

# HEALTHIEST EMPLOYERS



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The Valley's  
HEALTHIEST  
employers

2017



## THE VALLEY'S HEALTHIEST EMPLOYERS

### Table of Contents

BY THE NUMBERS .....	16-17
LARGE COMPANIES .....	18
MIDSIZE COMPANIES .....	21
SMALL COMPANIES .....	26
<b>THE LISTS</b>	
LARGE COMPANIES .....	20
MIDSIZE COMPANIES .....	23
SMALL COMPANIES .....	25

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Angela Gonzales, Patrick O'Grady and Sydney Maki

### Healthy workplaces still the best benefit

Dear Readers,

Welcome to the *Phoenix Business Journal's* seventh annual Healthiest Employers awards section.

As cries for health care "repeal and replace," increasing insurance costs and diminishing employee benefits continue to capture the daily headlines, the PBJ is proud to highlight those employers that focus on workplace wellness — for both the company's bottom line and because it's the right thing to do.

We partner each year with Indiana-based Healthiest Employers LLC, which conducts a two-part selection process for these awards.

First, readers were encouraged to nominate companies worthy of recognition. 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.

Some of the key considerations included:

- Tobacco-free workplace policies
- Dependent access to wellness initiatives
- Health risk assessments
- Biometric screenings
- Obesity coaching or management
- Tracking absenteeism because of illness

After the surveys were completed and ranked, the companies were divided into three size categories: Small, midsize and large.

You will learn a little about some of these companies in the pages of this special section.

The highest-ranked companies in each category were honored at an awards program May 4.

— *Ilana Lowery,*  
Editor-in-Chief



### WHEN COMPANIES CARE, EMPLOYEE HEALTH, STRESS AND ENGAGEMENT SIGNIFICANTLY IMPROVE

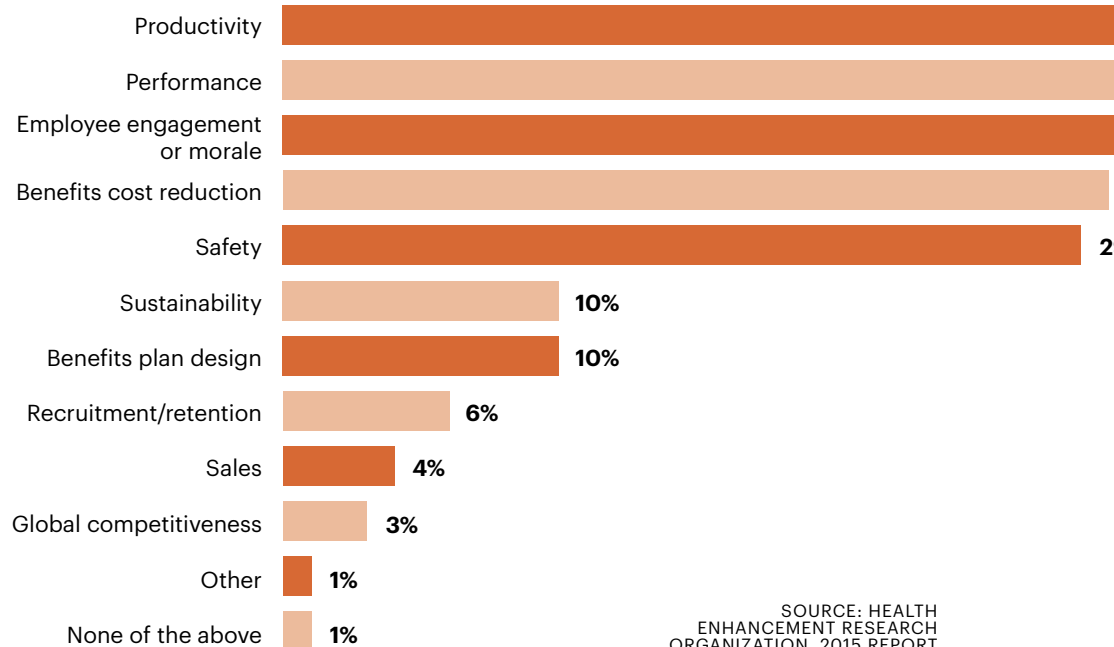
According to a survey by the Global Wellness Institute, data has found that to understand what has the most profound impact on employee wellness, you need to look beyond the existence of wellness programs. The critical finding: if an employee identified their company as "caring about their health/wellness" (and a disturbingly low 37% did), that employee's overall health, stress and job engagement/satisfaction improved significantly.

► **57% of employees at "caring" companies rate their health/wellness high, vs. only 39% at "non-caring" companies. Only 8% at caring companies report poor personal health, vs. 21% at non-caring companies.**

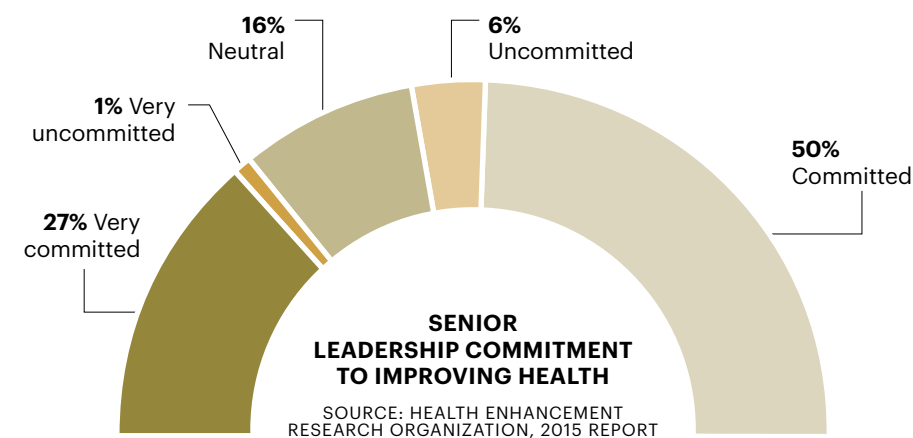
► **Only 17% of employees at caring companies report "very high" stress vs. 41% at non-caring ones.**

Employees at caring companies are dramatically more engaged: More than twice as likely to report their work satisfying (52% vs. 25%), exciting (33% vs. 16%), and interesting (66% vs. 30%) - and that "they're proud to be associated with the company" (68% vs. 19%).

### BUSINESS PRIORITIES INFLUENCED BY HEALTH



SOURCE: HEALTH ENHANCEMENT RESEARCH ORGANIZATION, 2015 REPORT



### TOP WORKPLACE HEALTH ISSUES

#### NO. 1 WORK-RELATED STRESS

A major occupational risk, ranking above physical inactivity and obesity.

SOURCE: 2013 TOWERS WATSON SURVEY

#### NO. 2 FATIGUE

Inadequate sleep leads to worker errors, low productivity and safety incidents, which affect business profitability.

#### NO. 3 CHRONIC PAIN

Costs of lost productivity because of chronic pain range from \$11.6 to \$12.8 billion annually.

SOURCE: NIH, 2008

### Make your business healthier as a Wellness AtoZ Employer

BY SYDNEY MAKI  
smaki@bizjournals.com

Arizona already is known for its sunsets and climate — but what about healthy living?

The Greater Phoenix Chamber Foundation is working to make that happen. Its new initiative, Wellness AtoZ, has goals of branding Arizona as a community focused on health, making it a destination for new talent and encouraging better practices for healthy workplaces.

Businesses can become Wellness AtoZ Employers for free by signing up and adopting some or all of the principles laid out by the program. The hope is for employers to take initiative and encourage healthy living, while also making it feasible for their employees. The program lays out four different "toolkits," said Jocelyn McAlpin, an economic development

project manager at the Greater Phoenix Chamber of Commerce.

"These initiatives aren't just for our members," she said. "They're for everyone in the community. The main point of Wellness AtoZ is highlighting Arizona as a healthy place to live and work."

More than 50 businesses already have become Wellness AtoZ employers, but McAlpin said they are shooting for the moon.

"We had representatives from lots of different industries all helping to build the guidelines around this really simple wellness program that any employer can adopt," she said. "We really want this to be as simple as possible."

McAlpin said the program was built in modules so that employers can use it any way they want. This freedom allows businesses to choose initiatives that are feasible and most important in their

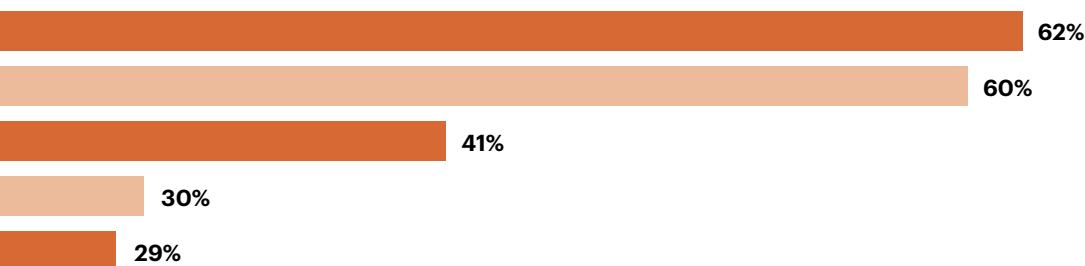
community and focus on those — or take up all four and become a platinum employer.

Businesses can fall into the categories of silver for taking up two principles, gold for three or platinum for four by committing to different levels in the workplace. At every level, the program will provide businesses with logos and other branding tools to help themselves stand apart for their commitment to healthy working and living.

"One of the questions that people commonly ask is: 'Why would a employer participate in this?'" said Jeff Stelnik, senior vice president of strategy, sales and marketing at Blue Cross Blue Shield of Arizona. "I would not underestimate the amount of employee pride that can come from being a part of something bigger."

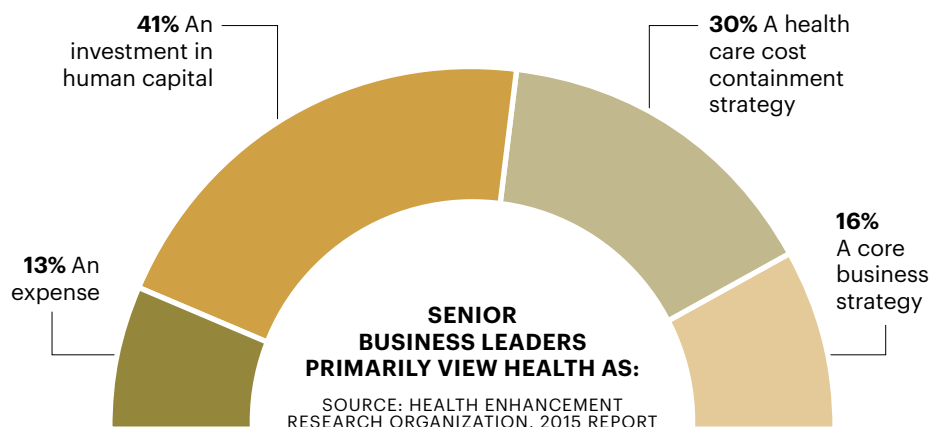


# THE VALLEY'S HEALTHIEST EMPLOYERS



## BUSINESS CHALLENGES

Work-related injuries and illnesses, chronic diseases, absenteeism and sick employees who return to work before getting well cost U.S. employers billions of dollars each year. An aging workforce and factors like stress, fatigue and depression all impact employers' medical costs and employees' productivity.



## NUMBERS TO KNOW



**\$225.8 BILLION**

(or \$1,685 per employee)

What productivity and losses linked to absenteeism cost employers

SOURCE: CDC, INTERNATIONAL MONETARY FUND



**2/3**

People going to work when they're sick (presenteeism) accounts for nearly two-thirds of the total costs of worker illness.

SOURCE: HARVARD BUSINESS REVIEW

**4 MILLION**

Nonfatal work-related injuries and illnesses annually

SOURCE: U.S. BUREAU OF LABOR STATISTICS

**55,000 DEATHS**

From work-related injuries and illnesses annually

SOURCE: LEIGH JP, MILLBANK QUARTERLY, 2011

On behalf of **Cigna**, I'm proud to recognize this year's healthiest employers. Congratulations on the outstanding efforts you've made to create workplaces that help your employees lead healthier, more satisfying lives.

**Cigna** wants individuals to **"Go, Know, and Take Control"** of their health.

We encourage people to get annual checkups, to know their four key numbers (blood pressure, cholesterol, blood sugar and BMI - body mass index) and to take the necessary steps toward better health.

Again, my congratulations on your work to get everyone to a healthier place.



*Ralph Holmes*  
**Ralph Holmes**  
 Market President  
 Cigna, Arizona  
[Cigna.com/Business](http://Cigna.com/Business)



## NO. 4 DIABETES

Medical costs for people with diabetes are twice as high as for people without diabetes. In 2012, U.S. health care costs associated with diagnosed diabetes was \$245 billion.

SOURCE: AMERICAN DIABETES ASSOCIATION

## NO. 5 OBESITY

Full-time workers in the U.S. who are overweight or obese and have other chronic health problems miss about 450 million more days of work than healthy workers, costing more than \$153 billion a year in lost productivity.

SOURCE: 2011 GALLUP-HEALTHWAYS WELL-BEING INDEX

## NO. 6 HEART DISEASE AND STROKE

Heart disease and stroke are among the most widespread and costly health problems facing our nation today. Treatment of these diseases accounts for about \$1 of every \$6 spent on U.S. health care.

Stelnik also said the program saves businesses time by providing the resources and tools they can use for their programs. Having access to materials on flu shots and mammograms makes it easier to pass on information to employees.

Blue Cross Blue Shield of Arizona was one of the founding Wellness AtoZ Employers, and Stelnik said they already have seen a boost in excitement, pride, morale and general interest in personal wellness.

"We're always looking for top talent at our company but also in the community," he said. "Our hope is to recruit more top talent into our company and into our community."

To become a Wellness AtoZ Employer, businesses can choose from and adapt the four principles to best fit their needs.

**EATWELL:** Employers can provide healthy food options to employees, standardize labeling in vending machines and choose better-for-you catering and snacks.



**PLAYWELL:** Businesses can get their staffs to compete in the Wellness Wonders of AZ challenge, a seven-part activity log to encourage healthy living. The program will continually roll out activity challenges like this throughout the year.

**LIVEWELL:** Employers can send reminders and encourage a culture of healthy living with regular, proactive health care and advanced screenings. McAlpin recommended theming months around different health care reminders, like setting up on-site flu shots and providing information about the benefits of proactive care to employees.

**WORKWELL:** Employers can share their best practices and ideas with other businesses and industry leaders. There will be meetings hosted for Wellness AtoZ Employers to swap stories and develop plans.



The program rolled out March 1 with an activity challenge called Wellness Wonders of AZ, which lays out seven ways for employees, families and individuals to live healthier. Close to 550 people already have signed up for the challenge, McAlpin said.

Prizes ranging from grocery store items to Arizona Diamondback tickets will be given away after the challenge concludes May 29. From visiting a community garden or farmer's market to taking a hike, the challenge is a way to raise awareness about healthy living — and Wellness AtoZ.

The goal is to have 10,000 participants for Wellness Wonders of AZ. From there, McAlpin hopes Wellness AtoZ is able to grow across the state and become pervasive in most workplaces and communities. "Wouldn't it be amazing if people looked at Arizona as a state and saw that the businesses and communities were banding together to work and live healthier?" she asked.

## THE VALLEY'S HEALTHIEST EMPLOYERS



**Humana employees Brenda Barrientos, left, and Zoilabella Calo organized a volunteer effort for co-workers to pack 600 snack packs for St. Vincent de Paul.**

JIM POULIN | PHOENIX BUSINESS JOURNAL

## LARGE BUSINESSES - Top 3

### NO. 1 HUMANA INC.

**HEADQUARTERS:** Louisville, Kentucky

**NO. OF REGIONAL EMPLOYEES:** 2,161

**WELLNESS PROGRAM:** Go365 is a wellness rewards program where participants earn points through a variety of health-related activities, such as completing a health assessment or biometric screening, recording workouts or participating in athletic events.

New offerings in 2016 include well-being coaching within Go365, which provides associates resources supporting health areas such as weight management and tobacco cessation, as well as life-focused areas such as relationship management. In addition, "Building Resilience; Reducing Stress" is a turnkey experience developed internally to help associates manage change and personal stressors, while the "Take 10 for Yourself" initiative provides customizable self-service tools and reminders to make it easy to incorporate a 10-minute break into the busy day, such as meditation, desk stretches and high-intensity interval training.

**TANGIBLE OUTCOMES:** Go365 health assessment completion has increased from 65 percent to 92 percent since 2011, and associates completing a biometric screening rose from 74 percent to 87 percent over the past several years. Go365 engagement continues to rise with 72.4 percent at Silver Status or higher in 2016, up from 18 percent in 2011.

Associates have averaged a weight loss of 4 percent of total body weight during their first six months of the program. In addition, high levels of stress were reduced by 4 percent in 2016, with more than 10,000 leaders and associates participating in the "Building Resilience/Reducing Stress" experience.

**UNIQUE COMPONENT:** Humana's Well-being Index is a comprehensive

survey assessing well-being across four dimensions: purpose, belonging, security and health. A Well-Being Snapshot provides insight to leaders to develop plans relevant to their teams' needs.

### NO. 2 AETNA INC.

**HEADQUARTERS:** Hartford, Connecticut

**NO. OF REGIONAL EMPLOYEES:** 3,600

**WELLNESS PROGRAM:** Under Aetna's wellness umbrella, programs and resources are offered to inspire employees to take charge of their health, such as Get Active Aetna, Healthy Lifestyles Incentive Program, Metabolic Syndrome Program, Virtual Wellness Center, Mindfulness at Work Program, Wellness Reimbursement Program and Mind-Body Stress Reduction Program. Aetna aggregates employee demographics and health data to help prioritize wellness initiatives and goals that are designed to educate and motivate employees to build decision-making skills for sound self-care management and long-term health outcomes.

**TANGIBLE OUTCOMES:** This information is not provided externally.

**UNIQUE COMPONENT:** This year Aetna has added two programs to assist their employees and their family members with healthier eating and physical activity. All Aetna employees and their family members have access to Grokker to view thousands of expert-led yoga, meditation, fitness and cooking videos on-demand at no charge. Whether you want to take a quick stretch break at your desk, follow a guided meditation at the park, or do a high-intensity workout in your living room, Grokker helps to fit healthy living into your busy life. Aetna also is helping their employees and their family members to eat better by partnering with Zipongo. With access to



PROVIDED BY VERIZON WIRELESS

*Coordinators Dillon Corbett and Jenna Galloway of Verizon Wireless participate in a "Sneaker Break," as members Mark Christenson, Mackenzie Mealka, Ana Torres, John O'Reilly, and Janice Walker take the challenge.*

## THE VALLEY'S HEALTHIEST EMPLOYERS

the free program, members can benefit from personalized recipes, powerful meal planning tools, grocery discounts and more.

### NO. 3 CIGNA CORP.

**HEADQUARTERS:** Bloomfield, Connecticut

**NO. OF REGIONAL EMPLOYEES:** 1,820

**WELLNESS PROGRAM:** Cigna offers on-site services at many offices, which includes health clinics, fitness centers, health coaches, EAP counseling and education, meditation rooms, cafeterias with healthy options, nursing mother rooms and more. Employees and dependents can earn incentives by participating in a variety of activities throughout the year.

From completing biometric measures to participating in the Global Fitness Challenge or working with a health coach, to pregnancy support, the opportunities can be customized based on an employee's health needs. Through [mycigna.com](http://mycigna.com), employees can complete the health assessment, earn incentive dollars by tracking activity with wearables, get automatic reminders about preventive care and potential areas of interest based on their health profile, plus keep track of their medical, dental and other plan information.

**TANGIBLE OUTCOMES:** Results from medical plan participants showed a 9.25 percent health cost savings among employees who engaged in preventive care, biometric screenings



Cigna employees Jennifer Ramirez, left, and Angela Martin work out at the Cigna Healthy Life Fitness Center.

and health assessments. In terms of high engagement, 89 percent of medical plan participants completed the health assessment, 59 percent engaged in online tools, 64 percent of pregnant women participated in the Cigna Healthy Pregnancies, Healthy Babies maternity program, and more than half completed a preventive care exam. In 2016, Cigna

launched a new clinical weight-loss pilot to target obesity and diabetes prevention. The first pilot class demonstrated an average 3.7 percent weight loss over a 16-week period.

From an enterprise perspective, Cigna had 20,000 employees participate in its annual Fitness Challenge in 2016, resulting in more than 33 million minutes



PROVIDED BY USAA

Jennifer Griffin, HR manager, and Quincy Yancy, member solutions specialist, walk the USAA fitness path.

of activity, 26,394 pounds lost, and for those who lost weight; the average was 4.5 pounds over the six-week program.

**UNIQUE COMPONENT:** Cigna launched a new resiliency pilot program called Happify in the U.S. and a global counterpart called Make One Small Change.



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# T H E L I S T

Compiled by Dale Brown  
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dbrown@bizjournals.com

## HEALTHIEST EMPLOYERS – LARGE<sup>1</sup>

RANKED BY HEALTHIEST EMPLOYERS SCORE

	Employer name Website	Address Phone	Score, Healthiest Employer	Total local employees	Total employees, firmwide	Type of business	Top local executive
1	<b>Humana Inc.</b> humana.com	2231 E. Camelback Rd., #400 Phoenix, AZ 85016 602-760-1700	67.54	2,161	51,115	Health insurance	Victoria Coley
2	<b>Aetna Inc.</b> aetna.com	4500 E. Cotton Center Blvd., Bldg. 4 Phoenix, AZ 85040 602-263-3000	63.42	3,600	49,800	Health insurance	Thomas Grote
3	<b>Cigna</b> cigna.com	25600 N. Norterra Dr. Phoenix, AZ 85085 623-277-1000	60.58	1,820	36,627	Health insurance	Edward Kim
4	<b>Salt River Pima-Maricopa Indian Community</b> srpmic-nsn.gov	10005 E. Osborn Rd. Scottsdale, AZ 85256 480-362-7740	52.96	4,700	4,700	Tribal government	Delbert Ray
5	<b>USAA</b> usaa.com	1 Norterra Dr. Phoenix, AZ 85085 800-531-8722	48.96	4,370	30,721	Financial products and services for military personnel	Rob Schaffer
6	<b>City of Scottsdale</b> scottsdaleaz.gov	3939 N. Drinkwater Blvd. Scottsdale, AZ 85251 480-312-3111	47.83	2,157	2,157	Municipal government	Jim Thompson
7	<b>American Express Co.</b> americanexpress.com	20022 N. 31st Ave. Phoenix, AZ 85027 623-492-7474	46.96	6,800	21,000	Financial services	John Standing
8	<b>Verizon</b> verizon.com	6955 W. Morelos Pl. Chandler, AZ 85226 480-763-6300	46.63	2,265	170,000	Communications services	Krista Bourne
9	<b>U-Haul</b> uhaul.com	2727 N. Central Ave. Phoenix, AZ 85004 602-263-6194	43.29	2,295	11,431	Rental trucks and equipment for moving, storage facilities	Joe Shoen
10	<b>Mesa Public Schools</b> mpsaz.org	63 E. Main St., #101 Mesa, AZ 85201 480-472-0115	41.63	5,979	5,979	K-12 public school district	Michael Cowan

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

### ► CLOSER LOOK

# 36,147

Total number of local employees working for the 10 companies and organizations listed on this page

### RANKED BY YEAR FOUNDED LOCALLY

Mesa Public Schools 1878

Salt River Pima-Maricopa Indian Community 1879

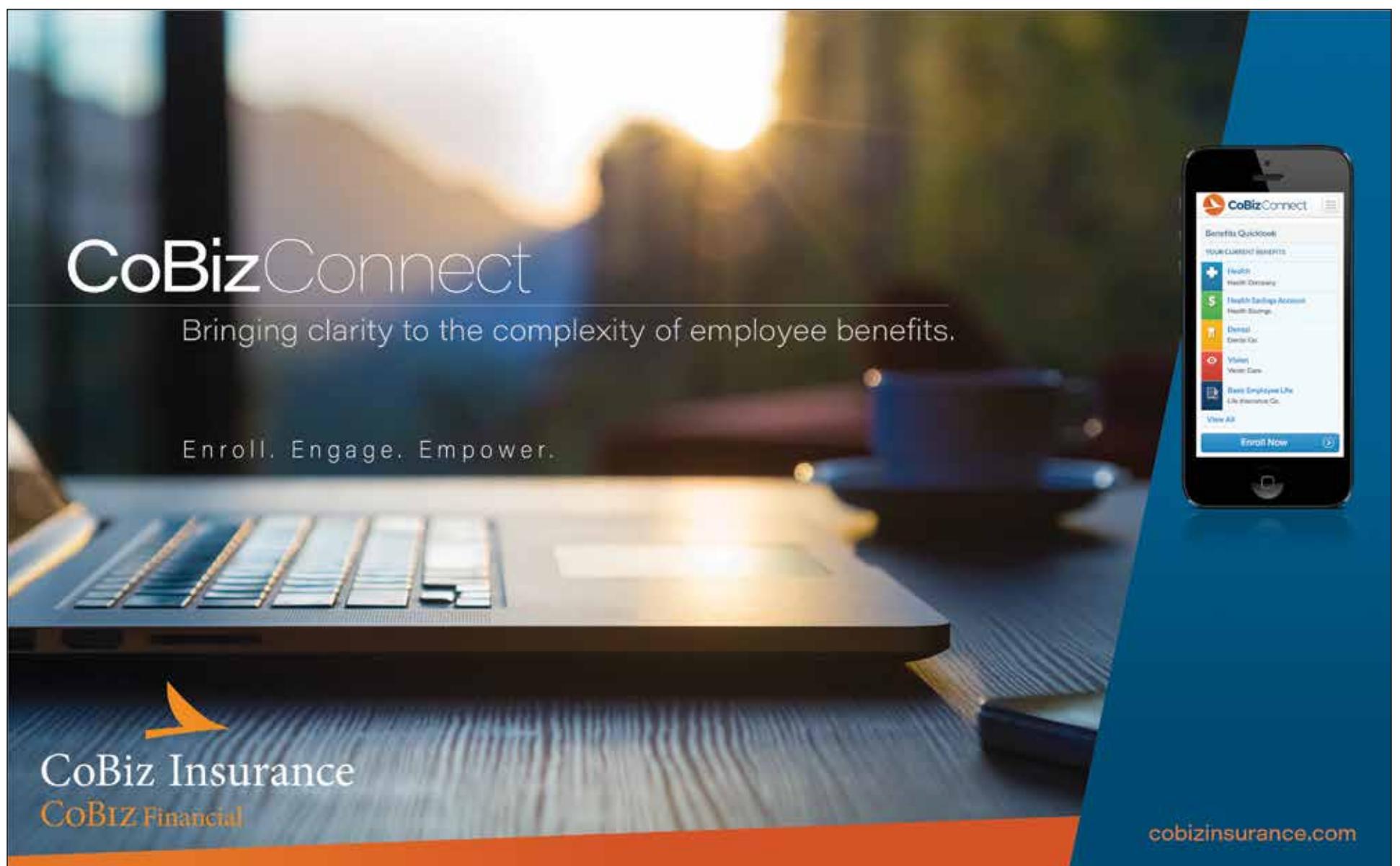
City of Scottsdale 1951

American Express Co. 1961

U-Haul 1967

### ABOUT THE LIST

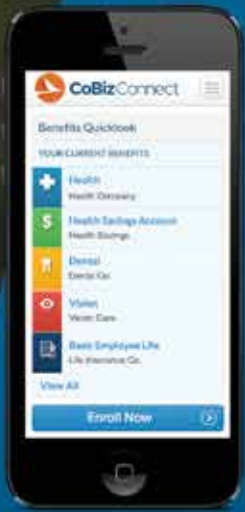
Information and rankings provided by Indianapolis-based Healthiest Employers; other information from company representatives and websites. Companies nominated themselves at [www.bizjournals.com/phoenix/nomination](http://www.bizjournals.com/phoenix/nomination)




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## THE VALLEY'S HEALTHIEST EMPLOYERS



McCarthy Building Cos.' Build for Life wellness program sponsored the McCarthy Mudders team for the April 2017 Mud Run.

PROVIDED BY MCCARTHY HOLDINGS INC.

## MEDIUM BUSINESSES - Top 5

### NO. 1 SMARTPRACTICE

**HEADQUARTERS:** Phoenix

**NO. OF REGIONAL EMPLOYEES:** 336

**WELLNESS PROGRAM:** SmartPractice offers an onsite gym and fitness center, which held 32 classes in 2016, including cycle, boot camp and yoga classes. SmartPractice sponsors fitness events throughout the year including wall-sit challenges, a hike through the Grand Canyon, and won first place for participation in this year's Arizona Rock 'n Roll marathon with 150 participants. The SmartPractice Wellness Clinic offers acute and chronic care, as well as preventive exams for employees and family members, with 1,691 visits in 2016. Also last year, the company sponsored an outdoor 5k trail at Papago Park.

**TANGIBLE OUTCOMES:** In 2016, SmartPractice opened an employee-run cafe, Cafe Por Favor, which had more than 9,500 transactions during the first six months of operating its healthy options cafe. Its on-site gym and fitness center logged 3,788 visits in 2016, and 27 percent of participants in the company's annual Maintain Don't Gain event during the holiday season met their goals. Employees participating in biometric screenings in 2016 showed a 20 percent swing out of the high-blood pressure range, a 12 percent increase in those in a normal blood glucose range,

and a decrease in BMI and body fat. The employee-reported data in a health-risk assessment shows SmartPractice scores lower than national rates in depression, chronic pain, diabetes and thyroid disease. Tobacco users account for 3 percent of those screened, compared to 20.6 percent nationally.

**UNIQUE COMPONENT:** Now in its 25th year, the S.H.A.P.E. wellness program is unique in that it is as diverse as the employee population. Funding, seminars, classes, and events touch on financial, spiritual, physical, and mental health wellness programs that contribute to total well-being. Happier, healthier employees

result in a happier, healthier organization both financially and in employee engagement, and SmartPractice realizes this return on investment each year.



PROVIDED BY SMARTPRACTICE

The Wellness Council for SmartPractice in Phoenix works to develop various programs to keep the company's 336 local employees active and fit.

### NO. 2 MEREDITH CORP.

**HEADQUARTERS:** Des Moines, Iowa

**NO. OF REGIONAL EMPLOYEES:** 259

**WELLNESS PROGRAM:** Meredith Corp. employees and their spouse or domestic partner complete the year-round wellness program to access discounted medical plan rates the following year. Non-insured employees can complete the wellness program for a \$500 cash incentive. To be marked as complete for the program, employees and their spouse or domestic partner must complete age-appropriate preventive exams, the 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 cessation course if applicable, and three of four incentive campaigns offered throughout the year (physical activity/healthy eating, financial wellness, stress management). Participants are able to see their current completion progress in the program anytime on the Meredith wellness website throughout the year.

CONTINUED ON PAGE 22

## THE VALLEY'S HEALTHIEST EMPLOYERS

CONTINUED FROM PAGE 21

**TANGIBLE OUTCOMES:** Of 734 employees who had three or more health risks in 2015, 214 had two or fewer health risks one year later after completing the wellness coaching program, saving the medical plan over \$200,000 annually. Meredith has reduced major health risks for employees including elevated blood pressure by 50 percent since launching the program, obesity by 11 percent, tobacco use from 11 percent to 2 percent and Meredith participants have lost over 65,000 pounds during its wellness campaigns since 2007.

**UNIQUE COMPONENT:** Meredith employees can complete wellness initiatives such as company walks or onsite seminars to receive "Well-Bucks," which employees can use for reimbursement of purchases including fitness clothing, tennis shoes, exercise equipment, massages and financial counseling, all leading to a more healthy, active body. Employees can earn up to \$125 in Well-Bucks every calendar year for a maximum of \$500 in their account at any one time.

### NO. 3 MCCARTHY HOLDINGS INC.

**HEADQUARTERS:** St. Louis, Missouri

**NO. OF REGIONAL EMPLOYEES:** 280

**WELLNESS PROGRAM:** McCarthy launched its Build for Life wellness program in 2010, which is supported by nearly 25 Wellness Champions throughout the company who infuse the company's philosophy on wellness into their divisions.



PROVIDED BY MEREDITH CORP.

From left, Luis Ruiz, Angie Arredondo, Christina Duggan, Vique Rojas and Ashley Burnett gather around the The Wellness cup awarded to CBS 5 and 3TV for having the most amount of employees participate in physical activities.

In 2012, McCarthy partnered with Vitality to provide a robust, personalized wellness program encouraging employees to live healthy lives by maintaining, preventing or improving their current level of wellness. Prizes are awarded to participants who reach the highest level in the program.

**TANGIBLE OUTCOMES:** More than half of McCarthy's employees and their spouses/partners have completed biometric screening, while 61 percent of spouses/domestic partners are engaged in the program. The percentage of members who completed a verified workout increased by 11.2 percent within the past program year.

These members submitted an average of 155.6 verified workouts per active member, an increase of 63.7 percent from the prior program year. Based on verified results as of Sept. 30, 2016, McCarthy saw a shift out of the "at risk" category for members for the following: 31.7 percent for blood pressure; 18.8 percent for fasting glucose; 22.2 percent for physical activity; 13.7 percent for tobacco use; 15.2 percent for stress; 12.1 percent for alcohol consumption; 6.6 percent for nutrition; 1.7 percent for BMI. At the end of the 2015 plan year, pediatric well visits were 4 percent above norm; breast cancer

screenings were 8 percent above norm and cervical cancer screenings were 13 percent above norm.

**UNIQUE COMPONENT:** McCarthy management believes the most significant reason for its wellness success is because employees directly see the tangible benefits. They are making wellness personal. For a wellness program to be effective, you have to be creative in your approach, attempting to meet as many participant's needs as possible.



PROVIDED BY BLUE CROSS BLUE SHIELD

Blue Cross Blue Shield of Arizona employees can take advantage of a free, on-site gym that offers group fitness classes as well as free weights and weight machines.

CONTINUED ON PAGE 24

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# T H E L I S T

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## HEALTHIEST EMPLOYERS – MIDSIZE<sup>1</sup>

RANKED BY HEALTHIEST EMPLOYERS SCORE

	Employer name Website	Address Phone	Healthiest Employer score	Local employees	Total employees, firmwide	Type of business	Top local executive
1	<b>SmartPractice</b> smartpractice.com	3400 E. McDowell Rd. Phoenix, AZ 85008 800-522-0800	70.88	336	336	Health care practice products	Curtis Hamann
2	<b>Meredith Corp. (KPHO-TV-5 and KTVK-TV-3 owner)</b> cbs5az.com and azfamily.com	5555 N. 7th Ave. Phoenix, AZ 85013 602-264-1000	63.75	259	3,623	Television stations	Ed Munson
3	<b>McCarthy Building Companies Inc.</b> mccarthy.com	6225 N. 24th St., #200 Phoenix, AZ 85016 480-449-4700	59.38	280	1,902	General contractor	Justin Kelton
4	<b>American Traffic Solutions Inc.</b> atsol.com	1150 N. Alma School Rd. Mesa, AZ 85201 480-443-7000	58.71	400	675	Road safety, electronic toll equipment	James Tuton; David Roberts
5	<b>Desert Mountain Club</b> desertmountain.com	10550 E. Desert Hills Dr. Scottsdale, AZ 85262 480-845-0595	56.46	450	450	Country club	Robert Jones
6	<b>Blue Cross Blue Shield of Arizona</b> azblue.com	2444 W. Las Palmaritas Dr. Phoenix, AZ 85021 602-864-4100	56.33	1,449	1,449	Health insurance	Richard Boals
7	<b>Meritage Homes Corp.</b> meritagehomes.com	8800 E. Raintree Dr., #300 Scottsdale, AZ 85260 480-515-8100	51.29	320	1,420	Home builder	Steven Hilton
8	<b>Sundt Construction Inc.</b> sundt.com	2620 S. 55th St. Tempe, AZ 85282 480-293-3000	50.71	850	1,984	General contractor	Mike Hoover
9	<b>Nextiva / Sitelock (Unitedweb Inc. subsidiaries)</b> unitedweb.com	8800 E. Chaparral Rd., #300 Scottsdale, AZ 85250 800-799-0600	48.58	480	480	Parent company of cloud/ online specialist firms	Tomas Gorny
10	<b>City of Peoria</b> peoriaaz.gov	8401 W. Monroe St. Peoria, AZ 85345 623-773-7000	48.29	1,100	1,100	Municipal government	Carl Swenson
11	<b>International Cruise &amp; Excursions Inc. (ICE)</b> iceenterprise.com	7720 N. Dobson Rd. Scottsdale, AZ 85256 602-749-2100	46.67	1,238	1,415	Travel package marketing	John Rowley
12	<b>Beatitudes Campus</b> beatitudescampus.org	1610 W. Glendale Ave. Phoenix, AZ 85021 602-995-6100	46	300	300	Continuing care retirement community	Michelle Just
13	<b>Hospice of the Valley</b> hov.org	1510 E. Flower St. Phoenix, AZ 85014 602-530-6900	42.42	1,400	1,400	Hospice and palliative care provider	Susan Levine
14	<b>Isagenix International LLC</b> isagenix.com	155 E. Rivulon Blvd. Gilbert, AZ 85297 480-636-5700	38.96	655	670	Nutritional cleansing, nutrition and skin care products	Kathy Coover; Jim Coover
15	<b>Best Western Hotels &amp; Resorts</b> bestwestern.com	6201 N. 24th Pkwy. Phoenix, AZ 85016 602-957-4200	36.04	1,011	1,174	Chain of independently owned hotels and resorts	David Kong
16	<b>Community Bridges Inc.</b> communitybridgesaz.org	1855 W. Baseline Rd., #101 Mesa, AZ 85202 480-831-7566	33.42	725	1,013	Behavioral health care	Frank Scarpati
17	<b>WebPT Inc.</b> webpt.com	625 S. 5th St., Bldg. A Phoenix, AZ 85004 866-221-1870	33.08	277	299	Software for physical therapists' practices	Nancy Ham; Heidi Jannenga
18	<b>Glendale Elementary School District</b> gesd40.org	7301 N. 58th Ave. Glendale, AZ 85301 623-237-7100	29.25	1,300	1,300	Elementary school district	Joe Quintana
19	<b>Alliance Bank of Arizona</b> alliancebankofarizona.com	1 E. Washington St., #1400 Phoenix, AZ 85004 602-952-5400	22.29	593	1,625	Bank	Don Garner
20	<b>Carvana</b> carvana.com	4020 E. Indian School Rd. Phoenix, AZ 85018 800-333-4554	21.33	452	1,243	Online pre-owned car sales	Ernie Garcia Jr.

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

### ► CLOSER LOOK

# 13,875

Total number of local employees working for the 20 companies and organizations listed on this page

# 23,858

Total number of employees firmwide working for the 20 companies and organizations listed on this page

### RANKED BY YEAR FOUNDED LOCALLY

Sundt Construction	1890
Blue Cross Blue Shield of Arizona	1939
Best Western Hotels & Resorts	1946
Meredith Corp.	1949
City of Peoria	1954

### ABOUT THE LIST

Information and rankings provided by Indianapolis-based Healthiest Employers; other information from company representatives and websites. Companies nominated themselves at [www.bizjournals.com/phoenix/nomination](http://www.bizjournals.com/phoenix/nomination)

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## THE VALLEY'S HEALTHIEST EMPLOYERS



PROVIDED BY MERITAGE HOMES

Each year, Meritage Homes has a Go Red Day Challenge. For 2016, the challenge was to dress as a superhero and take a picture to promote heart disease awareness.

CONTINUED FROM PAGE 22

### NO. 4 AMERICAN TRAFFIC SOLUTIONS INC.

**HEADQUARTERS:** Mesa

**NO. OF REGIONAL EMPLOYEES:** 400

**WELLNESS PROGRAM:** ATS's goal is to develop a growing culture of wellness to further improve employee productivity,

well-being and quality of life. To encourage employees to take action and engage their doctors, ATS offers a \$500 deposit to employee's Health Savings Accounts for completing a preventive wellness exam. ATS conducts weight-loss challenges and offers fresh fruit, vegetables and snacks by maintaining a Market Café. It will be using KrowdFit to encourage daily physical fitness routines, create healthy habits, and also reward those habits. ATS also facilitate local run/

walk events, and prize raffles are held for participation. ATS also encouraged a "Pink Out" day in October 2016 for breast cancer awareness, and saw amazing participation across all remote offices with employees sending in photos to document their all-encompassing support.

**TANGIBLE OUTCOMES:** In three weight loss/maintenance challenges throughout 2016, 39 employees lost a total of 227 pounds. ATS reimbursed \$20,000 in fees for 2016 to employees who participated in events around the Valley, including run/walk events. ATS also contributed \$68,000 to employee HSAs in 2016 between its annual contributions to all qualifying members and employees who took a preventive physical in the calendar year. Employees also did not see any health insurance premium increases in 2017.

**UNIQUE COMPONENT:** With both the standard annual and optional physical incentive contributions, ATS contributes 29 percent to Employee Only levels of coverage and 22 percent to other levels toward yearly HSA maximum contribution amounts.

### NO. 5 DESERT MOUNTAIN CLUB INC.

**HEADQUARTERS:** Scottsdale

**NO. OF REGIONAL EMPLOYEES:** 450

**WELLNESS PROGRAM:** Every summer, Desert Mountain Club rolls out "The Good Life Challenge," which is a six-week program that focuses on the four

pillars of health: physical health, mental health, emotional health and spiritual health. Each employee keeps track of their points, turns them into the human resources department, and based on participation, are rewarded with different prizes throughout the challenge.

Employees also are offered nutritional classes/workshops ranging from many different topics such as nutrition, physical activity, hormones, toxins, etc. Throughout the year Desert Mountain Club offers wellness seminars and webcasts in conjunction with our EAP program. In addition, the Club's 10-minute "Morning Stretch" program is conducted on paid work time and was instrumental in a significant reduction in its workers compensation insurance costs.

**TANGIBLE OUTCOMES:** Desert Mountain has achieved 93 percent participation in biometric screening in the last two years. Employees also showed a 12 percentage point improvement in triglycerides, 7 percent point reduction in cholesterol/HDL ratio and a 4 percent point reduction in those with hypertension.

**UNIQUE COMPONENT:** The club's 10-minute "Morning Stretch" routine is required and is conducted on paid work time for 200 of the club's 350 employees. It is now a regular part of the day for these employees, but they don't get bored; every six months, the routine is changed, based on a program designed by a physical therapist.

As a direct result of this program, the club's rating for its workers compensation improved from 1.36 in 2014 to 0.56 in 2016. This created hard dollar savings on

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# THE LIST

Compiled by Dale Brown  
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dbrown@bizjournals.com

## HEALTHIEST EMPLOYERS – SMALL<sup>1</sup>

RANKED BY HEALTHIEST EMPLOYERS SCORE

	Employer name Website	Address Phone	Healthiest Employer score	Local employees	Total employees, firmwide	Type of business	Top local executive
1	<b>Wellnext</b> wellnexthealth.com	260 Justin Dr. Cottonwood, AZ 86326 800-953-8449	72	34	512	Manufacturer, packager and marketer of nutritional products	Jennifer McTurk
2	<b>JE Dunn Construction</b> jedunn.com	2000 W. University Dr. Tempe, AZ 85281 602-443-2660	65.42	48	2,980	General contractor	Ben Strobl
3	<b>ITS</b> itsparts.com	450 E. Elliot Rd. Chandler, AZ 85225 480-940-1037	59.71	50	55	Aviation parts and service	Scott Tinker; Ryan Kohnke
4	<b>Davis Miles McGuire Gardner PLLC</b> davismiles.com	40 E. Rio Salado Pkwy., #425 Tempe, AZ 85281 480-733-6800	59.29	111	111	Law firm	Pernell McGuire
5	<b>The Country Club at DC Ranch</b> ccdcranch.com	9290 E. Thompson Peak Pkwy., #1 Scottsdale, AZ 85255 480-342-7200	57.92	85	85	Private golf and country club	Kyle Draper
6	<b>UMB Financial Corp.</b> umb.com	2777 E. Camelback Rd., #100 Phoenix, AZ 85016 602-912-6720	57.63	86	3,691	Financial services organization	James Patterson
7	<b>Burns &amp; McDonnell Engineering Company Inc.</b> burnsmcd.com	1850 N. Central Ave., #800 Phoenix, AZ 85004 602-977-2623	57.5	85	5,298	Engineering firm	Patrick Edwards
8	<b>State Bar of Arizona</b> azbar.org	4201 N. 24th St., #100 Phoenix, AZ 85016 602-252-4804	56.96	105	105	State bar organization	John Phelps
9	<b>Naumann/Hobbs Material Handling</b> performancepeople.com	4335 E. Wood St. Phoenix, AZ 85040 602-904-6763	56.33	250	350	Material handling equipment distributorship	Scott Simmons; Tom Hobbs
10	<b>Beatrice Keller Clinic PC</b> bkellerclinic.com	13128 N. 94th Dr., #200 Peoria, AZ 85381 623-760-9449	55.92	80	80	Dermatology practice	Dr. James Groff
11	<b>Master International Corp.</b> masterelectronics.com	2425 S. 21st St. Phoenix, AZ 85034 602-267-1111	55.83	200	400	Electronic components distributor	Riad Nizam
12	<b>Fennemore Craig PC</b> fennemorecraig.com	2394 E. Camelback Rd., #600 Phoenix, AZ 85016 602-916-5000	55	250	360	Law firm	Steve Good
13	<b>Column 5 Consulting</b> column5.com	4800 N. Scottsdale Rd., #2300 Scottsdale, AZ 85251 480-779-6990	54.5	26	64	Consultants	David Den Boer
14	<b>Stotz Equipment</b> stotzequipment.com	11111 W. McDowell Rd. Avondale, AZ 85392 623-936-7131	53.58	150	450	John Deere equipment dealer	Tom Rosztoczy
15	<b>Benefit Commerce Group</b> benefitcommerce.com	14300 N. Northsight Blvd., #221 Scottsdale, AZ 85260 480-515-5010	53.17	40	40	Employee benefits consulting and strategic planning group	Scott Wood; Johnny Angelone; Chris Hogan
16	<b>CBIZ</b> cbiz.com	3101 N. Central Ave., #300 Phoenix, AZ 85012 602-264-6835	52.25	101	4,510	Financial and employee business services provider	Chuck McLane
17	<b>Daisy Mountain Fire District</b> daisymountainfire.org	515 E. Carefree Hwy., PMB 385 Phoenix, AZ 85087 623-465-7400	51.13	80	80	Fire department	Mark Nichols
18	<b>Metal-Weld Specialties Inc.</b> metal-weld.com	8137 N. 83rd Ave. Peoria, AZ 85345 623-979-1117	49.38	56	56	Structural steel fabrication specialist	Donald J. Parks Jr.
19	<b>Goodmans Interior Structures</b> goodmans.com	1400 E. Indian School Rd. Phoenix, AZ 85014 602-263-1110	46.33	107	148	Office furniture retailer	Adam Goodman
20	<b>Lovitt &amp; Touché</b> lovitt-touche.com	1050 W. Washington St., #233 Tempe, AZ 85281 602-956-2250	44	116	179	Insurance and employee benefits	Charles Touché
21	<b>ASML</b> asml.com	2650 W. Geronimo Pl. Chandler, AZ 85224 480-696-2888	43.42	250	2,000	Lithography equipment for microchip manufacturing	Craig DeYoung
22	<b>JP Griffin Group</b> griffinbenefits.com	6720 N. Scottsdale Rd., #230 Scottsdale, AZ 85253 480-257-1500	40.71	16	15	Employee benefits consulting and solutions	Jeff Griffin
23	<b>Arrowhead Health Centers</b> arrowheadhealth.com	16222 N. 59th Ave., #A-100 Glendale, AZ 85306 623-334-4000	39.17	168	168	Multi-specialty medical group	Ken Levin
24	<b>Terracon Consultants Inc.</b> terracon.com	4685 S. Ash Ave., #H-4 Tempe, AZ 85282 480-897-8200	38.42	56	3,643	Engineering/ environmental services firm	Tim Anderson
25	<b>Safelite Auto Glass</b> safelite.com	7400 Safelite Way Columbus, OH 43235 877-465-5224	36.71	150	12,000	Windshield repair and replacement	Shawn McClain; Dan Spriet
26	<b>Total Quality Logistics</b> tql.com	2005 W. 14th St., #100 Tempe, AZ 85281 800-580-3101	34.71	21	4,200	Freight brokerage	Jason Canterbury
27	<b>Polsinelli PC</b> polsinelli.com	1 E. Washington St., #1200 Phoenix, AZ 85004 602-650-2000	34.58	79	1,544	Law firm	Phillip Guttilla
28	<b>HomeSmart</b> homesmart.com	8388 E. Hartford Dr., #100 Scottsdale, AZ 85255 800-865-9025	32.13	88	100	Residential real estate	Matt Widdows
29	<b>Village Health Clubs &amp; Spas</b> villageclubs.com	4444 E. Camelback Rd. Phoenix, AZ 85018 602-840-6412	30.83	250	250	Health club chain	Carol Nalevanko
30	<b>Ryan LLC</b> ryan.com	16220 N. Scottsdale Rd., #450 & #650 Scottsdale, AZ 85254 602-955-1792	27	86	1,500	Tax services firm	Jon Sweet

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

### ► CLOSER LOOK

# 3,224

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

# 44,974

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

### RANKED BY YEAR FOUNDED LOCALLY

Fennemore Craig PC	1885
State Bar of Arizona	1933
Stotz Equipment	1947
Naumann/Hobbs Material Handling	1949
Goodmans Interior Structures	1954

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## THE VALLEY'S HEALTHIEST EMPLOYERS



From left, Steve Hart, Karen Sekayumtewa and Lindsay Cole work planting in a garden with Wellnext.

PROVIDED BY WELLNEXT

# SMALL BUSINESSES - Top 10

## NO. 1 WELLNEXT

**HEADQUARTERS:** Sunrise, Florida

**NO. OF REGIONAL EMPLOYEES:** 48

**WELLNESS PROGRAM:** Wellnext does not have a wellness program. It has wellness. Over the years, Wellnext has cultivated a culture of wellness that is just as important to work as pencils and paystubs. Through this engagement, Wellnext is shattering the perception of what a wellness program can accomplish. Employees are actively engaged in creating their own wellness initiatives whether its forming a softball team or growing vegetables and herbs in the company garden. Each employee can obtain unlimited coaching or personalized attention to achieve their personal wellness goals.

**TANGIBLE OUTCOMES:** At the beginning of the Wellnext Wellness program the Total Loss Ratio was running at 101 percent. To date Wellnext has decreased its Total Loss Ratio to 91.7. Participation has increased from 30 percent six years ago to 80 percent this past year. The overweight population has been reduced by over 20 percent since the induction of the program. Each year the company has averaged 480 pounds lost in its weight-loss challenge. Eating habits have changed tremendously since the company grows its own herbs and vegetables, which are served to the employees, and for employees to use and take home.

**UNIQUE COMPONENT:** The company's cancer awareness campaign is the center

pieces for Wellnext Wellness. Each year the campaign is broken into two components: educational and fundraising. This year's campaign is called "Strip for Life." In every bathroom across Wellnext, pH balance strips are available for employees to gauge whether they are alkaline or acidic. Eating charts are then supplied to help each employee become more alkaline in effort to avoid inflammation and starve cancer

of the acid that cancer needs to thrive. Lastly, all funds raised are giving to cancer research and other cancer nonprofits.

## NO. 2 JE DUNN CONSTRUCTION

**HEADQUARTERS:** Kansas City, Missouri



PROVIDED BY BEATRICE KELLER CLINIC

Beatrice Keller Clinic employees, from left, Tabitha Jones, Erica Gutierrez, Teresita Wilson, Ashly Lucas Delina Delrio and Stacy Thomas, front, take multiple avenues to make sure all the clinic's employees are healthy.

**NO. OF REGIONAL EMPLOYEES:** 48

**WELLNESS PROGRAM:** The company uses a central Health Enhancement Coordinator to oversee the "Dunn Well" program. All employees can access the Primary Health Network, powered by Cerner Corp. This tool, combined with health coaching and health screenings, allows users to create health and fitness plans tailored to their own abilities. Employees can sync wearable devices, set goals, and view options for optimized workout and diet routines. Employees are allowed to flex their work schedules to accommodate physical activity during the work day. 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.

**TANGIBLE OUTCOMES:** The results of Dunn Well programs have produced the following population health improvements from 2006 to 2015: Total program participation went from 45 percent to 82 percent; the percentage of employees at risk for obesity dropped from 37 percent to 27 percent; The percentage of employees at risk for Diabetes declined from 10 percent to 3 percent; the percentage of employees at risk for hypertension reduced from 25 percent to 13 percent; the percentage of employees at risk for Hyperlipidemia went from 29 percent to 17 percent; the percentage of employees reporting tobacco use dropped in half from 22 percent to 10

## THE VALLEY'S HEALTHIEST EMPLOYERS

percent. In addition to understanding the biometric data, inclusion of a health beliefs survey has allowed better understanding of what drives employees' health behaviors. The advanced member engagement report has showed a 12 percent increase in employees' belief that they could positively influence their own health between 2013 and 2015

**UNIQUE COMPONENT:** JE Dunn sponsors many events that combine both a philanthropic goal and a health focus. For example, JE Dunn sponsors teams for the Leukemia & Lymphoma Society's "Team In Training," coordinates Habitat for Humanity builds, hosts the Atlanta Dunn Run 5K and annual golf tournaments.

### NO. 3 ITS

**HEADQUARTERS:** Chandler

**NO. OF REGIONAL EMPLOYEES:** 50

**WELLNESS PROGRAM:** #ITSlifestyle is committed to promoting overall health improvement strategies for ITS employees, their families and the community. In doing so, the company and their employees have seen significant improvements in their overall health all while saving on medical expenses through a preventative, proactive approach. In addition to promoting participation in wellness screenings, ITS also publishes its own monthly wellness newsletter on various topics, including nutrition, hydration, dental and exercise. By combining articles, employee interviews, and tips on specific topics, the newsletter provides visibility, recognition and awareness of the company's overall focus on health and well-being for its employees.



PROVIDED BY JE DUNN CONSTRUCTION

JE Dunn raised \$13,384 for the American Heart Association, coming in at No. 18 out of 128 companies locally.

**TANGIBLE OUTCOMES:** ITS was able to reduce employee contributions to its health insurance plan without reducing benefits after the first year of its wellness program. ITS achieved 100 percent participation in health risk assessment and almost 90 percent participation in biometric screening. ITS hit its January "Holiday Weight Loss Goal" by more than 125 percent. When implementing a special program provided by its employee benefits consulting firm, Benefit Commerce Group, along with partial self-funding and a strong health savings

account (HSA) contribution program, the company significantly reduced what it would have been paying for its health plan if it had stayed with the status quo.

**UNIQUE COMPONENT:** Once ITS determined its return on investment for the Wellness Program, the planned budget and overall health saving projections, company executives let the savings fall to the bottom line. At ITS, the savings realized through its wellness program were reinvested into their employees — decreasing the employee contribution amount for the health plan and increasing

employer contributions to employees' HSA accounts. This strong belief in wellness and its own employees is a compelling story as the company recruits new employees to support its growth.

### NO. 4 DAVIS MILES MCGUIRE GARDNER PLLC



**HEADQUARTERS:** Tempe



**NO. OF REGIONAL EMPLOYEES:** 111




**WELLNESS PROGRAM:** The Law Firm of Davis Miles McGuire Gardner has developed an extensive wellness program over the past several years. From healthy breakroom snacks, ping pong table and weekly activities around Tempe Town Lake, DMMG is all about the health of their employees. In 2017, DMMG announced standup desks as well as Fitbits for all employees in an effort to encourage employees to stay healthy and to be active. Giving employees Fitbits along with education and other health initiatives helps them keep their health, front of mind. To kick off American Heart Month, more than 30 Davis Miles McGuire Gardner employees walked around Tempe Town Lake wearing their Fitbits, as part of a goal to take 1 million steps within a week. The law firm has implemented a monthly off-site hiking and biking events and a sleep challenge to encourage employees to increase the number of hours they sleep at night. DMMG pays for gym access in the fitness center within the office complex.

CONTINUED ON PAGE 28

# HEALTH IS HAPPINESS

## U-HAUL IS PROUDLY CELEBRATING 50 YEARS BASED IN PHOENIX



## Healthy mind, healthy body, healthy you

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# THE VALLEY'S HEALTHIEST EMPLOYERS

CONTINUED FROM PAGE 27

**TANGIBLE OUTCOMES:** DMMG has strong employee engagement in its wellness programs. More than 90 percent of its employees participate in biometric screenings and health risk assessments. Three employees have lost more than 60 pounds, with one losing more than 75 pounds in less a year. One attorney has even given up his car and rides his bike to work every day, while another team member rides his bike once a week from Anthem, which is a 40-mile one way trip. Another attorney has participated in more than 11 marathons, and the company's marketing director is participating in his very first Iron Man triathlon in Houston.

**UNIQUE COMPONENT:** In 2017, the company offered Fitbits and standup desks to all employees. The law firm is now challenging other local companies to compete in certain events, such as number of steps per week.

## NO. 5 THE COUNTRY CLUB AT DC RANCH

**HEADQUARTERS:** Scottsdale

**NO. OF REGIONAL EMPLOYEES:** 85

**WELLNESS PROGRAM:** The wellness programs at The Country Club at DC Ranch are designed for and open to all employees, whether benefit-eligible or not. For those who are benefit-eligible, a part of the annual open enrollment meeting is about educating employees about their health and their health plan. That type of education and encouragement extends beyond the annual open enrollment meeting and is now part of the general culture. With flyers, information and decorations in the employee breakroom and numerous emails to employees, management has been successful in getting employees to talk about health and how to become healthier.

**TANGIBLE OUTCOMES:** More than 90 percent of the employees participate in health screenings, including biometric screening and health risk assessment. Last year, employees showed an 11 percent decrease in blood pressure at-risk, 13 percent decrease in cholesterol at-risk, and 9 percent decrease in body mass index at-risk. The group received a rate decrease, and last year its renewal increase was more than cut in half.

**UNIQUE COMPONENT:** The country club provides lunch every day for its employees.

Wellness Wednesdays were initiated in 2013 and are an opportunity to educate and make healthier food available to encourage diet changes. Wellness Wednesdays provide healthier menu options with more fruits and vegetables, and items such as kale salad, vegetable lasagna, dishes without sauces or with the sauces provided on the side. This program has been wildly popular, with employees participating and generating discussions on the foods and the weekly themes. With management also participating, it is a time for communication among all areas of the staff.

## NO. 6 UMB

**HEADQUARTERS:** Kansas City, Missouri

**NO. OF REGIONAL EMPLOYEES:** 86

**WELLNESS PROGRAM:** UMB's Wellness Counts program focuses on health education. Activities such as completing a preventive care exam, cancer screening, dental cleaning, and eye exam, exercising, enrolling in a lifestyle management program, working with a coach, attending monthly lunch-and-learns, or reading the monthly newsletter allow participants to learn more about different aspects of health. Regularly scheduled lunch and learns are hosted live and via webinar to allow all participants regardless of location to participate. Challenges bring fun into the workplace while also allowing participants to make behavior changes. Annual weight loss, walking, and weight maintenance challenges are offered, as well as events such as tracking fruit and vegetable consumption and length and quality of

sleep. Prizes incentivize participants to engage. All UMB facilities are tobacco and drug free. Health rooms can be used for lactation and a private place for meditation/stress relief. Associates also get reimbursed for their fitness memberships.

**TANGIBLE OUTCOMES:** In 2016, 86 percent of associates and 65 percent of spouses and/or domestic partners earned an incentive in the program. The medical plan saw a decrease in the amount spent on claims and allowed the company to come in under the budgeted plan amount. As a reward, UMB used the excess budgeted funds and offered associates a premium holiday in December, wherein associates did not have to pay their medical premiums for the month. In 2016, UMB experienced negative trend at a rate of 5 percent in respect to its projected costs of its medical plan.

**UNIQUE COMPONENT:** A unique component of UMB's Wellness Counts program is the structure. Each month has a new topic, where all programming is tied to that topic, including newsletter, recipes, challenges, lunch-and-learn, and success story spotlight. The topic is chosen based on claims history, associate interest and national health observances.

## NO. 7 BURNS & MCDONNELL

**HEADQUARTERS:** Phoenix

**NO. OF EMPLOYEES:** 85

**WELLNESS PROGRAM:** "Own Your Health" was designed to help employee-owners take the reins of their personal

health and support the health of their loved ones, too. Employees are required to complete an annual physical exam or biometric screening, take an online health assessment and accumulate a set number of activity points. This gives them valuable insight on their health status and risk factors and encourages them to achieve "Gold" status through a points-based activity program. Employees earn points through company wellness events, health coaching, online and on-site classes and various challenges that rally co-workers to participate in friendly competitions. Participants also can register wearable fitness devices for activity tracking or connect local grocery store cards to be rewarded for healthy food purchases. If requirements are met, participants earn a premium discount of \$60 per month, plus another \$20 if they do not use tobacco. Employee-owners and their spouses have access to our on-site fitness center during lunch, before or after work and over the weekends.

**TANGIBLE OUTCOMES:** Nearly 65 percent of employees achieved gold status in the company's wellness incentive program in 2016. Program participation saves employee-owners \$240-\$960 per year, and participation has increased by 8 percent in 2016. Since opening in 2012, the Burns & McDonnell health center has served more than 3,173 employee-owners for approximately 33,054 appointments. From 2014-2016, population in the "at risk" or "high risk" categories has decreased in blood pressure from 7 percent to 5 percent; for glucose from 11 percent to 9 percent; and cholesterol from 23 percent to 22 percent.

**UNIQUE COMPONENT:** As a 100 percent employee-owned company, a holistic approach is taken to wellness. The team focuses on more than the bottom line.



PROVIDED BY ITS

ITS employees after they finished a group yoga class in its warehouse.

## NO. 8 STATE BAR OF ARIZONA

**HEADQUARTERS:** Phoenix

**NO. OF EMPLOYEES:** 105

**WELLNESS PROGRAM:** In 2009, under the leadership of CEO John Phelps, the Wellness Committee started laying the ground work for an effective wellness program. Today, the State Bar has a dedicated group of team members that create, promote and manage our wellness initiatives. Programs and activities throughout the year support healthy lifestyles and challenge team members to increase physical activity,

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## THE VALLEY'S HEALTHIEST EMPLOYERS



PROVIDED BY NAUMANN/HOBBS MATERIAL HANDLING

Naumann/Hobbs employees have helped the company save \$2.4 million through the company's wellness programs.

improve nutrition habits, reduce stress and overall help team members achieve their wellness goals. In addition, the group offers financial fitness opportunities and financial subsidies for gym memberships and modest rewards to employees that make significant changes and improve their overall health.

**TANGIBLE OUTCOMES:** Beginning in 2016, the state bar had 100 percent participation in its biometrics assessment and subsequent health risk assessment and is on track for the same level of participation in 2017. During its recent "New Year New You" challenge, 26 of the group's team members lost a combined total of more than 118 pounds and more than 50 inches.

**UNIQUE COMPONENT:** A new Fitbit program has seen good success. Through its employer group, more than 60 percent of the group's team members are increasing their physical activity and working toward achieving the daily recommended 10,000 steps.

### NO. 9 NAUMANN/HOBBS MATERIAL HANDLING

**HEADQUARTERS:** Phoenix

**NO. OF EMPLOYEES:** 250

**WELLNESS PROGRAM:** Naumann/Hobbs is in the seventh year of its wellness strategy. As a material handling

company, it wants to help its employees (associates) manage their maintenance just as diligently as any of the company's equipment assets. The cornerstone of the wellness program is meaningful incentives for completing key initiatives. Employees can earn up to \$750 and families up to \$1,500. This drives 70 to 80 percent of employees and spouses to complete annual physical exams with their personal physicians.

Associates receive frequent communications that promote the company's various wellness programs and provide reminders on completing physical exams and health assessments through newsletters, posting to its website portal, letters to associates' homes, posters and bulletin board notices, health information available online and by phone, incentive reward tracking online and on-site health education and health improvement programs.

**TANGIBLE OUTCOMES:** Naumann/Hobbs has saved more than \$2.4 million compared to median health care cost trends, and many associates are now far healthier than they were. The company's lower medical trend has driven savings for the company and its associates. For example, overall medical plan inflation for the plan is 43 percent less than the national average for the past six years. These programs are changing lives and strengthening the company, and those are the outcomes that are the most important.



PROVIDED BY UMB

UMB's wellness programs focuses on activities such as yoga to ensure employees are healthy.

**UNIQUE COMPONENT:** The company has a program logo that ties the corporate purpose with the wellness purpose. As a material handling company, the organization uses the slogan "Lift your heart and health!" Naumann/Hobbs makes wellness a conspicuous part of its everyday operations. Its operational supervisors and managers help communicate and promote wellness programs. Even during supervisory and management meetings, wellness is evident: oranges, apples and protein bars now are the "treats" at company meetings. Management calls them "the new donuts."

### NO. 10 BEATRICE KELLER CLINIC

**HEADQUARTERS:** Peoria

**NO. OF EMPLOYEES:** 80

**WELLNESS PROGRAM:** At Beatrice Keller Clinic, a Wellness Committee hosts several wellness awareness events each year for all employees in an effort to promote wellness throughout the year. In October, more than 70 percent of employees participated in a six-week Healthy 5 tracking contest, reporting weight loss, less stress, better sleep and feeling hydrated at work. Employees are encouraged to take 10-minute fitness walks outside regularly. Many teams have weight-loss contests and the company

will promote it by encouraging Salad Pot Lucks, passing out water bottles and have healthy prize giveaways. In the spring, a Spring Training Day is organized and employees are given sunblock and sunglasses to protect themselves from the sun. They are constantly reminded to protect their skin and get their free annual skin exams. Free flu shots are given to staff every year and are encouraged to get biometric health screens and annual dental cleanings.

**TANGIBLE OUTCOMES:** A low turnover rate is attributed to happy, healthy employees. Employees have commented they believe the company cares about their wellbeing since initiating the Wellness Committee. Of the 64 employees who participated in the six-week contest, 23 employees reported weight loss, 19 said they had a better knowledge of wellness, 11 employees said they were getting more rest nightly nine said they are focusing on drinking water throughout the day.

**UNIQUE COMPONENT:** Company executives believe they have created a culture of wellness. When employees are less stressed, feel the company cares about their wellbeing, they in turn are happy about their careers and coming to work. The most unique aspect of the wellness program is how excited employees get about the events, which have a lot of volunteers and a high number of participants.

Celebrating those making lasting change.

Congratulations to the Arizona nominees and recipients of the Valley's Healthiest Employers award. Your commitment to corporate wellness inspires us all.

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