



2008 Best Employers for Healthy Lifestyle Awards

GOLD WINNERS

American Specialty Health Incorporated

American Specialty Health Incorporated (ASH) believes in "walking the talk" by offering its own employees the same unique benefits and health improvement programs that it offers clients nationwide. ASH's employee health and wellness programs include coaching for weight management, tobacco cessation, and healthy living and complementary health care benefits such as chiropractic, acupuncture, massage therapy, and dietetic counseling.

ASH employs clinical and administrative staff, nearly all of whom work at desks. Therefore a variety of programs to meet diverse needs and preference is important. Wellness program offerings include healthy food and beverage vending machines, an onsite store with discounted health products, onsite health education classes, cash and other awards for healthy employees, and food and fitness challenges..

AstraZeneca

AstraZeneca is campaigning for healthier lifestyles for all employees because maintaining good health may help them lead a longer, more productive and satisfying life. This campaign, AZLife, is aligned with the healthcare strategy of helping employees focus on: Prevention--taking care of 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. AstraZeneca both encourages employees to take more personal responsibility for their lifestyle choices and ensures that they receive information and resources needed to make crucial choices and sustain lifestyle behavior changes.. The company had added a new health incentive program Get HIP!, which encourages and recognizes employees who actively participate in achieving optimal well-being. Since the program's inception, employees are recognizably more active and have appeared to be taking more ownership of their individual health and wellness.

Bath Iron Works, A General Dynamics Company

Bath Iron Works (BIW) Building Healthy Ways is an employee driven program supported by company leadership and all four labor unions. Building Healthy Ways (BHW) has spent 7 years listening to employees, who believe wellness is an important aspect of their family life and should become an integral part of company culture. In turn, the BHW program has increased awareness, built motivational skills, and provided opportunities to practice wellness at home and work. In 2006, over 2,100 employees (40%) volunteered for an on-site health screening. The results guided 2007 program efforts. In 2008, the



goal is to provide year round, open access, onsite screenings. A newly formed group of 40 Wellness Champs will be supporting their co-workers sustain and expand transitions to a healthier lifestyle.

Blue Cross and Blue Shield of Minnesota

Blue Cross and Blue Shield of Minnesota's mission is to make a healthy difference in people's lives with a strong commitment to worksite and community health. Blue Cross has a long-term commitment to significantly decrease the leading preventable causes of heart disease and cancer: tobacco use, physical inactivity and unhealthy eating. These are also key drivers of health care costs. BlueBalance is Blue Cross' employee program for healthy living. Through BlueBalance, a wide array of health, wellness and fitness programs, discounts and resources are available to employees and their families. Company leaders, human resources and a volunteer employee steering committee are actively engaged in creating a culture of wellness through awareness and tools that support positive behavior change. Blue Cross' wellness programs focus on the most prevalent risk factors and related health conditions identified in a health risk assessment and review of health care cost and claims data.

Blue Cross and Blue Shield of North Carolina (BCBSNC)

Blue Cross and Blue Shield of North Carolina (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 offerings to employees and their families that are onsite, telephonic, and Internet-based. Through an annual clinical screening and health risk appraisal, employees are able to identify their risk factors and learn about lifestyle changes that can help to improve their health. BCBSNC creates a culture of wellness at the worksite by creating an environment that makes healthy choices easy, reducing barriers, adding incentives and offering exciting programs and appropriate follow-up that support behavior change. 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 has a comprehensive approach to promoting healthy lifestyles through benefit design, worksite wellness initiatives, and a culture of wellness created in partnership with key internal stakeholders. The goal is to provide employees with programs, information and tools to help them live healthy lifestyles and be engaged healthcare consumers. Campbell offers a broad range of services to support employees throughout the continuum of health, including: preventive care coverage, NurseLine, disease management, health risk appraisal, lifestyle management coaching, traveling health station, worksite wellness programs, smoking cessation, medical decision support, Employee Assistance and Work/Life Program, and a new national employee recognition



award for employees who have improved their quality of life and health. Campbell's strong focus on health and wellness demonstrates how the company brings its mission-- "Together we will build the world's most extraordinary food company by nourishing people's lives everywhere, every day" -- to life.

Chrysler, LLC

Chrysler LLC and the UAW are committed to providing comprehensive wellness initiatives that enable employees to lead healthier lifestyles and improve their quality of life. Since the inception of the Chrysler-UAW National Wellness Program in 1985, on-site wellness coordinator(s) have been responsible for program delivery, incorporating a variety of approaches; such as, health risk assessments (HRA), screenings, individual counseling, workshops, campaigns, and health coaching. Professional - Administrative, Management and Executive employees can reduce their premium costs by participating in the wellness program. Chrysler's wellness activities focus on HRA and screening results, disability data and employee interests. The wellness program is integrated with the on-site medical clinic, ergonomics, and EAP departments. A few of the innovative programs include the Blood Pressure Success Zone, Driving Diabetes Care Experts, and retinopathy screening.

Erie Insurance

Erie Insurance Group's Healthy Directions Program supports a long-term strategy to build and maintain a culture of health and promote wellness, education, health management and shared responsibility. This integrated approach is designed to help employees and their families stay healthy, improve their health, manage chronic conditions and make wise health care decisions. The program includes onsite annual health risk assessments and biometric screenings, fitness programs, healthy cafeteria and vending machine choices, personal health coaches, onsite and online health counseling, disease management programs, nurse lines, flu prevention, Lunch 'n Learn seminars, weight management classes, ergonomic adaptations, and blood pressure monitoring. Employees and family members can access a wide variety of health and wellness resources free of charge through company programs and in partnership with the health plan administrator.

Fiserv, Inc.

Fiserv is dedicated to supporting a culture of wellness. Fiserv's strategy includes building a sound foundation of wellness benefits across the organization, while providing tools and resources to local HR Managers and wellness teams that customize programming for their respective target audiences. Fiserv's Healthy Living incentive program rewards employees and spouses who complete a health risk assessment and wellness activities, and, if appropriate, a disease management program. Additional programs include 100% preventive care coverage, tobacco treatment, employee assistance, an online



personalized diet program, a nurse line, and prenatal support. The annual Healthy You Fitness Challenge, Fiserv's most popular program to date, attracts thousands of employees, who last year accumulated 1.3 million miles during the eight weeks. Consistent and focused communications, including e-newsletters and a Wellness Community on the company's intranet, serve to keep wellness top-of-mind.

General Dynamics Electric Boat

General Dynamics launched an integrated health management program in order to manage the quality and effectiveness of its wellness, prevention and utilization strategies across all business units. As part of this approach, Electric Boat Building Better Health program was created with a mission to improve employee health awareness and facilitate positive behavioral changes. Utilizing internal company resources in conjunction with well established external private and public entities, we have successfully educated our worker population with evidence based -public health messages. "EB Building Better Health" has sought to develop a personal relationship with each worker while presenting standardized health messages or preventative biometric screenings. Building personal relationships via the internal/external partnership maximizes message impact, worker engagement and offers varied opportunities into behavioral and lifestyle changes. Quarterly newsletters, monthly health columns, paycheck attachments, and incentive programs all are designed to perpetuate and reinforce underlying health messages. Programs are designed based on public health policy, company specific health trends, feedback and lessons learned. These strategies have produced increased employee health awareness, engagement and development of personal action plans of health and wellness.

General Mills, Inc.

For more than 20 years, General Mills has provided programs and resources to employees that encourage them to live a healthy lifestyle. The cornerstone of all company wellness programs is a balanced emphasis on physical, mental, and social well-being.

The goal is for all General Mills employees to lead an active lifestyle, maintain a healthy weight, and have normal blood pressure and cholesterol. The key to keeping a large and diverse employee group healthy is to offer a wide range of programs, allowing employees to customize their approach to wellness. On-site fitness centers and walking paths, online weight management tools, healthy cooking classes and a 24/7 well-being helpline combine with dodge ball tournaments, The Best Life Diet Challenge and Building a Better You weight loss challenges to ensure that employee health promotion at General Mills meets the needs of a broad employee audience.



Gilsbar, Inc.

Gilsbar is keenly aware of the challenges businesses face to keep their employees healthy while controlling health plan costs. It's not enough to offer benefits and hope for the best -- health benefits must be continually monitored, managed and modified. In addition to managing and providing health benefits for clients, Gilsbar manages and provides benefits for its own employees including a comprehensive employee wellness program with the theme "Invest in Your Health." The company believes that total health encompasses physical, emotional and financial wellbeing and its program addresses each of these areas. Gilsbar's program has also helped to decrease employee absenteeism and increase employee presenteeism. As an incentive and reward for making healthy lifestyle choices and participating in wellness activities, employees earn "wellness bucks" throughout the year! Survey data shows that over 90% of employees feel the company cares about their health and the health of their families, and that they are healthier as a result of working for Gilsbar.

Humana

MOCHA 2007 (More Options and Choices for Humana Associates) helps Humana associates choose, finance, and use their health benefits. It heightens the importance of taking a more active role in personal health and wellness with emphasis on lifestyle choices and positive changes that could reduce health care costs. Its goal is for associates to understand how their lifestyle impacts their health, and to provide them with the tools and resources to achieve their goals.

Fitness center access, healthy food choices, seasonal health campaigns, web-based programs in stress management, tobacco cessation, nutrition, weight management, back pain management and prevention, and health coaches are available to provide personalized, telephonic support and help associates set and reach their goals.

Personalization through a mobile phone with Sensei® allows associates to manage their diet, and partnerships with Virgin Life Care®Weight, Watchers® Nutrisystem®, and iTrain®, are available and affordable through subsidized programs.

Intel Corporation

Intel is strongly committed to providing a portfolio of health benefit plans and wellness programs that help employees evaluate, maintain, and improve their health and the health of their families. The company envisions a culture where employees and their families are healthy, productive, and engaged in living wellness-oriented lifestyles every day, a culture in which 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 onsite biometrics, annual health risk assessments, fitness programs,



wellness seminars, flu prevention, and personal wellness coaching. In addition to Health and Wellness Centers located at Intel's major U.S. and international sites, Intel's comprehensive, ongoing multimedia campaigns effectively promote health and wellness resources to employees across a variety of channels and geographies.

Mayo Clinic

Mayo Clinic's health promotion program, LiveWell, helps employees achieve the best quality of life possible by promoting health and wellness resources available to employees. By coordinating existing resources within the LiveWell infrastructure, employees can access programs directly related to their individual health situation. LiveWell resources work together to focus on healthy lifestyle choices and help employees connect with the appropriate programs, tools and support.

The Office of Health Promotion at Mayo Clinic directs the development, implementation and measurement of new initiatives under the LiveWell umbrella. These include onsite resources and programs at Mayo Clinic employee fitness facilities, nutrition education, employee food service, health fairs, the Employee Assistance Program, the Nicotine Dependence Center, collaboration with community health and wellness organizations and events, telephonic and Web-based resources and print communications.

Nationwide Mutual Insurance Company

In 2006, Nationwide integrated its Occupational Health Clinics and Disability Management programs into a single comprehensive program, branded as "My Health." The strategy was to continually improve the health of associates, reduce healthcare spending, emphasize behavior modification, and help associates become better healthcare consumers. The "My Health" program is free to all associates and adult household members. Following the health assessment, associates speak to a health coach and enroll in one of 12 telephonic coaching courses. The program includes other features to create a culture of health: 10,000 Steps Program®, free health screenings, integrated disability/disease management, free on-site or discount fitness opportunities, healthy food options in cafeterias/vending machines, behavioral health outreach, and free flu shots.

Pfizer, Inc.

As a leader in healthcare, Pfizer is pleased to provide its employees and their families in the United States and Puerto Rico with a state-of-the-art, comprehensive health management and improvement program. *Healthy Pfizer* has integrated all of the services it offers, including a health risk assessment, one-on-one health coaching, and a personalized web portal, with Pfizer's benefit design and on-site wellness centers.



Since its inception in 2005, *Healthy Pfizer* has advanced a culture of health that improves upon every aspect of wellness for a varied workforce including colleague in sales, manufacturing, research and development, and corporate headquarters. This culture includes Healthy Strides, a physical activity program; the Healthy Pfizer Café, a network of cafeterias devoted to good nutrition, and the annual BEST Health Screening events (BEST represents a recurring theme: Be Active, Eat Well, Stay Smoke-free, and Take time for your health).

Quest Diagnostics

HealthyQuest initiative is Quest Diagnostics' ongoing commitment to improve the health of employees. In collaboration with other significant company initiatives focused on the patient, employees are empowered and motivated to become more educated and engaged in their health habits. HealthyQuest helps improve awareness around health risk factors and shows what behaviors could mitigate those risks. Hundreds of employee volunteers across the country have joined HealthyQuest Health Promotion Teams with efforts directed at meeting specific goals. The program's goals are to significantly increase participation in the Company's health risk assessment, Blueprint for Wellness®, support or initiate efforts to improve physical fitness, weight, and stress management, promote tobacco cessation, improve all onsite food offerings, reduce health disparities, and introduce cutting edge screening tests such as Insure® colorectal screening to employees.

Saint-Gobain Corporation

Saint-Gobain Corporation's "LiveWell" employee wellness program has evolved from encouraging gym membership to a comprehensive service. The program motivates employees to incorporate changes in their diet and exercise routines, increase their daily water intake, and stop smoking.

LiveWell is a variety of challenges throughout the year that are designed to improve overall health and fitness. These include: Resolve to LiveWell - a four-week stress management program that incorporates healthy eating, physical activity, adequate sleep, and time for relaxation, Chug-a-Jug - a program to help employees increase their amount of daily water intake, Step-by-Step - a daily, 10-minute physical activity, such as walking, swimming, or riding a bike, and New Me! - a four-week challenge to encourage making small changes to daily habits, such as consuming fewer sweets.



sanofi-aventis

Sanofi-aventis U.S believes that passion and productivity are founded on good health and the quality of a company is related to the wellness of its employees and that of their families. Sanofi-aventis works continuously and creatively to help employees and their families realize their health goals. Their culture of health is crystallized in the company motto "Because Health Matters." Their concern for employee health begins with the premise that it's the right thing to do. Caring about employees and maintaining a commitment to programs that promote the health and well-being of employees and their families has a positive impact on engagement, motivation and productivity. The Sanofi-aventis focus on health begins with their own company family and cascades to their customers.

Sprint

Through a focus on wellness and a culture of caring for the whole person, Sprint is committed to offering health and wellness programs that support and encourage good health and healthy lifestyles, and to providing options to meet the needs of its diverse employee population and their families.

Program highlights include health assessments, biometric screenings, health-education presentations, and health-insurance discounts for non-smoking households. Other options include cholesterol and stress management, smoking cessation programs, free flu shots, and maternity resources.

Sprint employee wellness programs allow access to key resources anytime, anywhere, with 24-hour access to both a nurse line for health questions, and an employee assistance program for stress, family and other needs.

This culture also encompasses Sprint's work environment, with healthy menu options in cafeterias, on-site health and dental clinics, fitness centers, and a 200-acre pedestrian-friendly headquarters campus.

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 promote wellness, identify and manage risk, and educate them about the merits of healthy behaviors. These include: incentives to participate in behavior-based disease and risk management programs; health and Rx plans designed to encourage employees to seek appropriate preventive medical services and comply with physician advice; on-site Health Resource Centers (HRCs) that provide health coaching and wellness services; life balance programs (EAP); on-site



fitness facilities; phone-based health coaching services (weight management, stress management, smoking cessation) self-care services (24-hour help and baby benefits nurse line); and health risk assessments to help employees identify current or potential risk factors. Together these healthcare programs offer resources to employees and their families across the entire wellness spectrum.

Volvo Group Companies in North America (including Mack Trucks, Inc.)

The Health for Life program at the Volvo Group Companies in North America is a comprehensive health promotion program for all bargaining and non-bargaining employees. The Health for Life program key components include: a Program Management team including an onsite program manager, 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, including fitness center management.

To ensure program effectiveness, participation, engagement, satisfaction, health risk reduction, and outcomes, data is collected and analyzed on a monthly and yearly basis. Each year a comprehensive executive management summary is produced to review all components and results of the program, including repeat data, health risk reduction analysis and estimated return-on-investment (ROI). The Health for Life program has been well-received by employees and has produced positive outcomes in risk reduction and ROI.

Visant Corporation

Visant is committed to a comprehensive health campaign focused on promoting health awareness, improvement, and educated consumerism. Their goal is to improve the lives of employees and dependents and positively affect the bottom line. The Visant health campaign, branded Health Matters, is the focal point for delivering the health awareness message to employees and their families in more than 20 locations throughout the country. Components of Health Matters include monthly education on high priority health topics and initiatives, online consumerism tools, incentives for certain healthy behaviors, and local campaigns that can include fitness competitions, weight management programs, and nutritional counseling. Free biometric screenings are provided to gauge the overall health status of employees, highlight personal health risks, and measure the effectiveness of wellness programs. The Health Matters campaign has shown positive results measured by health claim trends and employee health status indicators.

Wal-Mart Stores, Inc.

Wal-Mart Stores, Inc. promotes and supports health and wellness by providing convenient and affordable opportunities for more than 1.3 million associates and their



families to make healthy lifestyle choices. Wal-Mart's comprehensive initiatives are highlighted by the Personal Sustainability Project (PSP), which is a voluntary program that encourages associates to do one thing to improve the health of themselves and/or their environment. Communication is also crucial. Multi-tiered wellness education efforts for associates are communicated through many vehicles, including Wal-Mart's associate-only Web site - walmartbenefits.com - care/disease management programs, a 24-hour nurse line and an employee assistance program. These initiatives complement our companywide mission to help our customers—and associates—"Save Money, Live Better," as evidenced by the affordable generic prescription program and in-store clinics available to customers and associates. Coupled together, these Wal-Mart programs are empowering associates and their families to lead healthier, happier lifestyles.

WaMu

To create a "culture of well-being", WaMu employs best practices and a multi-faceted approach intended to improve the health, wellness and productivity of its workforce. To accommodate a workforce located throughout the country, the emphasis is on self-service resources that employees can access regardless of location: a robust health portal (WaMu Health), where employees can access personal health management resources and tools provided by WebMD; Health Advocate, a one-stop resource that serves as both a personal health coach and gateway to other health management programs; Smart Stuff, a wellness incentive program in which employees earn points for engaging in health awareness and improvement activities. WaMu also engages Health & Wellness Ambassadors to foster employee participation and multiple healthy workplace initiatives to shape a culture that supports healthy behaviors.

WellPoint, Inc.

WellPoint's Choose Better Health associate wellness program aligns with the company's mission to improve the lives of the people it serves and the health of its communities. With more than 41,000 associates across the country, WellPoint creates best in class wellness programming before taking these programs to its customers. Through a variety of communication styles and programs, WellPoint has created a unique value proposition that allows each associate to engage in a wellness journey. WellPoint's multi-faceted and comprehensive approach focuses on six key areas that provide a holistic view of one's wellness: physical activity; weight management; nutrition; tobacco cessation; preventive and condition care; and wellbeing. Changes to the WellPoint environment such as offering healthy food choices across all onsite cafeterias and onsite fitness centers further emphasize WellPoint's commitment to associate health. Building a culture of health is an investment that WellPoint believes is simply the right thing to do.