CELEBRATING YOUR WORK IN HEALTH.

Thank you for nominating your organization for the 2019 Healthiest Employers® Awards Program! At Healthiest Employers®, our mission is to honor employers that are continually bettering the lives of their employees.

On the following pages, you’ll complete an online assessment that covers a broad spectrum of population health and wellbeing initiatives. The questions are designed to understand how your organization is taking proactive measures to support best in class population health management.

Below are some tips for you as you fill out the assessment:

Application Best Practices:

— Work with a team to collaboratively complete this award assessment as needed (HR Director, Wellness Director, Benefits Manager, Marketing, PR, and/or your Health Vendor(s) or Broker Partner, etc.).
— Review the assessment in its entirety and begin marking your answers alongside the online application, so you can reference your work throughout and ensure none of your work is lost.
— For the application questions, answer the questions from the perspective of the current state of your health program and the most recent health data you have at the time of submission dating back 12 months. Depending on your organization’s access to health data, this may mean the previous calendar year, the previous quarter, month, etc.

Before you begin, here are a few important instructions.

— Only one authorized representative from your organization should complete the assessment, but we recommend collaborating with members across your team.

Are you one of the Healthiest 100 Workplaces in America®?

Each year Healthiest Employers® honors organizations on a regional and national basis. We host the “Healthiest 100 Workplaces in America” award to honor the nation’s best of the best. By filling out this online assessment, you are not only potentially eligible for regional recognition, but also national recognition. Learn more here.

About Healthiest Employers

Healthiest Employers® is a corporate wellness awards program that recognizes organizations that proactively shape the health of their employees. Since 2009, Healthiest Employers® has served as a resource to over 10,000 U.S. employers that represent over 60 million employee lives. The awards program is administered by Springbuk, a health intelligence software platform empowers everyone in an employer’s health ecosystem to glean actionable insights to improve their population’s well-being and contain claims costs.

Thank you for your continued dedication to population health!

Rod Reasen + Phil Daniels
Co-founders of Healthiest Employers® + Springbuk®
HEALTHIEST EMPLOYERS® AWARD APPLICATION

If your wellness program is the same in multiple locations (and you want to apply for each location-based designation), please check all locations that apply. If the wellness program is different by location, please complete a separate assessment for each.

Please Note: This year, we are permitting employers to apply for multiple regions if they have a certain percentage or number of employees in their secondary or satellite offices.

As an applicant applying to multiple regions, you are only eligible to apply to a secondary region if 10% or more of your total US full-time employees are located in the respective region, or if you have more than 100 employees at a secondary office in that region.

For example, “ACME” is headquartered in Kansas City, MO and has 1,000 full-time US employees. Of their total population, 500 employees are in Kansas City, 250 in Atlanta, 150 in Charlotte, 75 in Houston, and 25 in Seattle. Therefore, “ACME” is eligible to apply for Kansas City, Atlanta, and Charlotte, but not in Houston and Seattle. If ACME’s total US population was instead 500 employees, it would be eligible to apply in all regions where it has at least 50 employees. Keep up the great work in wellness!

Q1. For which region(s) are you applying?

Q2. Which region or city is not listed above that you would recommend we open up an awards contest? (Optional)

Q3. If selected as a finalist, our organization will make every effort to send an authorized representative to the awards ceremonies that I have applied for.

Q4. I acknowledge that Healthiest Employers® may ask for additional follow-up material or may do reference checks to ensure the accuracy of this online assessment.
GENERAL + DEMOGRAPHIC QUESTIONS

Q1. Please provide a link to your organization’s website.

Q2. Employer Overview Please provide a brief description of your company/organization.

Q3. What industry best describes your organization?

Q4. What is the total number of full-time employees in your organization? (U.S. only)

Q5. Based on your total national full-time employees, what employee size category best fits your organization? (U.S. only)

- 2 - 99
- 100 - 499
- 500 - 1499
- 1500 - 4999
- 5000+

Q6. Below, please list the number of full-time employees within the award region you previously selected.

Please remember: If your wellness program offerings are different by location, please complete a separate assessment for each region.

As an applicant applying to multiple regions, you are only eligible to apply to a secondary region if 10% or more of your total US full-time employees are located in the respective region, or if you have more than 100 employees at a secondary office in that region.

For example, “ACME” is headquartered in Kansas City, MO and has 1,000 full-time US employees. Of their total population, 500 employees are in Kansas City, 250 in Atlanta, 150 in Charlotte, 75 in Houston, and 25 in Seattle. Therefore, “ACME” is eligible to apply for Kansas City, Atlanta, and Charlotte, but not in Houston and Seattle. If ACME’s total US population was instead 500 employees, it would be eligible to apply in all regions where it has at least 50 employees.

Q7. How is your healthcare plan funded?

- Trust
- Self-Funded
- Fully Insured
- Partially Self-Funded/Fully Insured
- Other (Please Specify)

YOUR STRATEGIC PARTNERS

Successful population health management programs often include collaboration from strategic partners. Who are some of your vendors and partners? We ask this to notify your vendors that you have been recognized to give them an opportunity to celebrate with you. The following are yes and no questions.

Q1. Does your company have a benefits brokerage/consulting firm?

Q2. Does your company have a Third Party Administrator (TPA)?
SECTION 1 CULTURE + LEADERSHIP COMMITMENT

Culture can determine the success of a wellbeing program, and leadership plays a critical role in affecting an organization’s approach to health. Choose the following answers that most accurately display your organization’s commitment to Population Health Management.

Q1. Which of the following describes your leadership support of your Population Health? (Select all that apply)

- Leaders actively participate in health programs
- Leaders are role models for prioritizing health
- Our company mission, vision statement, or core values support employee health
- Leadership allocates funding to support health programs
- Leaders publicly recognize employees for healthy actions or outcomes
- Leaders are held accountable for supporting the health and wellbeing of employees
- Leaders are aware or involved in the planning, marketing, and execution of wellness initiatives.
- Leaders serve on the wellness committee, or have a direct report who serves on the committee.
- Leaders spend dedicated time reviewing wellness metrics or performance data.
- Leaders share or promote wellness success externally to your organization.
- None of the above
- Other (Please specify)

Q1-A. Please share your mission, vision statement, or core values that support employee health:

Q1-B. What reports or data are your executives accountable to review?

Q2. How often are wellness metrics or performance data communicated to senior leadership?

- Real-time analytics are available for leadership viewing
- 4 or more times a year
- 2-3 times a year
- 1 time a year
- No reporting is done on PHM/W

Q3. Does your company have any of the following policies to support employee health? (Select all that apply)

- Make work time (paid) available for physical activity
- Use work time (paid) for stress management
- Require healthy vending options or freely accessible healthy snacks
- Require healthy food options at company gatherings
- Alcohol and drug-free environment policy
- Tobacco-free campus/worksite
- Tobacco counseling or cessation
- Mental health programming
- Personal day leave policy
- Parental leave policy for men and women
- A return to work program for new parents
- Provide financial education
- Paid time off to volunteer
- Ergonomic or safety training
- Flexible work scheduling
- Evacuation, crisis, or emergency plan
- None of the above
- Other (please specify)

Q3-A. How does your company incorporate flexible work scheduling with employees?
Q4. How often do you perform a Culture Assessment or Culture Survey of your employee population?

- Annually
- Every 2 to 4 years
- Every 5 years or more
- We have never done a culture assessment or survey

Q5. What practices does your organization have in place to ensure safe, respectful, and/or engaged work environments?

- Equal pay assessments and policy
- Personality and behavioral self assessments
- Educational group training across all levels
- Anti-harassment or bullying policies
- Employee developmental opportunities
- Career development coaching and planning
- Career satisfaction surveys
- Regular cultural and employee feedback/surveys
- Accounting for generational differences in your workforce policies
- None of the above
- Other (Please specify)

Q6. Does your company’s physical environment(s) (building/campus) include any of the following to support employee health? (Select all that apply)

- Healthy vending, cafeteria, or other nutritional options
- Well-lit stairways
- Well-lit parking lots
- No-cost fresh/filtered water
- Fresh/filtered water is within easy walking distance of all employees
- Safe and accessible fitness trails for walking or running
- Onsite, near-site, or shared clinic
- Onsite massages, therapy, or chiropractic visits
- Standing/walking desks
- Ergonomic workplace options
- Dedicated relaxation space (Quiet Room)
- Lactation areas for nursing mothers
- Onsite gymnasium or recreational facility
- Onsite fitness center
- Shower facilities
- Air quality cleanliness and testing
- Access to bicycle storage
- Security measures are in place for facility entrance
- Regularly offered wellness fairs
- First aid supplies
- Emergency health supplies (i.e. defibrillator, ventilator, epinephrine)
- Fire safety and prevention (i.e. extinguisher and sprinklers)
- None of the above
- Other (Please specify)

SECTION 2 FOUNDATIONAL COMPONENTS

The foundation of your program is key to sustaining long-term success. Shallow programs can be built quickly, but have difficulty in producing lasting results.

Q1. How long has your worksite wellness program been in place?

We define a “worksite wellness program” as the programs, policies, or benefits you offer to support your employees’ health. It does not require a wellness committee or formalized program.

- < 12 months
- 12 - 24 months
- 25 - 36 months
- 37 - 48 months
- 49 - 84 months
- > 84 months
- N/A
Q2. How many wellness or health programs do you offer your employees?

— 0
— 1 - 4
— 5 - 9
— 10 - 14
— 15 - 19
— 20+

Q3. What percentage of the above programs are provided by third-party vendors? (Numerical answer)

Q4. How many of the above programs are provided through your health plan? (Numerical Answer)

Q5. Which of the following pillars to your wellness programs does your company have in place?

— Physical
— Financial
— Mental
— Emotional
— Spiritual
— Social

Q6. Please list up to three of your most effective programs relating to the ______ pillar of wellness

— Physical
— Financial
— Mental
— Emotional
— Spiritual
— Social

Q7. Which of the following does your organization offer to EMPLOYEES? (Select all that apply)

Help Text: These offerings are included as part of your benefits package either from a third-party provider or through your organization directly.

— Nutritional and dietary resources
— Physical fitness programs (i.e. classes and challenges)
— Health risk assessments
— Lifestyle programs or coaching
— Disease management programs or coaching
— Access to third party behavioral health service
— Access to employee assistance programs (EAP)
— Wellness website or portal access
— Biometric screenings
— Onsite, shared, or nearby medical clinic
— Telemedicine (telephonic resources)
— Nurse hotline
— Chiropractic care
— Flu shot or immunizations
— Allergy screening or shots
— Financial wellness programs + resources
— Family planning benefits (i.e. fertility, pregnancy)
— Family support programs (i.e. parenting support, special needs)
— We do not offer any of these to employees
— Other (Please specify)

Q8. Which of the following does your organization offer to SPOUSES/DEPENDENTS? (Select all that apply)

Help Text: These offerings are included as part of your benefits package either from a third-party provider or through your organization directly.

— Health risk assessments
— Lifestyle programs or coaching
— Access to third party behavioral health service
— Wellness website or portal access
— Biometric screenings
— Onsite, shared, or nearby medical clinic
— Telemedicine (telephonic resources)
— Nurse hotline
— Chiropractic care
— Flu shots or immunizations
SECTION 3 STRATEGIC PLANNING

Achieving an innovative program begins by developing a mid and long-term strategy. This section evaluates your organization’s plan for wellbeing.

Q1. Which of the following items are used to involve employees in building your population health program? (Select all that apply)
   — We offer employees an opportunity to provide input into the content of our program
   — Employee satisfaction survey about the health program is conducted
   — Employee focus groups when launching new programs
   — Participation data from past programs
   — Employee recognition or awards program
   — Disease management programming
   — Aggregate medical claims data
   — Health analytics software (e.g., Springbuk)
   — Wellness champion networks are used to support our health program
   — None of the above
   — Other (Please specify)

Q2. Which of the following does your wellness program have? (select all that apply)
   — Goals
   — Budget
   — Written plan
   — Communication plan
   — Reporting process
   — Strategic planning process
   — Metrics or Key Performance Indicators
   — Outcomes-based measurement
   — Wellness Committee
   — None of the above
   — Other (Please specify)

Q2-A. Roughly what is your annual per member investment into your wellness initiatives?
Q2-B. How many people are on your wellness committee?

Q3. How does your organization define the success of your wellness programs?

— Allergy screening or shots
— Financial wellness programs + resources
— Family planning benefits (i.e. fertility, pregnancy)
— Family support programs (i.e. parenting support, special needs)
— We do not offer any of these to spouses/dependents
— Other (Please specify)
Q4. How often do you assess or take an inventory of your wellness and benefit programs as a whole?

- Annually
- Every 2 to 4 years
- Every 5 years or more
- We have never taken an inventory

Q5. How many hours would you estimate that your company invests in wellness-related activities?

Q6. Which of the following data sources do you actively use in strategic planning for your company’s health program? (Select all that apply)

- Behavioral health claims
- Health risk assessment/appraisal (HRA)
- Aggregate reporting
- Internal benchmarking

SECTION 4 MARKETING + COMMUNICATIONS

Marketing and communication are critical in reaching your employees and members. This section evaluates your approach toward effective communication.

Q1. Please select the attributes that correctly describe the marketing and communications of your population health program. (Select all that apply)

- Dedicated brand with either name and/or logo
- Health program communications are branded to organization
- We have a program calendar
- Digital event notifications (i.e. calendar invites, registration pages)
- Wellness newsletters
- Posters are displayed in workplace
- Direct mailings about specific health issues
- Email communication about programs
- Text messages are sent about programs
- Resources are shared via blog or newsletter
- Our company intranet has wellness program info available
- Presentations/Company meetings
- Employee onboarding includes program info
- Employee handbooks include program info
- Participant success stories are shared with permission
- Signs at elevators, stairwell entrances or exits and other key locations to encourage use of stairs
- Recognition programs for individual wellness
- None of the above
- Other (Please specify)

Q1-A. What is your dedicated wellness brand?

Q2. How often do you send wellness communications to employees?

- Daily
- Weekly
- Monthly
- Quarterly
- Semi-Annually (2x a year)
- Annually
- We do not send any wellness communications
- I don’t know
Q3. Which of the following areas are you sending direct communication to employees based on their individual needs or activities?

(Communication can come from a HIPAA-compliant third party, a wellness vendor, insurance carrier, etc.)?
(Select all that apply)

- Diabetes
- Obesity
- Hypertension
- Cholesterol
- Asthma
- Chronic Obstructive Pulmonary Disease (COPD)
- Sleep Apnea
- Cerebrovascular Accident (CVA)/Stroke
- Lower back pain
- Stretching
- Fitness
- Nutrition
- Coronary Artery Disease (CAD)
- Stress
- Sitting
- Mental health
- Prostate-Specific Antigen (PSA) for age-eligible males
- Mammogram for age-eligible females
- Colonoscopy for age-eligible participants
- Lower cost medical care alternatives
- Cost transparency
- Onsite clinic scheduling/access
- Health coaching accessibility/contact information
- Behavior change info to pre-disease state individuals pre-diabetic, pre-hypertensive, etc.
- Gaps in care notification to non-compliant individuals
- Prescription refill reminders to individuals who have missed necessary refill
- Information on how to find a physician
- We don't have the ability to define who gets specific communication
- Other (Please specify)

SECTION 5 PROGRAMMING + INTERVENTIONS

Does your program use a “carrot” or a “stick”? Effective engagement strategies are often ones that address the self-interest of the employee population. This section evaluates the effectiveness of your programming efforts.

Q1. Which targeted lifestyle programs and/or coaching opportunities are offered to employees?
(May be offered by a third party, a wellness vendor, insurance carrier, etc. (Select all that apply)

- Diabetes
- Physical activity and fitness
- Tobacco cessation
- Nutrition and healthy eating
- Weight management
- Stress management
- Lifestyle management
- High risk, catastrophic, or advocacy care
- Financial wellness
- Depression recognition and management
- Blood pressure management
- Cholesterol management
- Asthma
- Chronic Obstructive Pulmonary Disease (COPD)
- Sleep Apnea
- Cerebrovascular Accident (CVA)/Stroke
- Stretching
- Coronary Artery Disease (CAD)
- Ergonomics
- Non-compliant with care
- Non-compliant with prescriptions
- Pre-disease state (i.e. pre-diabetes, pre-hypertension, etc.)
- Keep the healthy, healthy
- Mindfulness
- Autoimmune diseases or severe dietary restrictions
- Family planning
- Family caregiving coaching and support
- None of the above
- Other (Please specify)
Q2. Which of the following technology-based resources does your organization use in your health management programs? (Select all that apply)

- On-site kiosks
- Employee facing web portal
- Mobile app to manage chronic disease (e.g. diabetes health coaching)
- Mobile app to manage benefits
- Mobile app to direct members to a second opinion
- Mobile app to navigate mental health services
- Mobile app to manage prescriptions
- Telemedicine app or web platform
- Genetic testing technology
- Wearable (e.g. Fitbit, Apple Watch, smart watch)
- Activity trackers (e.g., pedometers, blood pressure monitor, etc)
- None of the above
- Other (Please specify)

Q3. Which of the following incentives do you offer to employees to improve participation in your health program? (Select all that apply)

- Financial contribution to an employee spending/savings account (FSA, HSA or HRA)
- Lower premium contributions for employee
- Lower cost-sharing (deductions, co-pays or co-insurance)
- Gift cards
- Recognition
- Extra PTO
- Swag giveaways like t-shirts, water bottles, etc.
- Gym membership
- Drawing for large prize (TV, vacation, etc.)
- Wearable devices
- We do not offer incentives to improve participation
- Other (Please specify)

Q4. If health status is used to measure progress, which ones do you use? (Select all that apply)

- Waist circumference
- Weight loss target (BMI)
- Percent body fat
- Blood pressure
- Cholesterol
- Tobacco use status
- Blood glucose/HbA1c
- Hip-to-waist ratio
- Overall risk score
- Sleep health
- We do not use health status to measure progress
- Other (Please specify)

Q5. Which of the following mHealth (mobile health) devices or tracking tools does your organization use?

- Fitbit
- Apple Watch
- Samsung
- Huawei
- Sony
- Xiaomi
- Garmin
- Other (Please specify)

Q6. Does your organization offer disease management programs?

- Yes, both through specialty vendors and our health plan.
- Yes, through our health plan.
- We don’t offer any disease management programs
Q7. Which of the following conditions do your disease management programs address – whether through the health plan or a specialty vendor? (Select all that apply)

- Arthritis
- Asthma
- Autism
- Autoimmune Disorders
- Bipolar Disorder
- Cancer
- Chronic Obstructive Pulmonary Disease (COPD)
- Congestive heart failure
- Coronary Artery Disease (CAD)
- Depression
- Diabetes
- Maternity Metabolic Syndrome
- Musculoskeletal/back pain
- Obesity
- Sleep conditions
- Stress management or anxiety
- Substance or opioid abuse
- We don’t offer any disease management programs
- Other (Please specify)

SECTION 6 REPORTING + ANALYTICS

Savvy employers are uncovering new ways to measure success. When it comes to population health, it is often difficult to understand the value of investment. Answer the questions below that best describe how your organization reports and analyzes your data.

Q1. Do you require your health vendors to share data with other vendors for better integration?

- Yes
- No
- I don’t know

Q2. How do you measure the effectiveness of your population health program? (Select all that apply)

- Participation
- Biometric data
- Disease risk scores
- Improvements in clinical measures/outcomes
- Absenteeism reductions
- Financial outcomes measurement (medical plan cost, health spending, etc.)
- Recognition/Awards (e.g., Healthiest Employer)
- Recruitment
- Employee retention
- Employee feedback on satisfaction, morale, and engagement
- Customer satisfaction (Net Promoter Score)
- Reduction in chronic condition prevalence
- Reduction in gaps in care
- Reduction in medication
- Age-eligible exam compliance
- Maintenance medication adherence
- We do not measure the effectiveness of our population health program
- Other (Please specify)

Q3. Which of the following do you use to measure a Value on Investment (VOI) or Return on Health? (Select all that apply)

- Participation
- Biometric data
- Disease risk scores
- Improvements in clinical measures/outcomes
- Absenteeism reductions
- Financial outcomes measurement (medical plan cost, health spending, etc.)
- Recognition/Awards (e.g., Healthiest Employer)
- Recruitment
- Employee retention
- Employee feedback on satisfaction, morale, and engagement
- Customer satisfaction (Net Promoter Score)
- Reduction in chronic condition prevalence
- Reduction in gaps in care
- Reduction in medication
- Age-eligible exam compliance
- Maintenance medication adherence
Q4. Which of the following do you track? (Select all that apply)

HEALTHIEST 100 WORKPLACES IN AMERICA® ASSESSMENT

The following questions are used for the 2019 “Healthiest 100 Workplaces in America” program. This prestigious award recognizes the top one hundred employers nationally (you can learn more here). The winners will be announced in the Fall of 2019.

Q1. How often do you review your chronic disease condition list?
— Weekly
— Monthly
— Quarterly
— Annually
— Never

Q2. Do you provide education to employees, especially those with high risk scores, comorbidities, or chronic diseases conditions?
— Yes
— No

Q3. How often does your organization assess the risk of opioid use within your member population?
— Monthly
— Quarterly
— Annually
— We have never assessed our risk
— We do not have the capabilities to assess our risk

Q4. What measures do your specialty vendors or benefits plan have in place to help your organization reduce opioid or drug overuse? (Select all that apply)
— Communication/education
— Max fill limits
— Outreach programs
— Alternative medication or pain measures
— Other (Please specify)

Q5. The CDC lists Arthritis, Cancer, Depression, Diabetes, Heart Disease, and Obesity as some of the most prevalent and expensive chronic disease conditions. For each of the following questions, please provide details around your organization’s ability to understand your population data for chronic disease conditions, your disease management strategy, as well as gaps in care and compliance standards.

Does your organization know the percentage of employees exhibiting Arthritis/Cancer/Depression/Diabetes/Heart Disease/Obesity?
— Arthritis
— Cancer
— Depression
— Diabetes
— Heart Disease
— Obesity

Q6. If yes, what percentage of employees exhibit __________?
— Arthritis
— Cancer
— Depression
— Diabetes
— Heart Disease
— Obesity
Q7. For the cohort that exhibits ________, are you able to track gaps in care?
   If yes, points are given.
   — Arthritis
   — Cancer
   — Depression
   — Diabetes
   — Heart Disease
   — Obesity

Q8. Do you have the systems in place to measure clinical improvements for the ________ cohort?
   — Arthritis
   — Cancer
   — Depression
   — Diabetes
   — Heart Disease
   — Obesity

Q8-A. What systems do they use to measure clinical improvements?

Q9. Do you know what percentage of the cohort exhibiting ________ is adhering to compliance standards?
   — Arthritis
   — Cancer
   — Depression
   — Diabetes
   — Heart Disease
   — Obesity

Q9-A. What percentage is adhering to _____ compliance standards?

Q10. Do you have a strategy in place to address noncompliant care to close gaps for the ________ cohort?
   — Arthritis
   — Cancer
   — Depression
   — Diabetes
   — Heart Disease
   — Obesity

Q11. Which health analytics solution do you use currently? (Select all that apply)
   — We do not use an analytics solution
   — We rely on our broker/consultant reports
   — We are currently considering solutions
   — Springbuk Health Intelligence software platform
   — We use another solution: Please Specify: What solution do you use?

Q11-A. How important are the following factors to your organization when choosing a health analytics platform?
   Rate from 1 to 5 (1=least valuable; 5=most valuable).
   — Data warehousing
   — Reporting capabilities
   — Cost trends
   — Population health trends
   — Data visualizations
   — Forecasting
   — Risk scores and stratification
   — Ease of use and design
   — Health broker’s recommendation
   — Ability to calculate ROI of health vendors
   — I’m not sure, but I’d like to evaluate my options and see an analytics solution in action.
   — Other (Please specify)

Q12. Which of the following digital health solutions have you already purchased to support your worksite health programs? This question helps us identify trends and practices that support our research efforts for employers. (Select all that apply)
   — Activity tracking devices (wearables)
   — Analytics software for understanding population
   — Health
   — Biometrics screening
   — Cardiovascular health/heart health
   — Clinic (onsite, shared, or near-site)
   — Cost transparency
   — Data warehousing
— Diabetes management or prevention
— Disease management
— Employee assistance program (EAP)
— Emotional wellness solution
— Family support or pregnancy programs

— Financial wellness
— Health concierge
— Health intelligence software
— Health risk assessment
— Mental health coaching tools
— Nutrition management/coaching

— Second opinion
— Sleep improvement program
— Smoking cessation
— Stress and resilience
— Telemedicine
— Weight loss
— Other (Please specify)

Q13. Which of the following digital health solutions are you considering purchasing in the next 12 months? This question helps us identify trends and practices that support our research efforts for employers. (Select all that apply)

— Activity tracking devices (wearables)
— Analytics software for understanding population health
— Biometrics screening
— Cardiovascular health/heart health
— Clinic (onsite, shared, or near-site)
— Cost transparency
— Data warehousing

— Diabetes management or prevention
— Disease management
— Employee assistance program (EAP)
— Emotional wellness solution
— Family support or pregnancy programs
— Financial wellness
— Health concierge
— Health intelligence software
— Health risk assessment

— Mental health coaching tools
— Nutrition management/coaching
— Second opinion
— Sleep improvement program
— Smoking cessation
— Stress and resilience
— Telemedicine
— Weight loss
— Other (Please specify)

ESSAY QUESTIONS

The below essay questions are used to further identify the strengths and uniqueness of your wellness program. Please note that your responses may also be used for editorial purposes of the Healthiest Employers® Awards Program.

Q1. What makes your wellness program stand out?
   Your response should only be one to two paragraphs in length.

Q2. What statistic best captures the success of your wellness program in the past 12 months?
   Your response should only be about one paragraph long.

Q3. What specific element of your program is moving the needle for your wellness program today?
   Your response should only be one to two paragraphs in length.

Q4. Please detail a personal story of how your programming positively impacted someone’s life.
   Your response should only be one to two paragraphs in length.
Q5. What is something new you tried this year?
Your response should be about one paragraph long.

Q5. What is something you’re most proud of?
Your response should be about one paragraph long.

Q6. Yes, I affirm that all information provided in this online assessment on behalf of my organization is true.
— Yes

AWARD INFORMATION
This is it... Just a few more details that will help us showcase your program in action to the rest of the world.

Q1. Please upload your company logo for us.

Q2. Please upload a few pictures below to show your wellness programs in action.
You could also upload pictures of your company facilities or participating team members.
Please provide high-resolution files that are suitable for printed materials.

Q3. Please provide a short quote from one of your executives. What are they most proud of regarding your company's population health and wellness program? This quote could be from your CEO, CFO, CHRO, CMO, etc. Please no longer than 150 words.

Q4. Please share which executive from your organization provided the quote.
— Executive Full Name
— Executive Job Title
— Executive Email Address

Q5. Executive Headshot
Please provide high-resolution files that are suitable for printed materials.

Q6. Please provide a short quote from one of your HR or wellness leaders. What are you most excited about in the results and success your company is experiencing? This quote could be from your HR Director, Benefits or Total Rewards Leader, Director of Wellness, etc. Please no longer than 150 words.

Q6. Please share contact information for the quoted HR leader from your organization.
— Name of HR Representative
— HR Job Title
— HR Email Address

Q7. Headshot of Quoted HR Representative
Please provide high-resolution files that are suitable for printed materials.
Q8. Social Media Profiles:  
If not applicable, put “N/A”

Q9. How did you hear about the Healthiest Employers® award program? (Select all that apply).

Q10. What key areas of wellness or employee health do you think we should be including on this assessment in the future?

Q11. Yes, I agree to let Healthiest Employers + Springbuk contact me with important details about the awards program.  
— Yes  
— No

Q12. I consent to allowing Healthiest Employers®, Springbuk, and their event partners to use the information collected in this form when promoting and publicizing the award winners.  
— Yes  
— No

Q13. Would you be interested in joining a group of HR and Wellness leaders in your community to learn from each other?  
— Yes  
— No

Q14. Would you be interested in writing a blog post featuring your organization about an area of your wellness or benefits program that you are especially passionate about?  
— Yes  
— No

PLEASE NOTE: Once you hit “submit”, your application is complete and you are unable to make any changes.