HEALTHIEST 100
EMPLOYERS IN AMERICA

Honoring 2017’s Healthiest Workplaces

What sets these healthy workplaces apart, and how can your organization join their ranks?
Powering America’s Healthiest Employers®

Learn why more than a thousand employers nationwide are replacing their data warehouse with Springbuk’s health intelligence platform.

springbuk.com/request-demo
info@springbuk.com

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Today is an extremely exciting day in corporate wellness for a couple of reasons. First and foremost, we have the opportunity to celebrate some of America’s leaders in worksite health. This journey of recognizing the “Healthiest Employer” in America began in 2009. We wanted to showcase and elevate those employers who were going above and beyond in the wellness space. When 500 people showed up for an early morning award ceremony in Indianapolis, we knew that there were others who shared this desire.

Fast forward to today. Thousands of employers compete for the “Healthiest Employer” award in over forty U.S. cities. The applicant pool represents more than sixty million lives, or about 1/3 of the working population. Employers of all sizes and industries participate with the goal of being in the top 100 nationally. On the following pages, you’ll get to meet these leaders.

To me, however, today represents an exciting moment in corporate health for an entirely different reason. We’ve hit an inflection point, with more employers than ever seeking out smart wellness solutions. They’re not mistaking activity for outcomes. They’re leveraging deep, analytic insights to identify what’s working and target their wellness initiatives to be more effective than ever before. Over the past eight years, we’ve seen a steady increase in the number of employers trusting analytics platforms. Ninety-three percent of this year’s Healthiest 100 are leveraging an analytics tool to measure the efficacy of their wellness programs.

For some, this means a software solution like Springbuk. For others, this means full data teams and proprietary equations from their broker. Every year, I find myself inspired by the unique and innovative ways that organizations are improving their wellness programs, backed not by instinct, but rather by cold, hard data.

We’re at an important moment in health. The confluence of data, technology and rise of specialized vendors are giving employers the tools they need to help contain cost and improve their population’s health. What organizations choose to do in this moment will shape the future of healthcare in America. If we want to curb healthcare costs, it’s our responsibility to do our part and equip our teams with the tools they need to prevent disease with data.

The choices you make on wellness in 2018 will be felt in your organization for years to come. If I can leave you with one piece of advice, it’s this: Don’t decide without the data.

To a healthier future,

Phil Daniels
Co-Founder of the Healthiest Employers Program
Co-Founder of Springbuk

Letter from the Editor

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Meet America’s Healthiest Employers

This year’s lineup of America’s Healthiest 100 Employers features companies of all shapes and sizes. There were companies as small as a few dozen employees, and as large as 100,000 employees. There were B2B companies and B2C companies.

There were companies that we think of as being “healthy,” such as an orthopedics provider and wellness organizations. That doesn’t mean that generalizations held true, however. Even companies that may be stereotyped as “unhealthy” have proven that they can drive positive health outcomes in their workplace, including a beef company and craft beer alliance. Our lineup is diverse, but there are a few notable things that they all have in common.

It all Starts with Leadership

The most common theme that we heard from our recipients was the importance of leadership buying into the program. If the executive team doesn’t believe that employee wellness is a strategic priority, it’s going to be extremely difficult to get the rest of your team to prioritize it. Employees tend to follow the leadership team’s cue, which is why many of America’s Healthiest 100 Employers include CEOs who prioritize their organization’s wellness program.

The takeaway here is simple. If you’re an Executive for an organization, and you’d like to build an active wellness program that can keep your population healthy and happy, your best course of action is likely to get in the trenches and get involved with wellness yourself.

Data-Driven Programming Gets Results

Every year, our award recipients get more data savvy. In fact, 93% of this year’s Healthiest 100 are leveraging some form of analytics to measure the efficacy of their wellness programs. That’s just the baseline. Some organizations have full data teams, while others have spent years testing proprietary equations on measuring productivity. Many organizations who applied are using a cloud-based SaaS application to do the heavy-lifting for them.

This means that, if you’re currently running a wellness program and you’re not leveraging a data analytics tool to help you make better decisions, your wellness program may not be maximized. If you want to be a healthier employer in 2018, put it on your list to research employer-facing health analytics tools that can help you target your wellness initiatives more effectively.

Mental and Financial Health are Important too

One of the more striking results we saw this year was an increase in the number of Healthiest 100 companies who are focused on mental, emotional, and financial health. By taking a more holistic approach to employee health, they are truly putting their employees first in their health initiatives.

If your current wellness initiatives lack mental health or financial health programming, put it on the agenda for 2018. Your team (and maybe even your wallet) will thank you.
Wellnext, a leading manufacturer and distributor of nutritional products, takes their population’s health extremely seriously. While their wellness program is voluntary, it boasts a 95% participation rate and is described as “a way of life” by their executive team. As for the Wellnext benefits team, measurement is the name of the game. They start by tying activity trackers into an app called MyFitnessPal. This allows employees to get a full picture of their nutrition and activity. From there, this information is shared with a wellness coach who can create and monitor custom programs for each individual employee. They also have the ability to link their trackers into other challenges and initiatives.

Then, they’re able to measure their program based on claims data, biometric data, and various participation metrics. They even developed a proprietary formula designed to measure productivity based on output that they can tie to their wellness initiatives. Since the inception of their wellness program, they have seen a 10% drop in loss ratio and have seen substantial improvements in their pharmacy claims and adherence to medications.

So, where has this success come from? According to the benefits and wellness team, it’s largely come from the top. The executive team has spared no expense to ensure that their wellness program is adequately funded. This is due, in large part, to the fact that their CEO is an avid cyclist and a stalwart believer in the wellness space. Additionally, their VP and Director-level leaders understand the impact that wellness has on the direction of the company. That has made it much easier to tie wellness into other company-wide initiatives.

In five years, the Wellnext team believes that the industry will have dramatically changed. Many of the “trendy” offerings that have been in vogue recently will be phased out, as the data begins to uncover what truly moves the needle. Instead, they believe that the focus will be on identifying the “hidden” population that ends up producing shockingly high claims, seemingly out of nowhere. As the Wellnext team grows their wellness initiatives, their primary focus is on continuing to have high participation to keep employee health from hiding in the shadows.
As a leading orthopedics specialist, with offices across the Carolinas, OrthoCarolina has developed a reputation locally as being a leader in health. Not only do their expert physicians help their patients live healthier, happier lives, but their leadership is focused on helping their employees live healthier lives as well.

Their team is led by a CEO who sits on various community boards that promote heart health, fitness, and activity. They’re also led by a senior leadership team that routinely participates in community events, 5K’s, and mud runs. This marks the OrthoCarolina wellness program as a true top-down initiative. Nonetheless, that doesn’t prevent their wellness initiatives from being focused on those on the front lines.

“First and foremost, success is measured by the lives we impact,” their team told us. “At the end of the day, wellness is a ‘people project’ and we don’t lose sight of that.”

What makes the OrthoCarolina team (and many of their Healthiest 100 peers) stand apart, however, is their ability to take this ‘people-focused’ program and turn it into real, quantifiable business results.

“Through our data analytics, broker and health plan data, we’ve been able to control health care cost increases for the past 3 years,” their team reports. “By having healthier employees who demand less utilization of the health plan, our shareholders have saved over $1 million in actual dollars each year for the past three years.”

Moving forward, the OrthoCarolina team is dedicated to advancing their use of analytics within their wellness program. This will help them identify what’s working and target their wellness budget more effectively.
As one of the largest health insurance companies in the country, Humana has extensive resources to commit to being one of America’s Healthiest Employers. They’ve used these resources to build a health machine that runs on deep, analytic insights and produces healthier, more productive employees.

The centerpiece of their wellness strategy is their “Wellbeing Snapshot,” which is comprised of 74 unique, goal-based metrics. These metrics are reported in aggregate to all company leaders with more than 225 associates, allowing a large, national company to communicate about wellness transparently.

This snapshot reveals progress among all wellbeing dimensions for that individual’s team and compares their results to the rest of the Humana organizations. This allows leaders to effectively benchmark their population’s progress and identify areas where they need to improve. Combined with regular engagement impact meetings, this snapshot gives Humana’s leadership team all the tools they need to cultivate a healthier population.

In the next few years, Humana sees the overall future of population health and wellness evolving and expanding in several key ways. First, they expect a shift toward a more holistic model of wellbeing, encompassing more robust dimensions of whole-person wellbeing beyond just physical health. This means accounting for purpose, belonging, and security alongside spiritual and emotional health.

Humana also envisions employers analyzing health and wellbeing programs in more meaningful ways. Emphasis currently placed on measuring participation and fostering engagement should be expanded to include growing positive outcomes. More effective programs often lead to increases in positive health outcomes for employees and, in turn, improved business performance and metrics.

Between now and 2020, the Humana wellness team is primarily focused on finding new, innovative ways to improve employee health and wellbeing.
Not only do our executives communicate our overall healthy message to the entire company, but they actively live it. Daily, you will be working out alongside our CEO and other executives within our company. The leadership is bought in from the top-down.

"Starting right at the top, our CEO David Joyner has run 12 marathons and is a strong advocate for our employee wellness program. Wellness is so important to our company culture that it makes up a significant portion of our annual company scorecard program for key areas of the business operation."

"Studies suggest that half of the people with wearable fitness trackers stop using them and only 10% of wear one every day. At RDU, we have found that team-based competitions are more effective than individual-based ones in engaging those individuals who are less active."

"As we review our wellness strategy, we consider multiple sources of data including engagement survey results, year-over-year community involvement, retirement readiness, emotional health metrics from our vendor partners, and financial results. Data from each of these sources can have an impact on our strategy."

"Leaders act as wellness champions demonstrating healthy behaviors such as taking the stairs and encouraging healthier food selections. Leadership often serves as captains for organization wellness challenges and participates with employees."

"Our leadership team is actively engaged and participates as much as our employees do in our programs... They help run our challenges with ping pong tournaments, March Madness® basketball tournament, hosting walking groups, and scheduling walking breaks during conferences they lead."

"This longevity of Westminster’s wellness program is monumental. The city’s wellness program has been in place for over 30 years, and with that comes a long-standing culture and environment of care for our most valuable asset—the employee."

"We organize an annual all day, off-site population health strategy meeting with 25+ executives across the organization. As we review an integrated data set, comparing wellness participants to nonparticipants, we identify strategic opportunities & set organizational goals around population health."

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<th>Total Employees</th>
<th>HQ City, State</th>
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</thead>
<tbody>
<tr>
<td>Wake County Government</td>
<td>3,613</td>
<td>Raleigh, NC</td>
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<tr>
<td>Security Service Federal Credit Union</td>
<td>1,742</td>
<td>San Antonio, TX</td>
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<td>Toyota Motor Manufacturing, Indiana, Inc.</td>
<td>6,165</td>
<td>Princeton, IN</td>
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<td>Berger Health System</td>
<td>501</td>
<td>Circle, OH</td>
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<tr>
<td>Great River Energy</td>
<td>929</td>
<td>Maple Grove, MN</td>
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<tr>
<td>Beacon Health System</td>
<td>4,553</td>
<td>South Bend, IN</td>
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<tr>
<td>Cambia Health Solutions</td>
<td>4,674</td>
<td>Portland, OR</td>
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<tr>
<td>Terumo BCT</td>
<td>2,327</td>
<td>Lakewood, CO</td>
</tr>
<tr>
<td>Excela Health</td>
<td>3,400</td>
<td>Greensburg, PA</td>
</tr>
<tr>
<td>World Ventures</td>
<td>675</td>
<td>Plano, TX</td>
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</table>

"Wake County has a comprehensive scorecard with over 140 measures in 17 different categories. The categories range from leadership support and strategic planning to employee productivity and chronic condition management."

"As part of the Total Wellbeing initiative, we will continue to broaden our offerings to include more family-centric activities that can be enjoyed by all family members and encourage participation by sponsoring teams at these events that will include employees, their immediate family members, together with their SSFCU family."

"Everything that is done at Toyota has a part of Wellness built in. It’s not unusual to see our company President on the treadmill with the team members on any given day. They walk the walk."

"Our overall group results, in addition to our high-level participation, directly contributed to Great River Energy’s health care premium increases to be consistently lower than the national average in five of the last six years. Our cohort results, for those participants who have participated in all nine years of the program, show that participants are moving in the right direction."

"Often times, one of the prizes to the winning teams of our wellness challenges is dinner with the executive team. Leadership makes it a priority in their schedules to attend these celebration dinners. They also personally deliver other prizes to winners with fanfare during business hours, so that their co-workers can celebrate with them, and be motivated as well."

"Our productivity studies showed fewer unplanned absences and disabilities among participants in our wellness initiatives. Further, where disabilities occurred, they were less costly."

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"Our wellness program is supported by our CEO, who plays hockey and is on a swim team, in addition to our senior leaders who all participate in our wellness program. Our CEO has a goal for wellness that he is measured on."

"We believe the future of population health and wellness for employers is to provide participants the tools and resources to meet them where they are in their wellness journey and focus on their total wellbeing. Those who are healthy are recognized, rewarded, and encouraged to continue their healthy living habits."
<table>
<thead>
<tr>
<th>Company</th>
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<th>HQ City, State</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nabholz Construction</td>
<td>3,613</td>
<td>Raleigh, NC</td>
<td>“To ensure success, Nabholz uses a multidisciplinary approach with five full time health care professionals. The department has grown to a full time physician assistant/wellness director, medical doctor, medical assistant, bilingual dietitian, and personal trainer.”</td>
</tr>
<tr>
<td>Cerner Corporation</td>
<td>18,693</td>
<td>Kansas City, MO</td>
<td>“We are currently evaluating additional onsite services, such as onsite pharmacy for our largest campus outside of Kansas City. We see onsite services as an important lever in our strategy. At Cerner, we see the future of population health and wellness for employers as scaled and personalized programming, leveraging the power of data.”</td>
</tr>
<tr>
<td>Monarch Beverage</td>
<td>650</td>
<td>Indianapolis, IN</td>
<td>“The future of population health and wellness will focus on data-driven decision making. Employers will strategically utilize data to invest in the most effective areas of health and wellness. Data from numerous different sources will become more and more connected allowing for precise analysis.”</td>
</tr>
<tr>
<td>Leatherman Tool Group, Inc.</td>
<td>458</td>
<td>Portland, OR</td>
<td>“The vision of our wellness program, LiveWell LORD, is to build a culture of wellness to ultimately reach a better, healthier LORD. The most important measure is the health of our employees.”</td>
</tr>
<tr>
<td>LORD Corporation</td>
<td>2,035</td>
<td>Cary, NC</td>
<td>“Our program evaluation is based on process, impact, and financial metrics. Process metrics include program satisfaction (over 90%) and participation measures. Impact metrics include reductions in our key focus areas of A1c, BMI, and smoking. Financial metrics include assessing claims of participants versus nonparticipants.”</td>
</tr>
<tr>
<td>Indiana University Health</td>
<td>33,000</td>
<td>Indianapolis, IN</td>
<td>“We measure the success of our wellbeing initiatives by looking at a wide range of data including disability statistics, safety incidents, engagement in both national and grassroots wellbeing programs.”</td>
</tr>
<tr>
<td>DaVita</td>
<td>55,178</td>
<td>Denver, CO</td>
<td>“A great example of how our executive leadership supports healthy living at DaVita is the extensive leadership participation in Tour DaVita. Our CEO and COO, along with many other executives, take part in a three-day, 250-mile bike ride that raises awareness and money to fight kidney disease.”</td>
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<tr>
<td>Boulder County Government</td>
<td>1,894</td>
<td>Boulder, CO</td>
<td>“We’ve added a very robust coaching program into our online portal. Participants can initiate a relationship with a personal coach to work on any issue they would like. The coaches help participants set up personalized goals, check-in on regular intervals, and help hold the participant accountable.”</td>
</tr>
<tr>
<td>BBVA Compass</td>
<td>10,700</td>
<td>Birmingham, AL</td>
<td>“We measure the success of our wellbeing initiatives by reviewing annual clinical data, financial impact, program participation, and team member surveys. Clinical review includes adherence to evidence-based measures, individual and aggregate health risk results, and risk profiles.”</td>
</tr>
<tr>
<td>JLL</td>
<td>22,781</td>
<td>Chicago, IL</td>
<td>“We measure the success of our wellbeing initiatives by looking at a wide range of data including disability statistics, safety incidents, engagement in both national and grassroots wellbeing programs.”</td>
</tr>
<tr>
<td>Pasco County Schools</td>
<td>10,619</td>
<td>Land O’ Lake, FL</td>
<td>“Pasco County Schools uses activity trackers to provide motivation and track activity during individual and team challenges. They are a great tool to foster healthy lifestyle choices, and encourage social and emotional support. We are interested in the possibility of incorporating the data from these devices with wellness initiatives.”</td>
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<tr>
<td>Company</td>
<td>Total Employees</td>
<td>HQ Location</td>
<td>Mission Statement</td>
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<td>LG&amp;E and KU Energy, LLC</td>
<td>3,649</td>
<td>Louisville, KY</td>
<td>“LG&amp;E and KU understand the importance of using data-driven, evidence-based measures to evaluate productivity as associated with health. As such, LG&amp;E and KU use a wide range of statistically-sound reports, supplemented with anecdotal evidence from personal success stories, to holistically assess the efficacy of our health and wellness programs.”</td>
</tr>
<tr>
<td>Ericsson</td>
<td>8,300</td>
<td>Plano, TX</td>
<td>“The executive leadership supports the wellness initiatives by actively participating in the wellness program, events, and screenings. Some are executive sponsors for company wellness events on and offsites.”</td>
</tr>
<tr>
<td>The Kroger Co.</td>
<td>165,000</td>
<td>Cincinnati, OH</td>
<td>“Our focus in 2016 was on pilot programs for specific high-risk and chronic disease populations such as diabetic or pre-diabetic populations. We were thoughtful on the measurements to evaluate to determine program success in both the short and long term in partnership with our healthcare partners.”</td>
</tr>
<tr>
<td>Children’s Home Society of Florida</td>
<td>1,900</td>
<td>Winter Park, FL</td>
<td>“The most rewarding results are when we hear directly from our employees about their success. Employees have reported weight loss, motivation to quit smoking, running their first 5k race, and feeling better as a result of our programs. These unique stories from our team remind us of the real reason we do what we do.”</td>
</tr>
<tr>
<td>Medical Mutual of Ohio</td>
<td>2,300</td>
<td>Cleveland, OH</td>
<td>“The Wellness Team conducts an annual survey to assess our employees’ satisfaction with our Employee Wellness Program. In 2015, 96.4% of our employees reported being very satisfied or satisfied with our Wellness for Life program. The survey also captures feedback on current initiatives and areas of interest for future programs.”</td>
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<tr>
<td>Walsh Duffield Cos., Inc.</td>
<td>100</td>
<td>Buffalo, NY</td>
<td>“Our leadership team is the core of our wellness program. The financial and emotional support that is provided by the leadership team in terms of wellness is the reason we've been as successful as we are. Their support of healthy living is so strong that it is part of our mission statement.”</td>
</tr>
<tr>
<td>South County Health</td>
<td>969</td>
<td>Wakefield, RI</td>
<td>“Since stress has been benchmarked as one of the top health indicators among working populations, we're focusing on steering individuals into programs that will address their personal resiliency in an effort to effectively address personal stress with coping solutions.”</td>
</tr>
<tr>
<td>Consumers Credit Union</td>
<td>270</td>
<td>Kalamazoo, MI</td>
<td>“At Consumers, wellness is part of our culture and we take it seriously. That is why our program is intentionally built to focus on the employee’s total wellbeing. As a result, we continue to see an average of 75% participation in the 6th year of our program.”</td>
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<tr>
<td>Garver</td>
<td>408</td>
<td>North Little Rock, AR</td>
<td>“From their first day on the job, full-time permanent employees are eligible to participate in our wellness program, which offers inventive health services and programs at no cost to employees while also increasing wellness knowledge and reducing health risks.”</td>
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The future of employee wellness

We have found that data can be a powerful tool in measuring success and indicating where additional focus is required. Allegacy utilizes a plan management system that provides in-depth claims data analytics to monitor both the financial health of the organization as well as the effectiveness of our wellness initiatives.
Cooley LP
Total Employees: 1,900
HQ: Palo Alto, CA
“The future of population health and wellness for employers is a more broad based value proposition for wellness programming, encompassing a multi-dimensional and holistic approach. A move toward more data-driven strategies with more tech-centric solutions is in our future.”

CBIZ
Total Employees: 4,510
HQ: Cleveland, OH
“The CBIZ Wellness Program originally launched in 2001, and we are proud to have one of the oldest programs among competitors our size; funded through even the difficult business years. Longevity alone is a testament to leadership support.”

Tops Markets LLC
Total Employees: 5,180
HQ: Buffalo, NY
“The Executive team is committed to making our associates and families healthier and more aware of financial, mental and physical health with their continued support of our Tops WELL program. The members of the Executive team actively participate in our onsite programs and community events.”

City of Houston
Total Employees: 21,811
HQ: Houston, TX
“The City of Houston provides wearable devices to multiple departments to engage in challenges via a platform. Our goal is to provide wearable devices to every department to encourage employees to stay active.”

NK Parts Industries, Inc.
Total Employees: 578
HQ: Sidney, OH
“We are taking the next steps in building an onsite clinic. The medical clinic will allow our company to offer high quality care and onsite medical professionals can build relationships with our plan members.”

Chevron
Total Employees: 24,000
HQ: Houston, TX
“Because the company embraces a culture of health, leaders throughout Chevron feel comfortable endorsing wellness efforts, such as preventive screenings, by including their personal stories and photos. Since 2015, leaders across the U.S. have participated as spokespersons in our ‘I’m Scheduled’ campaign.”

Conner Insurance
Total Employees: 24
HQ: Indianapolis, IN
“We pay for a fully-stocked kitchen each week where employees can access healthy snacks and lunch items. We have multiple benefits like lunch and learns, biometric screenings, activities, games, cooking demonstrations, ergonomics assessments, standing desks, chair massages, and stretching.”

TMNA Services, LLC
Total Employees: 387
HQ: Bala Cynwyd, PA
“Over the course of the next few years, we believe there will be continued and greater reliance on data analytics provided through screenings, assessments, and wearables. We also see financial wellness playing a larger role in employee wellbeing.”

Froedtert Health
Total Employees: 7,742
HQ: Milwaukee, WI
“Our onsite health coaches work one-on-one with members on improving behaviors that impact their weight, nutrition, activity levels, stress, tobacco cessation, and improving their biometric measures.”

Nemours Children’s Health System
Total Employees: 6,241
HQ: Jacksonville, FL
“One program in particular, Nemours Doc Walks, was created for Physicians to lead walks with our Associates during the lunch hour. Each one of our Chief Medical Officers participates in these walks and some of them host multiple walks each year.”

TriHealth
Total Employees: 8,159
HQ: Cincinnati, OH
“At TriHealth, we have adopted Gallup’s model of Wellbeing. This means encompassing the entire person and integrating with a variety of resources available in order to provide services that address all facets of health and wellbeing, not just physical. Other facets to focus on are financial wellness and social wellness.”
<table>
<thead>
<tr>
<th>Company</th>
<th>Total Employees</th>
<th>HQ</th>
<th>State/City</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lawley</td>
<td>370</td>
<td>Buffalo, NY</td>
<td></td>
<td>“We currently have a wellness committee that hosts monthly meetings, company time for associates to participate in programs, and a generous budget for program expenses and incentives.”</td>
</tr>
<tr>
<td>Walbridge</td>
<td>1,000</td>
<td>Detroit, MI</td>
<td></td>
<td>“Our Chairman and Chief Executive Officer, John Rakolta, Jr., was the first employee to undergo biometric screening when we began this program. He believes healthy living extends to the time employees spend behind the wheel of a vehicle.”</td>
</tr>
<tr>
<td>Novant Health</td>
<td>19,856</td>
<td>Winston-Salem, NC</td>
<td></td>
<td>“Population health and wellness will be the foundation of healthy workforces in the future. From a wellness culture standpoint we will start seeing a shift from just physical health to one of wellbeing and living a life that is fulfilling.”</td>
</tr>
<tr>
<td>CSAA Insurance Group</td>
<td>3,723</td>
<td>Walnut Creek, CA</td>
<td></td>
<td>“Two years ago, we launched a diabetes disease management program that focused on weight loss. To-date, 594 employees and spouses have enrolled in the program, with 82% of those being at-risk for diabetes, cardiovascular disease, or related conditions. This group has lost a total of 2,332 pounds.”</td>
</tr>
<tr>
<td>Bi-State Development</td>
<td>2,500</td>
<td>St. Louis, MO</td>
<td></td>
<td>“Countless employees have lost weight, been able to reduce or remove medications, quit smoking, or simply started walking more. A noticeable shift in employee morale and energy levels exists in those who participate in the wellness activities.”</td>
</tr>
<tr>
<td>Gilsbar, LLC</td>
<td>468</td>
<td>Covington, LA</td>
<td></td>
<td>“Our executive leadership exemplifies and supports the message of healthy living by walking in the footsteps of healthy living everyday. They lead by example, championing the wellness initiatives, leading the pack during 5Ks, and reminding the company during our quarterly meeting of the current wellness offerings.”</td>
</tr>
<tr>
<td>Mercy Health</td>
<td>25,530</td>
<td>Cincinnati, OH</td>
<td></td>
<td>“Our wellness and population health initiatives are measured in a variety of ways, including program engagement, participation rates, incentive attainment, biometric value improvement, health care cost savings, and health status improvements. We compare all our data year-over-year to determine the impact we are making.”</td>
</tr>
<tr>
<td>Interstate Batteries, Inc.</td>
<td>1,259</td>
<td>Dallas, TX</td>
<td></td>
<td>“Our senior leadership team visibly supports and practices healthy living habits and also encourages their direct reports to lead the wellness initiative by example. They participate in company-wide events and incorporate the value of health into all aspects of our company culture.”</td>
</tr>
<tr>
<td>High Point University</td>
<td>745</td>
<td>High Point, NC</td>
<td></td>
<td>“Our leaders who engage in the wellness are vocal about their progress and the physical, social, and mental benefits they receive by engaging in the wellness program. Additionally, many of our executives encourage their employees to modify their schedules to include exercise during the workday.”</td>
</tr>
<tr>
<td>Prime Therapeutics</td>
<td>3,705</td>
<td>Eagan, MN</td>
<td></td>
<td>“Prime enjoys excellent support from our executive leadership. Our President and CEO, Jim DuCharme, has a very active lifestyle and supports our wellness programs in words and actions. You will frequently find Mr. DuCharme running around a local lake over the lunch hour.”</td>
</tr>
<tr>
<td>Philadelphia Insurance</td>
<td>1,899</td>
<td>Bala Cynwyd, PA</td>
<td></td>
<td>“Our executive leadership team is committed to motivating our employees and their families in becoming an overall healthier version of themselves. Therefore, they’ve created and promoted PHL’s culture of awareness and education regarding personal health and wellness.”</td>
</tr>
</tbody>
</table>
Each year, Sense Corp expands our new breed health and wellness program. Most recently, we added an AED to our offices, and hosted CPR and AED training to supplement the unit. The future of population health and wellness for the employer will be to stay ahead of the game and make wellness a priority.

We continually provide snippets of information about nutrition, wellness, fitness, and the importance of screenings. Our Scorecard has been a real success story, with participation growing each year.

Sense Corp
Total Employees: 178
HQ: St. Louis, MO

The onsite Wellness Screening Program offered to all Team Members attracted over 1,600 participants this year, including nearly 800 repeat participants. Of those repeat participants, we saw a significant impact on their behaviors and decrease in health risk.

Transwestern
Total Employees: 2,150
HQ: Chicago, IL

As a result of Transwestern’s strong pledge to wellness, employees have become our greatest cheerleader and have embraced our culture of wellness as demonstrated by robust participation in our wellness initiatives, continuous positive feedback, and personal wellness achievements.

Hologic Inc.
Total Employees: 3,500
HQ: Marlborough, MA

“The program was launched internally with a kick-off video featuring our CFO Bob McMahon and our COO Eric Compton, who serve as executive sponsors. They also support the message of healthy living by helping us spread messages internally and externally on their personal social media channels.”

We have experienced improved morale, organizational commitment, lowered health care and disability costs, and more since implementing our healthy culture. For example, our employee retention in 2016 was greater than 97 percent.

Christian Care Communities
Total Employees: 705
HQ: Louisville, KY

“Christian Care’s strategic plan includes 5 foundational pillars that reflect the intersection of our core values. One of these pillars is to invest in our people. Our wellness vision is to develop an appreciation among people who are typically more highly motivated to help others than they are about caring for themselves.”

With an increasing market and competition in the wellness space, vendors will continue to offer creative products and strategies for employee engagement. Employers will need to navigate between clinically-based and engagement-focused programs to determine which solutions are best for human capital growth and development.

ESL Federal Credit Union
Total Employees: 609
HQ: Rochester, NY

“With an increasing market and competition in the wellness space, vendors will continue to offer creative products and strategies for employee engagement. Employers will need to navigate between clinically-based and engagement-focused programs to determine which solutions are best for human capital growth and development.”

Decatur County Memorial Hospital
Total Employees: 485
HQ: Greensburg, IN

“DMH measures success of our wellness and population health initiatives in several ways. The hospital looks at biometric data from year to year, health risk information, overall program and challenge participation rates, employee engagement, employee satisfaction surveys, and continued organizational support.”

Premier
Total Employees: 745
HQ: Charlotte, NC

“All of Premier’s employees receive Premier-branded Fitbits. We have monthly and/or quarterly corporate challenges and competitions with incentives for employees to participate. We use participation data to gauge engagement as well as focus groups and wellness spotlight stories to evolve and grow our initiatives.”

City of Littleton
Total Employees: 429
HQ: City of Littleton

“Since 2009, the City has held onsite biometric screenings. The City has relied heavily on these screenings to measure outcomes, which were only completed by employees. This method has proven to be effective, showing decreases in tobacco use and a significant increase in low overall health risks, to name a few.”
Executive Leadership exemplifies and supports the message of healthy living by participating in our wellness challenges and events, providing us with a generous budget to use specifically for the New Era Life wellness program, and allowing employees to use work time to participate in the wellness program."

An employer can provide a myriad of wellness resources and tools, but if the employees don’t see the senior leaders engaged and participating, the program will fail. Our senior leaders believe in wellness and practice what they promote.”

"The future of population health as a whole is that more employers are going to get on the wellness bandwagon - whether purely for financial reasons or otherwise. It will eventually become a standard benefit that employees look for when searching for new or alternative employment."

"Accurate has provided a personal trainer at no charge for our employees for the last three years. Employees are provided time twice a week for 30 minutes with our personal training sessions to improve overall health, weight loss, strength, flexibility, and more."

"Both Ray Watts (UAB President) and Dr. Will Ferniany (UAB CEO) are committed to wellness in their personal and professional lives. Through the influence of their positions, they have not only facilitated, but also invested in numerous Employee Wellness program initiatives.”

"One of our main measures of success has been our cost savings over the years. For 7 years, CASTO has averaged a 1.9% increase in our health insurance premiums, while the nation on average experienced an approximate 4.35% annual increase during that time frame.”

"The Official Wellness Program outlines the 8 pillars of wellness (intellectual, spiritual, social, environmental, occupational, financial, physical, and emotional) and we continue to see our future incorporating all the pillars. Wellness is more than health. It is living a fully longer, healthier life.”

"2016 was our fourth year encouraging employees to participate in our Wellness Program. Of the 606 eligible employees, we have an 88% employee participation rate, which is a 3% increase from the previous year, and an 83% spouse participation rate, which is an 8% increase compared to 2015.”

"We believe that, by providing monthly and quarterly interaction with our health coach, our employees will continue to improve their health. In one year, we have had over 40% of our employees learn about their body composition and start to make small changes.”

"Our leadership has provided a hefty budget for Wellness initiatives and does the challenges with the employees. They set an excellent example.”

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And the winners are...

Best Use of Measurement & Benchmarking
Award for organizations that demonstrate leadership in best-practice implementation of measurement and benchmarking to deliver and iterate upon program efficacy.
Winner – HUB International
Finalist – Wake County Government
Finalist – Cambridge Health Alliance

Best Internal Communications Strategy
Award for organizations that deploy effective and engaging internal communications strategies to get employees moving.
Winner – Piedmont Healthcare
Finalist – Baylor Scott & White Health
Finalist – City of Cincinnati

Best Approach to Inclusion
Award that recognizes organizations creating thoughtful and inclusive wellness programs that accommodate employees of all abilities and interests.
Winner – TMNA Services, LLC
Finalist – Wellnext
Finalist – Emerus

Best Executive Wellness Champion
Personality award that recognizes those on the frontlines of organizational wellness, awarded to a top notch HR/Wellness administrator.
Winner – Martin County School District
Finalist – Cambridge Health Alliance
Finalist – Children’s Home Society of Florida

Best Wellness Warrior
Personality award that recognizes those on the frontlines of organizational wellness, awarded to a top notch HR/Wellness administrator.
Winner – Martin County School District
Finalist – Cambridge Health Alliance
Finalist – Children’s Home Society of Florida

Best Wellness Intervention
Award that recognizes a targeted approach to behavioral change, condition care and improved health outcomes (i.e. tobacco cessation, weight management, diabetes prevention).
Winner – American Heritage Federal Credit Union
Finalist – Cincinnati Public Schools
Finalist – CBIZ Cleveland

Best Use of Data & Technology
Award for organizations that demonstrate leadership in thought-ful and innovative implementation of data and technology in program design, components, measurement and evaluation.

Healthcare Cost Winner – Norton Healthcare
Healthcare Outcomes Winner – Beacon Health System
Healthcare Compliance Winner – City of Hamilton
Overall Category Winner – Beacon Health System

Best Use of Data & Technology
Award for organizations that demonstrate leadership in best-practice implementation of measurement and benchmarking to deliver and iterate upon program efficacy.
Healthcare Cost Winner – Norton Healthcare
Healthcare Outcomes Winner – Beacon Health System
Healthcare Compliance Winner – City of Hamilton

Best Comprehensive Wellness Strategy
Award for organizations that take a holistic approach to their program, weave wellness into other health offerings and benefits, and integrate wellness into the company culture and workplace environment.
Small Business
Winner – The Starr Group
Finalist – Junior Achievement of Northern California
Finalist – R. Keough Construction

Mid Size Business
Winner – Primex Family of Companies
Finalist – American Heritage Federal Credit Union
Finalist – AB May

Enterprise
Winner – Montgomery County(Ohio)
Finalist – Hewlett Packard Enterprise
Finalist – University of San Diego

Best Inside & Out Culture
Award for organizations with great work-life balance/integration, where employees have a culture that allows them to thrive in and out of the office.
Winner – GL Group
Finalist – Primex Family of Companies
Finalist – Boulder County

For nearly a decade, the Healthiest Employers program has honored healthy workplaces from around the country, but this year, we wanted to recognize individual departments, initiatives, and individuals that are moving the ball forward within their organizations. The Wellness Award winners were chosen by a distinguished panel of HR industry experts, academics, and industry influencers.
Final Word

There’s no hiding our nation’s discontent with its healthcare system, and for good reason. Healthcare costs continue to escalate. Premiums are going up, while health outcomes often remain unmeasured. Employers are getting fed up because they can’t reduce their costs effectively, and one-off solutions don’t work.

Call me overly optimistic, but I believe that 2018 will be the best year on record for forward-thinking, tech-savvy wellness professionals.

What we learned in talking to America’s Healthiest 100 Employers is that there is hope that we can curb costs, improve health, and drive real, impactful change within our populations. Ninety-three percent of those employers are leveraging analytics to make better decisions within their wellness and benefits programs. Ninety-two percent are planning on expanding their technology suite in 2018. Five years ago, it would be difficult to find an employer who reviewed the chronic disease status of their population more than once a quarter. Today, 40% of the Healthiest 100 review their population’s chronic disease status at least monthly.

As we move forward, I hope to see more employers than ever getting involved in their own data. You are sitting on a gold mine of information that, if leveraged appropriately, could have a massive impact on the health of your population.

If your claims data isn’t currently providing you with actionable insights within your population, promise yourself that you’ll explore health analytics solutions that can augment your current team. Even if you have an analyst on staff, a health analytics platform can save them hours of time a week, making them an even more valuable resource.

2018 is set to be a breakout year for proactive, forward thinking benefits departments. Is yours one of them?

Here’s to a healthier 2018,

Rod Reasen
Chief Executive Officer of Springbuk
Trusted by Employers Nationwide.

See why more than a thousand employers and brokers are making the switch:
Springbuk.com/request-demo