency. Its EAP program offers a phone app, text therapy and health coaching for lifestyle/stress management, tobacco cessation, healthy eating and fitness management. Social connectedness is also an important part of the company's culture, evidenced by baseball family night, community volunteerism and the Birmingham Corporate Challenge.



BNY MELLON

Through **BNY Mellon's** global well-being program, IN, the company is creating and sustaining a culture of well-being to improve the health of its employees. IN provides a variety of resources and programs delivered by industry-leading well-being vendors to help employees take simple steps to improve and maintain their physical health, emotional resilience, financial security and social connections. By offering a wide range of tools, information and professional guidance, IN meets participants where they are in their well-being journey and assists them in achieving their personal goals.



Cerner's health information technologies connect people and systems at more than 27,500 contracted provider facilities worldwide. Together with our clients, we are creating a future where the health care system works to improve the well-being of individuals and communities. **Healthe** at Cerner is Cerner's internal brand for health and well-being. **Healthe** at Cerner's holistic programs and services empower associates and their families to obtain their optimal level of health. The programs and services span the continuum of well-being, emphasizing the mental, physical, financial and social components. Our strategy is based on three pillars: consumer engaged benefits; innovative programs, of which **Healthe Living with Rewards** and health coaching are key components; and high-value services, including four health clinics, four pharmacies, four fitness centers, five cafeterias and an internal Third-Party Administrator. These wellness initiatives are connected by the Cerner Health identity and powered by a solution set for consumers and providers.



Cigna, is more than a health insurance company. It's a global health services company. Cigna's mission is to help improve the health, well-being and peace of mind of all the people touched by the company. Cigna achieves this by working with employers and organizations worldwide, helping employees stay healthy and on the job. Cigna's workforce receives the same focus through programs to advance each individual's journey to better health, with personalization and affordability in mind. Cigna's enterprise well-being strategy promotes a supportive work environment, connects people to total health and well-being solutions and drives personal engagement and accountability for healthy choices. The goal is to inspire employees to bring their best selves to work each day.



Cleveland Clinic

Cleveland Clinic caregivers share the same core mission: to care for patients with the goal of zero preventable harm, and to care for each other. For patients who come to Cleveland Clinic, the team strives to provide safe, world-class care at every encounter. If something is not right, all caregivers are encouraged to speak up and stop the line. The same is true when fellow caregivers have the potential to be harmed. All caregivers have the power to help, heal and change lives — beginning with their own. That is the power of the Cleveland Clinic team. It stresses the importance of valuing, nurturing and encouraging people to achieve their best in the workplace. Cleveland Clinic takes care of its caregivers and encourages them toward new heights of personal and professional satisfaction. In return, our caregivers make Cleveland Clinic stronger.



CNO FINANCIAL GROUP

CNO Financial Group is middle-income America's valued financial security partner. The company provides health and life insurance as well as retirement solutions through its family of insurance brands: Bankers Life, Colonial Penn and Washington National. As CNO Financial helps its customers enjoy a healthy and secure financial future, CNO also commits to the well-being of its associates. By investing in the health of associates, CNO is also making an investment in the company. This investment leads to improved engagement, productivity and customer service. CNO's corporate well-being programs equip associates and their families with resources and incentives that can be tailored to meet their individual needs. Resources include on-site clinics; free fitness centers and fitness classes; walking workstations; acupuncture, chiropractic and massage therapy; health coaching; lifestyle management programs; mindfulness and meditation programs; and financial wellness programs and ergonomics.



COMPASS GROUP

As the nation's leading foodservice and support services company, **Compass Group North America** is a family of companies building experiences for all customers. Compass Group serves award-winning restaurants, corporate cafes, hospitals, schools, arenas, museums, and more. Compass Group North America has over 268,000 associates and earned \$18.6 billion in revenues in 2018. The company's total rewards package promotes healthy lifestyles for associates and their families. In addition to offering a choice of benefit options, the award-winning wellness programs provide options to help sustain more active and balanced lifestyles through behavioral coaching, transparency tools, financial management programs and much more. In addition to robust wellness incentives, Compass Group provides associates with paid time off from work for preventive care.



CVS Health is the nation's premier health innovation company helping people on their path to better health. CVS Health is pioneering a bold new approach to total health by making quality care more affordable, accessible, simple and seamless. We offer our colleagues a comprehensive suite of low- or no-cost wellness programs, including health screenings, smoking-cessation, weight-management, an EAP, free flu shots, comprehensive maternity support, financial well-being tools, and health care cost-quality transparency tools. As a CVS Health company, Aetna is also changing the conversation about what it means to be healthy by acknowledging several factors that contribute to holistic well-being. Its nationally recognized employee well-being program focuses on six dimensions: physical health, emotional health, financial security, social connectedness, purpose, and character strengths. By understanding these drivers, the company can provide employees with innovative and engaging resources to personalize their paths to well-being.



DaVita Inc., a Fortune 500® company, employs more than 75,000 employees worldwide. DaVita Kidney Care is a leading provider of kidney care in the United States, delivering dialysis services to patients with chronic kidney failure and end-stage renal disease. DaVita cares for its employees with the same intensity shown to its patients. In 2010, Village Vitality, the company's well-being program, was formed to support teammates and their families achieve a sense of well-being in every aspect of their lives. Village Vitality includes four elements— physical, financial, social and emotional well-being. Through this program and with the support of leadership, DaVita Inc. is helping to create a culture of health throughout the organization and community.



**U.S. and Global
Distinction
Awardee**

Dell Technologies has a shared cultural framework that defines how the team works together and reflects the best parts of the company and is committed to giving team members the support they need to not only fulfill their potential but to continue to expand and grow. Providing work/life flexibility and balance through highly valued and meaningful benefits is at the core of Well at Dell, the company's health and wellness program. Through this program, Dell provides comprehensive benefit packages, best-in-class care solutions and key wellness programs focused on physical, emotional and financial health. The company's goal is to ensure that all team members and their families have access to innovative and personalized solutions to help them make the best wellness decisions for their needs. The programs and resources are actively supported and aligned to our People Philosophy and commitment to be a place where team members can be their best and do their best work.


DELTA

The “Delta Difference” is the people who work at the company. **Delta** has a strong, unique culture based on core values that uphold the conviction that people are the company’s most important asset. The Flight Plan (organizational business plan) includes Delta’s most valued goals, including the philosophy to “invest in a culture of wellness.” This demonstrates the strong leadership support and deep desire to see all employees, their families and communities thrive and be well. The company puts this principle into action through many organized programs, as well as grassroots efforts initiated by Delta’s wellness network and employees focused on building a healthier population. The health and well-being team strives to reach all 80,000 global employees via Delta’s well-being initiatives to provide tools and education to impact their health in a positive way. The well-being team emulates the company’s brand promise – “No one better connects the world” by creating a workforce that thrives.


**Erie
Insurance**

Earning a Best Employers for Healthy Lifestyles award is a testament to **Erie Insurance’s** employees and their families and their commitment to living healthier lives. At Erie Insurance, the team works year-round to help employees develop and maintain healthy lifestyles by striving to better understand how to use available resources and evaluate how to use them more effectively. Dedicated wellness representatives and voluntary health education programs online are two ways the company reaches out to employees. Employees also have access to resources like gym membership discounts, nutrition counseling, adoption and fertility assistance, confidential personalized assistance and counseling, and even ergonomic workspace evaluations.

FCA

FIAT CHRYSLER AUTOMOBILES

FCA US LLC, a North American automaker based in Auburn Hills, Michigan, designs, manufactures, sells or distributes vehicles under the Chrysler, Dodge, Jeep®, Ram, FIAT® and Alfa Romeo brands and the SRT performance designation, and distributes Mopar® and Alfa Romeo parts and accessories. The company is committed to 4URHLTH, a comprehensive well-being program that enables employees and their families to lead healthier lifestyles and have improved quality of life. FCA US provides a variety of integrated health plans with preventive services. In addition, this comprehensive approach to wellness also includes health portals, UAW benefit representatives, a health advocate (RN) for salaried employees, an EAP representative for salaried employees, on-site medical departments, 25 dedicated well-being staff, fitness centers, an on-site retail medical clinic and pharmacy, and a near-site primary health clinic serving employees and families at five manufacturing facilities in Indiana, the first ever established by a domestic automaker in the U.S.

Geisinger

Geisinger is an integrated health services organization widely recognized for its innovative use of the electronic health record and the development of innovative care delivery models such as ProvenHealth Navigator®, ProvenCare® and ProvenExperience®. As one of the nation's largest health service organizations, Geisinger serves more than 3 million residents throughout Pennsylvania and in New Jersey at AtlantiCare, a Malcolm Baldrige National Quality Award recipient. The physician-led system is comprised of approximately 30,000 employees, including nearly 1,600 employed physicians, 13 hospital campuses, two research centers, Geisinger Commonwealth School of Medicine, and a 582,000-member health plan, all of which leverage an estimated \$12.7 billion positive impact on the Pennsylvania and New Jersey economies. Geisinger has repeatedly garnered national accolades for integration, quality and service. In addition to fulfilling its patient care mission, Geisinger has a long-standing commitment to medical education, research and community service.



Georgia Power

Georgia Power has a long-standing commitment to the health and well-being of its employees and their families.

The company's emphasis on well-being evolved from a program focused on physical health to a total well-being approach, encompassing individual well-being goals and creating a supportive environment where employees can thrive. In addition to a comprehensive benefits plan, many engaging tools and resources are offered. Four key areas include (Focus, Fuel, Move, Recover) covering physical, mental and emotional, financial and social well-being. Examples include on-site clinics, screenings, fitness facilities, workspaces that encourage standing, social connections, specialty vendor partners related to sleep health, functional movement, telemedicine and teletherapy, rewards, financial seminars, tools, and health-related challenges. Leaders, along with grassroots well-being champions, communicate, educate and engage employees while striving to maintain a safe and supportive workplace that is diverse, inclusive and caring.

Goldman Sachs

At **Goldman Sachs**, people are their most important assets, which allows them to serve clients at the highest level. Goldman Sachs takes pride in providing employees with one of the most competitive and innovative wellness programs in the industry. Goldman Sachs supports a broad range of health, resilience and work-life needs, and consistently evaluates their offerings to ensure that they best serve their people. In the past year, expanded offerings included: increasing regional access to on-site health services by opening an additional health center and adding a new EAP provider; launching a third-party online resilience platform available to all employees globally; and increasing parenting support with a training designed to equip managers with information to effectively support all new parents during their leave and launching a global breast milk shipping program.



Health Care Service Corporation (HCSC), which operates health plans in Illinois, Montana, New Mexico, Oklahoma and Texas, is committed to promoting a healthy workplace culture. Aligning its wellness strategy to its purpose, “To do everything in our power to stand with our members in sickness and in health,” HCSC reinforces that commitment. Motiva, HCSC’s internally branded employee wellness team, engages employees in total well-being with topics above and beyond most wellness programs, emphasizing that there is more to a healthy person than just numbers on a scale. Employees are encouraged to move naturally, rest, find purpose, reduce stress, be positive and connect with one another – staying healthy and living a healthy lifestyle. More than 150 Health and Well-being Champions bring positive messages to life in each office with celebrations, well-being summits, health fairs, employee walks, biometric screenings, wellness engagement initiatives, community service projects and more.

Humana **Humana’s Bold Goal** is a strategy to improve the health of the communities the company serves 20% by 2020 and beyond.

The Bold Goal has further energized Humana’s strong commitment to its associates, putting well-being at the heart of the culture and delivering simple, integrated experiences based on four holistic dimensions of well-being: Health – having the physical, emotional and spiritual energy and desire to thrive every day; Security – feeling safe and protected, including financially; Belonging – personal relationships and connections within communities; and Purpose – inspiration guiding associates to meaningful activities that bring joy, including job satisfaction. Humana’s well-being movement is advanced by associates, strongly connected to a shared purpose, and championed by leaders with specific goals and measures that are meaningful at the individual, team, and company-wide levels. This approach allows everyone within the company to live what matters to each individual, every day.



Huntington is committed to looking out for its team, with the purpose of making people’s lives better, helping businesses thrive, and strengthening the communities Huntington serves. One of the many ways we look out for our colleagues is by supporting their health and well-being. The best-in-class Huntington Total Health wellness program provides both on- and off-site wellness programming to colleagues in virtual and face-to-face formats. Huntington’s goal is to encourage colleagues to live their best lives at home, at work, and everywhere in between. With 16,000 colleagues primarily operating in seven states, Huntington Total Health provides something for everyone.



IDEXX Laboratories, Inc. is a member of the S&P 500® Index and is a leader in pet health care innovation, serving practicing veterinarians around the world with a broad range of diagnostic and information technology-based products and services. IDEXX products enhance the ability of veterinarians to provide advanced medical care, improve staff efficiency and build more economically successful practices. IDEXX is also a worldwide leader in providing diagnostic tests and information for livestock and poultry, as well as tests for the quality and safety of water and milk. Enhancing the health and well-being of pets, people and livestock is at the heart of what the company does. The well-being program, IDEXXLIFE, focuses on physical health, emotional resilience and social connectedness. IDEXXLIFE offerings include an on-site medical clinic; dietitian; life and financial coaching; fitness centers; an online interactive platform; group challenges; well-being lectures; and more than 50 communities where employees can connect over their favorite hobbies.



The **JLL** well-being program helps JLL employees achieve their ambitions through a holistic combination of communication, programs, grassroots employee support and a management style that caters to the individual. Recognizing that the well-being of each individual contributes to the success of the firm, the company partners with members to focus on an individual's definition of well-being and cultivate each person's best self. The company's grassroots efforts are key to driving personalized programs that address both health risks and cost trends. JLL also leverages technology to collect information and feedback from all parties to ensure that programs are customized and communication is targeted to the right audiences, which allows JLL to achieve overall well-being for its people and for the company.

JPMORGAN CHASE & CO.

JPMorgan Chase & Co. is committed to creating a culture of health and well-being that starts at the top with our senior leadership and trickles down to all levels of the organization. The company's focus is on empowering and inspiring employees – providing them with practical information and access to resources to take ownership of their well-being and make positive lifestyle choices a priority. The well-being strategy is based on three key components: health, balance and finances. Programming/initiatives support employees and their families on their well-being journey. JPMorgan Chase & Co. provides a comprehensive benefits and wellness package that rewards employees and spouses/domestic partners for healthy behaviors, outcomes and activities – across the total well-being spectrum. Resources include 29 on-site health and wellness centers and the Employee Assistance & Work-Life program, with 13 on-site counselors in multiple locations.



KAISER PERMANENTE®

Kaiser Permanente is committed to helping shape the future of health care. The organization is recognized as one of the nation's leading health care providers and not-for-profit health plans. Founded in 1945, Kaiser Permanente has a mission to provide high-quality, affordable health care services, and to improve the health of members and their communities. Currently Kaiser Permanente serves more than 12.3 million members in eight states and the District of Columbia. Care for members and patients' focuses on their total health and is guided by their personal physicians, specialists and team of caregivers. Expert and caring medical teams are empowered and supported by industry-leading advances in technology and tools for health promotion, disease prevention, state-of-the-art care delivery and world-class chronic disease management. Kaiser Permanente is dedicated to care innovations, clinical research, health education and the support of community health.



KRONOS®

Kronos Incorporated is a leading provider of workforce management and human capital management cloud solutions. The company's industry-centric workforce applications are purpose-built for businesses, health care providers, educational institutions and government agencies of all sizes. Tens of thousands of organizations — including half of the Fortune 1000 — and more than 40 million people in over 100 countries use Kronos every day. Simply put: Kronos helps organizations around the globe better manage their workforces. The Kronos LiveInspired wellness and benefits program is a key pillar of its award-winning WorkInspired corporate culture. LiveInspired encompasses physical, emotional, mental, and financial wellness for Kronites both inside and outside of the workplace. Kronos believes that when employees are happy and healthy, they're more satisfied in their jobs, more engaged in their work, better service customers, and contribute back to the company's culture of caring.



Marriott's people first culture and our TakeCare commitment is what makes Marriott International one of the world's best places to work. TakeCare was established as a well-being initiative many years ago to give associates easy, efficient ways to improve their health and happiness. Today, it has become a global movement fueled by a universal passion for opportunity, community and purpose. The TakeCare team provides programs and resources that range from physical and emotional well-being to career and financial well-being, relationship building as well as spreading good in communities and around the world. TakeCare's reach is magnified by the grassroots efforts of over 15,000 TakeCare Champions.

Medtronic

Global Distinction Awardee

Medtronic is dedicated to improving the well-being of people worldwide, beginning with its employees. Healthier Together is engrained in the culture and integrated throughout the organization. Partnerships with philanthropy, ERGs, EAP, and EHS&S help support the company's broader definition of employee well-being, encompassing physical, social, emotional and financial health. Globally, Healthier Together empowers employees and their spouses via a personalized well-being platform/mobile app and local events supporting well-being. Year-round engagement opportunities include personal and team challenges; Healthy Habit goals and tracking; support networks; nutrition; mindfulness; sleep; financial tools; local wellness events; and on-site biometrics and flu vaccinations in many locations. By making healthy decisions such as moving more, getting enough sleep, participating in a community project or finding time for relaxation, participants globally can earn rewards, including points for merchandise, travel packages and free medical premiums. With these partnerships, integrations, tools, resources and rewards, Medtronic is Healthier Together.



As a company, **Merck** has been and always will be inventing, it does so for the single greatest purpose: Life. Merck is on a quest to cure and to have an impact on countless people's lives worldwide. Living this mission starts by caring for employees, their families, and communities. This is important in order to achieve the company vision of "Being the world's premier, research-intensive biopharmaceutical company". Because Merck is in the business of promoting optimal health, the company must lead by example. *LIVE IT* is a holistic approach to well-being designed by and for employees and their families to be healthier and more productive, both professionally and personally. *LIVE IT* includes four components: preventive services within PREVENT IT; emotional, mental and financial health within BALANCE IT; physical activity/movement within MOVE IT; and nutrition within FUEL IT. At Merck, the company is not just Inventing for Life, the company is living it.



Mercy, named one of the top five large U.S. health systems in 2019, 2018, 2017 and 2016 by IBM Watson Health, serves millions annually. Mercy includes more than 40 acute care, managed and specialty (heart, children's, orthopedic and rehab) hospitals, 900 physician practices and outpatient facilities, 45,000 co-workers and 2,400 Mercy Clinic physicians in Arkansas, Kansas, Missouri and Oklahoma. Mercy also has clinics, outpatient services and outreach ministries in Arkansas, Louisiana, Mississippi and Texas. Mercy's Healthification movement is an evidenced-based wellness initiative. Strategies integrate health and wellness resources with disease management, care coordination and EAP. Together, these resources offer co-workers a full complement of services to best manage healthy lives – both physically and emotionally. Healthification gives Mercy co-workers strategic resources to make positive, sustainable changes in personal well-being. empowering them to lower their risk of chronic disease and improve health behaviors while lowering the trajectory of medical care spending.



U.S. and Global Distinction
Awardee

Nielsen is a leading global provider of information and insights for consumers and markets worldwide. As a global employer, it influences the well-being of its 46,000 associates and their families. The company makes well-being personal through its innovative “Whole You” program, in which worksite ambassadors and mobile-friendly technology enable members to be better health care consumers, and lead healthier, more fulfilling lives – physically, emotionally, financially and socially. Its operating principles and Whole You approach serve as the foundation of the company’s global well-being standards, ensuring that they resonate globally and support associates’ and their families’ physical, emotional, financial and social well-being.



A Children’s Health System

Comprised of three areas – employee health, wellness and fitness – **the Nemours** YOURHealth and Well-Being program is a holistic approach to support a variety of needs associates may have on their journey to achieving optimal health, including physical, emotional and social well-being. Programming and support for YOURHealth includes a comprehensive wellness portal, activity challenges, coaching, weight control, stress management and lifestyle medicine programs, CBT-I sleep therapy, meditation and free biometric screenings. Over the last few years, the health system’s data has shown health risk improvement in several categories. Nemours’ goal, as a team, is to communicate to Associates that it’s not all about earning points, but about health, prevention and early detection. Nemours is a uniquely special place, and Associate engagement is key to Nemours’ True North goals. Nemours focuses on building a culture of health and wellness by utilizing internal communications, monthly management meetings and leadership forums to promote employee well-being.



Good Food, Good Life

Nestlé’s purpose is to enhance quality of life and contribute to a healthier future. The company invests in making a positive impact on the lives of individuals and families (including pets), communities and the planet. Nowhere is this more important than with Nestlé’s employees. That is why Nestlé offers employees and their families a Total Rewards package that reinforces this mission, including a full suite of competitive benefits and innovative programs that encourage physical, emotional, social and financial well-being. The medical plan offers a high-deductible health plan with a competitive employer contribution, as well as an in-network and a broad network preferred provider organization (PPO). All eligible employees and spouses/domestic partners may participate in healthy activities such as a health survey and health screening. These activities identify health risks, which can then be addressed through innovative programs to help employees reduce their risk.



For more than 28 years, **NextEra** Health & Well-Being has provided employees and their families with resources to live well physically, emotionally and financially. These programs play a fundamental role in how the company provides support to a workforce of more than 14,000 employees in 36 states and Canada. Deeply rooted in a commitment to support more than 34,000 employees, retirees and their families, NextEra Energy provides comprehensive benefits to help them achieve their best, both personally and professionally – today, tomorrow and in the future. Alongside a comprehensive benefits plan, NextEra Health & Well-Being focuses on physical health, which includes weight management, nutrition and on-site health and fitness centers; emotional health, which includes a robust employee assistance program; and financial health, which includes personal budgeting, 401(k) utilization and retirement readiness.



OhioHealth is central Ohio's leading health care provider, with approximately 29,000 associates. The organization's mission is to "improve the health of those we serve" by building a culture of health and wellness both internally and in the communities served by OhioHealth providers. OhioHealth's goal is to be a leader in the industry by implementing programs, policies and resources that enable associates and their families achieve better health outcomes. OhioHealth does that by helping them become better educated about wellness, seeking preventive care, changing unhealthy habits, making wise lifestyle choices and finding a support system within the organization that consistently meets employees' needs with compassion and excellence. As a health care provider, OhioHealth is called to serve patients and the community 24/7. With this in mind, the organization continuously seeks new ways to help associates live a balanced life and deliver the highest quality of care.



The **Paychex** well-being program supports employees for making health a priority and addresses the environmental and cultural factors that influence all dimensions of well-being, including physical, social-emotional, financial, community and career. The program includes socially based, multi-week wellness challenges; best-in-class tobacco cessation options; healthy, delicious, favorably priced food in company cafeterias and vending machines; a partnership with community-supported agriculture; subsidized wearable devices, blood pressure kiosks; mindfulness-based stress reduction programs; ergonomics; treadmill workstations; financial well-being; incentive gift cards that can be used for Amazon.com or donations to various charities; flu shots; health coaching; voluntary on-site screenings; and measurable outcomes related to health risk, workforce engagement, productivity, motivation and satisfaction. Paychex continues to enhance its wellness program, recently introducing, a multitude of options to help reduce employee stress and build resilience.



PEPSICO

PepsiCo products, including brands such as Frito-Lay, Gatorade, Pepsi-Cola, Quaker and Tropicana, are enjoyed globally by consumers more than one billion times a day.

Guiding PepsiCo is the vision to “Be the Global Leader in Convenient Foods and Beverages by Winning with Purpose.” The company’s ambition is to win sustainably in the marketplace and embed purpose into all aspects of the business. PepsiCo’s well-being program, Healthy Living, supports this vision by helping employees and families live better – physically, financially and socially. We offer holistic programming across the continuum of well-being, with targeted solutions in risk areas: physical activity, obesity and stress. These programs include wellness screenings and questionnaires; on-site health and wellness centers and fitness facilities; wellness coaching; care management; a pregnancy program; a tobacco-free program; flu vaccines; and physical activity challenges. All of this is supported by a digital platform, including an incentive program, to promote sustained engagement.



Quest Diagnostics™

Quest Diagnostics empowers people to take action to improve health outcomes. The company’s diagnostic insights reveal avenues to identify and treat disease, inspire healthy behaviors and improve health care management. Quest is

committed to building a healthier world, starting with colleagues and their families. Now in its 14th year, the company’s award-winning health and well-being program, HealthyQuest, equips nearly 46,000 employees and their dependents with best-in-class tools and resources to improve their health and save money. In 2018, HealthyQuest was refined to augment the member experience with targeted interventions leading to measurable improvements in health, engagement and cost. Quest built a care pathway for participants in its Blueprint for Wellness biometric screening program; partnered with industry leaders to implement novel population-health solutions; and introduced workplace health initiatives to help create an inspiring workplace. Building from these successes, Quest provides employee wellness screening services to other large employers in the U.S.



QUALITY OF LIFE SERVICES

As the world’s 19th largest employer and a leading provider of integrated food services and facilities management, **Sodexo** is dedicated to improving the quality of life of its employees,

clients and customers. Central to this commitment is Sodexo’s corporate responsibility roadmap, Better Tomorrow 2025, which guides the organization to make life better for individuals, communities, and the environment. Sodexo believes that serving nutritious food and creating healthy and productive environments impacts quality of life. For this reason, Sodexo provides a range of offerings to support and empower its employees to take charge of their own quality of life. Offerings include health screenings and assessments; online coaching and tools; a smoking cessation program; an employee assistance program; webinars and toolkits that address all dimensions of well-being; wellness fairs; flu vaccinations; challenges; and regular communications. Sodexo also helps its employees make a difference through volunteering, energy-saving tips and payroll giving.



TARGET.

Target values the over 350,000 individuals who come together as a team to serve its guests. The company has long invested in its team by giving them opportunities to grow professionally; take care of themselves, each other and their families and make a difference for Target guests and their communities. The Pay & Benefits team focuses on providing all Target team members with great benefits, well-being offerings and discounts that are easy to access and designed to inspire and support them and their families as they work toward their well-being goals.



Texas Health Resources

Ranked in the top ten on Fortune 100 Great Places to Work list, **Texas Health Resources'** award-winning *Be Healthy* program offers employees and family members holistic tools to make sustainable health improvements. Our company mission to improve the health of the people in the communities it serves starts with Texas Health Resources employees. The company culture helps employees thrive through programs and built environments that reward and encourage social connections, better eating habits and natural movement. On-site conveniences include healthy cafes, farmers markets, fitness centers, meditation gardens, chapels, pharmacies, walking trails and more. Company locations boast on-site wellness steering committees, safety teams and health specialists that drive an exemplary culture of health. Employees and spouses receive rewards for completing activities, including health assessments and physician wellness exams. Employees receive free biometric screenings throughout the year to identify health risks and improve well-being while earning up to \$520 in wellness credits on their paychecks.



The Hartford believes that people are capable of achieving amazing things with the right encouragement and support. The Hartford puts its belief into action by not only ensuring individuals and businesses are well protected, but by making an impact in ways that go beyond an insurance policy. Through everyday actions, The Hartford shows its commitment to employees, customers and communities. Its well-being program supports this belief by helping employees and their family members be their best – energetic, optimistic, and connected to their communities. By offering an array of resources including weight management programs, activity programs, on-site health centers, a sleep improvement program, a mindfulness-based stress reduction program, financial coaching, community involvement, and more, The Hartford impacts business performance by improving employee and dependent well-being, managing health care costs, and improving productivity and performance.



Unilever

U.S. and Global
Distinction Awardee

Every day, 2.5 billion people use Unilever products to feel good, look good and get more out of life. With 161,000 employees globally and more than 400 brands bought in 190 countries, **Unilever** is one of the world's largest consumer products companies. Sustainability is at the heart of everything it does. With a commitment to being carbon-positive by 2030, Unilever is working to create a better future every day with its brands and services that help make sustainable living commonplace. Its integrated approach to health management and well-being is both global and local, going far beyond one's physical health. Unilever is constantly evolving and committed to helping more than a billion people improve their overall well-being. Unilever is honored to have received the NBGH *Best Employers for Healthy Lifestyles®* Award eight times (2009-2013), 2015, 2016 and 2018.

UNITEDHEALTH GROUP® **UnitedHealth Group** (NYSE: UNH) is a distinctively diversified health and well-being company headquartered in the United States, and a leader worldwide in helping people live healthier lives and helping make the health system work better for everyone. It is committed to introducing innovative approaches, products and services that can improve personal health and promote healthier populations in local communities. Its core capabilities in clinical expertise, advanced technology and data, and health information uniquely enable it to meet the evolving needs of a changing health care environment. UnitedHealth Group serves clients and customers through two distinct platforms: UnitedHealthcare, which provides health care coverage and benefits services, and Optum, which provides information and technology-enabled health services. Through its businesses, UnitedHealth Group provides services in 50 states and 130 countries. Employees perform their Life's Best Work at UnitedHealth Group, while supported by a culture that promotes career, health, social, financial and community well-being.



UPMC, a world-renowned health care provider and insurer, is committed to fostering employee health, productivity and quality of life. The largest non-governmental employer in Pennsylvania, UPMC integrates 87,000 employees, 40 hospitals, 700 doctors' offices and outpatient sites, and a 3.5 million-member health insurance division. UPMC's well-being program focuses on a whole-person approach, utilizing internal resources and providing full integration of health management, lifestyle and wellness, leave management, and EAP programs, as well as coordination and implementation of these services. Through a comprehensive and incentivized well-being program, employees are able to take a proactive role in improving their health and lifestyles. Over time, these actions serve to enhance and expand UPMC's culture of health across the organization; and by integrating all levels of well-being, employees have the framework to support their personal health, productivity and performance.



Hoos Well, the **University of Virginia's** comprehensive employee wellness program, fosters a culture of well-being among its 25,000+ employees and their families. Guided by a cross-University Health Promotion and Well-Being

Team, the University's strategic approach to supporting employee well-being emphasizes an ecological approach to health promotion and targets both individual-level and population-level determinants of health behaviors. Hoos Well's evidence-based programs and initiatives focus on improving health, productivity, morale and quality of life. Through its <http://www.hooswell.com> website, a state-of-the-art wellness portal, and transdisciplinary collaborations, Hoos Well offers programs to help employees thrive and advance along their journey toward optimal physical, emotional, financial, and social well-being. Hoos Well is aligned with the University of Virginia's strategic goal to "Cultivate the Most Vibrant Community in Higher Education" by providing a holistic wellness approach with a variety of choices for the University community.



As a leading provider of financial protection benefits in the United States and the United Kingdom, **Unum** understands the importance of benefits and resources that help today's workers navigate life.

For its own 10,000-plus workforce, Unum invests in programs and services to support employees' physical, emotional and financial well being. This includes partnerships to create an innovative new program for student debt relief; Eat Well healthy dining options and subsidies; on-site fitness and health centers; reimbursement programs for fitness memberships; incentives and rewards for healthy behaviors; resources for mental well-being and stress management; and nutrition counseling by licensed dietitians. Employees who are starting or expanding their families have access to a unique leave planning and education tool and six weeks of paid parental leave following the birth/adoption/fostering of a new child. Unum's largest recent investment: A \$100 million renovation of office environments to reflect a commitment to flexibility, collaboration and well-being.

THE HEALTH ENGAGEMENT SOLUTION EMPLOYEES LOVE

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**National
Business
Group on
Health®**

20 F Street, NW, Suite 200, Washington, DC 20001-6700
P: (202) 558-3000 F: (202) 628-9244

businessgrouphealth.org