

BETTER WELL-BEING STARTS WITH BETTER ENGAGEMENT

Congratulations to our 2020 Cigna Well-Being Award® recipients.

The Cigna Well-Being Award® recognizes that a commitment to wellness can impact everything from employee health and satisfaction to company bottom lines.

The common link among our 2020 award recipients is that they incorporate employee well-being into their companies' overall business philosophy. This year's recipients also embrace the belief that a healthy life means more than good physical health. Their well-being programs support employee whole health – **an approach that works to address physical needs as well as the emotional, financial, social and environmental impacts to an individual's well-being.** During these unprecedented times, it's more important than ever for employers to support their employees in any way they can. And for Cigna to recognize and applaud all of their efforts.

Here's a quick look at some of our award recipients' 2019 pre-pandemic initiatives and the positive impacts of implementing a whole health well-being program.



OUR 2020 AWARD RECIPIENTS – How we did well, together



PHYSICAL WELL-BEING

Maintaining a healthy body through lifestyle and behavioral choices not only helps reduce the risk of preventable diseases and conditions but also helps individuals find ways to maintain and increase energy levels and enhance their ability to accomplish daily tasks.

AMERICAN EAGLE OUTFITTERS

- Leveraged claims data to identify disease and population management needs, resulting in the implementation of targeted solutions to better support employees with musculoskeletal, diabetes and maternity needs
- Held onsite well-being pledge events and “You @ Your Best” pledge cards encouraged employees to take specific steps to make progress on their well-being journey
- Created “Stop avoiding the stairs,” an HR well-being challenge that motivated employees to stay active at work
- Offered multiple well-being challenges to support a healthy workforce, including a company-wide step challenge

Together, all the way.®



Offered by: Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company or their affiliates.

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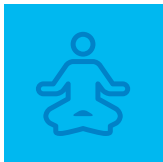
PHYSICAL WELL-BEING continued

SUCCESS ACADEMY CHARTER SCHOOLS

- Onsite and virtual “Get Fit! Stay Fit!” fitness classes led to employees working out together for 10,000+ hours
- Wellness Weeks, which have included a meditation bus, massages and essential oil workshops, were highly engaging and led to a 12% point increase in employees’ benefits satisfaction
- Onsite annual physicals, mammograms and flu shots enabled employees to more easily access preventive care
- Positive employee screening rates for breast (82%) and cervical (76%) cancers¹

MARSH & MCLENNAN AGENCY – BOUCHARD REGION

- Managers supported wellness among their teams by holding walking meetings, ordering healthy options for working lunches and encouraging participation on the Wellness Team
- Monthly wellness newsletters and weekly “Wellness Wednesday” emails kept well-being top of mind
- “B Fit team” participated in at least three walking or running events with shirts and visors to energize the team
- “Rethink Your Drink” event inspired employees to increase water consumption and decrease sugary drinks
- 85% health assessment completion rate among employees and spouses²



EMOTIONAL WELL-BEING

Encouraging emotional well-being helps individuals better manage feelings and behaviors, feel more resilient in coping with life stresses, work more productively and make meaningful contributions to their communities.

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY

- Supported staff members’ emotional well-being with daily staff-led morning meditations and multiple training opportunities, including Mental Health First Aid®, Cigna Wellness Webinars and “Get Your Green On”
- Expanded Compassionate Leave policy to provide staff additional time off that can be used to focus on coping during challenging times
- Promoted a positive work-life balance with caregiver leave and support, “Bring Your Child to Work” day and flexible work schedules
- Participated in leadership-led volunteer community activities, such as “CSC Gives Back Day,” which supplied healthy dinners for 1,000+ families, fostering a sense of community among employees
- 70% total health engagement³

CITY OF SCOTTSDALE

- Held Mental Health First Aid® and suicide awareness/prevention training that educated employees on mental health and how to provide initial help to others
- Continued to expand onsite well-being offerings to meet employees’ emotional well-being needs at work, including new Cigna Well-Being Coordinator, health coach/counselor, massages, relaxation pods and meditation classes
- Established Employee Assistance Program (EAP) and crisis plan/referral process to expand employee access to counselors and other professionals

EISAI INC.

- Provided free access to meditation app, bi-weekly stretching sessions, chair massages, Reiki sessions and acupuncture to restore balance, reduce anxiety and revive focus
- 24/7 access to counselors available through Work-Life Solutions Program
- Offered webinars on sleep disorders, depression and resiliency, and managing stress
- Six-week motivational movement challenges fostered team-building across company locations and used social connections to promote healthy behaviors among employees
- Teaching kitchen featured cooking demos with fast, easy and healthy recipes for weeknight meals
- One-on-one well-being coach at all sites encouraged employees to take control of their emotional well-being at the workplace



ENVIRONMENTAL WELL-BEING

Fostering environmental well-being means encouraging individuals to be more aware of how their health and lifestyle are related to their home, work and community.

ASTRAL HEALTH & BEAUTY, INC.

- Implemented a no-junk-food policy and only provided healthy food options for all events and meetings
- Supports a relaxed work environment that is pet friendly, encourages casual dress and features collaboration areas to increase employee satisfaction and comfort at work
- Enforces a green environment consistent with the company's commitment to using all natural products
- Held weekly wellness days that featured activities such as field trips to local "Burn Boot Camp," massages, protein bar and smoothie stations, onsite yoga, and fitness and water-drinking challenges
- Provided blue light glasses to employees to combat eye strain from computer and cell phone screens

NATIONAL LIFE GROUP

- Offered multiple onsite programs to help well-being stay top of mind at work such as group fitness classes and access to a personal trainer at onsite gym facilities, a weight loss program, and the National Life Health + Wellness Center, a Cigna Onsite Health Center, to support employee holistic well-being
- Provides a 1.2 mile parcourse with 18 fitness stations that is also used for jogging, walking or snowshoeing on the Vermont campus
- Provided access to a wide variety of onsite wellness resources, including chiropractors, massage and Reiki therapists, acupuncture, a community garden, seminars, 90-Day Challenge programs, an onsite Employee Assistance Program (EAP) counselor, and a bi-annual Health and Wellness Fair
- Tobacco cessation efforts, including enforcing a tobacco-free campus and offering cessation programs, that helped to drive less than 5% employee nicotine use⁴
- Company policy allowing for 40 hours of paid volunteer time and other volunteer initiatives, which led to more than 7,400 volunteer hours and nearly \$300,000 in donations to nonprofits⁵

PORT OF PORTLAND

- New onsite physical therapy clinic helped support the common musculoskeletal needs of employees
- Onsite accommodations such as a lactation-only room, a cafeteria with healthy options/labels, bike racks, and ergonomic workspaces encouraged employee well-being in the workplace
- Enforcement of written company policies including caregiver leave and support, flexible work schedules, employee break policy and a tobacco-free workplace



FINANCIAL WELL-BEING

Encouraging financial well-being provides a sense of security and relief from financial stress, helping individuals feel more prepared to manage unexpected changes and be able to define a path toward future financial goals.

TEAM HORNER GROUP

- Free one-to-one coaching available to employees that included support for financial well-being such as learning to budget, improve credit, reduce debt and save for retirement
- 286 employees participated in wellness, financial or parenting coaching programs⁶
- Spouses and dependents can also attend financial coaching sessions, providing an opportunity to engage the entire family in financial education
- Because Horner is an employee-owned company, teammates accumulate shares each year and receive the value of their shares upon retirement or departure from the company

RTI INTERNATIONAL

- Provides a very competitive employer contribution to the RTI Retirement Savings Plan without employee contribution (match) required; plus, automatic new hire enrollment
- Collaborated with Cigna to evaluate under-utilized benefits and implement quarterly "Benefits Not to Miss" sessions designed to help employees get the most out of their health benefits
- Allows for employees to donate their Paid Time Off to help coworkers who need additional time to address hardships without financial impact
- Offers Nursing Mothers' Travel Policy that includes no-cost coverage to ship breast milk to a child at home while the mother is away

FINANCIAL WELL-BEING continued

CSW INDUSTRIALS, INC.

- Provided free access to a financial planner to help employees understand their financial situation and plan for the future
- Dedicated an entire month to providing financial tips to employees through company newsletters and digital platform
- Shared videos and financial articles addressing specific topics including retirement, savings and budgeting to further educate employees on financial well-being

Additional programs/resources that support financial well-being:

- Retirement account employer matching
- Retirement accelerators
- Gym reimbursement
- Education reimbursement
- Financial literacy workshops
- Financial seminars



SOCIAL WELL-BEING

Encouraging social well-being means helping people connect with others at work, home and in their communities to create and maintain positive relationships, and possess a sense of belonging.

NCCI HOLDINGS INC.

- Embraces a company culture supportive of family well-being by offering a daycare center, onsite meals, sports leagues and volunteer opportunities
- Implemented a new Family Time Off program that includes four weeks of fully paid leave to take care of a family member or bond with a new baby
- Encouraged employees to participate in events and contribute to the well-being of the community through paid volunteer hours and a donation matching program
- Built an onsite memorial garden to reflect on and remember those employees who have passed
- 68% employee total health engagement⁷

PREMIER

- Developed a new policy that supports community involvement/volunteerism completed on company time and encourages employee participation in a monthly community service initiative or event
- Organized activities and initiatives such as “Show the Love” Candy Grams to encourage employee appreciation, connection and mutual support
- Offered onsite workout classes, annual fitness challenges and community running program participation/sponsorships to motivate employees to get healthy together
- Employee Resource Groups provide a variety of resources designed to support social well-being at work

MARITZ HOLDINGS INC.

- Executive-level Employee Healthcare and Wellness Committee drives and supports employee well-being program including CEO Steve Maritz personally leading wellness events - like “Steve’s Stair Challenge” to connect with employees and encourage participation
- Improved policies on employees absences, bereavement and parental leave as well as caregiver paid leave and caregiver support through the Employee Assistance Program (EAP)
- Team-based activity challenges such as “Race to Mount Olympus” and “Buddy Step Challenge,” as well as annual corporate sponsorship and employee participation in “Pedal for the Cause,” leveraged social connections to promote physical well-being
- Maritz Benefits/Wellness Facebook page encouraged interactions among employees while promoting company programs and events
- Social well-being supported through “Green Team”, Toastmasters and “Amplify” (women in leadership) affinity groups

LET'S CONTINUE TO DO WELL, TOGETHER

The 2020 award recipients represent various industries, customers and geographic locations. Some of their tactics are unique, but they share a similar approach to creating a culture of well-being – they're all in the well-being movement, together. Their success is both inspirational and informative.

Metrics reflect 2020 Well-Being Award recipients' data in aggregate.⁸



THINK YOUR WELLNESS PROGRAM IS DOING WELL?

Tell us why. Contact your Cigna account representative to learn more about the 2021 Cigna Well-Being Award[®] application process or visit www.cigna.com/health-promotion/well-being-awards/.



1. Success Academy Charter Schools, August 2020. Based on Cigna reporting from SACS medical plan data, during the 2019 calendar year.
2. Marsh & McLennan Agency, August 2020. Based on Cigna reporting from Marsh & McLennan Agency medical plan data, during the 2019 calendar year.
3. Children's Services Council of Palm Beach County, August 2020. Based on Cigna reporting from Children's Services Council of PBC medical plan data, during the 2019 calendar year.
4. National Life Group, January 2021. Based on enrollment platform and health assessment data capturing tobacco affidavit status.
5. National Life Group, January 2021. Based on time management recording system and "Share the Good" donation matching campaign data.
6. Team Horner Group, January 2021. Based on "Color Me Healthy" program participation and tracking data.
7. NCCI Holdings Inc., August 2020. Based on Cigna reporting from NCCI Holdings Inc. medical plan data, during the 2019 calendar year.
8. All statistics, unless otherwise noted, are based on an analysis of award recipients of 2020 Well-Being Award, December 2020.

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