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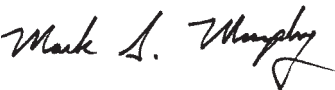
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Group activities support health

IT IS FITTING that the first profile of a winning company, CVS Health Corp., on Page 6, shows a group of company employees about to set out on a 30-plus-mile bike ride, something they do every Tuesday. It is an example of what so many of this year's Health-

iest Employers make sure to include in their wellness programs: group physical activities. It wasn't long ago that a startup by Brown University medical student Dr. Rajiv Kumar took the corporate-wellness industry by storm. He understood that social interactions could encourage and support wellness activities, and the idea was so powerful that Virgin Pulse Inc. bought ShapeUp, and now the rebranded company is expanding its presence in the Ocean State, to the benefit of the state and its employers. So take a few minutes to examine what this year's winners are doing to help their workers get healthier. And then think about what you can do to help your staff

do the same. The 30 companies recognized in this year's Healthiest Employers know how difficult the achievement is. Placement on the list is the result of work by the company also named Healthiest Employers, which has been studying health and wellness for years. The reports it issues are the basis for the rankings, but they also are important documents for any employer that truly cares about the health of its employees. PBN could not put on its recognition programs without generous support from the business community. This year, for the first time, Blue Cross & Blue Shield of Rhode Island is the presenting sponsor of Healthiest Employers. Partner sponsors include the American Heart Association/American Stroke Association, CVS Health Corp., Preventure and Tufts Health Plan.



Mark S. Murphy
 Editor

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PBN COVER PHOTOS BY MICHAEL SALERNO AND RUPERT WHITELEY.

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Congratulations to all the businesses recognized for their commitment to building a healthier workforce.

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The American Heart Association and American Stroke Association of Southern New England is pleased to congratulate all the companies recognized by PBN's 2017 Healthiest Employers of Rhode Island. With most Americans spending so much time at work, we believe a healthy workplace is essential to a healthy community. Thank you to each company that is taking part in creating a healthier Rhode Island! LIFE is why.



Helping our employees and yours get fit for life! Preventure is your outsourced well-being partner that delivers a tailored health solution to match your organization's unique needs. Our well-being programs guarantee employee enjoyment - the starting point to long-term behavior change. We deliver measurable results that track improvement on employee health and company performance.



CVS Health congratulates all of the businesses who have been named one of the Healthiest Employers of Rhode Island. The honorees have been chosen for the work they are doing to promote health and wellness among their employees and CVS Health is proud to be among this distinguished group. By helping colleagues manage costs more effectively, achieve better health outcomes, and gain financial rewards for healthy behaviors, we're actively promoting a healthier workplace.



We want to congratulate the Rhode Island businesses that have been named one of the 2017 Healthiest Employers by PBN. We are honored to be among this impressive group and see first-hand the positive effects of promoting wellness every day. And just as we've demonstrated with our own workforce, we can help your company create a worksite wellness program too.



Proud to be one of Rhode Island's healthiest employers. Congratulations to all of this year's honorees.

Close to home and across the country, we're helping people on their path to better health. This also means helping our 240,000 colleagues and their families live healthier lives. We do this by creating a culture that promotes good health and offering benefits and wellness programs that reward healthy behaviors.

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ON THE ROAD TO HEALTH: Every Tuesday a group of CVS Health employees takes a 30-plus-mile bike ride, starting at company headquarters in Woonsocket. The activity is part of FitClub, one of the company's 14 "colleague resource groups" that support employee activities.

PBN PHOTO/RUPERT WHITELEY

BY MICHAEL J. DECICCO | Contributing Writer

1 IT MAKES SENSE that the health care provider and retail giant **CVS Health Corp.** would rank as one of the region's Healthiest Employers.

But that doesn't mean reaching award-winning status was easy. CVS needed to create employee-wellness programs that addressed every health risk imaginable – and offered valuable incentives to join in.

CVS employees get an approximate \$1,000 reduction in the medical-coverage costs for programs that include health coaching and screenings, no-cost flu shots and certain activities, such as healthy-behavior challenges.

The MinuteClinic weight-management and smoking-cessation programs offer one-on-one consultations with nurse practitioners. Free telephone health-coaching sessions from certified health education specialists give advice on subjects ranging from nutrition and physical inactivity to quitting tobacco, weight loss and stress management.

There's also the Accordant Health Care Management program, which focuses on rare, chronic conditions; the maternity program Destination Healthy Baby; and the Path to Healthy Nutrition program, which offers low-cost, healthy meals in 20 CVS Health locations.

A recent organizational health score enumerated impressive

results through tracking 10 health risks and the costs for the insurance claims they create. Four of these risks – stress, depression, blood glucose management and obesity – can be linked directly to higher claim costs among the enrolled CVS population.

The report shows that for CVS pharmacists, all 10 risks "stayed flat or declined in prevalence from 2015 to 2016." Eighty-four percent of CVS employees enrolled in the programs showed health improvement under the category of stress. For obesity, 66 percent improved. For depression, 70 percent improved, and with blood glucose management, 82 percent showed improvement. Blood pressure had the lowest rate of "persistence" between 2014 and 2016, at only 11 percent. Stress moved from the second to the fourth position of persistence, reflecting a decline in reported risk.

A big part of the company's wellness-programming strategy is Strive, an online program that

allows anyone enrolled in a CVS Health medical plan to access HealthConnect, a new, easy-to-use digital hub for information on well-being programs.

"The Benefits Strategy Team at CVS Health introduced the Strive program last summer, but many of the programs under the Strive umbrella have been in place for several years," said Candace Jodice, vice president of benefits. "Strive encourages colleagues to 'Be Your Healthy Best' ... The programs are all no- or low-cost, and most are open to all CVS Health colleagues."

She explained that if CVS colleagues and their spouses complete a free health screening and health-risk assessment, they can save up to \$1,200 (per couple) on their health insurance premiums. If they take the tobacco-free pledge, they also earn a \$50 (or \$100

per couple) annual contribution to their Health Savings Account.

"Between Feb. 1 and the May 31 deadline, 85 percent of our colleagues and spouses completed the tasks, learned about their health and earned their incentives," she said. "Over 70,000 on-site health screenings at MinuteClinic locations around the country are making it easy for employees and their spouse to take advantage of this program."

One prime example of how the health assessments are helping, she said, is the story of the CVS employee who visited MinuteClinic and was found to have a very elevated blood sugar level but had not been diagnosed as diabetic. After speaking with a physician, that employee started on medication, changed eating habits and lost a significant amount of weight.

The employee "returned to MinuteClinic this year for an annual screening and to thank their MinuteClinic provider." The result of a year in the program: the blood sugar value was half of what it was the year prior, Jodice said.

"We believe health is everything. That's why we've created a culture that helps us achieve our purpose of helping people on their path to better health. When our colleagues and their families are healthy, our company is best positioned to help others achieve the same," she said. ■



A healthy thought:

'When our colleagues and their families are healthy, our company is best positioned to help others achieve the same.'

CANDACE JODICE, VP of benefits, CVS Health

CEO (or equivalent): Larry J. Merlo, CEO and president
Number of employees: 149,000

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IGT fuels employees with healthy foods

BY SUSAN SHALHOUB | Contributing Writer

2 GAMING INNOVATOR International Game Technology PLC has a goal of bringing the world of good health to its employees. With four core pillars of focus encouraging a healthy work-life balance, the company cafeteria is just one area that's seen great strides at IGT's Providence office.

The company has added more vegetables, infused waters, started preparing its chicken fresh and makes its soups from scratch. Steel-cut oatmeal, stir-fry and made-to-order salads and sandwiches round out the menu.

But food is just part of the successful, comprehensive wellness effort. IGT's on-site gym saw a 50 percent hike in usage when made free for employee use. The Real Appeal program, which ships weight-loss kits to employees with blenders and other items, saw 485 employees take part, with 1,911 pounds of weight lost last year. Year over year, more employees completed wellness exams, got colon cancer screenings and lowered their blood-pressure risk. ■



CEO (or equivalent): Marco Sala
Number of employees: 7,000

A healthy thought:

'The favorite choice is the power-bowl station ... with vegetables, chicken, shrimp and lean steak.'

EDWARD CROMEDY,
Food services supervisor, IGT

Health and wellness experts, all in-house

BY SUSAN SHALHOUB | Contributing Writer

3 UNIFORM COMPANY Cintas Corp. – which has a location in Cumberland – makes wellness initiatives as easy as possible for employees to access: by offering them right at work. It's just one way, in addition to referring to team members as "employee partners," that Cintas promotes the value of those who drive the company forward each day.

If Cintas employees aren't up for a visit to the wellness center, for example, they can trek around the walking path, which is right on the property. Daily flex-and-stretch sessions, hydration stations, quarterly competitions and nutrition programs send a message that fitness and wellness are company priorities.

Having an on-site nurse practitioner and wellness coach is the kind of commitment that has earned Cintas federal recognition: it's the fifth Rhode Island company to win the highest such distinction from the Occupational Safety and Health Administration, a VPP Star. ■



CEO (or equivalent):
Scott D. Farmer
Number of employees: 35,000

A healthy thought:

'Our on-site nurse practitioner and wellness coach ... provide above-and-beyond care.'

JILL LAMBERT,
Senior human resources
manager, Cintas

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Investments in staff yield wellness results

BY PBN STAFF

4 IN MUCH THE SAME way Fidelity Investments works to create positive financial outcomes for clients, the company's wellness program, Well for Life, is designed to help employees see positive health outcomes for themselves and their families.

For example, the investment manager has been encouraging physical activity at its many campuses. Sit-to-stand work stations have been provided to 16 percent of its workforce to date, with more to come.

The company has cut the cost of membership to its on-site fitness centers by 25 percent and has seen an increase in use.

Fidelity's healthy-dining program allows the purchasers of four healthy "FIT" meals the chance to earn one free. Plus on Well for Life Wednesday, a FIT meal purchaser receives a free piece of fruit.

With programs such as these, Fidelity sees continuing engagement by employees, which yields a great return on their investment in healthier lives. ■



CEO (or equivalent): Abigail P. Johnson, CEO and chairman
Number of employees: 38,000

A healthy thought:

'Through vendor reporting ... and grassroots efforts ... we are witnessing continued interest and engagement in well-being programs.'

FIDELITY STATEMENT

With options galore, UniFirst staff get fit

BY NANCY KIRSCH | Contributing Writer

5 WELLNESS PROGRAM OPTIONS – biometric screenings, free flu shots, smoking cessation, weight-loss/fitness challenges, a health-risk assessment tool and, at the Wilmington, Mass., headquarters, a blood-pressure machine and chef preparing healthy meals – benefit UniFirst Corp.'s employees. Offering financial incentives to participate, its health-risk assessment addresses emotional well-being, stress management, exercise and nutrition. Embracing an environment that emphasizes respect for others, the uniform service and supply company with 240 locations allows team partners to select their preferred wellness initiatives.

Team partners receive paid time off for free annual physicals and, through The LET'S GET PHYSICALS Challenge, are entered to win an extra week of paid vacation, said Director of Marketing and Communications Adam Soreff. Locations with the highest percentages of completed physicals receive prizes – T-shirts, water bottles, healthy snacks, etc. ■



CEO (or equivalent): Steven S. Sintros, CEO and president
Number of employees: 10,765

A healthy thought:

'Who doesn't want to be healthy ... and receive more paid vacation time?'

ADAM SOREFF,
Director of marketing and communications, UniFirst

UNFI uses incentives and staff responds

BY NANCY KIRSCH | Contributing Writer

6 AT UNITED NATURAL FOODS INC., associates who get healthy fatten their wallets – through reduced health insurance premiums and financial incentives. "UNFI's goal is to create a work culture and environment that best supports its associates in making good decisions about their health and well-being," said Andrea Smith, national director, total awards.

The Providence-based distributor of natural and organic foods emphasizes body-mass index, or BMI. Single associates may earn up to five points (two for BMI; one each for cholesterol, blood pressure and no tobacco use) and married associates up to six points, with an extra point for their spouse or domestic partner, said Smith, with financial incentives.

Discounted gym memberships and on-site screenings during work hours further promote health. According to recent data, more than half of UNFI's 9,072 associates signed a negative tobacco attestation and participated in biometric screenings. ■

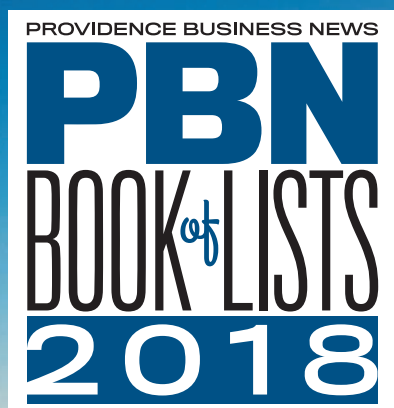


CEO (or equivalent): Steven Spinner, CEO and president
Number of employees: 9,072

A healthy thought:

'In 2017, a total of 2,005 participants lost ... a total of 16,305 pounds.'

ANDREA SMITH,
National director, total awards, United Natural Foods



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On a health and safety mission



BETTER CHOICES: Gilbane has replaced unhealthy vending-machine snacks with more nutritious options. Alia Sasa, left, an instructional designer, and Tnhtien Nguyen, HRIS administrator, sort through the options at the company's Providence headquarters.

PBN PHOTO/RUPERT WHITELEY

BY NANCY KIRSCH | Contributing Writer

1 “IT GIVES YOU GOOSE BUMPS,” said Wes Cotter, director of corporate communications at family-owned **Gilbane Inc.**, of lives saved through company health fairs.

On more than one occasion, employees attending a health fair learned of their dangerously high blood pressure and immediately sought life-saving treatment at a hospital emergency department. It’s no surprise that Gilbane, a frequent recipient of workplace and safety awards, urges employees to get annual physicals and to know their numbers – body-mass index, blood pressure, weight, cholesterol, etc. “They are the foundation for their health and well-being,” said Cotter.

The company’s commitment to “walk the walk” and “talk the talk” around its StayFit Plan, which addresses physical health, stress management and mindfulness, is clear.

Along with health fairs – held regularly in each of the Providence-based real estate construction and development company’s 50 offices worldwide – daily stretching exercises, senior management leadership, sharing health and wellness information through quarterly newsletters and monthly push communications, and exchanging unhealthy vending-machine snacks for more nutritious options and fresh fruit

demonstrate Gilbane’s emphasis on health, safety and well-being.

In 2016, 74 percent of the workforce participated in the voluntary advanced-health assessment and signed Gilbane’s Tobacco Affidavit about their tobacco use or lack thereof, reinforcing awareness of Gilbane’s policy of a fully tobacco-free environment. Employees that sign receive health insurance premium discounts, said Cotter, and free smoking-cessation support is available. New employees are asked to complete a health-index calculator. Both that calculator and the advanced-health assessment allow individuals to gain a deeper understanding of the costs

and impacts of their health risks, be it tobacco use, obesity, etc.

Gilbane Chairman and CEO Thomas Gilbane Jr., and Michael McKelvy, president and CEO of Gilbane Building Co., Gilbane’s largest subsidiary, couldn’t be more supportive of the StayFit Plan, said Cotter.

McKelvy ends every message with an exhortation to “stay safe.” Tom Gilbane is an exercise fanatic, who encourages employees to practice safe behavior and care for themselves. Both men regularly participate in the company’s “stretch and flex” program – 10 exercises that job-site and office employees perform daily. Not only has this exercise regime reduced back and leg injuries, said Cotter, it allows everyone to take a break from work, laugh, talk with their col-

leagues and focus on their well-ness.

Gift cards and T-shirts are among other popular rewards for wellness health challenges. Competitions foster camaraderie and bolster fitness.

Last year, Gilbane teamed up with the local chapter of the American Cancer Society. Employees raised money for cancer research through fundraising walks and serving on a fundraising board for ACS programs. The majority of Gilbane’s charitable involvement, Cotter said, is “homegrown” and suggested by employees.

By treating safety as an integral element of a total well environment, Gilbane revolutionized its approach to safety about 10 years ago, said Cotter.

“Everyone on our job site is [considered] part of the Gilbane family,” he said, and the company encourages employees and sub-contractors to look out for one another, take time to evaluate any potentially risky situation and choose a safer option. “We’ve gotten to the point where we are 96 percent accident-free on our projects around the world,” Cotter added.

With its strong foundation in and focus on physical health, Gilbane is committed to expanding stress management and mindfulness initiatives. To that end, employees are encouraged to plan ahead and take vacation time to unwind and relax, as well as access webinars on physical and mental wellness.

“Our next focus ... is the mental wellness side. We want to help [employees] deal with mental stresses and strains ... having a baby, dealing with elder care or other issues,” said Cotter, noting that Gilbane will continue to emphasize physical wellness while strengthening its focus on mental health initiatives. Mindfulness techniques learned in webinars can help employees become more aware of and manage their stress.

Gilbane

A healthy thought:

‘Our next focus ... is the mental wellness side.’

WES COTTER, Director of corporate communications, Gilbane

CEO (or equivalent): Thomas F. Gilbane, CEO and chairman
Number of employees: 2,000

Focus on overall health yields results

BY SUSAN SHALHOUB | Contributing Writer

2 FINANCIAL, BENEFITS AND insurance services company CBIZ & MHM, with locations in Cranston and Providence, started its Great Health employee-wellness program as an education initiative 16 years ago.

With 38 percent of its insured population considered obese, weight loss became more of a focus. The company offers remote coaching, healthy vending-machine snacks, free nutritional counseling and value pricing on prescriptions for conditions such as diabetes.

Efforts have multiplied from there. The plan is now a total well-being program – including stress-reduction aspects – and a success, despite the additional challenge CBIZ has with 100 locations. Data shows more employees paying attention to preventative health, with 75 percent participation, including spouses. Plan brochures have featured the CBIZ board chairman, his grandchildren and the company president, supporting a company culture of health and sending a top-down, CBIZ message that personal well-being is paramount. ■



CEO (or equivalent): Scott Wragg, senior managing director
Number of employees: 4,510

A healthy thought:
'Optum reported that CBIZ has better health scores than [all its clients] in 12 categories.'

DEBORAH SHERMAN,
Director of corporate benefits,
CBIZ & MHM

Global rivalries spur employee buy-in

BY SUSAN SHALHOUB | Contributing Writer

3 WITH EMPLOYEE WELLNESS, Johnston-based commercial insurance firm FM Global has no choice but to do it big, with many locations worldwide. And more than 70 global wellness champions ensure the job gets done.

Just as it protects commercial clients against disaster, FM Global offers team members protections against potential health problems, with its program Total Health. The program features on-site fitness centers, massage therapy, telephonic coaching, a 24/7 nurse line and nutrition resources, among other offerings.

FM Global takes part in the Virgin Pulse Global Challenge to boost employee health, performance and engagement. Through the challenge, employees, friends and family members can register as teams and compete in a global event.

Last year, 68 percent of participants reported less stress; 71 percent lost weight; and 59 percent reported better productivity. ■



CEO (or equivalent): Thomas A. Lawson
Number of employees: 3,800

A healthy thought:
'Our Total Health offerings make for a great place to work and support employees' health goals.'

ENZO REBULA,
Senior VP of human resources,
FM Global

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Tufts keeps staff engaged and moving

BY MARY HOWE | Contributing Writer

4 **TUFTS HEALTH PLAN'S** WorkingWell program explicitly tackles one of the worst bugaboos of people trying to stay fit. That is, they spend their days in a chair, at a desk.

In addition to a gym at the company's Watertown, Mass., headquarters, Tufts helps workers combat a sedentary work life with indoor and outdoor walking routes, calorie counters, stations where employees can stand or walk on a treadmill as they work, and on-site gardening.

The fitness center in Watertown, which provides exercise programs along with recreational leagues, has seen a four-fold increase in membership in the last five years, reaching about 25 percent of the workforce, a Tufts document stated.

About 20 percent of employees work remotely, and the company tries to keep them engaged in fitness programs through email-based tracking and through a YouTube channel with 60 videos about fitness, wellness, self-care and incentive programs. ■



CEO (or equivalent): Thomas A. Croswell

Number of employees: 2,600

A healthy thought:

'We survey employees to measure their engagement and to give us ideas for the future.'

KATHERINE MILES,
Manager of compensation and wellness programs,
Tufts Health Plan

Bringing wellness into work environment

BY MARY HOWE | Contributing Writer

5 **TORAY PLASTICS (AMERICA) INC.,** a North Kingstown manufacturer, emphasizes that a healthy workforce translates into benefits measurable in dollars and cents.

"Toray understands the correlation between wellness programs, productivity and health care costs," said a company document.

Toray extends these benefits to employees' families and beyond. For example, it hosts an annual Family Health & Wellness Fair, and opens its gym to local nonprofits.

The company's wellness team works tirelessly to reach into every location within the company, taking it on the road when necessary. On Wellness Wednesdays, team members visit each plant to describe clinics, road races, bike rides, stress management, nutrition, weight loss and other offerings, ongoing or seasonal. Participation, the company said, is strong.

To reach all shift workers in the 24/7 operation, wellness vendors may conduct programs in break rooms. And the company's gym is open from 5:30 a.m. to 9 p.m. ■



CEO (or equivalent): Mike Brandmeier, CEO and president

Number of employees: 2,454

A healthy thought:

'Employees don't always think about wellness on their own.'

LISA AHART,
VP of U.S. corporate human resources and environmental health and safety,
Toray Plastics

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Seeking solutions across the spectrum

BY SUSAN SHALHOUB | Contributing Writer

6 **THE LOGISTICS ALONE** are impressive when it comes to Benchmark Senior Living and its ability to deploy a wellness program. With thousands of associates spread out in 50 senior-living communities across seven states, executing wellness initiatives – especially with a single program provider – is no easy feat.

But Benchmark is making it work: increasing enrollment last year, offering free mobile fitness trackers to its employees and customizing initiatives in areas such as finances and family support for its team members, as well. Benchmark Senior Living looks at six goal areas of well-being: get fit, connect, learn, dream, share and be. "Learn" and "be," for example, include resources to get insurance, a mortgage, or adoption assistance. "At Benchmark, we feel it's important to offer programs and solutions addressing the full circle of our associates' lives," said Tim Reilly, vice president of human resources. ■



CEO (or equivalent): Tom Grape, CEO and chairman

Number of employees: 3,310

A healthy thought:

'Our ... deep interest in the wellness and well-being of our associates certainly contributes to ... long-term loyalty.'

TIM REILLY,
VP of human resources,
Benchmark Senior Living

Broad offerings key to Brown's wellness wins

BY SUSAN SHALHOUB | Contributing Writer

7 LAST YEAR, Brown University had 911 unique participants in its wellness programs. The Providence Ivy League school credits its diverse, unique array of services to community partners, such as the American Diabetes Association, Brown's Warren Alpert Medical School, Be the Match, and the University of Rhode Island Master Gardeners. It began with an assessment of existing resources.

"Knowing what your internal strengths are is essential in knowing what else you may need to compliment your wellness program," said Benefits Specialist Michele Wise.

Through its program Wellness At Brown! the school presents more than 200 wellness programs to its employees each year, all geared toward lifestyle issues such as diabetes, arthritis, even hospice care. Keeping it relevant is also a big part of Brown's initiatives; it makes a concerted effort to keep up on current news topics and health trends to shore up its programs. ■



CEO (or equivalent): Christina H. Paxson, president

Number of employees: 4,052

A healthy thought:

'We quickly realized that we had a wealth of resources at our fingertips.'

MICHELE WISE,
Benefits program specialist,
Brown University

Amica offers options for employees to use

BY NANCY KIRSCH | Contributing Writer

8 AMICA MUTUAL INSURANCE CO. encourages employees and their spouses to visit their primary care physician and dentist, and be knowledgeable health care consumers.

The Lincoln-based insurance company offers on-site group exercise classes, personal training, exercise challenges, a basketball court and fitness paths, and heavily subsidizes gym memberships and Weight Watchers' fees. Amica offers free fruit and oatmeal once a week, tobacco-cessation efforts, safety trainings, flu shots, maternity programs, lactation rooms, health coaching and support groups. After an eight-week mindfulness program, participants reported feeling 48 percent more mindful and 36 percent less stressed.

In 2008, Amica established a diabetes program, said Jean Tapley, benefits and wellness supervisor. Since 2014, the prevalence of diabetes at Amica has remained stable. "We are seeing lower-cost trends for our diabetic population compared to our overall population," she said. ■



CEO (or equivalent): Robert A. DiMuccio, CEO, chairman and president

Number of employees: 3,685

A healthy thought:

'We believe individuals must take an active role in their own health.'

JEAN TAPLEY,
Benefits & wellness supervisor,
Amica



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Access, incentives, health



BUILDING GOOD HABITS: Susanne Murtha, left, a health coach with Simplicity Health Plans, talks with South County Health data analyst Claudia Chighine about the benefits of the health care provider's wellness program, Well Beyond.

PBN PHOTO/RUPERT WHITELEY

BY ROB BORKOWSKI | Contributing Writer

1 THE WELL BEYOND PROGRAM, incentivizing healthy choices among **South County Health** employees since 2010, has potent tools to help turn choice into habit: family support and, added recently, phone access to health coaching.

The program focuses on core areas such as physical activity, including flexibility and strength training; nutrition, including how to gauge portion sizes; preventative care (knowing your numbers); resilience, including managing stress; financial wellness; and career development, supporting professional learning.

The company itself provides advanced inpatient, outpatient and home health services for Washington County. It encompasses four Joint Commission-accredited health care entities: South County Hospital, South County Home Health, South County Medical Group and South County Surgical Supply, employing about 1,400 people.

Well Beyond is a benefit-linked, incentive program that requires voluntary participation in a health screening each year by staff and enrolled partners. They get health screenings on-site or through their own primary care doctors, and earn additional incentives by taking advantage of resources for which they can earn points.

Each 100 points earns a participant \$100, with a plan-year maximum of \$300 per individual and

\$600 per staff and spouse/partner. The plan has enjoyed some success since the company began offering the incentives to employees in 2016. This year South County Health has enjoyed an 86 percent participation rate, as opposed to industry benchmarks of 55 percent to 75 percent.

The incentives aren't the only new perks. The company now offers phone access to health coaching services previously offered solely on-site, said Maggie Thomas, chief human resources officer at South County Health, which is much more convenient for many team members.

In the past, someone working a later shift getting out of work at 7 p.m. wouldn't be able to take advantage of the company's on-site health coaches, Thomas said. Now, after a busy shift ending in the

evening, an employee can head straight home and still call in for dietary or exercise advice.

The new phone service is intended to support physical activity – rewarding staff for healthy habits at work and in their lives outside of work, she said.

Another Well Beyond benefit added this year: massage therapy. Previously, the service was provided to employees intermittently throughout the year. Now the program is offered to employees on an ongoing basis, and has won strong support from the employee base.

"I would say our staff is definitely excited about that," Thomas said.

During the winter, the company also

opened the employee gym during weekends, and extended the benefit to include spouses and partners.

Encouraging loved ones to participate in the program along with an employee helps people turn incentivized healthy choices into long-term habits. Keeping up with regular exercise and healthy eating is easier with the buddy system, Thomas said. With that in mind, the company has been increasing offerings available to spouses through health-coaching opportunities and educational seminars.

"We know that the support of their family members makes all the difference in changing behavior," said Thomas.

The wellness program offers a 12-week, medically supervised cardiac-rehabilitation program, medication-management services, nutrition counseling, surgery-preparation coaching and a smoking-cessation program.

There are also support groups for new moms, those undergoing treatment for cancer, diabetes management and caregivers.

South County Health's efforts have earned it attention outside the Ocean State.

In 2016, the Employer Healthcare & Benefits Congress ranked South County Health's wellness program No. 74 in the nation at its annual conference.

Thomas helped start the wellness program at South County in 2010, when the company was set to move to a self-funded health insurance system. "It seemed like a really key moment in which to think about it," Thomas said. A focus on prevention and wellness also seemed logical for a health care provider.

"We saw it as a way to invest the staff in living the vision of the hospital," Thomas said. ■



A healthy thought:

'We know that the support of their family members makes all the difference in changing behavior.'

MAGGIE THOMAS,
Chief human resources officer,
South County Health

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

Path to wellness is one step at a time

BY JOHN A. LAHTINEN | Contributing Writer

2 WHILE BLUE CROSS & BLUE SHIELD OF RHODE ISLAND looks to make a difference in the lives of its customers and the community, that same focus is extended in-house to its associates as well.

This year, the company launched a StairWell campaign that included weekly wellness tips, as well as dressed-up stairwells and clearer paths for associates to find the stairs (and use them). The result: an increase of nearly 20 percent in foot traffic on the stairs. In addition, an eight-week mindfulness program was unveiled – and due to demand, another was added – both of which have waiting lists to get in.

Program additions show no sign of stopping.

“We have evolved our wellness program into a total well-being program, which includes programs around physical, financial, social and emotional well-being,” said Shannon Broadbent, benefits manager. “We ... continually add new programs each year.” ■



**Blue Cross
Blue Shield**
of Rhode Island

CEO (or equivalent): Kim Keck,
CEO and president

Number of employees: 790

A healthy thought:

‘Worksite well-being is a win-win for employers, employees and our overall economy.’

SHANNON BROADBENT,
Benefits manager, Blue Cross
& Blue Shield of Rhode Island

Bryant’s program remains relevant

BY JOHN A. LAHTINEN | Contributing Writer

3 FROM WEIGHT WATCHERS meetings to the Family Meal Planning Nutrition series and the annual Faculty/Staff Family Fitness Day, Bryant University knows a thing or two about employee wellness.

The school’s program, in place for more than 20 years, focuses on the overall well-being of employees and their families.

In addition to fitness and sports classes involving things such as yoga and resistance bands offered at top-notch facilities, education and awareness are priorities. Bryant encourages employees to stop by the Wellness Wednesday table each month, for example, to grab a healthy snack and learn about a topic such as joint health.

“The health of our employees is truly at the center of the culture of our institution and viewed as a factor in the university’s success,” said Shahara Proulx-Tracy, human resources generalist. And Bryant’s efforts aren’t finished; it has a new financial-education component, and more program additions are expected. ■



Bryant
UNIVERSITY

CEO (or equivalent): Ronald K.
Machtley, president

Number of employees: 659

A healthy thought:

‘Our robust health and wellness program is considered part of our retention and benefits strategy.’

SHAHARA PROULX-TRACY,
Human resources generalist,
Bryant University

Individual wellness driven by group action

BY JOHN A. LAHTINEN | Contributing Writer

4 IN 2016, discounter Ocean State Job Lot sent a survey to associates asking what they would like to see in a wellness program. Response was impressive, and the company has been incorporating employee feedback into its “Choose Well OSJL” wellness program. Ocean State – which has created community partnerships with the Pancreatic Cancer Action Network, the Gloria Gemma Breast Cancer Resource Foundation and the American Cancer Society – is a smoke-free workplace, provides an accessible employee-assistance program and recently unveiled a weight-management and lifestyle-coaching platform.

“We leveraged our values when building the wellness plan,” said Sarah Perlman, employee relations manager. “We strive to promote wellness with a focus on teamwork, engagement and community spirit through continuous charitable giving on a community level, while ensuring our wellness initiatives are tailored to meet the specific needs of both our associates and our customers.” ■



CEO (or equivalent):
Marc Perlman, CEO and
president

Number of employees: 1,948

A healthy thought:

‘Through promoting our associates’ ... health, we will increase associate retention rates, decrease absenteeism.’

SARAH PERLMAN,
Employee relations manager,
Ocean State Job Lot

Point-tracking, prizes show success at Ryan

BY MARY HOWE | Contributing Writer

5 IF YOU LOVE watching the continuous, tiny changes in numerical readouts or graph lines (that’s what all those gauges on treadmills are for, right?), you’re a natural user of the Humana Vitality fitness program that employees of the tax-service firm Ryan LLC utilized until recently.

Humana Vitality invites employees to log into a personal account and earn points by completing health screenings and fitness regimens. For number-crunching personalities, it’s as addictive as Hershey kisses, but with the opposite effect on the waistline.

A personal online dashboard tracks points and progress, links to mobile devices and sends reminders. Points earn staff credits against their health insurance premiums and other goodies, including hotel stays, digital devices and movie tickets.

The program was replaced recently with a similar, outcome-based approach called Bravo. ■



CEO (or equivalent): G. Brint
Ryan, CEO and president

Number of employees: 1,500

A healthy thought:

‘Employees are rewarded for healthy biometrics and are provided resources and support.’

NICOLE BAKER,
Director, global benefits &
payroll, Ryan LLC

Fun wellness program sets tone



FREE ACCESS: Collette employees, from left, Chris Price, lifting weights, data quality manager; Lindsay Fernandes, doing push-ups, human resources generalist; Chester Pearce, lifting weights, technical learning partner; and Phyllis Shields, on the yoga ball, benefits manager, take advantage of the company's exercise and wellness facility, available to employees free of charge.

PBN PHOTO/RUPERT WHITELEY

BY WENDY PIERMAN MITZEL | Contributing Writer

1 COLLETTE IS ON THE VERGE of celebrating 100 years in the guided-travel business, and in the same way it caters to the needs of its customers, it cares for employees with a successful wellness program that sets the tone for the company.

“Wellness and well-being is a huge part of our culture,” said Rachelle Handfield, executive vice president of human resources. “Healthy and engaged employees lead to higher levels of performance and we are committed to providing tools and resources that enable employees to make healthy lifestyle choices.”

In 2013, Collette opened a 6,000-square-foot exercise and wellness facility, available free of charge to employees and their spouses. Staffed by an outside company, Perfectly Fit, and set up with traditional fitness equipment, it offers classes such as yoga, meditation, Tabata, step, and boot camp. Each employee is entitled to one free, personal training session with a trainer each quarter.

“We’ve hosted a Simon Says workout where participants channel their inner child and are challenged in this highly interactive and fun workout,” Handfield said. “We are always looking to provide our employees with fresh, fun and meaningful wellness activities.”

It’s one thing to offer a wellness program, it’s another to make it a

success.

In Pawtucket, 98 percent of the 364 employees are members of the wellness center and all employees have access to the wellness portal, according to Handfield.

“We have a robust communication strategy in place that leverages our corporate intranet and other communication channels to keep employees connected to the opportunities ... Employees also encourage one another ... often teaming up to challenge each other,” Handfield explained.

One such program is the annual Biggest Loser Challenge. Cross-departmental teams of eight embark on a 10-week journey to greater overall wellness. Employees request it year after year.

“In 2015, we had 79 participants

engaged in this challenge who lost a combined total of 590.5 pounds. In 2016, participation increased to 96 participants, including members of our global team, who experienced a combined total weight loss of 679.5 pounds,” Handfield said.

“I have lost 40 pounds and have kept the weight off going on three years,” said Deborah Beaulieu, a product coordinator at Collette. “Participating in many wellness challenges and the support offered by the wellness-center professionals has kept me on track.”

Shannon Desmarais, group air coordinator, has been at Collette for 12 years, and used to make excuses for not taking care of her

health.

“With the wellness center right next door and the flexibility to work this into my daily routine, I have not only become much more active than I previously was, but my overall well-being has improved,” she said.

The hard work literally pays off. In partnership with their health care provider, Collette employees are offered wellness rewards. Each employee and their significant other can earn up to \$200 per plan year in the form of gift cards, said Handfield, amounting to more than \$18,000 in wellness awards for Collette employees in 2016.

It’s not just the employees and their families who benefit from the wellness culture and education. Handfield said the company experienced a decrease of 1.7 percent in costs for the annual health care renewal in 2016. In addition, 97.9 percent of employees now stay in network and 84 percent use generic drugs, lowering health care costs.

The wellness culture serves as an incentive for drawing new talent, as well.

“Job seekers, in particular, are looking for organizations that invest in their employees ... Many new employees consider our wellness programs as a key factor in their decision to work at Collette,” Handfield said.

The wellness focus is part of the company’s history of enthusiasm, drive and family.

“Healthier and engaged employees are more productive, innovative and collaborative, which contributes to Collette’s long-term success,” Handfield said. ■



‘Healthier and engaged employees are more productive, innovative and collaborative.’

RACHELLE HANDFIELD,
Executive vice president of human resources,
Collette

CEO (or equivalent): Daniel J. Sullivan Jr., CEO and president
Number of employees: 487

Wellness attention yields real savings

BY NANCY KIRSCH | Contributing Writer

2 DAVE'S MARKETPLACE'S wellness program is paying dividends, despite the fact its 440 employees are enticed with nutritious and fattening foods daily. At its most recent insurance renewal, the company's per-member, per-month health costs were significantly reduced, including a nearly 50 percent decrease in inpatient admissions.

Dave's Biggest Loser, a simple weight-loss competition, earned widespread enthusiasm that inspired the company to later initiate science-based programs. Now, employees and their spouses who have annual biometric screenings and physicals earn health insurance deductible subsidies, said Kevin Lovett, senior vice president of employee benefits, Hilb Group of New England, a benefits consultant to Dave's Marketplace.

The company is always looking for effective wellness methods.

Real Appeal is a brand-new, evidence-based, 52-week weight-loss program with online coaching, food scales, portion-control tools and nutritional counseling. ■

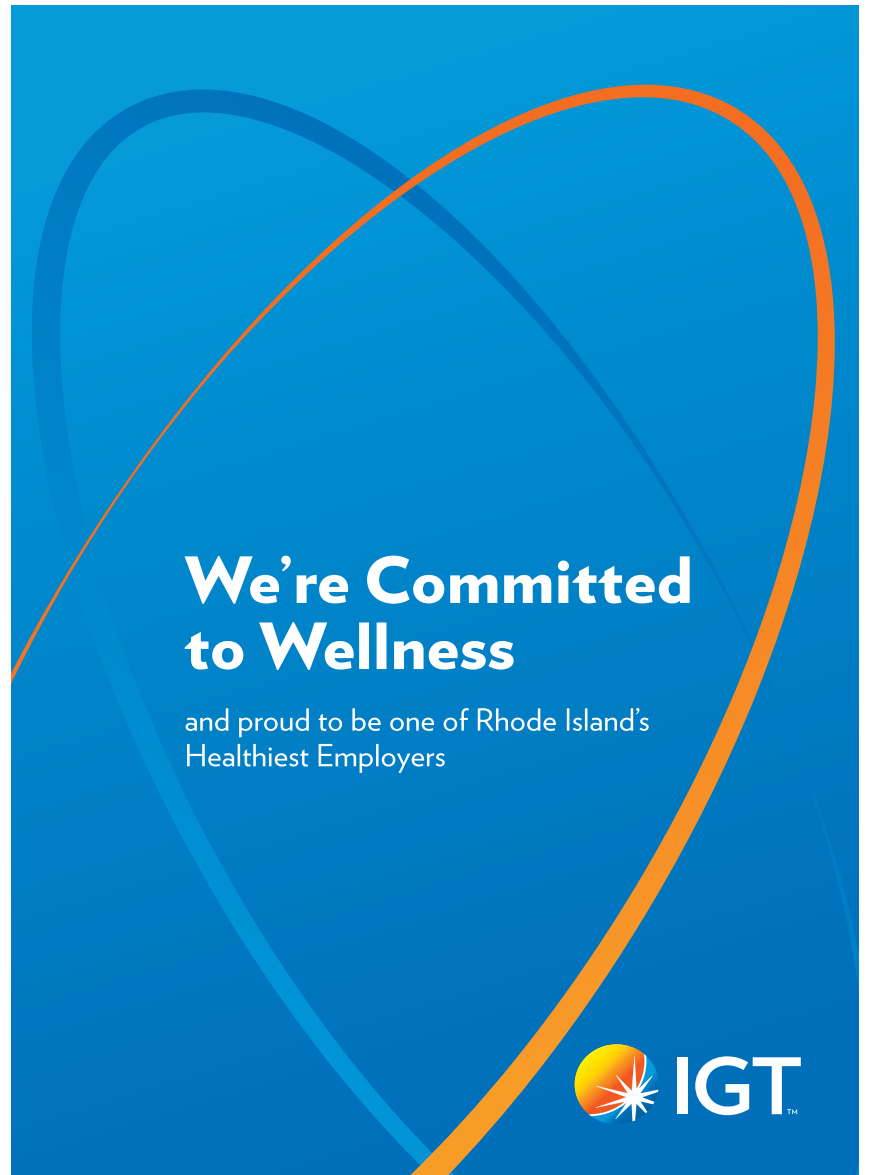


CEO (or equivalent):
David Cesario, owner
Number of employees: 440

A healthy thought:

'We are moving toward ... wellness portals that can be accessed through smartphone technology.'

KEVIN LOVETT,
Senior VP of employee
benefits, Hilb Group of New
England



Health, safety focus paying off at Cooley

BY NANCY KIRSCH | Contributing Writer

3 THE COOLEY PLANKERS is not the name of a rock group, but the moniker for the Cooley Group's sales employees and executives who practice planks – a core-strengthening exercise – four times daily. Operations employees stretch daily before their shifts, and participation in the twice-yearly Keep Fit Be Healthy Walking Challenge has grown from about 10 percent staff participation in 2011 to more than 80 percent, said Vice President of Human Resources Debra Bedrosian.

Several years ago, high rates of workplace injuries and employee illnesses accompanied the "production first" approach at the Pawtucket-based global manufacturer and distributor of polymeric engineered geo-membrane applications. With the shift to focusing first on health and safety, the company's three facilities have remained injury-free for more than two years.

The Cooley Group's other engaging and rewarding programs include safety days and regular trainings; physical activities; monthly wellness topics; and community initiatives. ■



CEO (or equivalent): Daniel
Dwight, CEO and president
Number of employees: 272

A healthy thought:

'We changed our No. 1 guiding principle to health and safety first.'

DEBRA BEDROSIAN,
VP of human resources,
Cooley Group

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Wellness partnerships prove to be a success

BY NANCY KIRSCH | Contributing Writer

4 **DOMINION DIAGNOSTICS LLC'S** Achieve Health & Wellness Program includes financial incentives for employees who get annual wellness visits. Biometric screenings, health-risk assessments, educational programs and resources addressing total health management, and health initiatives supporting individual and community health goals are among the elements of the program, said Kathleen Cahill, human resources generalist, with the North Kingstown-based clinical diagnostics and information firm.

And teaming up just adds to the program's impact.

In collaboration with Blue Cross & Blue Shield of Rhode Island, Coastline EAP, the Gloria Gemma Breast Cancer Resource Foundation, among others, the Achieve team regularly hosts diverse programs.

"From Zumba classes and monthly beach walks to on-site flu vaccines and blood drives ... we strive to improve employees' physical and emotional health," said Cahill. ■



CEO (or equivalent):
Robert M. Garvey Jr.
Number of employees: 272

A healthy thought:

'I have witnessed how our Coastline EAP helps employees improve their mental wellness.'

KATHLEEN CAHILL,
Human resources generalist,
Dominion Diagnostics

W-P focuses on healthy work environment

BY MICHAEL J. DECICCO | Contributing Writer

5 **WRIGHT-PIERCE**, a firm that has been providing wastewater, water and civil infrastructure services for 70 years, exemplifies its "Engineering a Better Environment" slogan in more ways than one.

The roughly 200-employee company, which has offices across New England (including Providence) and Florida, also focuses on its internal employee-health environment.

The core features of its Wright Way to Wellness program include on-site health screenings, telephone health coaching, health challenges and fitness reimbursements. It also offers education focusing on stress management and nutrition, an online tobacco affidavit program to support a tobacco-free workplace and a program encouraging employees to participate in physical activity and help a charity at the same time.

Wright-Pierce Human Resources Director Connie Taggart is proud of the company's wellness program stats, with over 53 percent employee participation. ■



CEO (or equivalent): John W. Braccio, CEO and president
Number of employees: 181

A healthy thought:

'From the top down, the Wright-Pierce culture is one of paying it forward.'

CONNIE TAGGART,
Human resources director,
Wright-Pierce

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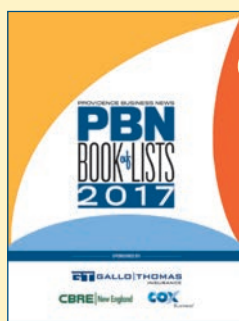
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Relevance, teamwork yield wellness wins

BY MARY LHOWE | Contributing Writer

6 THE EMPLOYEE HEALTH program at Pawtucket Credit Union helps people work on weight, smoking and doctor visits, and encompasses their emotional lives, finances and careers. One goal of the wellness program is to increase awareness of the importance of healthy life practices.

To do that, the company's wellness team meets during paid work hours, and all employees are invited to attend. Employees may take exercise classes and confer with a personal trainer and a nutrition specialist.

Human resources is vigilant about discovering health topics workers might need to confront. Talks on depression and the stresses of elder care were scheduled after brochures on those topics were snatched up instantly.

One indicator of the company's determination: only four people showed up for a smoking-cessation program. Instead of calling it off, the credit union decided the effort was worthwhile and was rewarded with a satisfying success rate. ■



Pawtucket Credit Union
The smarter way to bank

CEO (or equivalent): George J. Charette III, CEO and president
Number of employees: 220

A healthy thought:

'It builds camaraderie to deal head-on with health and wellness issues.'

ANNE BERNIER,
Senior VP of human resources,
Pawtucket Credit Union



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Data, demand drive Westview initiatives

BY MARY LHOWE | Contributing Writer

7 Employee health and wellness programs at Westview Nursing & Rehabilitation Center in West Warwick have been chugging along for years, said Administrator Hugh Hall, the direction determined by results of staff health assessments and what employees say they need.

Smoking-cessation programs have helped about a dozen employees get off cigarettes forever. "I feel very, very good about that," said Hall, a former smoker.

In addition to specific programs, Westview offers financial inducements for better health. The company pays for nicotine patches, colonoscopies, mammograms and flu shots. Nonsmoking staffers who get a yearly physical and a health-risk assessment win a significant discount on their health insurance premiums.

They have had access to weight-loss competitions, yoga and Pilates classes, and assistance to ease mental and financial stress with professional guidance on creating a budget, an effort by Westview to cover all the bases. ■



Westview Nursing & Rehabilitation Center

CEO (or equivalent): Hugh Hall, administrator
Number of employees: 176

A healthy thought:

'We listen to staff ... and we try to build our programming around that.'

HUGH HALL,
Administrator, Westview
Nursing & Rehabilitation
Center

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Staff help focus wellness efforts

BY SUSAN SHALHOUB | Contributing Writer

8 **ASTRONOVA INC.** sees wellness as a whole concept, impacting mind, body and soul. Its employee-wellness efforts start with incentivizing exercise and offering smoking cessation, but extend into education – with tuition reimbursements to enrich the mind, for example.

All the while, the West Warwick data-visualization tech company seeks to better connect with team members by soliciting their input and hosting focus groups to gather valuable feedback.

More than half of AstroNova employees used the company wellness portal last year. AstroNova continues to diversify wellness incentives so programs are more customized, reaching more employees and their loved ones.

This year, the company went beyond its normal \$150 employee award for completing things such as online health assessments, and offered another \$50 if employees' spouses covered by the health plan participated in certain activities, as well. ■



CEO (or equivalent): Gregory A. Woods, CEO and president
Number of employees: 253

A healthy thought:

'Sometimes, to figure out what wellness programs may work ... you just need to ask.'

MATTHEW COOK,
VP of human resources and organizational development,
AstroNova

Making healthy lives second nature

BY MARY HOWE | Contributing Writer

9 **UPSERVE IN PROVIDENCE** produces restaurant-management software, so it's no surprise the company's description of its employee-wellness program opens by talking about food.

The company lunchrooms stock healthy foods and offer healthy, catered lunches. Every office location has a relationship with a community-supported agriculture program through which employees may have local farms deliver produce directly to the office.

For fitness, company-sponsored intramural sports teams get 25 percent of the Providence workforce out playing vigorous sports every week.

Weekly health tips, yoga classes, professional speakers and chair massages are among the wellness perks.

It's fair to say Upserve employees' finances are in good shape – at least with regard to health insurance coverage. The company pays 100 percent of insurance premiums, and offers a health-reimbursement arrangement to cover almost all medical deductibles. ■



CEO (or equivalent): Angus Davis, CEO and founder
Number of employees: 169

A healthy thought:

'We encourage employees to take breaks to walk along the Providence River.'

ALAINA RESTIVO,
VP of talent, Upserve

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Tools for full, healthy lives



THOUGHTFUL APPROACH: As part of its approach to employee wellness, the company holds group meditation classes at its Coventry headquarters. Taking part are, from left, Sue Stoutenburgh, people services coordinator; Colleen Callaghan, customer care representative; and Rachael Buczenski, staff accountant.

PBN PHOTO/MICHAEL SALERNO

BY JOHN A. LAHTINEN | Contributing Writer

1 **KNOWING THAT THE LINES BETWEEN** work and personal life are becoming less clear, the folks at **Preventure** are dedicated to making that balance a bit easier to manage.

“As technology continues to shape our society, we understand that balance, healthiness, perspective and presence will unite work and home like never before. ... We are here to help make that connection viable and healthy,” said Pamela Coleman, vice president of people and performance strategies.

For more than 25 years, Coventry-based Preventure has been providing comprehensive well-being solutions to a client base that covers industries such as banking, manufacturing, hospital systems, universities and transportation. The company is routinely enhancing its program content and engagement platform to respond to the most current research on

behavioral change.

“Preventure has a core value of teamwork and collaboration,” said Coleman. “We believe in building powerful partnerships internally and with all key relationships. ... We adamantly believe that this synergistic focus on the power of partnership drives the value we bring to our clients.”

With a business so focused on

the well-being of others, it should come as no surprise that Preventure places tremendous importance on the well-being of its own employees.

With its Fit For Life program, the company seeks to build a mindset, environment and culture that encourages a state of sustainable well-being for its employees by offering programs that address all seven dimensions of wellness:

- **Social** – Group personal training sessions, monthly company-wide birthday lunches, community volunteering opportunities, social outings and a highly leveraged internal social media platform.

- **Emotional** – Encouraging employees to get up and move regularly, take walks, and create head space and emotional resilience.

- **Spiritual** – Regular mindful meditation learning sessions and meditation practices for all employees.

- **Occupational** – Strengths coaching sessions to enhance and improve performance, both at work and at home.

- **Environmental** – Donating food baskets during the holidays and developing strong partnerships with groups such as the Weightless Project and Edesia.

- **Intellectual** – The Be Your Own Ambassador program provides each employee with up to \$250 toward any intellectual, emotional, spiritual or physical activity that will make a positive impact on their lives and contribute to their personal growth.

- **Physical** – Annual biometric screening events that include a personal-coaching component, free in-office, healthy food and snacks plus regular Zumba, kickboxing, yoga and group training classes.

“We have ... flexible work hours, four weeks’ vacation from the start and cross-functional, highly collaborative work groups

that allow employees to connect and refresh as they need to,” said Coleman. “Perhaps our biggest contribution is our culture, which is open-minded and leverages Gallup’s Strengths Finder, where we encourage everyone to become deeply intimate with their individual strengths and how those strengths drive professional success and growth.”

Laura Morris, Preventure’s communications team lead, says the company is a true innovator in the wellness industry by not only constantly looking to improve upon the programs and services it develops, but by going beyond the standard fitness and nutrition components of wellness.

“I see innovation as being a consistent refinement to develop new, out-of-the-box approaches,” said Morris. “It’s always communicated that our Fit For Life well-being program is our program. The Fit For Life committee is always seeking feedback and ideas to ensure that the program is meeting our needs. We are encouraged to share our thoughts on current programs and to enter requests if we have new ideas.”

In fact, Morris recently submitted an idea for the Pound cardio fitness class, and within just a few weeks, Preventure had a Pound instructor on-site offering the class.

“I believe health impacts decision-making, conversations and really anything that someone would engage in,” Morris said. “In my mind, the mental and emotional side of health speaks to being present and aware, seeing the bigger picture, utilizing skills, strengths and passions, and that translates to higher productivity.” ■



A healthy thought:

‘The Fit For Life committee is always seeking feedback and ideas to ensure that the program is meeting our needs.’

LAURA MORRIS, Communications team lead, Preventure

CEO (or equivalent): Mark D. Correia

Number of employees: 84

On-site program yields broad success

BY SUSAN SHALHOUB | Contributing Writer

2 NORTH SMITHFIELD SUPPLY-CHAIN management provider Banneker Industries Inc.'s employee-wellness efforts go from email blasts on nutrition to the more personal, such as cholesterol screenings. But what makes the company a leader in wellness is how much of its program is offered at work.

Flu shots, a fitness center with showers, outdoor walking, and fruit and vegetable platters make it convenient for team members to get healthy in between meetings and calls. A make-your-own yogurt bar at Banneker has a healthy and social appeal.

And the efforts are working. Health insurance rates increased only 4.5 percent versus 17 percent the previous year. Perhaps more impactful than numbers for employee Mayda Diaz, who quit smoking due to a cessation program at work: "She has a lot of children and grandchildren and wanted to see them grow up," said Laurent Lamothe, talent management representative at Banneker. ■



CEO (or equivalent): Cheryl W. Snead, CEO and president
Number of employees: 55

A healthy thought:

'A 15-year Banneker employee completed our smoking-cessation program. We had a big graduation.'

LAURENT LAMOTHE,
Talent management
representative, Banneker
Industries

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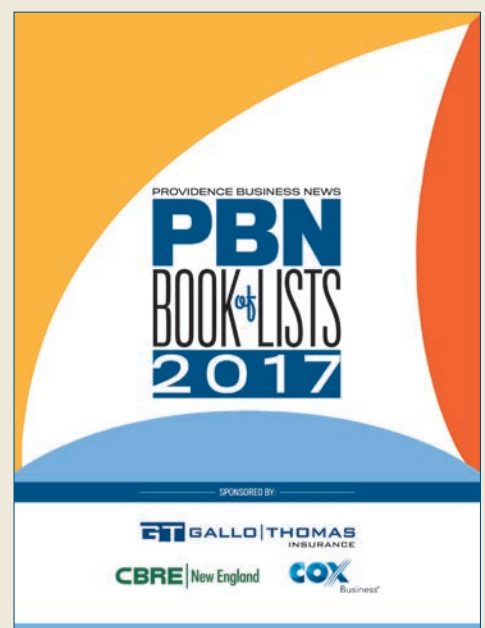
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