

“WHAT WORKS @ WELL-BEING?”



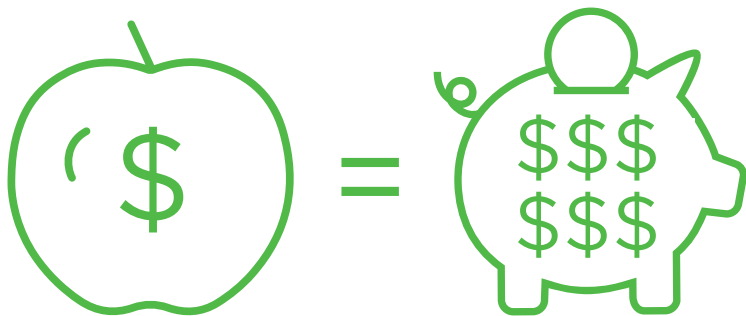
LET'S HEAR IT FROM THE 2015 CIGNA WELL-BEING AWARD RECIPIENTS



Creating a culture of well-being is more than providing programs that promote health. It's a commitment to improving health – and a plan to make it a way of life. It motivates and inspires people to take action to feel their best and perform their best, with the ultimate goal of lowering total benefit costs.

The Cigna Well-Being Award® recognizes employers who actively and positively impact the overall health and well-being of their employees.

\$1 invested in wellness = \$6 in employer savings
(due to improved employee health and reduced medical claims*)



* Schaefer, Jennifer. "The Real ROI for Employee Wellness Programs." Society for Human Resource Management. Society for Human Resource Management, 24 Feb. 2015. Web. 12 Jan. 2016

“Improving the health of our colleagues is Signature Bank’s ultimate goal, as they are our biggest assets. The receipt of the Cigna Well-Being Award emphasizes what our colleagues already know – we are advocates in their wellness journey. With the expertise, guidance and creativity of the Cigna staff, Signature Bank has created a Wellness Program that is embraced by our colleagues and senior management alike. Our Wellness Program increases awareness and continues to motivate, which results in lower health risks.”

Ana Harris
Director of Human Resources,
Senior Vice President, Signature Bank
January 4, 2016

See how Well-Being works @ the 2015 Well-Being Award organizations.

BUDGETS WORK @ WELL-BEING



**100% OF WELL-BEING AWARD RECIPIENTS
HAVE A DEFINED WELLNESS BUDGET¹**

Together, all the way.®



FOUNDATIONS WORK @ WELL-BEING

McCormick & Company

- Creative branding with logo and tagline, “Ingredients for Health”
- Corporate pillars that focus on wellness
- Fully empowered, widespread wellness committee - Wellness Champions at each site and executive steering committee/ sponsorship



Prestonwood Baptist Church and Prestonwood Christian Academy

- Wellness strategy is a prioritized budget item
- Executive team and management lead by example and believe in the value of health initiatives.
- Multi-department Wellness Committee with clear delegation of responsible actions and ownership of events

City of Phoenix

- Creative and inspiring branding: “Fit4Phoenix”
- Multichannel communications (Twitter, text, print materials, email, City newsletter)
- Highly supportive leadership that leads by example
- Healthcare Task Force (12 ees from diff. dpts)



ENVIRONMENT AND POLICIES WORK @ WELL-BEING

Richland County Government

- Full-time onsite health coach
- Walking trails at Public Works and stairwell campaign to encourage employees to take the stairs
- Smoking hypnosis program
- Cooking classes and grocery store tours



Premier

- Onsite healthy restaurants and healthy meal delivery service
- Farmer’s market/produce stand deliveries
- Healthy vending machines that highlight healthier items
- Onsite massage therapy and reflexology
- Onsite flu shots through partnership with local health care system



Able Engineering

- Absolutely tobacco-free location and policies
- Healthy food vendor onsite
- Orientation process that ensures new employees are aware of the programs available to them
- 10,000 sq. ft. gym onsite, free to employees that participate in wellness credits wellness program



“Premier’s employees walk the wellness talk every day through our grassroots wellness programs that uphold our mission to improve the health of communities by making the healthy option, the easy and fun option.”

Jill Ulmer, Health and Wellness Program Administrator, Premier, November 18, 2015.

PROGRAMS WORK @ WELL-BEING

Kenco

- Custom challenges, such as Mission: Slimpossible, a weight-loss challenge program, and the Iron Distance Triathlon, that paired “amateur” athletes with exercise mentors to inspire employees to try activities they may not have attempted alone
- Kenco offers annual biometric screenings to monitor blood pressure, glucose, BMI and cholesterol. Employees earn incentives or lower plan contributions by reaching goals and by improving their health

Samsung Electronics America

- Gear Fit Program, offered to employees at no additional cost, allowed participants to track various wellness metrics (physical activity, sleep, heart rate).
- Designated onsite wellness coordinator to drive passion and commitment to programs and wellness topics.



Sterling-Rice Group

- An extensive list of company sponsored onsite programs, events and activities, including: yoga, biometric screenings, weekly massages, mindfulness and stress-reduction sessions, financial education seminars, athletic events and more.
- Healthy social events organized by each department

DATA AND ACCOMPLISHMENTS WORK @ WELL-BEING

Fairfax County Government

- Created the "Long Walk" to encourage employees to use the walking paths available to them at work and help them experience how a little midday exercise would improve their day.



School District of Osceola County

- Developed future programming in line with employee wellness interests and needs, based on utilization data and employee feedback.



Weld County Government

- Introduced a four-week diabetes education program that included cooking skills, after noticing more employees being diagnosed with diabetes.



INCENTIVES WORK @ WELL-BEING

Signature Bank

- \$500 combination of premium differentials and surcharges, tied into tobacco cessation program, biometrics and health assessment completion
- Organization provided funding to reinvest back into wellness program for greater level of benefits and services to our participants



CoBiz Financial

- \$300 incentive for completing the HRA, Biometric Screening and Annual Exam
- Premium surcharge for tobacco use
- Interest-free gym equipment loan through payroll deduction



100% of WBA recipients use incentives to drive participation and engagement.¹

Most common financial:

- Premium differentials
- Surcharges (tobacco)
- Fund deposits (HSA/HRA)

Other incentives:

- Payroll deposits
- Gift cards and prize items for wellness events and challenges



RESULTS WORK @ WELL-BEING

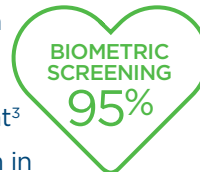
Brooks Rehabilitation

- Increase in both health assessment and biometric completion rates from 29% to 93% since 2012, leading to increased lifestyle and chronic condition coaching in year-over-year comparison²



Charlotte County Board of County Commissioners

- 95% participation in biometric screenings and health assessment³
- 64% participation in annual physicals³
- 66% participation in Lifestyle Coaching Programs³



David Evans and Associates, Inc.

- 77% health assessment participation in 2014⁴
- 62% employee and dependent coaching participation⁴



WE WANT TO RECOGNIZE YOUR COMMITMENT TO A CULTURE OF WELL-BEING.

To apply for the Cigna Well-Being Award or to learn more, contact your Cigna Client Manager and tell us how Well-Being works @ your organization.

COMING TOGETHER FOR A HEALTHIER FUTURE

Working in different industries and locations, and varying in size, the 2015 Cigna Well-Being Award winners are different in many ways. But there's one thing they all have in common: They're all dedicated to building a culture of health and wellness. And with a commonality like that, everyone wins.

Here's how:¹



94% have a wellness committee

100% have manager support and involvement



88% offer biometric screenings available onsite

94% have a health assessment



82% have a tobacco-free policy

94% share their wellness results with employees and dependents



65% provide incentives for employees and spouses

1. Analysis of 2015 Well-Being Award applicants, December 2015.

2. Based on Brooks Rehabilitation report, 2015.

3. Based on Charlotte County Board of County Commissioners report, 2015.

4. Based on David Evans and Associates, Inc. report, 2015.

Together, all the way.®

