



2007 Best Employers for Healthy Lifestyle Awards

SILVER WINNERS

EMC Corporation

In a purposeful effort to support health improvement, create a healthy workplace and reduce healthcare costs, in partnership with its employees, EMC created an interactive Health Management Program that has evolved to include an array of health management and healthcare quality tools, targeted e-mail messaging, personal health record which includes price transparency on cost of services, educational resources, on site targeted health management education workshops, and fitness facilities. The program components are targeted to meet the specific needs of individual covered members. EMC has made extensive use of integrating technology to deliver targeted and meaningful health management programs. Success is evidenced by the high level of participation: more than 5,000 employees participating in health education sessions, fitness membership growing by 20% over a three-year period and nearly 90% HRA participation.

Fiserv, Inc.

Fiserv, a \$4.5 billion Fortune 500 company that is a key player in the financial services industry, launched its wellness initiative in 2005 to address chronic disease and help its employees stay healthy. Fiserv's strategy includes building a sound foundation of wellness benefits for its 23,000 employees, including wellness and tobacco-free incentives, health risk assessments, disease management, tobacco treatment program, and many online tools and resources to promote healthy lifestyles. Additionally, Fiserv provides resources to local wellness teams, which enables them to customize programming for their employees. Consistent and focused communication, including e-newsletters and the Company's robust intranet Wellness Community, keeps wellness top-of-mind. One campaign, the Healthy You Fitness Challenge, initiated in 2006, is Fiserv's most popular program to date. During the eight-week challenge, more than 8,000 employees accumulated nearly two million miles of walking, biking, or swimming.

JCPenney Corporation, Inc.

JCPenney is committed to improving and maintaining the wellness of its Associates. The Company has developed a comprehensive program that provides access to a personal nurse, implementation of personal health assessments (PHA), incentives for PHA completion, access to a health educator, enhanced preventive care benefits, unlimited free preventive screenings, an online wellness program, telephonic smoking cessation and weight management programs, and healthy snack/vending choices. Promoting wellness is the primary focus of JCPenney's overall healthcare strategy as well as providing comprehensive, targeted disease management programs.



Pfizer, Inc.

Pfizer is committed to the health of its employees. Launched in 2005, Healthy Pfizer is Pfizer's comprehensive health improvement program offered to U.S. and Puerto Rico-based employees and their families. Healthy Pfizer provides personalized, easy-to-use tools and services, including a health risk assessment tool, onsite health screenings, lifestyle and disease management coaching programs, a 24-7 nurse line, weight management programs, healthy cafeteria meals, onsite fitness centers and programs, and health club discounts. Incentive programs for annual preventive screenings, completion of the health risk assessment, and participation in physical activity and coaching programs help drive participation and support behavior change. Healthy Pfizer is driven by a dedicated team within the Pfizer Health Solutions division, in collaboration with human resources personnel and medical professionals throughout the company.

PRO Sports Club

PRO Sports Club recognizes that employee health and wellness is an essential component of peak performance and effectively serving its members. To that end, PRO Sports Club developed the PROHealth program to promote a culture that encourages and supports employees' commitment to personal health and professional teamwork. PROHealth emphasizes physical activity, health education and team building to help employees achieve measurable health outcomes and rewards for participation. The PROHealth program includes on-site health and fitness evaluations, annual online wellness assessments, nutrition/fitness trackers, monthly group fitness missions, monthly health education seminars and an exceptional incentive plan. Additionally, PRO Sports Club provides employees with free access to its on-site medical clinic and discounted healthy meal/food options. Employees that qualify based on BMI, or other risk factors, may also participate in the medically-directed 20/20 Lifestyles weight management and metabolic imbalance program. PROHealth and 20/20 Lifestyles are actively supported by senior management.

Sprint Nextel Corporation

Sprint Nextel promotes robust programs and health plans to encourage healthy lifestyles for our employees and their families. A comprehensive health and wellness benefit available to all employees (including those waiving a company health plan) and covered family members provides: a 24-hour nurse line; annual health risk assessment; health improvement programs for cholesterol, exercise, nutrition, stress, back care, blood pressure, weight control, and smoking cessation; disease management programs for asthma, CHF, CAD, COPD, diabetes, back pain, cancer, and depression; maternity and complex case management; an employee assistance program; health insurance discounts for non-smoking households; free flu shots; healthy cafeteria menus; on-site fitness centers; periodic health education presentations, and health and dental clinics (in some locations). Sprint Nextel corporate campus features athletic fields and facilities.



Target Corporation

Target's comprehensive health and wellness program enhances its recruitment efforts, builds team member retention, and reinforces the Company's brand. Target offers a wide range of health, dental, and wellness benefits that encourage wellness, promote healthy living, contribute to peace of mind, and give team members the tools and information to take control of their health. Target embraces a company-sponsored approach to its team members' physical, financial, and emotional well-being. Target promotes physical health by encouraging team members to maintain current health and prevent future health problems. Target provides team members with a pension plan, a 529 college saving plan, tuition reimbursement, Target Credit Union, a general match of contributions in the Company's 401(k) retirement plan, and a myriad of team member discounts to help build financial security. Lastly, Target encourages emotional well-being through support services like Team Member Life Resources.

Verizon Wireless

Verizon Wireless understands the direct link between providing healthy resources for employees and their engagement to the company, and ultimately, to their productivity and balance in their personal and professional lives. The Verizon Wireless Health and Wellness Department consists of 23 on-site Health and Wellness Centers nationwide. Each center is staffed by accredited, certified and degreed coaches who promote a variety of health and wellness initiatives. In 2006, employee membership increased to 9274, or 39% of the population. During this period, the 23 centers collectively offered 3,143 events, including incentive contests, charity walks/events, health and wellness seminars, sports leagues, group-exercise classes, health screenings, flu shots, massage therapy, Weight Watchers, and more. Employees pay a \$15 monthly fee -- below the national average of \$54 -- which may be deducted from their paychecks. In locations without a center, all employees have access to discounted memberships at more than 2,000 health clubs through Global Fit.

Visant Corporation

In its quest to invest in the good health of its employees and their families, Visant created Health Matters, a comprehensive wellness campaign designed to increase awareness about healthcare issues and lifestyle choices. This campaign includes monthly education on high priority health topics, periodic Health Matters newsletters promoting initiatives, online consumerism tools, and incentives for certain healthy behaviors, and local campaigns including fitness competitions, weight management programs, and nutritional counseling. Additionally, biometric screenings were performed at all locations to establish a baseline for measuring employees' current health status and implementing wellness plans to address specific health issues. Employees identified as high risk (more than 60% of the population) are being contacted to participate in one-to-one management programs with incentives for engagement, improvement and graduation.



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Creative Health Benefits Solutions for Today, Strong Policy for Tomorrow

Wal-Mart Stores, Inc.

Wal-Mart believes it has a corporate responsibility to promote and support wellness and healthy choices among its 1.8 million employees (associates) worldwide and 175 million customers served each week. Associates have access to a benefits-based website loaded with informative articles, interactive tools and discounts on wellness and fitness programs. Both full- and part-time associates at Wal-Mart have access to affordable health insurance – with premiums as low as \$11 per month – discounts on fruit, vegetables and other merchandise, incentive bonuses and company-funded 401(k), profit sharing plans and health savings accounts. Wal-Mart offers in-store events, such as Healthy Heart Cholesterol Screening, Diabetes Awareness, blood pressure monitoring machines, and other wellness events. Additionally, Wal-Mart increased access to generic prescriptions by offering the \$4 generic program. Its every day low prices on fitness equipment, exercise clothing, food and other merchandise make a healthy lifestyle more affordable and help its associates and customers live better. By providing convenient, affordable, and innovative opportunities for its associates to make healthy choices, Wal-Mart is committed to helping raise associate satisfaction with their physical, social and emotional health and happiness.