**Social Wellbeing**

**Associated Food Stores**

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**Summary**  
Our company has many different locations and what we really wanted was to see a social aspect of them all coming together within this challenge. We also wanted to have fun and increase physical activity while we did it!

In 2018, we did a push-up monthly challenge using the social media platform of Instagram. We created a monthly calendar of reps of push-ups per day and team members posted a photo/video of them completing their daily push-ups on their Instagram account. If they did not have a social media account or feel comfortable posting, they could email me their photos.

We had such a great turnout of involvement and got so many great photos. We found that it brought our companies team members together even though they are spread throughout the entire state of Utah and beyond. We believe challenges like this help build a culture of fun and community to our company.

**Problem and Solution**  
We wanted to address the fact that our team members are in 51 different locations and we wanted to bring them all together with a fun community challenge that also increases physical activity. This social media push-up challenge did just that! We had team members in our grocery stores drop down in the break room and do all their push-ups. We had team members in corporate stop at their desk and complete their push-ups! It was such a great way to bring everyone together and get them moving!

**Effectiveness and Impact**  
We believe that this push-up challenge increased our employee satisfaction and the culture within our company. We want our team members to enjoy being at work and enjoy being active together. We saw the participation increase in this challenge as well.

**Generalized and Relevant**  
This is a challenge that can easily be done by any company or organization. It doesn't have to be completed with social media either. It could be pictures that are posted at the worksite or done as a group at a certain time. It is a way for your company to complete something together and build that community aspect while doing physical activity!
SLCo Healthy Lifestyles

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Summary
Healthy Lifestyles is an incentive-based worksite wellness program that promotes the dimensions of wellness as a means of creating a healthier work environment for SLCo’s employees and their spouses/adult designees. Healthy Lifestyles participants are offered a variety of health programs, classes, and events throughout the year to increase awareness, education, and provide encouragement to employees working towards healthier lives. Employees receive points for their participation in each Healthy Lifestyles activity that translates to a cash rebate up to $250 a year.

The March Into May program was created to encourage SLCo’s employees and their spouses/adult designees to walk an average of 7,000 - 10,000 steps a day as a method for improving cardiovascular health, decreasing depression symptoms, and boosting energy. Healthy Lifestyles decided to make March Into May a team competition which greatly impacted our employees in creating comrades, accountability, and building a culture of wellness in the workplace. It has become our most popular program with over 1,400 participants Marching Into May each year accumulating to 10,786,128 steps completed by our employees in 2018.

March Into May is a 6-week team walking challenge. Teams of 3-10 walkers and solo walkers are invited to participate. The goal is to walk an average of 7,000-10,000 steps a day to meet the physical activity guidelines set by the Centers for Disease Control and other health agencies. Teams competed within divisions (beginner, average, active) based on similar occupational responsibilities and each division had a winning team in addition to other competitions including Best Team Name (Walk & Roll) and Overall Winner (754,446 steps). The winners of each division, Best Team Name, and the Overall Winner were awarded a catered lunch for their team while the overall winner also won the Healthy Lifestyles March Into May trophy. In order to keep teams motivated, Healthy Lifestyles distributed online weekly newsletters displaying the Step Leaderboard, the theme for the week (e.g. Walking for your Pet, Strong Relationships, and the Environment), tips to increase steps at work, helpful walking apps, employee spotlights, and Did You Know? health education facts about the benefits of walking. Though the goal of the program was to increase SLCo employees steps per day (physical health), we ultimately discovered that the biggest impact of the program was building bonds between colleagues, supervisors, and county departments (social health). As we know, increased support, engagement, and positivity at the workplace can improve employee cardiovascular health, decrease depression symptoms, and boost energy; our original goal. This program is award winning because it embodies multiple dimensions of wellness including physical, social, mental, and emotional wellness. The participation numbers are outstanding and include many employees who do not participate in other programs throughout the year. It is a challenge that gets employees moving from the Clark Planetarium to the Herriman library. Participants rave that the program helped them feel empowered to explore other fitness activities and take part in other programs throughout the year. March Into May has become Healthy Lifestyles trademark for guiding employees in building sustainable health behavior changes.
SLCo Healthy Lifestyles

Problem and Solution
According to Healthy Lifestyles biometric screening data, 55% of SLCo employees and spouses/adult designees blood pressure resulted in elevated, stage 1 hypertension, or stage 2 hypertension. In addition, 30% of SLCo employees reported feeling tired during waking hours, and 64% declared work as one of the biggest stressors in their life. We wanted to create a program that improved employees cardiovascular health, decreased stress at work, and boosted energy throughout the day. March Into May was created to encourage SLCo’s employees and their spouses/adult designees to walk an average of 7,000 - 10,000 steps a day as a method for improving cardiovascular health, decreasing depression symptoms, and boosting energy. Healthy Lifestyles decided to make March Into May a team competition which greatly impacted our employees by creating comradery, accountability, and building a culture of wellness in the workplace. It has become our most popular program with over 1,400 participants Marching Into May each year. The goal is to walk an average of 7,000-10,000 steps a day to meet the physical activity guidelines set by the Centers for Disease Control and other health agencies. Teams competed within divisions (beginner, average, active) based on similar occupational responsibilities and each division had a winning team in addition to other competitions including “Best Team Name” (Walk & Roll) and “Overall Winner (754,446 steps). The winners of each division, Best Team Name, and the Overall Winner were awarded a catered lunch for their team while the overall winner also won the Healthy Lifestyles March Into May trophy. In order to keep teams motivated, Healthy Lifestyles distributed online weekly newsletters displaying the Step Leaderboard, the theme for the week (e.g. Walking for your Pet, Strong Relationships, and the Environment), tips to increase steps at work, helpful walking apps, employee spotlights, and Did You Know? health education facts about the benefits of walking.

Effectiveness and Impact
The Healthy Lifestyles team measured the results of the program through a completion survey. The survey explored the satisfaction of the weekly newsletters, the sustainability of the new walking habits, and the behaviors employees in engaged in as a means of acquiring more steps. The last question of the survey asked employees to "Please provide feedback on the program". This is where we discovered the unexpected social health impact of the program, and it was tremendously exceptional. The results reflected principles of social health including the development of close friendships, fostering communication among colleagues, and the creation of supportive networks. These unanticipated results not only helped us meet our goal in decreasing cardiovascular risk, depression, and boosting energy, but these decreases were heightened by the social health component of the March Into May program. Today, March Into May is our most popular program with massive participation, booming anticipation, and a big reputation. You know it is Spring time at County when you see employees strutting through the halls with their walking teams, the phones ringing off the hook signing teams up for the challenge, and answering never ending email threads. In fact, March Into May has served as a recruitment method for the Healthy Lifestyles program by getting employees involved in other programs throughout the year.
SLCo Healthy Lifestyles

2018 Results: 1,410 (87% SLCo employees & 11.8% spouses/adult designees) competed in the March Into May challenge.

- 90% said they averaged 7,000 steps a day during the 6 weeks of the challenge.
- 76.5% said March Into May changed their walking habits.
- 88% said they are very likely or likely to keep their new walking habits.
- 88% said they purposely parked further away from entrances for March Into May.
- 82% said they chose the stairs over elevators/escalators.
- 43% said they avoided using drive thru’s at restaurants.
- Participant Comments in completion survey:
  - Definitely a motivation for me to walk more when there is a "challenge."
  - Loved getting together with co-workers and walking on breaks!
  - This is my favorite program because it encourages me to be pro-walking
  - I liked the team aspect and we always make a fun event out of it.
  - This was a lot of fun and I really like the team work
  - I love the team dynamic of the program
  - It is a great program, I look forward to next year.
  - I liked the team unity.
  - I enjoy the friendly competition.

Generalized and Relevant

I believe other work forces could adopt the March Into May program because it can be applied to worksites with small numbers of employees or large numbers and have an impact on the social, mental, and physical health of the employees. It provides an opportunity to step away from the desk and get moving no matter what level of physical activity they are at. The key competent to March into May is the duration and competition of the program as it gives individuals time to create a long-term behavior change while creating office connections. We found that having employees compete in categories (beginner, average, and active) was the best way to encourage participation and create sustainable change for employees. March Into May is a program that has empowered our employees to 'step' outside their daily routines and find joy in movement while challenging themselves and co-workers. I believe it can do the same for other worksites and improve health all throughout Utah.
**IM Flash Technologies**

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**Summary**
The key components our company's worksite wellness program captures are improving financial, physical, social, and emotional health. One opportunity seized to help team members address their physical health was created through the strategic placing of "Stretch Spaces" in several of the workplace bullpens. As opposed to losing productive work-time feeling stiff, sore, or tired - team members have the opportunity to stand up and refresh themselves by walking to any of these locations proximal to their work space. Resistance bands, foam rollers, massage balls, and comfortable mats in these space allow team members to stretch and decompress in a beneficial way.

Team members have responded positively to this addition to our workplace, and see it as a component of improving our overall wellness culture. The requests for more of these such designated places is a testimony to its success.

**Problem and Solution**
To address complaints of stiffness, tiredness, and soreness, "Stretch Spaces" were created in multiple locations for team members to use freely during working hours. In these areas, team members have the opportunity to stand up and refresh themselves by walking to any of these locations proximal to their work space. Resistance bands, foam rollers, massage balls, and comfortable mats in these space allow team members to stretch and decompress in a beneficial way.

Team members have responded positively to this addition to our workplace, and see it as a component of improving our overall wellness culture. The requests for more of these such designated places is a testimony to its success.

**Effectiveness and Impact**
The requests for more "Stretch Spaces" outnumbers our budget to provide them. We are identifying other creative solutions to continue meeting this need, and the acknowledgement of the value this brings to our site.

**Generalized and Relevant**
This approach to wellness is very easy to replicate with limited time, space, and financial resources.
**ARUP Laboratories**

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**Summary**

ARUP Laboratories Health and Wellness department strives to engage employees in their own health and wellness by helping them focus on mindset, nutrition, movement, and recovery. In addition to the Wellness Program that ARUP Laboratories offers, it also has an onsite Family Health Clinic. For years these departments have worked at becoming more integrated in hopes of helping the health of its employees.

In 2018, the Family Health Clinic and Wellness Program combined departments to provide more personalized and coordinated healthcare. This move not only brought a new shared location, but more direct communication between the wellness staff and the clinic healthcare providers. This change has allowed a team including; physicians, clinical pharmacist, registered dietitian, onsite wellness coaches, and nurses/MAs, to work together and provide the best healthcare to ARUP Laboratories employees. This is executed through provider referrals to the wellness staff, which is then followed by a coaching program of a minimum of 12 weeks. This allows the patient to get more direct and frequent assistance in changing health behaviors. This integrative healthcare model helps prevent chronic disease development, educates employees, keeps updated biometric data, and promotes positive health behaviors. All services within the health and wellness department are free of charge to the employee, spouses, and dependents.

Along with this integration of departments, the Wellness Program specifically has implemented a monthly Wellness Champion that is spotlighted to the company based on changes they’ve made or highlighting consistency. We also built an indoor walking path for employees to follow on their 15 minute breaks and were accredited for the Diabetes Prevention Program through the CDC. ARUP Laboratories strives to continuously improve the health of their employees, knowing that happy and healthier employees leads to a better workplace!

**Problem and Solution**

Although encouraged throughout the company, taking breaks seemed to be difficult for majority of the ARUP Laboratories employees working in labs. As a wellness team, we know that breaks not only help with mental health but also presenteeism. We decided to encourage ARUP Laboratories employees to take their daily breaks and not just take them but exercise during them. In order to do this we developed a company wide program called “Exercise with the Executives”; that encouraged the employees to use their breaks and follow a specific exercise calendar (one exercise daily). Each department was split into teams and lead by a member of the executive team. These leaders were spotlighted weekly through the Wellness Wednesday email on their current health goals and why it is important to them that they have healthy employees working at ARUP Laboratories.

Encouraging the executive team to get involved with this program allowed for the employees to get to know the executives better and promoted health support and motivation through the whole company. At the end of the month we tallied the department with most participation and announced the winner!
**ARUP Laboratories**

**Effectiveness and Impact**
In order to track who was participating in this program we built on online tracking system where employees could go in and self report the number of days that they participated in the challenge. This totaled to 32% of ARUP Laboratories population who participated in this program.

This program built employee satisfaction of having something specific to follow day to day, a sense of competition between departments, and a camaraderie between departments when they’d take breaks together to do the exercise for that day. Employees reported that they felt more focused when returning to work after they took a break to do an exercise.

**Generalized and Relevant**
This sort of program could be implemented with any company. First, they need an executive commitment on participating in the monthly calendar as well as response to a “getting to know you email”. Depending on the size of department or population, splitting it up evenly throughout the company and promoting the activity and competition will get departments excited.

In research, having a supportive executive team has shown time and time again successful in the encouragement of employee health. This sort of activity is not just fun but is an easy way to encourage movement throughout the workday- including every employee (executives included).
Orbit Irrigation

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Summary
Orbit Irrigation opened the OnSite Clinic in 2014. One of the benefits provided at our OnSite Clinic is the opportunity for our associates to fill certain prescriptions at the Clinic for free. During 2018, we took a close look at the prescriptions we offered and how we might better serve our associates as well as reduce costs to the Company. As we reviewed our claims data each quarter, we realized we had both a high occurrence of diabetes within our population and the care of diabetes costs the company a lot of money each year. We analyzed the cost of prescriptions on the plan in comparison to the cost that the Clinic could bring in those same prescriptions. With this data, we developed a game plan to bring diabetic testing supplies as well as Humalog (an insulin used in the treatment of diabetes) into the Clinic. We decided to offer both the testing supplies as well as insulin in the Clinic at no cost to our associates and dependents on our health plan. Consequently, not only does the Company save $286 per prescription with a potential annual savings of $14,586, but the associates also save money. We also felt that if we provided our associates with free diabetic supplies and insulin, our associates and their dependents would be able to better manage their health leading to a healthier associate population and long term financial savings. Orbit Irrigation’s OnSite Clinic tracks, monitors, and reports the number of diabetic supplies and insulin prescribed at the clinic and has developed an out-reach plan in order to connect with and educate those associates and dependents who have been diagnosed with diabetes or have a history of diabetes or pre-diabetes. The goal is to encourage associates and covered dependents to take advantage of this amazing program.

Problem and Solution
We realized that the cost to care for diabetes was not only a significant portion of our health care spend but was also a significant and increasing cost for our associates. We knew that if diabetes were to go untreated, then the potential future costs for the both the company and the associate would be even more substantial.

We felt that there had to be a way to decrease the costs to both the company and our associates. We also felt like there was something that we could do in order to encourage our associates or their dependents to better manage their diabetes. We determined that one solution was to bring diabetic testing supplies into our Clinic and to offer those supplies to our associates at no cost. This would help our associates to monitor their blood sugar more often without the financial worry of paying for additional testing strips and lancets in order to measure their blood sugar at the frequency appropriate for their care. After bringing in the testing supplies, we did more research and found that we could also bring insulin into the Clinic and save both the Company and associates money. We also decided to offer insulin to our associates at no cost. We have made it as convenient as possible for our associates to manage the entire spectrum of their diabetic care needs. Now our associates or their dependents on our health plan can visit regularly with a doctor or nurse practitioner at our onsite clinic, get their testing supplies and test as often as needed, and pick up a prescription for Humalog at no cost and at a convenient location.
Organizational Wellbeing

**Orbit Irrigation**

**Effectiveness and Impact**
The most significant impact of bringing Diabetic supplies and insulin into our clinic is that they are Free to our associates. Not only is it more convenient to pick these up from our onsite clinic, but our associates are saving money each month. Our associates have been very appreciative of this and it has increased our employee satisfaction with the wellness benefits provided. It is difficult to determine the long term impact of the free diabetic supplies and insulin being offered at the clinic. However, we know that the associates that take advantage of this benefit will lower their future health risk and that there are potential health conditions that will be avoided as our associates manage the care of their diabetes.

The potential savings to the company for Humalog is $286 per script with a potential of $14,586 annually. The potential savings for the Glucose Monitors, Lancets & Test Strips could be $5,300 each quarter. Additionally, each associate saves money every time they fill their prescriptions or pick up their diabetic supplies at the Clinic.

**Generalized and Relevant**
We feel that every employer could benefit from having an Onsite Clinic. The personalized touch that our clinic provides is a huge benefit to every one of our associates. When we first looked at bringing the clinic into Orbit Irrigation, we were told by many clinic providers that we were too small and that a clinic would never work. However, we were able to find a partner that would work with us to bring in an onsite clinic. For those employers that are self-funded, there are innovative approaches that could be used to decrease pharmacy costs. We have been able to work closely with our benefit broker to explore various innovative options. As we worked with our broker, we determined that we could change the prescription formulary in the clinic and save both the company and our associates money. Having free prescriptions and more specifically free insulin and free diabetic testing supplies has been a great benefit to our associates and is a great recruiting and retention tool. We are very proud to be able to offer awesome benefits to our associates and continue to look for innovative ways to expand those benefits.
**Organizational Wellbeing**

**Maliheh Free Clinic**

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**Summary**  
In an effort to build a stronger workplace culture, Maliheh Free Clinic hosts quarterly volunteer and staff appreciation parties to celebrate the work and accomplishments of those that serve at Maliheh Free Clinic. In addition to that, we have a quarterly staff and volunteer meeting to discuss changes/successes we have had as a team the previous quarter and what we can do to improve upon ourselves.

Maliheh Free Clinic is an NDPP-certified and the only resource for free wellness courses. All of our staff and volunteers have access to healthy living programs and the opportunity for one-on-one counseling with a healthy living counselor.

In the spring, Maliheh Free Clinic is forming a walking group to spend our lunch break walking roughly one mile. This program will encourage team building as well as physical exercise and mental stimulation.

Additionally, Maliheh Free Clinic offers yoga and Pilates classes bi-weekly for all staff, volunteers, and patients of Maliheh Free Clinic. We expect to expand this program and offer increased fitness classes.

Lastly, all of our services are offered to our patients, volunteers, and staff free of charge.

**Problem and Solution**  
The problem was increasing physical activity during the work day and fostering a positive work environment that encourages team work and collaboration.

To address this problem, we started offering yoga and Pilates classes, biweekly. Additionally, we offer healthy food alternatives for our meetings and seminars.

**Effectiveness and Impact**  
Unfortunately, Maliheh Free Clinic is in the pilot phase of our workplace wellness program and no data is currently available. Our management is still working on determining what measurables to use and how best to get full participation.

**Generalized and Relevant**  
A walking group during lunch time is a no cost solution to encouraging movement during the course of the workday. Our yoga and Pilates classes are taught by a volunteer.

Our staff and volunteer appreciation parties are relatively low cost and can be replicated across the workforce. The biggest factor is getting everyone together in the same room to share the same goals and expectations.
Harmons

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Summary
Harmons’s Worksite Wellness program has evolved and through the years, with some especially big changes in recent years. Being in a retail environment with multiple locations and over 3000 associates poses some unique challenges.

Harmons has one full-time Wellness Champion, with paid, part-time Wellness Ambassadors at each store location. Our wellness program strives to focus on all components of wellness and to create programming that appeals to associates across a diverse spectrum.

Our Worksite Wellness Award results from last year revealed a major lack of attention to nursing mothers at Harmons. So, in 2018 we set out to improve our culture surrounding breastfeeding.

We created a breastfeeding policy which is now included in our orientation packets.

We compiled a letter informing mothers who apply for FMLA of the policy, so should they decide to continue breastfeeding upon their return to work, they know what to expect.

Finally, we worked on building out appropriate spaces for mothers. At our Support Office, a designated room has been remodeled and designed for nursing mothers. The store locations have proved to be more challenging as the design of each and available space varies greatly. All store directors have been educated on the policy and a space has been designated. Even if the space is simply a clean office, window coverings and signs have been provided.

While designating and retrofitting clean, appropriate spaces at 22 locations required some creativity, we have proved that implementing this policy is possible.

Problem and Solution
Our Worksite Wellness Award results from last year revealed a major lack of attention to nursing mothers at Harmons. So, in 2018 we set out to improve our culture surrounding breastfeeding.

We compiled a letter informing mothers who apply for FMLA of the policy, so should they decide to continue breastfeeding upon their return to work, they know what to expect.

We created a breastfeeding policy, outlined briefly, below:

Harmons’s Responsibilities

1. Provide workplace facilities
   • A private, clean, hygienic space with appropriate seating
   • Where designated lactation rooms are not available, managers offices will be made available for lactation purposes. Stores will be provided with appropriate window coverings as needed.
2. Provide adequate paid break time and support access to flexible work options
   • The frequency, duration and timing of lactation breaks will be negotiated and agreed upon between the associate and their manager to allow the flexibility needed to breastfeed or express milk. Breaks for breastfeeding are typically 15 minutes, but associates may take additional time as needed. Breaks used for breastfeeding/expressing milk will be paid time.
   • Associates should not be disturbed with work issues when using the lactation room.

3. Ensure awareness of breastfeeding policies
   • Pregnant associates applying for parental leave will be provided with information about Harmons breastfeeding accommodations by the PSM prior to taking leave.

This policy will be outlined in the associate handbook and all associates are expected to assist in providing a positive atmosphere for breastfeeding mothers.

Associate Responsibilities

1. Communication with managers/supervisors
   Associates who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the associate and the company.

2. Maintenance of Milk Expression Area
   Breastfeeding associates are responsible for keeping milk expression areas clean and organized for the next user.

3. Milk Storage
   Associates should label all milk expressed with their name and date collected so it is not inadvertently confused with another associates milk. Each associate is responsible for proper storage of her milk using dedicated refrigerators or personal storage coolers.

4. Scheduling
   When more than one breastfeeding associate needs to use the designated lactation room or managers office, associates can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Finally, we worked on building out appropriate spaces for mothers. At our Support Office, a designated room has been remodeled and designed for nursing mothers. The store locations have proved to be more challenging as the design of each and available space varies greatly. All store directors have been educated on the policy and a space has been designated. Even if the space is simply a clean office, window coverings and signs have been provided.

We still have improvements to make in the future related to this program, but are proud of the achievements made this year.
**Effectiveness and Impact**

Because this program was just recently implemented, we have not been able to measure change or effectiveness.

We do have anecdotal evidence from mothers who have used the spaces and we know that providing this space and this culture is not only the right thing to do, but it makes the associates feel appreciated.

We know that employees whose companies provide breastfeeding support consistently report improved morale, better satisfaction with their jobs, and higher productivity. They also feel that support eases their transition back to work and enables them to return from maternity leave sooner. These women are much more likely to return to their place of work (80-95% retention of supported women return to work vs. the national average of 59%). We anticipate that this will be the case at Harmons as well.


**Generalized and Relevant**

Because we have the unique challenges related to a retail setting with multiple locations, we could serve as a model to other retail companies.

We have proposed building out designated spaces for nursing in future builds, but retrofitting spaces or determining how to create a multi-use space will require some creativity. We have found that the most important component to ensure success is manager buy-in and education.
Community Wellbeing

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Summary
In 2018 Academy Mortgage Corporation celebrated 30 years of Inspiring Hope, Delivering Dreams, and Building Prosperity in our Utah communities and communities throughout the United States and abroad. To add to this legacy of service, we offered our employees the opportunity to give back through a new Volunteer Time Off (VTO) benefit.

Full-time employees receive 30 hours and part-time employees receive 15 hours to use to volunteer and serve how they choose in their communities. To qualify for this benefit, employees must be eligible to accrue paid time off. Hours do not carry over year to year, which encourages our people to serve and get involved to use the time they have every year.

Problem and Solution
In our pilot year, our eligible employees logged 2,437 hours of VTO service. These hours are more than just stats to us. Those who use this benefit must submit photo documentation and a written essay about their service, which means we as a company can share in their service experience in a small way.

Our VTO benefit is a perfect fit in our service-based company culture. Our teams throughout Utah and the country are actively involved in projects that benefit those in need; examples include: meal packaging for the hungry; building homes with Habitat for Humanity; sewing “angel gowns” for deceased newborns; and volunteering at homeless shelters and animal shelters. Academy Mortgage Corporation also launched our Academy Mortgage Corporation Corps in 2018, which led employee-sponsored Service Expeditions to build a school in Ecuador. This is just a sampling of the projects on which employees have used their VTO benefit.

Effectiveness and Impact
A few employees share how the VTO benefit has had a positive impact in their lives:

• “I appreciate being part of a company like Academy Mortgage that allows for time off for serving others and giving back to the community.”—Kyle Jensen

• “I am so grateful I was able to participate in this service project because of the volunteer time that Academy allows. It’s amazing to me that I work for a company that pays employees to go and do service.”—Karen Hallam

• “As we walked away from this experience, we all agreed it was so good to get out of our normal routine of serving our local neighbors and reach out to those in much more difficult situations.” —Joanna Ellis

Generalized and Relevant
Academy Mortgage Corporation’s VTO benefit is just one component of our company’s overall wellness package that includes: an onsite fitness facility, onsite group exercise classes, healthy snacks in lunch and break rooms, onsite massage services, challenges to encourage physical fitness and overall wellness, sharing of wellness tips, etc.
Healthy Worksite Awards: Innovation

Community Wellbeing

Academy Mortgage Corporation

Employee Experience Calendar 2018

January
• Blood Drive
• Home office meeting/ Summit

February
• Valentine’s Day – Cookies/Treats
• Winter Olympics

March
• March Madness (Bracket and free throw contest) March 14th
• Employee Appreciation Day- March 2nd
• Pie Day- March 14th, Pie Contest
• Suicide Awareness and Prevention- March 14th

• Greg Hudnall

April
• Home Office-Garden/Company Veggie challenge
• 401K Announcement/Update
• Medicare/Social Security lunch and learn- April 19th - Heidi
• Home office meeting
• Healthy Habits BINGO

May
• Gallup Survey 5/7 through 5/21
• Cinco De Mayo- May 4th, Salsa Contest/May the 4th be with you.
• May 9/10- Dental Hygiene days
• Women’s Health Screening Campaign
• *Humanitarian Service Trip

June
• *Food drive- June 4th through 8th
• Men’s Health Screening Campaign
• June 12th- Chair massage come in Elements Massage
• World Cup- Foosball June 14 through July 15

July
• Blood Drive- July 11th
• Chair Massage- July 12th
• 401K Announcement/Update
• Home office meeting- July 17th
• Thrive Wellness Challenge

August
• *Back-to-school supplies drive
• Summer Party- Aug 2nd - Thanksgiving Point
• Chair Massage- Aug 14th
• Summer games

September
• EAP Webinar: Embracing Uncertainty Sept 5
• Academy’s Got Talent– Home Office only this year

October
• Colors of Hope 5k race (Oct 16th)
• Flu Shots Oct 3
• 401K Announcement/Update
• Halloween- Costume Contest
• Home office meeting (10/10)
• Medicare/Social Security – Oct 16th

November
• Benefits Open Enrollment
• Gallup Survey Nov 13th
• Jet Dental Nov 14th and 15th

December
• Warm Their Souls – Christmas for refugees
• Christmas luncheon
• Home office meal packaging
• Maintain not Gain Challenge (Thanksgiving through New Year)
• Humanitarian Service Trip: Dec 8th through 16th

Notes
• VOA youth lunches are every Wednesday except the first of every month, for all of 2018.
• Two humanitarian trips are approved for 2018

Utah Worksite Wellness Council
G&A Partners

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Summary
Realizing that every person has unique needs and challenges, G&A Partners wanted to go beyond just focusing on physical wellness (diet, exercise, etc.) with our wellness program and instead create a program that encompasses several dimensions of wellness: physical, social, environmental, intellectual, occupational and emotional. To target each dimension of wellness, we offer a variety of monthly and annual challenges (both company-wide and personal), one-on-one health coaching, an annual biometric screening, a Health Risk Assessment, onsite flu shots, an Employee Assistance Program and more. In addition to improved health, employees can earn an even larger discount on their insurance premiums by participating in the wellness program via a wellness point system.

The first of G&A Partners’ eight core values is Passionate Community Involvement. With how busy and distracted our society is, it is sometimes difficult to reach outside of ourselves and take time out of our hectic lives to help someone else. Although volunteering in the community can sometimes be time consuming, studies have shown that making it a priority can have a profound impact on mental health – decreasing the risk of depression, reducing stress and anxiety, increasing positivity and optimism, instilling a sense of purpose and fulfillment, deepening relationships and improving overall happiness.

To help improve the community involvement of our workforce, we decided to expand our wellness program’s focus to include the wellbeing of our community instead of merely the wellbeing of our employees. To make this a success, we have created a “Helping Hands” Committee whose sole focus is to find and help those in need. Through the tireless efforts of that committee and our selfless employees, we organized and carried out over 20 community outreach events throughout the nation in the past year. In addition to these events, we also encouraged our employees to give blood, volunteer on their own for a cause that they are passionate about and participate in a month-long challenge that invited them to do at least 30 acts of service during the month. Employees could also earn wellness points for taking part in these activities, which proved to be a powerful motivator in encouraging employees to join in: participation in the wellness program rose to 94% in 2018. From our Health Risk Assessment data, we found that, 82.9% of our employees reported having a strong sense of purpose (up 33% from last year), a 2% decrease in reported severe anxiety, an 8% decrease in reported depression, improved emotional wellness (up 5%) and social wellness (up 21%). G&A Partners has also received an overwhelming amount of positive feedback from its employees describing the benefits they experienced from participating in these programs. By looking beyond, ourselves we were able to not only help many organizations and individuals in need in our communities, but also benefit our employees’ health and wellness in the process.

Problem and Solution
Community service can have a lasting, positive impact on our neighbors and society while also benefiting those who participate in these volunteer efforts. Those that engage in a cause larger than themselves can enjoy emotional, social, cognitive and even physical benefits but finding the time and motivation to volunteer in the community can be difficult for many.

Utah Worksite Wellness Council
G&A Partners

To help our employees improve their overall wellbeing while supporting their communities, G&A Partners launched several new community events and challenges within our comprehensive wellness program this past year, including:

• A company-wide “Good Deeds” challenge that invited employees to perform 30 good deeds in 30 days.
• 4 onsite Blood Drives
• Relay for Life Cancer Walk - Houston, San Antonio, Austin, Dallas, Denver, and Salt Lake City
• Books Between Kids book drive
• SA Reads Book Bank - San Antonio
• Book Spring book drive - Austin
• Houston Food Bank Pencil Drive for Teachers Aid
• Hess Corporate Run 5k
• Salvation Army Angel Tree
• United Way Day of Caring
• Millie’s Princess Run
• 7th Annual BBQ Cook-off benefitting Camp Hope (a PTSD Foundation of America)
• Retirement home visits
• Project Angel Fares
• We also encouraged employees to volunteer on their own for a cause that meant a lot to them. They were awarded wellness points for their participation in these after-hours activities.

Effectiveness and Impact

With the implementation of these community outreach initiatives, G&A Partners saw a 94% participation rate in its wellness program as well as many reported improvements in the employee population:

• 82.9% of our population reported feeling a strong sense of purpose (up 33%)
• 2% decrease in reported severe anxiety
• 8% decrease in reported depression
• Improved emotional wellness (up 5%) and social wellness (up 21%)

Beyond the numbers, we also saw an improvement in employee satisfaction, company culture, and coworker relationships (obtained through our employee feedback surveys) as well as glowing reviews outlining how our facilitated volunteer efforts impacted our employees’ lives and level of happiness.

Additional Info

In the past 12 months, G&A Partners has strived to target all aspects of wellness by running targeted health challenges each month and improving education and awareness. From our increased efforts, we saw the following improvements in our employees. This information was obtained through our annual Health Risk Assessment and Biometric Screening.
G&A Partners

- Over 88% of our population reported that they felt confident with their Emotional Wellness (Up 5% from last year)
- Over 87% of our population reported that they felt confident with their Social Wellness (Up 21% from last year)
- 80% of our population reported that they felt confident with their Physical Wellness (Up 30% from last year)
  - 66% of our population reported that they strength train 2 or more times per week (Up 8% from last year)
- 71% of our population reported that they felt confident with their Financial Wellness (Up 5% from last year)
- 69% of our population reported that they stretch regularly (Up 9% from last year)
- 97.27% of our population reported that they do not smoke (Up 3% from last year)
- 86% of our population reported healthy sleep patterns (Up 7% from last year)
- 7% of our population moved from the 'Overweight' to the 'Low Risk' BMI Category.
- 53% of our population decreased their cholesterol
- 37% of our population lost weight
1-800 Contacts

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Summary
We live in a world where the mention of mental health in a corporate setting is very taboo and for that reason, a lot of people feel alone and misunderstood.

Our wellness team set out to break the stigma of mental health by creating a program which promoted treatment options, local resources, and general support for all of our associates and their families. One of the most powerful platforms we took was when we got our CEO and executive leadership team involved in our mental health improvement movement.

Our CEO sent a personal letter home to all of our associates and their families, which talked about the importance of being open-minded about mental health and to look for upcoming opportunities to learn how to best help our loved ones who struggle with mental health issues. He also mentioned our push to improving our associate’s mental health at a town hall, in a few emails, and on our internal social network, Yammer. 1-800 CONTACTS partnered with a Heidi Swapp and David Kozlowski from Light the Fight, a local nonprofit dedicated to speaking up about mental health and helping to better educate our community on best practices, how to support our friends and families who suffer, and other actionable tools to help navigate through tough life situations. Heidi and David talk openly about our wellness program and 1-800 CONTACTS on their podcast and share what we’re doing to help combat the mental health stigma in our workplace. We hosted an event at Corner Canyon High School where all of our associates and the community were invited to attend where mental health was discussed frankly, honestly, and smartly. We made our EAP a more present part of our wellness program, inviting them to come onsite for meetings and presentations and promoting the use of our EAP for all of our associates, no matter their circumstance. We also partnered with the C.A.R.E. Initiative at BluNovus; a free and anonymous service for any of our associates who personally struggle with any form of addiction.

We are continually finding new ways to help support our associates and their families mental health because they have shown an overwhelming amount of interest and participation.

Problem and Solution
Break the mental health stigma, especially in the workplace!

Effectiveness and Impact
We saw an incredible amount of support and participation at all of the presentations, programs, and events we put on (one of which filled a high school auditorium) but I think the most valuable impact we had was with the conversations that were started because of fearlessness in openly talking about mental health in the workplace.
1-800 Contacts
We had associates from different departments and different positions in the company become connected over a shared experience. We noticed associates felt more comfortable sharing their personal mental health struggles and receiving unscripted support from others in the company. A few of our executives shared familial instances with mental health, which showed that even our executive team has personal experience with mental health and their open to sharing about it. We continue to have countless associates who speak up about their appreciation for our willingness to talk openly about mental health.

We are optimistic we'll continue to see both qualitative and quantitative data which proves the positive impact this innovation has had on our company as a whole.

Generalized and Relevant
You must have executive support. It's not easy to talk about mental health in the workplace, but it comes directly from leadership and is driven by the wellness team, you'll have great success.
HealthEquity

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Summary
At HealthEquity we focus our wellness efforts on holistic health and plan our program interventions based upon claims data and team member needs. We aim to strengthen the relationship between the medical world and the wellness world through the interventions we create and implement.

One intervention created was based on our notice of a peak in mental health problems, specifically anxiety and depression, among our team members. We wanted to provide more onsite support for team members and decided to implement onsite group counseling sessions. These sessions are a safe space where our population can have an open discussion about anxiety, stress, and depression and share with others on how to manage them while being guided by a licensed, trained counselor. We have an in person room for team members but also include a dial-in number for people to participate remotely. Our team initially planned on only doing these sessions twice, but because our team members found them so beneficial and we had such a great turnout, we made them recurring monthly events.

This intervention is very well received not only from team members, but also leaders. On our post intervention survey, 92% of respondents found the sessions helpful and would recommend the group to others. The group sessions give our team members an opportunity to get advice on best practices and their peer's experience on how to manage stress, anxiety, and depression. Our team really enjoys this intervention not only because of the great response from our team members, but also because we are able to remind our team members that self-care is a strong part of HealthEquity’s culture of proactive health.

Another intervention was an initiative to help team members realize the benefits of Intuitive Eating on all aspects of wellbeing. Led by the Benefits and Wellness Manager, this intervention consisted of a 1-month pre-class time to allow participants to read the Intuitive Eating book, a 4-week series of education and hands on sessions, and a 1-month post class check in. Class sizes were limited so each participant could have a meaningful experience in each session. Before starting, participants were given a pre-survey to get baseline data on dieting, food and lifestyle practices, movement, etc. A post-survey was also administered to determine changes in behavior and if goals for the intervention were met. Over the 4 weeks, participants were taken through the following topics: Intuitive Eating overview, tools and self-awareness, tackling emotional eating, what and when to eat, and finally, Are You An Intuitive Eater? Team members who attended these sessions gave each class a rating of 4.5 or higher (out of 5) and agreed that the course increase their understanding of intuitive eating, increased their understanding of when they emotionally eat, and increased their understanding of how to meet their self-care needs. Due to the success of these groups, this intervention will be repeated twice this year to benefit even more team members.
HealthEquity

Problem and Solution
Our interventions are created based on team member need, and we have noticed in our claims data a peak in mental health problems, specifically anxiety and depression. The solutions we implemented, both the Stress/Anxiety Group Session and the Intuitive Eating intervention, seek to address the mental and emotional needs of our team members. We encourage our team members to care for themselves, but one great thing about our Stress/Anxiety Group Sessions is that family members are welcome to participate as well.

Effectiveness and Impact
For the Stress/Anxiety Group Sessions: This intervention is very well received not only from team members, but also leaders. On our post intervention survey, 92% of respondents found the sessions helpful and would recommend the group to others. The group sessions give our team members an opportunity to get advice on best practices and their peer’s experience on how to manage stress, anxiety, and depression. Our team really enjoys this intervention not only because of the great response from our team members, but also because we are able to remind our team members that self-care is a strong part of HealthEquity’s culture of proactive health.

For the Intuitive Eating Intervention: Team members who attended these sessions gave each class a rating of 4.5 or higher (out of 5) and agreed that the course increase their understanding of intuitive eating, increased their understanding of when they emotionally eat, and increased their understanding of how to meet their self-care needs. These numbers are based on pre and post survey responses from each participant. Due to the success of these groups, this intervention will be repeated twice this year to benefit even more team members.

Generalized and Relevant
Both of the interventions we created that support emotional wellbeing could be adopted by other organizations.

Stress/Anxiety Group Sessions: This is a great program that is easy to maintain. A conference room with a phone is needed. Those onsite are welcome to join in the room, and those offsite can dial into a conference line to participate. A Licensed, trained counselor should be found to direct these conversations, and prices for that may vary. We also include a survey link for all those who attend so we can get their honest feedback.

Intuitive Eating Intervention: For this program, someone certified in Intuitive Eating should be leading the course. We believe that Intuitive Eating is a great program to share with team members to not only improve mental/emotional wellness, but also physical wellness and nutrition. All companies can benefit from happier, healthier team members.
Access Development

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Summary
Access Development’s wellness committee is known as the Be Well Team. The Be Well Team’s philosophy is to support our company’s most valuable asset, our Access Development’s Family by offering a robust Wellness program that satisfies five main components of Wellness: Mental/Emotional, Physical, Social/Organizational, Community, and Financial. We accomplish this goal in a variety of ways by offering onsite Yoga, Jordan River Parkway Cleanup Events, one-on-one meetings with a financial advisor, yearly 5K Walk/Run, a Back-to-School food and supply drive, stress-relief coloring and journaling activities, annual Health & Wellness Fair, a leadership Book Club, and monthly company-wide meetings. Our team is fortunate to have strong executive-level support, as our COO sits on the Be Well Team, and our Leadership team is the first to volunteer when we bring in the dunk tank at our annual Health & Wellness fair where we raise money for the Utah Food Bank.

Problem and Solution
As a company that truly cares about each and every member of our team, we collectively feel deep emotions each time one of our Access Development’s Family members experiences a hardship.

This realization came into sharp focus for us as tragedy struck twice for us in the span of six months. One of our longtime employees and a leader at our company heartbreakingly took his own life after a battle with mental health issues. Another beloved leader was diagnosed with a serious form of brain cancer and the combination sent many of us into a tailspin. As an HR team, we started to consider what resources we could offer and how to communicate our support to the masses.

So we started small. We started with lunch and learns about Stress Management, mental health articles in our company newsletter, and a surprisingly popular stress-relief pour painting event (which we’ve now repeated three times!). We celebrated mental health awareness days, raised funds for the National Alliance on Mental Illness (NAMI), and changed our Wellness communication to include Mental/Emotional health as a specific category.

To make our intentions clear to our team, Access Development decided to make an investment in our employees’ mental health by holding a big event to start an important conversation. Our CEO, Casey Kleinman, proposed the idea of hosting a screening of a mental health movie he had recently seen, Angst, at the Access Development campus.

Angst is a documentary film created to raise awareness around anxiety, to help people gain an understanding about the topic, and to encourage those who suffer with anxiety to reach out for help. The film features interviews with kids, teens, experts, educators, parents, and even Olympic swimmer, Michael Phelps.
**Access Development**

Casey was integral in spearheading the effort to get the Angst showing coordinated. To promote the screening, Casey spoke candidly at a company-wide meeting about his own struggles with anxiety and his passion for the film. Employees’ families and friends were encouraged to come to the showing, and we removed any barriers to attendance by allowing employees to stay clocked in during the event. We had over 170 employees, family members and community leaders in attendance.

Immediately following the screening, Access Development held a Q&A with the film’s creator (whom Access Development flew to Utah from California for the event) and a local licensed therapist. The level of participation in that session astounded our leaders. Our team members asked candid questions about anxiety, depression, stigma, and ongoing care. Access Development coordinated the presence of our medical carrier, EAP, broker’s office, and a community resource, NAMI, to support our employees after the showing.

**Effectiveness and Impact**

Due to the overwhelmingly positive response of the Angst screening, we felt the need to follow up by adding a stand-alone EAP program and additional mental/emotional health activities. Since adding Blomquist Hale to our benefits program, our employees have provided extremely positive feedback. Multiple team members that have utilized this resource have approached human resources because it made such a positive impact in their lives.

Now, when we do have an employee in crisis, it is invaluable that we are able to refer that employee, and their family members, directly to a counselor (a service that will not cost them anything), and our managers are trained and equipped to better coach and offer or refer employees to use this additional resource.

Despite only being a couple of months into the year, we have held several trainings for leaders and team members on topics from the Opioid Crisis to recognizing when a coworker may be at risk for mental health difficulties.

**Generalized and Relevant**

While hosting the film, Angst, may not be an accessible option for every company due to the involved expense, we can definitely say that the event has paid off for our team.

It cost nothing for our senior leaders to speak out about their own experience and it created such a deep level of support and trust among our employees. Vulnerability is free and it is impactful.

Our approach could easily be used by other companies - there are countless free resources available, from nonprofits to local businesses to even our benefits broker. Sometimes all you have to do is ask!

Small steps can truly make a big impact.
Questions?
Contact us at utahworksitewellnesscouncil@gmail.com