

## **BEST EMPLOYERS PLATINUM WINNERS**

### **Baptist Health South Florida**

Baptist Health created Wellness Advantage, an organization-wide initiative to improve the health and well-being of employees and their families. Wellness is the key to every success that Baptist Health employees enjoy — whether it's the ability to care for patients, balance their personal or professional lives, or focus on the company's mission. Launched in 2001, Wellness Advantage offers a comprehensive program of health-related services based on six dimensions of wellness: physical, intellectual, emotional and spiritual, social, occupational and environmental. The Wellness Advantage program is driven by wellness coaches who help educate employees and motivate them to make healthy choices. Baptist Health South Florida is the region's most-preferred, not-for-profit healthcare provider and Miami-Dade County's largest private employer.

### **FPL Group**

For the past 12 years, the FPL-WELL program motivates employees to maintain healthy lifestyles and prevent diseases. FPL Group believes that health management and disease prevention are at the heart of improving and maintaining optimal health and controlling associated health care costs. FPL's approach provides specific interventions at different points of the health care continuum, continually moving the employees toward a level of optimal health. The FPL-WELL program has evolved from a health promotion program into an integrated health management program with innovative offerings such as a greater subsidy for healthy meals in the company cafeteria.

### **IBM**

Physical activity is one of the key components of successful weight loss and weight management. Gaining confidence in physical activity often leads individuals to attempt other lifestyle improvements like weight management. IBM focuses its initiatives on broad promotion of physical activity to help employees gain immediate benefits. The company offers Virtual Fitness Center, a highly accessible, interactive web-based physical activity program, as well as meaningful financial incentives (Physical Activity Rebate) to employees who participate. Other environmental and programming efforts have supported this initiative, and healthy weight is addressed through a multi-component strategy that offers a variety of weight management programs to meet the needs of a large, broad employee population.

### **Occidental Oil and Gas Corporation**

Occidental Oil & Gas Corporation introduced the OxyHealth Program in 1997 as part of its health promotion initiatives and commitment to employee health and well-being. Since its inception, OxyHealth has been helping employees and their spouses maintain and improve their overall health by focusing on prevention and health risk reduction while decreasing lifestyle-related health care expenditures. Domestic and international employees have access to personal health coaching, a resource/health line, lifestyle

programs via the Internet and corporate intranet, individual and worksite physical activity and wellness challenges, self-help wellness kits, monthly wellness memos, health and fitness recognition awards, a stretching program, and participation incentives.

### **Pitney Bowes**

Pitney Bowes' long-standing commitment to promoting health is exemplified throughout the organization, with dedicated wellness, medical and fitness teams. These departments work with each other to create an integrated program that continues to evolve to meet the needs and challenges of the workforce. Pitney Bowes has designed a three-component program, which is comprised of: (1) A Healthy Corporation (corporate culture and values, benefit plans, and management practices conducive to improving health and productivity), (2) A Healthy Work Environment (onsite medical clinics and fitness centers, non-smoking worksites, healthy food options, walking routes, a free pedometer program, and more), and (3) A Personal Responsibility (education and tools provided for employees to make the healthiest personal choices).

### **Texas Instruments Incorporated**

Texas Instruments is committed to providing programs and resources to employees that encourage them to live a healthy lifestyle. TI has a long history of providing a full spectrum of personal health management initiatives such as education and awareness campaigns (print, online and face-to-face communications), onsite health screenings, subsidized onsite fitness facilities, medical nutrition therapy as a covered benefit, etc. These efforts are maintained through an integrated multidisciplinary Live Healthy Team whose goal is to help employees and dependents take personal responsibility for their health management. The key strategy of the Live Healthy Team is to aid employees in reducing their risk for illness and disease, thus reducing health care costs to the company.

### **Union Pacific Railroad**

The mission of the Union Pacific Health Promotion program is to influence the company's healthy lifestyle behaviors among employees and their families to minimize health risks. Since 1987, the program has encouraged healthy lifestyles and environments for the company's 48,000 employees through HealthTrack, a program that identifies risks and offers employees personalized risk reduction programs. HealthTrack is an integral part of the Union Pacific's culture with support from all levels: employees, middle management, and senior management. Through the integration of HealthTrack with the Safety Programs, Operating Work Units, and Healthcare Benefits, Union Pacific has been able to create a culture where addressing health issues is business as usual.

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