INTERCARE CONGRATULATES
SAN DIEGO’S 2014 HEALTHIEST COMPANIES

LARGE COMPANY CATEGORY
1. ViaSat, Inc.
2. ACTIVE Network
3. AMN Healthcare
4. NuVasive, Inc.
5. Mitchell International

MEDIUM COMPANY CATEGORY
1. ResMed
2. Bill Howe Family of Companies
3. Event Network, Inc.
4. CUSO Financial Services
5. Insurance Company of the West

SMALL COMPANY CATEGORY
1. Quality Controlled Manufacturing, Inc.
2. Internet Marketing Inc.
3. gap intelligence
4. SweetLabs
5. MaintenanceNet, Inc.

COMPANIES BASED OUTSIDE SAN DIEGO
1. McCarthy Building Companies, Inc.
3. Union Bank
4. Jones Lang LaSalle
5. Willis Insurance Services of California, Inc.

SERVICE PROVIDERS CATEGORY
1. Scripps Health
2. American Council on Exercise
3. American Specialty Health, Inc.
4. Sonic Boom Wellness
5. ACI Specialty Benefits

Healthier employees > higher productivity > stronger bottom line.

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Letter From The San Diego Business Journal

Welcome to the San Diego Business Journal's fifth annual Healthiest Companies issue. In the pages of this supplement we highlight San Diego's most forward-thinking organizations. These companies have strategically embraced wellness and prioritized a healthy workforce as integral components of their business plans. Though a wide mix of industries and disciplines are represented, one common element is seen in each organization—the commitment and personal involvement of the senior managers who guide and endorse these programs.

As wellness initiatives have become commonplace in day-to-day business practices, statistics continue to show that a healthy employee is more motivated, more productive, and more committed to the success of the organization. With this growing body of evidence, organizations are creating innovative activities that reach beyond traditional health care benefits and into areas that address preventive medicine, fitness, and control of chronic conditions from smoking cessation to weight management. Tied to these initiatives also is a commitment to support employees’ passions for community service from animal rescue to literacy advocacy.

These organizations were honored at an awards event held on May 7 at the Hilton La Jolla Torrey Pines, which brought together more than 450 guests. Highlighting the event, a special Lifetime Achievement Award was presented to Deborah Szekely and Nick Macchione received an Exemplary Award. Joining the San Diego Business Journal in hosting the event was founding title sponsor Intercare Insurance Solutions, a Hub International Company, along with gold sponsors Kaiser Permanente, Massage Envy, Scripps Health, and Tri-City Medical Center, and in association with ACTIVE Network.

An independent panel of judges chose 25 exceptional winners based on their comprehensive wellness programs and they are profiled in the following pages. The judges were Rodger Dougherty, Debi Heck, Anne Kashiwa, Theresa Lowery, and Melissa Miner.

The San Diego Business Journal congratulates all these organizations that have discovered a healthy workforce equals a healthy bottom line.
Healthiest Companies 2014 Judges

Rodger Dougherty
Senior Director of Public Affairs & Brand Communications
Kaiser Permanente

Rodger Dougherty is the Senior Director of Public Affairs & Brand Communications for Kaiser Permanente in San Diego, where he leads health plan, hospital and medical group marketing and public relations for Kaiser Permanente’s largest medical center area. In his current role, Dougherty leads all Kaiser Permanente’s marketing and public relations activities, including: development and execution of local marketing strategy, internal and external corporate communications, community relations and community benefit, government affairs, issues management and crisis communications, and brand management. Dougherty began his career in Pima County, Arizona with the Rural/Metro Fire Department as a fire captain/paramedic. Dougherty is active in the San Diego community, serving as a member of the board of directors for the American Red Cross, Junior Achievement, and Home Again (United Way of San Diego). He also is a San Diego County Bowl Game Association “Red Coat” committee member, and a member of Rotary International—Downtown San Diego, Club 53. Dougherty previously served as a board member for the United Way of San Diego, the San Diego County Taxpayers Association, the Burn Institute, The San Diego Police Foundation, and the Midway Aircraft Carrier Museum Foundation.

Debi Heck
Senior Vice President, Innovation Solutions
American Specialty Health Incorporated

Debi Heck recently stepped into the newly created role of senior vice president, innovation solutions for San Diego-headquartered American Specialty Health Incorporated (ASH). In this position, Heck guides the strategic development of products and services, including member websites and the integration of related programs and services. She previously served as ASH’s vice president of program solutions for its wellness subsidiary, Healthyroads. She brings more than 20 years of health care industry experience, focused entirely on health management, wellness and prevention services. Heck began her career at HealthFirst in Indianapolis, Indiana, as a biometric screening coordinator and has served in leadership positions in organizations such as Staywell, Interfit Health and Health Media. While working for Matrix Healthcare (now Alere), she was instrumental in the sales and implementation phases for national wellness clients, developing their long-term health management strategy. Prior to joining ASH, Heck served as an assistant vice president for Aon Consulting’s Health and Benefits Practice and was the company’s National Wellness Practice lead.

Anne Kashiwa
Director/Live WELL @ Work
UC San Diego

Anne Kashiwa is the Director of Live Well @ Work at UC San Diego. A Live Well San Diego initiative, Live Well @ Work promotes worksite wellness to improve employee health, decrease health care costs, reduce absenteeism and increase productivity among San Diego businesses. Kashiwa has more than 20 years in the health, wellness and fitness industries in both Colorado and California, and she is the co-author of “Fitness Walking for Women,” winner of the National American Health Book Award. She is a member of the Corporate Wellness Council, Love Your Heart Steering Committee, and the San Diego County Breastfeeding Coalition. Kashiwa is passionate about health and wellness and has shared that enthusiasm with audiences nationally, including a guest appearance on “Good Morning, America.”

Theresa Lowery
Consultant
TML Consulting

In her current role with TML Consulting, Theresa Lowery provides human capital consulting services for all types of organizations, with a specific focus on the design and delivery of compensation, benefits and rewards programs. Previous to that Lowery was the senior director, global total rewards at San Diego-based ResMed and headed the global compensation, benefits and systems programs for the organization. Prior to joining ResMed, she led the total rewards function for Encore Capital Group, another San Diego-based organization, where she led the company in the design and implementation of full-replacement consumer-directed health care plans, as well as one of the first “outcomes-based” health care programs, which focused on creating a culture where employees are both aware and accountable for personal health care decisions. Before relocating to San Diego in 2004, Lowery spent several years as a consultant with Arthur Andersen and Ernst & Young in Washington, D.C., in their human capital consulting practices. Outside of the office, Lowery is a competitive marathon runner and volunteer running coach for adults and children of varying fitness levels.

Melissa Miner
Director, Health Promotion and Wellness Programs
Dartmouth College

Melissa Miner joined Dartmouth College in September 2011 as the Director of Health Promotion and Wellness after nearly 11 years working in the field of health and wellness at Blue Cross Blue Shield of Massachusetts. In her role at Dartmouth she works across the campus to promote health, wellness and prevention. In doing so she provides leadership in the development, planning, implementation, coordination, assessment, and continuous improvement of a comprehensive health and prevention program to enhance the physical and emotional wellbeing for Dartmouth employees, retirees, and family members. She also plays a leading role in the oversight of Dartmouth Health Connect—an innovative primary care practice for Dartmouth College employees and their adult family members that opened in March 2012. Prior to Dartmouth, Miner’s most recent position at Blue Cross Blue Shield of Massachusetts was as a senior program manager for commercial, government and labor accounts. In this and other roles within the health plan, she had the opportunity to lead a team of wellness consultants and work with a diverse portfolio of organizations to influence the development and execution of cost effective and coordinated worksite wellness initiatives.
How Much Is Stress Costing Your Company?

Relax…a Massage Envy Spa Corporate Wellness Program Can Reduce Your Company’s Costs

On-the-job stress can be attributed to employee turnover and illness, to shifts in corporate structure and even company growth. Join the thousands of employers who offer massage as a benefit to their employees and see a positive impact on your organization right away. Massage Envy Spa San Diego offers Corporate Group membership rates that make it easy to get your employees started on a wellness program that you can both benefit from.

Contact us today to find out how you can add massage to your organization’s wellness program, benefit your bottom line and have happier employees – now that’s something everyone can feel good about.

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(206) 409-3202
Email: ReduceStress@MassageEnvySanDiego.com or
Visit us online today at MassageEnvy.com
As a leader in providing corporate wellness services for companies all over the world, ACI strives to lead by example when it comes to wellness and work/life balance. With an extensive network of more than 50,000 ACI-certified personal trainers and other professionals who help fight against the obesity epidemic. Embracing fitness and health is the foundation of American Specialty Health (ASH). American Specialty Health is a leading health and wellness provider that reduces employees’ healthcare costs and improves their overall health. They provide meals for the homeless at Father Joe’s Villages, beach cleanups for the Surfrider Foundation, blood drives for the San Diego Blood Bank, and host an annual charity golf tournament to benefit the Emilio Nares Foundation, a local nonprofit that helps low-income families through their child’s journey with cancer.

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WE’RE KAISER PERMANENTE OF SAN DIEGO, and we’re committed to helping you achieve total health. We have over 20 facilities throughout San Diego, including North County, and we’re continuing to grow — adding a new state-of-the-art hospital and new medical offices — to provide San Diegans the best care possible, close to home. We’re also staffing those facilities with some of the brightest medical minds in their fields. In fact, you can choose from over 1,100 amazing physicians across 90 specialties. Plus, we provide online tools that make it easy and convenient for you to manage your health. When it comes to helping you live well and be well, we’re going the extra mile and then some.

To learn more, visit us at kp.org/sandiego.
ResMed is focused on improving the quality of life for their customers and by extension to their employees and their families. They are committed to creating and maintaining a culture of health and well-being the same way they approach their business dedicated to sleep disordered breathing which affects 20 percent of all adults, making it as widespread as diabetes or asthma. ResMed recognizes everyone can be impacted positively by awareness and doing something differently, whether it is a small change or a huge shift. At the core of the company’s exercise and wellness brand—“Living Life Well”—are a few key strategies: population health management, benefit plan optimization and an enhanced employee experience. With consumer-directed health programs poised as the next generation of managed health care plans, ResMed has pursued a strategy of increasing participation in their health and wellness plan and have experienced year over year increase in enrollments from 25 percent to nearly 50 percent while still maintaining other plan offerings.

Bill Howe Family of Companies

The Bill Howe Family of Companies has not altered its mission from the very beginning. Employees, community and customers are at the heart of each decision. The company’s mission is the happiness, health and preparation for the family of employees to flourish in their careers. This is a company with an aging workforce as well as a large number of young professionals joining the trade. After two unsuccessful attempts at in-house wellness plans, the organization instituted a comprehensive wellness program with the assistance of a professional wellness firm. With this change, the company discovered it was achieving only short-term successes on their own and the goal was to make life changes company-wide. What now stands for all is ‘Bill Howe Wellness’, a program designed to refocus on nutrition, exercise, program measurement and coaching. On-site personal health coaching has been a big hit. Coaches are on-site six times a month and it includes personal one-on-one sessions.

EVENT NETWORK, INC.

At Event Network, investing in wellness is not only about controlling health care costs and expenses, but being there for team members and their families. The company takes a holistic approach to wellness by supporting employees with professional development, work/life balance, wellness, mental health, community involvement and continued education. Last year, they introduced free healthy breakfasts every morning, an on-site fitness center, nutritionists, a relaxation room and they invested in a robust wellness portal (beBetter) that has provided employees and their families with a suite of wellness education, tracking, support and gaming options. Event Network has realized a four percent decrease to their medical plan premiums and negotiated a $50,000 credit for wellness related investments.

CUSO Financial Services

CUSO Financial Services has taken great steps in branding their health and wellness program “Balanced Lifestyle” to fit the company culture and align with its corporate values. Balanced Lifestyle stresses its program mission statement, “Helping Employees Live Life to the Fullest.” The initiatives and activities within the program work to support and enhance a strong culture, promote business objectives, and to support a healthy balance between career, home and personal wellness. The wellness program is directly tied to the organization’s benefit strategy and focuses on reducing the bottom line impact from the rising costs of benefits. Controlling expenses to help bottom line profitability has been an important part of their continued success as a company. Over the past three years, CUSO has saved more than $2.2 million in premium benefit costs. With the savings, CUSO was able to reinvest back into employee programs and benefits.

Insurance Company of the West

Insurance Company of the West (ICW) has a continuing need to keep employees engaged in a healthy lifestyle and they have championed a committee dedicated to do just that. Their dedication to employee health goes past the need to keep medical costs to a minimum and really focuses on giving each employee the tools to successfully adapt to a healthier lifestyle, not just for themselves, but also for their families. Whether it is through challenges or events that teach how to cook healthy meals on a budget; physical activities that are geared for every fitness level; group activities that focus on social well-being; lunch meetings with wellness experts; meetings with ICW’s human resources (HR) team or ICW’s fire marshall; or challenges that help employees with safety and disaster preparedness, ICW is committed to making sure that each employee is successful in achieving and maintaining a healthy mind body and spirit.

ViaSat Incorporated has prioritized all the fundamentals of a successful wellness program including on-site fitness facilities, yoga and fitness classes, personal trainers, on-site cafeterias, fully-equipped kitchens, employees embracing the model of a Consumer Directed Health Plan, and great use of metrics to drive outstanding wellness programs. Capturing all that the company has added a new on-site health center. The addition of the Wellness Center allows employees to receive a complete physical, blood work, and any acute care right where they work. With the no wait model, they added convenience and ease to the lives of their employees. ViaSat believes that bringing all of these wellness resources to employees at work is a win for both the employees who are able to more easily participate and their business needs as a company.

ACTIVE Network

ACTIVE Network is a company with a strong connection between its business mission and its wellness goals. ACTIVE Network is a technology leader in activity and participant management software. Health and well-being IS the company mission and they strive to make the world a more active place. They call it “an ecosystem of health” where they live it internally with its employees and where they share it externally with their clients and the community. The ACTIVE X program strengthens employee engagement, builds and supports healthy behaviors, creates deeper relationships with customers and integrates them in the community, all improving the bottom line.

AMN HEALTHCARE

As a healthcare staffing and workforce solutions business, AMN Healthcare knows a thing or two about wellness. AMN’s wellness program is an extension of the executive team’s passion around investing in their talent. Since the programs’ inception in 2010, AMN has been committed to creating a culture of wellness, and they’ve seen the ‘Connect to Your Health’ program evolve year over year based on the needs of their team members. AMN incorporates their values in all of their initiatives, and wellness is no different. Whether it is a partnership with the on-site café to increase the number of healthy foods available, or offering on-site health clinics or amenities, the company celebrates its core values with its passion for wellness, as well as its efforts to continually improve the program for its employees. AMN is a fast-paced, work hard environment and that also encourages team members to stop for a minute and think about themselves.

NuVasive, INC.

NuVasive’s comprehensive approach to employee well-being includes all aspects of health, safety and environment. Wellness and healthy lifestyles of its employees is integral to the business strategy and is incorporated in NuVasive’s core values. One of the top company-wide priorities is to evolve the culture and infrastructure to advance outstanding performance and a culture to achieve results. To accomplish this, NuVasive created the ‘Absolute Wellness’ program that encourages employees to choose to optimize their health and wellbeing. Last year, the company invited vendors on-site for fruit and vegetable delivery, massage and chiropractic care, Weight Watchers programs, dental services, and flu shots. NuVasive also added a transportation benefit to assist with commuting costs and a stress management program. These additions accompanied programs already in place such as the on-site fitness center and fitness classes, walking program, and active clubs.

MITCHELL INTERNATIONAL

Here is an outstanding example of the physical, financial and organizational benefits that can be derived from a well-planned, well-executed wellness program. The company identified four focus areas: Know Your Risks, Get Moving; Eat Smart; and Live Holistically. While most companies are reluctant to invest in a wellness program because they are not convinced there is a return on investment that will justify the use of financial resources, Mitchell has proof that their wellness program improves the physical and financial health of the company. Like most companies in the recent past, Mitchell had received double-digit medical premium rate increases for several years in a row. The company was absorbing the majority of these rate increases. After implementing a year-long wellness program, Mitchell has had a zero percent premium increase for the past two years representing millions of dollars in savings.

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For over 50 years, Tri-City Medical Center has offered our community world-class medical care & innovative technology including:

- The ONLY Level III Neonatal Intensive Care Unit (NICU) in North County with Board-Certified Neonatologists on-site 24/7
- The Mazor Robotics Renaissance System™ used to correct spinal deformities and injuries with a minimally invasive surgery

For more information please call: 855.222.8262 or visit www.tricitymed.org
McCarthy Building Companies’ wellness program is a grassroots effort built on employees taking ownership to make it successful. There are a variety of popular programs that resonate with employees, including reduction in medical premiums; gym rebates and reduced rates; fitness devices; and best of all, a one month premium holiday for 2013. McCarthy waived medical premiums for all employees and families enrolled in a McCarthy medical plan for one month. This premium holiday was the result of the outstanding success they had seen from their health and wellness program. Employees felt like they were directly benefiting from the success of the wellness program.

Last year, G. S. Levine merged with Arthur J. Gallagher and the San Diego office had to switch mid-year to a new wellness program. Mergers tend to destroy many programs, but the new entity of Gallagher Levine did a successful job of sticking to the course and allowing the change to support and enhance their program. Gallagher’s wellness program is designed to promote a culture of health and well-being from a comprehensive approach to wellness that includes facets such as VOVI-fit that allows employees time to work on breathing techniques, stress management and stretching at their desks. Gallagher maintains a deep focus on the physical, emotional and financial perspectives. Through the ‘Renew Your Health’ wellness program employees have a rich array of programs with an impressive incentive strategy.

Union Bank is more than just an advocate for employee wellness—they are a champion. The bank’s investment in the ‘Your Health Wellness Program’ has become a part of Union Bank’s culture by focusing on the employee’s overall well-being, including nutrition, fitness and health screenings. Union Bank offers wellness assessments with interactive feedback, a symptom checker, personalized website experiences, portability of health records, family member health management and interactive web based challenges and activities. A wellness incentive program is available to all benefits-eligible employees and their spouses or domestic partners who have medical coverage through one of Union Bank’s medical plans. By accumulating points, eligible participants may earn up to $300 each in a calendar year paid out quarterly.

JONES LANG LASALLE

Jones Lang LaSalle sponsors and supports 25 distinct groups of health champions, or Centers of Health. The leadership endorsement at Jones Lang LaSalle is a key driver to engagement in activities led by Centers of Health, including biometric screenings, incentive programs, annual fitness challenges and accountability to benefits plan selection. Keen oversight has yielded health care savings of $10.2 million by using participation and accomplishment in the health champion network as part of performance review. The recruitment team lauds the Centers of Health and other well-being initiatives as enticing features to prospective candidates. Many new employees inquire about the incentive program and health champion network soon after onboarding. Willis employees are dedicated to wellness with that commitment starting from the top down. Willis of San Diego is located in a vibrant, energetic and wellness-focused community, and the company communicates, delivers and implements the very initiatives that the community has embraced over the last several years. By setting a high standard for wellness internally, Willis continues to see their employees as wellness superstars with their clients and in community involvement. Willis of San Diego is committed to taking wellness to the next level by creating a ‘culture of health’ as employees support each other’s wellness endeavors as well as career development and personal growth. The company believes in a holistic approach to health management and they pledge to continue to build on it in the years to come.
IT’S GREAT WHEN YOU CAN GIVE YOUR EMPLOYEES ACCESS TO HEALTH CARE

It’s even better when you can give them access to Scripps care.

Small businesses can now offer medical coverage for their employees through the health insurance exchange. And employees can choose from plans that give them access to Scripps Health, a trusted name in San Diego for more than 90 years and one of the top 5 large health systems in the nation (Truven, 2014).

Of course, Scripps is also accessible through a number of traditional group plans outside of the exchange. Whether you’re interested in offering affordable coverage through Covered California or elsewhere, we encourage you to consult with your insurance agent or broker about your group health insurance choices.

To learn more, call 877-900-5529 or visit Scripps.org/SmallBusiness.

Scripps

Scripps is proud to be the official health care provider to the Padres.
Worksite wellness is one of the keys to a more productive employee and a more productive company. In fact, worksite wellness is the key to a healthier, more productive San Diego. It’s also why the American Heart Association has developed the Fit-Friendly Worksites program and UC San Diego, in partnership with Live Well San Diego, has created the LiveWell@Work program! Both programs focus on employee health, and providing a simple—and no cost—way for companies to promote health and well-being at work.

Since many San Diego employers provide health care insurance for employees, the workplace is the ideal location to create and reinforce these healthy lifestyle choices.

LiveWell@Work and the American Heart Association Fit-Friendly Worksites programs encourage corporations and individuals to promote physical fitness and help break down the obstacles that keep their employees from being physically active. Both programs focus on walking as an activity because it is accessible, free and has the lowest dropout rate of any type of exercise.

Studies suggest that by starting a worksite wellness program and promoting a culture of activity, employers can:

- Increase productivity
- Reduce absenteeism
- Lower turnover
- Reduce health care costs

With your help, your workplace and your employees can be on the way to better health. There’s no better benefit to offer your employees than helping them live healthier, longer lives. Plus, most feedback indicates employers who offer a worksite wellness program are more likely to have more engaged, upbeat employees. This benefits everyone, both via productivity and overall health and well-being.

Heart disease and stroke are the nation’s number 1 and number 4 killers, while 69 percent of Americans are overweight. Physical inactivity is a major risk factor for heart disease, and is a comparable risk to other modifiable risk factors such as high blood cholesterol, high blood pressure and smoking.

Part of the problem is that the rate of obesity among adults continues to grow. This could be a result of how much time Americans spend at work—an average of 47 hours per week, which is 164 hours more per year than a generation ago. The number of sedentary jobs among Americans has accelerated too, rising 83 percent since 1950.

About 70 percent of the American population engages in no regular leisure-time physical activity, which is defined as light-moderate activity for more than 30 minutes, five times a week, or vigorous activity (like brisk walking) for more than 20 minutes, three times a week.

And while we think of San Diego as being different, we have similar problems. One out of seven adults in San Diego has been diagnosed with heart disease. In fact, health care costs of chronic disease in San Diego reached $4.6 billion in 2007.

Chronic conditions are responsible for more than 75 percent of health care costs in the United States. Chronic diseases are the most common and costly of all health problems. The good news is that they also are the most preventable.

A recent “Workplace Wellness Programs Can Generate Savings” study conducted by the Harvard Wellness Program, found that medical costs fall by an estimated $3.27 for every dollar spent on workplace wellness programs and that absenteeism costs similarly fall by about $2.73 for every dollar spent.

This is good news. It’s good news for employees who would like to have the opportunity to make healthier lifestyle choices at work, whether it is for a walk and talk, or purchase a heart healthy snack from the company vending machine. It’s also good news for employers who would like to see their general overhead costs for things such as insurance and health care reduced, as well as have a more engaged, healthier workforce.

That’s why the American Heart Association, UC San Diego and Live Well San Diego place such an importance on creating a healthy work environment, and why employers are encouraged to become recognized as a Fit-Friendly Worksite. Both programs are smart fiscal choices and a powerful catalyst for positive change in the culture of business.
Healthy Companies. Healthy Futures.

Investing in corporate wellness programs paid off for 75 local businesses highlighted in “San Diego’s Healthiest Companies 2014 Awards.” These companies cover a wide variety of business sectors and reflect how wellness is playing a significant role in San Diego’s corporate culture. Their investment is generating a return on investment in producing a healthier workforce and a healthier bottom line.

About the Award

On May 7, 2014, the San Diego Business Journal and Intercare Insurance Solutions hosted the fifth annual San Diego’s Healthiest Companies Awards. The awards honored local companies that are investing in and committed to creating a healthier workplace. A record was set this year with 75 honorees in five categories—small, medium, large and service provider San Diego-based companies, as well as companies with local employees, but headquartered outside San Diego.

About the Honorees

The 75 honorees represented San Diego’s diverse business community with companies from a variety of sectors including life sciences, financial services, high technology, nonprofit, and hospitality. In all, 18 different industries were represented.

Sixty-eight percent of the honorees have fewer than 600 employees. The largest number of honorees (37 percent) fell into the small company category, defined as fewer than 100 employees.

As in past years, all honorees completed a rigorous online nomination that included questions about each company’s leadership, wellness investments, data collection, wellness communications, health and wellness programs and ROI. Nominations were judged by five autonomous judges who scored each question on the nomination form independently; all scores were then aggregated to determine winners.

The rigorous application process and comprehensive responses to San Diego’s Healthiest Companies stand as a testament to all of the honorees’ commitment to creating a culture of health in their organizations.

Employers Value Investment

Employers continue to embrace health care as an investment in their employees and, ultimately, in the future of their business. As health care continues to transform into a more consumer-driven offering, employers are recognizing they have the ability to better manage their health care spend through the integration of robust wellness and employee engagement strategies.

Implementing a wellness strategy requires commitment and an investment of time and money by leadership. The majority of San Diego’s Healthiest Companies honorees (96 percent) have incorporated a focus on health and wellbeing into their business strategy and 81 percent have integrated wellness in their benefits design. Management also is playing a vital role in the success of their programs. Of the companies responding, 87 percent indicate they have an engaged Wellness Committee and/or Wellness Champions throughout their organization who are charged with driving wellness initiatives.

A large biotech company reported that not only did their senior leadership team double the wellness budget for 2013, but they also showed up in a big way by starting teams for the company’s global challenges. Their leadership team consistently participates in the company’s daily fitness classes, activity clubs and health and wellness fairs.

Creating Healthy People and Companies

The traditional approach of only providing health insurance is becoming an artifact of the past. Companies now realize that incorporating health into their business strategy directly translates into a healthier and more productive employee population, resulting in a healthier bottom line.

Leadership teams among this year’s honorees continue to drive a culture of health in their companies. Some 97 percent of the leaders participate in their company’s health and wellness initiatives, and most (88 percent) take an active role in their company’s wellness committee, an increase of nine percent over last year’s honorees.

Creating a culture that embraces good health is reported to be among the top priorities for San Diego’s Healthiest Companies. And an essential component to building a successful culture is employee engagement. In order to drive participation and behavioral changes, 92 percent of the honorees report building incentives into their wellness strategy. The most widely used incentives are recognition (80 percent), raffle prizes (74.6 percent), and goods/gifts (72 percent). San Diego’s honorees have also utilized wellness challenges (93.5 percent) and promotion of health plan wellness programs (85.3 percent) to better engage their employees.

Wellness programs are paying dividends, not only in reducing overall health care costs, but also in improved employee engagement. A full 94 percent of the honorees reported their wellness program resulted in increased productivity, 86 percent reported a reduction in absenteeism/disability, and 97 percent reported seeing a marked improvement in employee morale.

This year’s honorees are employing a variety of methods to gauge the impact of their wellness program. Two-thirds of participants reported utilizing biometric data and 73 percent used health assessments. The majority of honorees also focused on wellness program results measured by employee retention, workers compensation, employee surveys on health interests as well as satisfaction, and changes in health risk factors. Wellness is becoming engrained in San Diego’s corporate culture. It is driving happier, healthier and more productive employees and allowing companies to thrive.

San Diego’s Healthiest Companies are realizing a value on their investment from their wellness programs, and they are protecting that investment with multi-year benefit and business strategies that build a culture of health and well-being in the workplace and the community.

We congratulate the 25 winners and all of the honorees for the San Diego Healthiest Companies 2014. We wish you continued health and success.

Submitted by Intercare Insurance Solutions
By Gigi Fioravanti
Intercare Insurance Solutions
Gigi Fioravanti is executive vice president and health and performance practice leader for Intercare Insurance Solutions (www.intercaresolutions.com), a San Diego-based full service employee benefits and insurance brokerage and consulting firm.
SERVICE PROVIDERS

Atlas General Insurance Services, LLC
The Atlas Wellness Program aims to improve the health and wellbeing of its employees. Atlas recognizes that employees perform at their best when they are happy, healthy and satisfied. The company’s wellness strategies include reducing the environmental impacts of its operations and the products used every day and maintaining a workplace with zero injuries.

DJO Global
DJO Global has a new approach to health care that prioritizes healing and wellness through the benefit of natural motion — it’s the heart of DJO Global. Leadership sees it as an essential part of its employee health and wellness initiatives and the wellness culture is communicated during recruiting as part of new hire orientation.

Pilates Plus San Diego LLC
Pilates Plus’ mission is to spread health and wellness education and opportunities throughout the San Diego community. Through its nonprofit arm, Youth to the Core, the organization focuses on wellness education and providing opportunities for healthy living to children in the San Diego area.

Superior Mobile Medics Inc.
Superior Mobile Medics Inc. encourages and promotes healthy living every day beginning when the employee is first hired. Through its corporate fit challenge, the company offers cash incentives when employees meet their goals either individually, or within a team.

VeraVia
As a health & fitness retreat that focuses on the long-term wellness of its clients, VeraVia is committed to the overall health of its guests. Since the organization has several trainers, two naturopathic doctors and a nutritionist on staff, all of the staff experience the same holistic, tailored wellness program as its customers.

SMALL COMPANIES

BusinessOnline
As an employer brand, BusinessOnline focuses on people first and integrates its “Three P’s” strategy of Physical, Professional and Personal for its employees to grow in their careers as well as in their personal and physical lives. The company offers a number of wellness incentives and currently offers a free gym membership in the office building as well as healthy meals and bi-monthly massages.

Cask, LLC.
In an effort to assist its employees in balancing their work and personal lives, Cask provides a stipend to all employees who choose to participate in fitness, whether for work and personal lives, Cask provides a stipend to all employees who choose to participate in fitness, whether for work and personal lives.

FiTzee Foods
FiTzee Foods is committed to providing a safe workplace for its employees and improving their health through better diets, work practices and lifestyles. The company has integrated wellness in all aspects into its design benefits. Managers are held accountable for promoting wellness and the company supports and encourages individual and corporate community citizenship.

NTD Architecture
Health and wellness is a major component of NTD Architecture’s goals. As a part of the “Community” goal, the focus is on the whole person through health and wellness. The implementation of its Wellness Program in 2013 began a multi-year objective. In the inaugural year, goals focused on awareness and participation. In the second year, NTD plans to create programs or initiatives that are tied directly to the results of a comprehensive Health Risk Assessment and in year three, the plan is to integrate wellness into the organization’s benefits design.

Perfect Experience Consulting
Perfect Experience Consulting is a relatively new company but has been in the yoga/fitness industry for more than 10 years. As yoga and fitness instructors, they live and breathe healthy lifestyles and encourage cap workshops. They include nutrition and other simple healthy lifestyle tips in the newsletters and blog. All spouses of clients and employees are invited to participate in every class.

Red Door Interactive
Red Door Interactive’s core values are: Inspire, Exceed, Evolve, Share, and a 100 percent “Jerk Free” work environment. Its business relies on the creativity of its people, and the agency recognizes that health and overall wellbeing are prerequisites to sustained and productive creativity. Red Door’s leadership launched a FitBit program last year to help employees track steps and sleep by wearing monitors. Some people linked accounts so they could encourage and engage in friendly competition about weekly steps.

The Control Group
As one of Southern California’s fastest growing tech startups, employees’ health is a top priority for The Control Group. A crucial element of the company’s wellness campaign is encouraging healthy decisions, whether it’s incentivizing outdoor activities, providing healthy food options in the office, or installing an exercise room in the offices. In addition to offering a generous paid time off program, the company instituted a number of wellness perks that include allowing employees to bring their dogs to the office. Other wellness-related perks include arcade-style indoor basketballs machines and fresh veggie juice made daily.

Vacola Jolla, LLC
Vacola Jolla has tailored its wellness program to its employees and improved its benefits over the years. Along with offering gift cards to employees who complete Health Risk Assessments, the company has instituted in office Yoga Thursdays which has become a huge hit. There is also a free on-site fitness facility and all employees are reimbursed for gym membership fees. Vaco also implemented a gift card incentive about three years ago and has prioritized the benefits of doing the health risk assessment throughout each year.

VAVi Sport & Social Club
VAVi Sport & Social Club’s mission is to bring fun to life. Employees are encouraged to participate in sports leagues as well as fitness classes and training clubs which include a marathon training club, kickball, dodge ball, soccer, boot camp, and kickboxing. One of its core values that is consistently instilled in all employees is the mindset to “work hard/play hard.” VAVi’s leadership believes it is important to maintain a work-life balance that consists of proper prioritizing between career and overall ambition in conjunction with health and leisure.

Zeeto Media
Zeeto Media does not have a specific “Wellness Champion,” instead it has several Zeeto’s office chef provides daily lunches that focus on a healthy lifestyle. Daily lunches are free. The agency also provides free gym membership, an office masseuse that comes in twice a week, ping pong and foosball, healthy snacks, and the opportunity to bring your dog to work. Also, Zeeto supports two fitness challenges per year with prizes ranging from money to paid vacations.

MEDIUM COMPANIES

Adconion Direct
The mantra of Adconion Direct is “Great People Make Great Companies.” The company strives to hire the best talent and give them the opportunity to learn, succeed, and engage, maintaining a focus on their well-being and happiness. The employee assistance program aids ongoing education, dependent care, legal and financial issues, lifestyle management and career development. Adconion also encourages employees to work from home when necessary for health or personal issues. Sales meetings are known to take place over cycling or yoga classes; vendor partnerships are forged through company-on-company soccer games. The company’s culture of health does not begin and end with a singular fitness program but through ongoing mentorship and support.

ChiRoTouch
Although The CT Wellness program is still new to ChiRoTouch, it encompasses a vast range of opportunities for healthy living. The current benefits include fresh organic fruits, vegetables and nuts available to all employees; gym membership reimbursement; standing work stations; break room with yoga mats, blood pressure monitor; scale; massage chair; and fusions for naps among its many programs.

Evans Hotels
Evans Hotels’ guiding principal states that if employees are happy, guests are happy. The hotelier believes the key to providing above-and-beyond customer service starts with a healthy workforce. Identifying, educating, and adjusting are three key components to the wellness plan. During the
Y our company’s health depends on the wellbeing of your employees. Without healthy employees at the office doing their work, the company will be less productive and can even suffer monetary loss. The new Affordable Care Act is mandating Essential Health Benefits (EHBs) for all health insurance plans offered to help make sure the basic health services are covered by employers, so the risk of employees becoming sick is reduced. By now, all companies will have integrated these EHBs into the wellness plans they offer to employees. One affordable and efficient way to be sure to cover three of the ten EHBs is to add a massage therapy service option onto insurance plans. Massage therapy has a myriad of health benefits and rejuvenating attributes that assist with the health and wellness of the recipient. The following three EHBs are areas where massage therapy could be utilized as the primary health service.

**Mental Health and Substance Use Disorder Services**

The EHB mental health and substance use disorder services includes behavioral health treatment for anxiety and depression, sexual abuse recovery and post-traumatic stress. An estimated 20.2 percent of Americans suffer from a diagnosable mental disorder. Unlike physical illness, these symptoms often go unnoticed in the work place and can end up costing the company thousands of dollars through turn-overs, absenteeism, workers compensation and overall attitude and work performance of those affected.

A simple and affordable solution to help relieve mental illness and stress is getting regular massages. Almost all symptoms listed in the American Psychological Association show benefits from massage therapy, whether it’s relaxing muscles, lowering heart rate and blood pressure or increasing the production of endorphins, the body’s natural “feel good” chemical. Serotonin and dopamine are also released through massage, and the result is a feeling of calm and relaxation, the opposite of stress and anxiety.

**Rehabilitative and Habilitative Services**

Rehabilitative and habilitative services are an EHB that cover the healing process for post-operative recovery, athletic injury or post exercise recovery, and scar and tissue repair. Rehabilitation is crucial to mending; it’s during this process that one re-learns natural movement and the body slowly regains its original strength. Massage therapy is an excellent enhancement to aid in standard rehabilitation procedures. By encouraging circulatory movement and relaxing muscles, the body pumps more oxygen and nutrients into tissues and vital organs. This allows the rehabilitating injured area(s) to become more flexible and heal at an accelerated rate. Rehabilitation can also be a tiring and frustrating process, and receiving a relaxing massage to help the injured area can provide some much needed relief to the recipient.

**Preventive and Wellness Services and Chronic Disease Management**

Preventive and wellness services and chronic disease management is one of the bigger EHB categories; this service deals with symptoms including headaches, neck and shoulder pain, lower back pain, fibromyalgia, cancer, temporomandibular joint disorder (TMJD) and osteoarthritis. Having regularly scheduled massage therapy sessions can help with most of the above symptoms. A recent study showed that massage therapy recipients exhibited fewer migraines during the weeks they received a massage, than did participants that did not receive massage therapy. Another study found that for adults with migraines during the weeks they received a massage, than did participants that

In a study of massage therapy and its effect on knee osteoarthritis, a group receiving massage therapy for the pain showed significant improvement in pain, stiffness and physical function. In typical workplaces where people often experience arthritis from typing and sitting all day, integrating massage therapy into your wellness plan can help improve overall health and productivity into your company.

**Enter: Massage Envy Spa’s Corporate Wellness Program**

As you can see, there are a multitude of ways massage therapy fits into the required EHB’s put into place with the new Affordable Care Act. If you’re looking to find a program that helps implement three of the 10 required EHB into your company’s wellness program, you might want to consider offering a corporate massage therapy as a solution.

Massage Envy Spa is one company that understands the importance of promoting wellness through relaxation and rejuvenation and could potentially save your company a lot of time and money. Massage Envy Spa’s Corporate Wellness Program offers countless benefits for you and your employees and it’s free to sign up. Massage therapy is a time-tested method of relieving stress and improving overall health. With more than 900 clinics across the nation, and 25 based in San Diego, finding a location that is convenient to both the office and employees’ homes is easy. Workers who enroll can enjoy discounted pricing, customized massages, and membership rates on additional services.

Submitted by Massage Envy Spa

Contact Massage Envy Spa by calling the phone number (760) 273-2929 or emailing Dani Snyder at Resuere@MassageEnvySanDiego.com to learn more about the health benefits of massage therapy and get enrolled in the Corporate Wellness Program. Their professionally trained team can help you learn more about the advantages of massage therapy and make a difference in your workplace environment. Undoubtedly, your employees will leave their appointments feeling more relaxed and return to the office, stress-free and ready to work!
Free On-Site Deli Offers centrexIT Employees Healthier Choices

“Creating an open deli for all employees seemed to be the optimal solution for offering healthier food choices for our employees and it became a morale booster at the same time. Providing outsourced IT services and consulting for our clients requires a certain work flow and our deli helps us accommodate that work pattern for our employees.”

Dylan Natter
Founder and CEO
centrexIT

Healthy, Free On-Site Deli is a Morale Booster for centrexIT Employees

The days of running out to pick up a pizza or burgers and fries for the dedicated and hardworking crew at centrexIT, San Diego’s leader in IT services and consulting, are gone. Usher in a new era, now two years in the making, where the company’s 90 plus technology professionals enjoy a healthier alternative—an on-site deli well stocked with fresh and healthy breakfast and lunch options offered daily to all employees at no cost.

“Creating an open deli for all employees seemed to be the optimal solution for offering healthier food choices for our employees and it became a morale booster at the same time,” explains Dylan Natter, founder and CEO of centrexIT. “Providing outsourced IT services and consulting for our clients requires a certain work flow and our deli helps us accommodate that work pattern.”

According to Natter, more than 85 percent of centrexIT employees take advantage of the free deli offerings daily. The company’s Food and Fun Committee, an employee-centric group, vote on the deli’s food offerings every week.

Researched by San Diego Business Journal

Small-business category

2014 Healthiest Companies
Service Provider category
second quarter of 2011 Evans Hotels formed a Wellness Committee, which surveyed all employees to identify top wellness concerns. The Committee came up with three focus areas: (1) smoking cessation; (2) healthy eating and weight management; and (3) physical fitness. In 2013, Evans Hotels created a Passport to Wellness, which allows employees to earn points for participation in various wellness activities such as gym memberships, physical exams, dental exams, and company wellness expos.

**Family Health Centers of San Diego**

The mission of Family Health Centers of San Diego (FHCSD) is to provide caring, affordable, high quality health care and supportive services to everyone. FHCSD has applied the same approach to its workforce as it offers a myriad of wellness resources, such as education, screenings, and challenges) to all of its employees. Employees receive $600 off their medical insurance premiums if they participate in challenges and complete a health assessment each year.

**Golden Door**

The Golden Door focus on health and well-being was the essence of its founding principles in 1959, long before well-being was a common term. The organization is dedicated to showing that it is possible to achieve wellness through a holistic approach to health and well-being. The Golden Door incorporates a focus on health and well-being, keeping them engaged and performing at their best.

**Goodwill Industries of San Diego County**

Goodwill incorporates a focus on health and well-being through its GoodWILLPOWER wellness program and committee. The organization starts promoting health and wellness on day one during new hire orientation. The wellness program was launched in the summer of 2013 and its top goal is to have employees engage and participate in wellness activities. The successful results of the programs are featured on the GoodWILLPOWER wellness page in the company website.

**GreatCall Inc.**

While GreatCall Inc. dabbled in wellness in the past, this is the first year the company created a more comprehensive, holistic wellness program—the 2014 Path to Wellness. Unlike traditional wellness programming that focused only on the physical aspects of wellness, GreatCall’s plan rewards employees who attend life skills coaching (provided on-site during paid work hours), enroll in the matching 401(k) program, or participate in company-sponsored wellness events such as on-site yoga classes.

**Hawthorne Machinery Co.**

Hawthorne Machinery’s business goals include having a highly engaged and safe workforce and encouraging a healthy lifestyle to support this goal. Hawthorne provides a robust wellness program that focuses on the areas of high risk in the organization found through data from biometric screenings and health risk assessments. Programs have been developed that support these high risk areas include smoking, stress management and weight control.

**Intelicare Direct (formerly Desert Call Connection)**

Intelicare Direct (formerly Desert Call Connection) provides a corporate wellness plan so employees can cover themselves and their families. In the event of a child care issue, parents can bring their children to work so they don’t have to choose between earning for their family and caring for their family. The company incorporates twice daily “wellness walks” and covers the cost of a personal trainer to lead five to six classes per week. Intelicare Direct also creates opportunities for employees to give back to their community.

**La Jolla Institute for Allergy & Immunology**

The philosophy behind La Jolla Institute’s wellness program is to create a healthy environment of promoting overall well-being within the organization’s boundaries, with its employees and their families. The company emphasizes a full circle approach to health, integrating a person’s physical, intellectual, emotional and spiritual health. By improving the physical, individual commitment to health, along with projects that enhance our physical working environment, the La Jolla Institute has committed itself to giving each employee an opportunity to pursue career goals in parallel with goals of health and well-being.

**Mission Federal Credit Union**

At Mission Federal Credit Union, wellness begins at the top. Senior management selects the organization’s overall wellness committee that focuses on an annual budget of $10,000. The committee meets monthly and has complete authority to decide on wellness programs and initiatives. One of the most successful programs is the walking program with 120 employees participating. The organization has seen employees become enthusiastic about their health with group participation in outside fitness events.

**MRC Smart Technology Solutions**

MRC Smart Technology Solutions is committed to employee wellness with its “MRC Padlock to Life Priorities” program which stresses family, health, work, community and personal commitment. These values are displayed through the offices to display MRC’s mission to focus on these five priorities. The company encourages employees to exercise within the organization and many employees are usually out walking during lunch. In MRC’s benefits package, there is an option on receiving discounts on health coverage based on tests that are given online through the medical provider.

**San Diego Center for Children**

The mission of San Diego Center for Children’s wellness program, “Live for Life,” is to create an environment where employees are empowered to develop balance and harmony in mind, body and spirit. Subcommittees have goals for the year which are derived from annual employee and wellness surveys and biometrics feedback. Information is communicated through the Center’s intranet, flyers and at employee meetings. Contest prizes are awarded to encourage participation.

**San Diego County Credit Union**

The overall goal of SDCCU’s corporate wellness program is to enhance the health of its employees, provide low cost or no cost ways for employees to improve their health and increase the overall participation in all facets of its wellness program. Evidence of reaching this goal includes increased employee retention, recruitment, service level achievements, a healthier workforce and the overall growth and success of the organization. SDCCU has prioritized a strong corporate wellness program to set its work life climate apart from other local organizations to attract the best employees and help maintain their health and wellness, keeping them engaged and performing at their optimum potential.

**Senomyx, Inc.**

Senomyx has successfully framed its wellness initiatives in ways to enhance and improve well-being—a concept that resonates with its employees. Company executives support a culture of health by participation in role modeling. The CEO sends an e-mail to all employees to encourage them to participate in the annual biometrics screening. The company also encourages community involvement, recently hosting a group trip to the warehouse of a local food bank, feeding American San Diego, where more than 30 employees and executives spent their evening sorting, packaging and organizing fresh fruits and vegetables along with canned and bottled goods.

**The Ken Blanchard Companies**

The Ken Blanchard Companies has literally written the book on healthy work environments. Among the many wellness activities the company offers, famed owner Ken Blanchard leaves inspiring voice mail messages regarding health and wellness. Blanchard also recently released his new book, “Fit at Last,” to inspire associates any age to embrace fitness. For 2014 the organization had a video produced (about 1 minute) to launch its 2014 Wellness Program. The executive leadership team had a 100 percent participation in the health assessment completion goal in 2013.

**TriTech Software Systems**

TriTech has fostered a culture of health for more than a decade with wellness initiatives that have been in place since 2003. Currently the company provides numerous healthy options including healthier alternatives to the foods offered in the vending machines from across all of its worksites. At some locations TriTech has provided healthy fruit options at no cost to the employee and also healthy lunches once a week. They also extend the healthy lifestyle choices by hosting gardening contests.

**Wawanesa General Insurance Company**

Before launching its wellness program Wawanesa wanted to brand it to align with the company culture and goals. Through an interactive process they engaged all employees and the wellness committee. The company wanted to brand it to align with the company culture and goals. Unlike traditional wellness programming that focused only on the physical aspects of wellness, GreatCall’s plan rewards employees who attend life skills coaching (provided on-site during paid work hours), enroll in the matching 401(k) program, or participate in company-sponsored wellness events such as on-site yoga classes.

**Wexel Technologies**

Wexel Technologies has a commitment to being an employer of choice and has implemented programs to assist its associates in maintaining a balanced work life. Additional companies that have prioritized a strong corporate wellness program to set its work life climate apart from other local organizations to attract the best employees and help maintain their health and wellness, keeping them engaged and performing at their optimum potential.

**WIS International**

With the results from its health assessments and biometric screenings, WIS International was able to focus on a few strategic goals and objectives that benefit the whole company including stress management and healthy eating choices that the employees can use at work and at home. The company was able to analyze and communicate to its employees the importance of healthy living. As a company that employs over 12,000 employees on an annual basis, the challenges of implementing a multi layered initiative are extremely unique, but WIS has been able to make a tremendous amount of progress by implementing several health and wellness related programs.
### Medium-business category

#### 2014 Healthiest Companies

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<tr>
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<tr>
<td>1</td>
<td>6220 Greenwich Drive</td>
<td><a href="http://www.amnhealthcare.com">www.amnhealthcare.com</a></td>
<td>12400 High Bluff Drive</td>
<td>858-784-0347</td>
<td>Increase participation companywide, foster a positive environment for healthy habits, facilitate employee-led group events, fun emotional wellness into events and activities by partnering with charities, and encourage financial freedom</td>
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<td>Six-week Professor's Challenge, which over 350 team members participated in with over 171,024, 435 total steps taken, cash rewards increased participation in activities including running, biking, Zumba biking and kickboxing</td>
<td>Karl Prior</td>
<td>1972</td>
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<td>2</td>
<td>7475 Lusk Blvd.</td>
<td><a href="http://www.activenetwork.com">www.activenetwork.com</a></td>
<td>12400 High Bluff Drive</td>
<td>858-964-6029</td>
<td>The Wellness Center with health providers and exam areas and plan to expand services offered, implementing three-year wellness plan, consumer-directed health plan, and increase preventive care compliance</td>
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<td>Susan Salka</td>
<td>1985</td>
<td>Company websites</td>
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<td>3</td>
<td>10182 Telesis Court</td>
<td><a href="http://www.vita.com">www.vita.com</a></td>
<td>10150 Meanley Drive</td>
<td>858-222-6100</td>
<td>Increase overall participation and engagement, outcome-based program, reduce claims costs and wellness education</td>
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<td>Zip at AMN (ergy events), &quot;connect to your health&quot; branding, new hires engagement and charitable events</td>
<td>Alex S.</td>
<td>1999</td>
<td>Company websites</td>
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<td>4</td>
<td>11450 El Camino Real</td>
<td><a href="http://www.unionbank.com">www.unionbank.com</a></td>
<td>9606 Aero Drive, Suite 100</td>
<td>858-350-3040</td>
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<tr>
<td>5</td>
<td>4903 Cushing Blvd.</td>
<td><a href="http://www.personalinsurance.com">www.personalinsurance.com</a></td>
<td>6155 El Camino Real</td>
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### Business category headquartered outside San Diego County

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<td><a href="http://www.qbic.com">www.qbic.com</a></td>
<td>6155 Greenway Drive, Suite 340</td>
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<td>Increase employee engagement, link key biometric measures to incentives, and positively impact medical plan spending</td>
<td>Increase employee engagement, link key biometric measures to incentives, and positively impact medical plan spending</td>
<td>Global Corporate Challenge has gained 95% participation, sharing success stories to motivate other employees, and increase in company engagement through Absolute program group</td>
<td>Robert Ritz</td>
<td>1971</td>
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<td>2</td>
<td>Gallagher Levein an Arthur J. Gallagher Co.</td>
<td><a href="http://www.jg2.com">www.jg2.com</a></td>
<td>10140 Polk Way, Suite 200</td>
<td>858-433-2000</td>
<td>Increase overall participation and engagement, outcome-based program, reduce claims costs and wellness education</td>
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<td>Zip at AMN (ergy events), &quot;connect to your health&quot; branding, new hires engagement and charitable events</td>
<td>Alex S.</td>
<td>1999</td>
<td>Company websites</td>
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</tr>
<tr>
<td>4</td>
<td>4747 Executive Drive, Suite 400</td>
<td><a href="http://www.uajog.com">www.uajog.com</a></td>
<td>9400 Clairemont Mesa Blvd.</td>
<td>858-410-1200</td>
<td>Increase overall participation and engagement, outcome-based program, reduce claims costs and wellness education</td>
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<td>Alex S.</td>
<td>1999</td>
<td>Company websites</td>
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</tr>
<tr>
<td>5</td>
<td>Willis Insurance Services of California Inc.</td>
<td><a href="http://www.willis.com">www.willis.com</a></td>
<td>4220 Executive Square, Suite 200</td>
<td>858-670-2900</td>
<td>Increase overall participation and engagement, outcome-based program, reduce claims costs and wellness education</td>
<td>Increase overall participation and engagement, outcome-based program, reduce claims costs and wellness education</td>
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<td>Alex S.</td>
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<td>Company websites</td>
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### Researched by San Diego Business Journal

subscribe: 858-634-4234

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*(Formerly known as Joan Lang Laface)*
2014 Innovation Awards

Wednesday, June 11, 2014 • 4:30-7:30 p.m.
Scripps Seaside Forum, 8610 Kennel Way, La Jolla, CA 92037
Special Awards Reception with hosted hors d’oeuvres and cash bar

Congratulations to the Finalists

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Assay Depot
BevMD
BioSeal Systems
Breadcrumbs
CatchMyWorld
Cognionics, Inc.
Dealstruck, Inc.
DevaNano Inc.
DrivAd, Inc.
EarthRisk Technologies
Eclipse Breast Health Technologies, Inc.
Ellipse Technologies, Inc.
Emotient
Ezoic
FirstWatch
ForwardMetrics Corp.
GreenEdge Technologies, Inc.
GreenRope
Histogen, Inc.
Holster Brands
Humetrix Inc.
International Stem Cell Corporation
It Moves It
Janssen Labs
Leica Biosystems
MacPhun Software
Inspiring Photography
MakerPlace
McCain, Inc.
Measurabl
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Metis
Mighty Mojo LLC
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Mobile Learning Networks, Inc.
Nextivity, Inc.
Oberon Fuels Inc.
Ostendo Technologies Inc.
Pediatric Bioscience Inc.
PointPredictive
Qualcomm Institute
Rogov Design, Inc.
Sneakz, LLC
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Exchange
SweetLabs
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The UPS Store, Inc.
Transportation Power, Inc.
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WeMonitor Inc.
Zenhavior, Inc.
Zuza

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Event Information: Contact the Events Department at 858.277.6359
employees are responsible for organizing wellness initiatives in their respective regions, including promotion, communication, managing wellness budget and being an overall wellness “cheerleader.”

County of San Diego—Department of Human Resources Benefits

The County of San Diego Department of Human Resources Benefits has developed and implemented a 5-year Strategic Wellness Plan that is effective January 1, 2014 to December 31, 2018. This plan focuses on addressing increases in health care costs, promoting health and wellness education, improved employee engagement, increased productivity and safety awareness in the workplace. Working in close collaboration with the county’s medical providers, five chronic conditions have been identified (Obesity, Diabetes, Asthma, Coronary Artery Disease and Chronic Heart Failure) as the key cost drivers for the County of San Diego employee population. Because of the rising costs of health care and these high risk factors, the wellness program was designed to address these concerns, with a focus on employee engagement through education and intervention programs.

Encore Capital Group

Encore Capital Group offers a variety of wellness programs such as smoking cessation all the way to reimbursement for gym memberships, personal training and walking challenges such as the Global Corporate Challenge. Beginning January 1, 2013 we expanded the wellness reimbursements available to all employees with a new category called “Getting Active”. As a result of the successful programs, the biometric results were impressive. Almost 67 percent of the company’s employees had a healthy BMI rating.

Harrah’s Resort—Southern California

Wellness and work/life balance are part of the corporate culture at Harrah’s Resort. Employees are given information on their first day at new hire orientation and when newly eligible employees enroll in the medical plan. Harrah’s has a WellCoach who meets with the employees and their dependent spouses for an initial visit to review the Wellness Rewards program and provide guidance through the necessary phases. Harrah’s also introduced bonus rewards in 2014 that are deposited into the employee’s medical HRA or HSA account. The rewards are based on employees successfully improving and/or maintaining key biometric numbers.

Qualcomm Incorporated

Employee wellbeing is integral to Qualcomm’s mission, culture and values. With the launch of Global Employee Health Services (GEHS) in October 2011, Qualcomm created a department dedicated to developing and implementing a strategic suite of health and wellness services and programs for its domestic and international locations. Knowing that there are eight health risks and behaviors that cause 15 common chronic conditions which drive a large share of health care costs worldwide, GEHS organizes its services, programs and awareness campaigns to not only change risk and behavior through a simple campaign, “EAT well, PLAY (get moving), SLEEP well, take time to REFLECT, and take preventive measures to BE HEALTHY.”

San Diego Zoo Global

One of the key “Rules of Engagement” for San Diego Zoo Global is to “Strive for Balance”, which includes the directives that state; we are healthy, energized, and vital; we take time for recovery and renewal; and we sharpen our saws—stay engaged and at the top of our game. A three year plan has been established for year over year improvements, with yearly goals to improve population’s lowest scoring wellness areas. The organization has also committed a three year budget strategy for the wellness program, including benefit premium discounts for those participating in its wellness program, subsidy for various exercise classes and facilities, and significant investment in healthy foods, classes, and programs for the overall “Bear Longer” Wellness program.

Viejas Casino & Resort

Viejas Casino & Resort’s wellness program is designed to engage and empower its team members to build their confidence and belief that they can positively affect change, both personally and professionally. The organization has identified its top health concerns and changed its benefit design to reduce these risks. The program focuses on the prevention and treatment. Recognizing that diabetes is one of its staff’s most prevalent health risks, Viejas changed the plan design to provide diabetic management equipment, test supplies, nutritional and fitness coaching at no cost to members.

Kompany Headquarters Outside San Diego

AKT CPAs and Business Consultants

AKT CPA’s motto is “Get Up and Move!” The corporate philosophy that stresses a healthy body equals a healthy mind. AKT’s wellness program benefits include confidential health assessment, personalized health coaching, online account access and goal tracking, health education and insurance savings. Healthy perks include giving staff reusable water bottles, providing access to personal wellness coaches and providing paid volunteer hours during the business day (16 hours of paid volunteer time for AKT employees to follow their passion in their communities). Also, flexible work schedules are allowed to accommodate people’s personal fitness objectives and life goals.

BDO USA, LLP

At BDO the theme is “People First!” BDO’s leadership understands the importance of health with early detection and prevention, which is why it supports the wellness program by offering a 5 percent discount on medical premiums to individuals who complete a confidential, online Health Risk Assessment. BDO also supports the firm-wide wellness program, BDO LIFE. (Lifestyle Improvements for Everyone), which is available to all employees and partners and is 100 percent funded by the company. At a local level, San Diego office partners fully fund basketball, softball, and soccer teams throughout the year that all employees are invited to participate. They also fund the Camp Pendleton Mud Run and cycling jerseys.

Moneytree, Inc.

Moneytree is committed to providing its team members with a competitive wage and benefits package. Benefits are available to full and part-time staff. The leadership shares health and wellness information and updates through a variety of channels including Intranet, internal newsletter and blog, along with bi-weekly operations calls. Team members now have access to newer benefits features including massage therapy, acupuncture and chiropractic care. Additionally, a free Employee Assistance Program is available that includes access to professional experts and counselors on a variety of topics to employees and family members.

Taiyo Yuden (USA) Inc.

Taiyo Yuden has just begun its wellness program, but it is off to a great start. Begin in October 2015, activities include health and wellness newsletters and tips sheets posted in lunch room areas. Competitive challenges each month have taken off. Each office has a ‘stretching’ or static climbing regularly scheduled. Recently all three offices had a Salad Bar Potluck, where the Wellness Committee provided the greens and the employees brought various toppings.

URS Corporation

Aside from URS’s corporate-wide wellness initiative, prioritizing the work day experience has been a priority. URS’s office in La Jolla is Silver LEED-certified. URS made a clear effort to gain this recognition and provide a working environment that is sustainable for the employees and the planet. The office interior is surrounded by windows and natural light, along with soothing plants that create a serene work space. The office has only one trash can and everything is recycled. URS also provides a comprehensive well-being package with a tool called Wellness Works through the company intranet. The tool allows the employee to browse their benefits option and compare with others to better ensure they are making the right choices.

CONAM MANAGEMENT

CONAM Management believes its associates are its greatest asset and employees treat each other as valued customers. The company’s “Strive!” wellness program has been developed to honor employees, the mission statement and its core values. ConAm offers a vast array of benefits including four medical plans that each offer preventive care coverage at 100 percent. The core medical plan is offered to employees who provide catastrophic coverage. There is a Core Wellness Committee that is made up of volunteers from all 10 regional offices. These members are responsible for organizing wellness initiatives in their respective regions, including promotion, communications, managing wellness budget and being an overall wellness “cheerleader.”

Southern California Department of Human Resources Benefits

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wellness is at Jack Henry and is himself an avid runner and hosts an annual Run for Jack 5k Run/1k Walk each year benefiting good health and a local charity.

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HEALTHIEST COMPANIES 2014 SUPPLEMENT

May 19, 2014

www.sdbj.com

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A VERY SPECIAL PRIVATE CONCERT TO BENEFIT PROMISES2KIDS FEATURING

KENNY LOGGINS
MONDAY, JUNE 9, 2014

Let your dreams set sail at Promises2Kids 2014 Dream On Concert Gala in support of the over 3,000 children living in foster care in our community. This year, we will be celebrating the 20-year anniversary of Promises2Kids initial project – the building of the A.B. and Jessie Polinsky Children’s Center – San Diego’s emergency shelter for abused and neglected children. The Center has cared and protected over 50,000 children since 1994.

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The picturesque 18th fairway at south Torrey Pines provided the perfect backdrop for San Diego Business Journal’s fifth annual Healthiest Companies awards event held at the Hilton La Jolla Torrey Pines on May 7, 2014. More than 450 guests representing companies from throughout San Diego celebrated organizations for their innovative and comprehensive health and wellness programs. Winners were chosen from a record 75 nominees and were honored in a special presentation along with a special Lifetime Achievement Award for Deborah Szekely, founder of Rancho La Puerta, and an Exemplary Award for Nick Macchione, director of the County of San Diego’s Health and Human Service Agency.

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Photos by Bob Thompson

FOTOWERKS

Additional photos from the event are at the following link: www.fotowerks.com

continued on page B61
NuVasive, Inc., #4 Winner Large Company Category
Solar MaintenanceNet, Inc., #5 Winner Small Company Category

Mike Barone, Title Sponsor Intercare Insurance Solutions and Armon Mills, President & Publisher, San Diego Business Journal

Event Network, Inc., #3 Winner Medium Company Category
American Specialty Health, #3 Winner Service Provider Category
Bill Howe Family of Companies, #2 Winner Medium Company Category
Sonic Boom Wellness, #4 Winner Service Provider Category

American Council on Exercise, #2 Winner Service Provider Category

Garet Robison, Alondra Krouse, Sheri Grande and Bob Grande, all with Quality Controlled Manufacturing, Inc., #1 Winner Small Company Category

Mitchell International, #5 Winner Large Company Category

ACI Specialty Benefits, #5 Winner Service Provider Category
Kristy Henning and Janine Holmes, CUSO Financial Services, #4 Winner Medium Company Category

SweetLabs, #4 Winner Small Company Category
Anthony May, Health Dimensions and Derrick Martine, Willis Insurance Services of California, Inc., #5 Winner Company Headquartered Outside San Diego Category

Continued from page B60