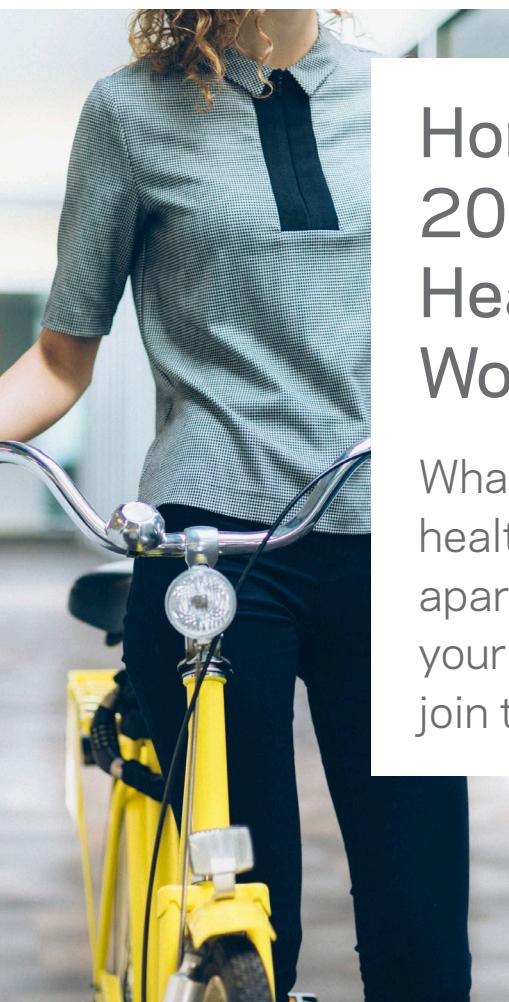


HEALTHIEST 100 EMPLOYERS IN AMERICA



Honoring 2017's Healthiest Workplaces

What sets these healthy workplaces apart, and how can your organization join their ranks?





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Powering America's Healthiest Employers®

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Letter from the Editor

Today is an extremely exciting day in corporate wellness for a couple of reasons. First and foremost, we have the opportunity to celebrate some of America’s leaders in worksite health.

This journey of recognizing the “Healthiest Employer” in America began in 2009. We wanted to showcase and elevate those employers who were going above and beyond in the wellness space. When 500 people showed up for an early morning award ceremony in Indianapolis, we knew that there were others who shared this desire.

Fast forward to today. Thousands of employers compete for the “Healthiest Employer” award in over forty U.S. cities. The applicant pool represents more than sixty million lives, or about 1/3 of the working population. Employers of all sizes and industries participate with the goal of being in the top 100 nationally. On the following pages, you’ll get to meet these leaders.

To me, however, today represents an exciting moment in corporate health for an entirely different reason.

We’ve hit an inflection point, with more employers than ever seeking out smart wellness solutions. They’re not mistaking activity for outcomes. They’re leveraging deep, analytic insights to identify what’s working and target their wellness initiatives to be more effective than ever before. Over the past eight years, we’ve seen a steady increase in the number of employers trusting analytics platforms. Ninety-three percent of this year’s Healthiest 100 are leveraging an analytics tool to measure the efficacy of their wellness programs.

For some, this means a software solution like Springbuk. For others, this means full data teams and proprietary equations from their broker. Every year, I find myself inspired by the unique and innovative ways that organizations are improving their wellness programs, backed not by instinct, but rather by cold, hard data.

We’re at an important moment in health. The confluence of data, technology and rise of specialized vendors are giving employers the tools they need to help contain cost and improve their population’s health. What organizations choose to do in this moment will shape the future of healthcare in America. If we want to curb healthcare costs, it’s our responsibility to do our part and equip our teams with the tools they need to prevent disease with data.

The choices you make on wellness in 2018 will be felt in your organization for years to come. If I can leave you with one piece of advice, it’s this: Don’t decide without the data.

To a healthier future,

Phil Daniels
Co-Founder of the Healthiest Employers Program
+ Co-Founder of Springbuk

Methodology

What Makes a Healthy Workplace?

This year’s Healthiest 100 and Wellness Awards honor employers of all shapes and sizes. Our aim was to recognize organizations who had a thoughtful, comprehensive strategy to tackle big wellness issues in their workplace. Our judging criteria included:

Vision

Do you clearly understand the health challenges and opportunities within your workplace, workforce and industry? Have you identified areas where you can raise the bar for your wellness program moving forward?

Learning

Is your wellness program built on a productive feedback loop? Do you have a track record of measuring what works and learning from your mistakes?

Metrics

Are you keeping track of the right numbers? Are you focused on outcomes-based measurement? Do you leverage data to make smarter decisions about your wellness initiatives?

Culture/Engagement

Are you able to effectively engage your employees to create a culture of wellness in your organization? Are your organizational practices driving change through positive engagement?

Expertise

Do you seek out wellness professionals who balance subject-matter expertise with emotional intelligence and a deep understanding of behavior and motivation? How do you develop internal expertise on your team?

Technology

Do you have an awareness of tools and technologies, and understand how to match them to organizational needs? Do you deploy the most suitable technologies to direct and manage corporate wellness initiatives?

We’re really excited to share this year’s winners with you, so turn the page and let’s get started.

*NOTE: This awards program was a result of the efforts of the Healthiest Employer Program and Springbuk. Recipients were judged based on self-reported data that they provided, with quantifiable data and results carrying the heaviest weight.

The Healthiest 100 submission process involved completing an online assessment to determine their Healthiest Employer Index (HEI). From there, our top-ranking semi-finalists were invited to complete a more comprehensive, qualitative survey describing their wellness programs. From that group of semi-finalists, we selected our list of America’s Healthiest 100 Employers. No recipients were given preferential treatment based on previous interactions with Healthiest Employers or Springbuk.



Meet America's Healthiest Employers

This year's lineup of America's Healthiest 100 Employers features companies of all shapes and sizes. There were companies as small as a few dozen employees, and as large as 100,000 employees. There were B2B companies and B2C companies.

There were companies that we think of as being "healthy," such as an orthopedics provider and wellness organizations. That doesn't mean that generalizations held true, however. Even companies that may be stereotyped as "unhealthy" have proven that they can drive positive health outcomes in their workplace, including a beef company and craft beer alliance. Our lineup is diverse, but there are a few notable things that they all have in common.



It all Starts with Leadership

The most common theme that we heard from our recipients was the importance of leadership buying into the program. If the executive team doesn't believe that employee wellness is a strategic priority, it's going to be extremely difficult to get the rest of your team to prioritize it. Employees tend to follow the leadership team's cue, which is why many of America's Healthiest 100 Employers include CEOs who prioritize their organization's wellness program.

The takeaway here is simple. If you're an Executive for an organization, and you'd like to build an active wellness program that can keep your population healthy and happy, your best course of action is likely to get in the trenches and get involved with wellness yourself.

Data-Driven Programming Gets Results

Every year, our award recipients get more data savvy. In fact, 93% of this year's Healthiest 100 are leveraging some form of analytics to measure the efficacy of their wellness programs. That's just the baseline. Some organizations have full data teams, while others have spent years testing proprietary equations on measuring productivity. Many organizations who applied are using a cloud-based SaaS application to do the heavy-lifting for them.

This means that, if you're currently running a wellness program and you're not leveraging a data analytics tool to help you make better decisions, your wellness program may not be maximized. If you want to be a healthier employer in 2018, put it on your list to research employer-facing health analytics tools that can help you target your wellness initiatives more effectively.



Mental and Financial Health are Important too

One of the more striking results we saw this year was an increase in the number of Healthiest 100 companies who are focused on mental, emotional, and financial health. By taking a more holistic approach to employee health, they are truly putting their employees first in their health initiatives.

If your current wellness initiatives lack mental health or financial health programming, put it on the agenda for 2018. Your team (and maybe even your wallet) will thank you.

Wellnext

Total Employees

512

HQ

Sunrise, Florida

1

Wellnext, a leading manufacturer and distributor of nutritional products, takes their population's health extremely seriously. While their wellness program is voluntary, it boasts a 95% participation rate and is described as "a way of life" by their executive team. As for the Wellnext benefits team, measurement is the name of the game.

They start by tying activity trackers into an app called MyFitnessPal. This allows employees to get a full picture of their nutrition and activity. From there, this information is shared with a wellness coach who can create and monitor custom programs for each individual employee. They also have the ability to link their trackers into other challenges and initiatives.

Then, they're able to measure their program based on claims data, biometric data, and various participation metrics. They even

developed a proprietary formula designed to measure productivity based on output that they can tie to their wellness initiatives. Since the inception of their wellness program, they have seen a 10% drop in loss ratio and have seen substantial improvements in their pharmacy claims and adherence to medications.

So, where has this success come from? According to the benefits and wellness team, it's largely come from the top. The executive team has spared no expense to ensure that their wellness program is adequately funded. This is due, in large part, to the fact that their CEO is an avid cyclist and a stalwart believer in the wellness space. Additionally, their VP and Director-level leaders understand the impact that wellness has on the direction of the company. That has made it much easier to tie wellness into other company-wide initiatives.

In five years, the Wellnext team believes that the industry will have dramatically changed. Many of the "trendy" offerings that have been in vogue recently will be phased out, as the data begins to uncover what truly moves the needle. Instead, they believe that the focus will be on identifying the "hidden" population that ends up producing shockingly high claims, seemingly out of nowhere. As the Wellnext team grows their wellness initiatives, their primary focus is on continuing to have high participation to keep employee health from hiding in the shadows.





OrthoCarolina

Total Employees

1,500

HQ

Charlotte, NC

2

As a leading orthopedics specialist, with offices across the Carolinas, OrthoCarolina has developed a reputation locally as being a leader in health. Not only do their expert physicians help their patients live healthier, happier lives, but their leadership is focused on helping their employees live healthier lives as well.

Their team is led by a CEO who sits on various community boards that promote heart health, fitness, and activity. They're also led by a senior leadership team that routinely participates in community events, 5K's, and mud runs. This marks the OrthoCarolina wellness program as a true top-down initiative. Nonetheless, that doesn't prevent their wellness initiatives from being focused on those on the front lines.

"First and foremost, success is measured by the lives we impact," their team told us. "At the end of the day, wellness is a 'people project' and we don't lose sight of that."

What makes the OrthoCarolina team (and many of their Healthiest 100 peers) stand apart, however, is their ability to take this 'people-focused' program and turn it into real, quantifiable business results.

"Through our data analytics, broker and health plan data, we've been able to control health care cost increases for the past 3 years," their team reports. "By having healthier employees who demand less utilization of the health plan, our shareholders have saved over \$1 million in actual dollars each year for the past three years."

Moving forward, the OrthoCarolina team is dedicated to advancing their use of analytics within their wellness program. This will help them identify what's working and target their wellness budget more effectively.

3



Humana, Inc.

Total Employees

51,115

HQ

Louisville, KY

As one of the largest health insurance companies in the country, Humana has extensive resources to commit to being one of America's Healthiest Employers. They've used these resources to build a health machine that runs on deep, analytic insights and produces healthier, more productive employees.

The centerpiece of their wellness strategy is their "Wellbeing Snapshot," which is comprised of 74 unique, goal-based metrics. These metrics are reported in aggregate to all company leaders with more than 225 associates, allowing a large, national company to communicate about wellness transparently.

This snapshot reveals progress among all wellbeing dimensions for that individual's team and compares their results to the rest of the Humana organizations. This

allows leaders to effectively benchmark their population's progress and identify areas where they need to improve. Combined with regular engagement impact meetings, this snapshot gives Humana's leadership team all the tools they need to cultivate a healthier population.

In the next few years, Humana sees the overall future of population health and wellness evolving and expanding in several key ways. First, they expect a shift toward a more holistic model of wellbeing, encompassing more robust dimensions of whole-person wellbeing beyond just physical health. This means accounting for purpose, belonging, and security alongside spiritual and emotional health.

Humana also envisions employers analyzing health and wellbeing programs in more meaningful ways. Emphasis currently placed on mea-

suring participation and fostering engagement should be expanded to include growing positive outcomes. More effective programs often lead to increases in positive health outcomes for employees and, in turn, improved business performance and metrics.

Between now and 2020, the Humana wellness team is primarily focused on finding new, innovative ways to improve employee health and wellbeing.

4

Pro Athlete, Inc.

Total Employees.....52
HQ.....Kansas City, MO

“Not only do our executives communicate our overall healthy message to the entire company, but they actively live it. Daily, you will be working out alongside our CEO and other executives within our company. The leadership is bought in from the top-down.”

5

City of Westminster

Total Employees.....989
HQ.....Westminster, CO

“This longevity of Westminster’s wellness program is monumental. The city’s wellness program has been in place for over 30 years, and with that comes a long-standing culture and environment of care for our most valuable asset--the employee.”

6

Norton Healthcare

Total Employees.....10,752
HQ.....Louisville, KY

“We organize an annual all day, off-site population health strategy meeting with 25+ executives across the organization. As we review an integrated data set, comparing wellness participants to nonparticipants, we identify strategic opportunities & set organizational goals around population health.”

7

SAIF Corporation

Total Employees.....1,003
HQ.....Salem, OR

“Our leadership team is actively engaged and participates as much as our employees do in our programs... They help run our challenges with ping pong tournaments, March Madness® basketball tournament, hosting walking groups, and scheduling walking breaks during conferences they lead.”

8

The Starr Group

Total Employees.....26
HQ.....Greenfield, WI

“Health and Wellbeing is one of our 7 core values and is referenced in both our Vision and our Mission statements. Prospective employees know we support wellness just by visiting our website and most state that our culture of wellness is a primary reason for applying for a position with our organization.”

9

Hill Physicians Medical Group

Total Employees.....565
HQ.....San Ramon, CA

“Starting right at the top, our CEO David Joyner has run 12 marathons and is a strong advocate for our employee wellness program. Wellness is so important to our company culture that it makes up a significant portion of our annual company scorecard program for key areas of the business operation.”

10

Raleigh-Durham Airport Authority

Total Employees.....289
HQ.....Raleigh-Durham, NC

“Studies suggest that half of the people with wearable fitness trackers stop using them and only 10% of wear one every day. At RDU, we have found that team-based competitions are more effective than individual-based ones in engaging those individuals who are less active.”

11

CNO Financial Group

Total Employees.....3,310
HQ.....Carmel, IN

“As we review our wellbeing strategy, we consider multiple sources of data including engagement survey results, year-over-year community involvement, retirement readiness, emotional health metrics from our vendor partners, and financial results. Data from each of these sources can have an impact on our strategy.”

12

Riverside Healthcare

Total Employees.....1,985
HQ.....Kankakee, IL

“Leaders act as wellness champions demonstrating healthy behaviors such as taking the stairs and encouraging healthier food selections. Leadership often serves as captains for organization wellness challenges and participates with employees.”

13

SmartPractice

Total Employees.....336
HQ.....Phoenix, AZ

“Each year we host free, onsite biometric screenings for all employees and their spouses. We track that aggregate data year-over-year and our latest results show improvement in every single category.”

14

Wake County Government

Total Employees.....3,613
HQ..... Raleigh, NC

“Wake County has a comprehensive scorecard with over 140 measures in 17 different categories. The categories range from leadership support and strategic planning to employee productivity and chronic condition management.”

15

Security Service Federal Credit Union

Total Employees.....1,742
HQ.....San Antonio, TX

“As part of the Total Wellbeing initiative, we will continue to broaden our offerings to include more family-centric activities that can be enjoyed by all family members and encourage participation by sponsoring teams at these events that will include employees, their immediate family members, together with their SSFCU family.”

16

Toyota Motor Manufacturing, Indiana, Inc.

Total Employees.....6,165
HQ.....Princeton, IN

“Everything that is done at Toyota has a part of Wellness built in. It’s not unusual to see our company President on the treadmill with the team members on any given day. They walk the walk.”

17

Berger Health System

Total Employees.....501
HQ.....Circleville, OH

“Being self-insured with the goal of no premium increases from year to year requires constant awareness and innovation. One of the largest investments our organization is making this year is a \$3.7 million, 16,000 sq. ft., Health & Wellness Center.”

18

Great River Energy

Total Employees.....929
HQ..... Maple Grove, MN

“Our overall group results, in addition to our high-level participation, directly contributed to Great River Energy’s health care premium increases to be consistently lower than the national average in five of the last six years. Our cohort results, for those participants who have participated in all nine years of the program, show that participants are moving in the right direction.”

19

The Resource Center

Total Employees.....950
HQ.....Jamestown, NY

“The success of our wellness initiative is evident by the growth of our program, level of participation in wellness activities for incentives, self-reported improvements in the social determinants of health, satisfaction survey results, and decreased absenteeism.”

20

Beacon Health System

Total Employees.....4,553
HQ.....South Bend, IN

“Often times, one of the prizes to the winning teams of our wellness challenges is dinner with the executive team. Leadership makes it a priority in their schedules to attend these celebration dinners. They also personally deliver other prizes to winners with fanfare during business hours, so that their co-workers can celebrate with them, and be motivated as well.”

21

Cambia Health Solutions

Total Employees.....4,674
HQ.....Portland, OR

“Our productivity studies showed fewer unplanned absences and disabilities among participants in our wellness initiatives. Further, where disabilities occurred, they were less costly.”

22

Terumo BCT

Total Employees.....2,327
HQ.....Lakewood, CO

“After each wellness event, a survey is done to capture feedback whether it be positive or negative. Feedback is used to make improvements to the wellness program, which is important for continuous growth.”

23

Excela Health

Total Employees.....3,400
HQ.....Greensburg, PA

“Our wellness program is supported by our CEO, who plays hockey and is on a swim team, in addition to our senior leaders who all participate in our wellness program. Our CEO has a goal for wellness that he is measured on.”

24

World Ventures

Total Employees.....675
HQ.....Plano, TX

“We believe the future of population health and wellness for employers is to provide participants the tools and resources to meet them where they are in their wellness journey and focus on their total wellbeing. Those who are healthy are recognized, rewarded, and encouraged to continue their healthy living habits.”

25

Nabholz Construction

Total Employees.....3,613
HQ..... Raleigh, NC

“To ensure success, Nabholz uses a multidisciplinary approach with five full time health care professionals. The department has grown to a full time physician assistant/wellness director, medical doctor, medical assistant, bilingual dietitian, and personal trainer.”

26

Cerner Corporation

Total Employees..... 18,693
HQ.....Kansas City, MO

“We are currently evaluating additional onsite services, such as onsite pharmacy for our largest campus outside of Kansas City. We see onsite services as an important lever in our strategy. At Cerner, we see the future of population health and wellness for employers as scaled and personalized programming, leveraging the power of data.”

27

Monarch Beverage

Total Employees..... 650
HQ..... Indianapolis, IN

“The future of population health and wellness will focus on data-driven decision making. Employers will strategically utilize data to invest in the most effective areas of health and wellness. Data from numerous different sources will become more and more connected allowing for precise analysis.”

28

Leatherman Tool Group, Inc.

Total Employees..... 458
HQ..... Portland, OR

“Leatherman has made a commitment to our employees to drive benefits/healthcare education with the end result being a workforce of smart, proactive healthcare consumers. We will continue to proactively work with our vendors to provide educational programs and materials that reach the numerous cultures, languages and demographics represented throughout our organization.”

29

LORD Corporation

Total Employees.....2,035
HQ..... Cary, NC

“The vision of our wellness program, LiveWell LORD, is to build a culture of wellness to ultimately reach a better, healthier LORD. The most important measure is the health of our employees.”

30

Indiana University Health

Total Employees..... 33,000
HQ..... Indianapolis, IN

“Our program evaluation is based on process, impact, and financial metrics. Process metrics include program satisfaction (over 90%) and participation measures. Impact metrics include reductions in our key focus areas of A1c, BMI, and smoking. Financial metrics include assessing claims of participants versus nonparticipants.”

31

DaVita

Total Employees..... 55,178
HQ..... Denver, CO

“A great example of how our executive leadership supports healthy living at DaVita is the extensive leadership participation in Tour DaVita. Our CEO and COO, along with many other executives, take part in a three-day, 250-mile bike ride that raises awareness and money to fight kidney disease.”

32

Boulder County Government

Total Employees.....1,894
HQ.....Boulder, CO

“We’ve added a very robust coaching program into our online portal. Participants can initiate a relationship with a personal coach to work on any issue they would like. The coaches help participants set up personalized goals, check-in on regular intervals, and help hold the participant accountable”

33

BBVA Compass

Total Employees.....10,700
HQ..... Birmingham, AL

“We measure the success of our wellness and population health initiatives by reviewing annual clinical data, financial impact, program participation, and team member surveys. Clinical review includes adherence to evidence-based measures, individual and aggregate health risk results, and risk profiles.”

34

JLL

Total Employees.....22,781
HQ..... Chicago, IL

“We measure the success of our wellbeing initiatives by looking at a wide range of data including; disability statistics, safety incidents, engagement in both national and grassroots wellbeing programs.”

35

Pasco County Schools

Total Employees..... 10,619
HQ..... Land O’ Lake, FL

“Pasco County Schools uses activity trackers to provide motivation and track activity during individual and team challenges. They are a great tool to foster healthy lifestyle choices, and encourage social and emotional support. We are interested in the possibility of incorporating the data from these devices with wellness initiatives.”

36

LG&E and KU Energy, LLC

Total Employees.....3,649
HQ..... Louisville, KY

“LG&E and KU understand the importance of using data-driven, evidence-based measures to evaluate productivity as associated with health. As such, LG&E and KU use a wide range of statistically-sound reports, supplemented with anecdotal evidence from personal success stories, to holistically assess the efficacy of our health and wellness programs.”

37

Ericsson

Total Employees.....8,300
HQ.....Plano, TX

“The executive leadership supports the wellness initiatives by actively participating in the wellness program, events, and screenings. Some are executive sponsors for company wellness events on and offsites.”

38

The Kroger Co.

Total Employees.....165,000
HQ.....Cincinnati, OH

“Our focus in 2016 was on pilot programs for specific high-risk and chronic disease populations such as diabetic or pre-diabetic populations. We were thoughtful on the measurements to evaluate to determine program success in both the short and long term in partnership with our healthcare partners.”

Tie
39

Baylor College of Medicine

Total Employees.....11,020
HQ.....Houston, TX

“Many of Baylor’s faculty do presentations on wellness topics throughout the year through a unique and successful program called ‘DocTalks.’ Since Baylor is a medical institution, BCM BeWell has access to often world-renowned physicians who give presentations on topics related to health and wellness.”

Tie
39

Children’s Home Society of Florida

Total Employees.....1,900
HQ.....Winter Park, FL

“The most rewarding results are when we hear directly from our employees about their success. Employees have reported weight loss, motivation to quit smoking, running their first 5k race, and feeling better as a result of our programs. These unique stories from our team remind us of the real reason we do what we do.”

41

Medical Mutual of Ohio

Total Employees.....2,300
HQ.....Cleveland, OH

“The Wellness Team conducts an annual survey to assess our employees’ satisfaction with our Employee Wellness Program. In 2015, 96.4% of our employees reported being very satisfied or satisfied with our Wellness for Life program. The survey also captures feedback on current initiatives and areas of interest for future programs.”

42

Walsh Duffield Cos., Inc.

Total Employees.....100
HQ.....Buffalo, NY

“Our leadership team is the core of our wellness program. The financial and emotional support that is provided by the leadership team in terms of wellness is the reason we’ve been as successful as we are. Their support of healthy living is so strong that it is part of our mission statement.”

43

South County Health

Total Employees.....969
HQ.....Wakefield, RI

“Since stress has been benchmarked as one of the top health indicators among working populations, we’re focusing on steering individuals into programs that will address their personal resiliency in an effort to effectively address personal stress with coping solutions.”

44

Consumers Credit Union

Total Employees.....270
HQ.....Kalamazoo, MI

“At Consumers, wellness is part of our culture and we take it seriously. That is why our program is intentionally built to focus on the employee’s total wellbeing. As a result, we continue to see an average of 75% participation in the 6th year of our program.”

45

Garver

Total Employees.....408
HQ.....North Little Rock, AR

“From their first day on the job, full-time permanent employees are eligible to participate in our wellness program, which offers inventive health services and programs at no cost to employees while also increasing wellness knowledge and reducing health risks.”



Memorial Hospital and Memorial Gables

Total Employees.....447
HQ.....Marysville, OH

“We have worked very hard to contain our insurance premium costs for employees. Since 2011, the national average for family premium costs have increased 20% while our premium costs have only increased 8.6% during the same time frame (2016 Kaiser Family Foundation survey).”



IGT

Total Employees.....7,000
HQ.....Providence, RI

“The focus needs to be on stress reduction which entails work-life balance. Companies need to encourage their employees to take a lunch break, use vacation time, exercise, leave work at work and not take it home, focus on family and health, and encourage employees to see a doctor annually.”



Dallas - Ft. Worth International Airport

Total Employees.....1,923
HQ.....Dallas, TX

“DFW recently partnered with the American Heart Association to host a heart walk. This allowed DFW to benefit from the AHA’s expertise in this area while supporting a good cause and educating employees on the benefits of heart health.”



Duke Realty

Total Employees.....461
HQ.....Weston, FL

“Gym class does not have to end after high school. As children, we are provided with time at school to engage in physical fitness. As adults, we often lose sight of how to integrate fitness and other wellness practices into our days. Company-provided wellness time will continue to flourish.”



Onlife Health

Total Employees.....132
HQ.....Brentwood, TN

“Onlife believes that the future of population health and wellness for employers as a whole is engagement. Engagement is more than activation. Engagement will be defined as a participant’s sustained engagement in activities that lead to improving their wellbeing.”



Faith Technologies, Inc.

Total Employees.....2,259
HQ.....Menasha, WI

“We are fortunate to have a company culture centered on health and safety. Our CEO takes the opportunity during monthly update calls to discuss when health-care costs are trending up and encourages the use of our wellness programs to help employees take charge of their health.”



HUB International

Total Employees.....6,162
HQ.....Chicago, IL

“The future of employee wellness should focus on creating supportive, care-based strategies that contribute to an overall culture of wellbeing. Program design should be flexible in nature and should reflect the ideas of employees, so the program can best support as many people as possible. Employers must integrate wellness into all aspects of the company.”



UMB

Total Employees.....3,691
HQ.....Kansas City, MO

“Using data analytics allows you to drill down on your population’s data even further to see which programs are really working and which may not be. The cohort analysis most analytics vendors offer allows you to see this even more clearly than just your carrier’s data.”



Baker Roofing Company

Total Employees.....971
HQ.....Raleigh, NC

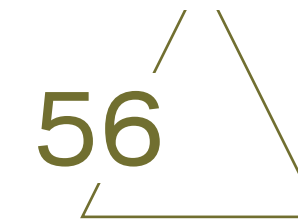
“In the roofing industry, our company must operate based completely on productivity and health of our employees who are performing physical labor on a daily basis. We always make an attempt to promote wellness initiatives and training opportunities.”



Florida Hospital

Total Employees.....20,477
HQ.....Orlando, FL

“Our mission and philosophy is one that embodies whole person health. We believe that health is more than exercising and eating right, it is more than absence of disease, it is truly living whole, mind, body and spirit.”



Allegacy Federal Credit Union

Total Employees.....310
HQ.....Winston-Salem, NC

“We have found that data can be a powerful tool in measuring success and indicating where additional focus is required. Allegacy utilizes a plan management system that provides in-depth claims data analytics to monitor both the financial health of the organization as well as the effectiveness of our wellness initiatives.”

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Cooley LP

Total Employees.....1,900
HQ.....Palo Alto, CA

“The future of population health and wellness for employers is a more broad based value proposition for wellness programming, encompassing a multi-dimensional and holistic approach. A move toward more data-driven strategies with more tech-centric solutions is in our future.”

CBIZ

Total Employees.....4,510
HQ.....Cleveland, OH

“The CBIZ Wellness Program originally launched in 2001, and we are proud to have one of the oldest programs among competitors our size; funded through even the difficult business years. Longevity alone is a testament to leadership support.”

Tops Markets LLC

Total Employees.....5,180
HQ.....Buffalo, NY

“The Executive team is committed to making our associates and families healthier and more aware of financial, mental and physical health with their continued support of our Tops WELL program. The members of the Executive team actively participate in our onsite programs and community events.”

City of Houston

Total Employees.....21,811
HQ.....Houston, TX

“The City of Houston provides wearable devices to multiple departments to engage in challenges via a platform. Our goal is to provide wearable devices to every department to encourage employees to stay active.”

NK Parts Industries, Inc.

Total Employees.....578
HQ.....Sidney, OH

“We are taking the next steps in building an onsite clinic. The medical clinic will allow our company to offer high quality of care and onsite medical professionals can build relationships with our plan members.”

Chevron

Total Employees.....24,000
HQ.....Houston, TX

“Because the company embraces a culture of health, leaders throughout Chevron feel comfortable endorsing wellness efforts, such as preventive screenings, by including their personal stories and photos. Since 2015, leaders across the U.S. have participated as spokespersons in our ‘I’m Scheduled’ campaign.”

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Conner Insurance

Total Employees.....24
HQ.....Indianapolis, IN

“We pay for a fully-stocked kitchen each week where employees can access healthy snacks and lunch items. We have multiple benefits like lunch and learns, biometric screenings, activities, games, cooking demonstrations, ergonomic assessments, standing desks, chair massages, and stretching.”

TMNA Services, LLC

Total Employees.....387
HQ.....Bala Cynwyd, PA

“Over the course of the next few years, we believe there will be continued and greater reliance on data analytics provided through screenings, assessments, and wearables. We also see financial wellness playing a larger role in employee wellbeing.”

Froedtert Health

Total Employees.....7,742
HQ.....Milwaukee, WI

“Our onsite health coaches work one-on-one with members on improving behaviors that impact their weight, nutrition, activity levels, stress, tobacco cessation, and improving their biometric measures.”

Nemours Children’s Health System

Total Employees.....6,241
HQ.....Jacksonville, FL

“One program in particular, Nemours Doc Walks, was created for Physicians to lead walks with our Associates during the lunch hour. Each one of our Chief Medical Officers participates in these walks and some of them host multiple walks each year.”

TriHealth

Total Employees.....8,159
HQ.....Cincinnati, OH

“At TriHealth, we have adopted Gallup’s model of Wellbeing. This means encompassing the entire person and integrating with a variety of resources available in order to provide services that address all facets of health and wellbeing, not just physical. Other facets to focus on are financial wellness and social wellness.”



Lawley

Total Employees.....370
HQ.....Buffalo, NY

“We currently have a wellness committee that hosts monthly meetings, company time for associates to participate in programs, and a generous budget for program expenses and incentives.”

Walbridge

Total Employees.....1,000
HQ.....Detroit, MI

“Our Chairman and Chief Executive Officer, John Rakolta, Jr., was the first employee to undergo biometric screening when we began this program. He believes healthy living extends to the time employees spend behind the wheel of a vehicle.”

Novant Health

Total Employees.....19,856
HQ.....Winston-Salem, NC

“Population health and wellness will be the foundation of healthy workforces in the future. From a wellness culture standpoint we will start seeing a shift from just physical health to one of wellbeing and living a life that is fulfilling.”

CSAA Insurance Group

Total Employees.....3,723
HQ.....Walnut Creek, CA

“Two years ago, we launched a diabetes disease management program that focused on weight loss. To-date, 594 employees and spouses have enrolled in the program, with 82% of those being at-risk for diabetes, cardiovascular disease, or related conditions. This group has lost a total of 2,332 pounds.”

Bi-State Development

Total Employees.....2,500
HQ.....St. Louis, MO

“Countless employees have lost weight, been able to reduce or remove medications, quit smoking, or simply started walking more. A noticeable shift in employee morale and energy levels exists in those who participate in the wellness activities.”

Gilsbar, LLC

Total Employees.....468
HQ.....Covington, LA

“Our executive leadership exemplifies and supports the message of healthy living by walking in the footsteps of healthy living everyday. They lead by example, championing the wellness initiatives, leading the pack during 5Ks, and reminding the company during our quarterly meeting of the current wellness offerings.”



Mercy Health

Total Employees.....25,530
HQ.....Cincinnati, OH

“Our wellness and population health initiatives are measured in a variety of ways, including program engagement, participation rates, incentive attainment, biometric value improvement, health care cost savings, and health status improvements. We compare all our data year-over-year to determine the impact we are making.”

Interstate Batteries, Inc.

Total Employees.....1,259
HQ.....Dallas, TX

“Our senior leadership team visibly supports and practices healthy living habits and also encourages their direct reports to lead the wellness initiative by example. They participate in company-wide events and incorporate the value of health into all aspects of our company culture.”

High Point University

Total Employees.....745
HQ.....High Point, NC

“Our leaders who engage in the wellness are vocal about their progress and the physical, social, and mental benefits they receive by engaging in the wellness program. Additionally, many of our executives encourage their employees to modify their schedules to include exercise during the workday.”

Prime Therapeutics

Total Employees.....3,705
HQ.....Eagan, MN

“Prime enjoys excellent support from our executive leadership. Our President and CEO, Jim DuCharme, has a very active lifestyle and supports our wellness programs in words and actions. You will frequently find Mr. DuCharme running around a local lake over the lunch hour.”

Philadelphia Insurance Companies

Total Employees.....1,899
HQ.....Bala Cynwyd, PA

“Our executive leadership team is committed to motivating our employees and their families in becoming an overall healthier version of themselves. Therefore, they’ve created and promoted PHLy’s culture of awareness and education regarding personal health and wellness.”

79

Sense Corp

Total Employees.....178
HQ..... St. Louis, MO

“Each year, Sense Corp expands our new breed health and wellness program. Most recently, we added an AED to our offices, and hosted CPR and AED training to supplement the unit. The future of population health and wellness for the employer will be to stay ahead of the game and make wellness a priority.”

80

Seneca Gaming Corporation

Total Employees.....3,778
HQ.....Niagara Falls, NY

“The onsite Wellness Screening Program offered to all Team Members attracted over 1,600 participants this year, including nearly 800 repeat participants. Of those repeat participants, we saw a significant impact on their behaviors and decrease in health risk.”

81

Transwestern

Total Employees.....2,150
HQ..... Chicago, IL

“As a result of Transwestern’s strong pledge to wellness, employees have become our greatest cheerleader and have embraced our culture of wellness as demonstrated by robust participation in our wellness initiatives, continuous positive feedback, and personal wellness achievements.”

82

Hologic Inc.

Total Employees.....3,500
HQ..... Marlborough, MA

“The program was launched internally with a kick-off video featuring our CFO Bob McMahon and our COO Eric Compton, who serve as executive sponsors. They also support the message of healthy living by helping us spread messages internally and externally on their personal social media channels.”

83

IDSolutions

Total Employees.....85
HQ..... Noblesville, IN

“We have experienced improved morale, organizational commitment, lowered health care and disability costs, and more since implementing our healthy culture. For example, our employee retention in 2016 was greater than 97 percent!”

84

ESL Federal Credit Union

Total Employees.....609
HQ..... Rochester, NY

“With an increasing market and competition in the wellness space, vendors will continue to offer creative products and strategies for employee engagement. Employers will need to navigate between clinically-based and engagement-focused programs to determine which solutions are best for human capital growth and development.”

85

Cincinnati Eye Institute

Total Employees.....485
HQ..... Cincinnati, OH

“We continually provide snippets of information about nutrition, wellness, fitness, and the importance of screenings. Our Score-card has been a real success story, with participation growing each year.”

86

Decatur County Memorial Hospital

Total Employees.....351
HQ.....Greensburg, IN

“DCMH measures success of our wellness and population health initiatives in several ways. The hospital looks at biometric data from year to year, health risk information, overall program and challenge participation rates, employee engagement, employee satisfaction surveys, and continued organizational support.”

87

Premier

Total Employees.....745
HQ..... Charlotte, NC

“All of Premier’s employees receive Premier-branded Fitbits. We have monthly and/or quarterly corporate challenges and competitions with incentives for employees to participate. We use participation data to gauge engagement as well as focus groups and wellness spotlight stories to evolve and grow our initiatives.”

88

City of Littleton

Total Employees.....429
HQ..... City of Littleton

“Since 2009, the City has held onsite biometric screenings. The City has relied heavily on these screenings to measure outcomes, which were only completed by employees. This method has proven to be effective, showing decreases in tobacco use and a significant increase in low overall health risks, to name a few.”

89

Christian Care Communities

Total Employees.....705
HQ..... Louisville, KY

“Christian Care’s strategic plan includes 5 foundational pillars that reflect the intersection of our core values. One of these pillars is to invest in our people. Our wellness vision is to develop an appreciation among people who are typically more highly motivated to help others than they are about caring for themselves.”

90

New Era Cap

Total Employees.....850
HQ.....Buffalo, NY

“Executive Leadership exemplifies and supports the message of healthy living by participating in our wellness challenges and events, providing us with a generous budget to use specifically for the New Era Life wellness program, and allowing employees to use work time to participate in the wellness program.”

91

Certified Angus Beef

Total Employees.....130
HQ.....Wooster, OH

“We have seen dramatic improvements in multiple areas measured through the yearly Health Assessments. Ninety percent of our employees passed three out of five cardiometabolic numbers (a combination of risk factors that increase the risk for heart disease, diabetes and stroke), compared to the national average of 65%.”

92

RATIO Architects, Inc.

Total Employees.....125
HQ.....Indianapolis, IN

“An employer can provide a myriad of wellness resources and tools, but if the employees don't see the senior leaders engaged and participating, the program will fail. Our senior leaders believe in wellness and practice what they promote.”

Tie 93

University of Alabama at Birmingham

Total Employees.....17,171
HQ.....Birmingham, AL

“Both Ray Watts (UAB President) and Dr. Will Ferniany (UAB CEO) are committed to wellness in their personal and professional lives. Through the influence of their positions, they have not only facilitated, but also invested in numerous Employee Wellness program initiatives.”

Tie 93

iLAB, LLC

Total Employees.....126
HQ.....Indianapolis, IN

“We believe that, by providing monthly and quarterly interaction with our health coach, our employees will continue to improve their health. In one year, we have had over 40% of our employees learn about their body composition and start to make small changes.”

95

Bilzin Sumberg

Total Employees.....220
HQ.....Miami, FL

“The future of population health as a whole is that more employers are going to get on the wellness bandwagon - whether purely for financial reasons or otherwise. It will eventually become a standard benefit that employees look for when searching for new or alternative employment.”

96

Accurate Manufactured Products Group

Total Employees.....40
HQ.....Indianapolis, IN

“Accurate has provided a personal trainer at no charge for our employees for the last three years. Employees are provided time twice a week for 30 minutes with our personal training sessions to improve overall health, weight loss, strength, flexibility, and more.”

97

CASTO Management Services, Inc.

Total Employees.....243
HQ.....Columbus, OH

“One of our main measures of success has been our cost savings over the years. For 7 years, CASTO has averaged a 1.9% increase in our health insurance premiums, while the nation on average experienced an approximate 4.35% annual increase during that time frame.”

98

Cook Children's Health Care System

Total Employees.....6,988
HQ.....Fort Worth, TX

“Our wellness program outlines the 8 pillars of wellness (intellectual, spiritual, social, environmental, occupational, financial, physical, and emotional) and we continue to see our future incorporating all the pillars. Wellness is more than health. It is living a fully longer, healthier life.”

99

Craft Brew Alliance

Total Employees.....650
HQ.....Portland, OR

“2016 was our fourth year encouraging employees to participate in our Wellness Program. Of the 606 eligible employees, we have an 88% employee participation rate, which is a 3% increase from the previous year, and an 83% spouse participation rate, which is an 8% increase compared to 2015!”

100

Coastal Federal Credit Union

Total Employees.....446
HQ.....Raleigh, NC

“Our leadership has provided a hefty budget for Wellness initiatives and does the challenges with the employees. They set an excellent example.”



For nearly a decade, the Healthiest Employers program has honored healthy workplaces from around the country, but this year, we wanted to recognize individual departments, initiatives, and individuals that are moving the ball forward within their organizations. The Wellness Award winners were chosen by a distinguished panel of HR industry experts, academics, and industry influencers.

And the winners are...



Best Use of Data & Technology

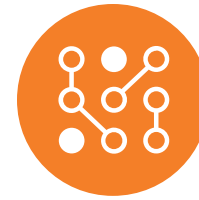
Award for organizations that demonstrate leadership in best-practice implementation of measurement and benchmarking to deliver and iterate upon program efficacy.

Healthcare Cost Winner - Beacon Health System

Healthcare Outcomes Winner - Beacon Health System

Healthcare Compliance Winner - City of Hamilton

Overall Category Winner - Beacon Health System



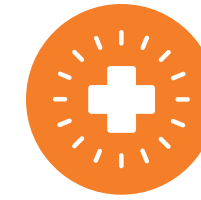
Best Use of Data & Technology

Award for organizations that demonstrate leadership in thoughtful and innovative implementation of data and technology in program design, components, measurement and evaluation.

Winner - Norton Healthcare

Finalist - Baylor College of Medicine

Finalist - American Heritage Federal Credit Union



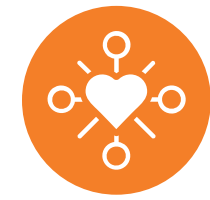
Best Wellness Intervention

Award that recognizes a targeted approach to behavioral change, condition care and improved health outcomes (i.e. tobacco cessation, weight management, diabetes prevention).

Winner - American Heritage Federal Credit Union

Finalist - Cincinnati Public Schools

Finalist - CBIZ Cleveland



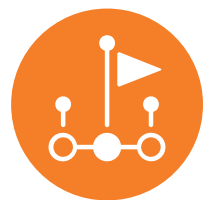
Best Comprehensive Wellness Strategy

Award for organizations that take a holistic approach to their program, weave wellness into other health offerings and benefits, and integrate wellness into the company culture and workplace environment.

Small Business Winner - The Starr Group
Finalist - Junior Achievement of Northern California
Finalist - R. Keough Construction

Mid Size Business Winner - Primex Family of Companies
Finalist - American Heritage Federal Credit Union
Finalist - AB May

Enterprise Winner - Montgomery County(Ohio)
Finalist - Hewlett Packard
Enterprise Finalist - University of San Diego



Best Use of Measurement & Benchmarking

Award for organizations that demonstrate leadership in best-practice implementation of measurement and benchmarking to deliver and iterate upon program efficacy.

Winner - HUB International

Finalist - Wake County Government

Finalist - Cambridge Health Alliance



Best Internal Communications Strategy

Award for organizations that deploy effective and engaging internal communications strategies to get employees moving.

Winner - Piedmont Healthcare

Finalist - Baylor Scott & White Health

Finalist - City of Cincinnati



Best Approach to Inclusion

Award that recognizes organizations creating thoughtful and inclusive wellness programs that accommodate employees of all abilities and interests.

Winner - TMNA Services, LLC

Finalist - Wellnext

Finalist - Emerus



Best Executive Wellness Champion

Personality award that recognizes organizational support and investment, awarded to a C-Suite executive.

Winner - Baylor Scott & White Health

Finalist - Riverside Healthcare

Finalist - ControlTex



Best Wellness Warrior

Personality award that recognizes those on the frontlines of organizational wellness, awarded to a top notch HR/Wellness administrator.

Winner - Martin County School District

Finalist - Cambridge Health Alliance

Finalist - Children's Home Society of Florida



Best Inside & Out Culture

Award for organizations with great work-life balance/integration, where employees have a culture that allows them to thrive in and out of the office.

Winner - GL Group

Finalist - Primex Family of Companies

Finalist - Boulder County

Final Word



There's no hiding our nation's discontent with its healthcare system, and for good reason. Healthcare costs continue to escalate. Premiums are going up, while health outcomes often remain unmeasured. Employers are getting fed up because they can't reduce their costs effectively, and one-off solutions don't work.

Call me overly optimistic, but I believe that 2018 will be the best year on record for forward-thinking, tech-savvy wellness professionals.

What we learned in talking to America's Healthiest 100 Employers is that there is hope that we can curb costs, improve health, and drive real, impactful change within our populations. Ninety-three percent of those employers are leveraging analytics to make better decisions within their wellness and benefits programs. Ninety-two percent are planning on expanding their technology suite in 2018. Five years ago, it would be difficult to find an employer who reviewed the chronic disease status of their population more than once a quarter. Today, 40% of the Healthiest 100 review their population's chronic disease status at least monthly.

As we move forward, I hope to see more employers than ever getting involved in their own data. You are sitting on a gold mine of information that, if leveraged appropriately, could have a massive impact on the health of your population.

If your claims data isn't currently providing you with actionable insights within your population, promise yourself that you'll explore health analytics solutions that can augment your current team. Even if you have an analyst on staff, a health analytics platform can save them hours of time a week, making them an even more valuable resource.

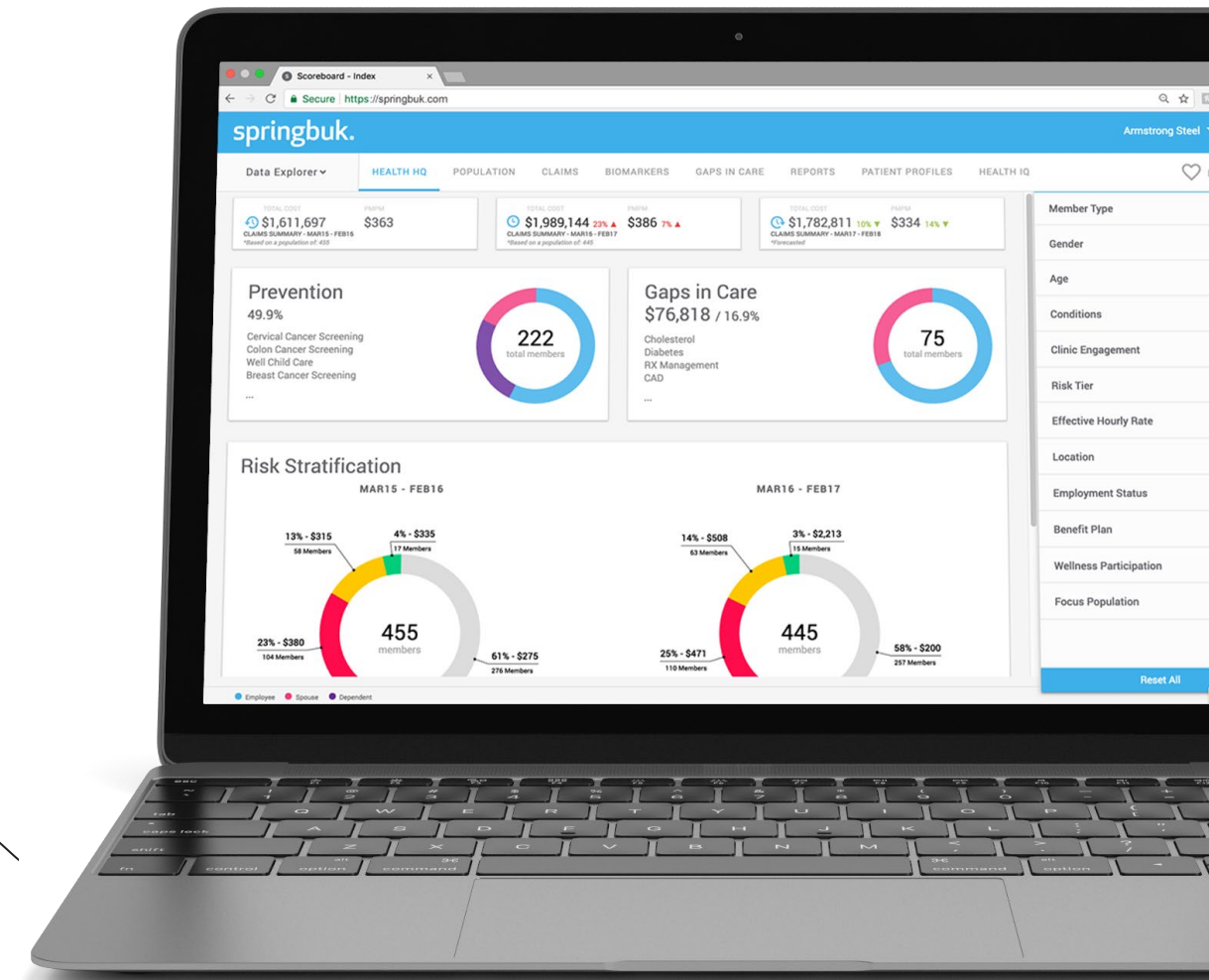
2018 is set to be a breakout year for proactive, forward thinking benefits departments. Is yours one of them?

Here's to a healthier 2018,

Rod Reasen
Chief Executive Officer of Springbuk

Put Your Health Data To Work

Your population health data doesn't belong in a binder or a warehouse. Put it to work with a health intelligence platform.



Learn why more than a thousand organizations are putting their data to work.

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