

PROVIDENCE BUSINESS NEWS

PBN 2019

HEALTHIEST
EMPLOYERS[®]
— of Rhode Island —



**PARKINSON
TECHNOLOGIES**
*2-149
EMPLOYEES*



**CHILDREN'S
FRIEND**
*150-499
EMPLOYEES*



**SOUTH
COUNTY
HEALTH**
*500-1,999
EMPLOYEES*



CBIZ
*2,000-4,999
EMPLOYEES*



IGT
*5,000+
EMPLOYEES*

PARTNER SPONSORS





COULD YOUR BUSINESS EARN BACK \$25,000?

Every dollar matters to your business. So our new Wellness Premium Reward Program helps small businesses earn up to 8% back on medical premiums when employees get, and stay, active. For a typical small business with 25 employees, that could be as much as \$25,000. Talk to your broker or visit bcbsri.com.

Helping you get more health from your health plan.
It's what we live forSM.



Blue Cross & Blue Shield of Rhode Island is an independent licensee of the Blue Cross and Blue Shield Association.

EC-339967 7/19

table of CONTENTS

5,000+ EMPLOYEES

International Game Technology PLC.....	4
CVS Health Corp.	6
Lifespan Corp.	6
Cintas Corp.	6

2,000-4,999 EMPLOYEES

CBIZ Inc.	8
Gilbane Building Co.	10
Brown University.....	10
FM Global	10
Toray Plastics (America) Inc.	10
Benchmark Senior Living LLC	12
Ocean State Job Lot Inc.	12
Tufts Health Plan	12

500-1,999 EMPLOYEES

South County Health.....	14
Thielsch Engineering Inc.	15
Bryant University.....	15
Blount Fine Foods Inc.	16
Blue Cross & Blue Shield of Rhode Island.....	16

150-499 EMPLOYEES

Children's Friend.....	17
Cooley Group.....	18
Dominion Diagnostics LLC	18
Pawtucket Credit Union	18
Neighborhood Health Plan of Rhode Island.....	18
Rhode Island Medical Imaging Inc.	19
Gentle Giant Moving Co.	19
AstroNova Inc.	20
Providence Community Health Centers ...	20

2-149 EMPLOYEES

Parkinson Technologies Inc.	21
R.I. Zoological Society	22
Groov-Pin Corp.	22
Narragansett Bay Insurance Co.	22
Elite Physical Therapy Inc.	22

SPONSOR MESSAGES



Aetna, a CVS Health Company, is proud to support the honorees of PBN's Healthiest Employers of Rhode Island. At Aetna, our goal is to make health care more affordable, accessible, simple and seamless, by creating new ways to help you and your employees get well and stay well. We congratulate these companies that keep health and wellness at the forefront for their employees.



CVS Health congratulates all of the businesses who have been named as one of the Healthiest Employers of Rhode Island. At CVS Health, we're actively helping people on their path to better health by supporting our colleagues manage costs more effectively, achieve better health outcomes and gain financial rewards for healthy behaviors. We're proud to be recognized among a distinguished group of Rhode Island businesses who are focused on promoting health and wellness among their employees and their communities.



**Blue Cross
Blue Shield**
of Rhode Island

We're excited to be honored as a PBN Healthiest Employer.

Our well-being program generates intense involvement among our associates. Getting active. Building healthy habits. Feeling better physically and emotionally. We're also encouraged to see other employers in Rhode Island succeeding with our program, adapted for their employees and needs. A healthier Rhode Island. It's what we live forSM.



Congratulations to the Rhode Island businesses that have been named one of the 2019 Healthiest Employers by PBN. Tufts Health Plan is honored to be among this impressive group. We understand the key to business success is a healthy, productive workforce. And every day we see the positive effects of promoting wellness with our own employees. If you want to take your worksite wellness program to the next level, Tufts Health Plan can help you get there.

Passport to Survivorship

A
FREE
HEALTH
EXPO

Experience Your Wellness

October 5, 2019

Rhode Island
Convention Center &
Omni Providence
Hotel, Providence

8:00am to 3:00pm



Keynote Speaker:
Scott Hamilton
Olympic Gold Medalist, Cancer
Survivor and Best-selling Author



Register today at:
gloriagemma.org

Gloria Gemma
Breast Cancer Resource Foundation

Your Health is our Business



**Neighborhood
Health Plan**
OF RHODE ISLAND™

www.nhpri.org



IN STEP: Kristen Boudreau, center, an International Game Technology supply chain analyst, works up a sweat in a step class at the corporate fitness center in West Greenwich. With her, from left, are co-workers Tracie Angelo, Predrag Stojkov and Yanna Tow.

PBN PHOTO/RUPERT WHITELEY

Taking a worldly view of its well-being mission

BY SUSAN SHALHOUB | Contributing Writer

1



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

Number of employees:
 6,300

ONE
healthy
 THOUGHT

'Daily fitness classes offer a variety of fun routines for those that need a little accountability.'

MICHAEL BRANCH,
 International Game
 Technology proposal
 writer

LOTTERY AND GAMING company **International Game Technology PLC** has long been global. Based in the U.K., it has locations in 100 or so countries. It has offices as far away as Serbia and South Africa but as close by as Providence and West Greenwich.

IGT is bringing more of a global feel to its wellness efforts at its Rhode Island offices of late, said benefits analyst Erika Benson. The company has about 1,000 employees in the state. Exposure to different cultures in the workplace fosters a sort of intellectual wellness. And behind that is a deeper commitment to inclusion "to have a better community" overall, Benson said.

Representative of this more-worldly perspective, the company added a global fusion station to its cafeteria, with fresh food choices inspired by international cuisine. "There are also grab-and-go options; if employees are having a busy day but don't want to eat junk," they can take it back to their desks, Benson said.

Learning and understanding about other cultures and feeling empowered by more workplace inclusion reflects one of IGT's wellness pillars – purpose.

Benson said enriching employees' sense of purpose and aligning them with faraway colleagues were both accomplished, for example, when IGT launched its first-ever Global Giving Week in May.

About 600 employees participated worldwide, volunteering at a nonprofit of their choice, with IGT paying them for the day. Some prepared meals for those in need, some helped seniors and some cleaned up public spaces across many countries, according to IGT.

Benson said that the company has seen great progress in inclusion. Last year, IGT named its first vice president of diversity and inclusion, Kim Barker Lee.

"I work hand in hand with the inclusion team, and they work hand in hand with wellness programming," Benson said. "We are ensuring all populations are being heard. Our Women Inclusion Network is part of that, bringing women together to celebrate different cultures and different ideas," via professional development and mentorship.

Each month, about 65 employees from around the globe have an hourlong phone call on wellness initiatives. It may be about how IGT will celebrate Global Walking Day, or how it will mark Men's Health Month, said Benson. It's also an opportunity to discuss any new benefits being introduced or recognize

employees to ensure they feel valued.

While IGT goes beyond traditional areas of wellness, working to ensure a sense of purpose and good financial health for employees, it keeps their physical health a priority as well.

With an on-site fitness center that's open from 6 a.m. to 10 p.m., challenges keep employees motivated. There are plank challenges, pushup challenges, rowing challenges and cardio challenges. "Right now, they have a clean-plate challenge, promoting healthy eating," said Benson.

IGT has groups that run and climb stairs together to increase strength and conditioning. She said fitness and wellness bring co-workers together. The company sponsors road races and will pay entry fees for employees and family members.

Benson said that two employees who used the IGT fitness center gradually worked their way up to running full marathons this year.

Nicole Wilson, IGT bid manager, said the gym accessibility was a factor in her success.

"The gym is so convenient because it is available for use any day, any time, even if there's no staff on. That means I can pop in before or after work, at lunch, or even at a slow hour of the day to fit in my workout ... gym staff really work with our crazy, fluctuating schedules. No excuse not to get it done!" she said.

Michael Branch, an IGT proposal writer, said the treadmills and weights are great for days when bad weather makes outdoor training difficult.

"Daily fitness classes offer a variety of fun routines for those that need a little accountability," he said. "Everyone working in the wellness center wants to see you thrive and will do all they can to get you there." ■

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. By helping our more than 295,000 colleagues manage costs more effectively, achieve better health outcomes, and gain financial rewards for healthy behaviors, we're actively promoting a healthier workplace and are proud to be named one of Rhode Island's Healthiest Employers.

[CVSHealth.com](https://www.CVSHealth.com)



Health is everything.®

Offering prescription for healthier life

BY SUSAN SHALHOUB | Contributing Writer

2 IT'S ONE THING when you learn that you have Type 2 diabetes through your company's annual wellness screening. But when your company also has everything already in place to help you live healthier, it could very well be lifesaving, as well.

CVS Health Corp. employee Ron Evans was found to have high sugar levels in 2018 and was advised to see his doctor. Bloodwork showed he was diabetic, said Candace Jodice, CVS Health vice president of benefits. So he made changes. "Now Ron is training for a century bike ride, which is 100 miles!" she said.

The CVS Path to Nutrition program offers healthy fare in its on-site cafes, regularly partnering with local fitness clubs. Last year, a 21-day vegan meal plan challenge was offered. Smoking cessation and financial well-being tools are in place.

With over 8,600 Rhode Island colleagues, the company plans increased support for employees' mental and emotional health. ■



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

Number of employees:
 151,355

ONE
healthy
 THOUGHT

'CVS Health is proud of our ... Stamp Out Stigma initiative, promoting ... education on mental illness and substance use disorders.'

CANDACE JODICE,
 CVS Health vice
 president of benefits

Competitive spirit gives Lifespan a healthy boost

BY SUSAN SHALHOUB | Contributing Writer

3 LIFESPAN CORP. OWNS hospitals. But its 15,000 employees are urged to make caring for themselves a priority, too.

Last year was **Lifespan's** first Global Challenge program with Virgin Pulse — the digital health platform that monitors participants' physical activity for a popular, 100-day contest. "We were oversubscribed in a matter of hours," said Lisa Abbott, senior vice president for human relations and community affairs.

Colleagues racked up steps for exercise and other healthy habits. The digital platform breaks down progress in each hospital; the world travel theme kept it motivating, Abbott said.

Things got competitive. "Incidentally, my team was in second place, just so you know," laughed Abbott.

Vikki Cabral, manager of operational excellence, did the Global Challenge with her husband. Both lost 35 pounds; Cabral was able to stop taking diabetes medication. "I liked the assessment at the beginning," she said. "It was a real reality check for me."

This year, she's a Global Challenge team captain. ■



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

Number of employees:
 15,000

ONE
healthy
 THOUGHT

'Lifespan contributes to the health ... of our employees in a way that meets them wherever they are on their well-being journey.'

KEVIN BRADY,
 Lifespan Corp. vice
 president of talent
 development and
 employee experience

We're Committed to Our Employees' Health

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



Choices help fuel staff participation

BY JOHN A. LAHTINEN | Contributing Writer

4 WITH A SLEW of programs and offerings available, **Cintas Corp.** doesn't just take the health and wellness of its employees seriously, the company makes it a top priority each and every day.

An on-site wellness clinic staffed by a nutrition coach provides convenience and encouragement for Cintas employees to take a path to healthier lifestyles. In addition to walking paths and opportunities for additional exercise breaks throughout the day, ranging from employee-led yoga to Zumba and creative-dance classes, Cintas, which has about 175 employees in Rhode Island, also offers free healthy snacks and drinks, standing desks, wellness fairs, career coaching and mental health programming.

The company's efforts have not gone unnoticed, judging by the participation rate. An impressive 95% of employees take part in some form of Cintas-sponsored health or wellness offering. In fact, many of the activities — which are now incorporated into meetings and leadership communications — have evolved and become employee-led. ■



CEO (or equivalent):
 Scott D. Farmer,
 CEO and chairman

Number of employees:
 42,000

ONE
healthy
 THOUGHT

'Living a healthy and well life allows for our partners to live a more productive life in and out of work.'

JILL LAMBERT,
 Cintas senior human
 resources manager



You got this

Aetna is proud to support the
2019 PBN Healthiest Employers
of Rhode Island.



©2019 Aetna Inc.
2017293

[aetna.com](https://www.aetna.com)



‘Happier’ surroundings a big lift for CBIZ staff

BY SUSAN SHALHOUB | Contributing Writer

DIGGING IN: Members of the CBIZ staff select fruits and vegetables during healthy snack day at the Providence office. From left are Patrick Quinn, CBIZ managing director; John Boyle, audit associate; Jeffrey Christina, intern; Monica Clark, executive assistant; and Annie Campbell, audit associate.

PBN PHOTO/RUPERT WHITELEY

1



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

Number of employees:
4,722

ONE
healthy
THOUGHT

‘The aging process alone will move each of us towards illness if we are not actively working to achieve a state of well-being.’

DEBORAH SHERMAN,
CBIZ director
of compensation
and benefits

THE WORKPLACE at CBIZ Inc. feels and looks even healthier now.

The financial services and business consulting company, which has a Providence office, is certainly no stranger to earning Healthiest Employer accolades. It’s just that now – in its new home on the ninth floor at 1 Citizens Plaza, which it moved into this year – its environment better reflects its commitment to employee well-being.

There are windows all around the building, letting in lots of natural light. Cubicles are larger, so employees don’t feel cramped.

“We put plants around so there is more oxygen,” said Morgan Yardow, senior human resources generalist. “It’s a great space. People are happier.”

Ohio-based CBIZ, with more than 80 employees in Providence, has been ahead of the curve when it comes to employee health; it launched its wellness program in 2001. But its goals for employee health have evolved, as well.

CBIZ uses UnitedHealthcare Rally, for example, a website and mobile app that sets up custom programs for employees looking to improve their health. First, the system shows employees their “Rally age,” which represents their overall health, based on a questionnaire.

Then it invites Rally users to make changes, offering customized missions based on their Rally age for smoking cessation, better nutrition and increased exercise. Yardow said incentives include a \$30-per-month reduction in some health premiums.

Rally provides touchpoints for CBIZ’s corporate messaging. Health emails now go from corporate headquarters to the entire firm on the importance of wearing sunscreen, maximizing nutrition and managing disease, for example.

CBIZ goes above and beyond when it comes to helping new employees get acclimated and existing employees develop professionally. It has a mentor program and a group leader program. They help with employee retention, communication and loyalty.

Both programs are different in their goals and types of employee engagement, said Patrick Quinn, managing director in charge of the Providence office’s audit practice.

“The mentor is kind of a buddy ... while the group leader is more for an employee’s career-path development,” he told Providence Business News.

Generally, a mentor is closer in age to the new hire

compared to a group leader, he said, and would handle more routine questions, such as: “Where are the office supplies?”

“With the group leader, there are a few more years of separation in career development. Each leader gets about three to five employees,” he said. “There are evaluations on various projects, but generally the focus is on the employee’s career: ‘How do I help you get there?’ ”

Quinn has served as both.

The group-leader program gets regular analysis to uncover potential areas of improvement, Quinn said. “The more decision-makers aligned with employee career aspirations, the better,” he said. “We treat this program seriously. We want to be sure we are doing everything we need, checking in with people” who might be on the fence about leaving the company, so CBIZ can learn what they need to stay.

Quinn said a flexible work-life balance is part of the CBIZ culture; he tells of an employee who moved out of state for family reasons. She was allowed to work for CBIZ remotely.

Quinn and Yardow are in the company running club, CBIZ Road Warriors, joining community 5K races, with the company paying registration fees. “We’ll go out to lunch or breakfast together afterward, which plays into the camaraderie” benefit of such activity as well, Yardow said.

Quinn said that such races and social events put colleagues in contact who don’t work together much, broadening perspectives and boosting morale.

During tax season, CBIZ brings in a catering service with healthy options for accountants who are working nights and weekends. “You don’t have to trudge out and get something ... it’s good food. You’re not just getting fast food,” Quinn said.

There’s a weekly snack day, as well.

“It may be fruit or frozen yogurt,” Yardow said. “We send out the email that Wacky Wednesday is here and they come check it out.” ■

PEOPLE FIRST, EMPLOYEE-FOCUSED.



OVER 30 YEARS OF MAKING A DIFFERENCE IN THE COMMUNITY



'TORAY'
Innovation by Chemistry

Toray Plastics (America), Inc., in North Kingstown, Rhode Island, is a subsidiary of Toray Industries, Inc., headquartered in Tokyo, Japan. Toray in Rhode Island is the only U.S. manufacturer of precision-performance polyester, polypropylene, metallized, and bio-based films that conducts all its manufacturing and metallizing in one location. The company is committed to corporate social responsibility and is dedicated to socioeconomic development and environmental stewardship in RI and VA.

World-Class Manufacturer • Global Innovator • Leading Employee Benefits Programs • Career Advancement Programs Priority On Workplace Safety • Community Engagement

50 Belver Avenue, North Kingstown, RI • 800-453-6866 • www.toraytpa.com

A wellness program built on many pillars

BY SARAH PARSONS | Contributing Writer

2 WELLNESS GOES BEYOND the physical at Providence-based construction and real estate development firm **Gilbane Building Co.** The company takes a holistic approach to health, focused on improving employees' and their families' mental, financial, occupational and physical health.

Gilbane adopted the Virgin Pulse wellness platform in 2018. It allows employees to improve their health daily through programs focused on sleep, mindfulness, nutrition, safety and financial wellness. They can also create competitions with other employees and with friends and families to track things such as steps taken.

Gilbane also offers financial incentives for employees living healthy lifestyles. If staff members and their spouses participate in biometric screenings and abstain from smoking, they receive a discount on medical premiums. Of the company's 2,740 employees, 76% earned discounts last year, the company's highest completion rate ever. Other incentives include reimbursements for gym memberships and fitness equipment purchases. Employees can also earn Virgin Pulse "Pulse Cash" that can be spent on apparel and other merchandise. ■



CEO (or equivalent):
 Michael E. McKelvy,
 CEO and president

Number of employees:
 2,740

ONE
healthy
 THOUGHT

'As an HR professional, I get the most excitement about the wellness events that employees organize on their own.'

KATHERINE JOHNSON,
 Gilbane Building Co.
 chief human resources officer

FM Global connects by giving back

BY SARAH PARSONS | Contributing Writer

4 MUTUAL INSURANCE COMPANY **FM GLOBAL** makes community service and volunteering a core component of its Total Health program. Staff can earn points on **FM Global's** digital health platform, Virgin Pulse, by doing things such as donating blood or volunteering at a nonprofit. Every employee gets one day off each year to engage in volunteerism. Likewise, FM Global incorporates wellness into community-giving campaigns, such as cornhole tournaments and 5K runs to support United Way.

The company also focuses on the physical aspect of health. Employees and their spouses lost a collective 3,000 pounds since the start of 2018 through FM Global's Real Appeal weight-loss initiative. The digital-based program helps weight loss by providing a calorie-counting app, weekly meetings and online resources on nutrition, exercise and motivation.

Employees can earn up to \$200 annually by completing health activities that are meaningful to them, everything from improving sleep patterns to reducing stress. ■



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

Number of employees:
 3,767

ONE
healthy
 THOUGHT

'In recent years, we have expanded our wellness program to a more holistic health and well-being approach.'

DEANNA FIDLER,
 FM Global chief
 human resources officer

Plenty of 'champions' across Brown campus

BY SARAH PARSONS | Contributing Writer

3 IT QUITE LITERALLY pays to be healthy at **Brown University.** The university's Wellness Rewards program, launched in 2014, provides incentive payments to employees who want to learn more about personal health and improve their well-being. More than 750 people signed up for the voluntary initiative when it first launched; last year, 1,777 participated.

Wellness Rewards is just one of the more than 200 health programs Brown offers its 4,400 employees. In addition to an on-site gym and walking trails, the staff can take advantage of yoga classes, healthy cooking demonstrations and lessons on financial planning or mindfulness.

Each department has a designated "champion" to encourage wellness, and has made available a Wellness Toolkit for Self-Care. The kits include a yoga mat and foam roller, among other things, with instructions on how employees can relax and stretch.

Brown also organizes wellness initiatives with affiliated medical facilities, such as the Warren Alpert Medical School and Brown University Oncology Research Group. ■



CEO (or equivalent):
 Christina Paxson,
 president

Number of employees:
 4,400

ONE
healthy
 THOUGHT

'Wellness is not a one-day event. It is ongoing encouragement and engagement for employees' overall well-being.'

KIMBERLY ALMEIDA,
 Brown University
 senior manager,
 finance and work-life programs

Toray pursues wellness every hour of the day

BY SARAH PARSONS | Contributing Writer

5 MANUFACTURING AT **TORAY PLASTICS (AMERICA) INC.** happens 24 hours a day, seven days a week. That could make it difficult for late-night shift workers to participate in health programs.

That's why **Toray** brings wellness to them. The polypropylene and polyester film maker hosts health-focused activities in places such as break rooms at its plants, during all shifts. It also offers on-site fitness and wellness centers at its North Kingstown headquarters.

The company's Holistic Wellness Program rewards employees for taking part in financial, physical and mental health sessions, and for going in for annual checkups and dental visits. Toray's recent clean-plate challenge encouraged employees to try one new healthy food every day for a month. Employees who tried 30 foods from the company's recommended list had a chance at a raffle prize.

Toray also encourages spouses and dependents to take part in wellness fairs, community road races, charity walks, flu shot clinics and other wellness initiatives. ■



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

Number of employees:
 2,406

ONE
healthy
 THOUGHT

'Our holistic wellness program really engages employees mentally, physically and financially.'

RHONDA ARSENAULT,
 Toray Plastics
 (America) human
 resources director

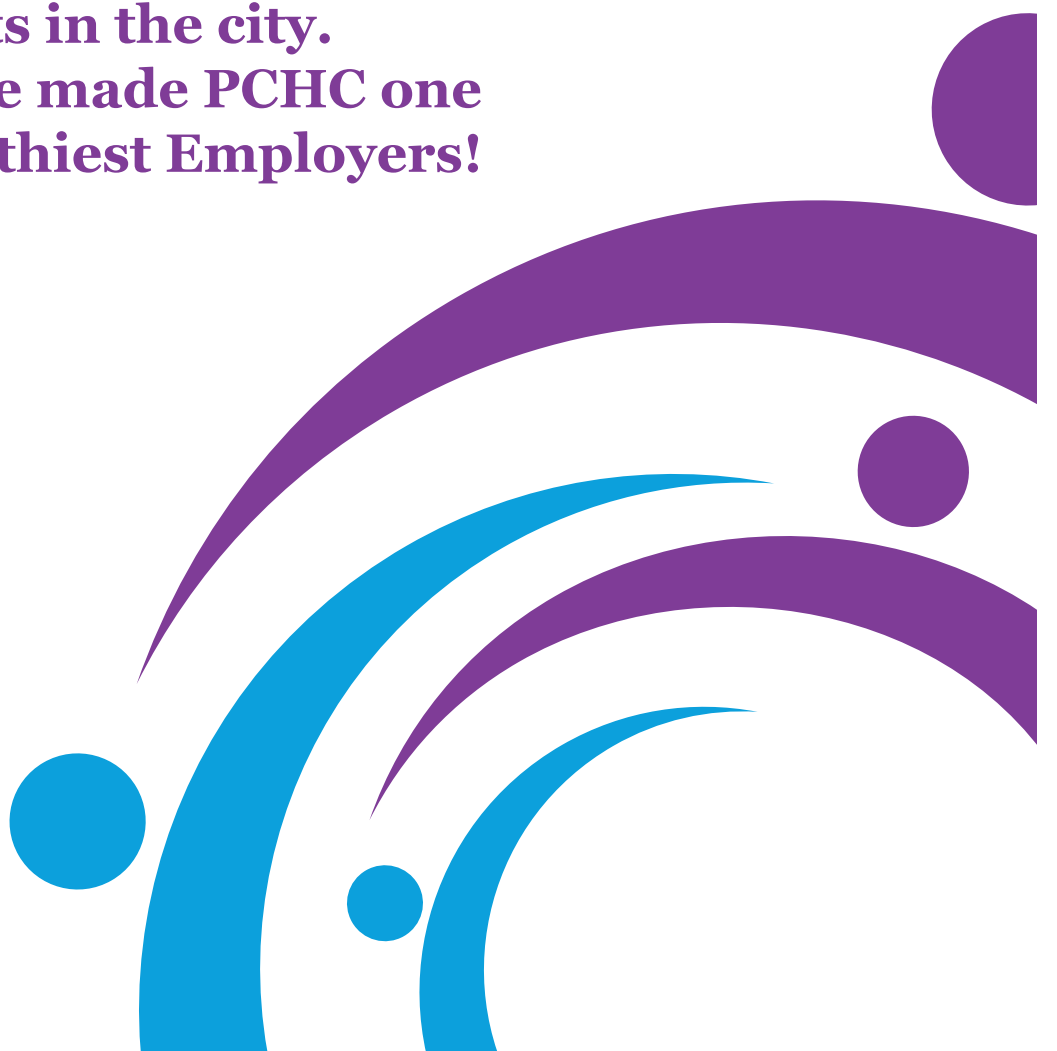
CARING FOR THE CITY



Thank you to the 500 extraordinary
people working at Providence
Community Health Centers who
make a difference everyday for
60,000 patients in the city.
Once again, you have made PCHC one
Rhode Island's Healthiest Employers!



www.providencechc.org



Competition spurs Benchmark staff

BY MARY HOWE | Contributing Writer

6 AMONG THE CORE values that **Benchmark Senior Living LLC** applies to serving its elderly clients is to “meet them where they are and connect them to what’s meaningful and possible at every stage of life.”

Something similar could be said about the company’s health and wellness programs for its employees; a word that is often used in Benchmark’s description of its wellness programs is “fun.”

The company, which operates three facilities in Rhode Island, gets employees revved up through healthy competition at a number of “challenge” events throughout the year. And the company is seeing cash-incentive payouts increasing quarter over quarter due to higher participation by workers. “The cost of health care also is driving [employees] to participate ... to obtain a lower premium deduction,” Benchmark reported.

Benchmark added that employee “turnover has improved year over year, and participation rates in the wellness program continue to increase as well.” ■



CEO (or equivalent):
Tom Grape, CEO,
chairman and founder
Number of employees:
3,821

ONE
healthy
THOUGHT

‘Healthy employees are able to more compassionately care for our customers and improve the human connection.’

TIMOTHY W. REILLY,
Benchmark Senior
Living vice president
of associate experience

Analytics puts focus on employees' needs

BY MARY HOWE | Contributing Writer

7 ONE SUREFIRE WAY to add some juice to a company’s wellness program is to get the CEO out of his office and send him off to burn some calories in, say, a 500-meter rowing competition with employees.

That’s what **Ocean State Job Lot Inc.**, the discount retailer, did at this year’s Wellness Fair. Employees loved seeing CEO Marc Perlman finish his 500 meters and then holler encouragement to others.

Much of the company’s wellness program development, however, takes place in front of computers. Working with BetaXAnalytics, Ocean State Job Lot uses data to determine employees’ health needs and to adjust programs.

“For example,” the company said, “if we find a particular region is overusing emergency rooms versus urgent care centers [for non-emergency treatment], we focus on that region.”

In the past year, at least one worker’s life changed for the better after a lunch lecture about colonoscopies encouraged the person to take action, resulting in removal of precancerous growths. ■



CEO (or equivalent):
Marc Perlman
Number of employees:
2,426

ONE
healthy
THOUGHT

‘We have increased awareness of preventive screenings and have helped to save lives through early detection and treatment.’

BETH MAINVILLE,
Ocean State Job Lot
benefits program
manager



Show them anything’s possible,
including college.

CollegeBound|Saver

Saving is believing

collegeboundsaver.com

Tufts plants the seeds for healthy lifestyles

BY MARY HOWE | Contributing Writer

8 HOW CAN GARDENING help your health? First, there’s the bending, lifting, carrying, digging, hoeing and weeding. Step two is eating fruits and vegetables.

This year, **Tufts Health Plan** added an on-site garden outside its office fitness center in Watertown, Mass., and 50 employees are toiling there, improving their physical and, most likely, emotional health.

The insurance company tries to make its employee wellness program broad enough so that all 2,900 employees (32 in Rhode Island) can find at least one activity to enjoy.

Even the people working remotely can jump onto the WorkingWell With You! online program, with offerings such as nutrition seminars and instructor-led exercise routines.

Among the newer offerings is Fit and Lean 2019, a program that recognizes that health and fitness are not one-size-fits-all projects. Participants get one-to-one wellness and nutrition coaching. Of those who finished the program, 61.5% improved their body mass index and 92.3% improved on one or more fitness metrics, Tufts said. ■



CEO (or equivalent):
Thomas A. Croswell,
CEO and president
Number of employees:
2,900

ONE
healthy
THOUGHT

‘Employees are encouraged to make time for wellness as an important part of their workday.’

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

HEALTHIEST EMPLOYERS OF RHODE ISLAND

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

2019 rank	Company Website President/CEO	Address Phone	Type of business	No. of employees	On-site/near-site/shared-site clinic	Paid work time for physical activity	Paid work time for stress management	Parental-leave policy for men and women	Flexible schedules	Healthy vending/cafeteria options	Walking/running outdoor trails	Standing/walking desks	Fitness center	Health-risk assessments	Employee assistance programs	Flu shots	Financial wellness programs/resources
1	International Game Technology PLC igt.com Marco Sala, CEO; Renato Ascoli, CEO, North America; Robert Vincent, chairman, IGT Global Solutions Corp.	10 Memorial Blvd. Providence, R.I. 02903 (401) 392-1000	Gaming and lottery services	6,300	●	●	●	●	●	●	●	●	●	●	●	●	●
2	CVS Health Corp. cvshealth.com Larry J. Merlo	1 CVS Drive Woonsocket, R.I. 02895 (401) 765-1500	Retail/pharmacy benefits/health insurance	151,355	●		●	●	●	●	●	●	●	●	●	●	●
3	Lifespan Corp. lifespan.org Dr. Timothy J. Babineau	167 Point St. Providence, R.I. 02903 (401) 444-3500	Health care	10,500	●			●	●	●		●	●	●	●	●	●
4	Cintas Corp. cintas.com Scott D. Farmer, CEO	300 Highland Corporate Drive Cumberland, R.I. 02864 (401) 235-6400	Manufacturing/service	42,000	●	●	●	●	●	●	●	●		●	●	●	●

HEALTHIEST EMPLOYERS OF RHODE ISLAND

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

2019 rank	Company Website President/CEO	Address Phone	Type of business	No. of employees	On-site/near-site/shared-site clinic	Paid work time for physical activity	Paid work time for stress management	Parental-leave policy for men and women	Flexible schedules	Healthy vending/cafeteria options	Walking/running outdoor trails	Standing/walking desks	Fitness center	Health-risk assessments	Employee assistance programs	Flu shots	Financial wellness programs/resources
1	CBIZ & Mayer Hoffman McCann PC ^① cbiz.com/newengland Scott Wragg, senior managing director	1 Citizens Plaza Providence, R.I. 02903 (401) 626-3200	Consulting and finance	4,722		●	●	●	●	●	●	●	●	●	●	●	●
2	Gilbane Inc. gilbaneco.com Michael E. McKelvy	7 Jackson Way Providence, R.I. 02903 (401) 456-5800	Construction	2,740		●	●	●	●	●		●		●	●	●	●
3	Brown University brown.edu Christina H. Paxson, president	1 Prospect St. Providence, R.I. 02912 (401) 863-1000	Higher education	4,400		●	●	●	●	●	●	●	●	●	●	●	●
4	FM Global fmgglobal.com Thomas A. Lawson	270 Central Ave. Johnston, R.I. 02919 (401) 275-3000	Insurance	3,767		●	●	●	●	●	●	●	●	●	●	●	●
5	Toray Plastics (America) Inc. toraytpa.com Michael Brandmeier	50 Belver Ave. North Kingstown, R.I. 02852 (401) 294-4511	Manufacturing	2,406			●	●	●	●	●	●	●	●	●	●	●
6	Benchmark Senior Living ^② benchmarkseniorliving.com Tom Grape, founder and CEO	201 Jones Road, Suite 300 Waltham, Mass. 02451 (781) 489-7135	Health care	3,821						●	●	●		●	●	●	●
7	Ocean State Job Lot oceanstatejoblot.com Marc Perlman, CEO and principal owner; Alan Perlman, principal owner; Steve Aronow, principal owner	375 Commerce Park Road North Kingstown, R.I. 02852 (401) 295-2672	Retail	2,426		●				●	●	●		●	●	●	
8	Tufts Health Plan tuftshealthplan.com Thomas A. Croswell	75 Fountain St., Suite 100 Providence, R.I. 02903 (401) 272-3499	Health insurance	2,900	●	●	●	●	●	●		●	●		●	●	●

1 Also known as CBIZ & MHM.

2 Benchmark Senior Living is the parent company of the Blenheim-Newport, Capitol Ridge at Providence, Greenwich Farms at Warwick, The Branches of North Attleboro in North Attleborough, and The Village at Willow Crossings and Willow Cottages - both in Mansfield.



South County Health puts expertise to work

BY ROB BORKOWSKI | Contributing Writer

MORE THAN PEDESTRIAN:

South County Health employees, from left, Susan Woodard, Mary Phillips and David Fogerty join co-workers outside South County Hospital in South Kingstown for their regular walk around the campus for exercise.

PBN PHOTO/RUPERT WHITELEY



CEO (or equivalent):
 Aaron Robinson,
 CEO and president

Number of employees:
 829

ONE
healthy
 THOUGHT

'Participation in wellness activities has evolved since the program's inception in 2010, from being accepted to now encouraged and celebrated.'

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

SOUTH COUNTY HEALTH'S 829 health care professionals are a well-regarded community resource dedicated to keeping the area's population healthy, so they've got to walk the walk with their own well-being.

"We think that it's so important that as health care providers we are good role models for our families and the community," said Maggie Thomas, **South County Health** assistant vice president and chief human resources officer.

The South Kingstown-based, full-service health care resource offers advanced inpatient, outpatient and home health services, as well as services at South County Hospital. It has started encouraging staff to monitor the amount of sleep they get nightly. Adequate sleep time is crucial to optimizing a person's immune system and cognitive skills, two elements that are of particular concern for health care workers.

"We also recognize that we have staff that are working one [to] three shifts [in a day]," Thomas said.

Sleep deprivation, a badge of honor for workaholics, is a significant danger for South County Health employees, contributing both to personal health problems and possible mistakes in the workplace.

Because the company began asking staff members to track sleep time only late last year, Thomas said there isn't enough data yet to make any informed conclusions.

In the meantime, employees are training for the South County Health Centennial 5K in the fall. Though some had begun training for the run without much long-distance running in their past, the training has gotten many of them into good form, according to Thomas.

In addition to the cardiovascular benefits, she noted, training in teams of employees has helped build friendships and camaraderie.

South County Health offers employees wellness resources from a number of angles that would be the envy of most other organizations.

"We leverage all of the benefits and expertise of the health system," Thomas said.

South County Health's cardiac rehabilitation unit, which focuses on adopting heart-healthy lifestyle changes to address risk factors for cardiovascular disease, is available for preventive, as well as therapeutic guidance. Dietitians provide healthy eating advice on request; therapists advise on the dangers of e-cigarettes during regular workshops; and a sleep

lab is available for staff to sort out disorders such as sleep apnea. Staff members have access to medical information and advice on countless topics.

And the advice doesn't fall on deaf ears. South County Health staff members pay the guidance the respect it deserves.

"We don't ever hear, 'Oh, I'm a nurse, I already knew that,'" Thomas said.

South County Health employees are cognizant that the pace of their work, and the responsibility it carries, warrant a keen eye on self-care. Even medical professionals can use a helping hand to stay in good health.

"They have the same challenges, I would say, and very busy work schedules," Thomas said. Those busy schedules can add to the challenge of maintaining wellness.

The company also offers employees health coaching – either in person or by phone – and biometric screening events, provided through a vendor, Stay-Fit.

Wellness programs that are comfortable and convenient to the users are crucial because it's more likely a staff member will continue to participate.

"If you prefer to get [screenings] done at your physician's [office], then that's OK, too," Thomas said.

Financial well-being is an important element in safeguarding a person's overall health and productivity, she said.

"We know that when things are not going well financially, it becomes extremely stressful and can impact overall well-being," Thomas said.

Financial advisers are regularly invited to speak to staff for lunch-and-learn events, and employees can earn monetary rewards for attending the meetings.

South County Health's approach to keeping its staff practicing what they preach is comprehensive, but it didn't happen overnight.

"We have been building on it over a 10-year period," Thomas said. ■

Firm, employee health intertwined

BY JAIME LOWE | Contributing Writer

2 CRANSTON'S THIELSCH ENGINEERING INC. depends on the good health of its employees. "A strong company, [such as] Thielsch ... cannot exist without healthy employees. The everyday choices that our employees make help us lead healthier, happier lives," said Kimberly Belyea, Thielsch human resources business partner. "Our employees are vested owners who have a role in the health and well-being of each other."

Thielsch has 635 employees and provides a complete range of consulting, energy and design services to customers, both nationally and internationally.

It boasts a comprehensive well-being program, Engineering Wellbeing.

Its main goal is to inspire employees to incorporate the seven aspects of well-being into their work and personal life: physical, emotional, environmental, intellectual, social, spiritual and occupational.

The program boasts a recent reduction in health-claims costs and increased company participation and cohesion, as well as the reduction of silos, one of its primary goals. ■



CEO (or equivalent):

Thomas E. Lent,
CEO and president

Number of employees:
635

ONE
healthy
THOUGHT

'Our well-being program is about providing employees with tools to improve their own health and ... employee engagement.'

FRANK TABELA,
Thielsch Engineering
Inc. director of human
resources

At Bryant, education and wellness aligned

BY JAIME LOWE | Contributing Writer

3 BRYANT UNIVERSITY'S WELLNESS PROGRAM for employees aligns with its mission of preparing students to succeed in business and life.

Recognized for its flexible and innovative curriculum, the Smithfield university's goal is to educate students to become engaged leaders who make an impact around the world.

The wellness program's focus is also ambitious, enhancing all aspects of an employee's well-being – physically, emotionally, socially and financially.

Some features include flexible time off, ergonomic workplace options and an on-site fitness center.

The program's Massage Mondays, a stress-reduction program where a professional masseuse gives massages to employees, is completely sold out within a few hours.

"We have other sold-out programs, but this particular participation statistic for our Massage Mondays, along with the results of our Health Assessment each year, consistently show that stress is a big issue for our population and our employees appreciate our wellness programs," said Shahara Proulx-Tracy, human resource information system/payroll analyst. ■



CEO (or equivalent):

Ronald K. Machtley,
president

Number of employees:
688

ONE
healthy
THOUGHT

'Whether it is physical fitness, support for work-life balance, [or] nutrition, our program's goal is to provide something for everyone.'

CATHY CURRIE,
Bryant University
senior associate director
of human resources

WELLNESS
IS WHAT WE DO,
WHO WE ARE,
& MOST IMPORTANTLY
WHY IT MATTERS.

We are honored to be recognized as a
5-Time Recipient of PBN's Healthiest
Employers of Rhode Island Award!



www.DOMINIONDIAGNOSTICS.com

@domdiag



Congratulations to all 2019 Healthiest Employers Honorees

NBIC is proud to
call Rhode Island
home, and is dedicated
to employee wellness.



Narragansett Bay

Insurance Company

You're Home with Us



800.343.3375 • nbic.com

Looking out for workers boosts community

BY JAIME LOWE | Contributing Writer

4 **ALTHOUGH BLOUNT FINE FOODS INC.** was founded in 1880, it certainly doesn't possess an antiquated approach to wellness.

The mission of the Fall River-based company's wellness program is for employees to bring their best selves to work. While they are on the job, **Blount** provides confidential, on-site advocacy and care for all facets of employee well-being. This includes cooking demos, yoga, health fairs, produce stands, walking groups, health van screenings and flu vaccinations. This year, they started offering on-site dental cleaning.

Blount, a prepared food and soup manufacturer, defines the success of its wellness program by participants' engagement. This year Blount reached a 50% participation rate at its health and well-being fair.

By collaborating with local vendors, Blount has not only helped its employees, it has developed strong relationships within the community.

"As we try to advocate for our employees and their families, we are coming together as a community," said Jessica Vanover, Blount well-being advocate. ■



CEO (or equivalent):

Todd Blount,
CEO and president

Number of employees:
716

ONE
healthy
 THOUGHT

'The engagement has opened up many doors of opportunity as we continue to explore new ways to bring health and wellness to the workplace.'

RONNIE KING,
Blount Fine Foods
chief human resources
officer

A mission of health promoted from within

BY JOHN A. LAHTINEN | Contributing Writer

5 **YOU MIGHT THINK** a health insurance provider would know a thing or two about health and wellness. Well, in the case of **Blue Cross & Blue Shield of Rhode Island**, you'd be right.

Recognizing the critical importance of total well-being, Blue Cross empowers its employees to bring their best self to work every day.

Beyond offering healthy dining options and on-site fitness, Blue Cross encourages its team to be proactive about improving health and well-being through its Rhodes to Well-being initiative, which offers programs focusing on physical, emotional, financial and social well-being.

Two years ago, the company partnered with the Center for Resilience, a nonprofit focused on sharing the practice of mindfulness. Blue Cross has offered seven sessions so far, with more than 120 employees participating.

Another well-received initiative is Mental Health First Aid, a training program that teaches employees how to offer help to someone experiencing a mental health concern or crisis. ■



CEO (or equivalent):

Kim A. Keck,
CEO and president

Number of employees:
750

ONE
healthy
 THOUGHT

'A great majority of our employees are also members, and we believe in promoting our mission from within.'

SHANNON BROADBENT,
Blue Cross & Blue
Shield of Rhode Island
lead benefits analyst

Smarter Work/Life Balance



We take pride in helping our employees achieve a healthy work/life balance.



Pawtucket
Credit Union
The smarter way to bank

401-722-2212 800-298-2212 pcu.org



Rhode Island Medical Imaging is proud to be a PBN Healthiest Employer Award winner for two years... and counting...



**RHODE ISLAND
 MEDICAL IMAGING**

rimirad.com | 401.432.2400



FLEX TIME: Yoga classes at Children's Friend are popular among its employees. From left: Stacy Couto, Michele Yun, Nicole Esposito, Kim Samos and Edouard Latortue, in the background. PBN PHOTO/RUPERT WHITELEY

Culture shift to wellness at Children's Friend

BY JOHN A. LAHTINEN | Contributing Writer

1



CEO (or equivalent):
David Caprio,
CEO and president

Number of employees:
380

ONE
healthy
THOUGHT

'Employees are seeing better health outcomes and lower health insurance costs, providing not only physical and emotional wellness, but also financial wellness.'

REBECCA PAQUETTE,
Children's Friend
chief of talent

FOR THE PAST 185 YEARS, the team at Providence-based **Children's Friend** has worked feverishly to improve the lives of at-risk children and families throughout Rhode Island.

With a pedigree like that, it should come as no surprise that the nonprofit works just as hard when it comes to the health and well-being of its 380 employees.

"Children's Friend has a leadership team that demonstrates their support of employees' well-being by offering excellent benefits and a workplace culture that supports a healthy work environment and meaningful work," said Julie Colangeli, benefits and wellness specialist. "We are able to foster a sense of community, social connections and support for each other through wellness programs."

Programming such as healthy-snack deliveries, support groups and activity challenges empower team members to come together to support each other in bettering themselves and reaching goals.

Children's Friend's Health and Wellness Committee seeks to motivate employees to adopt healthy lifestyles by offering innovative and relevant on-site educational opportunities, physical-activity challenges, monetary incentives, evidence-based, healthy lifestyle classes and fitness classes. The organization routinely has more than 20 wellness or health programs active for employees to choose from.

The committee gains further buy-in by considering and incorporating employees' interests and population health data when creating and introducing new health and wellness programming. The result? Programs that are not only relevant but fun and sought after by team members.

"Our goal is to offer a variety of programs that touch upon most dimensions of wellness to attract employees who are ready to learn something new, gain a short-term benefit or make a behavior change," Colangeli said.

"We do a healthy-snack delivery to all employees once a month where we have 100% participation, and 50% of staff recently participated in our 'Step into Spring' walk challenge."

According to Colangeli, Children's Friend is working to create a culture shift to one of wellness. Measurables to that end include a reduction in insurance claims, increased participation in the health insurance deductible incentive program, welcoming any and all feedback from employees, and leadership recognition and community awards for in-house programs.

Kristen Caine has been with Children's Friend for the

past five years, serving as child-development manager. In her role, she works with partner leadership, conducts classroom observations, ensures adherence to Head Start policies and works to increase quality in partner classrooms, curriculum, child assessment and family engagement.

Caine, also a member of the Health and Wellness Committee, said Children's Friend has demonstrated its commitment to the staff's physical, emotional, social and financial well-being. She has participated in several physical wellness initiatives, including the annual wellness fair, wellness Wednesday snacks, physical-activity challenges, tools for managing health and well-being, healthy lifestyle, the healthy lunch challenge and the mindful-meditation series.

"If data shows staff are challenged with being a healthy weight, then we offer more physical-activity challenges and healthy-lifestyle classes to educate staff and motivate behavior changes," Caine said. "Also, by recognizing and rewarding staff for completion of wellness programs and challenges, we are able to impact future participation in these activities."

"If an employee is healthy, then attendance increases. If an employee has a positive social and emotional state of mind, then they are more productive, have a positive impact on other employees, students and clients, and on the overall work environment," she said.

Colangeli feels employers are in the unique position not only to promote a safe work environment but support individual health and a healthy work environment as well.

"This is not only good for the employee and the organization but there is a ripple effect that reaches out to ... society," Colangeli said. "When an employee is healthy and feeling well, both emotionally and physically, they'll feel happier and more engaged in the workplace. By encouraging healthy habits, such as taking lunch breaks, having walking meetings, healthy snacking and taking mindfulness breaks, we can help boost productivity and performance." ■

Cooley's staff buoyed by quirky challenges

BY WENDY PIERMAN MITZEL | Contributing Writer

2 AT COOLEY GROUP, the focus on employee and company wellness means encouraging playful opportunities, along with more traditional offerings such as health fairs.

Take, for instance, the time the company brought out life-sized cut-outs of New England Patriots players. While employees threw footballs through the targets, Cooley executives washed employees' cars as a charity fundraiser.

Quirky events encourage not only physical activity, but teamwork and mental health breaks.

"It's good for camaraderie and it's a fun challenge," explained Debra Bedrosian, vice president of human resources and social responsibility at the engineered membranes manufacturer.

"Everything we do has an element of physical movement to get our people off the floor or out of the office and into the courtyard," she said.

Bedrosian said Cooley Group gives away almost 400 vacation days a year as rewards for wellness. During its twice-yearly walk challenge Cooley sees 90% participation, with the reward of an extra vacation day for meeting an average of 10,000 steps a day. ■



CEO (or equivalent):

Daniel Dwight,
CEO and president

Number of employees:
210

ONE
healthy
THOUGHT

'The greatest prize is the feedback we continue to receive from our employees thanking us for our genuine attention to their health and well-being.'

DANIEL DWIGHT,
Cooley Group CEO
and president

A team of volunteers helps Dominion achieve

BY WENDY PIERMAN MITZEL | Contributing Writer

3 AT DOMINION DIAGNOSTICS LLC, an all-volunteer Achieve team develops an offering of wellness programs from clinical health screenings to Apple Day, when each of the 300 employees are given an apple from a local orchard.

"Wellness is much more than losing weight," said Kathy Cahill, human resources generalist. "We try to think out of the box to help people manage stress, eat well and feel better."

The support is crucial to employee Karen Casey.

"I've always attended the events," she said. "But now, they help me along my journey with cancer and chemo. One of my favorite wellness events is our Seed Planting Day. We are provided veggie seeds, planters and soil to grow our own healthy veggies."

She and the other employees participate in yoga, hydration stations and smoothie days with local honey. Financial wellness is another focus.

Cahill said it's important for HR departments to look for the health benefits included in their company plans and use them. ■



CEO (or equivalent)

Robert M. Garvey Jr.

Number of employees:
303

ONE
healthy
THOUGHT

'As a health care company, it is our mission to keep good health and innovative, smart wellness solutions at the center of what we do.'

ROBERT M. GARVEY JR.,
Dominion Diagnostics
CEO

Biometric screenings just the start for PCU

BY NANCY KIRSCH | Contributing Writer

4 BIOMETRIC SCREENINGS are the cornerstone of Pawtucket Credit Union's wellness program.

Employees are encouraged either to undergo a screening with their own physician, or they can attend a biometric screening event at work. Knowing data such as blood pressure and cholesterol readings has allowed the company to provide information and resources that will address their health needs.

And it doesn't end there.

The credit union offers exercise classes in collaboration with local gym 212 Health & Performance, ergonomic workplace options, standing/walking desks, a relaxation room, lactation areas and on-site massages. In addition, tobacco cessation and mental health programs, paid time off to volunteer and financial evaluations are available.

A regular offering is the "lunch and learn," a chance to attend a seminar on specific health topics while eating lunch during the workday. Discussions on memory and aging, parenting teens and young adults, and Social Security and Medicare benefits proved very popular. ■



CEO (or equivalent):

George J. Charette III,
CEO and president

Number of employees:
248

ONE
healthy
THOUGHT

'At PCU, it's exciting to see the camaraderie ... [among] employees as they undertake their wellness journeys together.'

ANNE BERNIER,
Pawtucket Credit
Union senior vice
president of human
resources

Ensuring its culture is health conscious

BY NANCY KIRSCH | Contributing Writer

5 IMPROVING THE HEALTH of its members is core to the mission of Neighborhood Health Plan of Rhode Island, which provides health insurance to 1 in 5 Rhode Islanders.

But the insurer has been working hard to encourage an internal culture of health, too, with monetary incentives for healthy behaviors, flexible work schedule options, and varied subsidized wellness activities, including fitness challenges.

Neighborhood's leadership team "walks the walk," setting a positive example by participating in health and wellness initiatives, which are available on-site, online and through webinars. The culture of health is catching on, with participation growing in a variety of wellness programs.

Eager to expand its offerings, the insurer is adding an on-site fitness facility and walking path and changing the cafeteria's menu to provide healthier food options. A "healthy food committee" has been formed to make sure fresh, healthy food is always available in the cafeteria. Neighborhood is also in the process of making its Smithfield campus tobacco-free. ■



CEO (or equivalent):

Peter M. Marino,
CEO and president

Number of employees:
480

ONE
healthy
THOUGHT

'I am most proud of how our wellness program is ever-evolving and growing.'

LISA A. WHITING,
Neighborhood Health
Plan chief human
resource officer,
vice president of human
resources and
administration

Data platform smooths path to good health

BY NANCY KIRSCH | Contributing Writer

6 WHEN IT COMES to employee wellness, Rhode Island Medical Imaging Inc. has a huge advantage. The medical diagnostic imaging company can call upon the insights of its well-respected medical practitioners – it employs more than 70 board-certified radiologists at the company’s 13 facilities – to provide “appropriate and educated guidance on which course of action would be beneficial for our employee population,” the company said.

The company focuses on employees’ health through data analytics, and it collaborates with its health insurance carrier.

With an employee-wellness participation rate north of 85%, the company calls its wellness program a success. Nevertheless, it now conducts quarterly assessments through Springbuk, a secure cloud-based platform that meets Health Insurance Portability and Accountability Act requirements. The platform helps the company gather data and address gaps in care. It tracks how often employees use the corporate gym, whether they’re regularly taking prescribed medications and whether they’re getting annual physicals. ■



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

Number of employees:
343

ONE
healthy
THOUGHT

‘We have much better tools ... to take action toward the wellness of our employees and their families.’

SUSAN LOGAN,
Rhode Island
Medical Imaging chief
human resources officer

Fitness plan raises energy and spirit

BY JAIME LOWE | Contributing Writer

7 FROM ITS FOUNDING IN 1980, Gentle Giant Moving Co. has aimed to take care of its team.

Unlike some moving companies, the Somerville, Mass.-based business offers full benefits to every mover.

This includes premium health insurance and 401(k) benefits, as well as wellness-week activities, monthly meditation classes and yoga. Much of its wellness brand involves CrossFit, rowing and running to keep the team in shape.

Team members have access to an on-site CrossFit gym, as well as Harvard Stadium – where new movers undergo physical-fitness tests.

In offering so many wellness options, the company has witnessed a major shift in its employees’ lifestyle habits.

“The energy is contagious, and everyone is always striving to support one another with health and wellness goals,” said Jennifer Flanagan, public relations and marketing specialist. “We have seen how getting healthier has changed our employees’ lives.” ■



CEO (or equivalent):
Larry O’Toole

Number of employees:
360

ONE
healthy
THOUGHT

‘The mix of activities offers something for everyone who works here, with no pressure to participate and the flexibility of fitting in activities.’

TOM O’GORMAN,
Gentle Giant Moving
Co. vice president
of sales



Walking the talk on wellness

With a commitment to the health and wellness of every person in our organization, we’re proud to be named one of PBN’s Healthiest Employers® of Rhode Island.

SOUTH COUNTY HEALTH

South County Hospital ~ South County Home Health
South County Medical Group ~ South County Surgical Supply

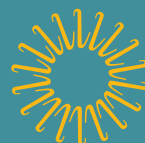
401-782-8000 ~ www.southcountyhealth.org



At **Lifespan**, our mission embraces our employees as much as our patients:
Delivering health with care.

Our commitment to holistic well-being is embodied by our total rewards strategy. It includes health and wellness, financial well-being, and reward and recognition—all dimensions allow for self-care and community commitment to health.

Our signature programs are highlighted by Team Lifespan—walk, run, bike and volunteer, financial well-being programs, and progressive programs like Virgin Pulse’s Global Challenge. We balance out the portfolio of offerings with robust fitness, nutrition, tobacco cessation and ergonomic opportunities.



Lifespan

Delivering health with care.®

Proud to be a 2019 Healthiest Employer

Social approach is vital to success

BY JOHN A. LAHTINEN | Contributing Writer

8 **ASTRONOVA INC. TAKES** the wellness of its employees seriously. In the past year, the data-visualization technology provider has held 25 events – both on-site and off-site – totaling more than 30 hours of wellness activities, ranging from financial education to physical activities.

That array of “whole wellness” programming has an added benefit: Team members from different departments, including salespeople, executives, administrative staff and engineers are able to develop relationships and form social groups because of participating in activities in which they share a common interest.

From on-site yoga classes to the tobacco-cessation group, the running club to the emergency-response team, employees of varying backgrounds, ages and interests come together with the common purpose of working as a team to support whole wellness.

This social approach has been embraced by employees. In fact, the dedication to wellness reaches beyond the walls of the West Warwick-based company to include family members who are encouraged to participate. ■



CEO (or equivalent):

Gregory Woods,
CEO and president

Number of employees:
267

ONE
healthy
THOUGHT

‘By creating an environment of teammates rather than co-workers, we lift each other up ... improving well-being as a result.’

GREGORY WOODS,
AstroNova CEO
and president

Employee input keeps well-being on track

BY JOHN A. LAHTINEN | Contributing Writer

9 **BELIEVING STRONGLY** that wellness impacts every aspect of its employees’ lives, **Providence Community Health Centers** provides the education, resources and flexibility for employees to make healthy choices and raise their awareness of factors contributing to well-being.

The goal of its well-being and employee recognition plan, which started about four years ago, is to promote lifestyle activities and actions that encompass body, mind and spirit, while also providing recognition for employee efforts.

In fact, employees are considered strategic partners and are frequently asked for their input as the organization plans wellness initiatives each year.

The company offers a bevy of programs and classes, ranging from anti-harassment and bullying policies to on-site massages, therapy and chiropractic visits, financial education and health monitoring. Parental leave for men and women is part of the benefit package.

A wellness website allows employees to receive quarterly reports tracking their progress toward goals. The site also offers guidance and assistance via online wellness programs. ■



CEO (or equivalent):

Merrill R. Thomas

Number of employees:
427

ONE
healthy
THOUGHT

‘Educating employees on their health ... has benefited our company by gaining a stronger and happier workplace.’

CHERYL PERRY,
Providence Community
Health Centers vice president
and chief human resources
officer

We applaud our employees for their commitment to wellness!

#GILBANEPROUD



Gilbane

We invite you to experience Gilbane and the things that make our company unique.
Visit www.gilbaneco.com/careers

7 Jackson Walkway, Providence, RI 02903

KEEP YOUR FACE IN A BEAUTIFUL PLACE.



Extend the benefits of skin care at home.

— INTRODUCING —
JAN MARINI
 SKIN RESEARCH®

Massage Envy.

KEEP YOUR BODY WORKING.™

PROVIDENCE
 229 Waterman Street
 Corner of Waterman St and Wayland Ave
 (401) 455-3689

M-F 10a-9p | S 9a-6p | Su 10a-6p

Disclaimer: Prices subject to change. Rates and services may vary by franchised location and session. Additional local taxes and fees may apply. Not all Massage Envy locations offer all services and products, including Jan Marini Skin Research, Inc. Each location is independently owned and operated. ©2019 Massage Envy Franchising, LLC.



SWING OF THINGS: In their leisure time, employees at Parkinson Technologies participate in a golf league at Chemawa Golf Course in North Attleboro. Joe Connelly, Parkinson product development manager, tees off.

PBN PHOTO/RUPERT WHITELEY

Employees keeping Parkinson on cutting edge

BY ROB BORKOWSKI | Contributing Writer

1

PARKINSON TECHNOLOGIES INC.
 DUSENBERY® CONVERTING SYSTEMS
 MARSHALL AND WILLIAMS PLASTICS
 PARKINSON WINDERS
 KEY FILTERS

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

Number of employees:
 80

ONE
healthy
 THOUGHT

'Our wellness initiatives have proven to be an effective tool in managing serious health risks that may have otherwise gone unnoticed.'

PETER TERMYN,
 Parkinson Technologies
 CEO and president

WOONSOCKET-BASED PARKINSON TECHNOLOGIES INC. depends on precision machines to keep its edge in high-performance web processing of plastics, paper and specialty materials – and that requires a healthy, well-adjusted team.

Naturally, the company pays careful attention to keeping its 76-member staff healthy and happy. They try to tackle the challenge from new angles each year, according to Jennifer Newman, human resources manager.

"We already decided this year to bring in a nutritionist," she said.

Employees may sign up to receive one-to-one nutrition counseling with The Wellness Co. in East Providence, Newman said. That counseling can, depending on the employee's needs, be geared toward more-healthy food choices and a more-nutritious diet or toward weight loss and specific fitness goals, she said.

Newman said Parkinson offered the counseling as a separate event from its annual health fair, hoping to put more focus on employees' nutritional health. During the fair, she said, there isn't much opportunity for people to focus on just one aspect of their health. The separate focus seems to have paid off.

The health fair still got attention, however, as employees were able to participate in voluntary screenings for cholesterol levels, bone density, glucose levels and blood pressure screenings.

"We have noted a high participation rate," Newman said.

Connecting a counselor with employees marked an important step in making an improvement on their health, she said, since it's not the sort of thing that's easy to make time for.

"It's one of those things that no one would go out and do on their own," Newman said.

Though it's not a scientific study, Newman said, she has noticed fewer instances of sick time taken this year.

Parkinson takes the health and safety of its employees to heart on the factory floor, as well.

Noise-canceling headgear is now regular issue for manufacturing workers on the production floor, along with other standard safety gear, including safety goggles and welders' mats.

The noise-canceling headgear is particularly important in safeguarding employees' hearing while they're on the floor with noisy machinery.

"We basically included that [headgear] as part of our safety budget," Newman said.

The company also provides financial counseling

through Fidelity Investments Inc., which also manages the company 401(k) program.

"[Employees] have financial administrators, people they ... [can] discuss their financial goals" with, Newman said.

Eliminating financial worries contributes to a safer workplace, she noted.

"Anything that takes their mind off of their job when they're dealing with machinery and tools, obviously that can be a safety concern," Newman said.

The company is also working with CVS Health Corp. to schedule shingles vaccinations, an important intervention for employees, since the vaccine isn't easily accessible, and it has to be administered in two doses.

Employees may also benefit from regular, team-based activities to help promote physical exercise, such as softball games, weekly golf outings and bowling nights.

Another key element of the company's focus on employee health is a program Newman calls "her baby," the Biggest Loser competition, modeled on the eponymous television show that ran on NBC for 17 seasons between 2004 and 2016.

The program, which Newman started six years ago, is very popular among employees, she said. Each year's theme is a little different; this year it's men versus women.

The Centers for Disease Control and Prevention notes that even modest weight loss, such as 5-10% of a person's total body weight, can result in benefits to your health, including improvements in blood pressure, blood cholesterol and blood sugar.

This year, the men lost a total of 147 pounds, while the women lost a total of 116 pounds, with the top weight-loss competitor taking home a \$50 gift certificate to Whole Foods Market Inc. Encouraging shopping at Whole Foods also helps reinforce this year's focus on nutrition.

Although the men won overall in the amount lost, a woman took the prize for the most weight lost, Newman said. ■

At zoo, they're wild about wellness

BY ANDY SMITH | Contributing Writer

2 THE RHODE ISLAND ZOOLOGICAL SOCIETY, which runs Roger Williams Park Zoo in Providence, is responsible for the health and well-being of more than 150 species of animals. And it doesn't want to forget the human beings charged with caring for these creatures.

Diane Nahabedian, director of marketing and public relations for the zoo, said that taking care of exotic animals can be very rewarding, but zoo employees must ensure that animals stay healthy all year long, which can be stressful.

Roger Williams Park Zoo holds a wellness fair each year for its employees, which includes nutritional information, massage chairs, organic health care products, a biometric clinic and a flu shot clinic. Feedback from employees has been overwhelmingly positive.

The zoo is also incorporating healthy activities into some of its fundraising activities, such as Yoga with Elephants with both employees and the public invited to participate in a yoga class next to the elephant habitat. ■



CEO (or equivalent):

Jeremy Goodman,
executive director

Number of employees: 68

ONE
healthy
 THOUGHT

'Health and wellness does not only extend to our care for these wonderful creatures, but it is who we are as a culture.'

DIANE NAHABEDIAN,
 Rhode Island
 Zoological Society
 director of marketing
 and public relations

NBIC makes it clear the company cares

BY ANDY SMITH | Contributing Writer

4 NARRAGANSETT BAY INSURANCE CO. is dedicated to bringing healthy habits into the workplace through a variety of wellness initiatives. A recent survey showed 76% of the employees feel the company cares about their health.

For example, there's Fruit Monday, when employees are encouraged to take in healthy nutrition thanks to a free snack of seasonal fruit offered at the cafeteria on the first Monday of each month. And on the third Thursday of every month, Narragansett offers free, 15-minute chair massages.

The Commit to Be Fit program includes sit/stand desks that allow for movement throughout the day. There's also an on-site fitness facility, and the company recently created a lunchtime walking club.

Narragansett also has a designated "wellness room" where employees can go for some quiet downtime during the day. One employee found that using the wellness room one or two times a day helped alleviate the migraines he used to get at the end of the day. ■



CEO (or equivalent):

Todd Hart

Number of employees: 115

ONE
healthy
 THOUGHT

'Have you heard that sitting is the new smoking? Getting up and moving during the workday is key to a healthy lifestyle.'

KIM MCCAULEY,
 NBIC chief human
 resources officer

Willing to walk halfway around the world

BY ANDY SMITH | Contributing Writer

3 AT GROOV-PIN CORP., which makes grooved pins (as the name says), inserts and screw machine parts, employees are walking to stay well.

Sue Smith, human resources manager, said the company's Walk to Wellness program is a favorite aspect of Groov-Pin's corporate health program.

Groov-Pin regularly features Walk to Wellness challenges with different themes, goals and prizes. A current challenge has put employees at the company's Georgia facility in competition with its Smithfield employees in Rhode Island to see which plant could be the first to walk halfway around the world, or 10,000 miles, in 80 days.

Employees can win gift cards, paid vacation time and other prizes by successfully participating in the challenges.

The company also provided a free health screening that measured employees' glucose, cholesterol, blood pressure and other health metrics, and offered the opportunity to speak to a medical professional on-site. ■



CEO (or equivalent):

Scot A. Jones,
CEO and president

Number of employees: 96

ONE
healthy
 THOUGHT

'I'm proud to be part of an organization that makes its team members' health a top priority.'

SCOTT BUNN,
 Groov-Pin Corp.
 operations manager

Contests make fitness fun at Elite

BY SARAH PARSONS | Contributing Writer

5 COMPETITION DRIVES HEALTHY lifestyles at Elite Physical Therapy Inc. The company's 114 employees spread across 10 locations in Rhode Island and Massachusetts engage in team-based wellness challenges. Competitions involve challenges for the number of steps taken and distances walked, as well as a plant-growing contest. On Earth Day, each department received a flowering plant from Elite's wellness team. Departments competed to see who could grow the healthiest, biggest plant.

Elite has focused on improving and expanding its wellness program over the past year. The company moved away from webinar-based wellness programs to interactive sessions. It's going beyond initiatives focused on physical health to include financial well-being and stress management. Most recently, Elite launched an on-site yoga program for employees in its Warwick location. The company will soon expand the monthly staff yoga class to its other locations.

Elite also offers diet and nutrition resources, physical-fitness programs and health-risk assessments for staff and their families. ■



CEO (or equivalent):

Dr. Michael Nula

Number of employees: 114

ONE
healthy
 THOUGHT

'Elite Physical Therapy is most proud of the growth of the wellness program over the past few years.'

SARAH BRUSHETT,
 Elite Physical Therapy
 administrative assistant

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 500-1,499 employees)

2019 rank	Company Website President/CEO	Address Phone	Type of business	No. of employees	On-site/near-site/shared-site clinic	Paid work time for physical activity	Paid work time for stress management	Parental-leave policy for men and women	Flexible schedules	Healthy vending/cafeteria options	Walking/running outdoor trails	Standing/walking desks	Fitness center	Health-risk assessments	Employee assistance programs	Flu shots	Financial wellness programs/resources
1	South County Health southcountyhealth.com Aaron Robinson	100 Kenyon Ave. South Kingstown, R.I. 02879 (401) 788-1405	Health care	829	●	●	●	●	●	●	●	●	●	●	●	●	●
2	Thielsch Engineering Inc. thielsch.com Thomas E. Lent	195 Frances Ave. Cranston, R.I. 02910 (401) 467-6454	Engineering	635	●	●	●	●		●		●		●	●	●	
3	Bryant University bryant.edu Ronald K. Machtley, president	1150 Douglas Pike Smithfield, R.I. 02917 (401) 232-6000	Higher education	688	●	●	●	●	●	●	●	●	●	●	●	●	●
4	Blount Fine Foods Corp. blountfinefoods.com Todd Blount, president	630 Currant Road Fall River, Mass. 02720 (774) 888-1300	Manufacturing	716		●	●	●		●	●	●		●	●	●	●
5	Blue Cross & Blue Shield of Rhode Island bcbsri.com Kim A. Keck	500 Exchange St. Providence, R.I. 02903 (401) 459-1000	Health insurance	750		●	●	●	●	●		●	●	●	●	●	●

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 150-499 employees)

2019 rank	Company Website President/CEO	Address Phone	Type of business	No. of employees	On-site/near-site/shared-site clinic	Paid work time for physical activity	Paid work time for stress management	Parental-leave policy for men and women	Flexible schedules	Healthy vending/cafeteria options	Walking/running outdoor trails	Standing/walking desks	Fitness center	Health-risk assessments	Employee assistance programs	Flu shots	Financial wellness programs/resources
1	Children's Friend cfsri.org David Caprio	153 Summer St. Providence, R.I. 02903 (401) 276-4300	Nonprofit	380			●	●		●		●		●	●	●	●
2	Cooley Group cooleygroup.com Daniel Dwight	50 Esten Ave. Pawtucket, R.I. 02860 (401) 724-9000	Manufacturing	210	●	●		●	●	●		●				●	●
3	Dominion Diagnostics LLC dominiondiagnostics.com Robert M. Garvey Jr., CEO	211 Circuit Drive North Kingstown, R.I. 02852 (401) 667-0800	Life sciences	303		●	●	●	●	●	●	●	●	●	●	●	●
4	Pawtucket Credit Union pcu.org George J. Charette III	1200 Central Ave. Pawtucket, R.I. 02861 (401) 722-2212	Financial services	248		●	●			●		●	●	●	●	●	●
5	Neighborhood Health Plan of Rhode Island nhpri.org Peter M. Marino, CEO	910 Douglas Pike Smithfield, R.I. 02917 (401) 459-6000	Insurance	480			●		●	●	●	●	●	●	●	●	●
6	Rhode Island Medical Imaging Inc. rimirad.com Dr. John A. Pezzullo, president	125 Metro Center Blvd. Warwick, R.I. 02886 (401) 432-2400	Health care	343				●	●		●	●	●	●	●		●
7	Gentle Giant Moving Co. gentlegiant.com Larry O'Toole, president and founder	125 Amaral St. East Providence, R.I. 02915 (401) 453-4400	Moving and storage	360		●	●	●	●			●	●	●	●	●	●
8	AstroNova Inc. astronovainc.com Gregory A. Woods	600 East Greenwich Ave. West Warwick, R.I. 02893 (401) 828-4000	Manufacturing	267	●			●	●	●		●		●	●	●	●
9	Providence Community Health Centers providencechc.org Merrill R. Thomas, CEO	375 Allens Ave. Providence, R.I. 02905 (401) 444-0400	Health care	427	●		●	●	●			●		●	●	●	●

HEALTHIEST EMPLOYERS OF RHODE ISLAND

(based on companies with 5-149 employees)

2019 rank	Company	Address Phone	Type of business	No. of employees	On-site/near-site/shared-site clinic	Paid work time for physical activity	Paid work time for stress management	Parental-leave policy for men and women	Flexible schedules	Healthy vending/cafeteria options	Walking/running outdoor trails	Standing/walking desks	Fitness center	Health-risk assessments	Employee assistance programs	Flu shots	Financial wellness programs/resources
1	Parkinson Technologies Inc. parkinsonstechnologies.com Peter Termyn	100 Goldstein Drive Woonsocket, R.I. 02895 (401) 762-2100	Manufacturing	80	●	●	●		●	●	●	●		●	●	●	●
2	Rhode Island Zoological Society rwpzoo.org Dr. Jeremy Goodman, executive director	1000 Elmwood Ave. Providence, R.I. 02907 (401) 785-3510	Nonprofit	68	●	●	●	●	●	●	●	●		●	●	●	●
3	Groov-Pin Corp. groov-pin.com Scot Jones, CEO	331 Farnum Pike Smithfield, R.I. 02917 (401) 415-6040	Manufacturing	96		●			●	●	●	●		●	●	●	●
4	Narragansett Bay Insurance Co. ¹ nbic.com Bruce Lucas, CEO	25 Maple St. Pawtucket, R.I. 02860 (401) 725-5600	Insurance	115		●	●	●	●	●	●	●	●	●	●	●	
5	Elite Physical Therapy elitephysicaltherapy.com Michael Nula, CEO	535 Centerville Road Warwick, R.I. 02886 (401) 737-4581	Health care	114	●				●			●	●	●	●		

1 A legally domiciled subsidiary of Heritage Insurance Holdings Inc.



TUFTS
Health Plan

~~SMALL~~ BUSINESS

YOU LIVE AND BREATHE YOUR BUSINESS.
SHOULDN'T YOUR HEALTH PLAN DO THE SAME?

[TUFTSHEALTHPLAN.COM/ALLBUSINESS](https://tuftshealthplan.com/allbusiness)