



Best Employers for Healthy Lifestyles

PLATINUM WINNERS

Aetna, Inc. Hartford, CT

Aetna has been an innovator in best-in-class wellness programs for over 20 years. As a pioneer in the industry Aetna developed, delivered and maintained a wellness strategy over time that has been critical to building a high-performing work force by attracting and retaining employees who maintain a healthier lifestyle, are more productive at work and have reduced absenteeism. In 2004 senior management made a groundbreaking decision to launch *Healthy Lifestyles*, a comprehensive incentive program to complement Aetna's consumer directed healthcare strategy. Employees register in the program allowing for the collection of data and production of reports to increase participation as well as aid in developing future programs and communications that meet the needs of Aetna's population.

Baptist Health South Florida Coral Gables, FL

Baptist Health South Florida is the region's most-preferred not-for-profit healthcare organization and, with 11,000 employees, South Florida's largest private employer. 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 Baptist Health's mission. Practicing wellness also means that they can keep their own healthcare costs, including medical plan premiums and healthcare service utilization rates, as low as possible. Baptist Health created Wellness Advantage in 2001, 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 Six Dimensions of Wellness: physical, social, environmental, intellectual emotional/spiritual and occupational.



NATIONAL BUSINESS GROUP ON HEALTH

50 F Street, NW • Suite 600 • Washington, D.C. 20001
202.628.9320 • Fax 202.628.9244
www.businessgrouphealth.org

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FPL Group Juno Beach, FL

The FPL Group launched the FPL-WELL program in 1991 as a health promotion program. Over the past 15 years, the program has evolved into a comprehensive health management program, providing services and resources to treat the total person. Today, the FPL-WELL health education programs and services assist employees, retirees, spouses and covered dependents in making healthy lifestyle choices. The FPL-WELL program includes four divisions - Health Promotion, Fitness Centers, Health Centers and Employee Assistance Program (EAP)/Mental Health. Through an integrated approach, these divisions provide programs that address education/awareness and behavior change and create a supportive environment. Health screenings, education seminars, online health tools, fitness centers, health centers and cafeterias all support a corporate-wide culture of health.

Johnson & Johnson New Brunswick, NJ

For more than 30 years, Johnson & Johnson has helped employees recognize and change behaviors that threaten their health. Johnson & Johnson's Worldwide Health & Safety program goals are to:

- Have the healthiest and safest workforce in the most environmentally responsible corporation in the world.
- Integrate and coordinate services (Disability Management, Employee Assistance, Occupational Health, Wellness & Fitness, Work Life, Safety & Benefits) to improve health and productivity and control health care costs.
- Fulfill Johnson & Johnson's Credo responsibility and help employees adapt to rapidly changing business environments.

Published results demonstrated overall savings of \$225 per Johnson & Johnson employee annually, and improved health status in eight health risk areas. High-risk intervention program participants improved health risks and saved nearly \$390 per participant annually, compared to non-participants.



Medical Mutual of Ohio Cleveland, OH

Founded in 1934, Medical Mutual of Ohio is the oldest and largest health insurance company in the state. Medical Mutual is dedicated to helping employees reduce their risk for disease and maintain healthy behaviors. The company's comprehensive and integrated wellness initiatives, which started in 1997, reflect a corporate culture that helps employees manage their health by offering interactive tools, programs and incentives. The *Wellness for Life* program establishes a connection with and meets the wellness needs of Medical Mutual's unique employee population. The programs encompass the six wellness dimensions: emotional, environmental, intellectual, occupational, physical, and social. Key elements involve programming that targets physical activity, nutrition, stress management, personal safety and tobacco use.

Pitney Bowes Stamford, CT

Pitney Bowes' long-standing commitment to promoting health is exemplified throughout the organization, with dedicated wellness, medical and fitness teams. These departments work together 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 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 Inc. Dallas, TX

Texas Instruments has a long history of encouraging employees to embrace a healthy lifestyle. Historically, TI has provided 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 and medical nutrition therapy as a covered benefit. These efforts are maintained



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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 Omaha, NE

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 50,000 employees through HealthTrack, a program that identifies risks and offers employees personalized risk reduction programs. HealthTrack is an integral part of Union Pacific's culture with support from all levels: employees, middle management, and senior management. Through the integration of HealthTrack with Safety Programs, Operating Work Units, and Healthcare Benefits, Union Pacific has been able to create a culture in which addressing health issues is business as usual.