



## **2008 Best Employers for Healthy Lifestyle Awards**

### **PLATINUM WINNERS**

#### **Aetna**

Aetna's employee wellness program is part of the employee benefits plan and a partner within the company's total health management strategy. The program's goals are to promote positive health behaviors for optimal health and productivity, help minimize Aetna's medical liabilities due to illness and injury, promote appropriate utilization of the health care system, support a healthy worksite culture, and enhance employee satisfaction with Aetna as an "employer of choice."

As part of the company's Wellness Works program, Aetna provides worksite wellness centers and resources, online wellness programs, wellness incentives and health assessments designed to complement Aetna's consumer-directed health care model. Aetna's easy-to-use wellness roadmap helps employees navigate through Aetna's wide range of wellness programs and resources – placing the employee on the road to better health.

Aetna demographics, health assessment data and employee health claim data are used to prioritize program initiatives and set objectives, which complement national health goals and meet organizational needs.

#### **Baptist Health South Florida**

Baptist Health created Wellness Advantage in 2001 as an organization-wide commitment to improve the health and well being of its employees and their families. Wellness Advantage offers a comprehensive program of health-related employee services, based on the belief that wellness is the key to every success Baptist Health enjoys, whether it's the ability to care for patients, to balance personal and professional lives or to focus on its mission. Practicing wellness also means that Baptist Health can keep its own healthcare costs, including medical plan premiums and healthcare service utilization rate, as low as possible. From free on-site employee clinics, to an innovative weight-loss portfolio, and state-of-the-art nutrition evaluation on cafeteria receipts.....the Baptist Health mission is to have the healthiest workforce in America.

#### **CIGNA**

CIGNA provides employers with healthcare expertise, services, and solutions that improve the health, well-being, and security of their employees. The company's Healthy Life strategy is a visible, ongoing commitment to CIGNA employees about the importance of healthy lifestyles. It educates and more fully engages employees and their dependents in their health-related decisions, and encourages action.



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As part of the company's Total Rewards program, CIGNA's Healthy Life strategy combines consumer-directed health benefits with wellness, work/life programs and targeted communications and events. Extensive online and personal support is available to assist people at all stages of health education and planning. CIGNA's Virtual Fitness Center provides health and well-being resources at each employee's fingertips, regardless of their location.

CIGNA's integrated approach to employee health heightens awareness of wellness issues and strengthens the health-oriented mindset throughout the company.

### **EDS**

Wellness is worldwide at EDS. Best-in-class programs in the United States help employees and families take charge of their health and well-being – whether exercising, losing weight, quitting tobacco, facing surgery or fighting cancer. Clinical condition management programs feature 24-by-7 access for disease treatment and other needs. Recent incentives for employees and spouses engaging in wellness and care management resulted in as much as a threefold increase in program participation.

Health Advocates provide support and referrals for chronic and acute conditions. Health coaches address lifestyle risk factors. Employees benefit from discount fitness club memberships, an ergonomics program, wellness videos and WebMD Health Manager. This one-stop online shop facilitates informed choices, personalizing health management with up-to-date information – from nutrition to self-improvement.

EDS continually enhances care management and preventive care benefits while encouraging healthy lifestyles in exchange for reduced medical premiums and incentive dollars. Integrating wellness within EDS' culture produces healthy, productive employees.

### **GlaxoSmithKline**

GlaxoSmithKline's mission is to improve the quality of human life by helping people do more, feel better, and live longer. The company fosters a culture that supports healthy high performance. GSK cares about its employees' health and well-being and delivers healthcare value through a strategy of 1) prevention, 2) intervention in chronic disease, and 3) innovation to improve health. Their programs and communications are designed to encourage and support employees in adopting healthy lifestyle practices and making informed healthcare decisions.

More recently, in partnership with GSK leadership, Employee Health Management (EHM) has created an innovative program linking energy and resilience with its leadership development framework so that employees may be healthy, energetic and fully engaged at work and at home for sustainable, healthy high performance.



### **Hannaford Brothers Company**

Hannaford's Health and Wellness program includes leadership and associate engagement, education, and innovative technology. Hannaford promotes and creates an environment that supports healthy choices, healthy lifestyles and health care consumerism to associates and their families, customers, and communities.

The program includes a healthy behavior incentive and company-wide wellness initiatives focused on achieving and maintaining the healthiest possible lifestyles. It makes nurses, dietitians and health educators available to all associates; offers a confidential employee assistance program; and promotes both evidence-based care and disease management outreach. Providers of Distinction and Centers of Excellence, a tiered performance network, are part of the company's quality care benefit design. Consumer education, community support and partnerships promote healthy living and healthy choices. Hannaford also actively participates in local, state and national wellness and healthcare reform efforts, helping to pioneer new ways to improve health care quality, delivery and healthy lifestyles.

### **Northeast Utilities**

Northeast Utilities' WellAware Program is the company's comprehensive, integrated health enhancement program for employees and their spouses/life partners. Since 1994 WellAware's mission has been to improve health and reduce health care costs by encouraging employees and their families to voluntarily participate in targeted programs and services that address modifiable, lifestyle-related health risks. A philosophy of 'shared responsibility' is the cornerstone of the company's employee health management strategy. Some of the key features of the WellAware program include financial incentives for participation; employees, spouses and life partner eligibility; strong senior management support; ongoing program evaluation; and continual re-design. Northeast Utilities' WellAware Program has documented improved health outcomes and reduced costs and has earned a number of industry awards including the C. Everett Koop National Health Award.

### **Pepsi Bottling Group**

PBG's "Healthy Living" program helps its 32,000 U.S. employees and their families improve their health and well being. It successfully engages employees with a multi-media communication strategy, financial incentives, on-site health care professionals, and free services such as wellness assessments, clinics, screenings, a nurse line, lifestyle coaching and disease management.

In 2008 PBG added innovative features aimed at health disparities, preventive screenings, health risk reduction, disease management compliance, depression and community outreach. A Targeted Care Management initiative takes a "total person" approach to preventing and managing obesity, cardiac disease and cancers.



PBG has made health a highly visible issue from its Board members to its truck drivers at over 300 locations - enlisting the help of high profile athletes including Olympian Jackie Joyner Kersee and NASCAR driver Jeff Gordon to promote PBG's Healthy Challenge. PBG has also launched a data warehouse to evaluate program impact and measure return on investment.

### **Pitney Bowes, Inc.**

Based on the understanding that the value of an organization lies in a healthy, engaged and productive workforce, Pitney Bowes has created a veritable *culture of health*. The company's commitment to investment in the health of its employees has proven important to the overall success of the corporation, providing value for employees and shareholders alike. In designing its health and wellness programs, Pitney Bowes believes that buy-in from the individual is an essential component to promoting healthy behaviors and the prevention of health conditions. The company uses a variety of incentive-based program and educational formats, to appeal to its diverse employee population. By focusing on, and investing in employee health -- and through the utilization of data analysis, benchmarking, and program analysis -- Pitney Bowes has advanced the company's health improvement programs and achieved significant positive results in containing its health care costs.

### **Texas Instruments Incorporated**

Texas Instruments Incorporated (TI) has a long history of encouraging employees to embrace a healthy lifestyle by providing a full spectrum of personal health management initiatives such as education and awareness campaigns, onsite health screenings, weight management and walking programs, and subsidized onsite fitness facilities. Preventive health benefits at no cost and medical nutrition therapy are included in the health plan benefit. TI is committed to providing a health-conscious work environment for its employees and provides opportunities for families to participate in onsite programming. The Live Healthy Wellness Program goal is to help employees and dependents take personal responsibility for their health management, resulting in improved health and productivity and decreased health-related costs.

### **The Dow Chemical Company**

At The Dow Chemical Company (Dow), people are the greatest asset and source of competitive advantage. More than 46,000 employees in 61 countries are helping the company grow and prosper with products and services that enable human progress and drive value across industries - including health. Built on a commitment to principles of sustainability and "building a people centric performance culture," health is a strategic priority for Dow. Dow focuses on good health outcomes through direct health focus and high value health care. Dow has transformed its thinking to view health spending as an investment rather than a cost. There is strong commitment to building solutions to create a healthier culture. Elements of Dow's Health Strategy include: prevention, quality and effectiveness, health system management and advocacy.



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The primary pillar of the strategy, prevention, provides on-site and community programming related to lifestyle, nutrition, physical activity, smoking cessation and stress management for employees, retirees and their families.

### **Union Pacific Railroad**

The mission of the Union Pacific Health Promotion program, which began in 1987, is to influence company culture toward healthy lifestyle behaviors among employees and their families to minimize health risks. Since 1987, the program has continued to evolve to facilitate healthy lifestyles and environments for its over 50,000 employees through the HealthTrack program.

HealthTrack is a comprehensive health promotion program addressing 10 risk factors including inactivity, weight, smoking, cholesterol, blood pressure, asthma, diabetes, fatigue, stress and depression. The components of the program are Risk Identification/Risk Reduction Program, Smoking Cessation Program, Know Your Numbers, Health Awareness Program, System Health Facility Program and Research Grants.