

## 2016 Health & Wellness Best Practices

### Adventist HealthCare

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

Nonprofit

Healthcare, Medical Services

More than 250 Employees

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

### BDO USA, LLP

[www.bdo.com](http://www.bdo.com)

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

BDO has found a number of creative ways to promote wellness in the workplace. Each year, BDO L.I.F.E. hosts four wellness competitions. The 2015 challenges include: the BDO Bucket List, BDO Biggest Loser, Fall Into Fitness and No Fizz Challenge. Each wellness challenge is created and implemented by our BDO L.I.F.E. team, which includes designing a competition logo and website on the BDO L.I.F.E. portal, running BDO News articles, posting on the Wellness Ambassador blog, and monitoring sign ups and final log submissions. We also try to reward challenge participants in unique ways – from water bottles and duffle bags, to gift cards and recognition on BDO News. To encourage mental wellness, BDO also distributes a “busy season toolkit” to highlight ways to infuse fun, reduce stress and build team camaraderie during the firm’s “busy seasons.” For example: planning internal office celebrations, converting office areas to create space for blowing off steam, and allowing more casual dress.

## **Booz Allen Hamilton, Inc**

[www.boozallen.com](http://www.boozallen.com)

For Profit

Consulting/Professional Services

More than 250 Employees

- PowerUP—our health and wellness program aims to not only improve our staff’s lives, but possibly extend them. Interactive “PowerHour” events, at offices nationwide, introduced staff to the PowerUP program and launched an ongoing wellness conversation. “Energy Stations” in some offices feature wellness equipment—treadmill desks, standing desks, stability ball chairs, etc.—to help employees stay moving throughout their workday. Via an internal PowerUP Yammer group, staff post encouragement to each other and share workout routines and healthy recipes. Wellness Wishes is a PowerUP program granting wishes to help Booz Allen employees overcome the barriers between them and their health and wellness goals.
- 2015 saw the implementation of CDHPs with a HSA at Booz Allen along with it Group Critical Illness, Group Accident and Group Hospital Indemnity Plans were added to help offset the cost of care.

## **Bowers + Kubota Consulting**

<http://bowersandkubota.com>

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

With health care costs continuing to rise, we at Bowers + Kubota Consulting felt the best way to continue providing the same level of benefits to our employees and their families was to improve the overall wellness and health of each employee. We believe in the importance of both physical and mental wellness so much that we have established it as one our company’s core values, making it a part

of our culture. We're achieving this by educating employees to make better choices toward a healthier lifestyle. We felt the most positive way to accomplish this was to develop an incentive based program to promote maximum participation. It is a win-win situation for all; healthier employees will be more mentally and physically engaged in their work resulting in higher productivity to the firm. The best method to create a healthy work environment at Bowers + Kubota is through our wellness program called Whip It! (Wellness & Health Individual Program). This web-based program allows employees to accumulate points weekly based on various choices related to body maintenance, fitness and exercise, nutrition and even mental wellness. Amazon gift cards are awarded quarterly and grand prizes such as vacation packages are awarded to the top participants for the year. The program also offers an annual \$200 reimbursement for wellness related activities or equipment. In addition, health fairs, flu shot clinics, CPR training, wellness seminars, informational speakers, and various physical activities such as hikes, yoga, volleyball and softball are offered throughout the year. Employees have been very supportive of the program and there has been an increase in participation each year. We have also seen some dramatic lifestyle changes as a result of our program. Numerous employees have lost weight through better nutrition and more active lifestyles. During our first year, one individual lost almost 20% of their weight in 3 months by changing their diet. Other behavioral changes include adding exercise to their routines, getting regular checkups, and taking on new physical challenges such as running the Honolulu Marathon. Overall, we believe everyone has a better understanding of their well-being through our program. At Bowers + Kubota the most effective promotion tool in creating a culture of health is awareness. This awareness comes from the Principals, management, and a Wellness Committee which is comprised of employees from all different levels within the company. The Wellness Committee is focused on ensuring the promotion of health and wellness and takes proactive measures in dynamically moving the company forward in this area. The committee meets monthly, generates a monthly wellness newsletter and oversees numerous wellness activities ensuring that health and wellness are indeed a part of Bowers + Kubota culture.

## **Calvert Health System**

[www.calverthospital.org](http://www.calverthospital.org)

Nonprofit

Healthcare

More than 250 Employees

Employees that hold a 0.5 (20 hours or more per week) status and above position are offered full benefits (medical, dental, vision, etc.). Employees who are considered to be engaged in our Wellness Program receive a 53% discount of premium costs for medical insurance. We also offer pre-taxed flex spending accounts for employees. We have an on-site day care center. Employees receive preferential placement as well as a discount at the childcare center. We launched our first annual Benefits Fair in the Spring of 2015. Vendors came on campus to educate employees about benefits they are eligible for. The Benefits Fair is scheduled immediately prior to our Open Enrollment time period.

## **Carroll Hospital**

[www.Carrollhospitalcenter.org](http://www.Carrollhospitalcenter.org)

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital offers a variety of events and services that inspire wellness and support in our wellness initiative. Wellness web-site, monthly awareness packets with monthly quizzes, resource library, Yoga, Guided Imagery available daily, Lunch & Learns (educational sessions) are some of the activities offered to name a few. We also present No cost Health Risk Assessment (HRA) for Associate and spouse with comprehensive health report involving RN counseling for HRA and follow up checks. Earth Day campus walks are offered to clean up the campus and to provide exercise. Blood pressure screenings, Health/fitness fair, smoking cessation programs, Flu vaccines, Care Navigator consults, Nutritional counseling, Lymphedema treatment services, Reiki massages (to include a Mini Massage Day and Massage therapy), Reflexology, Acupuncture, Laser hair removal, and Genetic counseling are other options available to associates on a regular basis. Support groups of all types are offered such as our Lose to Win, Wellness challenges ( we partner with a local supermarket and the Y of Central Maryland), Weigh to Health, Cooking with the Doc classes (partnered with local supermarket). This year we have joined with Weight Watchers to bring a weekly meeting right to our campus. Wellness points are granted for all wellness happenings and events. Participants in the wellness program must accumulate 60 wellness points to receive a discount on health insurance. Associates not on the health insurance plan are still urged to take part in the program and receive a monetary motivation for collecting wellness points.

## **Chaney Enterprises**

[www.chaneyenterprises.com](http://www.chaneyenterprises.com)

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. The program works off a point system which offers many ways to gain points. The quickest way to gain points is to obtain a physical exam that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. Other ways to gain points include eye exams, dental visits, wellness seminars, flu shots, gym memberships, mini workshops. We also have a free program called Walking Spree where employees can receive a free pedometer that will link to the Walking Spree website and track their steps, food intake, and workout schedule. Challenges are created and if the employee finishes the challenge they can win in cash and prizes. We have bicycles available on-site at the corporate office for employees to

use during the day to run their errands, pick-up lunch, get a little extra exercise, or simply for a stress break. There are regular wellness newsletters which go to all homes and are posted addressing many and varied health related topics. We implemented a new TeamPC Banking program which gives employees the ability to convert their weekly TeamPC (bonus) into an equivalent amount of paid leave to be utilized during our slower business periods. Free webinars are offered to our employees and customers on a variety of company, industry or DIY topics such as Concrete 101, Paver Installation, etc. We have an 'employee leasing program' with another company whose busy and slow seasons are opposite of our busy and slow seasons. This program allows our companies to basically 'share' employees during our busy times and thus keeps the employees of both companies working and reduces the need for us to hire additional staff seasonally. We now offer as part of our medical plan free Teladoc services. Teladoc is a service where employees and their dependents can call or video chat with a doctor 24/7. This has helped many of our employees who have regular minor issues like sinus infections or colds and need a minor prescription.

## CNSI

<http://www.cns-inc.com/>

For Profit

Technology

More than 250 Employees

"Maintaining a healthy lifestyle is a core value of the CNSI family. From the very beginning we have sought to establish a culture that represents this philosophy. With the company growing and spreading across the country, we decided to formally express our healthy living principles. In January 2015, we launched a revamped corporate wellness program. The program is designed to be holistic and inclusive, meeting the unique needs of CNSI employees. Our program is administered from the corporate office in Maryland, but each regional office has a local coordinator and its own budget, offering increased flexibility. The framework of the program includes monthly health topics and themes. Our topics and themes for this year included the following: • January - Resolve to Get Moving & Give Back! (National Blood Donor Month) • February - Heart Matters (American Heart Month) • March - You Are What You Eat! (National Nutrition Month) • April - De-Stress the Mess (Stress Awareness Month) • May - Losin' It! (National Physical Fitness & Sports Month) • June - Better Safe Than Sorry! (National Safety Month) • July - You CAN Have Fun in the Sun! (UV Safety Month) • August - Stay Up to Date! (National Immunization Awareness Month) • September - Heal Your Body (Fruit & Veggie Month) • October - Become Aware (Breast Cancer Awareness Month) • November - Taking Care of Yourself & Others (National Family Caregivers Month) • December - Making the Most of the Holidays (National Safe Toys & Gifts Month) As a fun way to engage employees, we hold a monthly raffle for prizes related to the month's theme. To maintain a consistent dialogue around health and wellness, we dedicate a section of our monthly HR newsletter to the topic, including employee-submitted recipes and additional health resources. Also on a monthly basis, we offer "Fruit Friday" with nutrition tips in all of our office locations to encourage a healthy start to their day. To allow for individualized support with wellness and/or fitness goals, we also improved our benefits package to

include: • \$50 wellness tool reimbursement benefit • \$75 to register for a race or walk • \$500 towards a sports team sponsorship We have had more than 100 employees participate in the wellness tool reimbursement benefit, more than 25 employees participate in the race sponsorship benefit and sponsored five sports teams this year, including softball, volleyball and cricket. Finally, our 12-week employee wellness challenge, entitled Biggest Loser, brought together more than 120 U.S.-based employees in an effort to improve their wellness and physical fitness. Our 12--week wellness challenge was held from Memorial Day to Labor Day and offered a different theme each week – from flexibility to strength training. We had three top winners, who each received cash awards. We offered healthy catered lunches and workshops throughout the challenge for all offices. In total, we CNSI employees lost 426 pounds and had an amazing program completion rate of 58 percent! "

## **College of Southern Maryland**

[www.csmd.edu](http://www.csmd.edu)

Nonprofit

Education

Less than 50 Employees

We offer free Fitness Lab Memberships (Pool - 2 campuses- and Fitness Centers - all campuses) to all employees. Fitness staff provide employees with orientations, exercise supervision and safe progression techniques. We also offer fitness challenges and free group exercise sessions. A Wellness Specialist offers monthly Lunch & Learn programs on various fitness topics. On-site massage therapy is offered several times a year.

## **Discovery Communications, LLC.**

<https://corporate.discovery.com>

For Profit

Media, Telecommunications

More than 250 Employees

Onsite Wellness Centers, Onsite Gym, Nursing Mom's Program, Onsite lactation rooms, baby basic classes, pregnancy parking programs, Onsite exercise classes (yoga, zumba, kickboxing), quarterly fitness reimbursement, Discovery impact sports sponsorship program, workplace flexibility, telework, flexible work hours, summer hours, compressed work week, local pharmacy/drug store information, oxygen bar, Organic food preparation and product recommendations, Dermatologist consultations, Local gym membership deals, Ergonomics consultations, Healthy food samples from Local restaurants, CPR classes, and much more!

## **Engolve PeopleCare**

[www.engagepeoplecare.com](http://www.engagepeoplecare.com)

For Profit

Healthcare, Technology

Between 50 - 249 Employees

Our wellness program is now in its fourth year, having progressed from an internal "homegrown" version to the version that was adopted by our corporate parent. We continue to strive to live our corporate mission: "We passionately believe in the fundamental right for individuals to live a happy healthy and balanced life." We care about our clients and our vendor partners, but most of all, we care about each other. That's why we listen hard to each and every employee, whether it's an expectant mom, a single guy in need of a kickball team, a recent empty-nester or a first time dad. We are small, but we try to reward each and every employee with the policies and benefits to support their fundamental right to a happy, healthy and balanced life. Our wellness program mirrors our company growth and success. In the past year, we've made many important changes in order to address our diverse and dispersed workforce. Among these are: —Wellness portal upgrade to the comprehensive "Healthy Pathways" program. —We've incentivized health assessment, on-site biometric screenings (and remote), health challenges, and a host of other activities from which individuals can choose what's meaningful for them. —Our group health plan is now segmented into three plans: Medical, Dental and Vision (before it was all or nothing) but now you can enroll in all or just some. We offer a robust array of benefits including a Health Savings Account, a Flexible Spending Account, and employee stock purchase plan. —We continue to support a reimbursement policy for employees seeking the Certified Health Education Specialist or Master Certified Health Education Specialist, reimbursing for these critical certifications at 100%.

## **Federal Realty Investment Trust**

<http://www.federalrealty.com>

For Profit

Real Estate

More than 250 Employees

We continued many of our initiatives such as our annual health fair with screening including total cholesterol, body comp/BMI, blood pressure, and we also offered flu shots. We have also been recognized once again by the American Heart Association as a Start! Fit Friendly Company for the seventh year in a row. The program was introduced by the American Heart Association to get people moving and encourage people to begin a walking program. The Start! Program is built on a simple premise - walk more, take the stairs, eat well and you will live longer. Federal has an onsite walking path and provides pedometers to employees to help motivate them to start walking and taking the stairs.

## **HDR**

[www.hdrinc.com](http://www.hdrinc.com)

For Profit

Consulting/Professional Services

More than 250 Employees

Since 2013, HDR has worked to make wellness a significant part of our culture. We want to help our employees lead and enjoy their healthiest lives both while they're at work and play today, and after they retire. We have dedicated resources including the Vitality Group, our Wellness Platform partner, and our full-time Wellness Manager, Tori Pallas, to this effort. In just two short years we have installed over 130 volunteer employee Wellness Coordinators, championing wellness to over 8,500 employees across the US and Canada. Our goals include promoting healthy lifestyles and providing targeted programs to meet the needs of our employees. The wellness program includes a wide range of incentives and educational programs geared to physical activity/weight management, nutrition and preventive medical care. Positive outcomes include administering a company-wide team weight loss challenge in 2014. HDR participants lost 6,548 pounds, and 25 percent of them made a significant long-term health improvement having lost at least 10 percent of their weight nine months later. HDR also moved the needle on the at-risk BMI population from 63 percent to 60 percent. Since the inception of the program we have seen ten percent more of our population move from borderline relative risk to optimal health and seven percent transition from poor health to borderline risk. These statistics prove that our Wellness program is making an impact. Change takes time, but we're proud of the way our employees are embracing the program and we believe that having this program for the well-being of our employees is the right thing to do. I'd like to share a quick story that one of our employees shared with us. He had sudden chest pains and a triple bypass last year. Before this happened, he had lost 65 pounds and committed to five hours of exercise a week through our program. His cardiologist told him that saved his life. We're glad he's here today, for his family, his friends and his colleagues. That's what our wellness program is all about. Additional wellness services HDR provides include health education opportunities, 100% tobacco cessation coverage within program guidelines, immunizations, and health club subsidies or rebates. We are very proud of the financial incentives we offer, which also include Wellness Credit that is available to our employees participating in the HDR medical benefit plan that meet program guidelines. HDR wants to provide the tools and support needed for our staff to live healthy and well. Regardless if the goal is to have more energy, lose weight, manage stress, or maintain a healthy lifestyle. We want to provide some of those opportunities that can be the catalyst for an enriching life.

## **Holy Cross Health**

[www.holycrosshealth.org](http://www.holycrosshealth.org)

Nonprofit

## Healthcare

More than 250 Employees

During 2015, Holy Cross Health continued to build upon its Workforce Wellness Initiative. A nurse practitioner was hired to provide personal health coaching as well as oversight for the voluntary biometric testing. A new website was designed to better provide colleagues access to resources surrounding the 5 Pillars of the wellness initiative - Physical, Fitness, Nutritional, Financial, and Behavioral/Spiritual. Holy Cross Health colleagues were also introduced to Red Brick. Red Brick will be working in conjunction with Holy Cross Health's Workforce Wellness program to provide resources and support for better life choices and overall health improvement.

## **Honest Tea, Inc.**

[www.honesttea.com](http://www.honesttea.com)

For Profit

Food and Beverage, Manufacturing

Less than 50 Employees

As a company focused on health & wellness with the organic and lower sugar beverages we make, we realize what we do is intertwined with how we function at our core. We offer all employees quarterly, \$50 gift cards to Whole Foods Market so they can purchase healthy snacks that fit into their individual health requirements, whether gluten-free, kosher, vegan, etc. Our employees have told us they prefer this to snack packs, which we previously provided. In response to employee feedback, we also provide twice-weekly free bootcamp classes in our office work to anyone who wants to join, lead by a personal trainer who is able to adjust the workouts to each person's individual needs. We've also increased our company-wide health & wellness challenges, which are eagerly anticipated by our employees who not only love the variety and learning, but the bragging rights which come along with participating.

## **Hughes Network Systems, LLC**

[www.hughes.com](http://www.hughes.com)

For Profit

Telecommunications

More than 250 Employees

In 2015, Hughes continued our communication with regard to Health and Wellness plans offered with the philosophy of consumerism and wellness in mind. From our educational sessions about "How to use your Medical Plan and Health Savings Account" to email blasts with tips on using our carrier's tools available to locate quality providers and check prescription prices, we focused on encouraging employees to become educated healthcare consumers. In 2015, Hughes continued the designation of

a Fit Friendly Company by the American Heart Association. To supplement the continual endeavor of remaining a Health and Wellness focused culture, Hughes enhanced the Annual Wellness Screening that all employees are eligible for, and directly tied participation of the screening to employer contributions into their Health Savings Accounts. All eligible employees financially benefited from participating as well as becoming more informed about their health and wellness. We have enhanced the communication process to all employees regarding the total package of benefit coverage and wellness offerings. Lastly, Hughes took the opportunity to educate its employees on the Affordable Care Act and the impact of health care reform legislation by sharing information through company wide communications such as the Benefits Website and any changes that may be affected by other legislative acts.

## **IAC Applications**

[www.iacapps.com](http://www.iacapps.com)

For Profit

Technology

More than 250 Employees

Healthy employees are happy employees. Taking care of employees' overall health is important to IAC Applications. The company provides healthy snacks and beverages throughout the day, including fresh fruit, nuts, cereals and Greek yogurt, as well as weekly healthy subsidized lunches. Fresh, locally grown vegetables are delivered each week for employees to take home and cook. The company offers onsite gym memberships (where available) and discounted memberships at numerous other fitness facilities. The company offers yoga sessions during the day, and daytime fitness breaks with a personal trainer to help employees stretch, move and re-energize. Standing desks are the norm, to provide an alternative to a sedentary day. The company's wellness program also focuses on stress management – IAC Applications offers free chair massage, a meditation and wellness room and a monthly bring your dog to work day. Additional health perks include: Healthy environment: open, airy offices with lots of natural light; rooftop deck Farmer's Market vegetables delivered to office Cardio Bootcamp Massage Chairs Yoga Game tables in break rooms, including arcade games, Wii, ping pong tables Healthy breakfast provided daily Employee Resource Groups: IAC Applications facilitates a program that brings together employees with similar interests, such as biking or sports.

## **iHire**

[www.ihire.com](http://www.ihire.com)

For Profit

Internet Company/Job Board

Less than 50 Employees

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

## **IntelliDyne, LLC**

[www.intelldyne-llc.com](http://www.intelldyne-llc.com)

For Profit

Technology

Between 50 - 249 Employees

Health and Welfare: • Major medical • Dental • Vision Retirement • 401(k) with company match  
Wellness • Monthly health club subsidy • Corporate fitness challenges, biometric screenings, flu shots, and more • Employee assistance program Life and Disability • Company paid basic life and AD&D • Voluntary employee, spouse, and child life insurance • Long term care Leave Benefits • Paid time off • Paid holidays • Paid Military leave • Paid Jury duty • • Major life event leave • Employee leave donation program Professional Development • referral bonus • Pet discount program • Legal resources • Flexible spending account and health savings accounts

## **Marriott International**

[www.marriott.com](http://www.marriott.com)

For Profit

Hospitality

More than 250 Employees

In addition to the TakeCare program, throughout the year we sponsor and promote numerous initiatives to help associates live healthy lifestyles, manage ongoing health issues and adopt good preventive health practices. We support on-site fitness centers and classes, health fairs, Weight Watchers at Work, flu shots, health screenings, blood drives, and much more. Other special benefits and programs that further encourage health and wellness include:

- TakeCare Healthy Hotel Certification program designed to publicly identify those properties that go above and beyond to create a healthy environment for their associates. Properties are evaluated on the following criteria: Property Leadership, Wellness Champions, Wellness Challenges, Healthy Nutrition, Physical Activity, Stress Management and Sleep Health Education.
- TakeCare Wellbeing Day during annual Associate Appreciation Week.
- New Debbie M. Harrison TakeCare Award to launch at the 2016 Awards of Excellence ceremony recognizing a hotel or team.
- Free 24/7/365 consultation, information, resources and referrals on health and wellness topics through myARL (our EAP and work-life program).
- Lower-cost drugs for those with chronic conditions related to diabetes, asthma and heart disease.
- Maternity Program offering confidential support for expectant mothers from a trained labor and delivery nurse. Associates enrolled in our two national plans (Aetna and Cigna) are eligible to join this program during their first or second trimester and earn up to \$1,000 to help pay for medical expenses. Associates in our Kaiser plan who participate with the maternity program can have the labor and delivery costs covered at 100 percent.
- Weight Watchers discounts - Marriott covers 50 percent of the program cost.
- Associate Health Services is a team of nurses available to associates – either in person or by phone – to aid them with health care issues. The nurses are located at Marriott corporate headquarters and our largest properties. They provide care to injured or ill associates, promote health and wellness programs, conduct ergonomic assessments, and offer immunizations and other preventive health strategies such as pre-shift stretching programs.
- Second Opinion Program is offered with our two national plans. Members faced with life-threatening or life-changing diagnoses can request a medical second opinion online at no cost. Aetna is partnering with Harvard Medical School to offer this program; CIGNA is partnering with the Cleveland Clinic.
- Associates can work with health coaches (some properties have coaches onsite) to help them learn to better manage their chronic medical conditions and lead healthier lifestyles. All of the medical plans offer a free nurse line with nurses available 24 hours a day, seven days a week.
- Free Vision Discount Program for all associates and family members (including parents and siblings) whether or not they are enrolled in a health plan. Offers discounts on glasses and contact lenses through the Vision Discount Program by EyeMed's in-network providers and retail stores. Discounts are also offered on eye exams, mail order contacts, and laser correction.
- CVS Minute Clinic \$5 copay for basic healthcare visit for associates and covered dependents age 18 and older who are participating in Aetna and CIGNA plans.

## **MedStar St. Mary's Hospital**

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

Nonprofit

Healthcare

More than 250 Employees

We run a comprehensive evidence-based health and wellness program including a free onsite vaccine offerings to employees, onsite free nurse services for employees with illness/injuries Health/Wellness Fairs for day and evening/night employees, free smoking cessation counseling with OH nurse and free smoking cessation aids (meds, patches, etc.), front line Wellness Committee with participation from many departments/shifts to spread the word of health/wellness activities for all staff, free BP screenings, free cholesterol panel screening biannually, free onsite use of Physical Therapy Gym Equipment and free onsite personal trainer

## **MONTGOMERY COLLEGE**

[www.montgomerycollege.edu](http://www.montgomerycollege.edu)

Nonprofit

Education

More than 250 Employees

\*Fresh Start Smoking Cessation Program \*Great American Smokeout Event \*Monthly Book Club  
\*Outdoor Fitness Events \*Staff Vs. Students events (kickball, zumba) \*Fight Like a Girl Kickboxing class event to promote Breast Cancer Awareness \*At Your Desk Workout Presentations \*Holiday Survival Workshops to ease the stress of the Holiday season • Re-aligned wellness staff to report directly to benefits manager to ensure consistency in employee benefits and wellness programs. • Implemented a High Deductible Medical plan paired with a health savings account to encourage our employees to be engaged in their health, and providing an employee incentive by funding the health savings account. • On-site cooking demo “Healthy Holiday Eating” December with the Chef Michele, a registered dietitian who realized that many chronic illnesses and conditions can be prevented or reversed by a healthy diet. She became passionate about pairing food and nutrition to teach people how to prepare balanced meals. • Provided free biometric screenings on all 3 campuses. These screenings provided employees with on-the-spot counseling sessions to understand their numbers and support on how to change behavior. • Couch to 5K Program with the Run Farther and Faster certified coaches. This program was targeted for beginners hoping to complete their first 5K through a half marathon program for those targeting a fall half marathon and everything in between. • Sunrise Workout, blend of body sculpting + cardio • Therapeutic Yoga, 2 8-week sessions focused on areas of the body that desk jockeys” develop muscular imbalances (tight hip flexors, tight anterior delts/pec majors, tight erector spine, tight hamstrings, tight levator scapulae) • Piloxing, a combination of Pilates + Kick Box + balance: a fusion of cardio + core work • KP Mobile Health Van on campus in January and again in May, biometric screenings • Flu Shot clinic • Aqua Zumba • Power Circuit • Social media (Facebook & Pinterest) to increase awareness of program. • Two employees became American Diabetes Association Ambassadors to provide WINNING AT WORK: DETECTING, PREVENTING AND MANAGING DIABETES FOR A HEALTHY WORKPLACE seminars. • Two employees became Fresh Start Facilitators, which is a smoking cessation program directed by the American Cancer Society. • Quarterly health/fitness challenges. • Onsite flu shot clinics.

## Montgomery County Government

<http://www.montgomerycountymd.gov/home.aspx>

Government

Government

More than 250 Employees

Montgomery County launched "LiveWell," a joint labor-management employee wellness program. featuring movement classes, wellness webinars, Employee Assistance Program sponsored seminars, resources, and confidential counseling. Montgomery County Government has teamed up with Virgin Pulse to offer a new health & well-being program. The program is on-going, and there's no fee for Montgomery County Government employees to participate. With Virgin Pulse, employees get: \* An opportunity to earn points for healthy behaviors and up to \$350 a year! \* Fun wellness challenges \* Wearable fitness device, the 'Max' \* Health stations to check their blood pressure, weight, and BMI \* Tools to encourage them to make well-being a priority Quarterly meetings are held with the medical, dental and prescription providers to track utilization of claims. This information is utilized to determine where efforts need to be concentrated on to change employee behaviors. This information is provided to stakeholders to make informed changes regarding plan design to manage costs of the plan. For example, the data showed that many participants are utilizing brand name drugs. Effective January 1, 2016 we will be instituting a generic step therapy program, to ensure that participants have utilized less expensive medications prior to expensive brand name drugs. This change will minimize the increasing costs of prescription drugs and minimize future increases in premium to both our participants and the County.

## MorganFranklin Consulting

[www.morganfranklin.com](http://www.morganfranklin.com)

For Profit

Consulting/Professional Services

More than 250 Employees

MorganFranklin Consulting is committed to employee wellness year-round. From offering versatile benefit options at annual enrollment to establishing a wellness station for staff to use daily, we continually strive to improve our Wellness Program offerings and encourage health and wellness among all employees. The MFC Wellness Station provides staff with a wealth of information about maintaining a healthy lifestyle, along with healthy giveaways such as toothbrushes, stress balls, dental floss, and pedometers. We also provide our employees with free healthy snacks daily, and we have a massage chair available for employees to relax and reduce stress. We share wellness tips with staff in our monthly Employee Newsletter, including exercises that can be performed at employees' desks and articles about healthy eating. During our Annual Wellness Fair, we host a diverse selection of vendors and offer Biometric screenings and flu shots. This year at our Wellness Fair, in addition to our healthcare provider

representatives, we had a 16 vendors join us, including a nutritionist, a yoga instructor, and a healthy-meals delivery service. Our healthcare plans exceed many benchmarks in terms of coverage and cost, and our Employee Assistance Program is available to provide mental health and financial health services to our employees. We have partnered with our healthcare provider to include extra wellness offerings and incentives for our employees, from cash rewards to discount programs for massage, acupuncture and other wellness services. They also provide us with support for our internal Wellness Program initiatives. We encourage our employees to be healthy and physically active. We offer free access to a gym at our headquarters, and we offer a monthly \$25 subsidy for gym memberships for those who work out of the area or prefer an external gym. We offer a yoga event through our Women's Initiative twice a year, and we recognize employees for their participation in marathons and other physical events. We continue our wellness focus into our Corporate Social Responsibility program by encouraging our employees to get involved in charity walks, runs and other events.

## **National Recreation and Park Association**

[www.nrpa.org](http://www.nrpa.org)

Nonprofit

Association

Between 50 - 249 Employees

Full time staff enjoy a very rich benefit package that includes 403(b) matched at 6% and fully vested upon hire, group Health, Dental, and Vision for employee and family paid 80+% by the employer; Life insurance, Short Term Disability and Long Term Disability paid 100% by the employer; accrue 26 Paid days off per year plus 13 paid holidays, eligibility in the first month of employment and Length of Service Awards. NRPA is committed to promoting an environment of work-life balance. To promote healthy lifestyles, at work and away, we have established programs like Teleworking, FlexTime Schedules, 37.5 hour work-week, Employee Assistance Programs, and Educational Assistance Programs. We also provide healthy snack options like apples and bananas to all staff during the day and at companywide meetings. NRPA also made the decision in 2015 to remove the vending machines from our office. We have increased the fruit offerings and will look to provide additional healthy options. We have an alternate work schedule during the summer months by closing early every other Friday for a cook-out. This encourages staff to build stronger relationships and boosts morale. In 2014 NRPA partnered with a local business for a Corporate Wellness Program. This was designed to have a different theme each month and also engaged staff with team challenges. We have a nutritionist and personal trainer on hand to answer or coach staff with their individual choices. All staff have access to indoor & outdoor eating areas, as well as indoor & outdoor fitness opportunities. Our facility has an air-conditioned fitness room with access to showers, as well as foot trails. Our facility is also equipped with space for working mothers that breastfeed. There is privacy for expressing milk and allows employees to have flexible work breaks.

## Rappaport

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

For Profit

Real Estate

Between 50 - 249 Employees

Rappaport commits the summer months to health and wellness, which culminated in Wellness Day, a fun day dedicated to playing games together and recognizing the winners of our summer fitness challenges. Employees can sign up for 15 minute massages and play games such as a scavenger hunt, nerf gun tag, sock wars, or participating in a ping pong tournament. We also hold a Get Fit Challenge during the summer; employees can win big prizes for losing the greatest percentage of body fat, or by earning points by attending wellness seminars, tracking personal health habits, or attending company sponsored fitness classes!

## Ryan, LLC

[ryan.com](http://ryan.com)

For Profit

Consulting/Professional Services, Corporate Tax Advisory Services

More than 250 Employees

"Ryan's focus on employee work-life success and overall well-being led the Firm to launch a new comprehensive, voluntary, results-orientated wellness program in 2010, and update it in 2013. Our new Humana Vitality program offers a more contemporary and robust approach to and allows employees to choose their own level of involvement and participation. Humana Vitality offers Ryan employees the opportunity to earn points for making healthy living choices. Employees register and set up a personal login account on [humana.com](http://humana.com) where they begin to earn points by completing a short Health Assessment, entering their biometric screening results, and tracking daily activities including steps and caloric intake. The site offers information on how employees can claim additional points through preventative care, flu shots, attending the gym, education sessions, using health calculators, logging into the wellness portal each month, and much more. Each employee has a personal online dashboard to track points and progress, and set up links to mobile devices to track daily activity and send updates and reminders. Employees have the option to request online or phone consultation with a health professional to develop personalized wellbeing plans that may include physical activity, healthy eating, as well as recipes, tips, and ongoing motivation and support. Vitality offers five status levels of achievement that determine the amount of medical premium credits an employee can receive. These are:

- Blue – Everyone starts at this Vitality Status
- Bronze – Employee has completed a Health Assessment
- Silver – Employee has earned 5,000 points through various wellness activities described above
- Gold – Employee has earned 8,000 points
- Platinum – Employee has earned 10,000 points

For the 2015-2016 benefit plan year, Silver status employees receive a \$40/month premium

credit and Gold and Platinum status receive the full \$80/month premium credit. At this time, blue and bronze status employees do not receive medical premium credits. In exchange for points, employees receive Vitality bucks to spend on hotel stays, digital cameras, iPads, movie tickets, and more. Employee dependents are also encouraged to get involved, live healthier, and earn rewards along the way. In addition to tracking points and activity, our employees have 24/7 access to online educational resources, including online courses, physician finder, caregiver resources, healthcare glossary and facts, wellness discounts, and transplant centers to name just a few. Ryan's global wellness program includes employee Wednesday Wellness newsletters highlighting health tips, activities, recipes, and information about company-sponsored events and activities. This new approach to wellness, where employees are held accountable for their own personal and family health, ties into Ryan's rewards-orientated culture and our Core Purpose and Values that define who we are as a Firm. Ryan further demonstrates its commitment to employee health and wellness by reimbursing our employees and their spouses or domestic partners and family members up to 75% of monthly fitness club membership fees (up to \$50 per month). Employees in our Dallas headquarters also have the choice of free membership to the award-winning Telos Performance Center. "

## **Smartronix**

[www.smartronix.com](http://www.smartronix.com)

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

"With the roll out of our formal program seven years ago, we have continued to keep wellness in the forefront of our employees and their families. 1) For eight years, assessments have been offered at all office locations, where our administrators as well as some management team members personally travelled to the areas to promote participation. Participation growth data provided below.

- a. 2008 – 10 %
- b. 2009 – 30%
- c. 2010 – 60%
- d. 2011 – 70%
- e. 2012 - 78%
- f. 2013 - 80%
- g. 2014 – 81%
- h. 2015 - 83%

- 2) Health premiums are discounted for those taking part in the sponsored wellness programs. 3) Cessation support for current tobacco users. 4) Incentive bonus is offered for those not enrolled in the company sponsored health program but participating in the wellness program. 5) Substantial informational materials provided by our health provider and EAP. 6) Providing wellness assessments options for remotely located employees. 7) Updating our wellness program based on industry changes, evaluating comments and recommendations. 8) Required engagement with the Wellness Vendor if risks identified during assessment. 9) Offering substantial, personal

briefings on all options provided prior to and during open enrollment. Our vendors participated in these briefings. An instructional ""how to read your wellness results"" is provided on SmartNET and via webconference. 10) Offering option for additional assessments such as TSH and Prostate screening. Continuing to be proactive, we regularly communicate with employees about how to best use their health benefits and the value of the CDHP, HSA, and HRA plans. We firmly believe in helping our employees be the most educated they can be on their benefit offerings and therefore making the best decisions for their family obligations. The education sessions for the employees and families are ongoing as we know that being a consumer of healthcare is a long learning process, not just an election during open enrollment. We strongly encourage spouses and family members to participate in the benefit educational opportunities provided by Smartronix. On a lighter note - offices offer games and recreation facilities to encourage and allow employees to break out of the daily grind and get a little exercise or enjoy the company of fellow employees while contributing to their own wellness. Ping pong games or basketball challenges are common. Family summer picnics are often centered on team challenges, physical or cooking! "

## **Social & Scientific Systems, Inc.**

<https://www.s-3.com/>

For Profit

Consulting/Professional Services

More than 250 Employees

SSS fosters a healthy work environment by providing the tools needed to develop and maintain healthy lifestyles in the workplace and in the home. Healthy snack options are provided in the vending machines and healthy lunch options are available at company-sponsored meetings. Tips on healthy living are provided online through our intranet and company bulletin boards. Also, with the addition of our newly formed Health and Wellness Committee, we'll see even more activity surrounding health and wellness. We continue to offer onsite weekly massages, and free onsite fitness classes are offered during and after hours to allow staff to meet their fitness goals without leaving the office. Employees and their families are eligible for discounted gym memberships with many of the leading local gyms. Hand sanitizers are placed at all sign-in sheets, public areas, and restrooms. This year we continued to offer free or discounted seasonal flu vaccinations to employees and family members. We also added an additional medical health plan option (CDHP) to our already robust health and medical benefits.

## **SweetLabs, Inc.**

<http://sweetlabs.com/>

For Profit

Technology

Between 50 - 249 Employees

NEW Wellness Program JAN 2016 (adding to the wellness program we current have) • Each quarter we will focus on one wellness initiative: healthy eating, stress management, financial wellbeing, and health & fitness • We will have seminars/classes in office regarding topic of the quarter • We will organize a group athletic event once a month • A newsletter and bulletin board will be updated quarterly with the new event/class schedules

Current Wellness Program • Provide healthy snacks in our kitchen 24/7 • 24/7 access to a personal nutritionist • Reimburse registration fees for organized athletic events • If a group of 4 or more employees participate and complete an external organized event, we will give them a day of PTO and pay for a group meal after the event • Organize company sponsored sport teams; softball, paintball • Company sponsored volunteer activities

## **The American Speech-Language-Hearing Association**

[www.asha.org](http://www.asha.org)

Nonprofit

Association, Healthcare, Professional/Trade

More than 250 Employees

ASHA adopted a holistic approach to wellness that includes consideration for physical, mental, and spiritual aspects of health. Over the years, we've introduced a number of new initiatives. Here are some examples: \*Gold LEED Certified green building to reduce the Association's footprint on the environment \*Smoke-free work environment. \*Comprehensive benefits package that includes health, vision, drug, dental, life, disability and long-term care coverage \*Health Advocate to help staff and their family members navigate the health care system and maximize health care benefits. \*Individual ergonomics assessments and other ADA accommodations as needed. \*Semi-monthly blood pressure, body fat, and waist circumference screenings. \*Annual on-site flu shot clinic for staff, their families, and retirees. \*Education programs. \*"Spring into Motion Day" with healthy green smoothie demos and tasting, chair yoga, and tennis ball massage sessions. \*On-site fitness classes.

## **The Council on Foreign Relations**

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

Nonprofit

Education, Government, Research, Think Tank

More than 250 Employees

"The Council on Foreign Relations (CFR) is an independent, nonpartisan membership organization, think tank and publisher. Without its employees and members, CFR would not be the leading quality resource that it is in today's complex world. With such a diverse and ever-changing work environment, CFR's HR department and Wellness Committee have a unique and highly rewarding challenge: to engage and educate a dedicated, educated, and fast-moving population. As you have seen throughout this

narrative, CFR is committed to a healthy and active lifestyle, and is constantly looking to develop innovative initiatives to reflect this commitment and to address specific health needs. According to the World Health Organization, physical activity has been identified as the fourth-leading risk factor for death around the world and research shows that people should avoid prolonged sitting. CFR's senior management, including president Dr. Haass himself, have taken visible steps to bring this health risk to the forefront. Given that CFR's workforce is mostly sedentary and physically located in one of our two offices, it is important to remind employees about the health risks of prolonged sitting and recommend strategies to increasing physical activity throughout the workday. The three examples highlighted below reflect CFR's innovation in addressing this problem: - CFR's Stairwell Challenge: how many people have heard of the Hillbrow Tower in South Africa or the Milad Tower in Iran, or even know what they look like? Well, if you work at CFR you'd find framed photos of both landmarks on the 3rd and 5th floor stairwell landings, accompanied by words of encouragement. - CFR's sitting-to-standing desk converter benefit: a great way to transition from a standard workstation to a standing desk, by converting the employee's existing desk into a height adjustable sitting or standing ergonomic workstation. It is also a fully covered benefit for the employee. - CFR's annual ping-pong tournament is a favorite among our employees. By participating in the tournament over the course of about 3 weeks, employees are given an opportunity to step away from work during lunch or after business hours, they get to play in exciting and challenging matches against their fellow colleagues, and they get a fun and stimulating workout too. It is not too often that you find a workplace with a mission as serious as that of CFR's that will encourage the health benefits of playing ping pong. None of what our Wellness Committee does would be possible without the support of senior management. From our President down, our employees have a real sense of compassion and concern for each other's well-being and the wellness of our organization as a whole— both from a business and a human perspective. For example, our Information Services team works tirelessly to provide employees with secure off-site work access to support work-life balance and department heads encourage employees to stay home if they are sick. Overall, CFR and our Wellness Committee have demonstrated innovation, creativity and proactivity in promoting wellness at our work site in many different ways. We've overcome our own internal obstacles and challenges (e.g. by getting some of our officers and senior fellows to attend a nutrition session in the middle of the workday, and increasing the number of men that take yoga and boot camp); We've taken advantage of the resources our unique buildings have to offer as well as incorporating local city highlights; and we continue to look "outside the box" for ways that we can serve our employees and invest in the management of their H&W. "

## **The Maryland-National Capital Park and Planning Commission**

[http://www.mncppc.org/commission\\_home.html](http://www.mncppc.org/commission_home.html)

Government

Government, Recreation, Parks and Planning

More than 250 Employees

For a long time, M-NCPPC has been dedicated in offering and maintaining numerous employee-friendly policies, programs and benefits. In the 70's, M-NCPPC was already offering some of these employee-

friendly benefits such as job sharing, extended approved leave for maternity and adoption, deferred compensation, sick leave banks, and bereavement counseling. In 1995, M-NCPPC formed a Work/Life Committee, made up of a cross section of employees, who represented a variety of work and family related backgrounds. Through the Committee, M-NCPPC developed a formalized Work/Life policy to memorialize and continue its commitment to providing a worker-friendly environment and programs to meet the challenges of the changing workforce. Today, M-NCPPC continues to offer many Work/Life Programs designed to allow employees to better balance career and personal goals/responsibilities. Our most popular and highest utilized Work/Life Program is our flexible work arrangements, which includes flextime (flexible work schedules), compressed work weeks, teleworking, job sharing, and part-time career schedules. MNCPPC also offers an umbrella of other Work/Life Programs and alternative benefits such as: Employee Assistance Program (EAP), childcare/eldercare referral service, credit union, up-close parking, commuters guaranteed ride home, legal resources program, nursing mother program, tuition assistance, wellness classes, sick leave banks/short term disability, legal resources, and multiple other alternative programs/benefits. M-NCPPC is also committed to being an employer of choice by offering a comprehensive and outstanding compensation, health benefit and leave package. Our compensation plan is designed to be competitive in the marketplace, and is based on the principle of equal pay for equal work. M-NCPPC also offers a wide range of health benefits at a low employee cost share. Health benefit offerings include several choices of health insurance plans, prescription plan, dental plan, vision services plan, and the employee cost share ranges from approximately 15%-20%. Health insurance benefits are also available to the employee's spouse, dependents, and/or domestic partner (and domestic partner's dependents). M-NCPPC also gives employees a generous leave package which includes per calendar year rates of: up to 15 to 26 days of annual leave (based on years of service), up to 15 days of sick leave, and three (3) days of personal leave.

## **The National Center for Children and Families**

[www.nccf-cares.org](http://www.nccf-cares.org)

Nonprofit

Social Services

Between 50 - 249 Employees

Employee Health and Wellness has been our focus this fiscal year. We have enriched our employee benefit package with the addition of vision coverage for employees and dependents, as well as the implementation of Flexible Spending Accounts for Dependent Care and Non-reimbursable Medical, which employees love. We have also scheduled Lunch and Learn sessions on a multitude of topics such as Financial Literacy for Women (70% of our staff), Stress Management, etc. In addition, we have kicked off our Health and Wellness practices with a complete Biometric Screening Event for our staff as well as a well attended Flu Shot Clinic last month. Finally, we were able to massage our health insurance premiums this year so that the PPO option was \$2.00 less per month than the HMO option, as many staff members wanted to be able to keep the doctors they have been seeing for years. This was a very positive employee relations move, enabling us to keep the high PPO cost down for those participants.

## **United Educators**

[www.UE.org](http://www.UE.org)

For Profit

Insurance

Between 50 - 249 Employees

We pride ourselves on offering employees a variety of ways to improve their health, through exercise, nutrition, or stress management techniques. Diverse program offerings ensure that we can engage employees regardless of their current fitness levels. We provide employees with a "sonic pebble" to measure their steps on a regular basis and encourage more movement. We incorporate the "Sonic Boom Wellness" fitness program which features regular fitness challenges. The program now allows employees to sync their "Fitbit" to track their progress as well. In addition, our building offers a complementary health club which many employees use on a regular basis. Each November, we participate in a local 5k race, offering to pay for employees' race entry fees, creating and distributing Team UE t-shirts and water bottles, and bringing in a personal trainer for eight weeks prior to the race.

## **University of Maryland Charles Regional Medical Center**

[www.charlesregional.org](http://www.charlesregional.org)

Nonprofit

Healthcare

Less than 50 Employees

- Healthy Cooking Day – including cooking demonstrations and nutritional information
- Fitness Fair – BP screenings, hand hygiene booth, weight loss information (nutritional supplements/products; health club fitness demonstration; yoga sessions)
- Walking Campaigns
- Take Care of Yourself – provide healthy snacks and yoga sessions
- Have Lunch of Us – provide healthy lunch selections
- Bi-weekly Farmer's Market
- Healthy local produce served in employee cafeteria and for patients
- Health Screenings annually
- Receive monetary award for participation in Wellness initiatives