



2007 Best Employers for Healthy Lifestyle Awards

GOLD WINNERS

AstraZeneca

AstraZeneca's AZLife is a campaign for healthier employee lifestyles. AZLife is aligned to a healthcare strategy of helping employees focus on: Prevention – addressing personal health before corrective action is necessary; Quality – working with medical practitioners and facilities that consistently demonstrate favorable outcomes; and Adherence – following prescribed medical and drug treatment programs. Recognizing that making a commitment to health and wellness is a very personal decision, AstraZeneca asks its employees to take personal responsibility for their lifestyle choices. To this end, the company provides information and resources to help employees make choices and sustain changes to lifestyle behaviors. Get HIP!, AstraZeneca's health incentive program, encourages and recognizes employees who actively participate in achieving optimal health and wellness.

Bath Iron Works, A General Dynamics Company

Bath Iron Works' Building Healthy Ways (BHW) program increases awareness, builds motivational skills, and provides opportunities to practice wellness at home and work. . BHW is an employee-driven program supported by company leadership and all four labor unions. BHW incorporates six years of employee-shared ideas on how wellness can be integrated into company culture and become an important element in their family's life. In 2006, more than 2,100 employees (40%) volunteered for an on-site health screening. This response is a testimony to Bath Iron Works' employee-driven cultural change. During 2007, the goal is to use screening results to help sustain the efforts of those in good health, while helping others gain and maintain improved health status.

Blue Cross and Blue Shield of Massachusetts, Inc.

Blue Cross and Blue Shield of Massachusetts' Healthy Direction program incorporates multi-modal approaches to learning and offers solutions to participants across the healthcare continuum. The program works on the simple premise that healthier associates enjoy a better quality of life, have increased productivity, and by adopting healthy lifestyles, improve the health of the community, while helping to reduce the national cost of healthcare. The goal of the Healthy Direction program is to help participants at all levels manage and improve their health by providing them with the tools to reach customized and realistic goals, including onsite, online, and interactive activities, and effective incentives. This approach yielded world-class results, with a proven return on investment: Year 1 average ROI was 1.12:1.



Blue Cross and Blue Shield of North Carolina (BCBSNC)

BCBSNC has a three-pronged approach to employee wellness, focusing equally on nutrition, physical activity, and overall health. The program provides a comprehensive set of onsite, telephonic, and Internet-based offerings to employees and their families. Annual clinical screenings and health risk appraisals enable employees to identify their risk factors and learn about lifestyle changes that can help them improve their health. BCBSNC creates a culture of wellness at the worksite that supports behavior change by creating an environment that makes healthy choices easy, reduces barriers, adds incentives, and offers exciting programs and appropriate follow-up. The mission of BCBSNC's wellness program is to promote individual health and wellness by providing opportunities and support for employees and their families to identify risks and develop positive lifestyle changes.

Campbell Soup Company

Campbell's HealthWorks program is a long-term strategy to help employees take charge of their health. The HealthWorks program covers the entire spectrum of health, providing employees with education, resources, tools and a variety of programs, including: 100% preventive care coverage, a 24/7 nurse line, disease management, health risk assessment, high risk lifestyle management, a traveling health station, wellness programs, the Mayo Clinic monthly newsletter, smoking cessation, medical decision support, an employee assistance program (EAP), and a 9,000 sq. ft. health and fitness center at the Company's world headquarters

CIGNA

Through its Healthy Life strategy, CIGNA provides employers with healthcare solutions, expertise, and services that improve the health, well-being, and productivity of their employees. CIGNA's Healthy Life strategy is a proactive approach to strengthening a health-oriented mindset among employees and a visible, ongoing commitment to CIGNA employees about the importance of healthy lifestyles. The Healthy Life strategy combines consumer-directed health benefits with wellness and work/life programs, as well as targeted communications and events. The result is an integrated approach to employee health. Extensive online and personal support is available to assist people at all stages of health education and planning. Having a dedicated Healthy Life strategy educates and more fully engages employees and their dependents in their health-related decisions, and encourages action.

Cisco

Cisco created its HealthConnections program with the goal of building a culture of employee and family health through proactive health education. A model for engaging employees in managing their own and their family's health, HealthConnections focuses on programs to



assist employees with behaviors such as inactivity, or conditions like obesity, high blood pressure, and high cholesterol. The program offers health risk assessments, on-site health screenings, an on-line personal health manager, health content, and access to a health coach. HealthConnections also presents quarterly webcasts featuring health experts. On-site fitness centers, exercise classes, and nutrition seminars enable employees to implement suggested paths to health. On-site cafes feature nutrition labeling and offer HealthConnections meals customized to Cisco demographics. Cisco will continue to equip employees with programs supporting healthy life choices.

General Mills Inc.

For more than 20 years, General Mills has provided its employees with programs and resources that encourage a healthy lifestyle. The goal is for General Mills employees to maintain an active lifestyle, a healthy weight, and normal blood pressure and cholesterol levels. The key to keeping its broad employee base healthy is a customized approach for each of its three distinct employee groups: corporate headquarters' employees, manufacturing employees in plants across the country, and sales employees working from regional sales offices or their homes. To achieve this goal, General Mills' programs include on-site fitness centers and walking paths, online weight management tools, healthy cooking classes, a 24/7 Well-being Helpline, dodge ball tournaments, "Waist-O-Weigh" weight loss challenges, "Caring for Your Older Relative" workshops, and employee health promotions.

Gilsbar, Inc.

With over 45 years experience, Gilsbar leads the national self-funded health benefits market with **360° Benefit Plan Management®**. Gilsbar partners with brokers, consultants and employers to share the secrets of success in keeping employees healthy, while controlling healthcare spending. The core of its philosophy is that wellness needs to be embedded in corporate culture and become the foundation of a benefit package. As a health plan manager, Gilsbar serves a national list of clients and in addition, provides benefits for its own employees, where it piloted its employee wellness strategy. More than a "check-list" of wellness activities, Gilsbar's program starts with intensive 'discovery' at both the employer and employee levels, and results in programs built specifically for the client, to continually inspire, changes lives, mitigate risks and define its corporate culture.

H-E-B

H-E-B is committed to making sure its employee Partners and their families have access to quality, affordable healthcare and the education, tools, and resources to live a healthy lifestyle. Over the past several years, healthcare cost trends have skyrocketed, threatening H-E-B's profitability and creating financial stress for its Partners. In fact, when H-E-B introduced an online wellness assessment in 2003, the results were alarming: Partners' lives were at risk. Finding a solution that could lower healthcare costs for individuals and the Company -- and, just as importantly, improve Partners' lives -- was essential. H-E-B's



Healthy at H-E-B Partner Wellness Program does just that, by providing the tools, information, resources, and encouragement Partners and their families need to make healthy living a priority.

Intel Corporation

Intel is strongly committed to providing a portfolio of health benefit plans and wellness programs that help its employees evaluate, maintain, and improve their health and the health of their families. Based on a vision of developing a culture where employees and their families are healthy, productive, and engaged in living wellness-oriented lifestyles every day, employees are inspired and motivated to take action toward achieving their best possible health and quality of life. Intel's Health for Life wellness program includes on-site biometrics, annual health risk assessments, fitness programs, nutrition and stress management seminars, flu prevention, and personal coaching. In addition to Health and Wellness Centers located at Intel's major U.S. sites, Intel's comprehensive, ongoing multimedia campaigns effectively promote health and wellness resources to employees across a variety of channels and geographies.

Mayo Foundation for Medical Education and Research

The Mayo Clinic LiveWell program helps employees find the programs, tools, and support to make or continue making healthy lifestyle choices. LiveWell coordinates existing resources available to employees, at no or minimal cost, including the following: on-site wellness facilities or subsidized memberships to other fitness facilities; health promotion programs; subsidized healthy foods in the employee cafeteria; health and benefit fairs; an employee assistance program; lifestyle and athletic programs; the Action on Obesity national health conference; lifestyle coaching; tobacco cessation support; healthy pregnancy counseling; a 24-hour nurse line; a personal e-health Web site; a health risk assessment; behavior change programs; a LiveWell intranet site; monthly newsletters, and self-care books. LiveWell helps employees achieve the best quality of life possible and enables Mayo Clinic to develop, implement, coordinate, and measure its health and wellness activities.

Medtronic, Inc.

Medtronic is dedicated to improving the health and wellbeing of people worldwide through its' products and services; this commitment begins with its employees. We believe the workplace should be a means to better health, not a barrier. Medtronic's Total Health program empowers employees and their spouses to fully utilize its comprehensive healthcare offerings and on-line tools. The goals are to improve health through behavior change, improve access to appropriate resources, increase awareness and responsibility, reduce inappropriate utilization, and limit long-term healthcare cost increases. Components include: on-site wellness screenings, a health risk questionnaire (HRQ), access to a personal health coach, lifestyle, disease, and disability management programs, nurse lines, and mental health



resources. Incentives include \$100 toward a Healthy Incentives Account for employees who take action to maintain or improve their health and lower health care premiums for program enrollees with a completed HRQ.

Northeast Utilities

Since 1994, Northeast Utilities has been encouraging employees and their families to take proactive steps to manage their health and participate in the company's WellAware Program. With the backdrop of 'shared responsibility', Northeast Utilities is committed to providing the resources and incentives for better health. In return, they ask employees and their spouses to take advantage of the available resources and actively participate in their own health and the health of their families. The WellAware Program offers individuals a health risk assessment as the 'ticket' into the program; health education programs delivered in a variety of flexible formats (telephonic, online, self-directed, onsite, etc.); theme-based fitness programs; CAD and diabetes disease management programs and financial incentives for participation. Key features include the WellAware internet site accessed either at work or home; a toll free hotline that allows participants to ask questions or request materials 24 hours a day; a network of program advocates located at our more than 60 work locations and ongoing integration with internal departments such as Safety & Health, Food Services, Employee Training, etc. By demonstrating reduced health risks and a positive return on investment, Northeast Utilities and the WellAware Program have been recognized with a number of industry awards.

Pepsi Bottling Group

PBG believes a healthy workforce is an all-around win for our employees, their families and PBG's business results. Our "Healthy Living" strategy is built on a 3-year evolving platform with initiatives based on employee engagement, integrated health management and onsite/local resources. We have successfully engaged at-risk populations to improve their health through award-winning multi-media campaigns, aggressive incentives and targeted outreach. In addition to free lifestyle management programs, annual on-site screenings and our global flu shot campaign, we provide worksite clinics in partnership with Johns Hopkins University. Our programs also focus on integrating health and safety at home and at work. PBG is also committed to continuous improvement and outcomes measurement. We have several pilot programs underway focused on improving health status and building ownership of health at the worksite. We are also working with the RAND Corporation to establish an industry standard ROI methodology for health and productivity management.

Quest Diagnostics

Quest Diagnostics, the nations leading provider of diagnostic testing, information, and services, encourages its 41,000 employees to focus on improving their health through its HealthyQuest initiative. The goal of HealthyQuest is to educate employees about their individual health risk factors and to encourage the adoption of new behaviors that will lead to better health. HealthyQuest provides employees and their spouses or domestic partners free use of the company's health risk assessment service, Blueprint For Wellness™ which



Quest Diagnostics also provides commercially to other organizations. Blueprint For Wellness produces a personal assessment report detailing health risks and opportunities for improvement based on the combined results of both a survey of lifestyles and health habits and more than 30 diagnostic tests and biometric measurements for cardiovascular and other diseases. Managed by hundreds of employee volunteers, HealthyQuest provides additional programs that include physical fitness, weight, and stress management resources, tobacco cessation counseling, and efforts to improve healthful food choices at onsite cafeterias and vending machines. In 2007, the initiative will begin to offer colorectal cancer screening using the company's InSure FIT[®] diagnostic testing kit. The number of participants that have joined the program has grown from 11,000 to over 30,000 since HealthyQuest was launched in 2005.

Roche

In 1998 Roche, as part of its effort to make prevention the centerpiece of its health care strategy and to support the health and well-being of employees, launched the Choosing Health[®] Program. Choosing Health is a comprehensive health promotion program that combines educational and behavioral strategies with incentives to motivate employees in the adoption and maintenance of healthy lifestyles. There are three key components of the program: 1) Individual Risk Management employs a biennial Health Risk Assessment followed by self-paced, self-learning modules to encourage health behavior improvement and reduction of health risks; 2) The Quarterly Incentive Program (QIP) which features eight to ten theme-based, data-driven health activities each quarter is the central Population Risk Management strategy; and 3) Health Information Management that affords employees and their families access to high quality health resources from Mayo Clinic (the Guide to Self-Care, a web-based, health site and the EmbodyHealth Newsletter). During the past three years great emphasis has been placed on initiatives that promote healthy eating and physical activity.

Unum

Unum's integrated healthcare programs support employees' efforts to live a healthy lifestyle and to use healthcare resources effectively. Unum offers employees and their families a broad range of resources that promotes wellness, identifies and manages risk, and educates them about the merits of healthy behaviors. These include: incentives to participate in behavior-based disease and risk management programs; health and Rx plans that encourage employees to seek appropriate preventive medical services; on-site Health Resource Centers (HRCs) that provide health coaching and wellness services; life balance programs (EAP); on-site fitness facilities; self-care services (24-hour help and baby benefits nurse line); and health risk assessments to help employees identify current or potential risk factors. These healthcare programs offer resources to employees and their families across the entire wellness spectrum



Volvo Group (including Mack Trucks, Inc.)

Volvo Group's Health for Life program is a comprehensive health promotion program for bargaining and non-bargaining employees in North American operations of the Volvo Group, including Mack Trucks, Inc. Approximately 9,000 employees are eligible to participate in this program, which is administered by a third-party vendor. Key program components include onsite program coordinators, health risk assessments, biometric health screenings, focused educational workshops, lifestyle intervention and disease management programs, national wellness campaigns, personal online health websites, and onsite fitness centers. To ensure program effectiveness, participation, engagement, satisfaction, health risk reduction, and outcomes, data are collected and analyzed monthly and yearly. An annual comprehensive executive management summary provides analysis of all program components, including estimated return-on-investment (ROI). The Health for Life program has been well-received by employees and produced positive outcomes in risk reduction and ROI.

WaMu

WaMu employs a strategic and multi-faceted approach to health promotion and workforce management. Key components include: *WaMu Health*, a comprehensive portal through which employees learn about, enroll in, and manage their benefits, as well as gain access to personal health management resources and tools provided by WebMD; Health Advocate, a nurse resource that serves as employees' personal health coach and gateway to a variety of integrated telephone-based programs for acute and chronic health concerns; and *Healthy Rewards*, a point-based wellness incentive program to spur employee engagement in a variety of programs. An enterprise-wide network of Health & Wellness Ambassadors supports a variety of site-based activities such as Weight Watchers at Work, flu shots, biometric kiosks and health screening. In addition multiple healthy workplace initiatives serve to foster an environment and culture that support healthy behaviors.