



**Business Group  
on Health**

**Best Employers**  
Excellence in Health & Well-Being

**16<sup>th</sup> ANNUAL  
AWARDS**





## **Best Employers**

Excellence in Health & Well-Being

# **16<sup>th</sup> ANNUAL AWARDS**

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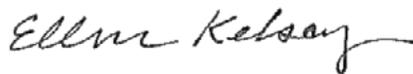
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**Congratulations to this year’s Best Employers: Excellence in Health & Well-being and Global Distinction award winners. As we come together to celebrate this year’s winners, I want to commend each of you for the dedication you have demonstrated to the health and well-being of your employees, their families and the broader communities in which you live and work.**

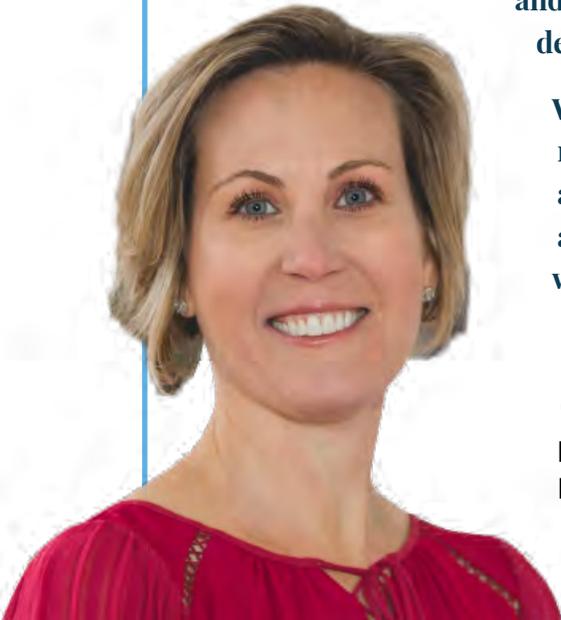
**The Best Employers award program recognizes the outstanding achievements of U.S. companies that prioritize health & well-being for their employees and families. Within the last 16 years, over 190 employers have been honored for their innovative programs, behavior change efforts and consistent results. The Global Distinction award, now in its tenth year, recognizes companies that support the holistic health and well-being of their global employees and their families. The goal of the Best Employers award program has been, and continues to be, to energize the corporate health, well-being and productivity landscape.**

**It gives me great pleasure to honor these companies, especially this year during these unprecedented times, for providing the tools and resources to improve the physical health, emotional health, financial security, social connectedness, and community involvement of employees and dependents in the U.S. and around the world.**

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



**Ellen Kelsay**  
President and CEO | Business Group on Health



# CELEBRATION AGENDA

## **WELCOME**

Ellen Kelsay, President and CEO, Business Group on Health

## **PRESENTATION OF AWARDS:**

### **SILVER, GOLD AND PLATINUM PRESENTATIONS**

Sit back and relax as we bring you a virtual show honoring this year's Best Employers winners!

### **SPECIAL RECOGNITION PRESENTATION**

Joneyse Perkins Harley, Manager, Business Group on Health

### **GLOBAL DISTINCTION PRESENTATION**

Kenisha Peters Jefferson, Manager, Business Group on Health

## **VIDEO PRESENTATION, WELL-BEING IN ACTION**

## **CONCLUDING REMARKS**

LuAnn Heinen, Vice President, Business Group on Health

# 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 programs and best practices, and
- Provide a forum for sharing and comparing interventions, 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 incorporate well-being contributors within the following areas:

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

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



**Platinum:** Reserved for organizations that have implemented a workforce well-being strategy with demonstrated results across the dimensions of well-being. Further, a connection between workforce well-being and key business outcomes has been recognized.



**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.

# ABOUT GLOBAL DISTINCTION



The Best Employers: Excellence in Health & Well-being Global Distinction awards honor innovative, established, comprehensive and culturally-aware workforce programs 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.

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## SPECIAL THANKS *to our esteemed employer judges.*

### Best Employers: Excellence in Health & Well-being Judges

- Yadeni Abagaro, Benefits Consultant Sr., **The PNC Financial Services Group**
- Kristen Brown, Director, Benefits, **JetBlue Airways**
- Jake Flaitz, Director, Benefits & Well-being, **Paychex, Inc.**
- Bridget Hallman, Wellness Coordinator, **Paychex, Inc.**
- Hyun Gon Jung, Manager, Global Health & Insurance Benefits, **3M**
- Michelle Latham, Benefits Director, **Dollar General Corporation**
- Carol Lewis, Director, Total Rewards, **Deere & Company**
- Doug Naumann, Vice President, Wellness, **Goldman Sachs & Co.**
- Christine Wheeler, Senior Director of Benefits, **First Republic Bank**

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

- Gen Barron, Sr. Manager, Global Well-being, **Medtronic**
- Jessica Bradbury, Director, Global Benefits Operations, **Citrix Systems, Inc.**
- Laura Hunter McLeod, Global Health Program Lead, **GlaxoSmithKline**
- Deborah Olson, Principal Benefits Manager & Mental Health Champion, **Genentech/Roche**
- Pascale Thomas, Vice President, Global Benefits, **Thermo Fisher Scientific**



# PLATINUM WINNERS

**American Express**

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**Atrium Health**

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**Blue Cross and Blue Shield of Alabama**

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**CNO Financial Group**

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**Dell Technologies**

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**Delta Air Lines**

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**Erie Insurance**

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**EY\***

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**Geisinger**

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**Hewlett Packard Enterprise**

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**Humana Inc.**

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**JLL**

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**Kaiser Permanente**

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**LabCorp\***

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**Merck & Co., Inc.**

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**Texas Health Resources**

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**The Hartford**

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**UnitedHealth Group**

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\* Denotes first-time winner



# GOLD WINNERS

**AT&T**

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**Chevron**

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**Cigna**

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**IDEXX**

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**Nestlé**

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**OhioHealth**

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**Target Corporation**

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**The Nielsen Company**

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**Thermo Fisher Scientific\***

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**Unilever**

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**UPMC**

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**Unum**

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\* Denotes first-time winner



# SILVER WINNERS

**American Airlines, Inc.**

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**Becton, Dickinson and Company (BD)**

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**Bon Secours Mercy Health\***

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**Brown Brothers Harriman\***

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**DTE Energy**

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**Eaton**

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**PwC\***

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**Quest Diagnostics**

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**University of Virginia**

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\* Denotes first-time winner

# GLOBAL DISTINCTION WINNERS



**Eaton Mexico**

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# SPECIAL RECOGNITION WINNERS



*Financial Security*  
**Dell Technologies**

*Mental Health*  
**IDEXX**

*Social determinants of health*  
**The Nielsen Company**

# PROGRAM SUMMARIES



**American Airlines** strives “to care for people on life’s journey,” but this mission doesn’t stop with its customers. It extends to its incredible team members and their loved ones. With the responsibility of connecting people to important life moments, American remains committed to providing its team members with benefits and programming that help them be their best selves. American Airlines well-being offerings support the varying needs of a diverse population and include a weight management program emphasizing healthy eating behaviors, access to personalized health coaching, and activity challenges for year-round motivation. Additionally, American prioritizes its employee assistance program (EAP), which provides free, confidential telephone and on-site counseling, even bringing care directly to team members in their hub airports. By dedicating resources to improving and maintaining the overall health and well-being of team members, American supports them as they serve its customers, communities and their loved ones.



**American Express** believes the best way to back its customers and communities is to back its colleagues. The goal is for colleagues and their families to feel supported at every stage of their life. American Express continually thinks of new ways to invest in colleagues overall well-being with holistic resources to support their physical, mental and financial health.



**AT&T** is a modern media company where all employees have the same goal: to Inspire human progress through the power of communication and entertainment. AT&T’s values: *Live true. Think big. Pursue excellence.* *Inspire imagination. Be there. Stand for equality.* Because professional and personal development and well-being are closely linked, AT&T takes a holistic approach to the programs it offers. Employees have access to programs under You Matter: Your Health Matters, which connects them to wellness resources that foster a culture of well-being at work and at home. Your Money Matters empowers employees with tools, planning programs and other resources to achieve financial well-being. AT&T continues to promote well-being through innovative offerings like Castlight, a personal digital benefits and wellness navigator; comprehensive family planning benefits, paid paternity leave and many more. AT&T champions diversity and was No. 1 on DiversityInc’s 2019 Top 50 Companies for Diversity.



**Atrium Health**

**Atrium Health** is a nationally recognized leader in shaping health outcomes through innovative research, education and compassionate patient care. Headquartered in Charlotte, North Carolina, Atrium Health is an integrated, not-for-profit health care system with over 55,000 teammates at nearly 40 hospitals and hundreds of care locations throughout the Carolinas and Georgia. With advanced telemedicine capabilities, Atrium Health delivers care that

is close to home or in the home. Over the past three years, Atrium Health has provided nearly \$2 billion per year in free and uncompensated care and other community benefits. Atrium Health recognizes that its teammates are its most valuable asset, fulfilling its mission through caring, commitment, integrity and teamwork. These values are the cornerstone of its teammate well-being division, "LiveWELL." LiveWELL exists to improve health, elevate hope, and advance healing for all by enabling teammates to "work meaningfully, eat healthfully, learn continuously and live more fully."



**Becton, Dickinson and Company (BD)** is a global medical technology company that is advancing the world of health by improving medical discovery, diagnostics and delivery of care. It brings that commitment to home - to associates and their families - through the award-winning global well-being program, BD Healthy Lives. The BD Healthy Lives program provides associates with resources, tools and one-on-one support to help them make better everyday choices, develop healthier habits and achieve overall well-being. BD's multi-year wellness strategy is designed to drive intrinsic motivation and positive behavior change, aligned with 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. These include 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. Associates can participate in seven wellness challenges, earning up to \$400 in rewards. The Healthy Action Program component provides incentives for a preventive screening, tobacco cessation program, online health activities, a meQuilibrium® assessment and skill or activity, or completing 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, student loan debt, importance of sleep and resiliency. The EAP 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, as evidenced by baseball family night, community volunteerism and the Chick-fil-A Corporate Challenge.

## **BON SECOURS MERCY HEALTH**

As the fifth largest Catholic health care ministry, the vision of **Bon Secours Mercy Health** is to be where associates want to work, clinicians want to practice, people seek wellness and communities thrive. This starts with associates being their best selves. The well-being program, Be Well, helps guide associates on their personal and lifelong journey to good health and well-being. Be Well is designed to create environments that make the right behaviors easy, provide resources to guide healthy behavior, and empower associates to live their best lives. Associates and eligible spouses engage with the program, accessing resources like online coaching, webinars, activity tracking, challenges and health management programs. Participation is incentivized with a Health

Reimbursement Account contribution and yearly sweepstakes. Annual requirements include an online well-being assessment and biometric health screening. As an outcomes-based program, participants are incentivized to address their health opportunities through Lifestyle and Health Management programs.

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**BROWN BROTHERS HARRIMAN** **BBH** has been in business for more than 200 years. Sustainability—a steadfast commitment to long-term value and well-being—is core to who the company is. BBH believes that the sustainability and well-being of its businesses cannot be separated from the well-being of its employees. BBH offers its employees a comprehensive health and well-being support system, Thrive. While well-being means something different to everyone, the Thrive program is designed to support and inspire employees to make positive lifestyle choices and better long-term decisions—physically, financially and personally. The program encourages employees and their families to foster good health, financial security and peace of mind through education and rewards focused on optimal outcomes. Thrive offers a steady cadence of well-being events hosted in each of the company’s offices annually, supported by communication and education on various well-being topics.



At **Chevron**, health matters. The company places the highest priority on the health and safety of its workforce, and protection of its assets, communities and the environment. Chevron’s well-being programs reinforce its safety culture and the value it places on health. The company recognizes that healthy employees are safer and better able to do their jobs. Chevron supports personal health with a holistic approach, targeting repetitive stress injury prevention, physical and psychological well-being, resiliency, sleep health, immunizations, proactive assessment of personal health risks, and lifestyle factors that increase chronic disease risk. During this time of uncertainty related to the global pandemic and current market conditions, the company is proactively focusing on the role of preventive health practices and psychological well-being to support employees and their families. Chevron continues to support community activities, partnering with local nonprofits to support the well-being of its workforce and the communities in which it operates.



**Cigna** is a global health service company whose mission is to improve the health, well-being and peace of mind of those it serves. The company is focused on delivering health care that’s affordable, predictable and simple by creating personalized solutions that advance whole-person health. With more than 180 million customer and patient relationships in 30-plus countries and jurisdictions, Cigna is able to harness actionable insights that drive better health outcomes. Its global workforce of more than 70,000 employees continues to champion customers, patients and clients during the COVID-19 pandemic, by helping them access care when they need it most, and by removing many financial burdens associated with COVID-19 treatment. 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 – with the goal of inspiring employees to live their best lives.



**CNO Financial Group** is middle-income America's valued financial security partner. The company provides health and life insurance and retirement solutions through its family of brands: Bankers Life, Colonial Penn and Washington National. As it focuses on helping its customers

enjoy a healthy and secure financial future, CNO Financial also commits to the well-being of its associates. It recognizes that personal health improves engagement, productivity and customer service. By investing in associates' well-being, CNO Financial Group is investing in itself. The company's well-being program equips associates and their families with on-site and virtual resources that can be tailored to meet their individual goals. The program includes on-site clinics, telehealth, free fitness centers and classes, walking workstations, acupuncture, chiropractic and massage therapy, health coaching, lifestyle management programs, mindfulness and meditation programs, financial wellness programs and ergonomics. CNO Financial is focused on creating a supportive community, with the end result of having engaged and empowered associates.



**Dell Technologies** has a shared cultural framework that defines how everyone works together, reflecting the best parts of

individuals and the company. Dell believes that giving team members the support they need to both fulfill and expand their potential is key to their success. Providing them with work-life flexibility and balance through highly valued and meaningful benefits is at the core of its health and wellness program, Well at Dell. Through this program, Dell provides comprehensive benefits packages, best-in-class care solutions and personalized well-being programs focused on physical, emotional and financial health. The goal is to ensure that all team members and their families have access to innovative and relevant solutions to help them make the best wellness decisions for their needs. Dell's well-being programs and resources are actively supported globally by the company's leaders, well-being champions, liaisons and Employee Resource Groups.



The "Delta Difference" is the people who work for **Delta**. Delta has a strong, unique culture based on core values that uphold the conviction

that the employees are the most important asset. Delta's Flight Plan (organizational business plan) outlines its most valued goals, including "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. Putting this into action, there are many organized programs as well as grassroots efforts initiated by the wellness network and the employees that are focused on moving towards a healthier population. The Health and Well-being team strives to reach all 75,000 global employees via the company's well-being initiatives to provide tools and education to impact their health in a positive way. The Well-being team emulates Delta's brand promise - 'No one better connects the world' by creating a workforce that thrives!



**DTE Energy** is committed to building a culture of health and well-being that starts with senior leaders and reaches all levels of the organization. People are the center of the

business, and there are more than 10,000 of DTE's people working to serve customers and communities with affordable, reliable and clean energy. And if each person is healthy and well, DTE will be able to give its best personal energy to its work, to families and to communities. That's why DTE is on a transformational journey to become the healthiest and most well-being-supportive organization. Working together, DTE will achieve its goals through integrated, best-in-class

programs spanning all four areas of total well-being: physical health, emotional wellness, social connectivity and financial fitness. DTE supports all employees regardless of where they are along their health and well-being journey. Together, DTE has the power to deliver a health-supportive environment to improve the lives of all DTE employees and their families.



**Eaton's** "Powering You to Live Well" is a global wellness initiative aimed at reducing lifestyle risks that lead to chronic disease. Originally focused on physical health, the program has evolved to include three dimensions of well-being that encompass physical, emotional (including social and community) and financial health. Employees regularly receive information, learning and opportunities to pursue activities supporting their pursuit of wellness in all three areas. The well-being program helps fulfill the company's aspirational goal of ensuring the health, wellness and safety of more than 90,000 global employees.



Earning the *Best Employers: Excellence in Health & Well-being* award is a true testament to **Erie's** employees and their families living healthier lives. This commitment is not only exhibited by employees and their families, but by Erie's leaders as well. These leaders, in conjunction with the benefits teams, continually provide support ensuring that people have the resources and opportunities to continue in their wellness pursuits. This involves working year-round to help employees develop and maintain healthy lifestyles by better understanding how they use the resources the company offers, and evaluating how to make them more effective. Erie offers dedicated wellness representatives and voluntary health education programs online and in person. Among many other resources, employees have access to things such as an on-site gym, gym membership discounts, nutrition counseling, adoption and fertility assistance, confidential personalized assistance, on-site behavioral health counseling and ergonomic space evaluations.



Working at **EY** means bringing together a diverse group of extraordinary people to build a better working world. Nothing is more important to EY than its people. When its people thrive, the company thrives. That's why EY puts the health and vitality of staff and partners at the absolute center of everything it does through Better You – a holistic approach to well-being. Better You has access to dozens of carefully curated resources designed to help people succeed in EY's fast-paced work environment and transformative world. Better You offers physically-focused support to help people reach and maintain their healthy peak, emotional support to manage their personal lives and build resiliency, financial support so they can plan for the future, and social impact programs to connect to communities and each other.



When you take care of yourself, you take great care of others. **Geisinger's** wellness program is designed to help all of its employees maintain and enhance their well-being through comprehensive benefits, health education, resources and programs, including Geisinger's flagship myHealth Rewards. A physician-led organization with approximately 27,000 employees and more than 1,800 employed physicians, Geisinger is one of the nation's most innovative health services organizations, serving more than 1.5 million patients in Pennsylvania. Every member of the Geisinger family contributes toward improving the patient

experience. By supporting the enhancement and maintenance of personal and professional well-being, Geisinger family members can remain focused and engaged in leading the industry. Geisinger family members are more than employees; they are friends, colleagues, parents and children within the company community. Promoting and facilitating the path to well-being helps the organization to be its best and enables members of its community to thrive.



### **Hewlett Packard Enterprise**

**Hewlett Packard Enterprise** is pleased to have been named a 2020 award winner on the Business Group on Health's Best Employers: Excellence in Health & Well-being list. HPE is committed to enabling team member wellness and balance through progressive benefits aligned to its beliefs and culture. HPE is also committed to fostering an inclusive culture that values team members' lives inside and outside the office. HPE is recognized for industry-leading programs, including Work That Fits Your Life, which offers six months of paid parental leave, and paid time off on Wellness Friday; and For Real Life, a global behavioral health initiative designed to reduce the stigma related to mental health and foster a safe, supportive workplace environment.



**Humana's** Bold Goal strategy is to improve the health of the communities the company serves 20% by 2020 and beyond, by making it easier for people to achieve their best health. 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 solutions 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. • 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.



**IDEXX**, a member of the S&P 500® Index, 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. The company's well-being program for employees, IDEXXLiFE, focuses on physical health, emotional resilience, financial wellness and social connectedness. IDEXXLiFE offerings include 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 through their favorite hobbies.



The **JLL** well-being program is a holistic, dynamic combination of communications, programs, grassroots employee support and management style targeted to cater to the members of each market and account. The focus of the platform is on the member's perspective and individual definition of well-being. JLL recognizes that the well-being of each individual amounts to the success of the firm and, as such, partners with its members to cultivate each individual's best self. Technological capabilities are used to smoothly integrate information and feedback from all parties to ensure that

targeted customization of programs, communication and leadership are up to date. The grassroots network is a key driver to personalization of interventions catered to health risk and cost trends of each account. Personalization of these interventions to the needs of the members allows the JLL well-being platform to engender both the well-being of its members and the firm, alongside one another.



**KAISER PERMANENTE**®

**Kaiser Permanente** is committed to transforming the future of health care. Founded in 1945, Kaiser Permanente is recognized as one of the nation's leading health care providers and not-for-profit health plans. Kaiser Permanente's mission is to provide high-quality, affordable health care to improve the health of its employees, patients and members, and the communities it serves. Kaiser Permanente currently serves more than 12.4 million members in eight states and the District of Columbia. Care for members and patients is focused on their total health, and guided by their personal physicians, specialists, and team of caregivers. Kaiser Permanente's 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.



**LabCorp's** mission to improve health and improve lives applies to employees as much as it does to its clients. The leading global life sciences company provides benefits, tools and programs that support the physical, mental, emotional and financial health of LabCorp's diverse, mission-driven employees and their families. This effort is supported by executive leaders, the benefits department, and nearly 200 on-site and remote wellness champions. In the 16-year history of LabCorp's wellness program, the company has made great strides towards its goal of empowering employees to become healthier. Tobacco use has been almost completely eradicated from the company. In addition, LabCorp has focused wellness efforts on helping employees reduce their BMI. In 2019, LabCorp hit its first BMI goal of having an average, company-wide BMI of under 30.



**Merck & Co, Inc.** has always been inventing 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 its employees, their families and the communities in which they live. Merck believes this is important in order to achieve its vision of "Being the world's premier, research-intensive bio-pharmaceutical company." Because Merck's business is promoting optimal health, it believes it must lead by example. LIVE IT is the company's 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 within BALANCE IT; physical activity/movement within MOVE IT; and nutrition within FUEL IT. At Merck, employees are not just Inventing for Life. They're living it.



Good food, Good life

**Nestlé's** purpose is to enhance the quality of life and contribute to a healthier future. Nestlé invests in having a positive impact on the lives of individuals and families (including pets), their communities and the planet. Nowhere is this more important than with the company's own employees. That is why Nestlé offers employees and their families a Total Rewards package that reinforces this mission; from a full suite of competitive benefits, to 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 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, and Nestlé offers innovative programs to help them reduce the risks.



**Nielsen** is a global measurement and data analytics company that provides the most complete and trusted view available of consumers and markets worldwide. Nielsen is divided into two business units: Global Media and Global Connect. This approach marries proprietary Nielsen data with other data sources to help clients around the world understand what's happening now, what's happening next, and how to best act on this knowledge. As a global employer, Nielsen influences the well-being of its over 40,000 associates and their families. Its innovative "Whole You" program, work-site ambassadors and mobile-friendly technology help members be better health care consumers and lead healthier, more fulfilling lives--physically, emotionally, financially, environmentally and socially. Nielsen's well-being challenges inspire teamwork and social connections, leading to \$10,500 in donations to global charities, including the Nielsen Global Support Fund, on behalf of winning teams.



**OhioHealth** is a not-for-profit, charitable, health care provider, with a family of 35,000 associates, physicians and volunteers serving 47 central Ohio counties. Its associates look to OhioHealth to provide information, care, guidance and support when it comes to improving their whole well-being. OhioHealth believes that when its associates have the well-being resources they need to take care of their families and responsibilities at home, they bring the best of who they are to the patient care they deliver. The goal is to make health and wellness part of the everyday work culture by nurturing the physical, emotional/mental, social, spiritual and financial health of all associates. The care for associates is shown by the range of programs that help them get and stay fit, prevent serious health conditions, build resilience and good mental health, and support them through life events, including difficult times like the COVID-19 crisis.



Be Well, Work Well is **PwC's** investment in well-being. It is propelled by a simple, unifying goal: helping its people be their best selves—at home, at work and everywhere in between. It is a key component of PwC's people strategy, marking the firm's commitment to create an environment where people can be their best selves. Be Well, Work Well is about putting the power of the firm's resources behind its people and helping support their journey to greater well-being. Being well and working well means more than eating better and exercising. It's about everyday and intentional habit-forming behaviors that help fuel our four dimensions of energy: physical, emotional, mental and

spiritual. The company's Well-Being Rewards program takes well-being behaviors and intentions to the next level by helping motivate everyone to make meaningful and lasting change, and supporting others in doing the same.



**Quest Diagnostics** empowers people to take action to improve health outcomes. Quest'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 at home with its colleagues and their families. Now in its 15th year, the award-winning health and well-being program, HealthyQuest, equips Quest's 46,000 employees and their dependents with best-in-class tools and resources to improve their health and save money under the banner of "Health in Your Hands." Quest built a care pathway for participants of its world-class health-screening program; partnered with industry leaders to implement novel population-health solutions; and introduced workplace health initiatives to create an inspiring and healthy workplace. Guided by the triple-aim strategy for population health, Quest's targeted interventions have resulted in measurable improvements in health, engagement and cost.



**Target Corporation** values the more than 350,000 individuals who come together as a team to serve its guests. The company has long invested in its team members 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 delivering a total rewards strategy that meets the needs of the large, diverse and evolving team member population. Target is dedicated to providing a simple, personalized and engaging experience that supports financial well-being and provides access to health care offerings that are designed to inspire and enhance the well-being of the team and their families.



**Texas Health Resources** is ranked fifteenth on the Fortune 100 Great Places to Work list, and first on Best Workplaces in Health Care list. Its Be Healthy program offers employees and family members tools to make sustainable health improvements.

The mission to improve the health of the people in the communities it serves begins with employees. The company's culture helps employees thrive through programs and environments that reward and encourage social connections, better eating habits and natural movement. On-site conveniences include healthy cafes, fitness centers, meditation gardens, chapels, pharmacies, walking trails and more. Locations boast on-site wellness committees, safety teams and health specialists that work together to drive an exemplary culture of health. Employees and spouses receive rewards for completing activities including health assessments and wellness exams. Employees receive free biometric screenings to help them identify health risks to improve outcomes and earn up to \$520 in wellness credits on their paychecks.



At **The Hartford**, the belief is that people are capable of achieving amazing things with the right encouragement and support. This belief is put into action by not only ensuring that individuals and businesses are well protected in their pursuits, but by going even further to make an impact in ways that go beyond an insurance policy. Underwriting human achievement is core to what The Hartford does, and the company demonstrates this every day through its support for employees, customers and their communities. Its well-being program is a key part of this commitment and helps employees and their families be energetic, optimistic, connected to their communities, and inspired to achieve great things. Through weight management programs, on-site health centers, a mindfulness-based stress reduction program, financial coaching, a family benefit program and much more, The Hartford impacts business performance by improving employee and dependent well-being, managing health care costs, and improving productivity and performance.



**Thermo Fisher Scientific's** mission is to enable its customers to make the world healthier, cleaner and safer. It's only possible if its colleagues themselves are healthy – emotionally, physically, socially and financially. There is no one-size-fits-all approach, which is why the company's well-being strategy combines a focus on specific health issues and locations with overall support and resources available to everyone. While offering a robust suite of benefits and programs is a positive step, it takes a team effort to see results. This means empowering colleagues to take steps toward better well-being in ways uniquely relevant to them. Thermo Fisher tries to make this as easy as possible, through additional incentives, point solutions and communications for the whole family. When each person takes action to live a healthier life, everyone wins: customers, colleagues, the organization and the world.



**Unilever** has been innovators and future-makers for over 120 years. Some 2.5 billion people use the company's products to look/feel good and get more out of life. Unilever's brands create positive change, allow growth to the business and achieve its purpose of making sustainable living commonplace. Unilever makes over 400 loved brands sold in over 190 countries. You'll find at least one of its products in 70% of the households on the planet. The Unilever Sustainable Living Plan is central to the company's business model. It highlights how Unilever is growing its business, while reducing its environmental footprint and increasing positive social impact. The company strives to help more than a billion people improve their health and well-being, halve the environmental footprint of its products, source 100% of its agricultural raw materials sustainably, and enhance the livelihoods of people—all while working together to create a better world.



**UnitedHealth Group** 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 to make the health system work better for everyone. The company 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.

Through its businesses, UnitedHealth Group provides services in 50 states and 130 countries. Employees perform their Life's Best WorkSM at UnitedHealth Group while surrounded by a culture and program offerings that support holistic well-being. UHG launched Stride, the employee well-being movement in 2019, to provide well-being resources in healthy eating, exercise, weight loss and stress management to support their team members in their journeys to better health.



**UPMC** puts patients, members, employees and community at the center of everything it does. A \$21B health care provider and insurer, Pittsburgh-based UPMC is inventing new models of patient-centered, cost-effective, accountable care. This commitment to excellence is driven home to the people of UPMC – the employees and their families – through its award-winning health and well-being program. The UPMC MyHealth program focuses on empowering individuals to take an active role in their health to achieve and maintain a high quality of life. A personalized, whole-person approach – utilizing UPMC's internal resources and full integration of health management, wellness and employee assistance programs, absence management services, and on-site health services – gives employees the framework to support their health and productivity, and enhances the organization's overall culture of health. UPMC integrates 90,000 employees, 40 hospitals, 700 doctors' offices and outpatient sites, and a more than 3.9 – million-member Insurance Services Division.



Hoos Well, the **University of Virginia's** comprehensive employee well-being program, fosters a culture of well-being among the university's more than 30,000 employees and their families, by promoting and encouraging healthy lifestyle choices and engendering a happier, healthier and more positive work environment. Guided by a strategic plan that represents the university's commitment to supporting the well-being of its employee population, Hoos Well emphasizes an ecological approach to health promotion that focuses on both individual-level and population-level determinants of health behaviors. The university's targeted programs and initiatives focus on improving health, reducing costs, and increasing productivity, morale and quality of life. Through its website ([www.hooswell.com](http://www.hooswell.com)), a state-of-the-art well-being portal, and transdisciplinary collaborations with partners across and beyond the university, Hoos Well offers evidence-based programs to help employees along their journey toward optimal health and physical, emotional, financial and social well-being.



As a leading provider of financial protection benefits in the U.S., U.K. and Poland, **Unum** invests in resources to help its 10,000+ workers navigate through life's moments: virtual doctor visits and an expert medical opinion service available through Teladoc; up to \$25,000 in adoption assistance; six weeks of flexible paid parental leave following the birth/adoption/ fostering of a new child; an innovative Student Debt Relief Program allowing employees to exchange Paid Time Off for a payment to student loans; live Executive Check-In Sessions during COVID-19; discounts for healthy dining options; on-site and virtual fitness offerings; health resource center support; reimbursement programs for fitness memberships; and incentives and rewards for healthy behaviors. Employees also have access to a specialized tool to help with planning for leave.

# Business Group on Health

Driving Change Together

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