

HEALTHIEST EMPLOYERS



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THE VALLEY'S HEALTHIEST EMPLOYERS

By the numbers 17

Success Stories..... 18-19

LARGE COMPANIES

No. 1: UnitedHealthcare 21

No. 2: Shamrock Foods Co..... 22

No. 3: Cigna..... 22

MIDSIZE COMPANIES

No. 1: SmartPractice 24

No. 2: Meredith Corp..... 25

No. 3: Able Engineering and Component Services Inc. 25

SMALL COMPANIES

No. 1: JE Dunn Construction..... 27

No. 2: McCarthy Holdings Inc. 28

No. 3: Infinity Trading and Solutions LLC..... 29

THE LISTS

Large companies..... 20

Midsized companies..... 23

Small companies 26

STAFF

Project editor: Ilana Lowery
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Editorial contributors: Angela Gonzales and Patrick O'Grady



On behalf of Cigna, I am proud to recognize this year's healthiest employers. Congratulations on the extraordinary work you've done to create workplaces that help employees live healthier, more satisfied lives.

At Cigna, we're also committed to helping people get to a healthier place. That's why we work to bring together the people, programs and services that can help individuals and organizations achieve what matters most. Together, we want to help everyone get to a healthier place.

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Again, congratulations on your achievements.

Sincerely,



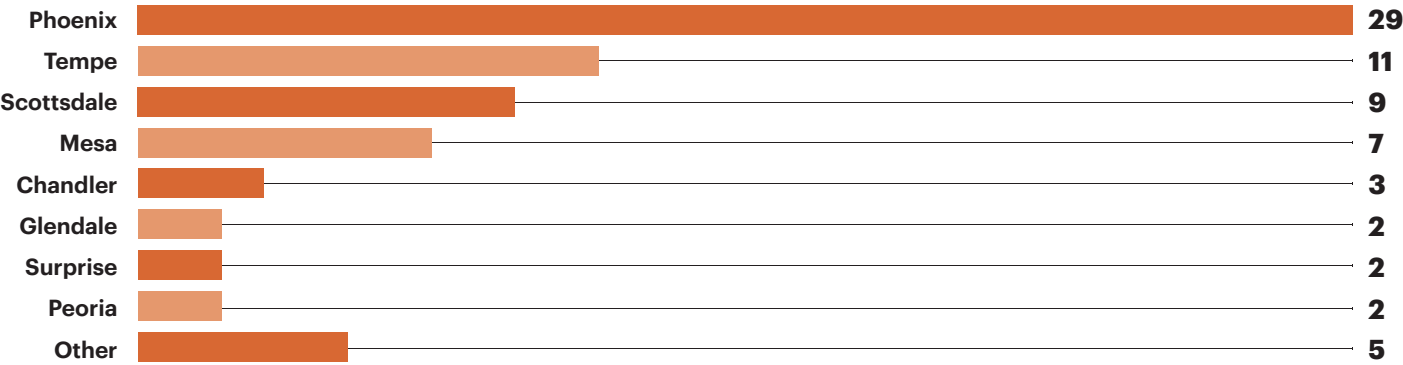
Edward Kim
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Cigna.com/Business



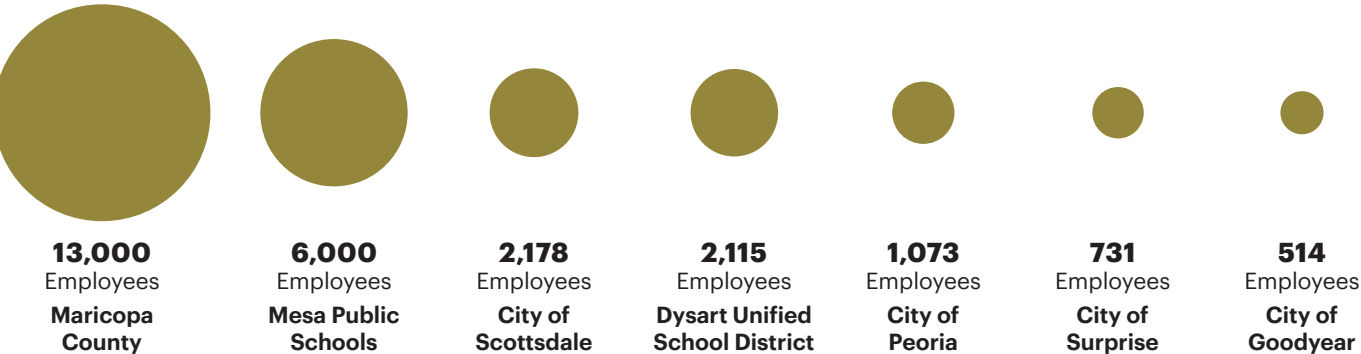
THE VALLEY'S HEALTHIEST EMPLOYERS

BY THE NUMBERS

HEALTHIEST EMPLOYERS DISTRIBUTION BY CITY:



CITIES AND GOVERNMENTAL AGENCIES NAMED TO THE HEALTHIEST EMPLOYERS LISTS:



NOTABLE CHANGES

Among the companies on the small and midsize lists, there were big changes as 11 of the 30 small companies are debuting and 12 of the 25 midsize companies are new to the Healthiest Employers rankings this year. SmartPractice again landed in the top spot and Meredith Corp. repeated its No. 2 position on the midsize company list.

In addition, several small companies that were in the first five spots on the list last year, lost ground to a new slate of companies at the top. Infinity Trading and Solutions LLC remained in the No. 3 spot this year.

Rank	2015	2016
1	G&A Partners	JE Dunn Construction
2	The Mahoney Group	McCarthy Holdings Inc.
3	Infinity Trading and Solutions LLC	Infinity Trading and Solutions LLC
4	A to Z Equipment Rental & Sales	State Bar of Arizona (new to the list)
5	Arrowhead Health Centers	Beatrice Keller Clinic P.C. (new to the list)

81,184

Total Valley employment represented on the lists in 2016

573,666

Total U.S. employment represented on the lists in 2016

NEW TO THE LISTS THIS YEAR

4

Large companies

12

Midsize companies

11

Small companies

Area companies focused on healthy employees

Dear Readers,
Welcome to the *Phoenix Business Journal's* sixth annual Healthiest Employers awards section.

With health care remaining in the headlines, rising insurance costs and diminishing employee benefits, the PBJ sought to find the employers truly focused on workplace wellness.

Partnered with Healthiest Employers LLC, an Indiana limited liability company, the Business Journal conducted a two-part selection process.

First readers were encouraged to nominate companies worthy of recognition.

In order to participate, companies needed to have a minimum of two employees working at a metro Phoenix office.

Second, nominated companies completed a survey that was scored and ranked. Surveys had to be completed in their entirety, be accurate and were subject to verification.

Application forms with unverifiable information were disqualified.

Some key considerations were:

- Tobacco-free workplace policies
- Dependent access to wellness initiatives
- Health risk assessment and appraisal
- Biometric screenings
- Obesity coaching or management
- Incentives provided for those "at risk" to modify behavior
- Tracking absenteeism because of illness.
- After the surveys were completed and ranked, the companies were divided into three company size categories:
 - **Small:** 2-250 employees
 - **Midsize:** 251-1,499 employees
 - **Large:** 1,500 or more employees

The highest-ranked companies in each category were honored at an awards program May 3 at the Sheraton Grand Downtown Phoenix.

If you would like to nominate your company for the 2017 Healthiest Awards, go to PhoenixBusinessJournal.com.

Ilana Lowery
Editor in Chief



WELLNESS WARRIORS

The *Phoenix Business Journal* began honoring the Valley's Healthiest Employers in 2011. In the first six years, a few companies have established themselves as wellness warriors,

Just two companies — UnitedHealthcare and SmartPractice — have been among the top five in their category each year so far.

Eight other companies have been recognized as Healthiest Employers every year since the program's inception.

The key to any good employee wellness program is consistency and these companies continue to show they know what works.

Here's a quick look:

SMARTPRACTICE

2016 Rank: 1, midsize companies

Last year's rank: 1

Type of business: Medical supply

Founded: 1971

Top executive: Dr. Curtis Hamann, president and CEO

HR leader: Michelle Shaw, HR director

HQ: Phoenix

Employees: 320

UNITEDHEALTHCARE

2016 Rank: 1, large companies

Last year's rank: 2

Type of business: Health insurance provider

Founded: 1986

Top local executive: Dave Allazetta, CEO, Arizona and New Mexico

Top HR local executive: Scott Simpson

HQ: Minneapolis

Local employees: 6,100

AMERICAN EXPRESS

2016 Rank: No. 7, large companies

Est. locally: 1961

Top local executive: Tammy Weinbaum, executive vice president

HQ: New York

Local office: Phoenix

BLUE CROSS BLUE SHIELD OF ARIZONA

2016 Rank: 4, midsize companies

Est. locally: 1939

Top executive: Richard Boals, president and CEO

HQ: Phoenix

CITY OF SCOTTSDALE

2016 Rank: 6, large companies

Established: 1951

Top executive: Mayor Jim Lane

GODADDY

2016 Rank: 4, large companies

Established: 1997

Top executive: Blake Irving, CEO

HQ: Scottsdale

KITCHELL

2016 Rank: 21, midsize companies

Established: 1950

Top executive: Jim Swanson, president and CEO

HQ: Phoenix

THE MAHONEY GROUP

2016 Rank: 8, small companies

Established: 1915

Top executives: Glendon Nelson, chairman and Sandra Albrecht, COO

HQ: Mesa

SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY

2016 Rank: 5, large companies

Established: 1879

HQ: Phoenix

Top executive: Delbert Ray, president

SHAMROCK FOODS INC.

2016 Rank: 2, large companies

Established: 1922

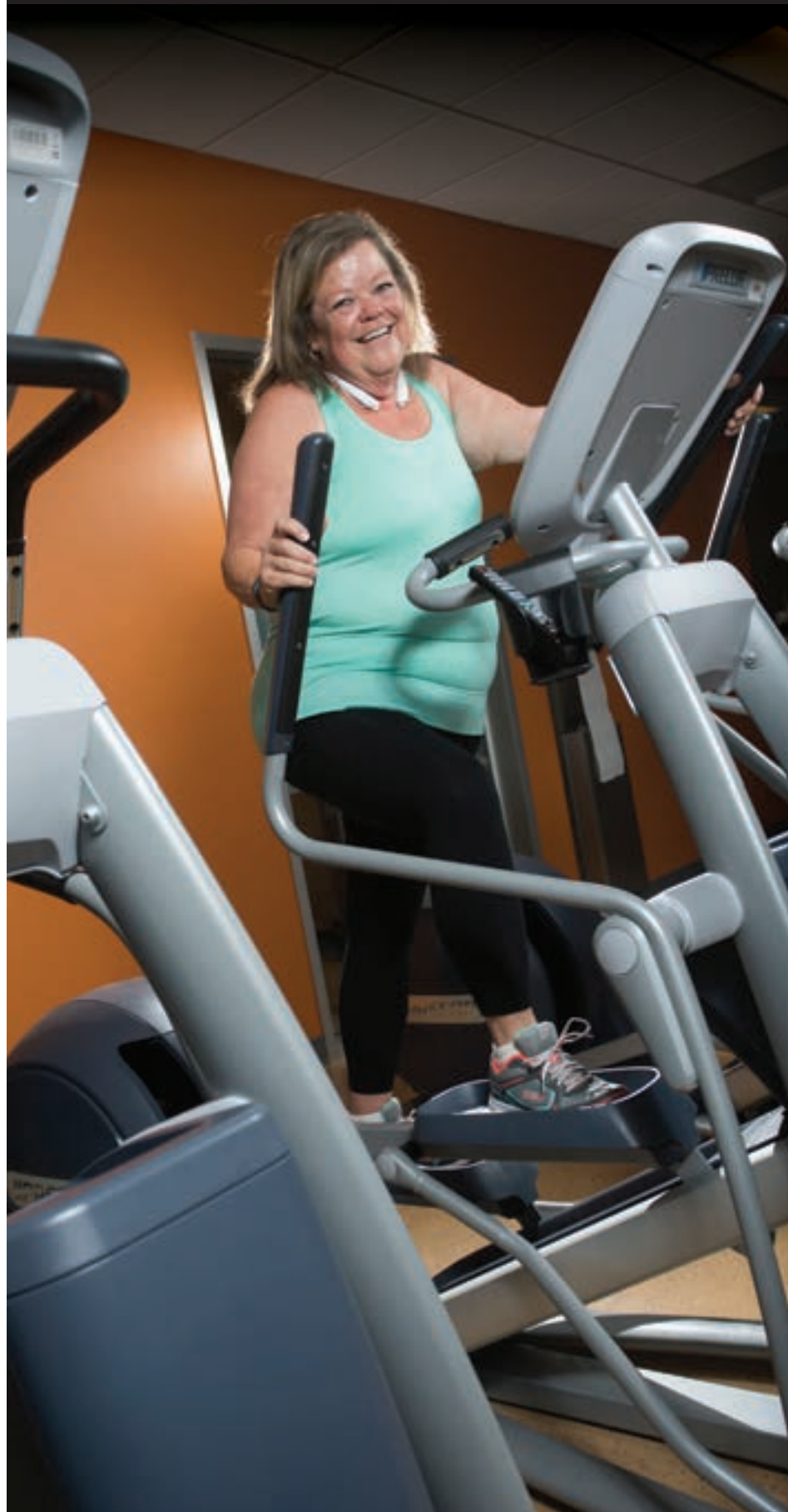
Top executive: Kent McClelland, CEO

HQ: Phoenix

THE VALLEY'S HEALTHIEST EMPLOYERS

SUCCESS STORIES

BY ANGELA GONZALES



Exercising, watching your diet or practicing healthy habits – let alone all three – is challenging for most people, especially if you work full-time. But it is possible. Here are a few “success stories” about people who not only make a healthy lifestyle a top priority, they have succeeded in their efforts and reached their goals.

Path to wellness led Aetna employee on weight-loss journey, 130+ lb loss

Teri Ingram's biggest concern when she joined Aetna two years ago was getting from her desk to the front door and restroom.

“Being so obese, that was a complication for me,” said Ingram, the clinical program director. “How in the world am I expected to get all the way to my desk?”

About eight weeks after she started working there, Ingram was feeling a little sick, so she went to visit the wellness coach at the insurance company's on-site health center in Phoenix.

The nurse practitioner told Ingram she might be having symptoms of congestive heart failure.

“I was 55 years old,” Ingram said. “This is not the way I planned to leave this planet.”

A few weeks later, she had an emergency appendectomy, where the doctor told her she was a prime candidate for gastric bypass surgery. He described her health problem as “morbidly obese.”

No one – not a single doctor or health care provider – had ever called her that or even addressed her weight problem. At that point, she weighed 346 pounds.

That's when she started her new path to wellness. She met with her wellness coach, increased her exercise activity,

monitored and recorded her food intake and made sure she slept at least seven hours a day.

Entering these health and wellness data points into the computer system gave her a chance to compete with coworkers for prizes.

She bought a FitBit – Aetna reimburses up to \$200 a year to be used toward healthy lifestyle activities, such as the wearable monitoring device.

After healing from bariatric surgery in August 2015, Ingram began working with a personal trainer at Aetna's wellness facility.

“I've been a big girl all my life,” she said. “I never really stepped foot in a gym. I had no idea what that equipment did.”

Today, she's down 132 pounds and is an avid gym member. Plus, she no longer has to take the nine prescription medications she had taken before her journey began. The only prescription medicine she takes now is for a thyroid condition.

“I really am grateful,” she said. “The outcome of my lifestyle prior to this would probably not be this pretty. It could very much be one of death or disability.”

“I really am grateful, the outcome of my lifestyle prior to this would probably not be this pretty. It could very much be one of death or disability.”

TERI INGRAM,
Aetna



JIM POULIN | PHOENIX BUSINESS JOURNAL

Teri Ingram, left, gets pointers from trainer Stephanie Parsons on how to use a machine at the gym.

THE VALLEY'S HEALTHIEST EMPLOYERS

Health assessment led cyclist to needed treatment

Catherine Milsap, who started working for Cigna HealthCare of Arizona Inc. in February 2012, knew Cigna had a wellness program but never took the time to participate.

Cigna is proactive in serving the community, including raising money for St. Mary's Food Bank. Within a year, Milsap was selected to lead one of the food bank fundraisers, which had a wellness component.

That's when she was encouraged to take a health assessment and get started on her wellness journey. By fall 2014, Cigna introduced a spin cycling class, and when Milsap tried her first class, she was hooked.

"That's been one of the greater activities that I have found to be more joyful," she said. "You don't feel like you're working out but you're having such a great program."

By spring 2015, she was appointed as business lead for the Cigna Spin-a-thon, a fundraiser employees conducted for the March of Dimes.

She lost about 10 pounds and was promoted to a new role as business project senior specialist.

But by the end of the year, she was having some discomfort in her left leg and hip. After an MRI, her doctor injected cortisone to mask the pain.



PROVIDED BY CIGNA

Riding her stationary bike has helped Catherine Milsap recover from hip surgery.

She got back on her spin cycling track, in an effort to get back into shape.

She woke up on a Tuesday, after a Monday night spinning class, and couldn't walk on her left leg.

An X-ray showed that all the cartilage was gone from her left hip.

"It was bone on bone at the time," she said, "which was causing all the pain."

Three days after total hip replacement surgery, she was back on her stationary bicycle to help strengthen her muscles.

Seven months later, the 47-year-old is back nearing full recovery.

She works from home and is able to ride her stationary bike to help with her recovery.

"I'm really blessed to have had the opportunity to participate in the community service program that tied into the physical and health and wellness programs," she said. "Also, having that ability to share with other people some of my experiences to help them and encourage them to not only meet their goals but to extend their goals so they can have the best life and health possible and to know those resources are available to them through our health and wellness program."

SeniorBridge employee's life may have been saved with biometric screening

In 2014, Helena Smith began working as a specialist at SeniorBridge, a Humana Inc. subsidiary offering home care management.

She always figured she was healthy, but when she got her first biometrics screening as part of Humana's wellness and rewards program, she was shocked.

"I said, 'Holy moly, I can't be this bad.' But I was. I thought that I was doing the right things, eating kind of healthy, exercising, but I hadn't been doing it correctly," she said.

That's when she began her wellness journey with a purpose: losing 20 pounds and dropping her cholesterol level from 301 to just over 200.

Last August, when she went for another biometric screening, her blood pressure was a little elevated, which was unusual. She also had some pain in her back.

So she made an appointment to see her primary care physician, which is when she was diagnosed with stage 3B cervical cancer. The tumor was six inches in diameter, about the size of two fists put together, and was pressing against a nerve.

Smith ended up with 28 days of external radiation, five weeks of chemotherapy and five weeks of internal radiation.

Smith said she started feeling a little depressed during treatment because she missed exercising.

"When they gave me the OK to go back to doing exercises and dieting, I was in my glory," she said.

The doctors told her she tolerated the radiation and chemo treatments so well because she was healthy. Now she's back to walking 3 miles a day, five to six days a week.

As part of the insurer's HumanaVitality program, a Vitality age is calculated, depending on a person's health status and lifestyle.

At age 61, the last time Smith checked, her Vitality age was 57. She said she has to wait to get her new age checked after being five to six months into recovery.

"My big thing is when you go and get your biometrics, pay attention to those numbers," she said. "When you enter your assessment, really set goals for yourself, because they really do pay off."



PROVIDED BY SENIORBRIDGE

Helena Smith squeezes in exercise whenever she can.

Sisters use lunch hour to stay healthy, build relationship

Sisters Deanna Lindauer Lutes and Karin Sherer are active in the Club Blue fitness center at Blue Cross Blue Shield of Arizona.

Sherer is a supervisor in the enrollment records department and has been

with the Phoenix-based insurer for 10 years, while Lutes is an administrative assistant in the large group services center and has been with the company for 12 years.

Together, they work out four times

a week, enjoying cycling, cardio and weight training.

The sisters were born 21 months apart, with Sherer being the older sister at 35, and Lutes at 33.

When they work out together, they also get a chance to catch up and help each other by talking through things that are on their minds, Sherer said.

"We have that lunchtime together, working out, being able to run things past each other and figure out how to get through them," she said. "It's been nice for our relationship."

Plus, when one doesn't feel like working out, the other is always there to encourage her sister, Lutes said.

"Or if we go to lunch, we try to make better choices and we encourage each other," Lutes said. "We just really try to encourage each other and pick each other up."

Working out together during the day also gives them more time to spend with their families at home.

"We can just go on our lunch break," Lutes said. "It's our time. It's harder to go home and leave the house again, especially with children. You have the best of intentions, but you don't always get back out. Having it here, you're more accountable for it."



PROVIDED BY BLUE CROSS BLUE SHIELD OF ARIZONA

Deanna Lindauer Lutes, left, and her sister, Karin Sherer, work out together during their lunch break.

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Compiled by Dale Brown
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dbrown@bizjournals.com

HEALTHIEST EMPLOYERS – LARGE¹

RANKED BY HEALTHIEST EMPLOYERS SCORE

	Employer name <i>Website</i>	Address <i>Phone</i>	Score, Healthiest Employer	Total local employees	Total employees, firmwide	Type of business	Top local executive	Year Founded Locally
1	UnitedHealthcare of Arizona <i>uhc.com</i>	1 E. Washington St., #1700 Phoenix, AZ 85004 602-954-3302	83.54	6,100	127,000	Health insurance	Dave Allazetta	1986
2	Shamrock Foods Co. <i>shamrockfoods.com</i>	3900 E. Camelback Rd., #300 Phoenix, AZ 85018 602-477-2500	78.13	2,144	3,700	Dairy products	Kent McClelland	1922
3	Cigna <i>cigna.com</i>	25600 N. Norterra Dr. Phoenix, AZ 85085 623-277-1000	77.75	1,800	35,000	Health insurance	Edward Kim	1975
4	GoDaddy <i>godaddy.com</i>	14455 N. Hayden Rd., #209 Scottsdale, AZ 85260 480-505-8800	74.17	3,399	4,699	Technology	Blake Irving	1997
5	Salt River Pima-Maricopa Indian Community <i>srpmic-nsn.gov</i>	10005 E. Osborn Rd. Scottsdale, AZ 85256 480-362-7740	72.25	1,920	1,920	Tribal government	Delbert Ray	1879
6	City of Scottsdale <i>scottsdaleaz.gov</i>	3939 N. Drinkwater Blvd. Scottsdale, AZ 85251 480-312-3111	64.96	2,178	2,178	Municipal government	Brian Biesemeyer, bbiesemeyer@scottsdaleaz.gov	1951
7	American Express Co. <i>americanexpress.com</i>	20022 N. 31st Ave. Phoenix, AZ 85027 623-492-7474	63.29	6,887	19,448	Financial services	John Standing	1961
8	Aetna Inc. <i>aetna.com</i>	4500 E. Cotton Center Blvd., Bldg. 4 Phoenix, AZ 85040 602-263-3000	61.25	1,671	48,609	Health insurance	Thomas Dameron	1993
9	Avnet Inc. <i>avnet.com</i>	2211 S. 47th St. Phoenix, AZ 85034 480-643-2000	53.58	2,500	6,000	Technology solutions and services	Rick Hamada	1987
10	Phoenix Children's Hospital <i>phoenixchildrens.org</i>	1919 E. Thomas Rd. Phoenix, AZ 85016 602-933-1000	52.58	4,288	4,288	Children's hospital	Robert Meyer	1983
11	Maricopa County Community College District <i>maricopa.edu</i>	2411 W. 14th St. Tempe, AZ 85281 480-731-8031	50.79	4,599	4,599	Community college district	Maria Harper-Marinick	1962
12	Verizon <i>verizon.com</i>	6955 W. Morelos Pl. Chandler, AZ 85226 480-763-6300	48.29	2,280	185,000	Communications services	Krista Bourne	1984
13	Mesa Public Schools <i>mpsaz.org</i>	63 E. Main St., #101 Mesa, AZ 85201 480-472-0115	48.04	6,000	6,000	K-12 public school district	Michael Cowan	1878
14	Maricopa County <i>maricopa.gov</i>	301 W. Jefferson St. Phoenix, AZ 85003 602-506-3011	44.33	13,000	13,000	County government	Tom Manos, tmanos@mail.maricopa.gov	1871
15	Dysart Unified School District <i>dysart.org</i>	15802 N. Parkview Pl. Surprise, AZ 85374 623-876-7000	28.54	2,115	2,115	K-12 public school district	Gail Pletnick, gail.pletnick@dysart.org	1920

CLOSER LOOK

60,881

Total number of local employees working for the 15 companies and organizations listed on this page

463,556

Total number of employees firmwide working for the 15 companies and organizations listed on this page

RANKED BY YEAR FOUNDED

Maricopa County

1871

Mesa Public Schools

1878

Salt River Pima-Maricopa Indian Community

1879

Dysart Unified School District

1920

Shamrock Foods Co.

1922

ABOUT THE LIST

Information and rankings provided by Healthiest Employers LLC; other information from company representatives and websites. Companies nominated themselves at www.bizjournals.com/phoenix/nomination

NEED A COPY OF THE LIST?

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WANT TO BE ON ONE OF OUR LISTS?

If you wish to be considered for other Lists, email your contact information to Dale Brown at dbrown@bizjournals.com.

NOTES: NA - not applicable, not available or not approved 1 - 1,500-plus employees

THE VALLEY'S HEALTHIEST EMPLOYERS



UnitedHealthcare employees have the opportunity to participate in a program called Rally, a digital health and wellness experience that uses industry-leading technologies, gaming and social media to help engage members. The interactive capabilities challenge employees and their families to take greater daily ownership of their health. The Rally platform offers an experience designed to help people feel empowered and motivated through simple, fun interactions and personalization.

JIM POULIN | PHOENIX BUSINESS JOURNAL

LARGE COMPANY RANK: 1

UnitedHealthcare focuses on rewarding employees

UnitedHealthcare is building the infrastructure to motivate healthier behaviors and contain costs.

The company's wellness program uses personalized health scorecards to encourage healthy behaviors and target specific actions using customized information, financial incentives and ongoing support. It is available to employees and their spouses or domestic partners enrolled in the company's self-funded medical plans. Enrolled employees also are eligible to earn points to qualify for insurance premium reductions of up to \$1,200 per family per year.

The program's goal is to reward participants for taking steps to pursue healthy lifestyles and get regular care when living with illnesses. Steps can include annual health exams, regular cancer screenings and enrolling, as appropriate, in weight management, disease management or smoking cessation programs.

The program uses personalized, online scorecards that serve as health care road maps for each employee based on health status, lifestyle and personal health needs. Every enrollee must par-

ticipate in a biometric screening to have their baseline "health vitals" measured, which includes blood pressure, LDL cholesterol, BMI, blood sugar and living a tobacco-free lifestyle. These biometrics serve as the foundation for each employee's personal scorecard.

Eligibility data provides further customized information about each enrollee to identify recommended personal health actions. The program tallies financial incentives and offers access to ongoing support through wellness courses and telephonic nurse consultations.

In exchange for meeting the target levels for the biometric and tobacco-free values, or by completing a personalized coaching program, employees receive a

reduction in their monthly medical plan premium.

UnitedHealthcare has seen some strong results:

- In the first 24 months, 82 percent of employees earned points, and improvements were made in all measures during three years with large increases in wellness visits and office-based screenings, colorectal cancer screenings and retinal

eye exams for people with diabetes.

- 44 percent of overweight employees who engaged in health coaching improved the following year, with an average of 4.5 percent weight loss.

- Savings of \$107 million in health care costs were realized in the first 36 months of UnitedHealthcare's Rewards for Health program.

In addition, "The Well" is United's on-site clinic and health and wellness resource for employees, which provides services and support through its Rally for Health program for healthy weight; pre-diabetes and diabetes; heart disease; high cholesterol; high blood pressure; maternity support; healthy back and joint; asthma; and tobacco cessation.

► CLOSER LOOK

UNITEDHEALTHCARE

Location: Phoenix
Last year's rank: No. 2
No. of regional employees: 6,100



UnitedHealthcare's Bobbi Raymond, Carolena Mork and Teresa Tomaski participate in the "Dirty Girl Mud Run" recently held at the Wild Horse Sports Park in Chandler. Proceeds from the event benefitted Bright Pink – Awareness in Action, a nonprofit focused on early detection of breast and ovarian cancer.

PROVIDED BY
UNITEDHEALTHCARE

THE VALLEY'S HEALTHIEST EMPLOYERS

LARGE COMPANY RANK: 2

Shamrock encourages workers to SHAPE up and get fit

Shamrock Foods Co. offers a comprehensive wellness program called the Shamrock Health and Personal Education, or SHAPE, that is dedicated to developing a culture that encourages healthy lifestyle choices and attitudes.

SHAPE has six key goals: Help employees and spouses identify personal health risks; provide motivation and support to help employees make healthy choices;; manage health care costs through disease prevention and early detection of risk factors; improve overall employee morale and well-being; and promote community involvement.

Shamrock has locations in Arizona, Colorado, New Mexico, California, Virginia and Oregon. Each location has a wellness committee that serves as communication liaison between the wellness program and associates, assists in the creation and implementation of on-site wellness initiatives, provides feedback and insight, and reflects the needs and interests of Shamrock employees. The committee develops, guides and oversees wellness-related administrative direc-

tives and policies and plays a key role in the dissemination of information related to the program.

Associates and spouses covered on the Shamrock medical plan receive a wellness premium discount if they each complete a biometric screening, a health risk assessment, and meet or complete two additional health targets, screenings, or programs.

In addition, the company offers a wellness reimbursement program for weight management programs, fitness centers and gym memberships, and endurance sporting events.

There also is an on-site wellness coordinator and bilingual health coach for the company's rural farms to ensure all associates have access to the information and resources they need to have optimal well-being and quality of life. The company has an on-site health clinic at its Arizona and Colorado campuses.

The SHAPE program has resulted in several tangible outcomes:

■ Associates experienced a reduction in medications taken for chronic condi-

tions, as well as improved medication compliance.

■ Health risks that were most improved during the past year include smoking (decreased by 1 percent) and sick days taken (decreased by 0.3 percent).

One of the ways Shamrock gives back to the community is by sponsoring a Warrior Dash, a large obstacle course race series with proceeds benefiting St. Jude Children's Research Hospital.

► CLOSER LOOK

SHAMROCK FOODS CO.

Location: Phoenix

Last year's rank: No. 1

No. of regional employees: 2,144



PROVIDED BY SHAMROCK FOODS CO.

Shamrock Co. employees participated in the Warrior Dash.

LARGE COMPANY RANK: 3

Cigna top brass promotes, practices wellness strategies

As a health services company, Cigna is in a unique position to be a role model for other businesses when it comes to health and wellness.

Cigna promotes its Healthy Life strategy by understanding employees' needs so its approach to wellbeing is successful in helping employees lead healthier

lives. Cigna's objectives focus on building and evolving a workplace culture of health; leveraging the company's products and services; encouraging employees and their families to take greater personal accountability for their health; managing company costs and employee cost sharing; and improving workforce

productivity while positively impacting business results.

Cigna's senior management teams, from the CEO and his executive leaders, to local and global country managers, endorse and support its wellness strategy.

"We believe that health is a joint responsibility with our employees, and

that to execute a global strategy and win, we must focus our efforts at the local level whether it's in Hong Kong or Phoenix," Cigna officials said.

At individual work sites, Cigna has wellness committees, which drive company-wide programs to employees and create programs to either complement the corporate initiatives or meet the needs of employees locally.

Results from Cigna's Healthy Life efforts show its strategy is working:

■ Employees and dependents who engage in all the core components of the program favorably impacts total medical

costs vs. those who remain disengaged.

■ In 2015, Cigna hosted a six-week global fitness challenge and 50 percent of Cigna's workforce participated. Employees logged 27 million minutes of activity during the program.

■ At on-site clinic locations Cigna saw a 2:1 ROI.

■ About 9,000 employees completed a variety of educational seminars on nutrition and exercise.

► CLOSER LOOK

CIGNA

Location: Phoenix

Last year's rank: No. 4

No. of regional employees: 1,800



Cigna employees take a spin class offered at the gym at Cigna's Norterra office, located at Interstate 17 and Happy Valley Road in Phoenix.

PROVIDED BY CIGNA

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Compiled by Dale Brown
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HEALTHIEST EMPLOYERS – MIDSIZE¹

RANKED BY HEALTHIEST EMPLOYER SCORES

	Employer name Website	Address Phone	Healthiest Employer score	Local employees	Total employees, firmwide	Type of business	Top local executive	Year founded locally
1	SmartPractice <i>smartpractice.com</i>	3400 E. McDowell Rd. Phoenix, AZ 85008 800-522-0800	85.33	320	320	Health care practice products	Curtis Hamann	1971
2	Meredith Corp., owner of KPHO-TV-5 and KTVK-TV-3 <i>cbs5az.com and azfamily.com</i>	5555 N. 7th Ave. Phoenix, AZ 85013 602-264-1000	85	269	3,631	Television stations	Steve Lacey	1949
3	Able Engineering and Component Services Inc. <i>ableengineering.com</i>	7706 E. Velocity Way Mesa, AZ 85212 602-304-1227	79.75	463	464	Aircraft component repair	Lee Benson; Jeanine Selover, jeanine.selover@ableengineering.com	1982
4	Blue Cross Blue Shield of Arizona <i>azblue.com</i>	2444 W. Las Palmaritas Dr. Phoenix, AZ 85021 602-864-4100	77.67	1,433	1,433	Health insurance	Richard Boals	1939
5	Fennemore Craig PC <i>fennemorecraig.com</i>	2394 E. Camelback Rd., #600 Phoenix, AZ 85016 602-916-5000	72.42	266	402	Law firm	Steve Good, sgood@fclaw.com	1885
6	Insight <i>insight.com</i>	6820 S. Harl Ave. Tempe, AZ 85283 800-467-4448	69.63	1,333	3,600	Computer sales, services	Kenneth Lamneck	1988
7	Southwest Human Development <i>swhd.org</i>	2850 N. 24th St. Phoenix, AZ 85008 602-266-5976	66.58	824	824	Early childhood services provider	Ginger Ward	1981
8	Sundt Construction Inc. <i>sundt.com</i>	2620 S. 55th St. Tempe, AZ 85282 480-293-3000	64.75	383	1,165	General contractor	David Crawford; Mike Hoover; Ryan Abbott	1890
9	Stotz Equipment <i>stotzequipment.com</i>	11111 W. McDowell Rd. Avondale, AZ 85392 623-936-7131	62.96	300	448	John Deere equipment dealer	Tom Rosztoczy, tomrosztoczy@azmach.net	1947
10	City of Surprise <i>surpriseaz.gov</i>	16000 Civic Center Plaza Surprise, AZ 85374 623-222-1000	62.92	731	731	Municipal government	Bob Wingenroth	1938
11	International Cruise & Excursions Inc. (ICE) <i>iceenterprise.com</i>	15501 N. Dial Blvd. Scottsdale, AZ 85260 602-395-1995	62.25	1,140	1,341	Travel package marketing	Marnie Zei, Marnie.Zei@iceenterprise.com	1997
12	Harrahs Ak-Chin Casino <i>harrahs.com</i>	15406 Maricopa Rd. Maricopa, AZ 85139 480-802-5000	61.13	763	46,000	Casino resort hotel	Robert Livingston, rlivingston@harrahs.com	1994
13	TeleTech <i>teletech.com</i>	801 S. 16th St. Phoenix, AZ 85034 800-835-3832	60.71	1,000	10,000	Marketing, sales and customer care solutions	NA	1996
14	Hospice of the Valley <i>hov.org</i>	1510 E. Flower St. Phoenix, AZ 85014 602-530-6900	59.29	1,089	1,089	Hospice and palliative care provider	Susan Levine, slevine@hov.org	1977
15	CSAA Insurance Group <i>csaa-insurance.aaa.com</i>	5353 W. Bell Rd. Glendale, AZ 85308 602-467-1940	59.25	855	4,246	Automotive, travel, insurance and financial services.	Joan Arico, joan.arico@csaa.com	NA
16	Early Warning <i>earlywarning.com</i>	16552 N. 90th St., #100 Scottsdale, AZ 85260 480-483-4610	58.25	408	521	Fraud prevention and risk management	Paul Finch	2006
17	American Traffic Solutions Inc. <i>atsol.com</i>	1150 N. Alma School Rd. Mesa, AZ 85201 480-443-7000	56.33	450	645	Road safety, electronic toll equipment	James Tuton; David Roberts	1992
18	City of Peoria <i>peoriaaz.gov</i>	8401 W. Monroe St. Peoria, AZ 85345 623-773-7000	55.83	1,073	1,073	Municipal government	Carl Swenson	1954
19	WebPT Inc. <i>webpt.com</i>	625 S. 5th St., Bldg. A Phoenix, AZ 85004 866-221-1870	50.42	253	267	Physical therapists' online record keeping	Heidi Jannenga	2008
20	Meritage Homes Corp. <i>meritagehomes.com</i>	8800 E. Raintree Dr., #300 Scottsdale, AZ 85260 480-515-8100	50.33	320	1,420	Residential construction	Steven Hilton	1985
21	Kitchell <i>kitchell.com</i>	1707 E. Highland Ave. Phoenix, AZ 85016 602-264-4411	50.29	337	725	Construction, real estate	James Swanson	1950
22	DriveTime Automotive Group LLC <i>drivetime.com</i>	1720 W. Rio Salado Pkwy. Tempe, AZ 85281 602-852-6600	49.88	1,327	4,767	Pre-owned auto sales	Ray Fidel	1992
23	Community Bridges Inc. <i>communitybridgesaz.org</i>	1855 W. Baseline Rd., #101 Mesa, AZ 85202 480-831-7566	48.08	777	777	Behavioral health care	Frank Scarpati, fscarpati@cbridges.com	1982
24	Amkor Technology Inc. <i>amkor.com</i>	2045 E. Innovation Cir. Tempe, AZ 85284 480-821-5000	41.96	350	430	Contract semiconductor assembly services	Stephen Kelley	1978
25	City of Goodyear <i>goodyearaz.gov</i>	190 N. Litchfield Rd. Goodyear, AZ 85338 623-932-3910	39.83	514	514	Municipal government	Brian Dalke, brian.dalke@goodyearaz.gov	1946

CLOSER LOOK

16,978

Total number of local employees working for the 25 companies and organizations listed on this page

86,883

Total number of employees firmwide working for the 25 companies and organizations listed on this page

RANKED BY YEAR FOUNDED

Fennemore Craig PC1885

Sundt Construction Inc.1890

City of Surprise1938

Blue Cross Blue Shield of Arizona1939

City of Goodyear1946

ABOUT THE LIST

Information and rankings provided by Healthiest Employers LLC; other information from company representatives and websites. Companies nominated themselves at www.bizjournals.com/phoenix/nomination

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NOTES: NA - not applicable, not available or not approved 1 - 251-1,499 employees

THE VALLEY'S HEALTHIEST EMPLOYERS



JoJo Terhune, wellness manager at SmartPractice, leads a daily breathe and stretch class, a 15-minute relaxed breathing technique.

JIM POULIN | PHOENIX BUSINESS JOURNAL

MIDSIZE COMPANY RANK: 1

SmartPractice CEO's passion for wellness takes S.H.A.P.E.

The company mission statement for SmartPractice – Healthier Practices, Healthier Patients – also is the guiding principle of its employee wellness program.

That message is spearheaded by SmartPractice's executive leadership and CEO, who continue to cultivate a passion for wellness. The wellness program includes many on-site, readily accessible healthy choices for employees.

In 2015, SmartPractice, which supplies gloves, apparel, patient communications and clinical equipment, hired a dedicated wellness manager who runs more than 24 weekly fitness classes, ranging from chair exercises to boot camp to yoga.

Additionally, the wellness manager oversees the company's on-site gym, weekly wellness communications and will

also oversee a new employee cafe. The company encourages nominations for a quarterly Wellness Champion Awards. Winners represent a true achievement in such areas as financial, physical, nutritional, social, intellectual and spiritual wellness.

SmartPractice has a wellness clinic on its main campus for employees and their dependents to receive care for acute and chronic conditions.

SmartPractice, which has been in the top five on the *Phoenix Business Journal's* Healthiest Employers list since the program was launched in 2011, also has an employee-led wellness council that meets each month to discuss, plan and execute an annual calendar of

events. Those events include screenings, monthly "Lunch & Learn" opportunities and a company-sponsored 5k run and family health day.

The company's wellness efforts drive its success in recruitment and retention, productivity levels, absenteeism and employee development. "We strive for a total wellness concept through the entire employment cycle, and have long tenured employees who are proof of success," officials said.

S.H.A.P.E, or SmartPractice Health and Awareness Program for Employees, has seen tangible results year after year. Since hiring a wellness manager, SmartPractice's gym and group fitness atten-

dance has more than tripled. Its "Maintain Don't Gain" program, designed to keep employees focused on stable weight during the holiday season, realized an 18 percent increase in participation in 2015. Improvement has been seen in four of six screening categories.

■ 7.9 percent improvement with employees who moved from hypertension or pre-hypertension categories into normal range for their blood pressure.

■ Self-reported scores were lower than the national rate in the following illnesses: congestive heart failure, diabetes and hypertension.

■ Tobacco users accounted for 5 percent of those screened, compared to the national average of 20.6 percent.

■ The on-site wellness clinic recorded a 23 percent annual increase in visits.

► CLOSER LOOK

SMARTPRACTICE
Location: Phoenix
Last year's rank: No. 1
No. of regional employees: 320

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Here's to the Arizona companies that value health and wellness. Their hard work and commitment has earned them the nomination for Arizona's Healthiest Employers. You are an inspiration to us all.

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4/16 16-1882

THE VALLEY'S HEALTHIEST EMPLOYERS

MIDSIZE COMPANY RANK: 2

Wellness coaching a key factor for Meredith Corp.'s success

Meredith Corp. promotes a program that encourages employees to participate in wellness initiatives, take walks over the noon hour, and make healthier choices in the cafeteria. The media company has wellness champions at each of its remote locations and a wellness team at its corporate headquarters to spearhead initiatives and encourage healthy behaviors.

Participation in the company's wellness program in 2015 was 97 percent among insured employees.

Meredith employees complete the year-round wellness program to earn access to better medical plans with lower deductibles. Non-insured employees can complete the wellness program for an \$800 cash incentive.

To be credited for inclusion, employees must complete age-appropriate preventive exams, an annual wellness screening, a health risk assessment, wellness coaching or disease management if they have three or more metabolic health risk factors or are in a chronic disease state, a tobacco cessa-

tion course if applicable, and four of six incentive campaigns offered throughout the year.

Meredith expanded its wellness program in 2010 to include financial well-being. The percentage of employees living paycheck-to-paycheck has gone from 41 percent to 22 percent since the financial wellness program began.

► CLOSER LOOK

MEREDITH CORP.

Location: Phoenix

Last year's rank: No. 2

No. of regional employees: 269

Employees also can receive a certain amount per year for health club memberships, group exercise classes, personal training, sports leagues or nutrition counseling. Employees can choose from more than 200 on-site group exercise

classes every month.

A full-time wellness manager also plays a key role in Meredith's program, which has seen an increase in year-over-year participation numbers and positive health outcomes.

In 2015, more than 810 teams from all 22 Meredith Corp. locations across the U.S. participated in the company's "Live Healthy Meredith Employees," an eight-week physical activity challenge. Teams recorded 8.3 million activity minutes



JIM POULIN | PHOENIX BUSINESS JOURNAL

Employees of 3TV and CBS 5 recently created teams to work toward eating better and being more physically active.

and lost a total of 6,000 pounds by the end of the program.

Wellness coaching has been a key factor in helping employees stay healthy:

■ Health care cost increases are almost flat at a 2 to 3 percent increase year over year.

■ The percentage of employees in the low risk (0-2 risks) category went from

72 percent in 2007 to 86 percent in 2015.

■ Meredith reduced major health risks for employees including elevated blood pressure by 50 percent since launching the program, obesity by 11 percent, and tobacco use dropped from 11 percent to 2 percent.

■ Wellness program participants have lost more than 45,000 pounds since 2007.

MIDSIZE COMPANY RANK: 3

Able Engineering's fully-equipped gym is centerpiece of health efforts

The wellness program at Able Engineering began in 2009 through the intervention of the company's CEO.

It combines strong management support and participation, a defined struc-

ture including full-time health coaches at Able's wellness center, a wellness committee that helps drive the program, incentives to motivate employees and their families, and programs that

help employees increase awareness of the impact of their lifestyles.

At least 70 percent of upper management are involved through regular workouts at the wellness center and other company wellness programs. The company's CFO and other top managers promote participation during monthly strategic managers' meetings.

The centerpiece of Able's wellness program is a 10,000-square-foot, fully-equipped gym. Three certified wellness coaches direct employee activities at the center, which is available to all employees at no cost.

Physical assessments, health coaching assessments and fitness and club programs also are provided for employees and spouses.

In addition, coaches coordinate company sports events and outside activities, including races, team events, sports teams, hiking, biking, soccer and softball. More than 40 classes are offered a week.

Able's five-person wellness committee meets bi-monthly to discuss results and new ideas for programs and motivation.

The company uses incentives, such as paid time off for physical exams, to increase participation in its wellness programs. Completion of a physical

exam and online health risk assessment are required of employees on the health plan and their covered spouses.

Large financial incentives are available through premium reimbursement for all employees who work out on average of two sessions a week per

month. Able's health coaches introduce each new employee to the wellness center and programs, including its healthy cafeteria and vending machines; Web-based education classes; monthly wellness topics; and the smoking cessation/zero-tolerance policy.

Able Engineering is on track to save more than \$3 million in health plan costs over the last four years.



PROVIDED BY ABLE ENGINEERING AND COMPONENT SERVICES INC.

An Able Engineering team of employees participate in a conference room workout. Able offers 40 classes per week, and they had more than \$5 million in health care claims savings during the past five years since they started the company's wellness program.

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Compiled by Dale Brown
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dbrown@bizjournals.com

HEALTHIEST EMPLOYERS – SMALL¹

RANKED BY HEALTHIEST EMPLOYERS SCORE

	Employer name Website	Address Phone	Healthiest Employer score	Local employees	Total employees, firmwide	Type of business	Top local executive	Year founded locally
1	JE Dunn Construction jedunn.com	2000 W. University Dr. Tempe, AZ 85281 602-443-2660	85.67	40	2965	General contractor	Ben Strobl, ben.strobl@jedunn.com	2005
2	McCarthy Building Companies Inc. mccarthy.com	6225 N. 24th St., #200 Phoenix, AZ 85016 480-449-4700	81.21	221	1600	General contractor	Bo Calbert, bcalbert@mccarthy.com	1979
3	Infinity Trading and Solutions LLC itsparts.com	450 E. Elliot Rd. Chandler, AZ 85225 480-940-1037	74.67	62	62	Aviation aftermarket parts supplier	Ryan Kohnke, ryan@itsparts.com; Scott Tinker, scott@itsparts.com	2002
4	State Bar of Arizona azbar.org	4201 N. 24th St., #100 Phoenix, AZ 85016 602-252-4804	69.96	103	105	State bar organization	John Phelps	1933
5	Beatrice Keller Clinic PC bkellerclinic.com	13660 N. 94th Dr., #C2 Peoria, AZ 85381 623-760-9449	68.08	95	95	Dermatology practice	Dr. James Groff	1989
6	The Country Club at DC Ranch ccdc ranch.com	9290 E. Thompson Peak Pkwy., #1 Scottsdale, AZ 85255 480-342-7200	68.04	93	93	Private golf and country club	Paul Skelton, pskelton@ccdc ranch.com	1998
7	Naumann/Hobbs Material Handling performancepeople.com	4335 E. Wood St. Phoenix, AZ 85040 602-437-1331	67.71	210	350	Material handling equipment distributorship	Bryan Armstrong; Keith Sawottke, keith.sawottke@nhmh.com	1949
8	Daisy Mountain Fire District Daisymountainfire.org	515 E. Carefree Hwy., PMB 385 Phoenix, AZ 85085 623-465-7400	66.96	92	92	Fire department	Mark Nichols, mark.nichols@dmfd.org	1989
8	The Mahoney Group mahoneygroup.com	1835 S. Extension Rd. Mesa, AZ 85210 480-730-4920	66.96	102	175	Insurance agency	Glen Nelson, gnelson@mahoneygroup.com	1966
10	Column 5 Consulting column5.com	4800 N. Scottsdale Rd., #2300 Scottsdale, AZ 85251 480-779-6990	66	25	63	Consultants	David Den Boer	2005
11	Longust longust.com	2432 W. Birchwood Ave. Mesa, AZ 85202 480-820-6244	65.33	75	113	Wholesale flooring distributor	Steve Wallace	1974
12	UMB Financial Corp. umb.com	2777 E. Camelback Rd., #100 Phoenix, AZ 85016 602-912-6720	65.17	101	3833	Financial services organization	James Patterson, james.patterson@umb.com	2005
13	Davis Miles McGuire Gardner PLLC davismiles.com	40 E. Rio Salado Pkwy., #425 Tempe, AZ 85281 480-733-6800	62.92	85	114	Law firm	Pernell McGuire, pmcguire@davismiles.com	2002
14	Arizona Business Bank/ CoBiz Financial azbizbank.com	2600 N. Central Ave., #2000 Phoenix, AZ 85004 602-240-2700	62.5	88	547	Financial services	Toby Day, tday@azbizbank.com	1996
15	Benefit Commerce Group benefitcommerce.com	14300 N. Northsight Blvd., #221 Scottsdale, AZ 85260 480-515-5010	61.54	35	35	Employee benefits consulting and strategic planning group	Scott Wood, scott@benefitcommerce.com; Johnny Angelone; Chris Hogan	1972
16	Tumbleweed Center For Youth Development tumbleweed.org	3707 N. 7th St., #305 Phoenix, AZ 85014 602-271-9904	61.17	140	140	Nonprofit helping homeless youth and young adults	Cynthia Schuler, cschuler@tumbleweed.org	1976
17	G&A Partners gnapartners.com	7147 E. Rancho Vista Dr., #107C Scottsdale, AZ 85251 800-253-8562	60.88	2	184	Professional employer organization	Anthony Grijalva Jr.	2008
18	Take Charge America takechargeamerica.com	20620 N. 19th Ave. Phoenix, AZ 85027 623-266-6110	59.04	80	80	Nonprofit financial education, credit counseling organization	David Richardson	1987
19	Terracon Consultants Inc. terracon.com	4685 S. Ash Ave., #H-4 Tempe, AZ 85282 480-897-8200	58.29	51	3604	Engineering/ environmental services firm	Tim Anderson, twanderson@terracon.com	1995
20	Southwest College of Naturopathic Medicine scnm.edu	2140 E. Broadway Rd. Tempe, AZ 85282 480-222-9234	55.63	120	120	Naturopathic medical school	Christne Cervantes, c.cervantes@scnm.edu	1993
21	ASML asml.com	2650 W. Geronimo Pl. Chandler, AZ 85224 480-696-2888	52.96	185	2001	Lithography equipment for microchip manufacturing	Craig DeYoung	1985
22	Donor Network of Arizona dnaz.org	201 W. Coolidge St. Phoenix, AZ 85013 602-222-2200	52.46	200	200	Nonprofit promoting organ donation	Tim Brown, ceo@dnaz.org	1986
23	Goodmans Interior Structures goodmans.info	1400 E. Indian School Rd. Phoenix, AZ 85014 602-263-1110	51.63	106	150	Office furniture retailer	Adam Goodman, agoodman@goodmans.info	1954
24	Nammo Talley Inc. nammo.com	4051 N. Higley Rd. Mesa, AZ 85215 480-898-2200	51.54	190	250	Ammunition, propellants and explosives	Chad Parkhill	1960
25	Lovitt & Touché lovitt-touche.com	1050 W. Washington St., #233 Tempe, AZ 85281 602-956-2250	50.88	110	179	Insurance and employee benefits	Charles Touché	1998
26	CBIZ MHM LLC cbiz.com	3101 N. Central Ave., #300 Phoenix, AZ 85012 602-264-6835	50.63	109	4200	Accounting, consulting	Chuck McLane, cmclane@cbiz.com	1977
27	Arrowhead Health Centers arrowheadhealth.com	16222 N. 59th Ave., #A-100 Glendale, AZ 85306 623-334-4000	49.87	200	200	Multi-specialty medical group	Ken Levin, ken.levin@arrowheadhealth.com	1997
28	Polsinelli PC polsinelli.com	1 E. Washington St., #1200 Phoenix, AZ 85004 602-650-2000	47.42	133	1400	Law firm	Edward Novak, enovak@polsinelli.com	2002
29	ME Elecmetal me-elecmetal.com	5857 S. Kyrene Rd. Tempe, AZ 85283 480-839-2922	45.71	133	319	Producer of castings and parts for mining and other industries	Andy Fulton	1917
30	EFFEM Corp., dba A to Z Equipment Rentals & Sales a-zequipment.com	1313 E. Baseline Rd. Gilbert, AZ 85233 480-558-4103	45.71	160	168	Equipment rentals and sales	Vicki Dickerson; Fred Matricardi	1960

► CLOSER LOOK

3,346

Total number of local employees working for the 30 companies and organizations listed on this page

23,437

Total number of employees firmwide for the 30 companies and organizations listed on this page

RANKED BY YEAR FOUNDED

ME Elecmetal

1917

State Bar of Arizona

1933

Naumann/Hobbs Material Handling

1949

Nammo Talley Inc.

1960

A to Z Equipment Rentals & Sales

1960

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NOTES: NA - not applicable, not available or not approved 1 - 2-250 employees

THE VALLEY'S HEALTHIEST EMPLOYERS



JE Dunn Construction employees, from left to right, are Marta Samandar, receptionist; Curt Campbell, vice president; Daron Kettler, project engineer; and Cathy Hernandez, project coordinator.

JIM POULIN | PHOENIX BUSINESS JOURNAL

SMALL COMPANY RANK: 1

JE Dunn tailors fitness, health plans to employees

Throughout its history, JE Dunn has supported programs that contribute to the success of employees and their families, creating an environment that encourages employees to get involved in the communities in which they live and work.

The company has taken several measures to offer employees resources and services to monitor their health, set goals, and learn about health-friendly diet and lifestyle choices.

The Health Enhancement Coordinator leads all employee health promotion efforts at JE, including the creation and publication of monthly “Dunn Well”

newsletters. The newsletters include information on seasonal disease awareness and prevention tips, resources for those suffering from more severe conditions, fun and healthy recipe suggestions, and other general health and fitness items.

In addition, all employees can access the Primary Health Network, a tool that works in conjunction with health coaching and screenings to help users create health and fitness plans tailored to their own abilities.

Use of the fitness center or walking paths around buildings is encouraged throughout the day, and managers are directed to work with employees to

assure a balance between positive health and productivity in the workplace. An on-site fitness center with both cardiovascular and weight equipment is available at no cost to employees, and nationwide discounts to large-chain and locally-owned fitness centers are available through JE Dunn’s Global Fit contract.

Other benefits offered include on-site blood pressure monitoring; eligibility to receive a \$300 annual premium discount on medical insurance, and a tobacco-cessation incentive plan for employees who receive an additional \$720 annual medical insurance premium reduction if they and all dependents on their plan are tobacco free.

Results of Dunn Well programs have

produced the following employee health improvements from 2006 to 2014 (the most recent data available):

- Total program participation: increased from 45 percent to 80 percent.
- Percentage of employees at risk for obesity: decreased from 37 percent to 26 percent.
- Percentage of employees at risk for diabetes: decreased from 10 percent to 3 percent.
- Percentage of employees at risk for hypertension: decreased from 25 percent to 15 percent.
- Percentage of employees reporting tobacco use: decreased from 22 percent to 11 percent.

JE Dunn also has sponsored events that combine both a philanthropic goal and a health focus.

CLOSER LOOK

JE DUNN CONSTRUCTION
Location: Tempe
Last year’s rank: Not ranked
No. of regional employees: 40



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THE VALLEY’S HEALTHIEST EMPLOYERS

SMALL COMPANY RANK: 2

McCarthy Holdings builds blueprint for wellness program

Construction company McCarthy Holdings Inc. launched its wellness program, Build for Life, in 2010 with the goal that all employees and their families would strive toward optimal mental, physical and emotional well-being.

Build for Life is supported by Wellness Champions, who infuse a wellness philosophy into their divisions. McCarthy has integrated resources with its benefit vendors to give employees and their families access to care, tools, programs and incentives, to practice healthy habits.

Key program features include wellness incentives such as medical premium reductions of up to \$800; a redemption program where employees accrue points redeemable for gift cards or merchandise; reimbursements of up to \$200 for gym memberships, smoking cessation and weight-loss programs; a premium holiday where employees don’t have to pay medical premiums during the month of May; jackets and backpacks to use as “bragging” rights for those at the highest level of the wellness program;

partnerships with firms like Vitality to provide personalized wellness programs that encourage employees to live healthier lives; wellness education at peer group meetings and webinars available to all employees and families; and complete health screenings for employees and spouses/partners through Quest’s Blueprint for Wellness.

Metrics measuring the success of Build for Life include:

■ 90.2 percent of McCarthy employees participated in one or more wellness activities as of Sept. 30, 2015, the end of the company’s program year.

■ More than 80 percent completed the HRAs.

■ 55.2 percent completed biometric screening.

■ 576 employees lost weight; 539 lowered blood pressure; 219 lowered cholesterol; 272 lowered glucose; 949 started exercising or increased their physical exercise; and 40 quit smoking.

McCarthy also uses data from biometric screenings to help develop plan



McCarthy Building Cos. recently held a shareholder’s bootcamp where employees took part in a 45-minute exercise involving high-intensity interval training. Pictured in the first row from left is Caitlin Day, Christie Cogley and Ryan Cogley; in the middle row from left, is Jason Maxwell, Michelle Dionne and Marc Benfield; and in the back is Sagrado Sparks.

changes, such as covering 100 percent of the cost of preventative medications for health care items like blood pressure, cholesterol and diabetes.

Company officials said the most significant reason for the success of its well-

ness programs is because employees see tangible benefits for themselves.

“They are making wellness personal. We believe for a wellness program to be effective, you have to meet every participant at their individual level,” officials said.

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THE VALLEY'S HEALTHIEST EMPLOYERS

SMALL COMPANY RANK: 3

Infinity reduces health care costs through wellness program

For Infinity Trading and Solutions, part of the challenge in establishing a wellness program was to avert what would have been a spike in health care premium costs for the small medical supply company of about 55 percent. That type of increase would have made implementing wellness programs difficult, would have saddled employees with much higher costs than they previously had and would have placed ITS in a less competitive position for its business and for recruiting new employees.

By implementing the Trend Neutralizer program, along with partial self-funding and a strong health savings account contribution program, ITS significantly reduced what it would have been paying for its health plan if it had stayed with the status quo.

The program focuses on wellness, including enrollment in a consumer directed health plan; biometric screening or annual preventive exams; health-risk assessments; online or telephone coaching programs; dental cleaning; and employer-sponsored activities.

Senior management at ITS worked to promote the health screenings and risk assessments, convinced the first step of a wellness program was to ensure that employees “know their numbers” and recognize the impact various factors under their control have on their overall health.

In November 2014, the company announced it was lowering employee contributions without reducing benefits and also increasing its funding of employees’ health savings accounts. The company achieved 100 percent participation in its health-risk assessment program and almost 90 percent participation in biometric screening.

These are two programs essential to moving employees into a “wellness mode” of thinking, according to Linn Shaw, director of finance. The end result:

- A decrease in the amount employees had to contribute to their health plans.
- An increase in employer contributions to HSA.
- No decrease in employee benefits.
- A rich benefit plan that put ITS in a



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Infinity Trading and Solutions’ winning kickball team poses at the end of the game at a local Chandler park.



more competitive position for recruiting new employees.

A number of the wellness programs generated strong participation among its employees – even those employees who are not enrolled in the company’s health plan.


These included health education seminars and employee contests, such as a walking challenge measuring daily steps and “Strive for Five,” an eight-week program to help participants increase their daily consumption of fruits and vegetables.


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