

2013 Health and Wellness Best Practices

Akridge

For Profit

Real Estate

Between 50 - 249 Employees

Akridge understands that happy, productive employees are the key to success and a company's most important asset. We strive to be innovative and generous in promoting a healthy workplace and ensuring the well-being and productivity of all our team members. To this end, Akridge has expanded and improved the Wellness Program beyond employee awareness of healthy living to include more comprehensive opportunities for meaningful engagement and progress-oriented incentives and rewards. Akridge partners with Business Health Services, a leading third-party provider of behavioral risk management strategies, to implement and manage wellness initiatives. New in 2012, in addition to completing an on-site biometric screening and health risk assessment to receive the 5% health insurance premium discount, employees who signed up for the wellness program must earn a total of 100 "wellness points" throughout the year. Earning 100 wellness points in 2012 qualifies an employee for participation in the 2013 Wellness program and a 20% discount on the employee's contribution to the 2013 health insurance premium - a significant incentive above and beyond the 5% discount offered in 2011 and 2012. Wellness points are earned through biometrics benchmarking and participation in wellness-focused activities. Program participants are benchmarked based on five categories measured during the annual biometrics screening. Wellness points are awarded for maintaining or achieving "ideal" or "moderate" status in these categories from one year to the next. This point system was designed to reward employees who maintain and improve their numbers and to incentivize others to make lifestyle changes. Wellness points may also be earned by participation in on-site health education seminars, fitness classes, a smoking cessation initiative, individualized coaching and consultations, preventive physicals, and age-appropriate screenings. Activities have included a cooking demonstration on how to prepare healthy Super Bowl snacks with a professional chef, a Green Wellness presentation about cooking sustainably and eating organically, fitness consultations with a certified personal trainer, monthly on-site blood pressure screenings, and the always-popular seated massages during the year-end holiday season. In honor of National Nutrition Month in March, complimentary healthy meals and snacks were available in the main office kitchen for the entire month. Each week featured a different theme: week one was salads, week two was soups, week three was sandwich wraps, and the final week was a smorgasbord of healthy catered food. Nutritional facts and tips were displayed with each meal, and we have continued to provide healthy beverages and breakfast items daily. In association with Nutrition Month, employees engaged in a healthy recipe contest whereby a winner was chosen based on employee votes after an in-office tasting day and awarded an electronic Perfect Portions food scale. Akridge was the first corporate sponsor of the Capital Bikeshare program and continues to offer all employees a free annual membership. In addition, a bicycle tune-up station, lockers and changing area were installed in the garage of the main office building to better accommodate employees who commute to work by bike. Akridge senior management leads by example in exhibiting a healthy

lifestyle. Members of our leadership team run marathons, bike to work, participate in cycling fundraisers, and hike (one manager is hiking Mt. Kilimanjaro with his family this year!).

Altarum Institute

Nonprofit

Consulting/Professional Services

More than 250 Employees

The Institute values Health and Wellness and encourages employees to make educated choices. The Institute's internal website houses articles and links to websites for reference. Additionally, employees can post and discuss health and wellness related topics of importance to them. All of our offices have a wellness table and board with updated information including health magazines, books, pamphlets on various health topics, a weight scale, blood pressure cuff and body fat calipers. The annual Wellness Challenge increased to 12 weeks in 2012 and encourages all employees to participate. The Institute also promotes wellness by providing incentives to employees for completing health activities. The incentives are either deposited into HSA accounts to use towards health related expenses

American Speech-Language-Hearing Association

Nonprofit

Association

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 what ASHA provides:

- 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 ergonomic assessments and other ADA accommodations as needed
- Various weight management programs
- Monthly blood pressure, body fat, and other routine health screenings
- Annual onsite flu shot clinic for staff and retirees
- Educational programs
- CPR/AED Training
- Fitness room and group activity room where we hold exercise classes
- Our staff Wellness Advisory Team plays an important role in researching, recommending, and marketing organization-wide wellness initiatives that result in high staff participation and measurable return on investment.
- Using information about prescriptions filled under our health care plan to target our program to the current needs of the staff.
- Our partnership with LifeWork Strategies, an affiliate of Adventist Health Care. By providing resources and support, and cultivating a workplace environment in which overall health and well-being is a priority, ASHA is at the forefront of workplace health and wellness initiatives. ASHA was recipient of the Washington Business Journals' Healthiest Employers in the Greater Washington area this year.

Asbury Methodist Village

Nonprofit

Continuing Care Retirement Community

More than 250 Employees

The Asbury WOW! (Working On Wellness!) program is a huge presence on our campus. Since its beginning in 2008, participation, programming, and health improvements have steadily grown. In 2012, the program focused on a year-long weight loss challenge. 288 associates participated, accounting for 36% of all associates. Of those participants, 163 people (57%) lost weight through the year totaling 942 pounds!

BDO USA, LLP

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

As shown in the examples above, BDO has found a number of creative ways to promote wellness in the workplace. Each year, BDO L.I.F.E. hosts four wellness competitions. The 2012 challenges included: the BDO Bucket List, BDO Biggest Loser, No Fizz Challenge, and Fall for Fitness. Each wellness challenge is created and implemented by our BDO L.I.F.E. team, which includes designing a competition logo and website on the BDO L.I.F.E. portal, running BDO News articles, posting on 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.

For Profit

Consulting/Professional Services

More than 250 Employees

Introduced nicotine replacement patches, gum or lozenges that can help employees break their addiction to tobacco. Our Eat Healthy Recipe Challenge which was designed to encourage healthier food choices into the diets of our employees was a big hit among employees. The Eat Healthy Recipe

challenge provided the opportunity for our employees to share their favorite healthy recipe, get tons of great meal ideas, and win great prizes. The submitted recipes were judged by certified dieticians. All submitted recipes and photos including the winner recipes were published in the Booz Allen Eat Healthy Recipe Cookbook. As part of the firm's wellness initiative, introduced the Step It Up Walking program, a 6-week walking challenge designed to promote a fun, non-competitive way to get our employees moving and to increase their daily physical activity. In addition to walking, many forms of exercise—such as biking, swimming, or gardening—counted toward achieving your daily steps in the challenge. Their goal is the recommended amount of daily movement—10,000 steps. We established the 10,000 Steps Club. Special recognition was given to those participants who consistently go the extra mile.

Calvert Investments, Inc.

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

It is important to Calvert to stay 'ahead of the curve' when it comes to offering wellness benefits and programs - some are specific to wellness and some are fun perks that allow associates to enjoy something extra. In addition to standard benefits, Calvert offers new and different options based on associates needs and preferences, and include: Transportation Benefits – Up to 100% subsidy for associates using public transportation, reimbursement toward bicycle purchase for associates commuting by bike-to-public transportation or bike-to-work or walking shoes for associates commuting by foot, parking subsidy. Lunch & Learns – Programs and events to help associates learn about different personal betterment topics. Annual Fitness Week and Annual De-Stress Week - Associates are encouraged to get up from their desks and complete fitness challenges and de-stress challenges. Prizes for participation have included free hour long massages and gift cards to health or fitness related places, like salad shops or sporting goods stores. CPR, First Aid and AED Defibrillator Training – Offered to associates at the company's expense. Annual Health Fair – Vendors from different sectors of the wellness industry offering information, advice and screenings from eye health to blood pressure, chiropractic to aura reading. Volunteer Fair - Outside non-profit organizations are invited to share volunteer opportunities in the area. Health Risk Assessments – A registered nurse meets with associates and completes standard blood work. Healthy Behaviors Program - Offers financial incentives for completing and maintaining healthy behaviors, such as completing a HRA, preventative screenings, office wellness programs and using a fitness center. Healthy Pregnancy Incentive - Offers a gift certificate to those who participate in Calvert's medical plan and receive educational information about a healthy pregnancy. Walking Program - Offers financial incentives for walking milestones. Weight Watchers Discount - Offers up to a 50% reimbursement toward the cost of Weight Watchers. Smoking Cessation Program - Offers support and resources for quitting tobacco and includes a personal coach and free aids, such as nicotine patches, Chantix and nicotine gum. Massage Therapy – Free massages to associates on a twice-weekly basis and discounted hour long massages either in the office or after hours. Health Club/Fitness Reimbursement – Associates may receive up to \$50 per month toward the cost of a gym membership. Wellness Committee - Small group of associates who offer a monthly

wellness theme to associates. Each month includes a wellness 'tip of the month' and may include activities like a wellness challenge or lunch and learn. Corporate Sustainability Committee - Small group of associates who work together to instill in associates the importance of living sustainably both at work and at home, on Earth Day and every day. This committee also shares a 'tip of the month' on a different topic each month and has hosted 'reuse' events during which associates can swap household items or books. Calvert Community Partners - This committee has a representative from each department in the company. The committee works together to ensure that there are plenty of volunteer opportunities available for associates. In addition, each department takes a month in which they are responsible for organizing either a department or companywide volunteer event. Associate Events Committee - This committee includes associates from a variety of department to help plan more fun/networking gatherings inside and outside the office. New Parent Leave – Associates who welcome a new child are awarded two extra weeks of paid time off to use after birth or adoption of a child. Paid Parental Leave – Associates who have children or parents in need of care are awarded 24 hours of paid leave to attend to their children's/parents' needs during the year. Adoption Assistance – Associates may receive up to \$5,000 in reimbursement from Calvert to help defer the cost of adopting a child. Birth/Adoption Gift Program – New parents are awarded a bonus of \$1,000 in their child's name to be invested into the Calvert fund of their choice. Educational Assistance – Associates are granted up to \$5,250 per year, at up to 100% reimbursement for college and university courses that are related to development in their current position or future desired positions at Calvert. Licenses, Designations and Certifications – Covers the cost of any licenses, designations and/or certifications related to the success and/or requirements of a specific position. Financial bonuses are offered for certain license, designation and certification completion. Discount Movie Tickets – Associates can purchase movie tickets for \$4.00 per ticket through our discount program. Various Business Discounts - Home & Auto Insurance, Zipcar, Cell Phones, Computers, etc. As a result of Calvert's benefits, programs and focus on wellness, retention of associates currently exceeds 90%.

Calvert Memorial Hospital

Nonprofit

Healthcare

More than 250 Employees

- Integrated wellness into Medical plan design - Tier Medical Premium structure based upon engagement - Utilized both PIC as well as NIC to increase engagement of employees. CMH's program has matured to the point where both are needed to continue engagement. - Added family member HRA participation to qualify for medical premium reduction. - Required engagement with Personal Health Nurse for High Risk Trigger or lose premium discount.

Carroll Hospital Center

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center offers a variety of activities and services that promote wellness and support our wellness initiative. Below is a list of a few of the activities and services we provide. Wellness website
Monthly awareness packets
Monthly quizzes
Resource library
Yoga
Guided Imagary
Lunch and Learns (educational sessions)
No cost Health Risk Assessment (HRA) for Associate and spouse with a detailed health report
RN counseling for HRA and follow up checks if needed
Earth Day campus walk to clean up the campus and provide exercise
Blood pressure screenings
Health/fitness fair
Smoking cessation programs
Flu vaccines
Care Navigator consults
Nutritional Counselling
Lymphedema Treatment Services
Reiki
Massgaes (to include a Mini Massage Day and Massage Therapy)
Reflexology
Acupuncture
Laser hair removal
Genetic Counseling
A wide variety of support groups
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 (partner with a local supermarket)
Wellness points are given for all wellness activities 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 encouraged to participate in the program and receive a \$50 Visa gift card for accumulating 60 wellness points.

Chaney Enterprises

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

"• On August 1, 2012, we went Smoke-Free in Company cars and pick-up trucks and only allowed smoking fifty (50) feet from facilities. Chaney Enterprises will be entirely smoke/tobacco free effective January 1, 2013, and smoking and/or the use of tobacco will not be permitted anywhere on Chaney Enterprises' property at any time. The definition of Chaney Enterprises' property for the purpose of this policy includes all land, buildings, structures, parking lots, and means of transportation owned by or leased to Chaney Enterprises and any area, including customer property, where a staff member is engaged in Chaney Enterprises' business. • New Wellness Plan Introduced: Beginning September 1, 2012, employees could begin working towards discounted insurance premiums for the plan year beginning September 1, 2013. There are several ways to gain points in our new Wellness Program. The quickest way to gain points is to obtain a physical exam with your primary care doctor that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. An Employee can also gain points by taking wellness seminars, being an active member with a fitness club/gym, participating in a group sports league, getting routine dental and eye

exams, getting a flu shot, participating with "Walking Spree" – just to name a few. The more points you gain, the higher your discount will be - up to 50%."

Civista Medical Center

Nonprofit

Healthcare

Between 1 - 49 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; zumba 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
- Buy Local challenge
- Health local produce served in employee cafeteria and for patients
- Health Screenings annually
- Provide discounts on health insurance if participate in Wellness initiatives.

CollabraSpace, Inc.

For Profit

Technology, Computer Engineering

Between 50 - 249 Employees

Since 2000, CollabraSpace has been an award winning, proven leader in real-time processing, collection systems, GUI development, mission management systems, collaboration and enterprise software development to both government and private industry. CollabraSpace cares for the health and wellness of all of our employees and understanding the importance of the work-life balance. With our excellent benefits package, CollabraSpace contributes 100% premiums, annual bonuses, health club memberships, and much more.

Corporate Network Services

For Profit

Technology

Between 1 - 49 Employees

"CNS has been incorporating wellness programs culture for the past seven years. Since we have some employees who work on-site at a government facility and other employees who work from home, our quarterly meetings are a very important tool for establishing our corporate and wellness culture across all the diverse groups. Our Wellness committee includes a representative from each department and is constantly evaluating programs based on employee feedback and participation and looking for new

ways to incorporate the wellness habit into the work day and beyond. Based on our annual employee health survey we mapped out walking trails adjacent to our locations, distributed pedometers to all employees and offered to provide new athletic socks and pay ½ of the employee's entry fee for any certified race. • Reevaluate health insurance plans based on employee input. • Insurance waiting period reduced to 30 days. • Optional discounted life insurance for employees and /or dependents. • Use volunteer programs to encourage community involvement and employee wellness ex.- sorting and stacking thousands of pounds of food at the Manna Food Center • Holiday weight challenge to maintain or lose weight between Halloween and MLK Day (win a portion of the company-matched pot) • Numbers Count Program - Provide scale, BMI monitors, blood pressure cuff and tape measure at each CNS location to help employees manage health • Popup noontime reminder to Stop and Stretch • Tabadata 4 minute desk exercises • Subsidized Smoking Cessation Program • Intranet Wellness page with health and nutritional tips, Monthly health e-newsletter • Email company internal newsletter to spouses to keep them informed about CNS culture • Lunch room Wellness bulletin board • No Candy Zone • Collect undistributed Halloween candy from employees to send to soldiers overseas. • Healthy food choices at all company events with calorie count • Healthy cooking demonstration • Wellness Counts - \$50 payment upon completion of yearly physical exam or/and Risk Assessment. • Quarterly meetings provide social interaction, training and wellness experiences for employees by providing seated massage, Flu shots, vision, skin cancer, blood pressure & BMI testing, waist measurement, weigh in, ergonomic workstation advice, effects of alcohol demo, herbal and aromatherapy demo, Natural energy drink taste test, Dance demo, healthy cooking demo • Social outings to encourage camaraderie discourage overwork – dinner and a movie, bowling, walking scavenger hunt, trip to amusement park, happy hour, Welcome and Goodbye Summer cook outs, Family Picnics, Semiformal holiday party for employees and spouses with discounted host hotel rates to discourage driving under the influence, Holiday Yankee gift swap with healthy alternatives pot luck and recipe swap, themed potlucks • Celebrate employee milestones and life changes with personalized greeting cards, flowers, and showers for dads/moms and spouses, Greetings for Safe return from overseas "hot zones"."

CoStar Realty Information, Inc.

For Profit

Real Estate, Technology

More than 250 Employees

CoStar senior leadership has made staff wellness a company-wide priority. This commitment is supported with a substantial annual budget and dedication of staff time to create a diverse wellness program that addresses physical health, financial, social and professional performance. To help spur staff participation, most activities are held on-site during the workday and frequently valuable prizes are offered. In matters of health and well-being, employees can expect biometric screening (and expert results interpretation), an annual flu clinic, health and benefits fair, complimentary healthy snacks and drinks (organic oatmeal, fresh fruit, 100% juice, veggie & fruit cups, skim milk, orange juice, etc.), smoking cessation program, cooking demonstrations and yoga and fitness classes with expert instruction. For work and after-work life, the company supports staff and team development with

personal improvement workshops (breaking bad habits, time management, home buying, stress management, meditation, financial wellness and more). The company also encourages after-hours activities such as softball, touch football, bicycling, complimentary Segway rentals, running and boxing clinics, fitness center access (HQ), fitness club discounts and similar activities.

Devon Energy Corporation

For Profit

Energy

More than 250 Employees

Devon Energy provides all employees access to health and wellness benefits. Corporate offices in Oklahoma City, Houston and Calgary have wellness facilities (called "The Well") on-site with a large variety of cardio and strength equipment, group exercise classes, small group training and free functional fitness assessments. Functional fitness assessments include an Inbody measurement, blood pressure, hip and waist measurement and a functional movement screen (FMS). In order to focus on body composition instead of weight, Devon has invested in InBody 720 machines at all its wellness facilities to assess lean body mass and fat mass. Each wellness center also coordinates Lunch and Learns, incentive programs and other educational offerings to inform employees about a variety of health related topics such as stress, sleep, back injuries, and nutrition. Field employees are provided a fitness subsidy for local gyms in their area, and Devon is unique in that the company provides numerous resources for the field site employees related to wellness. Field-site Specialists are dedicated to improving the health of field site employees and provide programming and resources for the field employees. Portable Inbody 230 machines have also been purchased for the field so that these employees have the benefit of seeing their body composition and understanding the difference between this measurement and total weight. Each field site has a wellness HUB in their closest wellness facility. They are able to contact their wellness HUB for information about the local facilities, dietitians and health resources in their area. Devon provides a preventive wellness benefit of up to \$1,000 per year for all employees. This benefit includes visits with a registered dietitian and most other preventative health services. Employees are able to visit registered dietitians in their area or via Skype sessions, and all costs are covered by their preventive benefit. In order to help increase the reach of programs and wellness services, Well Beings (a team of Devon employees who help reach out to employees within the company, support wellness initiatives, and help with wellness-related projects) are located at all corporate sites and field sites. There are currently over 150 employees throughout the company who are Well Beings. Annual biometric screenings are conducted at all major sites. This year, Devon used the InBody machines instead of BMI to assess weight and body composition. The screenings include an Inbody measurement, blood pressure, a full cholesterol panel, and hip and waist measurements. Flu shots are also provided at this time. Employees who participate in the screenings receive a significant reduction in their insurance cost. This has led to a 88% participation rate company-wide this past year. Devon is on the fast track to building a larger wellness program and will continue to develop its wellness offerings with a medical and mobile clinic in the works.

Discovery Communications, Inc.

For Profit

Media, Telecommunications

More than 250 Employees

"- Mental Health First Aid: One important, but oft-overlooked component to the overall wellbeing of our workforce is mental health. Emotional and mental disorders are more common than heart disease and cancer combined. Unfortunately, the taboos associated with poor mental health keep employees from sharing their struggles and seeking help. In response to this growing, under-addressed issue, Discovery launched its first Mental Health First Aid (MHFA) certification course. Trainees learn to provide the initial help to a person showing symptoms of mental illness or who are experiencing a mental health crisis. Like CPR or other first aid treatments for physical emergencies, MHFA is a critical step in reducing the damaging effects of mental and emotional illness in colleagues, family and friends. - Onsite Health/Exercise Classes: For the employee looking to go the extra mile for their health, Discovery arranges for onsite fitness and healthy living classes/workshops such as zumba, aerobics, yoga, total body conditioning, massage therapy, Gladiator Fitness Boot Camp and Weight Watchers. To make these classes more accessible for employees with busy schedules, Discovery also makes a selection available during lunch hours. - Quarterly Fitness Reimbursement: To help employees on their quest, Discovery offers a substantial sports and fitness reimbursement, of which all regular full- and part-time U.S. employees of Discovery Communications are eligible to take advantage. It is designed to provide greater flexibility in choosing a fitness activity/center to meet individual needs. Discovery reimburses 50% of costs associated with eligible physical fitness activities up to a \$50 monthly maximum or \$150/quarter. - Discovery Fit & Health Sports Sponsorships: For those employees who are running, swimming or biking races for charity, Discovery Fit & Health launched its Sports Sponsorships program, which allows for tax-qualified organizations to apply for the chance to have \$100 directed to their charity from Discovery. - Global Corporate Challenge: 16-week health and well-being event where employees form teams of seven and spend the following sixteen weeks together counting steps taken (or distances biked/swam) each day with GCC-supplied pedometers, recording their step counts in the GCC website daily. The GCC website adds each participant's individual step counts to the team's cumulative step count and calculates that figure as a kilometer/mile distance that is then used to plot the team's progress on the GCC's virtual tour of the world. The more active employees are with their step counts, the further they travel and the happier and healthier they and their organizations become. In 2012, Discovery enjoyed an enormously successful first campaign. Some of the statistical accomplishments are listed below: • 2,583 Discovery participants • Placed 19th in overall activity out of 1,200 teams globally • 2,563,988,770 steps taken Health benefits aside, the race-like game elements of the GCC program unlocked a degree of competition previously unforeseen in the Discovery population. Employees began inter-departmental rivalries, chased frenetically after leaderboard spots and sent friendly taunts to spur on their coworkers. In only a few short months, the GCC became an unlikely but ultimately welcome cultural mainstay of the global Discovery community."

Dynaxys

For Profit

Financial Services/Accounting, Government, Technology

Between 50 - 249 Employees

"Dynaxys routinely emphasizes the importance of health and wellness among its employees. Some innovative programs the company enacts are:

- The Annual Health Fair
- A healthy cooking demonstration during lunchtime.
- Breast cancer awareness month
- Spousal opt-out savings account
- Company softball team
- Company sponsored on-site yoga class
- Health improvement lectures during lunchtime
- Company sponsored on-site flu shot
- On site lactation room
- Company sponsored on-site CPR training class"

Federal Realty Investment Trust

For Profit

Real Estate

Between 50 - 249 Employees

We continued many of our initiatives such as our annual health fair with screenings including total cholesterol, body comp/BMI, blood pressure, etc. Our health fair offered flu shots, vision screening, and an chiropractor onsite offering massages. We also had our medical provider, broker and 401(k) broker on site to answer employee questions and offer employee incentives. Our 401(k) provider provided one on one consultations to ensure employees are on track with their retirement savings. We have been recognized once again by the American Heart Association as a Start! Fit Friendly Company for the fourth year in a row. The program was introduced by the American Heart Association to get people moving and encourage people to begin a walking program. The Start! Program is built on a simple premise - walk more, eat well and you will live longer. Federal has an on site walking path and provides pedometers to employees to help motivate them to start walking.

FINRA

Nonprofit

Financial Services/Accounting

More than 250 Employees

At FINRA, we value the health and wellness of our employees. The baseline of this practice is to offer our employees an excellent benefit package, with low co-pays and excellent provider networks. Additionally we offer a Healthy Pregnancy program for expecting numbers that provides employees with 24 hour access to experience nurses, identification of risks, and special needs, and much more. Part of a great health plan is also providing resources for employees to take steps towards their own wellness. We have onsite fitness centers in our main locations, fitness classes throughout and after the workday, and provide discounts to employees to join a large network of health clubs across the country. Our annual health fairs provide employees with information about programs that promote a healthier lifestyle. To encourage an active lifestyle FINRA also sponsors employee activity teams, such as basketball, tennis, and other athletic events. Our Health Advocate program is a service that allows for employees, their children, parents, and parent-in-laws to seek advice and support on medical issues ranging from general advice on selecting doctors to more complex matters such as the impacts of Social Security benefits. Its helps employees find the best doctors, hospitals and other healthcare providers anywhere in the country; Arrange and schedule appointments with providers, including hard-to-reach specialists; Save money on healthcare bills; Sort out claims questions, billing and payment arrangements, and related administrative issues; Navigate an insurance company to obtain approval for needed services; Schedule specialized treatment and tests; Handle eldercare issues; Answer questions about test results, treatment recommendations and medications recommended or prescribed by your physician; Obtain unbiased health information to help make an informed decision; Transfer of medical records, x-rays and lab results; Locate and research all current treatments for a medical condition; Arrange for home-care equipment following discharge from a hospital; Protect the privacy of your medical and healthcare information and ensure its confidentiality; Foster communication and coordinate benefits between physicians and with insurance companies.

Holy Cross Hospital

Nonprofit

Healthcare

More than 250 Employees

Holy Cross Hospital recognizes that an engaged and resilient workforce is critical to maintaining our market leading quality performance. Being a healthcare facility, we are very fortunate to be able to provide many of these services on-site. Some examples of our best practices include:

- Our Resilience Resource Team is co-sponsored by executives from Mission Services, Human Resources and Quality & Care Management. The goal of the team is to continuously build and promote resources that combat employee burnout and to develop initiatives that increase resilience.
- Our fitness, health and

wellness classes are easily accessible, offering a 50% employee discount on the registration fee. • To ensure employees make good benefit choices, the HR department facilitates in-depth educational sessions and health fairs prior to open enrollment to inform employees of their options. During our automated open enrollment period, we provide one-on-one help to those employees needing assistance to ensure they are signing up for the benefits they actually want and need. • Medical Discount Program -This program makes medical benefits more affordable for eligible full or part time employees. Employees can receive up to a 50% discount off of their medical plan contribution. • Weight Watchers at work – An evidence-based weight management program, where employees meet on a weekly basis. • Emergency Cash Advance Program- Holy Cross Hospital recognizes that employees may need access to a cash advance for emergency situations. We administer this program to provide up to \$1,000 in emergency cash to employees in good standing. • A respite room is available for staff working in our busy and unpredictable emergency room. When stressful situations or high patient volumes prevent staff from taking a break, the respite room allows for a quiet moment to regroup or a quick snack to refuel and/or rehydrate.

Honest Tea

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

-We hired a Wellness Coach that employees have 24/7 access to via e-mail, phone, skype or in person. Our coach provides employees with weekly wellness tips that get sent out every Wednesday in our Afternoon Tea newsletter. She also creates groups that have similar wellness goals and assists them in achieving their goals. This year, she started coming to the office every two weeks do do business casual yoga with the staff. She also has 2-3 hours of office hours every two weeks when employees can come and meet with her in person to discuss their health and wellness issues and concerns. -Every quarter, we send out healthy snack packs to our employees in Bethesda and all over the country and fill them with organic and healthy snack items from like-minded companies. -Every year at our company meeting, we give out a number of health and wellness awards to employees that have reached their annual wellness goal (could be running a marathon, losing weight, lowering cholesterol, etc...) -During the holidays, we give employees a company holiday gift that they can choose and we include a health and wellness option for everyone. Last year was a Nike gift card and a Patagonia gym bag. This year, we are thinking of a yoga package or a gift certificate to REI. -We offer a monthly walking/biking allowance to employees who walk/bike to work.

IntelliDyne, LLC

For Profit

Technology

Between 50 - 249 Employees

To facilitate quality work life, IntelliDyne recognizes the importance of both personal and professional development. We are committed to promoting healthy behaviors for our employees and their families and have made a significant investment in our wellness program, iTHRIVE. In 2009, IntelliDyne launched its first comprehensive wellness program. The name "iTHRIVE Healthy Eating Active Living" was selected by our employees and is our brand for all wellness activities. All of the iTHRIVE programs are free of charge and every employee is encouraged to participate! Each year, we strive to offer employees a well-rounded program that encourages participation and involvement from employees and their families. The name iTHRIVE Healthy Eating Active Living was selected and is our brand for all wellness activities. The program consists of wellness activities such as:

- premium discount on health premiums for participation in biometric screenings and health risk assessment
- subsidy on monthly health club dues
- wellness fair
- health risk assessments
- biometric screenings (cholesterol, weight and BMI screenings for employees and their spouses/domestic partners)
- flu shots
- educational seminars
- online and telephonic coaching by professional nutritionist and fitness experts
- online access to our health portal for tools and education information
- annual corporate health challenges that involve healthy eating and activity with incentives
- sponsorship in the annual Marine Corpse Marathon run and 10K
- free iTHRIVE branded health items (pedometers, tote bags, exercise gear, water bottles, hats, lunch totes, and apparel)

Intelsat Corporation

For Profit

Telecommunications

More than 250 Employees

Intelsat cares about its employees by investing in:

1. an on-site medical unit
2. an on-site occupational nurse who in addition to providing general wellness care also administers allergy shots and travel vaccinations
3. Physician appointments are available two days per week in the on-site Medical Unit.
4. an on-site fully equipped fitness center, that is staffed during business hours and is open 24x7. It also provides at least 7 group fitness classes per week, during business hours.

LifeWork Strategies

Nonprofit

Healthcare

Between 1 - 49 Employees

LifeWork Strategies offers employees "My Health Place," including one-on-one support and a website portal that is designed to be the go-to resource for employees need to achieve and maintain a healthy lifestyle. At the heart of our approach is a partnership between employees and the organization to create a culture of wellness. We incentivize health plan and non-health plan employees to participate in opportunities such as: Personal Wellness Profile (PWP) risk assessment, biometric screenings, and

monthly Wellness Challenges, and encourage employees to track their fitness minutes to earn cash for exercising. We regularly promote use of the EAP, work/life services, wellness coaching and personal health nurse to help employees develop goals and plans specific to their needs. We share co-workers' success stories to motivate others!

LiveHealthier Inc

For Profit

Healthcare

Between 50 - 249 Employees

"LiveHealthier has built its business on initiating wellness programs for companies all across the nation, but we have not forgotten about our own employees. Our unique program, WeLiveHealthier, has been a welcome addition to the already ample benefits offered by LiveHealthier. A few of our key unique/innovative efforts, activities, programs or employee benefits include:

- Wellness portal with wellness widgets, nutritional/physical trackers, social media, etc.
- Health Challenges that allow employees to compete, in a friendly manner, to perform certain activities related to increasing their health and well being.
- Active Fridays - giving employees time out during the day to promote wellness in their own way.
- Wall of Wellness – showcasing the wellness accomplishments (in and out of work) of our employees to encourage further growth.
- WeLiveHealthier Newsletters: a monthly reminder of employee efforts and company events that are promoting wellness throughout the company
- Bimonthly Seminar/Events – Twice a month (at least) WeLiveHealthier hosts events and seminars like fitness bootcamp, yoga, healthy eating, etc.
- Wellness Subsidy – each year employees receive \$360, in addition to their salary, to spend on wellness related items.
- Maternal Benefits – generous time off, maternity room, baby shower parties, etc.
- Workout Room + Ping Pong Table
- Personal Wellness Stories
- Local wellness events
- Healthy Take-out menu's

The WeLiveHealthier program is new but our mission is clear: “We passionately believe in the fundamental right for individuals to live a happy, healthy and balanced life. WE believe this about our customers. We believe this about ourselves. We strive to build a culture that lives this as an absolute by providing a sound environment, progressive wellness policies, ample resources, and exemplary social support. WeLiveHealthier.”

Marriott International, Inc.

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. Associates also have access to special benefits that further encourage health and wellness, including:

- Free 24/7/365 consultation, information, resources and referrals on health and wellness topics through myARL (our EAP and work-life program).
- Free preventive care for annual physical exams, related lab and X-ray screenings, well-woman exams, mammograms, heart screenings, routine baby and child exams, and child immunizations.
- 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.
- Smoking Cessation Program participants can talk to an expert to get advice and help quitting, and can receive free nicotine replacement therapies such as lozenges, gum and patches. This program is available to all permanent associates, including those not enrolled in a medical plan.
- “Know Your Numbers” campaign reminds associates of the importance of knowing your blood pressure, cholesterol, blood glucose and body mass index.
- 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 the Cleveland Clinic.
- Associates can work with health coaches 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 available to 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.
- Free Online Health Assessments

Maryland-National Capital Park & Planning Commission (M-NCPPC)

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. M-NCPPC also offers an umbrella of other Work/Life Programs and alternative benefits such as: Employee Assistance Program (EAP), childcare/eldercare referral service, credit union, up-close parking, commuters guaranteed ride home, legal resources program, nursing mother program, tuition assistance, wellness classes, sick leave banks/short term disability, legal resources, and multiple other alternative programs/benefits. M-NCPPC is also committed to being an employer of choice by offering a comprehensive and outstanding compensation, health 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.

MedStar St. Mary's Hospital

Nonprofit

Healthcare

More than 250 Employees

Onsite free vaccines to employees. Onsite free nurse practitioner services for employees with illness/injuries Health/Wellness Fairs for day and evening/night employees Free smoking cessation counseling with OH nurse practitioner and free smoking cessation aids (meds, patches, etc.) Active Wellness Committee with participation from many departments/shifts to spread the word of health/wellness activities for all staff Free BP screening Free Cholesterol panel screening biannually Onsite use of Physical Therapy Gym Equipment Onsite personal trainer

Montgomery College

Nonprofit

Education

More than 250 Employees

"• 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 • Group Glee, Spring 2012 (specialty class: workout based on TV show, Glee) • Ballet Exercise, taught by a REAL LIFE BALLERINA! from the Hungarian Ballet • Summer Olympics, competitive program between teams, with prizes for participation. • 2 employees became American Diabetes Association Ambassadors to provide WINNING AT WORK: DETECTING, PREVENTING AND MANAGING DIABETES FOR A HEALTHY WORKPLACE seminars”

Montgomery County Government

Government

More than 250 Employees

*Remote access to computer files and networks through VPN. *Ipad and laptop computer loan pilot program *IT Help Desk for questions and telephone support for all computers and mobile devices.

*Montgomery County Mobile Technology Support Web Site!

<http://mobility.montgomerycountymd.gov/> The site allows Montgomery County employees and associates to review and assess mobile technologies that will enhance work performance and improve county business processes. National Organization Recognizes Montgomery County As Leader in Application of Web and Social Media Tools Montgomery County was recognized recently by the Public Technology Institute (PTI) as a leader in the innovative application of Web 2.0 technologies and civic/social media tools. Montgomery County was one of only ten jurisdictions in the U.S. – including one of only two County governments – to be honored with this distinction. “We are pleased to be recognized for our efforts to make County employees more productive and efficient through the use of emerging mobile computing technologies,” said County Executive Isiah Leggett. “Web and social media tools help us provide more direct communication with the residents we serve.” Healthy Snacks Vending Machine was added to the Executive Office Building in 2012. A new full-time Health and Wellness Manager position was added in 2012 and Montgomery County Government Office of Human Resources is in the final stages of hiring for this position. Comprehensive Employee Assistance Program that offers free training, legal services, financial counseling, and confidential counseling 24 hours 7 days

a week. Employee discounts on all Montgomery County Department of Recreation fitness and aquatics centers as well as all recreation classes.

Nutricia North America

For Profit

Medical foods

Between 50 - 249 Employees

Health & Wellness are fundamental principles & initiatives support our diverse workforce. - As part of Nutricia's commitment to enhancing employee awareness and promoting health and wellness, offer offering monthly sessions on various health & wellness topics. Topics addressed include: Learn More About Your Medical Coverage, Life Insurance 101, Oral Health, Driving Safety, EAP Benefits & Online Tools, Stress Management, and ID Theft. Lunch is provided for on-site participants. - In support of Nutricia's commitment to the health and well-being of its employees, all regular full-time employees are eligible for healthclub membership benefits. Employees have the option to join the health club at which Nutricia holds a corporate membership or select a health club of their choice. - All employees are eligible for flu shots at no cost to them.

QIAGEN

For Profit

Biotechnology

More than 250 Employees

Our mission statement says that "employees are key to QIAGEN's excellence, success, and value. The company backs this up from health perspective by offering robust health benefit programs. Additionally, the company makes available our products for employee use. Each employee in the company is able to obtain HPV diagnostic testing (one of our products) at a subsidized rate or at no cost at all regardless of the employee work location around the world. As stated in our mission statement, we are making "improvements in life possible" not only for our customers, but for our employees.

Ryan LLC

For Profit

Healthcare, Corporate Tax Advisory Services

More than 250 Employees

myHealth is Ryan's global, results-orientated wellness program designed to encourage our employees to lead healthier lives. The program is completely voluntary and allows employees to choose their level of

involvement and participation. Through educational and training programs, team and individual challenges, wellness activities, and online tools and resources, our myHealth program offers a comprehensive, engaging, and rewarding approach to health and well-being, including physical health, physical activity, nutrition, and emotional health. In 2012, Ryan employees exceeded expectations and continued to leverage the benefits of myHealth through active participation in many activities, challenges, and online resources. Just a few of the highlights and metrics over the past year include:

- Globally, 76% of employees completed the biometric screening and member health assessment
- More than 130 employees signed up for Firm-wide challenges including a 2-Minute Drill Challenge where employees awarded themselves one point for completing two minutes of any physical activity during the work-day. By September 2012, 40% of the challenge participants completed the challenge! Five lucky employees won prizes from a prize drawing that included adjustable ankle/wrist weights, a Gripmaster Hand Exerciser, a 32-pound dumbbell set, a body call, and pedal exerciser
- Increased access to personal coaching and a wellness portal managed by our wellness vendor. To-date, we have had 22,700 logins to the MyViverae portal
- So far in 2012, more than 66 percent of U.S. employees realized reductions in medical premiums by earning the stabilization credit of up to \$80 per month for completing the biometric screening and member health assessment, and meeting outcomes in at least 3 out of 4 targeted risk categories.
- Employees participating in the myHealth wellness program are healthier. Over the past year, the average number of risk factors reduced from 1.4 to 1 (a decrease of 28.6%) and the average health score increased from 83.4 in 2011 to 86.7 in 2012 (up 3.6%).
- Employees continue to receive weekly Wellness Wednesday newsletters highlighting health tips, educational sessions, challenges, resources, recipes, and information about upcoming company-sponsored events and activities.
- Monthly, free educational health sessions on topics on a variety of health issues. In October 2012, we hosted a live session on breast cancer awareness with a leading medical professional from Medical City Dallas.
- Finally Ryan's growing commitment to employee health and physical activity is further evidenced in our health and wellness award wins. In 2011, Ryan received the American Heart Association (AHA) Gold Achievement award for being a "fit-friendly" company in Dallas for the second year in a row. So far in 2012, Ryan has made the "Healthiest Employers" list in ten U.S. cities including Austin, Chicago, Pittsburgh, Ft. Lauderdale, Phoenix, Providence, Tampa, Washington, D.C, Denver, and St. Louis. We also achieved AHA – Start Fit! Gold Achievement awards in eight U.S. cities, including 3 years in a row for Dallas. Both awards recognize organizations that are committed to creating a healthy workplace and have effective, measureable wellness programs in place for employees.

Sandy Spring Bank

For Profit

Financial Services/Accounting

More than 250 Employees

SSB offers multiple wellness programs that provide something for all employees and their family members. Programs that help members identify potential health risk factors, stop smoking, and lose weight, as well as a \$200 annual program for employees that allows reimbursement for anything related to skill enhancement or wellness. In 2012 Sandy Spring Bank offered employees and their spouses the

5th annual Health Risk Assessment Program. This program provides participants with a personalized health report that they can share with their doctor. In addition they may be contacted by our Medical Management Company if certain triggers are met for health risk. SSB pays full-time employees \$20 per pay for completion of this assessment. This program has become a tradition for many employees and they look forward to comparing their results to the previous years to see how they have improved. Community is one of the core values of Sandy Spring Bank. Employees are encouraged to volunteer at community events either sponsored by or supported by the company or those that they support personally. In 2011 SSB was named #4 on Washington Business Journal's 2011 Book of Lists for the number of employee volunteer hours.

Smartronix, Inc.

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

"With the role out of our formal program five years ago, we have continued to keep wellness in the forefront of our employees and their families.

1) For five 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. Since its inception our wellness program has continued to grow. Growth data provided below. We believe that a significant portion of that growth is attributed to the education efforts each year:

- a. Participation in 2008 – 10 %
- b. Participation in 2009 – 30%
- c. Participation in 2010 – 60%
- d. Participation in 2011 – 70%
- e. Participation in 2012 – 78%

2) Health premiums are discounted for those taking part in the sponsored wellness programs.

3) Discounted premiums for non-smokers and cessation support for current smokers.

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. Articles are frequently featured on SmartNET may include cold and flu season information.

6) Providing wellness assessments options for remotely located employees.

7) Updating our wellness program based on industry changes, evaluating comments and recommendations.

8) Changes to our wellness vendor to offer better utilization of wellness assessment results and disease management.

9) Offering substantial, personal briefings on all options provided prior to and during open enrollment. Our vendors participated in these briefings. A sample of the briefing was recorded and provided on SmartNET for additional review.

10) Offering additional assessments opportunities such as body composition and bone density testing after normal working hours, for employees and families during open enrollment briefings. Continuing to be proactive, this year Smartronix provided employees an opportunity to take charge of their health expenses by establishing an option for a Consumer Driven Health Plan (CDHP) and also provided a Health Savings Account (HSA) option. For several months prior to open enrollment, information about CDHP programs in general with specifically relating it to the offering at Smartronix, was communicated to employees. We firmly believe in helping our employees be the most educated they can be on this 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. On a lighter note - offices offer games and recreation facilities to encourage and allow employees to break out of the daily grind and both get a little exercise or enjoy the company of fellow employees will contributing to their own wellness. Ping pong games or basketball challenges and hallway and stairwell walking exercising are common for a break. One of our family summer picnics was centered entirely on team challenges and was structured similar to the Olympic games."

Social & Scientific Systems, Inc.

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. We continue to offer onsite weekly massages; free onsite fitness classes are offered during and after hours to allow staff to meet their fitness goals without leaving the office. Employees and their families are eligible for discounted gym memberships with many of the leading local gyms. Hand sanitizers were placed at all sign-in sheets, public areas, and restrooms, and employees received their own personal hand sanitizer. This year we offered free seasonal flu vaccinations to employees and family members, and employees were able to purchase pneumonia vaccines onsite.

SRA International, Inc.

For Profit

Consulting/Professional Services

More than 250 Employees

Our partnership with LiveHealthier, SRA's wellness vendor, offers our employees a robust wellness portal that includes innovative and interactive health management widgets and tools to track progress in various health focuses. Our wellness programs are managed from their site, which offers streamlining of the registration and competition results. Employees receive an electronic health newsletter monthly that provides tips and wellness program information, and links them back to the wellness portal. SRA offered a health incentive program for all full-time employees, regardless of their health care coverage, which offers up to \$200 in incentives. SRA believes in employee sharing the responsibility for managing their health and these incentives reinforce their participation. Employees can redeem the incentive points they earn for various types of gift cards. SRA offers the opportunity to provide ergonomic assistance to employees by providing informative presentations and one-on-one ergonomic assessments with a Certified Office Ergonomics Evaluator. In our ongoing commitment to creating a culture of health at SRA, the Wellness Council was established with the purpose of developing future strategies, programs, and services for our employees and their families. In order to maximize the collective impact of our outreach and employee-focused efforts, the Wellness Council implemented the Wellness Ambassador program to identify "wellness champions" from SRA work locations who have an interest in health and wellness. The Wellness Council is an important demonstration of SRA's commitment to our core values of Honesty and Service.

United Educators

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. Programs offered in 2012 include monthly exercise sessions featuring: --Yoga --Zumba --Pilates --Crossfit --Resistance Bands --Stretching --Supervised walks --Body rolling --Cooking demonstrations --Seminars on blood pressure, men's health, metabolism, and other timely topics

Verizon Wireless

For Profit

Technology, Telecommunications

More than 250 Employees

One of our greatest implementations is our Health Risk Assessment (HRA). After receiving a personalized HRA score, employees have access to many helpful health & wellness resources. All Employees can get help establishing an exercise plan online and by phone. Personalized coaching is available for those employees who have access to one of the Health and Wellness Centers. For example, if an employee received a recommendation to get more physical activity, the employee can develop a personalized online exercise action plan using the online portal and can chart their progress towards achieving their specific health goals. Verizon offers these important services so employees know their numbers and health risks so they can take charge of their health and work with a health and wellness professional to create a plan to work towards better health. Also, the Verizon Wellness Center Coaches have a relationship with the on-site cafeteria. Just as important as it is to be physically fit, it's equally as important to make healthy nutritional choices. The Wellness Coaches at Verizon make certain of this by getting involved with events inside the cafeteria to promote healthy eating. Events such as Wellness Wednesdays where prior planning between café staff and wellness coaches come together to determine a healthy menu for employees. The menu is 100% healthy with all the essential macronutrient and micronutrients in perfect portion. During service the wellness coaches are available inside the café for questions and answers along with the recipe and other healthy recipes depending on the theme for the day. For instance, last Wednesday's theme was Guess the Herbs and Greens Day. On a table next to the checkout cashier, wellness coaches had several samples of herbs and greens on display for employees to guess their name. Prizes were awarded to those who guessed the name of at least one correctly. Also, a healthy sample of the greens in a vinegarette dressing was available to all employees to try who passed by. Our partnership with the café also has balanced choice options where the employees can see the breakdown of fat, carbohydrates and proteins of the entrée. The wellness coach approves of the healthy entrees with the balanced choice by displaying a green leaf and stamp of approval on the display card. There is also a section in the café called Coach's corner. This is an area where fresh fruit, and the farmer's market is displayed along with cold bottles of water for sale. Along with these selections, there are free healthy recipes that employees can take. The Wellness Coaches also introduced Healthy Vending. The Wellness Coaches are in contact with vendors as far as what selections go into the vending machines. This has helped incredibly as employees now have a choice to eat healthy from the vending machines whereas in the past most or all selections from the vending machine were usually unhealthy. Today there are healthy pop chips, low sodium pretzels, dried fruit, and low sugar/calorie beverages in the selection.

Washington Real Estate Investment Trust

For Profit

Real Estate

More than 250 Employees

Washington Real Estate Investment Trust (WRIT) has a long standing dedication and commitment to providing integrated programs and resources to employees and their families promoting a healthy lifestyle that becomes second nature versus a choice. The WRIT Wellness Committee is comprised of employees from all divisions and levels within our organization. Our mission statement states "We are dedicated to providing you and your families' ideas, programs and literature for choosing a better,

healthier lifestyle, work/life balance and an overall enhanced state of well-being.” Together with our healthcare provider (CIGNA) we have a budget of \$25,000 annually for our health initiatives. CIGNA provides us a dedicated staff member who comes on-site to our committee meetings so we can work as a team. This dedicated resource gives a direct line to CIGNA who explains our wellness programs which in turn helps us with reducing our renewal costs. Of course we complete annual biometrics, flu shots, walking challenges and softball team sponsorship. All of which are very well attended. However; our goal is to go beyond these basic minimum standard programs and to keep our initiatives creative to maintain employee engagement and retention. We tie some of our programs to our Charity Committee as well. A few of the creative events our committee has accomplished are: healthy cooking demonstrations by nutritionist followed by one on one counseling, CPR & AED training, sponsoring employee bike to work day, smoking cessation, motorcycle safety awareness, and a seat belt safety awareness campaign by handing out Kudos bars at the front parking gate if you were wearing a seat belt. We also participated in a local industry event in Washington DC which is called “The Real Estate Games” to raise money for juvenile diabetes. These Real Estate Games are Olympic type physical games and our employees love it! Years ago we had a hard time getting people to participate. Now we have people lining up to participate. Our Executives are frequently seen working out at our on-site gym and our Directors participate in our boot camp program which occurs daily. In fact, we recently had an article published in the Washington Post Capital Business section regarding our successful boot camp. We are also very proud that for the 3rd year in a row we have received the Health & Wellness Trailblazer Award from the Alliance for Workplace Excellence. In 2012 we received the Washington Business Journal's Healthiest Employer Award. I could go on and on about the number of programs we have in place. What makes WRIT's program stand out from others is that we go beyond the basic wellness. We are providing an atmosphere of personal growth development in which the employees are given leadership opportunities they might not otherwise have in their day to day responsibilities. Any employee can bring forward a wellness idea and execute its implementation. This structure makes employees a part of the decision making process which creates a greater sense of camaraderie, pride and ownership. It is a successful culture of shared beliefs.