

PROVIDENCE BUSINESS NEWS

# PBN

## HEALTHIEST

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— of Rhode Island —

# 2016



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## R.I.'s Healthiest Employers 2016

### 5,000-Plus Employees (Alphabetical order)

Cintas Corp. .... 9	International Game Technology PLC .. 8
CVS Health Corp. .... 6	United Natural Foods, Inc. .... 9
Fidelity Investments ..... 8	

### 1,500-4,999 Employees (Alphabetical order)

American Heart Association .....12	FM Global ..... 10
Amica Mutual Insurance Co. ....12	Gilbane, Inc. .... 11
Benchmark Senior Living .....12	Ocean State Job Lot .....12
CBIZ Tofias ..... 11	Toray Plastics (America), Inc. .... 11

### 500-1,499 Employees (Alphabetical order)

Blue Cross & Shield of Rhode Island .....15	Carousel Industries of North America, Inc. ....15
Bryant University .....16	South County Health .....14
	The Washington Trust Co. ....16

### 100-499 Employees (Alphabetical order)

AstroNova Inc. ....21	Pawtucket Credit Union ..... 20
Collette .....19	Providence Community Health Centers .....21
Cooley Group .....19	Wright-Pierce .....18
Dave's Marketplace, Inc. .... 20	
Dominion Diagnostics, LLC. .... 20	

### 2-99 Employees (Alphabetical order)

Banneker Industries, Inc. .... 22	Preventure ..... 23
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## Health yields far more than savings

**THIS IS THE** fifth year that Providence Business News has sponsored the Healthiest Employers recognition program. And nothing strikes me so much as how during that short time span, the concept of workplace wellness has moved from a nice fringe benefit to a central tenet of so many businesses.



The cynical among us may believe that so many companies are providing wellness programs because they are proven to lower company insurance premiums (savings that are often passed on to the employees who have earned them).

But if you read story after story in this special section, it's just as much, if not more so, because companies have come to recognize that their interests in maximizing performance aligns perfectly with the impulse of working people to have a good life, one with the least amount of stress possible.

Of course, some industries are stressful by nature. But there is no reason that an employer in

this day and age cannot figure out a way to improve the lives of its workers while also improving its own bottom line.

Healthiest Employers surveyed and judged this year's competition, as it has for every one of our healthy-employer awards programs. The judgments rendered by the company are its own, and they reflect years of studying health and wellness. The reports the program generated based on that experience for all participants, not just the 28 companies that are recognized here, may be the most important piece of the program.

Community support for the Healthiest Employers program, just like employee support for corporate-wellness programs, is a prerequisite for success. We are thankful once again for Tufts Health Plan, presenting sponsor of the Healthiest Employers, as well as partner sponsors the American Heart Association/American Stroke Association and USI Insurance Services.

Mark S. Murphy  
 Editor

## Proud to sponsor PBN Healthiest Employers® of Rhode Island

As the presenting sponsor, we congratulate this year's Healthiest Employers. Successful worksite wellness programs provide tremendous benefits for employers and employees alike. At Tufts Health Plan, wellness is our mission. In fact, we earned the "Wellness and Health Promotion Accreditation" from the National Committee for Quality Assurance for helping companies build their own wellness culture. We're the only health plan in the Northeast, and one of only 20 organizations nationally, with such a distinction. Find out how we can help your company engage your employees in healthy lifestyles.



PROVIDENCE BUSINESS NEWS



# Sponsor Messages



At the American Heart Association and American Stroke Association, we want people to experience more of life's precious moments. It's why we've made better heart and brain health our mission.

We are pleased to congratulate all the companies recognized for their efforts to promote wellness in the workplace. Poor diet, lack of exercise and other major risk factors for heart disease and stroke are responsible for at least 25% of companies' healthcare costs. That's why we've launched an ambitious movement to build a culture of health and well-being throughout the country. We're putting our plan into action where most Americans spend a lot of time — at work.

Until there's a world free of heart disease and stroke, we'll be here, working to make a healthier, longer life possible for everyone. **LIFE is why.**

We would like to congratulate all the winners of this year's PBN Healthiest Employers of RI! We recognize the challenges with executing and supporting these plans...trying to bridge the gap between employee engagement and corporate culture.

The reality is that effective wellness plans come in a variety of sizes and methodologies. We see this everyday with our customers who currently employ many different wellness programs that we help support. Keeping the programs relevant, timely and evolutionary are pivotal to their success and sustainability. We commend and loudly applaud those companies who are working tirelessly to provide these types of plans to their employees and who actively promote a healthy work environment!

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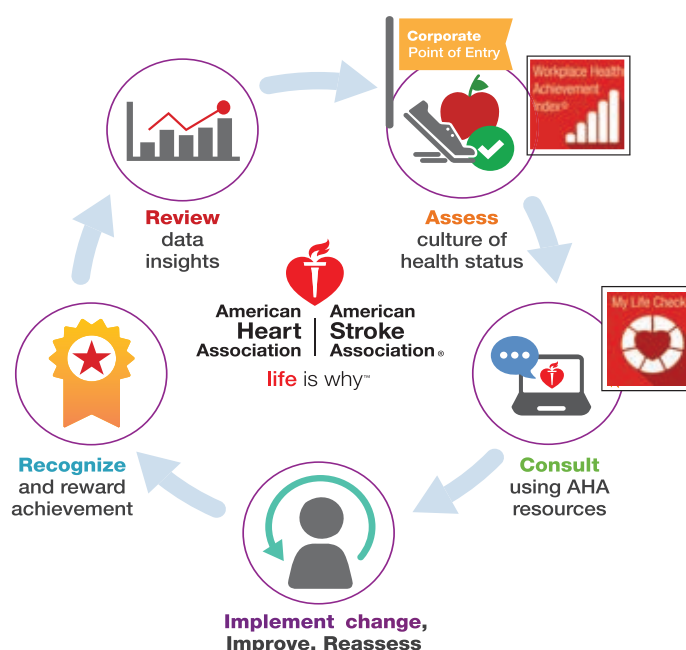


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To learn more, visit [heart.org/workplacehealth](http://heart.org/workplacehealth).

# 2016

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### FASTEST GROWING/INNOVATIVE COMPANIES

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This program highlights the region's Fastest Growing Companies and those that are especially innovative in developing new processes, products and services that improve competitiveness and spur growth.



### PBN SUMMIT: HEALTHCARE REFORM

OCTOBER 20

PBN's annual review of Health Care Reform. Panelists will address key issues such as the future of individual exchanges, the continuing rising costs, customer services issues and keeping up with Congress's never ending changes to the ACA. Also, will a new President mean even more changes?



### BUSINESS EXCELLENCE AWARDS

NOVEMBER 17

PBN's Premier Awards Event recognizes leadership and general excellence at private and public companies and nonprofit organizations.



### PBN SUMMIT: CYBERSECURITY

DECEMBER 8

The PBN Cybersecurity Summit will include a panel of cyber experts who'll provide important information on a variety of threats, and give advice on securing network perimeters and preventing hackers from stealing client, customer, and employee information.

# Health is more than a name



**HEALTHY CHOICES:** CVS Health Senior Consultant for Wellness Sheri Pensinger takes advantage of the seasonally changing, fresh offerings at a company cafeteria, part of a large set of programs designed to encourage health and well-being.

PBN PHOTO/RUPERT WHITELEY

BY TARYN PLUMB | Contributing Writer

**1** In college, Andy Danesi was a runner – avidly participating in cross country and track, clocking between 70 and 90 miles a week.

But as can often happen, he graduated, accepted a job in the corporate world and, as he described it, slipped into a comfortable sense of complacency.

“Before you know it, your lifestyle changes,” said Danesi, who is manager for customer loyalty and personalization at **CVS Health Corp.**

However, as is the case with many employees of the Woonsocket-headquartered company, he’s since been inspired to reverse that trend, now going to the gym every day and keeping track of his calorie count, “which is something I’ve never, ever done and never expected to do,” he said.

It’s only fitting that a company with “Health” in its name be wholeheartedly committed to that concept – and not just for its customers, but its tens of thousands of workers as well. Within the last few years, CVS Health has rolled out a number of programs and incentives to help its employees achieve a well-rounded sense of health and well-being.

One of the simplest ways employees can start on that journey is by participating in regular health screenings and assessments. They are highly incentivized to do so. If they complete both, they get

a \$600 reduction to their annual medical coverage. According to Sheri Pensinger, senior consultant for wellness, company employees have achieved a 90 percent completion rate in that area.

Meanwhile, workers have access to health coaching and weight-management assistance, a healthy-baby maternity program, free flu shots and various discounts at the company’s MinuteClinics.

Through the Path to Healthy Nutrition Program, they are also encouraged to improve their eating habits. According to Pensinger, seasonally changing healthy menu items are offered at a selection of the company’s cafes, catering, vending and retail outlets. As a result of employees’ healthier choices, 42.6 million fewer calories were consumed in 2015, and there was a 47 percent increase in fiber consumption due to a switch from white bread to whole wheat thins.

Another initiative is the smoking-cessation program “700 Good Reasons.”

Employees who test positive for tobacco in a voluntary urine test

are enrolled in the program, while also putting forth \$50 of their own money as collateral.

“When people actually put a little bit of skin in the game, their participation is a lot greater,” Pensinger said.

They are then tested again within six months, and a final time in 12 months. If they remain tobacco free, they are rewarded with \$700, and they also receive their original \$50 back.

As Pensinger noted, the program fits nicely with the company’s stance on tobacco: As of Sept. 3, 2014, all of its stores are free of tobacco products.

Meanwhile, numerous employees are taking health and wellness to the next level with the company-backed, volunteer-run FitClub. As Danesi, who is chairman of the club, explained, it started out unofficially in 2013 with a dozen or so employees who gathered to walk

and run together.

Today there are 3,000 members across the country, 1,000 in Rhode Island alone.

Members participate in a “Couch to 5K” program to help them get active, have access to nutritionists and sit in on panels with top CVS Health executives who explain how they manage their high-stress, high-profile jobs. There are numerous FitClubs across the country, Danesi said, and they each come up with their own calendar of activities and events.

Danesi stressed that the groups are completely volunteer run and have the full backing of top-level management, who both fund and sponsor them.

As for his own journey, he said that the “energy, passion and enthusiasm” of both his colleagues and the company leadership “[have] rubbed off on me.”

Ultimately, the goal is to emphasize that health is a multifaceted concept, ranging from the physical to the nutritional to the emotional and mental.

“We want to make sure we’re encouraging colleagues and helping them understand that overall health and wellness isn’t just about one aspect of life,” Danesi said.

Going forward, the company plans to roll out a new mobile technology from Jiff Inc. to further increase employee engagement. The app is customizable to each company’s needs, providing incentives and metrics on employee use and progress.

“It’s set up to meet colleagues where they’re at,” said Pensinger. “We’re really hoping to see sustained engagement with this tool.”

“Our slogan is ‘Health is Everything,’” she added. “We just want to live and breathe what we preach.” ■

**CVS Health**

*A healthy thought:*

“Our slogan is “Health is Everything.”  
 We just want to live and  
 breathe what we preach.”

**SHERI PENSINGER, senior consultant for wellness, CVS Health**

**CEO (or equivalent): Larry J. Merlo, CEO and president**  
**Number of employees: 139,919**

# We make a difference every day.



## Providence Community Health Centers, Inc. is a proud recipient of PBN's 2016 Healthiest Employer Award!

As a non-profit health organization and a Federally Qualified Health Center, we take care of families in Providence and the surrounding area – more than 50,000 patients – offering primary care services including family medicine, behavioral health, ob/gyn, pediatrics, asthma/allergy care, optometry, dental, plus health and wellness education.

PCHC is committed to investing in health and wellness programs for our own family too – our nearly 400 employees! We encourage our employees to engage in the same healthful practices we extend to our PCHC patients. Our commitment to wellness in the workplace is more than an employee benefit, *it is our life's work.*

This year, the PCHC Wellness Committee introduced fun initiatives such as the "100 Day Wellness Challenge" and onsite yoga classes to encourage employees to get involved in workplace wellness activities. By taking better care of ourselves, we can take better care of our patients!

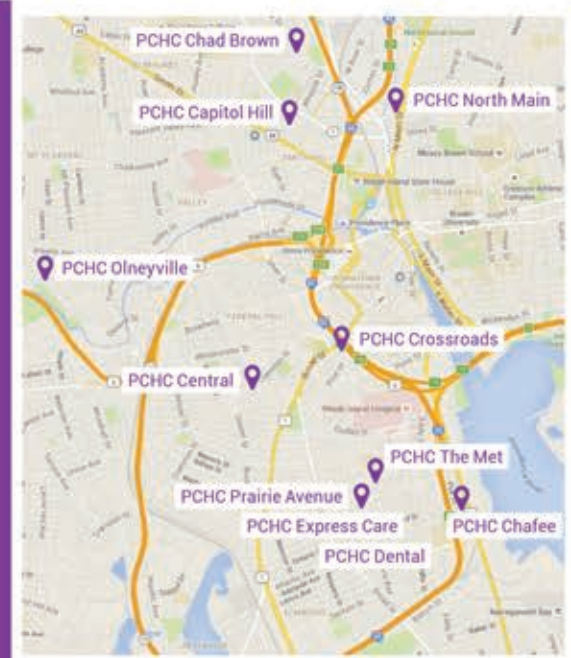


## Here's to our Wellness Committee Members, whose words and actions provide us with inspiration every day!

- Garrett Clark
- Julie Meninno
- Josie Portes
- Melanie Gomes
- Stephen Moran
- Patty Rebello
- Tammy Hession
- Edith Peralta
- Julissa Suarez
- Marisol Jimenez
- Cheryl Perry
- Adriana Vargas
- Joe Macedo

### PCHC Locations:

Providence Community Health Centers is accepting new patients. PCHC accepts all insurances and provides service regardless of a patient's ability to pay. We have 11 convenient locations throughout the city to care for you.



"Think about how you can incorporate exercise into your daily routine – I bike home from work 3 days each week."

- Joe Macedo



"Hydrate all day long! I have a water bottle with me at all times."

- Melanie Gomes



"Join the Wellness Committee! Being part of this team has challenged me to think about my own health and wellness activity."

- Adriana Vargas



"I have a healthy snack every two hours throughout the work day...and I always take a walk on my lunch break."

- Julissa Suarez



"Run. Lift. Eat... I've been running daily, lifting daily and eating healthy for 20 years. It keeps me young and feeling great!"

- Tammy Hession



"Do something to start everyday off positively – mentally and physically. For me, it's going to the gym and getting a great work out in early!"

- Patty Rebello

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## All tools provided as IGT tackles obesity

BY MIKE MUELLER | Contributing Writer

**2** With more than one-third of U.S. adults considered to be obese, **International Game Technology PLC** is taking a proactive approach in helping its employees live healthier. From free, on-site fitness centers to photo contests of pets being active, the gaming company in Providence has gone all-in on wellness.

IGT is tackling obesity with a new, 52-week weight-loss program called Real Appeal. Employees receive a free interactive kit that includes nutritional guides, workout videos, a blender and weight scale. They can also monitor their progress online, view weekly celebrity videos and interact live with a personal wellness coach to drive healthy behaviors.

“Weight is something that everyone is interested in,” said Susan Eikinas, senior benefits manager. “We really wanted to focus on something that would make an impact.” ■



CEO (or equivalent):  
 Marco Sala

Number of employees: 6,000

**A healthy thought:**  
 ‘By providing a variety of programs to our employees ... they’re happier and more productive.’

**SUSAN EIKINAS,**  
 senior benefits manager,  
 International Game Technology

## Making wellness a simpler endeavor

BY EMILY MICUCCI | Contributing Writer

**3** **Fidelity Investments** recognizes that employees are strapped for time, so the multinational financial-services company makes health and wellness simple, offering a suite of services on-site, along with a vibrant wellness program.

Focusing on nutrition, fitness, weight maintenance and biometric results, Fidelity has expanded access to health and wellness centers in its offices, giving employees convenient screenings at work, along with offerings that include meditation and healthy dining options.

The company reports health-screening participation has exceeded 75 percent over the last three years, coinciding with improved health metrics.

“Strategic communications [regarding wellness] ... increased number of wellness activities and programming, combined with senior leadership involvement, [have] driven associate participation and created an empowered and engaged population,” the company said in a statement. ■



CEO (or equivalent):  
 Abigail “Abby” Johnson

Number of employees: 40,000

**A healthy thought:**  
 We are witnessing new highs in our engagement scores on this topic across the firm.

**Fidelity Investments statement**



## Putting wellness at the company core

BY JOHN A. LAHTINEN | Contributing Writer

**4** Cintas Corp. strives to make its employee-partners feel like family, looking out for each other's health and well-being.

"The health and wellness of our partners takes precedence over all else," said Jill Lambert, senior human resources manager. "Without our partners working safely and well, they are unable to perform their job."

Cintas – providing cleaning, first-aid and fire-protection products and services to more than 1 million businesses throughout the United States and Canada – makes health and wellness a daily part of its employee-partners' lives.

Beyond the on-site clinic with a doctor/nutrition coach, Cintas provides free, healthy snacks and beverages to its employee-partners and offers a walking path and additional workday breaks to encourage exercise. Nearly 95 percent of Cintas's 150 local employee-partners partake in some form of a wellness offering. ■



CEO (or equivalent):  
Scott D. Farmer  
Number of employees: 30,000

**A healthy thought:**  
*'Living a healthy and well life allows our partners to live a more productive life in and out of work.'*

**JILL LAMBERT,**  
senior human resources manager,  
Cintas

## Points-for-pounds shrinking employees

BY TARYN PLUMB | Contributing Writer

**5** Day to day, United Natural Foods Inc. strives to emphasize the importance of overall well-being. By partnering with Bravo Wellness, UNFI has helped its employees and their families set targeted goals for blood pressure, body mass index, cholesterol, tobacco use and other health risks. Associates must then meet those parameters to earn wellness points, which can ultimately result in credits to their medical-plan premiums.

As a result, participants have lost a collective 15,130 pounds, and more than 30 percent who were formerly identified as obese are now reporting healthier BMIs.

Going forward, UNFI will provide additional resources to help employees achieve lifelong health.

"We plan to increase utilization of our wellness portal and offer health care coaching to assist in making permanent lifestyle changes," said Senior Benefits Analyst Melissa Hatch. ■



CEO (or equivalent):  
Steven Spinner, CEO and president  
Number of employees: 7,796

**A healthy thought:**  
*'Our results are exceptionally positive with reduction of health risks over the past year.'*

**MELISSA HATCH,**  
senior benefits analyst,  
United Natural Foods



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# Hard work, but better health



**A FIT APPROACH TO WELLNESS:** Adam Houser, foreground, a manager of engineering products and systems development, and Linda Kushner, manager, organization development, take part in an exercise class at FM Global's Johnston headquarters, part of the company's efforts to encourage wellness.

PBN PHOTO/RUPEERT WHITELEY

BY MARY HOWE | Contributing Writer

**1** If you are reading this while sitting at a desk, chances are that some part of your skeleton is crying at you, or it will later on. That is not the case for employees who take full advantage of the Total Health program at FM Global, the worldwide business-property insurer based in Johnston.

The Total Health program, initiated in 2006 and accessible to FM Global employees from Rhode Island to Brazil and China, includes an ergonomic program that helps employees analyze and correct their workplace posture.

It's a small detail, perhaps, among many health and fitness benefits for FM Global's 3,800 U.S. employees, including 1,100 in Rhode Island. But the details, including an annual fitness reimbursement that allows employees to pay for gym memberships, add up.

Mostly, though, the Total Health program thinks big. One major element is an annual 10-week Global Corporate Challenge that invites teams of seven people at FM Global offices to walk, run, bicycle, or swim in friendly competition, recorded and tracked electronically.

The teams are encouraged by "wellness champions," selected people in local offices who serve as examples and cheerleaders. In 2015, the challenge registered 1,600 participants from 16 coun-

tries, who logged a total distance of 591,689 miles of walking, swimming and bicycling, according to statistics provided by the company.

"Our Total Health offerings ... create an environment where the healthy choice becomes the easy choice," said Enzo Rebula, the company's senior vice president of human resources, in a statement for this award.

Carole Williamson, manager of health and welfare plans, said that promoting employees' health is good for the company overall. "It makes sense for us to be investing in the health of employees. They are important to the success of the business."

FM Global has been in existence for nearly 200 years, but it is very much in tune with contempo-

rary lives. In the arena of health, this includes appreciation of the mind-body connection. Williamson said the Global Corporate Challenge recently added a component for brain health called GCC Balance. It is a tool, she said, that promotes mental resiliency with the use of brain-training activities.

"Simply being aware of the state of your mind is important," Williamson said. "This is training to develop a positive outlook."

Another health problem receiving attention these days – inadequate sleep and the elements of contemporary life that aggravate sleeplessness – is addressed in a sleep-tracking portion of the challenge.

A big element in the Total Health program is the company's on-site fitness centers, offering exercise equipment, group classes and personal fitness training. One of the 500 employees who are members of a fitness center is Josh Razez, 36, a CAD supervisor in

Johnston.

Earlier in life, Razez had played football, but in 2014 he found himself at 340 pounds, taking medicines for high blood pressure and high cholesterol, and treatments for arthritis in his knees. He decided to turn the situation around when he was physically unable to coach his son's football team.

Razez joined forces with Lisa Helfrich, the general manager of the fitness center located just a floor below his at work. With her help as an adviser and cheerleader, he hit the gym virtually every workday and has gotten rid of 100 pounds and all his weight-related medications.

"I was on the road to being dead by age 50," Razez said. The fitness program at FM Global, he continued, "has given me my life back. They gave me the opportunity to do things at work that I could not have gotten done outside of work."

Carolina Garcia, a change and release specialist in Johnston, jumped into an evaluation and personal fitness program at the gym soon after she was hired in February, and she has lost 27 pounds with her workouts and group classes during the weekdays.

"I have signed up for memberships at other gyms and I just did not use them. When you get out of work all you want to do is go home," she said. "I used to dread going to the gym, but now it's my favorite part of the day."

According to FM Global data, the fitness centers logged more than 23,000 workouts in 2015 by Razez and other employees. Surveys show that 94 percent of fitness center members increased their physical activity because of the centers.

Williamson said FM Global recognizes the need of employees to balance their work and family life to bring their best game to the office. The company recently extended paid maternity leave to 10 weeks and began offering four weeks of paid leave for mothers and fathers in the first year after the birth or adoption of a child. ■



**A healthy thought:**

**'I was on the road to being dead by age 50.'**

**JOSH RAZEZ, CAD supervisor, FM Global**

**CEO (or equivalent):  
Thomas A. Lawson**

**Number of employees: 3,800**

## Selfies, stretching help lift Gilbane wellness

BY JULIA QUINN-SZCESUIL | Contributing Writer

**2** With a philosophy of “Gilbane cares,” employees of this construction and real estate development firm know their employer considers their health a priority.

**Gilbane Inc.** employees reap the advantages of benefits such as one-on-one health coaching, company-wide health and wellness challenges, and plenty of discounts and incentives, said Lisa Holland, CEO of StayFit Plan, Gilbane’s corporate health and wellness partner.

Employees choose from options, including an active daily stretching group and information-packed seminars and newsletters. “The wellness program raises camaraderie and morale while it reduces stress,” said Holland.

In this year’s “Healthy Selfie Challenge,” employees posted selfies of both serious and silly healthy activities. Winners received a selfie stick and gift card, but all employees had fun showing off their healthy efforts.

We try to come up with fun ways to get people engaged,” said Holland. ■



CEO (or equivalent):  
Thomas F. Gilbane Jr.,  
chairman and CEO  
Number of employees: 2,600

**A healthy thought:**  
‘Healthy employees become more productive and feel powerful.’

LISA HOLLAND,  
CEO,  
StayFit Plan

## Prevention yielding health improvements

BY SARAH PARSONS | Contributing Writer

**3** Staying healthy pays off at **CBIZ Tofias**.

The national accounting and consulting services provider – which has offices in Boston and Providence – discounts medical premiums for employees who complete regular health screenings and work to treat problems.

“You pretty much have to drag me to the doctor, but giving me an incentive to have a discount on insurance, I realize I have to take care of myself now – not later,” said Nancy DeLisle, the company’s human resources coordinator.

The Great Health program has resulted in a healthier workforce. Employees completing health risk assessments reported a 62 percent drop in glucose markers, a 55 percent decrease in total cholesterol and a 3.5 percent reduction in stress between 2012 and 2014.

The newest addition to the mix: Rally, an online program and mobile app that provides health tips and fitness tracking. ■



CEO (or equivalent):  
Scott Wragg,  
managing director  
Number of employees: 4,300

**A healthy thought:**  
‘Screenings throw up red flags for major health risks, so ... our employees are able to stay ahead of them.’

NANCY DELISLE,  
human resources coordinator,  
CBIZ Tofias

## Access, unity create fit communities

BY SARAH PARSONS | Contributing Writer

**4** Health is a family affair at **Toray Plastics (America) Inc.**

The North Kingstown-based plastics manufacturer provides employees and their families with free access to its on-site Education and Wellness Center, featuring cardio and strength machines, a full gymnasium and classes that include yoga, interval training and CrossFit.

“Toray always says we don’t employ 600 people – we employ 600 families,” said Lisa Ahart, vice president of human resources.

Staff and families can also take part in competitions. Last year, 45 employees participated in a weight-loss challenge, losing a collective 385 pounds.

Toray allows groups such as the police and fire departments to use its facilities – free of charge. “Investment in these types of programs have many paybacks, and we are proud to be part of establishing healthy habits in our community,” said Ahart. ■



CEO (or equivalent):  
Mike Brandmeier,  
CEO and president  
Number of employees: 2,200

**A healthy thought:**  
‘Studies show that people are more likely to stick with healthy choices if they have a partner to support them.’

LISA AHART,  
vice president of human  
resources,  
Toray Plastics

We're Committed to Wellness

and proud to be one of Rhode Island's Healthiest Employers

## A new pulse yields ample health rewards

BY MIKE MUELLER | Contributing Writer

**5** Benchmark Senior Living is going digital to help its employees keep track of their health despite their busy – and mobile – lifestyles.

Through its Virgin Pulse program, Benchmark associates and their partners are given free mobile health-tracking devices that link up to a customizable website. The online tool tracks and promotes wellness habits and allows associates to challenge each other to competitions. In addition, associates can convert their points and earn cash incentives or discounts on insurance premiums – up to \$1,000 per year.

In 2015, 58 percent of Benchmark associates averaged 7,000 steps or more – 13 percent more than in the previous year, while engagement also rose to 50 percent.

“We really have gone from zero to 60,” said Tim Reilly, vice president for field human resources. “People who engage in the program are twice as likely to remain employed with us.” ■



CEO (or equivalent):  
Tom Grape  
Number of employees: 3,085

**A healthy thought:**  
 ‘Benchmark Senior Living’s wellness program is ... an asset in our recruitment.’

**TIM REILLY,**  
 vice president for field human resources,  
 Benchmark Senior Living

## For heart health, personalized wellness

BY TARYN PLUMB | Contributing Writer

**7** The American Heart Association understands that there is no cookie-cutter approach to wellness. This is why it created My Life Check.

The online tool offers personalized nutrition and activity recommendations based on factors such as blood pressure, blood sugar, cholesterol, and nutrition and exercise goals.

It is a main component of the AHA’s “It Is All About Me!” employee wellness program. The initiative offers quarterly challenges, prizes, reimbursements, healthy-living programs, health coaching and tracking tools.

Employee Winnie Carroll has found it particularly beneficial. She has lost a grandmother, her father and three siblings to heart disease.

“Not only do I follow the guidelines for staying healthy, eating right and doing the proper exercises,” she said, “I pass this information along to my siblings in the hopes that they will, too.” ■



CEO (or equivalent):  
Susan Sarro, executive director,  
American Heart Association –  
Southern New England  
Number of employees: 3,140

**A healthy thought:**  
 ‘The employee wellness program is a priceless tool for ... what I have to do to stay healthy.’

**WINNIE CARROLL,**  
 American Heart Association employee

## Employee feedback drives wellness effort

BY JAIME LOWE | Contributing Writer

**6** Despite employer health care costs having risen nationwide by about 6.3 percent, Amica Mutual Insurance Co.’s Wellness Program has cut those costs by 3.2 percent.

This can be attributed largely to the insurer’s health care premium-reduction initiatives. The Wellness Program centers around employees playing an active role in managing their health. It encourages solid relationships with primary care physicians becoming more-savvy health care consumers.

Amica’s Wellness Program features coaching, an on-site fitness center with classes, a half-size basketball court, subsidized, healthy food and a new pilot mindfulness program taught by the Center for Resilience in Providence.

Amica focuses on employee needs. Jean Tapley, wellness program manager, said, “We’re constantly re-evaluating the needs of our employees through surveys, feedback and participation . . . This will continue to be an important part of our approach.” ■



CEO (or equivalent):  
Robert A. DiMuccio, chairman,  
CEO and president  
Number of employees: 3,522

**A healthy thought:**  
 ‘We want them to come in with a “light backpack.” ... And we provide the resources to lighten the load of their backpack.’

**JEAN TAPLEY,**  
 wellness program manager,  
 Amica Mutual Insurance

## Melding fitness with charitable work

BY MARY HOWE | Contributing Writer

**8** Ocean State Job Lot began preparing a year ago to create an employee wellness program with a logical first step: It asked its employees what they wanted from such a program.

The employees’ reply was directly in line with the company’s ethos of philanthropy, said Bob Selle, chief human resources officer. They suggested starting out by doing group fundraising walks for worthy charities.

Employees “said they wanted to give back to their communities and still work on their health,” said Selle.

Under a fledgling program branded “Choose Well,” Ocean State became a presenting sponsor of the Purple Stride Walk for pancreatic cancer research. Fifty employees took the walk in May 2016, raising more than \$75,000.

In addition, Selle said, “Giving yourself for a cause plays into your mental well-being.”

Next up: more fundraising walks, healthy cooking demos and store-to-store activity competitions. ■



CEO (or equivalent):  
Marc Perlman, CEO and president  
Number of employees: 2,300

**A healthy thought:**  
 ‘Our broader vision is to make Ocean State Job Lot an employer of choice.’

**BOB SELLE,**  
 chief human resources officer,  
 Ocean State Job Lot

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# Multifaceted wellness effort

BY JENN SALCIDO | Contributing Writer

**1** There's an old saying about the cobbler's children not having adequate footwear. And while that adage may hold true for some, **South County Health** is proud to say that's not the case when it comes to the health of its employees.

"It all starts with our mission in terms of health and our values of caring," said Maggie Thomas, assistant vice president and chief human resources officer, of her organization's drive to create holistically helpful wellness programs for its employees. "This is a really important way that we can show that we care."

Thomas said that some of the wellness programming was already in place when she arrived 12 years ago. But in 2010 there was a concerted effort to ramp up the company's offerings as it switched to a self-funded health insurance program, which led to the new program's fitting moniker: Well Beyond.

Well Beyond is a comprehensive program encompassing physical activity, nutrition and stress management, all gold standards in wellness programs. But South County also offers career and financial wellness, too.

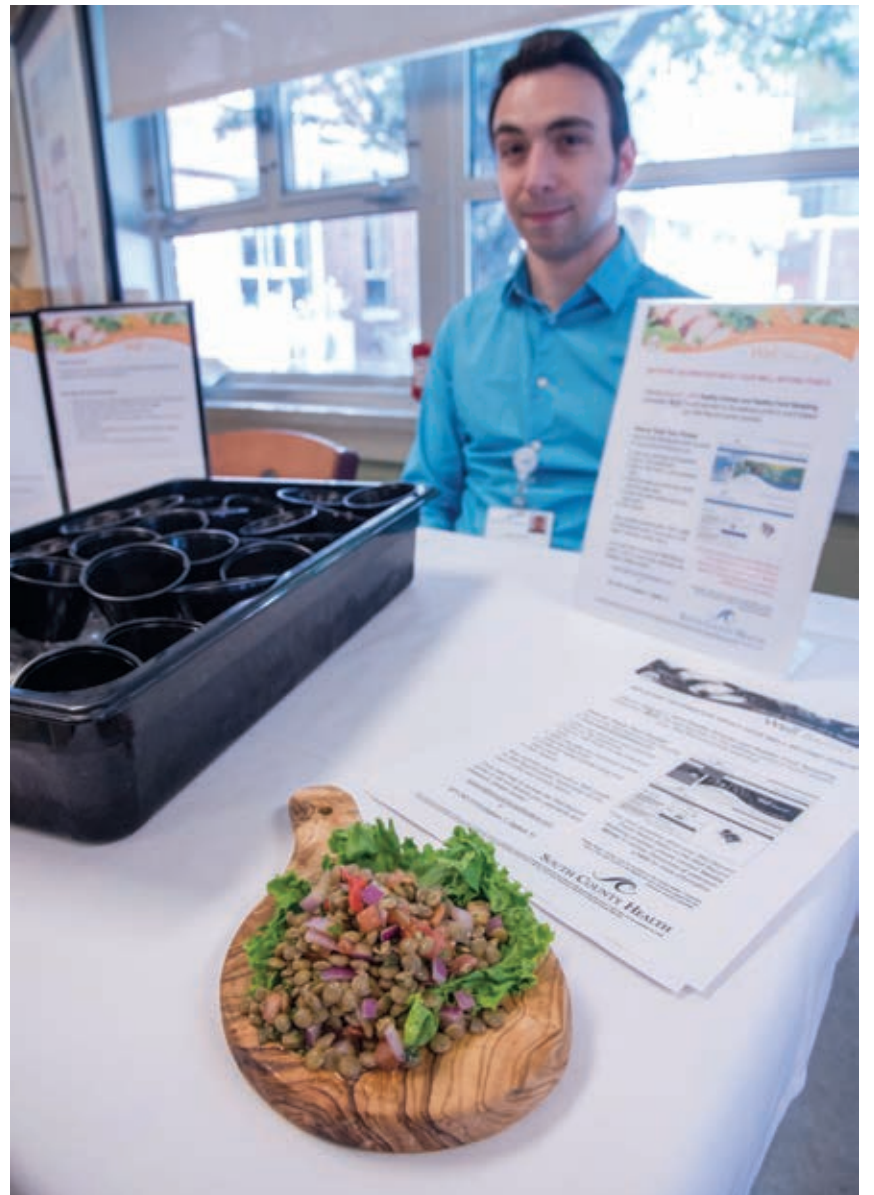
Thomas spoke of the "a-ha" moment she had while reading a book on holistic well-being: "There are various components to wellness, and really, an overall feeling of high well-being requires that these components are all addressed. Without financial security, it's very difficult to focus on those higher needs and opportunities," she said, evoking Maslow's hierarchy, the concept that self-actualization can only happen once basic needs are met.

To that end, South County Health offers programs to promote budgeting and proper credit habits, as well as Caring in Crisis,

a venture that allows staff to pool together to help colleagues experiencing acute financial needs. And as for career wellness, Thomas said: "We try and make sure we as well are supporting staff in their careers and their growth. You need to be happy in your work in order to feel a high sense of overall well-being."

To help promote physical wellness, staff enjoy free 24/7 access to an on-site gym as well as a range of classes. Healthy foods – entrees and sides that hit certain marks determined by the South County Health nutrition team – are readily available within the cafeteria, and at a preferred pricing structure to boot. Healthy cooking demos in the cafeteria are exceptionally popular, said Thomas, and broaden the staff's palate and recipe repertoire.

Members can earn points for participating in wellness activities that translate to financial incentives – up to \$300 per employee per year. Spouses are eligible for the incentives as well – up to \$600 per couple. In 2015, Thomas said, the company expanded its offerings to include on-site wellness coaching to help staffers make sense of their options and to make choices about the best course of action based on



**FOOD FOR THOUGHT:** Offerings at South County Health's cafeteria are designed to support wellness efforts. This day a food tasting of citrus-spiced lentil salad was offered by Rob Fancher, a diet and nutrition intern from Johnson & Wales University.  
 PBN PHOTO/MICHAEL SALERNO

their personal goals.

"Having an on-site wellness coach is something we're hearing is very valuable," said Thomas. Staff "can meet with this person, talk about what their objectives are and develop a plan."

South County continues to seek feedback and reassess its wellness benefits as time goes on.

The administration hopes to increase its assistance to staff who are managing chronic diseases such as diabetes and high blood pressure. And just this past spring, the group found a way to integrate the continuing education credits that many of its staff need to keep their licenses up to date into the Well Beyond program.

"We were able to offer a wellness education program that the staff can benefit from [personally] and at the same time they can learn information that can help them in the care of their patients," she said.

The involvement of employees at all levels of the organization ex-

emplifies a company culture that truly has well-being at its core.

Bob Buscher, a painter in the facilities department, wasn't a hard sell; he's been an athlete his entire life, and has already lived a "pretty healthy lifestyle." But he still credits the Well Beyond program with helping him stay in shape – he uses the gym and occasionally bikes to work. But more than that, Buscher said his participation has a positive ripple effect. A single father, he spoke of wanting his daughter to understand the importance of healthy meals and activity.

"I'd like to say that it's definitely helped me and my family," he said.

And he was keenly aware of the fact that a healthier workforce helps keep costs down for everyone. "The more people that take advantage of these programs, the more reasonable our insurance will be. That's huge." ■



**SOUTH COUNTY HOSPITAL**

*A healthy thought:*

**'In the long run, [wellness efforts are] going to help as we age and just make life a little easier.'**

**BOB BUSCHER, Facilities Department employee, South County Health**

**CEO (or equivalent):**  
**Louis R. Giancola, CEO and president**  
**Number of employees: 969**

# Wellness support is unconditional

BY REBECCA KEISTER | Contributing Writer

**2** At Exeter-based telecommunications firm **Carousel Industries of North America Inc.**, a continual commitment to employee health and wellness is a top priority, with several initiatives designed to promote overall well-being and lifelong healthy lifestyles and to engage employees in managing their health at work and in their outside lives.

“Through the use of exciting and dynamic programs, helpful tools and ever-evolving resources, we support our employees and their families’ overall health and wellness goals,” said Gail Hynes, vice president of human resources.

Programs include a 50 percent subsidy for Weight Watchers at Work, yoga classes, personal training sessions and the company’s Micro-Market, which offers a range of healthy alternatives to traditional vending machine snacks. Micro-Market also allows employees to track their nutritional intake through personalized profiles. ■



**CEO (or equivalent):**  
Jeff Gardner, CEO  
**Number of employees:** 1,052

**A healthy thought:**  
**‘We care deeply for [employees] continued health, wellness and success.’**

**GAIL HYNES,**  
vice president,  
human resources,  
Carousel Industries



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# Health insurer looks to lead by example

BY EMILY MICUCCI | Contributing Writer

**3** **Blue Cross & Blue Shield of Rhode Island** knows it’s vital to lead by example, said Bobby Rodriguez, vice president of human resources.

“Part of the vision is really to make Rhode Islanders healthy,” Rodriguez said. “We start with our employees.”

A wellness program has been available to employees since the 1980s, evolving into the “Rhodes to Wellness” program, designed to also enhance financial, social and emotional well-being.

Most employees participate in some aspect of the program, which includes subsidized, healthy cafeteria meals, financial incentives for healthy behavior, group fitness events and two weeks of paid leave for new parents (this may soon be expanded).

Armed with claims data from across its book of business, the insurer can measure how effective its programs are: Claims are 19 percent lower than average, BCBSRI said. ■



**CEO (or equivalent):**  
Kim Keck,  
CEO and president  
**Number of employees:** 825

**A healthy thought:**  
**‘We are observing ... to see if we want to increase [paid parental leave time] in the future.’**

**BOBBY RODRIQUEZ,**  
vice president of human  
resources,  
Blue Cross & Blue Shield of  
Rhode Island



**A healthy team...**

**is a healthy example...**



**for healthy clients...**

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## A family emphasis yields ample dividends

BY REBECCA KEISTER | Contributing Writer

**4** Rhode Island's largest community bank, Westerly-based **The Washington Trust Co.**, resolutely believes that promoting employee health is best for business – and for people.

"It helps the workforce – lowering absenteeism and health care insurance costs – when people are leading a healthy lifestyle," said Elizabeth Musgrave, assistant vice president of human resources. "Our employees are the most important thing to us."

To that end, Washington Trust employees enjoy an offering of diverse wellness programs designed to accommodate varying interests. Programs include those on weight loss, exercise, relaxation and financial wellness. Employees receive discounts on medical insurance determined by their participation in programs. The employee with the most participation points also wins a personal day.

Programs are reviewed annually to identify health issues employees may need help with. ■



**CEO (or equivalent):**  
 Joseph J. MarcAurele,  
 chairman and CEO  
**Number of employees: 599**

**A healthy thought:**  
 'It's the right thing to do to make sure our employees are doing things that keep them and their families healthy.'

**ELIZABETH MUSGRAVE,**  
 assistant vice president,  
 human resources,  
 The Washington Trust Co.

## Bryant taps innovative sports clinic resources

BY SUSAN SHALHOUB | Contributing Writer

**5** With a campus gym, a subsidized Weight Watchers at Work program, health information tables and Lunch & Learn sessions focusing on mental health, **Bryant University** wellness efforts are comprehensive. They are also geared toward employee needs based on data from the school's health insurer, Blue Cross & Blue Shield of Rhode Island.

And, as is appropriate for a school, many of Bryant's efforts – such as meal-planning seminars – are education-based.

The university's latest effort has student athletes teaching faculty and staff sport clinics. Bryant HR generalist Shahara Proulx-Tracy said she and Nick Schleicher, intramurals director, came up with the idea this past year.

"In the spring we did racquetball and squash, and in the fall we'll do badminton and tennis," she said, with students raising funds for their teams and faculty and staff getting more active. "It's a win-win." ■



**CEO (or equivalent):**  
 Ronald K. Machtley, president  
**Number of employees: 658**

**A healthy thought:**  
 'Using aggregate data ... we tailor our wellness programming based on the needs of our employees.'

**SHAHARA PROULX-TRACY,**  
 human resources generalist,  
 Bryant University

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# With health, firm is stronger



**ACTIVE, HEALTHY AT WORK, HOME:** Wright-Pierce employees are encouraged to exercise, including at the office. Here, doing yoga are Ymane Galotti, left, project engineer, and Holly Finlay, office manager. Keeping to work in the background is Christine Sexton, project engineer.  
 PBN PHOTO/MICHAEL SALERNO

BY JOHN A. LAHTINEN | Contributing Writer

## 1 Employee wellness has always been big business at Providence engineering consulting firm Wright-Pierce.

“A strong company cannot exist without healthy employees,” said Connie Taggart, director of human resources. “Our employees are the heart of our business. To help them achieve optimal well-being – both at home and at work – Wright-Pierce provides all employees the ability to participate in our comprehensive wellness program, Wright Way to Wellness.”

The voluntary program aims to help Wright-Pierce employees maintain and/or improve their personal health through a wide array of educational offerings and activities, including an online health assessment, health challenges, health coaching, health screening and a tobacco affidavit.

The plan appears to be a success, with more than 60 percent of the company’s 203 employees taking advantage of a health benefit program or offering.

“Our president runs at lunch every day,” said Christine Kurtz, a Wright-Pierce project manager. “I walk at lunch every day. Some offices have basketball teams or go canoeing. Other employees run marathons, hike together or go skiing. And some employees even invite clients to join them.”

Kurtz says the wellness pro-

gram is one example of how the company reaches out to all of its employees at once.

“The program also provides incentives and prizes for those that chose to participate in the contests or events,” Kurtz said. “A recent contest required us to record our steps in a four-week period. An indirect benefit of these contests is that they promote bonding within each office.”

Employees are encouraged to provide feedback to wellness champions – the people in each office that manage the program. Changes are made based on that feedback.

As a result of the Wright Way to Wellness program and the feedback the company has received from employees from its annual Health Interest Survey, Wright-Pierce learned that 84 percent of respondents said the program encouraged them to maintain a healthy lifestyle.

“This is significant and upholds the mission of our program,” Taggart said. “In addition to these results, we observed reductions in employee costs versus our dependent costs by as much as 13 percent from the previous year.”

Although she says that spouses are not eligible for participation,

the company is seriously considering adding them to the wellness program. Wright-Pierce does offer a fitness and reimbursement policy that supports employees and their families up to an annual limit of \$700.

This year, the company began sending customized education newsletters that included a monthly health quiz. Participants who complete the quiz each month earn points toward the annual wellness rebate. The goal, Taggart says, is to improve employee awareness in an effort to promote primary prevention. Health quiz topics included allergies, emotional health and weight management.

Wright-Pierce also works hard to accommodate the demands and desires of each employee’s

personal life to help with work-life balance. The company offers part-time or flexible hours for stay-at-home parents; telecommuting opportunities as needed; permanent modification of a workweek to allow for employee participation in a religious organization; and short-term absence to volunteer in developing nations.

In addition to offering partial reimbursements for more traditional things such as gym memberships, Wright-Pierce keeps up with trends, such as working while standing up. To that end, the company will purchase an employee a desktop unit that raises the computer and keyboard up for working while standing and lowers them while sitting.

“The programs that have been put in place are promoted companywide,” Kurtz said. “Promoting an employee to be healthy has returns on the bottom line of the business. This is absolutely a priority. The healthier an individual is – physically and mentally – the more productive they are in all of the environments where they exist. A healthy, confident person interacts with their co-workers and clients well, performance increases and the quality of work is better.”

Taggart feels one thing that really sets Wright-Pierce apart when it comes to promoting employee wellness is that when the company says it is going to do something, it does it.

“We just do not talk the talk, we walk the walk,” Taggart said. “We know healthy employees are happier employees who will then be committed to the work and clients we service daily.”

“If our employees are internally feeling engaged and supported on all levels, it brings a different energy and commitment on a daily basis when being asked to problem solve and support our external clients,” she said. ■

**WRIGHT-PIERCE**   
 Engineering a Better Environment

*A healthy thought:*

**‘A healthy, confident person interacts with their co-workers and clients well ... and the quality of work is better.’**

**CHRISTINE KURTZ, project manager, Wright-Pierce**

**CEO (or equivalent):**  
**John W. Braccio, CEO and president**  
**Number of employees: 203**

# Safety interwoven throughout Cooley

BY JOHN A. LAHTINEN | Contributing Writer

**2** The folks at **Cooley Group** know a thing or two about taking care of their employees. In fact, they've been at it for 90 years.

At the Pawtucket-based coated-fabric manufacturer, safety initiatives are promoted companywide.

"We celebrate safe work days with recognition events," said Deb Bedrosian, vice president for human resources and social responsibility. "Each of our three facilities have been able to celebrate two-plus years injury free."

Cooley offers incentive payouts for safe days, fire-safety training, food celebrations (a steak cookout for all shifts and a special dinner/breakfast for the night shift – cooked by Cooley executives at midnight) and ergo-back safety training.

"Cooley Group's logo, 'Cooley/Cares,' symbolizes not only our external social responsibilities but embodies how we really feel when it comes to the health and well-being of our employees," said Bedrosian. ■



**CEO (or equivalent):**  
Daniel Dwight,  
CEO and president  
**Number of employees: 191**

**A healthy thought:**  
**'We do what we do not for an award ... but because we appreciate ... our associates.'**

**DEB BEDROSIAN,**  
vice president for human resources and social responsibility,  
Cooley Group

# Travel firm guides healthful journeys

BY JENN SALCIDO | Contributing Writer

**3** According to Rachelle Handfield, executive vice president of human resources for **Collette**, the importance of wellness has been in the water for years at the travel tour provider. But things "really started to flourish with the construction of our wellness center and implementation of our wellness strategy."

Handfield said that 98 percent of employees sign up for the company's 6,000-square-foot wellness center – free of charge for employees and spouses – which includes personal trainers and free class offerings, such as yoga, Tabata, step and boot camp. Collette provides educational offerings on mental and financial wellness, too.

"Our wellness program is a great tool in motivating and engaging our employees to live happier and healthier lives," said Handfield. "Our employees are our No. 1 asset." ■





**CEO (or equivalent):**  
Dan Sullivan Jr.,  
CEO and president  
**Number of employees: 480**

**A healthy thought:**  
**'Our wellness program was developed ... for employees to exhibit healthy habits.'**

**RACHELLE HANDFIELD,**  
executive vice president of human resources,  
Collette

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## Reinvented health program scores wins

BY JACQUELYN GUTC | Contributing Writer

**4** North Kingstown's **Dominion Diagnostics LLC**, which offers drug testing, prescription monitoring and blood-testing services, supports a healthy lifestyle for clients. In 2015, it increased its focus on the wellness of its employees as well, reinventing its health and wellness program.

"We have a responsibility in the community and with our employees to support comprehensive wellness initiatives and promote healthy lifestyles," said CEO Robert M. Garvey Jr.

The new program, **ACHIEVE** – which stands for **Actively Create Helpful Improvements Earning Value and Energy** – has its own logo, email address, Twitter feed, promotional T-shirts and planned events.

The outcomes-based program already has had success. This year, the company reported, 68 employees received biometric screenings, 48 received flu vaccinations and 75 visited an on-site wellness fair. In addition, employees donated enough blood to save 24 lives. ■



CEO (or equivalent):  
 Robert M. Garvey Jr., CEO  
 Number of employees: 231

**A healthy thought:**  
 'Healthy employees are happier and more productive ... in the long run.'

**ROBERT M. GARVEY JR.,**  
 Dominion Diagnostics CEO

## Acting on employees' interest in wellness

BY JACQUELYN GUTC | Contributing Writer

**5** When **Pawtucket Credit Union** built its main office in Pawtucket 16 years ago, it included a fitness center and, said Vice President of Human Resources Anne Bernier, there was a mindset that exercise alone would make employees healthier. But then it created pamphlets on various aspects of health and wellness, including financial fitness, and noticed that they would disappear.

"That's kind of how we started to realize this goes a little further than walking two miles," Bernier said.

The wellness program evolved dramatically. Insurance claims were so low that, in 2015, PCU became self-insured and saved \$400,000 in the first year, sharing savings with employees.

Now, the robust program includes access to a nutritionist, support groups and a popular elder care seminar. In 2015, nearly half of PCU's employees received paid CPR training. ■



CEO (or equivalent):  
 George J. Charette III,  
 CEO and president  
 Number of employees: 213

**A healthy thought:**  
 'We couldn't do this if we didn't have support from our executives.'

**ANNE BERNIER,**  
 vice president,  
 human resources,  
 Pawtucket Credit Union

## Countering temptation with tools of change

BY NANCY KIRSCH | Contributing Writer

**6** "It's an 'occupational hazard,' with food [from vendors delivering new products] in the corporate offices at

**Dave's Marketplace Inc.,** joked Kevin Lovett, senior vice president of employee benefits at the Hilb Group of New England, the broker for Dave's employee-benefits program.

Now self-insured, Dave's subsidizes 50 percent of an employee's annual health insurance deductible – \$1,500 for singles, \$3,000 for families – if insured individuals fulfill three prerequisites: an annual physical, biometric blood lab work and a "wild card," such as an eye exam or a wellness program.

Dave's Biggest Loser Weight Challenge winners earn gym-related awards and, through UnitedHealthcare of New England, Dave's will soon launch a 52-week virtual weight-loss program, among other initiatives. Nutrition, weight management and early disease intervention are very important, said Lovett. ■



CEO (or equivalent):  
 David Cesario, owner  
 Number of employees: 400

**A healthy thought:**  
 'Obesity and hypertension are an occupational hazard. ... We are surrounded by food at all times.'

**KEVIN LOVETT,**  
 senior vice president of  
 employee benefits,  
 Dave's Marketplace

### WHAT'S YOUR TROPHY MOMENT?

*In a sense, it might have been destiny that I played hockey in the Olympics. As a young girl, my family would gather around the TV at the start of the Olympics to watch the opening ceremonies and I would be dreaming that someday that would be me.*

*Later on in 7th grade, when asked to write a paper imagining who I would be at my 20 year class reunion, I predicted I would win a gold medal in hockey in Japan, and show up in my limousine with my husband Wayne Gretzky (as it turns out, I do have a great husband, just not "The Great One").*

*Over the years I have been fortunate to experience many thrilling moments on the ice - as a senior at Toll Gate High forcing the Mt. St. Charles dynasty to a championship game in the RI State Finals, starting in goal as a freshman for Providence College, and shutting out Team Canada for the first US victory over Canada, among others. However, to skate into an arena at the Olympics knowing the entire world is watching, and to stand on the podium representing your country as Olympic Champions. Well...that is a moment that is just hard to beat and almost unimaginable. Even for a little girl.*

**Sara Decosta-Hayes**  
 Women's Hockey Goalie  
 1998 Olympic Gold Medal - Nagano  
 2002 Olympic Silver Medal - Salt Lake City

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## Success: a 3-pronged approach to wellness

BY JAIME LOWE | Contributing Writer

**7** According to **AstroNova Inc.**, its Whole Wellness concept – addressing an employee’s body, mind and soul – helped create a 30 percent decline in medical claims and a 15 percent increase in productivity per employee.

“We want to start with some small wins. ... And the body is a great place to start because we see very tangible results,” said Matt Cook, vice president, human resources and organizational development. The electronics manufacturer has a running club, weight-loss classes and healthy food options for employees.

AstroNova also offers learning, everything from career enhancement to personal financial planning and first-aid training. The soul component connects the individual to his or her community.

“People have different abilities and different interests. ... It’s really about presenting opportunities and making sure there are enough choices where everyone feels like they can participate in something,” said Cook. ■



CEO (or equivalent):  
Gregory A. Woods,  
CEO and president  
Number of employees: 281

**A healthy thought:**  
‘It’s no longer the thing where we have a seven-o’clock meeting and it’s “Who’s getting the doughnuts?”’

**MATT COOK,**  
vice president,  
human resources and  
organizational development,  
AstroNova

## Office engagement drives cycle of care

BY JULIA QUINN-SZCESUIL | Contributing Writer

**8** **Providence Community Health Centers** knows its nearly 350 employees work tirelessly to keep community members healthy, so the organization ensures employees are inspired to do the same to care for themselves.

To build health and wellness into the workplace, the company offers many incentives, including fun wellness challenges, cash for taking health assessments, weekly yoga and a supportive atmosphere to help employees develop lifelong healthy habits.

Melanie Gomes, benefits coordinator and wellness committee chair, says PCHC promotes good habits by motivating employees and promoting a camaraderie around making healthier choices. “We’re giving Fitbits to 10 employees who have been identified by their peers as champions of wellness here at PCHC,” she said.

As a health organization, PCHC aims to create a workplace where health and wellness are enjoyable, inspiring and encouraging. ■



CEO (or equivalent):  
Merrill R. Thomas  
Number of employees: 292

**A healthy thought:**  
‘It’s important that we make it easy for our employees to take great care of themselves.’

**CHERYL PERRY,**  
vice president of human  
resources,  
Providence Community  
Health Centers

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# Scoring big on wellness effort



**STRIVING FOR FITNESS:** Customer Service Representative-Operations Sheryl Watson, left, and Marketing Specialist Justine Richards take advantage of Banneker Industries' on-site gym, activities that helped the logistics service provider see a 3 percent reduction in insurance premiums.

PBN PHOTO/RUPERT WHITELEY

BY NANCY KIRSCH | CONTRIBUTING WRITER

**1** **DESPITE ITS SMALL EMPLOYEE BASE** – 40 people in Rhode Island and another 10 in California and Alabama – **Banneker Industries Inc.** has a robust workplace wellness program. The employee-led STRIVE Committee initiates and coordinates health and wellness efforts for Banneker, a privately held provider of supply-chain management solutions. Co-chaired by Sheryl Watson, customer service associate, and Larry Lamothe, talent management representative, the committee employs nutrition, exercise, annual health and wellness fairs, and regular communications to help team members and their families live healthier lives.

“STRIVE is not an acronym. [We] strive to be better and [achieve] better wellness,” said Watson. “That’s what I like about [our wellness program]. We don’t offer financial incentives and we still get broad participation.”

Banneker’s efforts have not gone unnoticed.

A two-time recipient of the American Heart Association’s Fit-Friendly Worksite, Banneker was named one of Providence Business News’ Healthiest Employers in Rhode Island last year and one of PBN’s Best Places to Work in Rhode Island in 2014, 2015 and 2016.

Team members have shed pounds, and Banneker’s bottom line has fattened. When United-

Healthcare of New England proposed a 20 percent increase in insurance premiums, Lamothe said, “We shared our wellness initiatives with them. They ... reduced [our premium costs] by 3 percent, a savings of \$15,000 annually.”

By intermittently stocking break rooms at the North Smithfield corporate headquarters with fresh fruit and vegetable platters, the STRIVE Committee promotes healthy eating choices.

There was a recent company outing for team members and their families, Lamothe said.

“We had veggie burgers, grilled chicken and vegetarian items, and watermelon for dessert, rather than cookies and pastry,” he said.

Last year, each team member received generous holiday gifts – a salad bowl, a nutrition and fitness booklet and a Fitbit. Banneker President and CEO Cheryl W. Snead initiated these gift ideas, said Lamothe, evidence of her commitment to health and wellness initiatives.

With or without their Fitbits, members of the company walkers’ club get fresh air and exercise by walking outside around Banneker’s 500,000-square-foot building at break and lunch periods, said Watson. To motivate participation in a 10,000-steps-a-day challenge – an American Heart Association recommendation – UnitedHealthcare gave out 50 pedometers for team members and, for challenge participants, gym-themed raffle prizes, said Lamothe. Banneker’s on-site gym, with two treadmills, a stair-stepper, weights, a stability ball and showers are open before, during and after regular business

hours.

One of the STRIVE Committee’s most ambitious projects, the annual half-day fair, has grown to include 14 exhibitors, said Lamothe. Team members are able to speak with knowledgeable representatives from the AHA, the American Diabetes Association, United Way and AARP, among others, and get flu shots and blood-pressure screenings. Last year, people visiting every exhibitor were entered into a raffle for fitness prizes, he said.

The STRIVE Committee sends monthly email blasts on nutrition, fitness and heart-healthy topics, said Watson, and distributes copies of the Rhode Island Health & Wellness magazine to team members. Lamothe explained that team members may request backpacks for their school-age children before the start of the school year, and donated backpacks are stuffed with school supplies and fliers offering age-appropriate information about healthy snacks and meals and exercise.

“We want to document all of the good things we’re doing around environment, health and safety programs and put them into [a] structure,” said Snead, “which we’ll roll out in October.”

“Team BEST addresses environmental issues, such as minimizing energy use; and the STRIVE Committee and health benefits ensure we continue to invest in our health, and that of our families and communities,” said Snead, who referenced the importance of safety, as well.

“It’s not just safety from slips, trips and falls ... we’re also looking at [societal problems],” said Snead. After training team members in evacuation techniques, Banneker held a simulated emergency evacuation to respond to a mock shooting. One day later, Snead said, a nearby bank was robbed.

“It got our team members to think about safety from a larger societal perspective,” she said. ■



*A healthy thought:*

**‘Team members enjoy participating, [health] outcomes and the gifts they get.’**

**LARRY LAMOTHE, STRIVE Committee co-chair, Banneker Industries**

**CEO (or equivalent): Cheryl W. Snead, founder, CEO and president**  
**Number of employees: 50**

# Preventure a testing ground for programs

BY SUSAN SHALHOUB | Contributing Writer

**2** A company that's in the business of showing clients how wellness results in happier, more productive workers sets a high bar for itself internally. **Preventure**, which offers tools, support and data for corporate wellness programs, can try out ideas first, at its own office.

Wellness team member Ashley Murphy said the company offers common wellness initiatives but works to broaden the scope.

"Clients were asking for a gratitude program," a positive, mental health exercise. "We had a wall with Post-its where everyone could write what they were grateful for. ... Employees are very open to new things that we try," she said.

Preventure reimburses for costs such as massages, a painting class or sneakers, said Cynthia Scibetta-Butts, director, people services.

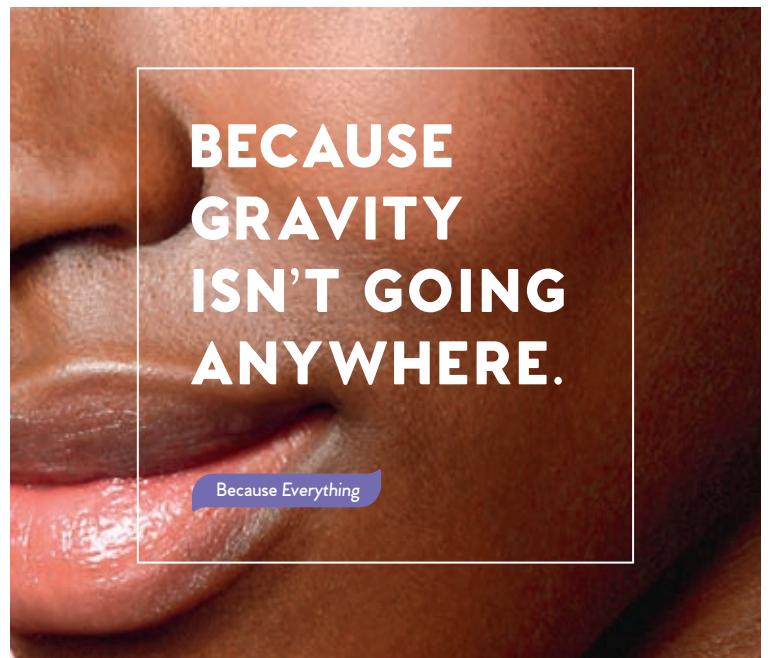
"People have different barriers to wellness," she said. "The more barriers we can break down, the better." ■



CEO (or equivalent):  
Mark D. Correia  
Number of employees: 70

**A healthy thought:**  
**"We are lucky. ... We can see how well ideas are received [here] before we put them out to clients."**

**ASHLEY MURPHY,**  
wellness team member,  
Preventure



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