

PROVIDENCE BUSINESS NEWS

PBN 2018

HEALTHIEST

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— of Rhode Island —



INTERNATIONAL GAME TECHNOLOGY PLC



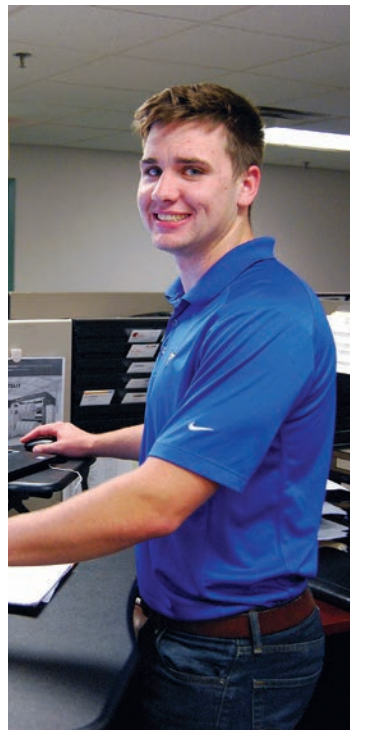
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Tufts Health Plan is proud to be among the impressive group of Rhode Island businesses named as Healthiest Employers by PBN in 2018. They include some of our employer groups, with whom we partner in employee health engagement. As a long-time program sponsor, we demonstrate our commitment to improving the health and wellness of the diverse communities we serve.

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Making healthy choices simple

BY JOHN A. LAHTINEN | Contributing Writer

FITNESS SERVED: IGT has a robust healthy-activity culture, including company groups that play basketball and volleyball at lunch-time Thursdays at the company's West Greenwich campus. From far left: Manish Verma, director of technology; Yanna Tow, systems administrator; Frank Staskiewicz, senior printed circuit board designer; Lucas Halkidis, electrical engineering intern; Tom Quaranta, mechanical engineer; Jim Lyons, principal business systems analyst; and Bruce Parkes, consulting hardware engineer.

PBN PHOTO/RUPERT WHITELEY

1 WHEN IT COMES TO promoting workplace health and wellness, the folks at **International Game Technology PLC** in Providence definitely practice what they preach.

From biometric screenings, flu-shot clinics and stress reduction, to weight loss, state-of-the-art fitness centers and parental leave, IGT offers a host of programming and support aimed at engaging its employees and encouraging them to take the right steps to better their health.

And the effort appears to be working, as more than half of the company's employees take advantage of some form of health betterment program.

"A healthy individual will be more productive," said Erika Benson, IGT's wellness and benefits specialist. "Physical activity, not just exercise, improves all functions of the body. If an employee increases their daily activity by simply parking further from the building, [they] are at less risk of injury or disease."

Benson, who cited chronic illness as one of the largest contributors to lost time amongst employees, said IGT knows that reducing that time away will increase productivity and mental health.

"We know physical activity improves memory and brain function," Benson said. "Being healthy also improves our outlook. If I feel good, I'm happier. We are more willing to see the positive. Motivation is a function of being connected or engaged. If I like what I do, I am more willing to do it, happily. And if I am motivated, I am going to positively contribute more."

IGT's wellness programming goes beyond just being physically active by encouraging employees to embrace healthy new eating habits as well. To that end, IGT's cafeteria serves fresh food that is prepared on-site, including menu items such as low-sodium soups, infused waters and low-calorie juices.

Outside the office, IGT team members are

equally encouraged to be active as well as to give back to the community.

"Our employees are given one paid volunteer day off to work together as one in animal shelters, soup kitchens and more," Benson said. "It was a great success this year. This spring, we encouraged all employees to participate in a Global Step Challenge leading up to our highly anticipated Global Walking Day. Our goal was to increase engagement in the workplace but also to raise awareness on how important it is to take a break and get exercise. We are constantly promoting and encouraging our employees to participate in local 5Ks, the blessing of the fleet 10-miler and even the stair climb at the Omni [Providence] Hotel – IGT pays in full for IGT employees and family members who participate in these races."

Michael Branch, who spent seven years as a computer operator at IGT's data center in Jefferson City, Mo., and the past three as a proposal writer in Rhode Island, says the company shows tremendous innovation in its varied approach to on-site offerings that seek to appeal to a wide swath of employee interests, including offerings that include kickboxing, dance, bodyweight, cardio step and yoga.

"I certainly feel that the steady implementation of healthy habits can increase work productivity," Branch said. "Not by incorporating strict or complex health goals that are unrealistic to dedicate oneself to for longer than a few months such as a current diet trend or 'miracle

pill,' but rather through the stable alteration of habits – habits that don't require an excessive amount of money or faith from the participant; just determination."

Branch said habits such as developing and sticking to a regular sleep schedule; positive stress-coping mechanisms such as running, stretching and focused breathing; and making the effort to drink more water are all great starts and will contribute to productivity in and out of the office.

With executive leadership playing an active role in supporting and communicating IGT's health and wellness programs, it's easy for employees to follow their lead. ■



CEO (or equivalent):
Renato Ascoli,
CEO, North America

Number of employees: 7,000

A healthy thought:

'IGT takes an innovative, empowerment-based approach [to wellness].'

ERIKA BENSON,
Wellness and benefits specialist,
International Game Technology PLC

CVS puts affordable options within reach

BY WENDY PIERMAN MITZEL | Contributing Writer

2 CONSIDERING CVS HEALTH CORP. is a health and retail company, it only makes sense that for its 7,044 employees at its Rhode Island headquarters (and its nearly 150,000 others nationwide at its more than 9,800 retail locations), wellness programs are a part of the job.

The company says it offers a comprehensive suite of low- or no-cost wellness programs, including health screenings, smoking cessation, weight management, health coaching, flu shots, health management for rare conditions and maternity, financial well-being tools and discounted rates at its 1,100 walk-in MinuteClinics.

CVS puts an emphasis on “social connectedness.” Colleagues have opportunities to connect, engage and support each other through social media components on the CVS Health intranet, Profiles in Health employee testimonials, Healthy Selfies, and by posting photos and videos in the Health-Connect newsfeed.

A Path to Nutrition program offers healthy options and affordable pricing. ■



CEO (or equivalent):
Larry J. Merlo,
CEO and president

Number of employees: 156,774

A healthy thought:

‘CVS Health is a purpose-driven company focused on helping people on their path to better health.’

SHERI PENSINGER,
Benefits strategy adviser,
CVS Health Corp.

Fidelity invests in innovative choices

BY SARAH PARSONS | Contributing Writer

3 FIDELITY INVESTMENTS wants its clients to be financially fit. It wants its 37,000 employees to be physically and mentally healthy for life. The financial-services firm’s “Well for Life” program goes beyond traditional benefits of health care, dental and vision to create healthier employees and families. The company provides healthy dining options, on-site fitness centers and wellness clinics, meditation programs and free health screenings. Some of its more-innovative tactics for improving physical and mental well-being include on-site ping-pong tables and bean-bag toss boards, which help foster socialization and provide mental breaks. Employees can also reserve 30-60-minute sessions at the company’s 28 walking work stations – standing desks equipped with treadmills.

Fidelity also invests \$16 million annually in its nutrition program. Employees purchasing FIT meals – those deemed to be healthy based on calories, fat and sodium content – receive free fruit and earn credits toward future meals. ■




CEO (or equivalent):
Abigail P. Johnson,
CEO and chairman

Number of employees: 37,000

A healthy thought:

‘Fidelity supports and sponsors broad well-being tenets ... through the provision of healthy dining, on-site fitness centers [and other benefits].’

JULIE MORRIS,
Manager, benefits analysis,
Fidelity Investments



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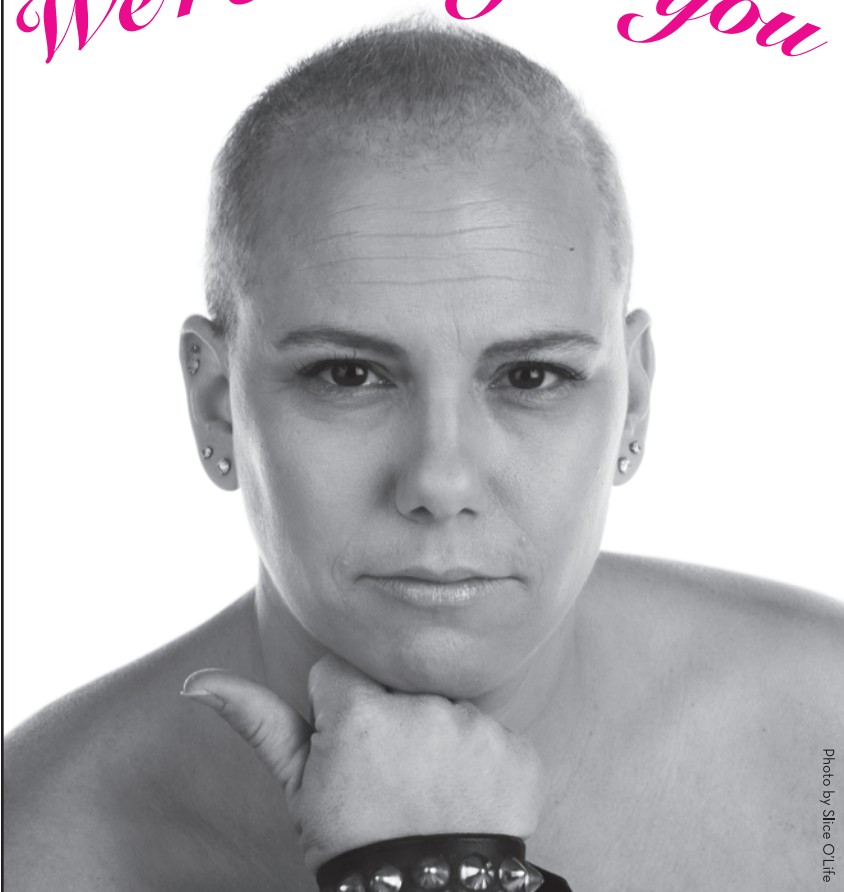


Photo by Slice Of Life

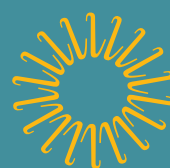
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Cintas, employees take family approach

BY SARAH PARSONS | Contributing Writer

4 EMPLOYEES ARE MORE than just workers at uniform-maker Cintas Corp. They're family.

The Cumberland-based company refers to its 40,000 staff members as "employee-partners." Part of that partnership involves a commitment to healthy living.

Since 2012, the company has aimed to engage its employee-partners in daily wellness activities, including attending its on-site health and wellness clinics. Wellness coaches work with staff, ensuring that any concerns or issues they're having are adequately addressed.

The company ultimately attributes this commitment to health to a better overall work environment. Cintas earned a star from the Occupational Health and Safety Administration's Voluntary Protection Program for implementing effective safety and health-management systems – one of only five companies in Rhode Island to earn this award. Cintas' workplace incident rate is almost 200 percent lower than the industry average. ■



CEO (or equivalent):
Scott D. Farmer
Number of employees: 40,000

A healthy thought:
'At Cintas, we strive to be a family. Part of being a family is looking out for our employee-partners' health and well-being.'

JILL LAMBERT,
Senior human resources manager,
Cintas Corp.

U-Haul gets workers to help themselves

BY SARAH PARSONS | Contributing Writer

5 U-HAUL INTERNATIONAL wants to improve employees' well-being by focusing on health, fitness, nutrition and mindset.

Through its Healthier U program, the Phoenix-based company provides reimbursements for gym memberships, registered dietitian visits and nicotine-cessation programs, as well as on-site exercise activities.

It's paid off: U-Haul's employees lost a collective 23,431 pounds from 2015 through 2017. Nearly 500 staff have participated in the Get Fit Gym reimbursement program.

One of Healthier U's crowning achievements is the U-Haul Active Day. More than 3,000 employees and their families across U-Haul's network participated in the annual fitness event featuring 5K walk/runs, hiking excursions, basketball and baseball games, and trips to the zoo.

At company headquarters, employees can join regular "lunch and learns," workshops focused on everything from sports nutrition to financial strategies. ■



CEO (or equivalent):
Edward J. Shoen,
chairman and president of
AMERCO (holding company
owner of U-Haul International)
Number of employees: 8,889

A healthy thought:
'U-Haul's employees lost a collective 23,431 pounds from 2015 through 2017.'

MONIQUE WANTLAND,
Wellness marketing specialist,
U-Haul International

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Investing in workers for the long haul

BY MICHAEL HARDMAN | Contributing Writer

6 AS RHODE ISLAND'S largest health care provider, **Lifespan Corp.** provides care to many of the state's residents.

With its employees, the health care provider takes its approach one step forward, with programs to help their health, finances and retirement plans by adopting a holistic approach.

Lifespan offers several different programs for employees to help their health and overall well-being.

For instance, providing health care for employees features Team Lifespan, with voluntary benefits, including: health and wellness plans; providing a tobacco-free campus; digital and wearable opportunities; fitness classes and consultations; and nutrition classes. Lifespan's approach also expands for helping employees train for 5K road races. Information is also distributed through newsletters and printed materials at benefits fairs.

All its efforts are part of the company's goal to expand growth and engagement by embracing C.A.R.E. (compassion, accountability, respect and excellence). ■



Lifespan

Delivering health with care®

CEO (or equivalent):
Dr. Timothy J. Babineau,
CEO and president

Number of employees: 14,791

A healthy thought:
'Lifespan's health and wellness program is a segment of the visionary commitment to total rewards and holistic well-being.'

SHEILA JACOBS,
Wellness manager,
Lifespan Corp.

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(based on companies with 5,000 or more employees)

2018 rank	Company	Top executive(s)	Type of business	No. of employees	Paid work time for physical activity	Paid work time for stress management	Healthy vending options	Alcohol/drug-free environment policy	Healthy cafeteria options	Walking/running outdoor trails	Standing/walking desks	Wellness programs	Fitness center	Subsidy for external fitness center	Flu shots	Personal finance resources	Employee assistance programs
1 2017: 2	International Game Technology PLC	Marco Sala; Renato Ascoli	Gaming and lottery services	7,000	•	•	•	•	•	•	•	•	•	•	•	•	•
2 2017: 1	CVS Health Corp.	Larry J. Merlo	Retailer/ pharmacy benefit manager	156,774		•	•	•	•	•	•	•	•	•	•	•	•
3 2017: 4	Fidelity Investments	Abigail P. Johnson	Financial services	37,000			•	•	•	•	•	•	•	•	•	•	•
4 2017: 3	Cintas Corp.	Scott D. Farmer	Manufacturer	40,000	•	•	•	•	•	•		•		•	•	•	•
5 2017: NL	U-Haul International	Edward J. Shoen	Self-storage/ moving	8,889			•	•			•	•	•	•	•	•	
6 2017: NL	Lifespan Corp.	Dr. Timothy J. Babineau	Health care	14,791			•	•	•	•	•	•	•	•	•	•	•



A full-spectrum wellness plan

BY NANCY KIRSCH | Contributing Writer

WELLNESS WARRIORS: Kenny Boucher, left, a supervisor in the CBIZ audit department, and Danielle Poyant, director in the tax department, both members of the 15-person Road Warriors, runners from the Boston and Providence offices, compete in the Blessing of the Fleet 10-mile race in Narragansett July 27. PBN PHOTO/RUPERT WHITELEY

1 **CBIZ INC., THE CLEVELAND PUBLICLY TRADED** professional services company, launched its wellness program in 2001, seven years before the Society of Human Resources Management first surveyed U.S.-based companies on the issue. Recognizing that financial stress impacts people's health, the CBIZ Well-being Program transitioned recently from emphasizing physical health to including financial health as well, Director of Compensation and Benefits Deborah Sherman said.

A company-paid prescription benefit program offers enrolled employees less-expensive prescription options, and an online personalized tool assesses an individual's financial status. With 30 percent and 20 percent participation in these programs, respectively, within the first 30 days of the 2018 launch, Sherman said, "In my world, that's huge. I'm thrilled."

Calling the financial-assessment tool "a big hit," said Sonia Stingo, CBIZ's director of operations for New England. "In my previous life, I was a wealth adviser. To have these tools available to employees is really wonderful. [It's] something that most people don't usually get insight into unless they hire their own personal adviser."

CBIZ adopted a total well-being perspective with five pillars: purpose, social, financial, community and physical. Attracting up to 75 percent of its insured population, the company-funded program offers on-site clinical health screenings, blood drives, lunch and learn sessions, health fairs, sports teams, walks and runs that support local charities.

With nearly 5,000 employees scattered across more than 100 offices, including the Providence office with some 70 employees, communicating well-being is CBIZ's greatest challenge, said Sherman. A marketing brochure that fully describes the five pillars, each with its own unique icon, that was issued with each employee's annual benefits statement, brought "a huge uptick in feedback; the icons especially

captured people's attention," she said.

Wanting to motivate employees to address their well-being, CBIZ invited them to describe what matters most. The barrage of notes and photos – of employees with their grandchildren or pets – opened the door for conversations about obesity, said Sherman, and the website's homepage weekly featured a different employee's story and picture. "When you identify what matters most to you in your life, you can more easily see a path to getting healthier."

During the busy tax season, the Providence team hosts a mini-golf tournament in the office, and the CBIZ Road Warriors, runners from the Boston and Providence offices, is growing larger, said the Boston-based Stingo in a phone interview. Fulfilling the community pillar, the Providence team is committed to supporting local charities, including serving food at Amos House, reading to toddlers at Children's Friend, sponsoring a book drive and participating in an Earth Day cleanup. Staff mentoring programs, regular social hours for staff from both offices and a corporatewide, streamlined flexible work policy all contribute to well-being, said Stingo.

With more than 38 percent of its insured population diagnosed obese, CBIZ offers nutritional online and telephone coaching, and nutritional counseling for any insured who seeks it, as well as value pricing for prescriptions for its diabetic clients. Other initiatives include healthy vending-machine options, smoking-cessation support, employee and education

assistance programs and, recently, a program helping employees find caregivers for children and/or elderly relatives, as reducing stress is vital to overall well-being.

More than 50 percent of CBIZ's insureds are compliant in wellness exams and breast cancer screenings, dramatically outperforming the norms. Its corporate health partner, Optum, found recently that CBIZ has better health scores than its book of business in 12 categories, including body-mass index percentages, high blood pressure, glucose readings and cholesterol levels. ■



CEO (or equivalent):
Jerome P. Grisko,
CEO and president

Number of employees: 4,630

A healthy thought:

'When you identify what matters most ... you can more easily see a path to getting healthier.'

DEBORAH SHERMAN,
Director of compensation and benefits,
CBIZ Inc.

Leadership role guides healthy life initiatives

BY MICHAEL HARDMAN | Contributing Writer

2 AS ONE OF THE world’s largest business property insurers, **FM Global** is in the property risk-management business, using its capital, scientific research capability and engineering expertise.

The Johnston-based mutual insurance company encourages employee participation in its total health programs, contributing to ongoing communications with the workforce. Leadership of the company takes part in the program by joining a “step” challenge, getting flu shots or biometric screenings done, enrolling in the company’s weight-loss program or going for group walks.

As a nearly 200-year-old company, FM Global has designed a program to support the long-term health and well-being of its employees and their families globally, while minimizing health-related risk and preventing illness.

This year, the company introduced a Real Appeal weight-loss program, a breast-milk shipping service for nursing mothers traveling for business, and backup day care for elders and children. ■



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

A healthy thought:
‘Leadership sets the tone that FM Global cares about its employees’ health and well-being.’

CAROLE WILLIAMSON,
Manager, health and wellness plans,
FM Global

Saturating workplace with wellness activity

BY MARY HOWE | Contributing Writer

3 IF AN EMPLOYEE of **Brown University** wanted to improve his health and fitness, he needs only to say “yes,” and a gusher of employer-sponsored opportunities bursts wide open.

The faucet releasing the information is Maxwell, a university-managed online portal accessible by phone, tablet, laptop or desktop. In it, employees can fill out a health assessment; participate in online workshops on wellness topics; log doctor visits; join a stop-smoking workshop; and manage their Wellness Rewards.

Brown’s Wellness Rewards is a voluntary wellness incentive program that allows employees to earn \$150 to \$250 a year by taking actions to improve their health. Cash may be earned for doctor visits, smoking cessation and doing wellness programs.

These programs range from on-campus exercise classes to workshops on topics such as managing retirement savings and healthful cooking. The university even has designated walking routes on or near campus. ■



CEO (or equivalent):
Christina H. Paxson,
president
Number of employees: 4,057

A healthy thought:
‘Our success is built on ... a unique array of health topics, fitness offerings, healthy cooking demos and educational subject matter.’

MICHELLE WISE,
Benefits specialist,
Brown University

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 2,000-4,999 employees)

2018 rank	Company	Top executive(s)	Type of business	No. of employees	Paid work time for physical activity	Paid work time for stress management	Healthy vending options	Alcohol/drug-free environment policy	Healthy cafeteria options	Walking/running outdoor trails	Standing/walking desks	Wellness programs	Fitness center	Subsidy for external fitness center	Flu shots	Personal finance resources	Employee assistance programs
1 2017: 2	CBIZ Inc.	Jerome P. Grisko	Finance/insurance	4,630	●	●	●	●	●	●	●	●	●		●	●	●
2 2017: 3	FM Global	Thomas A. Lawson	Commercial/industrial property insurance	3,800	●	●	●	●	●	●	●	●	●	●	●	●	●
3 2017: 7	Brown University	Christina H. Paxson	Higher education	4,057	●	●	●	●	●	●	●	●	●		●	●	●
4 2017: 5	Toray Plastics (America) Inc.	Michael Brandmeier	Manufacturer	2,385		●	●	●		●	●	●	●	●	●	●	●
5 2017: NL	Ocean State Job Lot ¹	Marc Perlman; Alan Perlman; Steve Aronow	Retailer	2,305			●	●	●			●			●	●	●
6 2017: 4	Tufts Health Plan	Thomas A. Croswell	Health insurer	2,700	●	●	●	●	●	●	●	●	●	●	●	●	●
7 2017: 6	Benchmark Senior Living	Tom Grape	Senior living	3,800			●			●	●	●	●	●	●		

1 Ocean State Job Lot was ranked No. 4 in the 500-1,999 employees category in 2017.

Staying on track around the clock

BY MARY HOWE | Contributing Writer

4 PERSUASION AND OUT-REACH are components of any strong workplace wellness program, and Toray Plastics (America) Inc. in North Kingstown is all over that principle. Its gym, located in a dedicated Education and Wellness Center building, is open for free to community groups such as the R.I. National Guard and local police, fire, schools and recreation department.

The 572 employees in the company's 24/7 manufacturing operations are the primary consumers of company-sponsored wellness programs. A wellness team organizes programs on topics that include stress management, nutrition and weight loss. Employees have access to fitness-incentive challenges, flu-shot clinics and Know Your Numbers campaigns. Wellness Wednesdays bring weekly wellness events.

Wellness vendors may do presentations in break rooms at the two manufacturing plants. And the fitness center is open from 5:30 a.m. to 9 p.m. to accommodate employees' work schedules. ■

'TORAY'
 Innovation by Chemistry

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

Number of employees: 2,385

A healthy thought:

'Many of our employees have gained special recognition for ... making a positive health-style change.'

LISA AHART,
 Vice president of U.S. corporate human resources,
 Toray Plastics (America) Inc.

Partnerships form support system

BY MARY HOWE | Contributing Writer

5 OCEAN STATE JOB LOT in North Kingstown, a discount retailer, employs people in many locations at 131 stores from New Jersey through New England, including 15 in Rhode Island.

The company's Choose Well program spreads information and helps with fitness by partnering with existing groups. OSJL co-sponsors the Rhode Island PurpleStride Pancreatic Cancer Action Network walk. Hundreds of its employees have participated.

American Cancer Society has been a guest presenter to talk about how to quit smoking, while OSJL offers a discount on health insurance for nonsmokers.

In a partnership with StayFit, OSJL has held four-week fitness challenges at its stores, with strong participation. Real Appeal, a virtual weight-loss program, opened in spring 2017, achieving an average weight loss of 4.3 percent by 89 participants. This past spring Choose Well added a new diabetes-prevention program, Vida Health, for eligible workers and their families. ■

Ocean State
JOB LOT

CEO (or equivalent):
 Marc Perlman

Number of employees: 2,305

A healthy thought:

'From day one we wanted the wellness program to be available and useful to all.'

SARAH PERLMAN
 Human resources generalist,
 Ocean State Job Lot

CARING FOR THE CITY



50 YEARS
 PROVIDENCE COMMUNITY
 HEALTH CENTERS

Taking its mission to heart with staff

BY MICHAEL HARDMAN | Contributing Writer

6 AS A HEALTH INSURANCE company serving 1 million-plus members, **Tufts Health Plan** knows the importance of employee health and wellness. The nonprofit Watertown, Mass.-based company offers a Working Well health program, taking a holistic approach with almost all of its 2,700 employees participating.

A state-of-the-art 12,000-square-foot workout facility at its corporate headquarters is available 24/7 and staffed by certified professionals, offering free health assessment and workout programs, and the membership is subsidized by the company. There is also an on-site garden, which was suggested by employees.

Tufts Health Plan also offers monthly nutrition education seminars with a registered dietitian, weekly on-site Weight Watchers sessions and discounts for attending a community meeting. The company's cafeteria also offers healthy breakfasts, lunches and snacks, with a subsidized fruit and salad bar.

The BeWell Center's on-site clinic offers free flu shots, stress-reduction seminars, tobacco-cessation classes, and rooms for pregnant and nursing women. ■



CEO (or equivalent):
Thomas A. Croswell,
CEO and president

Number of employees: 2,700

A healthy thought:

'Tufts Health Plan is committed to offering abundant wellness resources.'

CHRIS KEYES,
Fitness center director,
Tufts Health Plan

Supporting caregivers and those they serve

BY WENDY PIERMAN MITZEL | Contributing Writer

7 BENCHMARK SENIOR LIVING LLC not only cares for its residents, it also takes the wellness of its employees into account.

According to the company, which operates three senior care facilities in Rhode Island with 317 employees, the corporate wellness program is a personalized program accessed via a website or mobile app, and at no cost to staff. The program is designed so that associates can easily attain levels to earn reduced medical rates and quarterly bonuses.

Executive leadership participates in the program and activities as well.

Benchmark said, "As a result of our wellness program, we have better retention. For those that obtain wellness levels, we've been able to reduce associates' medical deductions."

The Rhode Island locations are three of 56 senior living communities offering independent living, assisted living, Alzheimer's and dementia care, and continuing care beyond the Ocean State in Connecticut, Maine, Massachusetts, New Hampshire, Pennsylvania and Vermont. ■



CEO (or equivalent):
Tom Grape
CEO, president,
chairman and founder
Number of employees: 3,800

A healthy thought:

'As a result of our wellness program, we have better retention.'

DEVIN ANUZIS,
Corporate manager,
customer experience,
Benchmark Senior Living LLC

You're Invited to Join the Celebration!



Providence Community Health Centers

Black-Tie or Tie-Dye

50th Anniversary Gala

Saturday, October 27, 2018

Ballroom at Rhode Island Convention Center

\$150 per ticket includes dinner, entertainment, music, dancing
All proceeds benefit Providence Community Health Centers

Established in 1968, Providence Community Health Centers honors its roots from the sixties with a Black Tie or Tie-Dye celebration.

It's up to you, go all out with black tie or hang loose with tie-dye!

To purchase a ticket, please make check payable to Providence Community Health Centers, Inc. Mail payment along with your name(s) and mailing address by September 15, 2018 to: Providence Community Health Centers, Attn: Debra Spicuzza, 375 Allens Avenue, Providence, RI 02905

For additional information, please contact Debra Spicuzza at 401-780-2560 or email dspicuzza@providencechc.org.



Shared focus on patients, staff

BY WENDY PIERMAN MITZEL | Contributing Writer



HEALTHY STRETCH: South County Health offers many opportunities for employees to maintain their health, including yoga classes every Tuesday in the company's cardiopulmonary gym. From left: Tami Motte, laboratory technologist; Gale Kittell, laboratory assistant; and Nancy Gibb, laboratory technologist. PBN PHOTO/RUPERT WHITELEY

1 **SOUTH COUNTY HEALTH** knows that health care goes far beyond the job of caring for patients. It calls for attention to staff wellness, too.

“Historically we focused on our patients’ overall sense of well-being and recovery,” said Maggie Thomas, associate vice president and chief human resources officer. “Now, we support staff and their good health as much as we do our patients.”

Thomas said South County Health is building a “menu” that focuses on resilience (work-life balance, sleep habits and stress management), financial wellness (recognizing that a sense of financial security reduces stress and is important to overall well-being), nutrition and overall physical health.

The Well-Beyond program, which offers employees (and families) the opportunity to earn a discount on their medical contribution by enrolling in the health assessment and biometric screenings, goes well beyond computerized questionnaires.

Need a few minutes to de-stress? Go find the pet therapy dog and have a cuddle. Feeling overwhelmed? Talk to a wellness coach. Want to work out but don’t have a lot of time? Try out the patient cardiopulmonary gym available 24 hours a day, seven days a week.

All these methods of self-care factor into the incentive program, as employees log their activities. Thomas said her department receives very positive feedback.

Activities are well-planned and predictable, making them easily accessible, she said.

Beth Keene has worked at South County Health for just a few months but has already taken advantage of several opportunities, including the yoga studio and the gym, and has completed the online assessment.

“I really can’t get over all the different things we offer here to support employee health,” she said.

Thomas is proud to point out the amount of staff you’ll find walking around the campus on

any given day. “We provide incentives for staff to get out and get some fresh air on their meal break or their 15-minute break,” she explained. “We have very much seen a change in culture and frequently see staff walking the sidewalks or using the picnic tables outside for lunch.

“We are situated in a beautiful neighborhood in South County,” she continued. “There are sidewalks for safe walking, mature trees. People can walk to Main Street and back in 20 minutes. ... It does something for your soul. It’s uplifting and can recharge staff in the middle of the workday.”

According to South County Health, 49 percent of professional behavioral health services were related to stress disorders. One of the most popular stress-reducing programs is the 15-minute on-site chair massages at all system locations. Staff can use the online scheduler or can “walk in” and are charged a copay of \$1 per minute. Appointments are generally filled 100 percent.

The Biometric Screening Health Risk Factors overall program is another piece of the puzzle, with participation of the eligible population at 84 percent, which exceeds industry benchmarks of 55-75 percent, South County Health reports.

The Well-Beyond program is highly visible throughout the company, with screensavers reminding staff of their options, posters encouraging staff to participate and a newsletter with upcoming activities. Each year South County Health publishes a new wellness guide.

Staff and their medically enrolled spouse/

partner can participate in on-site biometric screenings or may submit a personal physician form with laboratory results ordered by their physician during a well visit.

It also literally pays to participate in the activities. According to South County Health, each 100 points earns a participant \$100, with a plan year maximum of \$300 per individual and \$600 per staff and spouse/partner. Participants may elect to receive a taxable bonus in their pay or a nontaxable contribution into their health reimbursement account.

“We are proud of our programs,” said Thomas. “When they are well-supported, we can continue to do great things for our patients and community.” ■


SOUTH COUNTY HEALTH

CEO (or equivalent):
Louis R. Giancola,
CEO and president

Number of employees: 969

A healthy thought:

‘Now, we support staff and their good health as much as we do our patients.’

MAGGIE THOMAS,
Associate vice president and chief human resources officer, South County Health

Staff health part of NHPRI mission

BY MICHAEL HARDMAN | Contributing Writer

2 NEIGHBORHOOD HEALTH PLAN OF RHODE ISLAND'S mission is providing high-quality health care to the state's at-risk residents. That mission extends to the programs offered to its 520 full-time employees.

Offering a comprehensive package, Neighborhood offers the Healthwatch Wellness program and has a partnership with Quality Health Solutions to provide health and wellness programs.

There is an extra incentive for any employee who completes the full program steps – a \$250 award.

Established in December 1993, Neighborhood partners with community health centers to provide health insurance coverage for citizens. More than 200,000, or 1 in every 5 of the state's residents, are enrolled in the program.

Neighborhood serves families with low to moderate incomes, children with special health care needs, all children in the state's foster care system, Medicaid-only adults with disabilities, Medicaid expansion population, and dually eligible Medicare-Medicaid beneficiaries. ■



CEO (or equivalent):
Peter M. Marino,
CEO and president

Number of employees: 520

A healthy thought:

'Promoting the health of the members we serve – and our employees – is core to our mission.'

JASON VLAUN,
Director of human resources,
Neighborhood Health Plan
of Rhode Island

Employees key to long-term plan

BY MICHAEL HARDMAN | Contributing Writer

3 FOR THE LAST FIVE YEARS, Gilbane Inc. has been on a mission to improve the overall health of its employees and their families by highlighting awareness and providing education.

At the Providence-based construction company and project manager/developer, employees and their spouses and domestic partners can take part in an annual health screening and a tobacco affidavit.

Options include participating in an on-site health screening at select Gilbane locations across the country or working with their primary care physician to complete a personal physical form, or participating in a laboratory appointment at a patient service center at more than 2,000 locations across the country. New employees are eligible for the same benefits but are also required to take part in an advanced health assessment.

Gilbane also offers telephonic health coaching, at least two companywide health challenges a year, health education webinars, company newsletters, a daily stretch and flex program, and a healthy cafeteria option. ■



CEO (or equivalent):
Thomas F. Gilbane Jr.,
CEO and chairman

Number of employees: 1,839

A healthy thought:

'Our wellness mission is to support Gilbane employees and their families.'

ASHLEY LEVESQUE,
Benefits manager,
Gilbane Inc.

Making wellness fun, yielding good returns

BY MICHAEL HARDMAN | Contributing Writer

4 RHODE ISLAND MEDICAL IMAGING INC. is taking a fun approach to health and wellness, and it's working, with more than 95 percent of the employees enrolled.

After all, who doesn't enjoy a chair massage or taking part in a dress-down day to raise money for the American Lung Association?

For the past eight years, RIMI has had an employer-sponsored program to promote physical and mental well-being. One of the many features is a voluntary, incentive-based program. If members meet specified requirements, they receive a discount on their health insurance premium.

Dr. Terrance Healey, one of the practice's senior leaders, is an advocate for the annual Lung Force Walk, and RIMI is a contributor to the event. Employees can join a free RIMI team, receiving T-shirts, RIMI blue pom-poms, drawstring backpacks and tumblers. RIMI has a dress-down day with \$5 donations going to the American Lung Association.

There is an added perk of a free lunch for the site (RIMI has a dozen in the region) that has the most walkers, too. ■



**RHODE ISLAND
MEDICAL IMAGING**

CEO (or equivalent):
Dr. John A. Pezzullo,
president

Number of employees: 500

A healthy thought:

'Our pledge to promote physical and mental well-being remains steadfast.'

SUSAN LOGAN,
Director of human resources,
Rhode Island
Medical Imaging Inc.

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f t i p in

BCBSRI prioritizes worker needs

BY MICHAEL HARDMAN | Contributing Writer

5 BLUE CROSS & BLUE SHIELD OF RHODE ISLAND has made the health and wellness of its employees one of the organization’s highest priorities.

With the Rhodes to Well-being initiative, the company is focusing on starting or building healthier lifestyles by focusing on the physical, emotional, financial and social well-being of its employees. The health insurer uses comprehensive programs, education and resources to increase engagement, better overall health and well-being.

Blue Cross has the numbers to back up the success of the program. In 2017, the company introduced a mindfulness program, which has been extended into this year. It offers Level 1 and Level 2 programs for eight weeks. Using pre- and post-assessments, there has been a 25 percent increase in mindfulness, a 35 percent reduction in stress, 95 percent of participants are planning to maintain a regular practice and 100 percent indicated they would recommend the program. ■



CEO (or equivalent):
Kim A. Keck,
CEO and president
Number of employees: 790

A healthy thought:
‘Our executive leadership team ... champion and participate in well-being programs throughout the year.’
SHANNON BROADBENT,
Lead benefits analyst,
Blue Cross & Blue
Shield of Rhode Island

Bryant’s data guides planning

BY MICHAEL HARDMAN | Contributing Writer

6 BRYANT UNIVERSITY takes an analytics approach to the health and wellness of its employees. The university, through its health insurance provider, uses health assessments to tailor programs based on the needs of its employees.

The wellness program focuses on the whole well-being of its employees, stressing physical, mental, emotional, financial and social aspects.

This year, that broad approach is yielding a number of programs and focuses, including: workplace safety with Healthcare Consumer Month; National Colorectal Cancer Month; nutrition, high blood pressure and cholesterol awareness; melanoma and skin cancer prevention; National Ice Cream Day, featuring a vegan ice cream truck; better sleep; mental health with a focus on opioid education and resources; flu season health; a fitness fair; and healthy holiday travel.

Each month, Bryant has a table set up for Wellness Wednesday, offering healthy snacks and information about the topic of the month. ■



CEO (or equivalent):
Ronald K. Machtley,
president
Number of employees: 729

A healthy thought:
‘We truly seek to expand our programming through both on-campus partnerships ... and off-campus partnerships.’
SHAHARA PROULX-TRACY,
Human resources generalist,
Bryant University

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 500-1,999 employees)

2018 rank	Company	Top executive(s)	Type of business	No. of employees	Paid work time for physical activity	Paid work time for stress management	Healthy vending options	Alcohol/drug-free environment policy	Healthy cafeteria options	Walking/running outdoor trails	Standing/walking desks	Wellness programs	Fitness center	Subsidy for external fitness center	Flu shots	Personal finance resources	Employee assistance programs
1 2017: 1	South County Health	Louis R. Giancola	Health care	969	●	●	●	●	●		●	●	●	●	●	●	●
2 2017: NL	Neighborhood Health Plan of Rhode Island	Peter M. Marino	Health insurer	520		●	●	●	●	●	●			●	●	●	●
3 2017: NL	Gilbane Inc. ¹	Thomas F. Gilbane Jr.	Construction	1,839	●	●	●	●	●		●	●		●	●	●	
4 2017: NL	Rhode Island Medical Imaging Inc.	Dr. John A. Pezzullo	Health care	500			●	●	●		●	●			●	●	●
5 2017: 2	Blue Cross & Blue Shield of Rhode Island	Kim A. Keck	Health insurer	790	●	●	●	●	●		●	●	●	●	●	●	●
6 2017: 3	Bryant University	Ronald K. Machtley	Higher education	729			●	●	●	●	●	●			●	●	●

¹ Gilbane Inc. was ranked No. 1 in the 2,000-4,999 employees category in 2017.

In-house workouts fuel holistic approach

BY MICHAEL DECICCO | Contributing Writer



TO THE BEAT: Collette Travel Services offers a company health class with a rock-drumming theme, branded “Pound,” during which employees work out to rock music with drumsticks. From left: Anissa Doradou, program coordinator; Hannah Beatrice, staff accountant; Kelsie Marchetti, product manager; Cheryl Shaw, director of program operations; and Phyllis Shields, benefits manager.

PBN PHOTO/RUPERT WHITELEY

1 EMPLOYEES OF COLLETTE TRAVEL SERVICES INC. DON'T HAVE TO journey far to find a place to exercise.

Since 2013, a 6,000-square-foot, state-of-the-art wellness center and workout room within its 162 Middle St. facility in Pawtucket has been the nucleus of the company's holistic approach to promoting employee health on many levels.

Eighty-eight percent of Collette's employees participate each year in its wellness program, Public Relations Manager Amelia Sugarman said. The fitness room accommodates 15 people at a time and always fills up quickly.

Sugarman said the company's successful health-centric efforts all started when the wellness center was built five years ago.

“We had a great workout room,” she said, “and we decided to expand our programs.”

The core of that mission, she said, is the idea that wellness and well-being includes a mind, body and spiritual connection. The result of that mission is a comprehensive wellness program, available to employees and their families for free, that improves their overall health and well-being, she said.

The center includes not only weights, cardio equipment, towel service and showers but also instructional classes, and health and wellness coaching. The fitness company Perfectly Fit staffs and manages the facility, conducting classes that include meditation, yoga and mindful breathing as well as physical exercise. In good weather, exercise activities head outdoors to the nearby park.

The center regularly picks a wellness topic of the month, focusing on activities and disseminating information on that subject. Themes have ranged from dental health to emotional well-being to summer wellness. The latter was the topic this July, providing information on

the company website and activities related to staying sun-safe during the season, and eating and exercising properly.

The center offers a variety of activities, Benefits Manager Phyllis Shields said, because it recognizes a workout means different things to different people.

“Some walk, some like to run,” she said. “We try to make everybody comfortable. In class, they can modify their level of fitness exercise.”

In addition to the workshops, every October the center hosts a health fair that offers flu shots and biometric screenings and health care-related vendors. In September, it will host its annual Financial Wellness Day, focusing on money-management topics that give employees peace of mind, another component of the mind, body, spirit connection that leads to a holistically healthy employee.

Beyond center programming, Collette employees are encouraged to leave their desks and walk and even conduct walking business meetings, Sugarman said.

There are three different walking teams, before work at 7 a.m., lunchtime and after work. Sugarman has seen as many as 40 walkers during these times.

Arguably Collette's most successful walking team was the Jingle Joggers, who trained hard eight weeks before the Christmas season run in Providence last year. Its 26 joggers raised more than \$1,000 for the Toys for Tots campaign and

crossed the finish line of the 5K run.

There are also Commitment Challenge teams. Eight such four-member weight-loss teams at Collette are currently encouraging each other to achieve their weight-loss goals. A one-month step challenge resulted in 9,191,088 steps taken by 38 participants who walked a total of 4,594 miles.

The company's regular Wellness and Well-Being Member of the Month award is also a sign of the program's success. Shields said the award goes to an employee who has shown a commitment to improving overall health by surmounting challenges such as weight loss, healthy eating or quitting smoking.

“It serves as a kudos to them,” Sugarman said, “and an inspiration to others.” ■

collette
guided by travel

CEO (or equivalent):
Daniel J. Sullivan Jr.

Number of employees: 486

A healthy thought:

‘Some walk, some like to run. We try to make everybody comfortable.’

PHYLLIS SHIELDS,
Benefits manager, Collette Travel Services Inc.

Despite temptations, Dave's makes progress

BY SUSAN SHALHOUB | Contributing Writer

2 EAST GREENWICH-BASED grocery chain **Dave's Marketplace** is a company in a unique position in terms of employee wellness. It's self-insured – it pays health care claims itself – so information on wellness of its 475 employees is detailed and easily accessible.

Incentives for primary care checkups and biometric screenings not only have showed some Dave's employees to be pre-diabetic or in early stages of hypertension – and thus given valuable opportunities to make changes – but company incentives to schedule such medical visits resulted in deductible reductions of up to 50 percent.

Dave's has seen great results in the area of employee weight loss, it reports, using UnitedHealthcare's Real Appeal online. The program offers healthful recipes, a food scale, portion information and diet strategies.

To round out all areas of wellness, Dave's also offers safety training, financial guidance, legal aid and help with mental health. ■



CEO (or equivalent):
David Cesario,
owner

Number of employees: 475

A healthy thought:

'The weight-loss programs ... have had ... a more significant impact ... than they would in other industries.'

KEVIN LOVETT,
Senior vice president,
employee benefits,
Dave's Marketplace

Dominion moves yield success

BY SUSAN SHALHOUB | Contributing Writer

3 MANY DOMINION DIAGNOSTICS LLC employees, including Jolanta Porada, 58, a reimbursement specialist, are moving more as a result of the company's employee-led Achieve Health & Wellness program, which tries to put fun and facts into its initiatives.

The "fun" means workplace yoga classes, group walks, healthy potlucks and gardening workshops. For Porada, on-site Zumba classes help her to accomplish goals.

"It's a perfect combination of dance, aerobic, as well as elements of kickboxing and cardio workout," she said. "It gives me a chance to ... feel completely free of stress."

Zumba right at work makes it easy for her to attend classes and motivates other healthy behaviors – Porada said she's drinking more water and sleeping better.

In addition to fun, Dominion – a medical testing laboratory – produces facts. Achieve gives participants data on their health status and tracks results of its events. ■



CEO (or equivalent):
Robert M. Garvey Jr.
Number of employees: 283

A healthy thought:

'I truly enjoy our wellness program. ... It can't be more convenient.'

JOLANTA PORADA,
Reimbursement specialist,
Dominion Diagnostics LLC

Innovative on products and employee health

BY SUSAN SHALHOUB | Contributing Writer

4 POLYMER TECHNOLOGY and industrial fabrics manufacturer **Cooley Group** provides clients with innovative solutions. When it comes to wellness, the company has found an innovative way to engage employees in physical activity and address social responsibility – one of its core principles.

The company accomplishes at least two goals at one time by merging community fundraising with physical activities (and some friendly competition among colleagues). Cooley brought in a putting green for one fundraiser (\$1 per putt with the employee making the most putts winning vacation time; donations went to a Providence summer camp fund for underprivileged children), as well as a Wii gaming system, football and basketball events.

Cooley hosts regular safety trainings; walking challenges at which employees can earn wellness vacation days; and a Health and Financial Wellness Fair.

Participation in wellness initiatives is between 80 and 100 percent among its 130 Pawtucket employees, Cooley reports. ■



CEO (or equivalent):
Daniel Dwight,
CEO and president

Number of employees: 205

A healthy thought:

'Employee excitement, participation and engagement has only increased year over year.'

DEBRA BEDROSIAN,
Vice president of
human resources and
social responsibilities,
Cooley Group

Proactive planning produces real results

BY SUSAN SHALHOUB | Contributing Writer

5 AS THE LARGEST PRIMARY-CARE provider in the city, **Providence Community Health Centers** looks to go

beyond treating the symptoms of the nonprofit's more than 400 staff members. The organization is in the business of medicine, after all, which means prevention is the key to quality health.

Encouraging wellness habits is part of the PCHC goal, as is raising awareness about health-risk factors and inspiring its employees to live healthy lifestyles while empowering them with the information to do so.

Cash rewards are given to employees that complete personal health assessments to review their current status.

PCHC also works to motivate employees with events. Each month, a nominee – chosen by another employee to foster accountability, unity and teamwork – is selected for how they have embodied a healthy lifestyle. Wellness points are awarded to the nominator and nominee. As a result of these efforts and others, employee hospital stays as well as emergency-room visits have fallen, PCHC reports. ■



CEO (or equivalent):
Merrill R. Thomas
Number of employees: 402

A healthy thought:

'PCHC incorporates an internal wellness event each month to ensure we keep the momentum up.'

BRENDA KETNER,
Director of benefits,
compensation and human
resources information system
Providence Community
Health Centers

Building foundation of staff well-being

BY SUSAN SHALHOUB | Contributing Writer

6 **WRIGHT-PIERCE LEADERSHIP** knows a strong structure is imperative. The engineering firm is built around the idea that employees are central to the business and deserve a strong commitment to their well-being.

Called the Wright Way to Wellness, the 4-year-old program seeks to educate, foster self-esteem and promote physical well-being.

Last year, the program reached a new participation level. An on-site screening program saw 65 percent of employees taking part. Eight percent were found to have hypertension risk factors; 18 percent of team members were at risk for weight-related conditions, prompting more creation of programming on blood pressure, nutrition and exercise.

Compared with industry benchmarks, WWTW produces higher-than-average engagement: the average wellness Lunch & Learn has a 15 percent to 20 percent participation rate, for example – Wright-Pierce's was 41 percent.

Community giveback, shown to release dopamine, helps with stress, mood and self-esteem, according to Wright-Pierce. ■



CEO (or equivalent):
John W. Braccio,
CEO and president

Number of employees: 200

A healthy thought:

'To raise health awareness even further ... on-site health screenings are performed annually.'

CONNIE TAGGART,
Vice president of human resources, Wright-Pierce

Beyond a buzzword, wellness a mission

BY SUSAN SHALHOUB | Contributing Writer

7 "I thought 'well-being' was just another buzzword, but once I started to participate in our company programs and began making small changes ... the results have been nothing short of amazing. I lost 30 pounds so far," said a **Thielsch Engineering Inc.** employee.

The Cranston company points out that its 2016 wellness program, Engineering Wellbeing, is relatively new. But data has been improving, the company said, testimony to proper adjustments being made to ensure the program is as impactful to as many employees as possible.

Employees and spouses can earn a medical-benefit premium cut with a health screening, online health assessment and by completing a tobacco affidavit, Thielsch said.

Employees also can earn points through various activities – reaching 300 points a year puts them into a raffle for a paid day off.

The Stretch and Flex program was recently piloted with warehouse and electrical departments, as well as the company's health vendor and a physical therapist. ■



CEO (or equivalent):
Thomas E. Lent,
CEO and president

Number of employees: 467

A healthy thought:

'A strong company, like Thielsch ... cannot exist without healthy employees.'

KIMBERLY BELYEA,
Human resource business partner,
Thielsch Engineering Inc.

Moving co. takes long view on health

BY MICHAEL HARDMAN | Contributing Writer

8 **GENTLE GIANT MOVING CO.** needs its employees to stay healthy on and off the job. That's why the Somerville, Mass.-based company has strengthened its workforce and built a community to help each other out.

Employees exercise as a team, supporting each other as they improve their health, which allows them to bond as a team. In Philadelphia, a warehouse manager does 100 kettle bell swings and 100 pushups, in case he doesn't have time for a workout later. Even though the workers are getting exercise and lifting all day long on the job, they get together after work to work out. With so many of the employees involved in exercising, there isn't a problem to get a partner to support you.

Through the company's Employee Assistance Program and health insurance offerings, it has seen workers become more excited about working out after the workday has ended.

Referred to as the "Giants," employees are fully focused on living an overall healthier lifestyle, instead of relying on quick, short-term changes. ■



CEO (or equivalent):
Larry O'Toole,
CEO and founder

Number of employees: 450

A healthy thought:

'Employees [know] they have the resources they need to take care of themselves and their families.'

JENNIFER FLANAGAN,
Public relations-marketing specialist, Gentle Giant Moving Co.

Health insurance premiums keep rising?



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groupquotes@nhpri.org

PCU worker fitness a sound investment

BY MICHAEL HARDMAN | Contributing Writer

9 PAWTUCKET CREDIT UNION takes a top-to-bottom approach to making sure wellness is a main priority at the company, with a commitment that starts at the top.

While the employees are working out, they can see the executive leadership team taking part in the company’s wellness program offerings, too. Both the CEO and the chief financial officer run and work out in the fitness center. The message of the importance of staying healthy is stressed throughout the company.

Having a self-funded health insurance program means company leadership stresses health care cost containment.

The board of directors charged the company with making wellness part of the credit union’s strategic plan. The goal is to improve employees’ health to benefit everyone at Pawtucket Credit Union. With that in mind, the company has dedicated a healthy budget for wellness, stressing the importance of staying fit to the employees and how it benefits the entire company. ■



Pawtucket Credit Union
The smarter way to bank

CEO (or equivalent):
George J. Charette III,
CEO and president
Number of employees: 230

A healthy thought:

‘Providing our employees with the tools to improve their health... benefits everyone.’

KAREN BLODGETT
Assistant vice president,
human resources,
Pawtucket Credit Union

Seeing wellness as a holistic concept

BY MICHAEL HARDMAN | Contributing Writer

10 ASTRONOVA INC. is focused on being a “whole wellness” company for its employees, incorporating the well-being of the person’s mind, body and soul. The program starts with surveying the company’s employees through roundtable sessions and with focus groups.

Everyone at the West Warwick-based company, a global manufacturer of data visualization technologies, can take advantage of the company’s offerings.

Focusing on the body part of the program, employees participate in physical activities, while earning incentives for healthy habits.

The mind part of the program features learning and educational opportunities, with topics ranging from personal to professional development. Opportunities are funded directly through the organization or through the tuition reimbursement policy. Subjects range from retirement decisions and healthy habits to learning concepts and degree-driven courses.

As part of the soul component, AstroNova focuses on connecting individuals with community work. ■



AstroNova™

CEO (or equivalent):
Gregory A. Woods
Number of employees: 261

A healthy thought:

‘The wellness program at AstroNova is focused on a “whole wellness” concept.’

MATTHEW COOK,
Vice president,
human resources and
organizational development,
AstroNova Inc.

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 150-499 employees)

2018 rank	Company	Top executive(s)	Type of business	No. of employees	Paid work time for physical activity	Paid work time for stress management	Healthy vending options	Alcohol/drug-free environment policy	Healthy cafeteria options	Walking/running outdoor trails	Standing/walking desks	Wellness programs	Fitness center	Subsidy for external fitness center	Flu shots	Personal finance resources	Employee assistance programs
1 2017: 1	Collette Travel Services Inc.	Daniel J. Sullivan Jr.	Tourism	486	●	●	●	●			●	●	●	●	●	●	●
2 2017: 2	Dave's Marketplace	David Cesario	Grocery chain	475				●	●		●	●			●	●	●
3 2017: 4	Dominion Diagnostics LLC	Robert M. Garvey Jr.	Drug monitoring	283	●	●	●	●		●	●	●	●		●	●	●
4 2017: 3	Cooley Group	Daniel Dwight	Manufacturer	205	●		●	●				●	●	●	●	●	●
5 2017: NL	Providence Community Health Centers	Merrill R. Thomas	Health care	402				●			●	●			●	●	●
6 2017: 5	Wright-Pierce	John W. Braccio	Engineering firm	200	●					●	●	●		●	●	●	
7 2017: NL	Thielsch Engineering Inc.	Thomas E. Lent	Engineering firm	467	●	●		●				●			●	●	●
8 2017: NL	Gentle Giant Moving Co.	Larry O'Toole	Moving company	450	●	●		●		●	●	●	●	●	●	●	●
9 2017: 6	Pawtucket Credit Union	George J. Charette III	Credit union	230	●	●	●	●				●	●	●	●	●	●
10 2017: 8	AstroNova Inc.	Gregory A. Woods	Manufacturer	261			●	●			●	●			●	●	●



Bringing health checks to work

BY SUSAN SHALHOUB | Contributing Writer

1 WOONSOCKET-BASED PARKINSON TECHNOLOGIES INC. makes web-processing systems for industries such as plastics and paper. Rather than adopt a cookie-cutter model for its annual wellness-fair offerings, said Human Resources Director Jennifer Newman, the company considered its industry and planned accordingly.

It's a machine shop, after all – a fact that called for free audiology testing offered to employees alongside the blood-pressure, diabetes and cholesterol checks.

"My father worked on a research vessel for 30 years with constant background noise," said Newman. "It's become more difficult for him to discern what's being said to him as opposed to what's being said behind him."

This personal experience – as well as the fact that Parkinson's 100 or so employees represent an aging, skilled workforce – drives the company to be proactive about protecting employees' hearing, Newman said.

The wellness fair at Parkinson each fall offers flu and shingles vaccines if available, healthy snacks and drinks – even free toothbrushes, said Newman. "It's in the cafeteria, all set up," she said of the fair, making it easy for employees to stop by during work.

"It allows people to become more familiar with their own situations," said Newman, as well as become educated on potential signs of risk for myriad conditions, such as stroke.

With up to 88 percent of Parkinson's employees being men, who may not see a need to visit a doctor unless an issue arises, it's even more important to offer these on-site checks, Newman said. "This is a basic check over. It's to give them a heads-up, 'You might want to get this checked out.' It encourages them to take it a step further."

Promoting a safe work environment is a message also boosted by regular visits from a safety expert from the company's insurance agency. The company posts signs and educates workers on safety procedures, offering subsi-

dies for things such as work boots and protective eyewear on the factory floor.

The wellness fair and workplace-safety efforts are paired with its eight-week weight-loss event, The Biggest Loser.

The company strategically offers the weight-loss competition every few years, not annually, mixing up the incentives, team structures and keeping it fresh. For example, one year teams were organized by department. Another year it was a mix of participants across the company. Regular updates on how the group is performing as a whole and reminders of events help keep everyone on track. Last time, participation was at 40 percent.

In addition to the main prize, a \$500 gift card of their choice, there are rewards along the way, said Newman.

"If you attend seven out of the nine weigh-ins, you get a \$50 Whole Foods gift card," she said. Using Weight Watchers or Real Appeal, the free online weight-loss program offered through UnitedHealthcare, employees are entered in a raffle for a \$100 Amazon gift card.

Employee access to a nurse and a nutritionist help round out Parkinson's wellness offerings.

This winning wellness formula has produced a 14 percent hike in insurance rates over four years – far lower than average, said Newman. Workers' compensation claims have fallen 88 percent, and absenteeism has dipped 34 percent over the past five years.

TAKING A STAND: Parkinson Technologies offers many initiatives to encourage a healthy lifestyle among its workers, including access to standing desks. Taylor Fortier, sales applications engineer, works at his standing desk in the company's Woonsocket office.

COURTESY PARKINSON TECHNOLOGIES INC.

Newman said that the Parkinson management team leads by example. The company's chief financial officer is an avid biker. Its CEO is a healthy eater, she said. Its vice president of engineering is on a soccer team.

The focus on health, safety, wellness, education and leadership is strengthened by Parkinson's efforts to make exercise easy. A nearby walking trail, basketball court, bike storage and on-site shower facilities encourage physical activity.

Ryan Tracey, electrical assembly supervisor, recently completed the 52-week Real Appeal system.

"I am now eating healthier, exercising more and feeling great, thanks to the lifestyle changes instilled by the program," he said. ■



PARKINSON TECHNOLOGIES INC

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PARKINSON WINDERS
KEY FILTERS

CEO (or equivalent):
Peter Termyn, CEO and president
Employees: 98

A healthy thought:

'This is a basic check over. ... It encourages [employees] to take it a step further.'

JENNIFER NEWMAN,
Human resources director,
Parkinson Technologies Inc.

Epec innovation goes beyond products

BY SUSAN SHALHOUB | Contributing Writer

2 NEW BEDFORD'S EPEC Engineered Technologies may be the oldest U.S. printed circuit-board maker, which includes having manufactured circuit boards used on Apollo 11. But the more than 60-year-old company remains innovative, relevant and informed – including in its stance on employee health.

In those days of the first people landing on the moon, for example, dangers of smoking were not as evident as they are now. The extent of the risks was not completely known. Now, company CEO Ed McMahon encourages employees to participate in the company's smoking-cessation program – giving cash rewards out of his own pocket – to quit cigarettes for good.

As healthy lungs are part of a better lifestyle, so are diet and exercise: Epec has fruit bowls throughout its facility for its 48 local employees, water coolers and a fitness center. It's not unusual for work meetings to be held while participants are on treadmills, or to see walkers taking advantage of paths at lunchtime to get up and moving. ■

epec | *build to print electronics*

CEO (or equivalent):
Ed McMahon

Number of employees: 85

A healthy thought:

'Executives have been known to take meetings on treadmills and walk the building's paths at lunch.'

DANIELLE CORREIA,
Marketing coordinator,
Epec Engineered Technologies

A well-rounded approach pays off

BY SUSAN SHALHOUB | Contributing Writer

3 GROOV-PIN CORP. MAKES fasteners and components – such as grooved pins and threaded inserts – for industries that include automotive, aerospace and telecommunications.

Its leaders know the proper components need to be in place for the 43 Smithfield employees to be healthy physically, mentally and financially.

While many companies may overlook the financial part of the picture when it comes to wellness, Groov-Pin is a pilot site for a financial-literacy program aimed at enriching employees' knowledge.

Fiscal coaching is provided. Wellness-incentive dollars can be earned with things such as dental cleanings and blood-pressure checks. Health fairs offer wellness information.

At one such event, 30-year machinists with Groov-Pin were spotted doing yoga with a chiropractor on-site.

And if yoga isn't a good fit? The company has its Walk to Wellness program, complete with challenges and prizes – an initiative that earned UnitedHealthcare recognition and which other companies have replicated. ■

GROOV-PIN CORP.

CEO (or equivalent):
Scot Jones,
CEO and owner

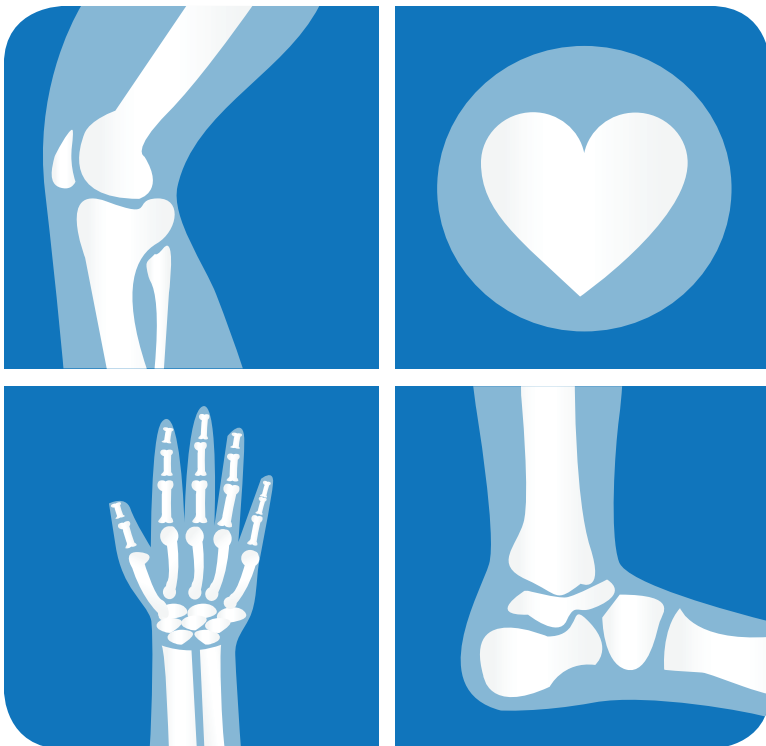
Number of employees: 95

A healthy thought:

'We assist our employees to continually prioritize their physical, mental and financial health.'

SUSAN SMITH,
Human resource manager,
Groov-Pin Corp.

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7 Jackson Walkway, Providence, RI 02903

A positive example for staff, community

BY SUSAN SHALHOUB | Contributing Writer

4 GOOD HEALTH AND OVERALL wellness include exercise. And you can't exercise well – or perform well in sports – with pain, injury or soreness. **Elite Physical Therapy** doesn't just help its patients with pain or injuries.

Former school athletes themselves, owners Michael Nula and Jason Harvey take it a step further, working to be role models in the community when it comes to an active lifestyle by participating in things such as charity walks and 5Ks, and exhibiting leadership by coaching local youth sports. Elite offers youth sports enhancement workshops as well.

Nula and Harvey not only offer services and treatments that help heal strong, flexible bodies, but they communicate the importance of these outcomes to their administration and staff with their own commitments to physical activity, which then trickle down to patients and the community as a whole.

Leading by example, they show that being active (with quality PT when needed) leads to better health – and potentially fewer medications down the road. ■



CEO (or equivalent):
Michael Nula,
CEO and founder
Number of employees: 112

A healthy thought:
'Wellness and healthy living [are] of key importance at Elite.'
SARAH BRUSHETT,
Administrative assistant
and project manager,
Elite Physical Therapy

Taking active lifestyle to logical conclusion

BY SUSAN SHALHOUB | Contributing Writer

5 **R. KEOUGH CONSTRUCTION INC.**, with offices in East Providence, has worked on a few indoor trampoline park projects – which just may illustrate its stance on employee wellness efforts, too. The company emphasizes being active and reaching new heights.

Encouraging a lifestyle with time set aside for fitness is modeled by President Raymond Keough, who created an exercise incentive program at the company. Keough likes to play golf and tennis, and bike and swim. Employees such as architects, engineers, cost estimators and builders are all now reimbursed for their individual exercise efforts.

Some real-life examples have included employees taking advantage of yoga classes, marathon training, Ichiban Karate & Fitness and competitive tennis. According to the company, about 20 percent of employees started participating in the program when it began. Now two-thirds take part.

The latest upgrade to the program? Team members can exercise during the workday if they choose. ■



CEO (or equivalent):
Raymond Keough,
president
Number of employees: 13

A healthy thought:
'Physical activities ... provide a stress relief, a quick boost of energy [and] endorphins.'
MEGHAN ROGERS,
Director of marketing,
R. Keough Construction Inc.

HEALTHIEST EMPLOYERS OF RHODE ISLAND

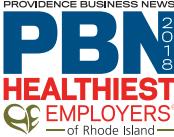
(based on companies with 2-149 employees)

2018 rank	Company	Top executive(s)	Type of business	No. of employees	Paid work time for physical activity	Paid work time for stress management	Healthy vending options	Alcohol/drug-free environment policy	Healthy cafeteria options	Walking/running outdoor trails	Standing/walking desks	Wellness programs	Fitness center	Subsidy for external fitness center	Flu shots	Personal finance resources	Employee assistance programs
1 2017: NL	Parkinson Technologies Inc.	Peter Termyn	Manufacturer	98	●	●	●	●		●	●	●		●	●	●	●
2 2017: NL	Epec Engineered Technologies	Kendall Paradise; Ed McMahon	Manufacturer	85	●	●	●	●	●	●		●	●	●		●	●
3 2017: NL	Groov-Pin Corp.	Scot Jones	Manufacturer	95						●		●		●	●	●	
4 2017: NL	Elite Physical Therapy	Michael Nula	Health care	112				●		●	●	●	●				
5 2017: NL	R. Keough Construction Inc.	Raymond Keough	Construction	13	●	●		●		●	●	●		●			

MAKING A HEALTHIER STATE

Congratulations to all the winners in this year’s Healthiest Employers program.

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