



**National  
Business  
Group on  
Health®**

**PROGRAM**

***Best Employers***  
FOR HEALTHY LIFESTYLES®

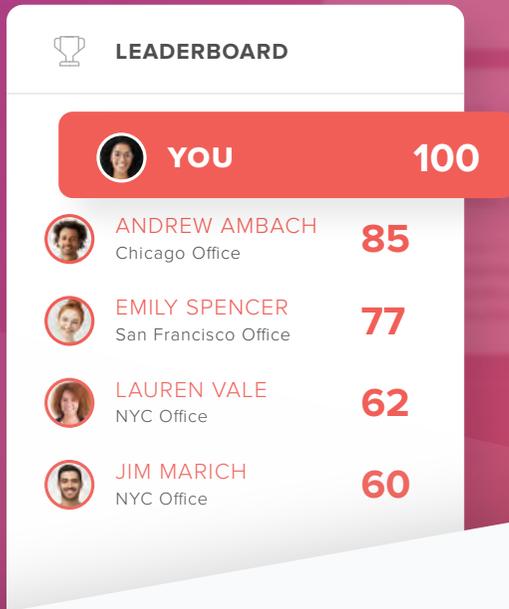
# 14th ANNUAL AWARDS

**SEPTEMBER 25, 2018**  
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**ATLANTA, GA**





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# CONGRATULATIONS

## *Best Employers*

### FOR HEALTHY LIFESTYLES®

# 2018 AWARD WINNERS



We are pleased to welcome you to the 14th *Best Employers for Healthy Lifestyles®* Award Ceremony. The *Best Employers for Healthy Lifestyles®* and Global Distinction awards recognize employers with exceptional commitment to improving their employees' physical and emotional health and well-being, productivity and overall quality of life.

The *Best Employers for Healthy Lifestyles®* award program has recognized 178 U.S. corporations over the last 14 years for their successful and impactful well-being programs. We applaud these companies for promoting strategic policies and programs that encourage employees to be their best at work, home and in the community.

The Global Distinction awards, led by the Global Business Group on Health, rewards companies for their dedication in supporting the holistic health and well-being of their global workforces and their families.

We wish to extend our thanks to Institute members, judges, applicants, sponsors and all who continue to make this award program a success.

A handwritten signature in black ink that reads "Brian Marcotte". The signature is fluid and cursive.

Brian Marcotte, President & CEO  
National Business Group on Health



## WELCOME

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

## PRESENTATION OF AWARDS

### SILVER, GOLD, AND PLATINUM PRESENTATIONS

- David Hoke, Senior Director, Associate Health & Well-being, **Wal-Mart Stores, Inc.** and Co-Chair, The Well-being & Workforce Strategy Institute; 2018 *Best Employers for Healthy Lifestyles®* Judge
- Pamela Hymel, MD, Chief Medical Officer, **Walt Disney Parks and Resorts** and Co-Chair, The Well-being & Workforce Strategy Institute
- Erik A. Sossa, Vice President, Global Benefits and Wellness, **PepsiCo, Inc.**, and Co-Chair, The Well-being & Workforce Strategy Institute

### SPECIAL RECOGNITION PRESENTATION

- Joneyse Gatling, Manager, Award & Recognition Programs, **National Business Group on Health**
- Rachel Schacht, Manager, The Well-being & Workforce Strategy Institute, **National Business Group on Health**

### GLOBAL DISTINCTION PRESENTATION

- Gen Barron, Senior Manager, Global Well-being, **Medtronic**

## VIDEO PRESENTATION

Not So Stranger Health Things

## CONCLUDING REMARKS

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

# ABOUT THE **Best Employers** FOR HEALTHY LIFESTYLES® AWARDS



The mission of the *Best Employers for Healthy Lifestyles*® award program is to recognize the best workforce well-being programs in the U.S., particularly those with a holistic approach to well-being encompassing financial, emotional, social and community well-being.

The objectives of the *Best Employers for Healthy Lifestyles*® awards are to:

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

There are three award 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. The platinum level represents the top tier of all applicants.



**Gold:** Awarded to organizations with a strong commitment to holistic well-being and related metrics. These programs and results represent the next tier of achievement in a competitive and well-qualified applicant pool.



**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.

Recognizing *Best Employers for Healthy Lifestyles*® winners energizes corporate health and productivity initiatives and contributes to the national policy agenda.

## ABOUT GLOBAL DISTINCTION

The *Best Employers for Healthy Lifestyles*® *Global Distinction* program honors 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.

## SPECIAL THANKS

### **Best Employers for Healthy Lifestyles® Judges**

- Elysa Jacobs Cruse, **Pitney Bowes, Inc.**
- Laura Ellison, **ADT**
- Jake Flaitz, **Paychex, Inc.**
- Bridget Hallman, **Paychex, Inc.**
- Leah Hooker, **Fidelity Investments**
- David Hoke, **Wal-Mart Inc.**
- Sari Kalin, **Liberty Mutual Insurance Group**
- Karen Personett, **DTE Energy**
- Alicia Smith, **Shell Oil Company**
- Sharon Spitz, **SABIC Innovative Plastics**
- Ron Stout, MD, **The Procter & Gamble Company**

### **Best Employers for Healthy Lifestyles® Global Distinction Judges**

- Gen Barron, **Medtronic**
- Marlene Janco, **Arconic**
- Lesli Marasco, **AbbVie**
- Dena Pflieger, **The Dow Chemical Company**

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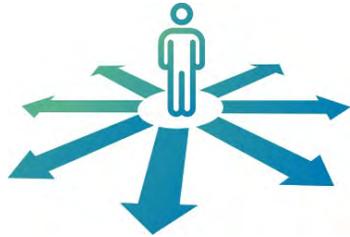


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## PLATINUM WINNERS

AbbVie

Aetna

American Express

CNO Financial Group, Inc.

Delta Air Lines

Geisinger

Humana Inc.

JLL

Johnson & Johnson

JPMorgan Chase & Co.

Kaiser Permanente

Nemours Children's Health System\*

Texas Health Resources

The Boeing Company

The Hartford

UnitedHealth Group

UPMC

\* Denotes first-time winner



Congrats to this year's Best Employers For Healthy Lifestyles®  
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## GOLD WINNERS

Aramark

AT&T

Atrium Health

Blue Cross and Blue Shield of Alabama

BNY Mellon

Cerner Corporation

Cigna

CVS Health

DaVita Inc.

Dell

Erie Insurance

FCA US LLC

Goldman Sachs

Health Care Service Corporation

IDEXX\*

Medtronic

Merck & Co. Inc.

Mercy Health (Ohio/Kentucky)\*

Mission Health

NextEra Energy, Inc.

OhioHealth

Quest Diagnostics

Target Corporation

The Nielsen Company

Unilever

\* Denotes first-time winner



## SILVER WINNERS

Blue Cross Blue Shield of  
Massachusetts

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Cleveland Clinic\*

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Compass Group USA, Inc.

---

Eaton Corporation

---

Huntington National Bank

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Nestlé in the U.S.

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Raytheon Company

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\* Denotes first-time winner



## GLOBAL DISTINCTION

BNY Mellon (Ireland)

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GlaxoSmithKline (Belgium)

---

Johnson & Johnson (Brazil)

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JPMorgan Chase & Co. (U.K.)

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## SPECIAL RECOGNITION

*Special Recognition for Community Involvement*

The Hartford

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*Special Recognition for Emotional Health*

AT&T

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*Special Recognition for Financial Security*

Aetna

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Goldman Sachs

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*Linking health & well-being to business performance*

Kaiser Permanente

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Nestlé in the U.S.

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## **Best Employers** FOR HEALTHY LIFESTYLES®

# PROGRAM SUMMARIES

**abbvie** **AbbVie** Vitality is the company's approach to employee well-being. It's about sustaining healthy behaviors and empowering employees to be their best both inside and outside the workplace. AbbVie Vitality encompasses a wide range of local and global events, programs, resources and social tools to support work-life effectiveness, preventive health, fitness, nutrition and financial education. Focused on the "whole self," AbbVie Vitality encourages employees across the globe to achieve balanced lives, active bodies, fulfilled selves and healthy minds. 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. The company's mission is to use its expertise, dedicated people and unique approach to innovation to markedly improve treatments across four primary therapeutic areas: immunology, oncology, virology and neuroscience. In more than 75 countries, AbbVie employees are working every day to advance health solutions for people around the world.

**aetna** **Aetna** is building a healthier world through national health and well-being programs, community involvement, charitable giving and green initiatives. This mission starts by investing in the well-being of Aetna employees so they can focus on what matters most—helping members achieve their health ambitions. 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, it becomes possible to provide employees with innovative and engaging resources to personalize their path to well-being. Aetna currently offers a variety of unique health and well-being programs, including mindfulness, animal-assisted therapy, student loan repayment, enhanced-benefits for low-income employees, preventive screening incentives and well-being rewards and reimbursement.



**American Express** has its customers' backs, beginning by supporting the colleagues who serve them. The company's goal is to build a "culture of health" through its leadership, policies and workplace. Better health for the workforce and their families ensures that colleagues can bring their whole selves to work— it's a win/win. To champion colleagues and their families at

every stage of life, American Express is continually thinking of innovative ways to invest in their overall well-being. This includes providing everyday resources that support their physical, financial and emotional health.



**Aramark's** health and nutrition experts are committed to creating food that's fresh, delicious, satisfying and healthy while empowering its employees, customers and communities

to lead healthier lifestyles. Central to this commitment is Healthy for Life 20 by 20, a multi-year collaboration with the American Heart Association, designed to improve the health of Americans by 20% by 2020. An extension of this alliance is Aramark's national Feed Your Potential 365 campaign, which encourages everyone to discover what healthy food can do to directly affect the energy and focus needed to be their best. Aramark has incorporated its mission to "enrich and nourish lives" into its Take Care programs, which provide employees with resources to strengthen their 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; an employee assistance program (EAP); nutrition, obesity and fitness counseling; financial webinars; wellness fairs; and regular communications.



**AT&T** has a diverse, inclusive environment where innovative employees connect people around the world. It fosters a positive work-life balance by helping employees maintain healthy lifestyles.

AT&T has developed a creative benefits program and unique opportunities for employees to achieve fulfillment. Highlights include a *Paid Parental Leave Policy*, a new program to help employees who are new parents with eight weeks of paid parental leave. The policy can be used by mothers or fathers — and if both parents are employees, they are both eligible. *Workplace Workouts*, fitness centers at many AT&T work locations that give employees an opportunity to get fit with ease. *Social Media Encouragement*, AT&T's popular Your Health Matters portal is a virtual booster club. In 2017, for example, the "Squash your Squats" challenge received more than 72,000 views. *Personal Growth*, AT&T's award-winning ERGs celebrate diversity and provide employees with many opportunities to develop key leadership skills.



**Atrium Health**

**Atrium Health**, formerly Carolinas HealthCare System, is one of the nation's leading healthcare organizations, connecting patients with on-demand care, world-class specialists and the region's largest primary care network. A recognized leader in health care

delivery, quality and innovation—the foundation of Atrium Health rests on providing clinically excellent and compassionate care. Atrium Health works to enhance the overall health and well-being of its communities through high-quality patient care, education and research programs and numerous collaborative partnerships and initiatives. LiveWELL, the employee well-being division, is committed to providing the same opportunities to all

employee “teammates” by enabling them to “Work meaningfully, Eat healthfully, Learn continuously and Live more fully.” LiveWELL exists to improve health outcomes by creating mutual accountability for health; elevate hope through education, tools, and resources; and advance healing through active engagement of all teammates and their families.



**BlueCross BlueShield  
of Alabama**

BeWell promotes emotional, financial, physical and social wellness for holistic well-being at **Blue Cross and Blue Shield of Alabama**. The Healthy Action Program supports physical wellness, offering a Fitbit credit incentive for completing preventive screenings, online health activities, care management programs or a tobacco cessation program. Additional rewards are given for completing a wellness visit, walking challenges, health assessment and/or weight challenges. During 2018, associates can participate in seven wellness challenges, earning \$350 in rewards. Financial and emotional wellness seminars educate associates regarding retirement planning, saving, addictions, emotional eating, resiliency and sleeping better. The EAP offers a phone app and health coaching for lifestyle/stress management, tobacco cessation, healthy eating and fitness management. Social connectedness is an important part of the company’s culture, evidenced by baseball family night, community volunteerism and participation in the Birmingham Corporate Challenge— a friendly fitness competition with local companies – where 350 associates registered to participate.



**MASSACHUSETTS**

Blue Cross Blue Shield of Massachusetts is an independent  
Licensee of the Blue Cross and Blue Shield Association

**Blue Cross Blue Shield of Massachusetts** is committed to the health of its communities, members and associates. In the workplace, the company’s goal is to foster a culture that enables associates to do their best at home and at work. Blue Cross promotes well-being across the spectrum of physical, social, emotional and financial wellness, and offers a wide variety of ways to support associates in achieving their goals in these areas.



**BNY MELLON**  
Global Distinction Awardee

**BNY Mellon** is invested in its people to ensure that they reach their full potential, professionally and personally. IN, our global well-being program, is dedicated to improving the health of employees and creating and sustaining a culture of well-being at the company. IN provides a variety of resources delivered by 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 range of tools, information and professional guidance, IN meets participants wherever they are in their well-being journey and helps them achieve their goals.



**Cerner**

**Cerner's** health information technologies connect people and systems at 25,000+ provider facilities worldwide. Together with the company's clients, Cerner is 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 wellness. Through Healthe at Cerner's holistic programs and services, the company empowers associates and their families to obtain their optimal level of health. The strategy is based on three pillars: 1) consumer-engaged benefits; 2) innovative programs, of which Healthe Living with Rewards and health coaching are key components; and 3) high-value services, including four health clinics, four pharmacies, four fitness centers and five cafeterias. The wellness initiatives are connected by the Cerner Health identity and powered by a solution set including the Healthe at Cerner Portal and Cerner HealthPlan Services (benefits administration portal).



As a leading global health service company, giving customers high-quality, cost-effective care that leads to improved patient outcomes and satisfaction is at the core of **Cigna's** business strategy and company mission. That mission is to improve the health, well-being and sense of security of the people the company serves. Cigna applies this same focus to its employees by creating programs that support an individual's journey to better health, all with an emphasis on personalized and affordable options. In an effort to improve employee health and the business' bottom line, the enterprise wellness strategy advocates for a supportive, inspired work environment and culture of health; connects people to total health and well-being programs and services; and drives personal engagement and accountability for healthy choices.



**Cleveland Clinic**

**Cleveland Clinic** is one of the largest and most respected hospitals in the country. The organization's mission is to provide better care for the sick, investigate their problems and further educate those who serve. Cleveland Clinic believes wellness is an intentional choice and way of life. The organization incentivizes healthy lifestyles among caregivers and their families through the employee health program and has established a corporate culture that promotes and provides opportunity for health and wellness. Cleveland Clinic has achieved impressive results, making the organization a national leader in workplace wellness. Cleveland Clinic continually strives to create a culture and experience where patients, caregivers, their families and the community are as healthy and vibrant as they can be. Cleveland Clinic does so by combining world-class medical care with innovative, evidenced-based well-being interventions that lead to impactful changes in health.


**CNO FINANCIAL GROUP**

**CNO Financial Group, Inc.** is middle-income America's valued financial security partner. The company provides health and life insurance and retirement solutions through its family of insurance brands: Bankers Life, Colonial Penn and Washington National. While focusing on helping its customers enjoy a healthy and secure financial future, CNO Financial also commits to the well-being of its employees. CNO Financial Group recognizes that personal health improves engagement, productivity and customer service. By investing in employees' health, the company is also investing in CNO Financial Group. The wellness program gives employees and their families resources and incentives that can be tailored to meet their individual goals, including on-site clinics, health coaching centered on weight management and chronic conditions, guided meditation sessions, incentivizing healthy shopping purchases, free Fitbits and adjustable workstations. The focus is on creating a supportive community, and the end result is that employees are engaged and empowered to make healthier choices.


**COMPASS  
GROUP**

**Compass Group USA, Inc.** is a family of great companies that comprise the largest foodservice organization in the US. Its 250,000 employees are the heart of the company and are responsible for growth to an \$18 billion company. Their hard work was recently recognized by Fortune's "50 Companies Who Change the World," Fast Company's top 50 "Most Innovative Companies in the World" and the "#1 "Most Innovative Company in Food" category and Forbes' "Best Employer for Diversity." Our Total Rewards package promotes healthy lifestyles for associates and their families, offering a choice of benefit options and award-winning wellness programs to sustain an active and balanced lifestyle. Benefits include behavioral coaching, transparency tools, financial management programs and more. In addition to robust wellness incentives, Compass Group provides employees with paid time off for preventive care. That's how Compass Group fulfills its commitment to prepare the next generation of leaders, allowing them to realize their best now and prepare for their next amazing opportunity.



**CVS Health** is a pharmacy innovation company helping people on their path to better health. Through its more than 9,800 retail locations, more than 1,100 walk-in medical clinics, a leading pharmacy benefits manager with approximately 94 million plan members, a dedicated senior pharmacy care business serving more than one million patients per year, expanding specialty pharmacy services, and a leading stand-alone Medicare Part D prescription drug plan, the company enables people, businesses and communities to manage health in affordable and effective ways. This unique integrated model increases access to quality care, delivers better health outcomes and lowers overall health care costs. In addition, CVS Health offers employees a comprehensive suite of low- or no-cost wellness programs,

including health screenings; smoking cessation; weight management health coaching; an EAP; free flu shots; health management for rare conditions and maternity; financial well-being tools; health care cost-quality transparency tools; and discounted rates at the MinuteClinic members.



**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.



**Dell** supports and promotes healthy lifestyles for its team members and their families through Well at Dell, the company's wellness program. The main goal of Well at Dell is to enhance and support the overall wellness of the Dell workforce by providing resources and education to team members and their families, while also reducing the prevalence of health risk factors and medical costs. Dell partners with best-in-class vendors to provide a multitude of offerings, including on-site and virtual education, health awareness events, wellness services and benefits, telemedicine, preventive screenings, maternity programs and second medical opinion programs. Dell has more than 150 well-being champions globally who encourage and foster a culture of health and improve the literacy of its team members with locally relevant engagement events.



One of our most popular company mantras is "Be the Delta Difference." It reflects the drive of **Delta** people towards constant improvement. Delta's employee centric culture upholds our conviction that people are Delta's biggest competitive advantage. The company's leadership is committed to investing in a culture of wellness, ensuring that all employees, their families and their communities can be well and thrive. Delta's many organized wellness programs are complemented by the grassroots efforts of the company wide wellness network and employees who are passionate about inspiring a healthier population. The Wellness team works tirelessly to reach all 80,000 global employees by providing the tools and education they need to positively impact their health.



Powering Business Worldwide

In 2010, **Eaton** launched Powering You to Live Well, a global wellness initiative aimed at reducing lifestyle risks that lead to chronic disease and increases in health care spend. The program has evolved to include physical, emotional and financial health, including a focus on safety, emotional well-being, resiliency and preventive care. The objectives of the program are: fulfilling the company's aspirational goal of creating a culture of health, wellness, and safety at all work sites; promoting five pillars of wellness aimed at improving overall well-being, health and productivity; providing employees and families with best-in-class programs; and developing a comprehensive approach to overall well-being.



Erie  
Insurance®

Earning a *Best Employers for Healthy Lifestyles®* award is a testament to the company's employees and their families, and their ongoing commitment to living healthier lives. **Erie Insurance** works year-round to help employees develop and maintain healthy lifestyles by better understanding current wellness resource usage and evaluating how to make them more effective. Dedicated wellness representatives and voluntary health education programs are available online and in-person. Employees also have access to many resources, including discounted gym memberships, nutrition counseling, adoption and fertility assistance, confidential personalized assistance and counseling, and even ergonomic space evaluations.



FIAT CHRYSLER AUTOMOBILES

**FCA US LLC**, a North American automaker based in Auburn Hills, Mich., designs, manufactures, sells or distributes vehicles under the Chrysler, Dodge, Jeep®, Ram, FIAT® and Alfa Romeo brands, the SRT performance designation. The company also distributes Mopar® and Alfa Romeo parts and accessories. FCA US is committed to 4URHLTH, a comprehensive well-being program that enables employees and families to lead healthier lifestyles and improved quality of life. FCA US today provides a variety of integrated health plans with preventive services. In addition, this comprehensive approach to wellness 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.

## 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®. One of the nation's largest health service organizations, Geisinger serves more than 3 million residents throughout central, south-central and northeast Pennsylvania, and in southern 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, as well as 13 hospital campuses, two research centers, a medical school (Geisinger Commonwealth School of Medicine), and a 583,000-member health plan (Geisinger 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. Geisinger has a long-standing commitment to patient care, medical education, research and community service.

## Goldman Sachs

At **Goldman Sachs**, people are the the firm's most important asset. The company makes a great effort to provide employees with the most competitive and innovative wellness programs in its industry and best-in class overall. Goldman Sachs takes a holistic approach in supporting employees to create lives and work environments that enable them to be resilient as they manage their roles at work and beyond. In 2017, key initiatives included the Personal Finance Forum, a series empowering employees to take charge of individual and family financial planning, as well as a resilience series and podcast that provides strategies to enhance mindset, increase energy and prioritize goals. The firm continues to focus on supporting working families with dependent care support, including access to on-site child care, in-home sick child care and adult care, maternity coaching, and our newly launched adult care program for those employees with adult dependents needing care, guidance and support.



Global Distinction  
Awardee

**GlaxoSmithKline (GSK)** strives to help people do more, feel better, live longer, and this practice starts with its employees. The health and well-being of employees matters just as much as the health of the patients and consumers the company serves. GSK cannot deliver high-quality products to consumers and patients unless it is actively investing in its own people. The company aims to achieve a leadership position in health and well-being through the programs offered and the support provided to help employees engage in their health. Evidence-based principles are used to design programs that enable employees to build their resilience and lead happier and healthier lives both at work and at home. Additionally, the company ensures that employees come to work in safe, healthy and sustainable workplaces, where they are inspired to make healthy choices that maximize their well-being.



**Health Care Service Corporation (HCSC)**, which operates Blue Cross and Blue Shield Plans in Illinois, Montana, New Mexico, Oklahoma and Texas, is committed to promoting a healthy workplace culture. Aligning its wellness strategy with HCSC's purpose, "To do everything in our power to stand with our members in sickness and in health," reinforces that commitment. Motiva, HCSC's employee wellness division, 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, connect with one another, to name a few activities. More than 150 Motiva Health and Well-being Champions bring positive messages to life in each office with celebrations, Well-being Summits, health fairs, employee walks, biometric screenings, community service projects and more.

**Humana**. **Humana** has a dream of helping people achieve lifelong well-being and a bold goal to make the communities Humana serves 20% healthier by 2020 – all by making it easier for people to achieve their best health. Humana focuses on understanding the needs and positive practices within its associate community and delivering simple, meaningful experiences to help improve well-being in every dimension: *Purpose*: Inspiration guiding associates to meaningful activities that bring joy, including job satisfaction. *Belonging*: Personal relationships and connections within their communities. *Security*: Feeling safe and protected, including financially. *Health*: Having the physical, emotional and spiritual energy and desire to thrive every day. This grassroots movement is fueled by associates across the company, strongly connected to a shared purpose, and championed by leaders with specific goals and measures that are impactful to individuals, teams and the company. Humana's holistic well-being model creates a culture that always puts people– and their well-being– first.



At **Huntington**, the company looks out for people. There's a common bond that connects us all as humans, and together, we can make this world better. It's what drives Huntington National to fulfill its purpose to make people's lives better, help businesses thrive and strengthen the communities the company serves. Colleagues look out for people by doing the right thing with a Can-Do Attitude, Service Heart and Forward Thinking. Those are its values – simple but powerful. Huntington National Bank has a proud history that goes back more than 150 years. From that foundation, a full-service regional bank rooted in the heart of the Midwest has emerged. Learn more at [www.huntington.com](http://www.huntington.com).



**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 is also a worldwide leader in providing diagnostic tests and information for livestock and poultry, and 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. Its well-being program, IDEXXLiFE, focuses on Physical Health, Emotional Resilience, and Social Connectedness. IDEXXLiFE offerings include: an on-site medical clinic; a dietitian; a life coach; fitness centers; Teladoc; an online interactive platform; challenges; wellness lectures; and more than 50 communities where employees can connect over their favorite hobbies. Additionally, with a focus on financial well-being, IDEXX increased its 401K match to 5% in 2018.



The **JLL** well-being program is a holistic, dynamic combination of communications, programs, grassroots employee support and management style that are targeted to cater to the members of each

market and account. The focus of the platform is on the member's perspective and individual definitions of well-being. JLL recognizes that the well-being of each individual contributes to the success of the firm. To realize those goals, the company 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 of personalization of interventions focused on health risk and cost trends of each account. Personalization of these interventions to the needs of its members allows the JLL well-being platform to enhance the well-being of its members and firm alongside one another allows the JLL platform to enhance the well-being of both its members and the firm.



Global Distinction Awardee

Changing the trajectory of health for humanity is what inspires and unites the people of **Johnson & Johnson**. Caring for employee health and

well-being is at the very center of the company's identity. Its "Culture of Health" is cultivated by an environment that supports healthy choices, provides innovative initiatives and cares for mental, emotional and physical well-being to drive and sustain better health. Johnson & Johnson is on the road to achieving its most ambitious wellness goal yet: Becoming the healthiest workforce by empowering and engaging employees to achieve their personal best in health and well-being. This goal aligns with Our Credo promise to employees. and ultimately, patients and customers as well.

## JPMORGAN CHASE & CO.

Global Distinction Awardee

JPMorgan Chase & Co. is proud to be an award recipient of the *Best Employers for Healthy Lifestyles®* distinction since 2012. The commitment to create a culture of health and well-being starts at the top with senior leadership and trickles down to all levels of the organization. The company's focus is on empowering and inspiring our employees – providing them with practical information and access to resources to take ownership of their well-being and make positive lifestyle choices a priority. JPMorgan Chase & Co.'s well-being strategy is based on three key components: Health, Balance and Finances, and company programming and initiatives support employees and their families on their well-being journey. The company provides a comprehensive benefits and wellness package in the U.S., which rewards employees and spouses/domestic partners for healthy behaviors, outcomes and activities – across the total well-being spectrum.



**KAISER PERMANENTE®**

Kaiser Permanente is committed to helping to shape the future of health care. The organization is recognized as one of America'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 its members and the communities the organization serves. Kaiser Permanente currently serves more than 12.2 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 Permanente Medical Group physicians, specialists and team of caregivers. Kaiser Permanente's expert and caring medical teams are empowered and supported by industry-leading technology advances 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.



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 and mobile app. Year-round engagement opportunities include: personal and team challenges; Healthy Habit goals and tracking; support networks; nutrition, mindfulness, sleep and financial tools; local wellness events; and on-site Wellness Screenings (biometrics) and flu vaccinations. By making healthy decisions such as moving more or getting enough sleep, participating in a community project or finding time for relaxation, participants can pay less for their health insurance premium the following year and earn reward points for merchandise. With these partnerships and integrations, tools, resources and rewards, everyone at Medtronic is Healthier Together.



**Merck** has been and always will be inventing; the company does it 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 ourselves, employees', families and the community. Merck believes this is important to achieve the vision of "Being the world's premier, research-intensive biopharmaceutical company." Because Merck's business is promoting optimal health, the company believes that it must lead by example. LIVE IT is the company's holistic approach to well-being designed by and for employees and their families so that they can become healthier and more productive, both professionally and personally. LIVE IT includes four components: 1) preventive services within PREVENT IT; 2) emotional, mental and financial services within BALANCE IT; 3) physical activity/movement within MOVE IT; and 4) nutrition within FUEL IT. At Merck, the team is not just Inventing for Life, everyone is living it.



Be Well Within, **Mercy Health's** well-being program, guides employees on their personal and lifelong journey to good health and well-being – mind, body and spirit. As Mercy Health carries out its mission to help patients and communities achieve well-being, Be Well Within brings that goodness to its 33,578 employees and 7,267 eligible spouses. Mercy is uniquely positioned to collaborate with its internal clinical resources to bring innovative and targeted programming. Collaboration with its electronic medical record produced a seamless biometric screening experience, resulting in a 13% increase in screening participation – leading to an 85% screening rate. This annual biometric screening, relating interface and outcomes-based program design, allows participants to identify meaningful and effective opportunities to improve or maintain their health and well-being. Since the program's inception, Mercy has experienced a negative spending trend – specifically, a 3-year cumulative savings of over \$21 million related to just one of its health management programs.



The mission of **Mission Health** is to improve the health of the people of western North Carolina and the surrounding region. This includes Mission Health's team members. With more than 12,000 employees, Mission Health is an integral part of the community of western North Carolina. A well workforce is critical to the delivery of excellent health care and to the sustainability of the organization during uncertain times. Health care workers can have high stress levels and are prone to burnout. To achieve the health system's mission, it is essential to invest in the overall well-being of team members. This is apparent in BIG(GER) Aim: "To get every person to their desired outcome, first without harm, also without waste and always with an exceptional experience for each person, family and team member." This approach recognizes that without factoring in the experience and well-being of each team member, Mission Health cannot achieve its goals.



Comprised of three areas – Employee Health, Wellness and Fitness – the **Nemours** YOURHealth and Wellness program is a holistic approach to supporting 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, health coaching, weight and stress management programs, CBT-I sleep therapy and free biometric screenings. Over the last few years, data show health risk improvement in several categories. Nemours aims to emphasize to Associates that earning Wellness points is a means to promoting health, prevention and early detection.



**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 own employees. That's why Nestlé offers employees a total rewards package that reinforces this mission, from a full suite of benefits to programs that encourage a healthy lifestyle.



For more than 27 years, **NextEra** Health & Well-Being has provided employees 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. 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, through weight management, nutrition and on-site health centers; emotional health, through EAP counseling; and financial health, through personal budgeting, 401(k) participation and retirement readiness.



**OhioHealth** is central Ohio's leading health care provider, with approximately 28,500 associates. Its mission challenges all employees to strive for a culture of health and wellness both internally and within the communities the organization serves. This is evidenced by the more than \$35 million spent annually on wellness rewards and incentives, and nearly \$336 million provided in community benefits. OhioHealth's goal is to lead its industry by implementing programs, policies and resources that help associates and their families achieve better health by being more 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 its 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.



**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 Diagnostics is committed to building a healthier world, starting at home with its colleagues and their families. Now in its 13th year, its award-winning health and well-being program, HealthyQuest, equips all 45,000 employees and their dependents with best-in-class tools and resources to improve their health and save money under the banner of putting "Health in Your Hands." HealthyQuest was reenergized in 2017 to augment the company's member experience with targeted interventions leading to measurable improvements in health, engagement and cost. Quest built a care pathway for participants of our world-class Blueprint for Wellness health-screening program; partnered with industry leaders to implement novel population-health solutions; and introduced a personalized platform for medical plan members to more effectively engage with their health benefits.



**Raytheon** takes a holistic view to well-being that goes beyond physical health to include social, financial, career, family, relationships and community. Over the past decade, Raytheon has built an infrastructure of 150 wellness leaders and champions. The sites can apply for the Raytheon Healthy Worksite Award and achieve platinum, gold, silver or bronze recognition. In 2017, 34 sites were awarded for their focus on well-being. Raytheon has 64,000 employees worldwide. There are 26 on-site health centers in the U.S., virtual support for remote employees and a growing global presence. Raytheon's Employee Assistance Program provides on-site services at 21 locations. Additionally, there are fitness centers at 27 sites. More than 27,000 employees are enrolled on Raytheon's wellness platform, with an average of more than 11,000 employees visiting on a monthly basis.



**TARGET.**

**Target** values the nearly 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 team members with 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®

**Texas Health Resources'** award-winning *Be Healthy* program offers employees and family members holistic tools to make sustainable well-being improvements. Its mission to improve the health of the people in the communities that it serves starts with the company's employees. Employees enjoy a culture that encourages social connections, healthy eating habits and environments that naturally promote ways to stay energized and focused at work. On-site conveniences include healthy cafés, farmers markets, fitness centers, meditation gardens, chapels, pharmacies, walking trails and more. Our wellness steering committees, safety teams and dedicated health specialists provide on-site well-being support and education. Employees and their spouses can both earn rewards for being healthy by completing activities, including annual health assessments and wellness exams. Earning medical premium credits and proactively managing well-being is made easier by offering on-site biometric screenings at each location. Health specialists give personalized coaching on results and guide employees to programs tailored to address individual risks.



## BOEING®

As part of **Boeing's** Total Rewards portfolio, well-being programs focus on improving the lives of its employees and their families by empowering them on their journeys toward healthier lifestyles. Boeing's programs are connected across emotional, physical and financial health pillars. Well-being offerings are based on industry best practices, innovation, employee desire and data-driven design. The strategies and partnerships behind well-being programs reflect Boeing's commitment to attracting, developing and rewarding the company's greatest strength—its people.



To support **The Hartford's** vision to be an exceptional company celebrated for financial performance, character and customer value, the company offers a comprehensive health and well-being program. The goal of the program is to help employees and their family members achieve optimal well-being—to be energetic, optimistic, connected to their communities and inspired to achieve their very best every day.

Through an array of programs, including weight management programs, activity programs, on-site health centers, a sleep improvement program, a mindfulness-based stress reduction program, volunteering, financial counseling and more. The Hartford seeks to impact business performance through improved employee and dependent well-being, health care cost management, improved productivity and performance and an enhanced ability to attract and retain top talent. As a founding member of the Health Transformation Alliance, The Hartford has joined forces with 40 other like-minded employers to transform the health care system for consumers and employers.



**The Nielsen Company** is a leading global provider of information and insights about consumers and markets worldwide. The company fuses science and data so that its clients—

manufacturers and retailers of consumer goods, media companies and advertising agencies—can understand what's happening today, what will happen tomorrow and how to act on this knowledge to efficiently deliver results that matter. In short, Nielsen provides The Science Behind What's Next™. As a global employer, the company influences the well-being of 46,000 employees and their families. Nielsen's innovative "Whole You" program, worksite ambassadors and mobile-friendly technology help its members be better health care consumers and lead healthier, more fulfilling lives — physically, emotionally, financially and socially. Its well-being challenges inspire teamwork and social connections, resulting in \$13,000 in donations to the Nielsen Global Support Fund on behalf of winning teams.



Unilever

Every day, 2.5 billion people use **Unilever** products to feel good, look good and get more out of life. With 169,000 employees globally, approximately 8,000 in the U.S. and sales in more than 190 countries, Unilever is one of the world's largest consumer products company. Sustainability is at the heart of everything the company does as it works to create a brighter future every day with brands and services that help make sustainable living commonplace. In the U.S., this integrated approach to health management is both a national and local approach to well-being that goes far beyond physical health. Unilever is constantly evolving and committed to helping more than a billion people take action to improve their overall well-being by 2020. Unilever is honored to have received the NBGH *Best Employers for Healthy Lifestyles Award*® for 5 years in a row— (2009-2013), 2015 and 2016.

**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 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. UnitedHealth Group's core capabilities in clinical expertise, advanced technology and data and health information uniquely position the company 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 services more than 133 million people worldwide. Employees perform their Life's Best Work<sup>SM</sup> 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 nongovernmental employer in Pennsylvania, UPMC integrates more than 85,000 employees, 40 hospitals, some 600 doctors' offices and outpatient sites and a 3.4 million plus member health insurance division. Our well-being program focuses on a whole-person approach, utilizing internal resources and providing full integration of our health management, lifestyle and wellness, leave management and EAP programs, as well as coordination and implementation of these services. By integrating all levels of well-being, employees have the framework to support their health, productivity and performance. Employees take a proactive role in their health, which helps improve personal health and controls integrated benefit costs. Over time, this supportive environment helps build a culture of health and well-being through reduced employee population health risk and related costs, decreased absenteeism and presenteeism and increased workplace productivity.

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# CONGRATS TO THE 2018 BEST EMPLOYERS FOR HEALTHY LIFESTYLES®



You have made your employees' health a priority and so do we. Our Employee Benefits practice makes your people our business. Our deep expertise, combined with our national strength and local service, optimizes the value created by your employee benefits program. Whether improving employee attraction and retention, getting the most out of your vendor partners or assessing the most suitable technology to meet your needs, our thoughtful and customer-specific solutions ensure peace-of-mind.



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