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Letter From The San Diego Business Journal

Welcome to our fourth annual Healthiest Companies issue.

In today’s corporate world, a new business model has emerged that is changing the way organizations approach their internal structures, their employees and their core values. Savvy leaders have embraced a philosophy that is inclusive, collaborative and supportive of the needs of their staff. These C-level executives have discovered that a healthy and motivated workforce equates to a thriving, more productive work environment and increased profits.

In the pages of this annual supplement, we present a cross section of some of San Diego’s most dynamic organizations. Their cultures reflect a true commitment to a work/life balance. The consistent thread in all of these companies is the endorsement and personal involvement of senior managers who support the many aspects of their vibrant work places.

Wellness initiatives abound with programs that go far beyond traditional health care coverage and into an arena where complementary disciplines address preventive health care, fitness, weight loss, sleeping disorders, stress management, smoking cessation and an array of interactive activities that keep employees engaged in every aspect of the organization.

Community commitment is also a key priority with many organizations engaged in supporting employees’ passions for service from animal rescue to literacy advocacy. These programs have a proven track record in significantly reducing health care costs and premiums, improving productivity, reducing absenteeism and inspiring more motivated workers.

Joining us in saluting these organizations is our founding title sponsor Intercare Insurance Solutions, along with title sponsor Opus Bank, gold sponsor Kaiser Permanente, and in partnership with Active Network.

The San Diego Business Journal would like to congratulate these forward-thinking organizations that have discovered that a healthy workforce is essential to a healthy bottom line.

Armon Mills
President & Publisher

Healthiest Companies 2013 Lifetime Achievement Award
Working from a second bedroom in his condominium, George DeVries co-founded American Specialty Health Incorporated (ASH) in 1987, with only a few thousand dollars. Since then DeVries has guided ASH’s growth to become one of the nation’s largest health services organizations, providing a broad range of specialty health care management, fitness, and population health management programs for more than 52 million people nationwide.

DeVries has been acknowledged with America’s Health Insurance Plans Innovators Award in 2004; Ernst & Young National Entrepreneur of the Year for Health Sciences in 2000; and the White House Commission on Complementary and Alternative Medicine Policy. He also served as the corporate chair of the Y-ME Walk to Empower for Breast Cancer Awareness and was honored as one of “50 Distinguished Alumni” out of more than 130,000 alumni during U C San Diego’s 40th anniversary celebration.

ASH has received numerous awards for its pioneering efforts, which include being named one of the Inc. 5,000 Fastest-Growing Privately Held Companies four years in a row and named among the “100 Best Places to Work in Healthcare” by Modern Healthcare magazine.

Healthiest Companies 2013 Judges

Cheryl Berg
Compliance Program Manager
Health, Safety & Environmental
Anixter, Inc.

Dionicia Dziwigalski
Occupational, Nurse and Health & Safety Manager
Watkins Manufacturing

Dave Horton,
MBA, MPT
Assistant Medical Group Administrator
Kaiser Permanente

Mike Motta
Executive Chairman
Plus One Health Management, Inc.

In 1986 Mike Motta founded Plus One Health Management, an organization dedicated to seeing healthy results through customized solutions for the individuals and organizations they serve. He gained notoriety by training celebrities like Cher, Madonna, and Calvin Klein. Today, Plus One designs, staffs, programs and manages wellness solutions for Fortune 500 clients in 190 locations across 26 states, Canada and Puerto Rico. In 2010, Mike received the International Health and Racquet Sports Association’s Dale S. Dibble Distinguished Service Award for his contributions to the industry.

Dionicia Dziwigalski has been with Watkins Manufacturing since 1999. With her leadership Watkins has received many accolades from their parent company, MASCO, for the creation and success of the Well-Being Program, “Take Control – your life, your health, your choice”. She initially began working as registered nurse at San Marcos North County Health Services, a non-profit community clinic and her love and commitment to the community continues. She is currently serving as a board member for the Vista Community Clinic.

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INTERCARE CONGRATULATES SAN DIEGO’S HEALTHIEST COMPANIES 2013 WINNERS

LARGE COMPANY CATEGORY
1. ACTIVE Network
2. Scripps Health
3. Mitchell International
4. ViaSat, Inc.
5. Event Network

MEDIUM COMPANY CATEGORY
1. Bill Howe Family of Companies
2. Cuso Financial Services, L.P.
3. ICW Group
4. La Jolla Institute for Allergy & Immunology
5. ResMed

SMALL COMPANY CATEGORY
1. G.S. Levine Insurance Services, Inc.
2. Sonic Boom Wellness
3. Oceanside Glasstile
4. American Council on Exercise
5. Quality Controlled Manufacturing, Inc.

LARGE COMPANY CATEGORY BASED OUTSIDE SAN DIEGO
1. Harrah’s Rincon Casino & Resort (Tie)
1. Union Bank (Tie)
3. Intuit Inc.
4. UTC Aerospace Systems - Legacy Goodrich, Chula Vista
5. SRA International, Inc.
A “Spring Clean Your Health Campaign” which will run seven weeks – each week focusing on maintaining weight and health during the holiday season and is currently in the middle of 2012) meets monthly and discusses future initiative ideas, process improvements within the organization, and other business opportunities. There is a Health and Wellness Committee who meets at the beginning of each year to set goals and objectives for the company. Wellness initiatives are stressed during recruiting as part of new hire orientation and wellness communications are visible throughout the organization. And, among the targeted programs, ACI offers in a sleep management program.

Many wellness plans abound, but few can boast the unique team of the “Dashing Divas”, ACI Specialty Benefits group of motivated women who daily trained together at lunch to compete in a half marathon. The employees and executives at ACI Specialty Benefits have worked diligently to create an overall culture of health and wellness. CEO Dr. Ann Clark is a regular participant and champion of office yoga classes (offered in a state-of-the-art, fully equipped yoga studio) and many other executives attend and encourage all employees to one-on-one meditation sessions or a large chair for employees also available to get away when needed. Wellness activities are stressed during recruiting as part of new hire orientation and wellness communications are visible throughout the organization. And, among the targeted programs, ACI offers in a sleep management program.

To get staff through the hectic days when healthy lunches just seem impossible, AdEase has developed an innovative approach - the "Muscle Milk" team makes regular stops to drop off some of their latest products to ensure employees are receiving their daily nutrients. The company believes that in order to truly be at your best, your health and wellness needs to be at their best. Understanding that different people have different benefits needs, employees who wish to participate are invited to sit on the benefits evaluation team. “Fitness Fridays” are popular in which a team member or local trainer leads the company in workout sessions or fitness events that range from 5k walks to bike-a-thons. Other fun activities include paddle boarding, laser tag, scavenger hunts and fitness events that have been included in the Del Mar Mud Run, WMA bike-a-thon, Resolution Run and the NAMI walks. Last year, AdEase’s employee sick days used equaled less than one day per individual and no individual took more than three days off.

The leadership team at Atlas is very hands on when it comes to the wellness of its employees. Monthly health challenges, whether it is a weight loss competition or a challenge to walk six flights of stairs each day involve company managers along with employees. Company meetings include messaging or information about employee health and wellness on an ongoing basis. There is a Health and Wellness Committee who meets at the beginning of each year to set goals and objectives for the company. Wellness initiatives include ergonomic assessments, and a number of activities groups who have now formed a basketball team, softball team, kickball team, running group, hiking group, walking group, healthy cooking group and are planning to participate in a number of charity runs. The Atlas Kickball Team placed first in its division with a final record of 12-0. These team experiences have strengthened Atlas as a company.

When three of your four company executives are fitness nuts, the company’s priorities for its employees are bound to revolve around fitness and health. At BusinessOnline, the company’s multi-year wellness initiative that includes company health and wellness goals. An immediate objective is to have at least 50 percent of the workforce actively involved in the program, including working out with an on-site certified personal trainer in the state-of-the-art fully equipped gym and nutrition counseling. From the top down, CEO Bob Grande himself is an athletic man and COO/CFO Rick Urban coaches numerous sports teams. QCMI also organizes and manages two 3-month long “Biggest Loser” Challenge Campaigns, along with providing all of the employees, both shifts, with free fresh seasonal fruits two times a week. Additionally, this year QCMI will be participating in the American Cancer Society Relay for Life 24-hour walk in June.
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.

WE’RE ALL FOR GOING THE EXTRA MILE.
## 2013 Healthiest Companies

### Small-business category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address</th>
<th>Telephone</th>
<th>Number of San Diego County employees</th>
<th>Business Description</th>
<th>Wellness Program Description</th>
<th>CEO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>S.L. Levine Insurance Services Inc.</td>
<td>858-523-7200</td>
<td>55</td>
<td>Insurance services</td>
<td>On-site massage therapy, soaking classes, meditation, yoga, strength training, holistic nutrition services, industrial and organizational psychology experts than management in communication, environmental surroundings and overall wellness morale</td>
<td>Gary S. Levine</td>
<td>1987</td>
</tr>
<tr>
<td>2</td>
<td>Greatcall, Inc</td>
<td>760-438-1690</td>
<td>22</td>
<td>Wellness programs</td>
<td>Hourly health challenges, fitness balls, treadmill, bicycles, dumbbells, foam rollers, resistance bands, hot tub, ping pong table, employees are encouraged to take mental-health breaks any time they had overwhelmed in their work</td>
<td>Donna Horn</td>
<td>2007</td>
</tr>
<tr>
<td>3</td>
<td>ResMed</td>
<td>760-803-3979</td>
<td>41</td>
<td>Manufacturing</td>
<td>Daily workout activities including bike rides, runs, volleyball, soccerball</td>
<td>Sean Giles</td>
<td>1992</td>
</tr>
<tr>
<td>4</td>
<td>Cask Technologies, LLC</td>
<td>858-576-6500</td>
<td>66</td>
<td>Marketing</td>
<td>Company-wide stand-up desks, flexible work schedules, casual dress every Friday, me, on-site gym, free on-site pop culture, monthly EAP (Employee Assistance Program) committees events</td>
<td>Scott Goulet</td>
<td>1985</td>
</tr>
<tr>
<td>5</td>
<td>Ludus Tours</td>
<td>619-445-3967</td>
<td>90</td>
<td>Manufacturing</td>
<td>On-site gym-outfitted with modern circuit training equipment, part-time certified personal trainer on-site five days a week</td>
<td>Bob Grande</td>
<td>1978</td>
</tr>
</tbody>
</table>

### Medium-business category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address</th>
<th>Telephone</th>
<th>Number of San Diego County employees</th>
<th>Business Description</th>
<th>Wellness Program Description</th>
<th>CEO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Bill Howe Family of Cos.</td>
<td>619-225-8748</td>
<td>110</td>
<td>Plumbing service and repair</td>
<td>Yoga, realignment specialist, nutritionists, personal trainers, on-site stretching, coach clinics, stress management, massage therapy</td>
<td>Bill Howe</td>
<td>1980</td>
</tr>
<tr>
<td>2</td>
<td>CUSD Financial Services</td>
<td>858-530-4480</td>
<td>93</td>
<td>Financial services</td>
<td>New on-site gym, yoga classes, massage therapists, volleyball teams, lunchtime walking group and softball games</td>
<td>Valerie Sayfert</td>
<td>1986</td>
</tr>
<tr>
<td>3</td>
<td>La Jolla Institute for Allergy &amp; Immunology</td>
<td>858-250-2990</td>
<td>264</td>
<td>Financial services</td>
<td>On-site wellness fair, massage therapists, yoga, education seminars, &quot;Healthy Recipe Book&quot; with recipes contributed by employees</td>
<td>Kevin Prior</td>
<td>1972</td>
</tr>
<tr>
<td>4</td>
<td>Sycuan Casino</td>
<td>858-752-6500</td>
<td>375</td>
<td>Nonprofit medical research</td>
<td>Weekly Walking Club, massage therapist, yoga and fitness classes, on-site showers, blue shoes program, ping pong and foosball tables, flexible work schedule</td>
<td>Mitchell Kronenberg</td>
<td>1988</td>
</tr>
<tr>
<td>5</td>
<td>LMC</td>
<td>858-456-5000</td>
<td>400</td>
<td>Biotechnology, life sciences</td>
<td>On-site personal training, fitness instructors (group and individual), yoga, stretching, massage therapists, nutritionists</td>
<td>Mick Farrell</td>
<td>1989</td>
</tr>
</tbody>
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**Cask Technologies, LLC**

Cask Technologies is a small company with big ideas for employee health and wellness. The company’s program includes initiatives that target chronic conditions such as high blood pressure, diabetes and obesity. Policies are in place that support work/life balance including stress management tools to manage personal and work related pressures. The company’s directors lead the wellness priorities by participating in triathlons, marathons, swimming and water sports, wakeboarding, and even scavenger hunts. Community service is a priority as well with monthly commitments to a worthy cause.

**Greatcall, Inc**

As a company, Greatcall, Inc is a provider of mobile health, wellness and safety applications and cell phone services. That health focus leads to a commitment to helping employees identify health and wellness risks and progress towards making a positive change. In 2012, Greatcall met or exceed its health and wellness goals including the participation of 100 new employees in wellness programs. Updated vending machines provide healthy fresh fruit is offered daily. Fun events such as an egg drop contest or a Bonco wedding shower provides a playful, exciting atmosphere and a happy hour every other Friday brings staff together in a relaxing atmosphere. And with the popularity of the ping pong table, lobbying is beginning for a pool table.

**Interknowlogy**

At high tech firm Interknowlogy, ping pong is the latest priority for employee’s energy boost. The company prioritizes a culture supporting a fun place to work with health-conscious people. The benefits package includes offers beyond traditional medical/dental/vision coverage to complementary programs to help employees enhance their health and wellbeing and maintain balance in their lives. These include a supplemented membership to Tri-City Wellness, a comprehensive EAP, a Wellness Program hosted by a health care services company, assistance in legal matters, retirement and estate planning assistance. Onsite shower/locker rooms encourage physical activity and a 40-hour workweek is enforced. Monthly staff lunches are provided by healthy caterers and

**Ludus Tours**

Ludus Tours could be mistaken for a training center on certain days. Its unique business surrounds international sporting events and everything that goes along with that. Ludus’ CEO was an Olympic track and field hopeful and still an avid runner today and its COO is an iron man and continues training for such events. The culture is a youthful active company full of ex and current athletes and everyone has that mentality and knows the importance of health. The company encourages clients as well as to be active by joining in daily runs at track and field events. There is a constant array of activities and events to keep everyone engaged including team participation in the Ragnar race last year, and a private yoga class once a week. Staff works hard together and plays even harder, but the most successful wellness activities are those that are planned as Ludus Family Fun nights that bring everyone together. Looking to add to the wellness opportunities, there is an initiative to encourage walking/biking to work by receiving a $50 bonus each month and a group of employees are planning on learning to curl.

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**Internet Marketing Inc.**

The founders of Internet Marketing Inc. (IMI), a former college athlete and former Navy SEAL combat veteran, are passionate about encouraging health and wellness. Having healthy, active, and engaged team members is the core of what has made IMI into one of the fastest growing companies in the country ($185 million in the 2012 Inc 500). IMI feels a supportive wellness program is critical for morale, retention (both employee and client), and creativity. The company created a Culture Club which has wellness as one of its main initiatives. A Navy SEAL-style boot camp is held at Lake Miramar every Friday and IMI provides healthy food options in the break room. Additionally, a monthly massage therapist is onsite. Over the past year, as a direct result of the programs, IMI has seen a significant lift in morale, efficiency, collaboration, creativity, energy, and retention.

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We would like to thank our dedicated employees for supporting the mission of Tri-City Medical Center of providing world-class patient care. Their extraordinary level of compassion, skill and teamwork has made us the Healthcare employer of choice.

Thank you!

For more information call 855.222.8262 or visit TRICITYMED.ORG
ICW Group

CEO and co-founder Scott Herron is an avid bicyclist and outdoorsman and has been known to make Costco runs to bring back healthy treats for the staff – from nuts and protein bars, to fresh fruit and vegetables. Shayne Skaff, president and co-founder, is also dedicated to fitness and enjoys gym workouts, hiking, surfing, camping and other outdoor activities. Together, these two executives show their commitment to workplace fitness and nutrition by example. The software company founders initiated the culture of wellness from team-building exercises, low-fat “lunch and learn” sessions, soccer and basketball sessions, and company-funded self-defense and fitness boot camps. Aside from traditional health and dental benefits, for which MaintenanceNet pays all employee premiums, the company offers an e-Assist program for employee behavioral health and has invited financial planners into the office to speak at gatherings to provide insight into 401K planning and best-practice wealth management.

Red Door Interactive

Red Door Interactive is engaged with its employees on a number of levels. To support fitness, all three office locations offer health amenities including in-building gym, showers, and close proximity to parks or the beach, free yoga memberships to employees and family members. The company’s insurance carrier provides discounts on products and services that help promote health and well-being including gym memberships and Weight Watchers. A 24/7 nurse line is available and nurse coaches can help members with chronic conditions. Red Door also offers a flexible approach to the workplace whether it is additional time off, flexible work hours, or telecommuting, so that employees can maximize time with their family. Health and wellness has always been a part of the culture, and the organization continues to expand its health and wellness initiatives.

ROC Industries

ROC Industries has created a structured wellness program that incorporates definable goals and accountability. ROC has assigned a dedicated wellness manager (one of only four people) who reports directly to the CEO. Parameters of the program have been identified, budgets allocated and marketing launched. The initiative is broken into three phases: engagement, achieving maximum internal impact, and expanding impact to include the community and industry. Goals have been identified for each phase and all executive staff have wellness goals on their PAs. Priorities include access to healthy foods, ROCFIt recreation groups and activities, a summer wellness challenge and health coaching.

The Event Team

Health is tied directly to The Event Team’s business strategy. As representatives of San Diego, the company’s leaders feel it is important personally and professionally to showcase the city’s well-known amenities and accessibility to a healthy lifestyle. As a member of the organization, the company is constantly proposing active entertainment for clients such as hiking, biking, kayaking, yoga, zumba, to even coordinating full 5k runs/walks for clients. Due to its ideal climate, San Diego lends itself to a myriad of health and wellness options. The Event Team knows this starts with its own office culture. Its multi-year strategies include company-wide participation in an annual industry 5k fun/run, an annual weight loss challenge with incentives; and two retreats per year that incorporate one or more healthy/active team-bonding activities such as hiking and biking.

VAVI Sport & Social Club

VAVI Sport & Social Club is in the business of promoting an active and healthy lifestyle for all of its members. All of VAVI’s employees are participants as well in various sports leagues through the week. The company’s leadership supports and participates in the health and wellness initiatives. Wellness initiatives are communicated during recruiting as part of the hiring process. Communication of these directives are prioritized at company meetings Wellness information is visible throughout the organization and it underwrites fees for employees to participate in San Diego races (5Ks, 10Ks, 1/2 marathons, half and full marathons). This has been a huge incentive and staff now runs together either before work, after work or on lunch.

La Jolla Institute for Allergy and Immunology

La Jolla Institute for Allergy and Immunology

Bill Howe Family of Companies

This well-known San Diego family-owned company that provides plumbing, heating/air conditioning, and restoration and flood services is proving to be a champion of wellness for its employees. From its “lunch & learn” meetings that have drawn a big following, to seminars about food labeling, Bill Howe Family of Companies lives up to its name. With a decidedly supportive family approach to all its employees, the company offers numerous programs that include yoga, personal training and massage therapists provided on site. With a workforce that is constantly out in the field, working with equipment and often crawling through challenging environments, encouraging health and fitness is a necessity. 2013 will mark the inaugural year of Howe’s partnership with a third-party vendor, BARR Wellness. One of its first programs will focus on safety and ergonomics from co-workers trained in prevention of work-related injuries.

CUSO Financial Services, L.P.

Exercise, healthy eating, community involvement and a commitment to a balanced life are part of the culture at CUSO Financial Services (CFS). Its “Balanced Lifestyle” health and wellness program is directly tied to the organization’s benefit strategy with employees being awarded a discount on their portion of health insurance premium costs by participating in the program. Recent developments to the program include bringing in local farmers market vendors to deliver fresh produce weekly and the “5-a-day” food challenge (eating 5 fruits and vegetables). CFS leadership is full engaged, having a dedicated space in the office and a work-out room open to employees free of charge.

ResMed

At its heart ResMed is a health care company, working to increase education and awareness of the health consequences of untreated sleep disordered breathing (SDB). It is equally dedicated to practicing what it preaches and is committed to helping employees get and stay healthy. Wellness is integrated into its benefit plan design in the form of biometric screenings. More than 85 percent of ResMed staff had these screenings last year – a surprise that the organization stresses wellness activities. Its six dimension wellness model focuses on six areas of health that include physical, emotional, social, career, financial and safety/security. Participating in the program pays off for employees. ICW offers an incentive rate on medical premiums for those who complete a health assessment and biometric screening. Most popular activities have been the “Top of the Mountain Challenge” (teams climb stairs for exercise and prizes), and the “$4 Lunch Challenge” where teams create a healthy lunch for $4 or less per person. And management leads these efforts from the top down with each supervisor responsible for a defined wellness goal that accounts for 5 percent of their overall performance review.

La Jolla Institute for Allergy and Immunology
year and were able to pay discounted health insurance premiums. Personal training, fitness instruction, yoga, massage therapy and nutrition education are all offered on site. With the overwhelming involvement of the entire staff in the various wellness programs, ResMed has saved an impressive $1.5 million in insurance costs, proving the validity of these efforts for the individual employee and the organization’s bottom line.

Alphatec Spine

As a company in the health care industry, wellness programs benefit not only Alphatec Spine’s employees but also enhance the company brand. One such program it provides is a Wellness Premium Discount for employees who complete a biometrics health screening. Participation in the screenings has doubled from the previous year. In addition, the company provides onsite yoga classes, walking groups, a weekly “boot camp” and stretching and exercise stations, just to name a few. As a result, the aggregate cholesterol level improved among employees, and the total weight loss for those participating was 121 pounds.

Bumble Bee Foods, LLC

Bumble Bee Foods’ commitment to promoting health and well-being is evident in the programs it provides to employees and their families that encourage healthy behavior. That commitment is reinforced by the active participation of its senior management, including CEO Chris Lischewski. Among those programs is its outcome-based Healthy Habits Premium Discount Program for employees who meet certain biometric criteria and complete a Health Risk Assessment. As incentive, the company provides employees with a savings of $520 per year. By getting flu shots, biometric screenings, annual checkups, utilizing tools to compare healthcare costs and completing health risk assessments, employees are helping to manage the costs of health care.

Encore Capital Group

Encore’s wellness program is key to improving productivity, attracting and retaining employees, reducing absenteeism and reducing overall health-care costs. The program benefits both the company and employees in reduced insurance premiums. Encore reimburses employees for attending 10 instructor-led exercise classes per month and for the cost of a personal trainer. Other program components include nutrition education and disease management. Wellness is promoted at all levels of the company. The result? Over 50 percent of Encore’s US-based staff have none of the top five leading risk factors. In addition, the number of employees at a healthy weight is better than the benchmark.

Glacier Water Services, Inc.

Glacier Water Services has had significant success in its current wellness programs, including the Wellness Bonus Opportunity for associates who have current gym memberships, recently participated in walk/run races, are currently in a weight loss program, or who have taken advantage of a smoking cessation program. Also, the W.I.N. (Walking in Numbers) lunch-time walks (average 2.5 miles) just celebrated a 2nd year. The company remains committed to “lunch and learn” sessions in which practitioners or other experts share information with staff. Glacier’s CEO is looking to expand wellness programs in 2013 and has listed this as one of the corporate performance objectives for the year.

Mission Federal Credit Union

Mission Federal Credit Union’s wellness program is helping this organization meet one of its four key strategic initiatives – employee optimization – by focusing on health and work/home balance. Mission Federal’s goal for 2013 is direct: for all employees to visit their primary health care provider for a general check-up and to complete a Health Risk Assessment. In the meantime, staff can benefit from weekly yoga classes, flu shot clinics, quarterly massages, gym facility, all offered on site. The credit union’s senior leadership team stands behind the wellness culture, supporting the recent Health and Life Style Expo that was attended by more than 250 employees.
### 2013 Healthiest Companies

#### Large-business category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address Website</th>
<th>Telephone</th>
<th>Number of San Diego County employees</th>
<th>Business Description</th>
<th>Wellness Program Description</th>
<th>CEO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>MRC Smart Technology Solutions</td>
<td>858-394-0029</td>
<td>722</td>
<td>Activity and participation management</td>
<td>ACTIV by functional strength training, in-office developed nutrition behavior program, running groups, yoga, cycling groups, health fairs, education seminars, meditation classes</td>
<td>Jeff Benavente</td>
<td>1999</td>
</tr>
<tr>
<td>2</td>
<td>Peregrine Semiconductor</td>
<td>858-435-7110</td>
<td>13,600</td>
<td>Hospitals, medical offices, clinics, home health services</td>
<td>On-site exercise classes, chair massage, farm stands, stress management seminars, on-site employee health clinics</td>
<td>Chris Van Gorder</td>
<td>1924</td>
</tr>
<tr>
<td>3</td>
<td>Scripps Health</td>
<td>858-368-7000</td>
<td>710</td>
<td>High technology</td>
<td>Annual on-site biometric screening, on-site flu shots, fitness center with household, stationary bikes, weight machines, fitness classes, Wellness Expo with health-related seminars, Weight Watchers, healthy menu choices, on-site coaching and lifestyle pressure testing, body fat testing</td>
<td>Alex San</td>
<td>1948</td>
</tr>
<tr>
<td>4</td>
<td>MRC Padlock to Life</td>
<td>760-476-2235</td>
<td>1,359</td>
<td>Satellite, digital communications</td>
<td>Gyms, pilates, strength training, yoga, boot camps, on-site walking, running, biking clubs, Weight Watchers at Work program, free flu shots to employees and spouses</td>
<td>Rick Baldridge</td>
<td>1996</td>
</tr>
<tr>
<td>5</td>
<td>Event Network</td>
<td>858-222-6100</td>
<td>135</td>
<td>Cultural attraction retail operator</td>
<td>On-site gym, relaxation room, full kitchen, healthy cooking classes, financial planning workshops</td>
<td>Larry Gibbart</td>
<td>1999</td>
</tr>
</tbody>
</table>

#### Business category headquartered outside San Diego County

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address Website</th>
<th>Telephone</th>
<th>Number of employees</th>
<th>Business Description</th>
<th>Wellness Program Description</th>
<th>CEO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Harrisa's Rincon Casino &amp; Resort</td>
<td>760-751-3100</td>
<td>1,400</td>
<td>Developing new resorts, expansions, acquisitions, own or manages casino resorts on four continents</td>
<td>Total Well-being program, full-time wellness coach, weight loss challenges, healthy food and beverage options available</td>
<td>Janet Baranoski</td>
<td>2002</td>
</tr>
<tr>
<td>2</td>
<td>Union Bank</td>
<td>415-765-3208</td>
<td>1,801</td>
<td>Financial services</td>
<td>Programs vary by location, fitness facility that offers group exercise classes, personal training, chair massage, walking groups</td>
<td>Masashii Oka</td>
<td>1984</td>
</tr>
<tr>
<td>3</td>
<td>Intuit Inc.</td>
<td>858-215-7225</td>
<td>1,300</td>
<td>High-tech, software</td>
<td>Biometric screening clinics, flu shots, blood bank, health fairs, walking paths, healthy choices in the vending machines, walking/runnin and riding clubs, soccer and golf leagues, Zumba classes, yoga classes, personal trainers</td>
<td>Brad Smith</td>
<td>1983</td>
</tr>
<tr>
<td>4</td>
<td>UTC Aerospace Systems – Legacy Goodrich</td>
<td>619-491-2271</td>
<td>2,700</td>
<td>Manufacturing</td>
<td>Two-on-site gyms, walking and running groups, ergonomic stretching programs, stroking cessation program</td>
<td>Alan Ballesteros</td>
<td>2012</td>
</tr>
<tr>
<td>5</td>
<td>SRA International Inc.</td>
<td>703-832-4106</td>
<td>48</td>
<td>High-tech consulting, professional services</td>
<td>Weight Watchers, wellness rooms, on-site yoga and Zumba classes, seasonal massage events, informal walking groups, bike-to-work programs</td>
<td>William Ballesteros</td>
<td>1983</td>
</tr>
</tbody>
</table>

### MRC Smart Technology Solutions

**www.mrc360.com**

“MRC Padlock to Life” priorities are family, health, work, community and personal. Those values are evident in a number of wellness programs. MRC provides nurses to perform physical examinations for its employees at no cost on an annual basis. In MRC’s San Diego office alone, 23 employees participate in a fitness class three days a week ("boot camp") with a personal trainer at no cost. At the regular “lunch & learn” workshops guest speakers – practitioners, providers or experts – share their expertise about exercise, nutrition or other health care issues that employees can use in their own household health management planning. Many employees note that one great benefit of MRC’s location on Copley Drive is having both Road Runner & REI locations on the same street – great inspiration!

### NSWG-1 Logistics Support Unit

**www.nswg1family.org**

The health and wellness of our service personnel is vital to our national security. This unit of the Naval Special Warfare Command utilizes its wellness programs to improve the health and wellness of all its personnel by ensuring they all meet Navy standards, to improve productivity and to boost employee morale. In addition to the two mandatory fitness tests each year, the Command’s CO, EO, and Master Chief ensure that department heads establish a personnel to participate in physical training five times a week. The many naval bases in the San Diego area offer different fitness programs including yoga, walking groups and personal trainers. Family members are also encouraged to participate in the fitness programs.

### Peregrine Semiconductor

**www.psemi.com**

Peregrine’s wellness programs focus on education and choice. Employees have access to onsite massages, yoga classes, fitness classes, biometric screenings, and delivery of organic fruits and vegetables. One significant program is Ditch the Wednesdays where staff can participate in a variety of lunchtime activities including surfing, Zumba fitness parties, walking and cycling. The most popular wellness program is the annual “Maintain, No Gain” holiday diet program and fitness challenge. This year, the company is offering a new benefit, “Wellness Days,” in which full-time employees can take two days off each year with pay to participate in a charity event, either volunteering or running a marathon.

### Prometheus Laboratories Inc.

**www.prometheuslabs.com**

As a provider of health care, drugs, and diagnostics, health and wellness are key to Prometheus Laboratories’ business. Employees can take advantage of an onsite gym, and yoga and massage therapy is also available for reasonable costs. The most popular wellness-related activity during 2012 was in conjunction with the Summer Olympic Games when the company launched three separate four-week-long Walking Challenges with the local office participation at 50 percent. Prometheus also focused on nutrition, with a registered dietitian onsite for consultations, and established itself as a CSA (Community Supported Agriculture) organic food stop site, where a local farmer regularly delivers fresh vegetables and fruits.

### San Diego County Credit Union

**www.sdccu.com**

The San Diego County Credit Union’s (SDCCU) wellness culture is an extension of its commitment to its members. Onsite is a fully equipped workout room. Employees can receive a $400 annual wellness reimbursement for weight management classes, nutrition counseling, smoking cessation programs and gym memberships. SDCCU’s corporate farmer’s market delivers fresh, local produce at a discount. In addition, a mobile wellness bus visits multiple SDCCU locations, offering free blood and other vital sign screenings to employees. SDCCU also supports wellness in the community at large, sponsoring over 20 walks, runs and health-related events annually including the San Diego County Credit Union Walk for MS and the Shamu & You Family Walk benefiting Rady Children’s Hospital.

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**continued from page 27**

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Senomyx, Inc.

Senomyx fosters a culture in which employees are empowered to make healthy lifestyle decisions through wellness education, promotion of physical activity, and utilization of health screenings. In addition to offering regular yoga/Pilates classes and an onsite workout room, the company offers a discount at the Sorrento Canyon Golf Center. Employee participation rates in biometric and health screenings are 80 percent. Staff is also encouraged by management to join company sports teams and attend the Senomyx Health Expo (and more than 80 percent of them did so). The firm also focuses on community health at large by holding a blood drive, and providing flu shots to all its employees annually.

Superior Mobile Medics

As part of its “Corporate Fit” program, employees of Superior Mobile Medics are offered cash incentives for participating in a “biggest loser” type competition. Yoga is a big motivating factor for employees to live a strong and healthy life, and weekly yoga classes at a local studio are paid for by the company. Annual biometric screenings inform staff about their cholesterol, triglycerides and glucose levels so they can make appropriate dietary or medical decisions. By having a culture focused on employee health, Superior Mobile Medics has a highly engaged workforce, low absenteeism and has seen an increase in organizational morale and productivity.

The Bridges Club at Rancho Santa Fe

The Bridges Club offers its staff a variety of programs, including smoking cessation, weight management, fitness and nutrition advice. It implemented “Get Healthy Get Points Get Cash” which awards employees points for completing health and wellness-related activities, earn over 100 points and win cash — and bragging rights. The Club hopes to increase participation in programs by tying the cost of medical coverage to health assessments, offering premium reductions or other rewards for quitting smoking, maintaining a healthy BMI or meeting other approved health standards. It’s not all work as employees are hooked on lunchtime activities (ping pong, horse shoes, and a Wii competition). The company benefits as well, having seen a 11 percent reduction in sick time taken.

The Ken Blanchard Companies

The Ken Blanchard Companies “Live the Journey” Wellness Program was initiated in 2011. The program centers on promoting a culture of health and a partnership between the company, its benefits broker, its health carrier and its entire staff to better manage the increasing cost of health benefits to the company while helping employees be healthy. In addition to increased participation in the online My Health Assessment program, the number of people taking biometrics screenings has risen. The firm continues to improve its onsite fitness room facility, and implemented a monthly “wellness challenge.” The executive leadership team sets an example with a 100 percent participation in the health assessment completion goal in 2012.
viaSat understands that employees should be incentivized. One of the main ways this organization rewards employees for their hard work is with a rich benefits package and... 

Event Network
www.eventnetwork.com

Event Network strives to have 100 percent participation in its wellness initiatives and to attain zero health risk factors as measured by an annual Health Risk Assessment. The organization is always looking to top what it did the year before. In addition to adding “fun” wellness initiatives like Zumba Thursdays or healthy cooking classes, the company also is making a move to more consumer-directed benefit plans. New programs are being added including financial planning workshops as part of “lunch and learn” courses. In addition, health supporting activities include an onsite fitness center, relaxation room, fitness classes, nutritionists, tobacco free campus, smoking cessation programs, SoniicBooms Wellness Tracker, health risk assessments, biometric screenings, non-smoker premium discounts, and personal/professional coaches. On the nutrition side, the company is working with a local restaurant company to re-tool its family kitchen to supply free healthy breakfasts to team members. There is an in-house garden supplying fresh produce daily. Results are impressive including a voluntary full-time turnover rate reduction from 11.5 percent to 3 percent.

#3 Winner

Mitchell International
www.mitchell.com

Early in 2012, Mitchell drafted its first comprehensive multi-year wellness strategy. This strategy identified four broad focus areas and formed a holistic framework to build on. Under the umbrella of “The Mitchell Way” the company believes wellness initiatives directly support each of its core values and benchmarks were established to describe areas of focus that include Know Your Risks - screenings, HRA, prevention; Get Moving - increase physical activity; Eat Smart - understand nutrition and make healthy food choices; and Live Holistically - reducing stress, community involvement, and global responsibility. Employees participate in free onsite biometric screenings and reduced medical plan premiums are offered to those who completed three wellness activities: biometric screening, health risk assessment and a tobacco-free certification. Participation in the screenings improved from 36 percent to 84 percent, high blood pressure risk was lowered from 71 percent to 63 percent and high cholesterol risk was lowered from 71 percent to 63 percent. Mitchell also uses a local vendor, Fit-X San Diego, to provide instructors for onsite fitness classes, including yoga and Pilates, along with three variations on a boot camp style strength-training class. 

#4 Winner

American Specialty Health, Inc.
www.ashealthcompanies.com

American Specialty Health (ASH) has fostered a culture of health for more than a decade. Its wellness initiative - Healthyroads Coaching Program - was launched in 2009. Programs evolved from healthy choices in vending machines to include a walk/run club, a wellness team, and a host of other initiatives. In 2008, Healthyroads began offering eight specific wellness programs. Employees are rewarded with gift cards for engaging in healthy habits and can earn up to $800 a year for achieving fitness objectives using wireless activity monitors. The annual Get Healthy! Award is presented to the employee who made the most improvement in healthy living.

AMN Healthcare
www.amnhealthcare.com

AMN Healthcare’s wellness program prioritizes incentives to motivate healthy behavior. The program offers an incentive of a $50 discount on annual medical premiums if a team member earns $50 or more wellness points. Health coaching, biometric screenings and the health risk assessments were included in the Wellness program when it was launched in September 2010. In a program titled Healthy Roadmaps employees are provided a checklist of wellness activities that earn points for participants with certain lifestyles or chronic conditions, and help is offered to assist members in navigating the wellness program. The program has a manager sponsor who sits on the executive team and also leads an annual initiative at AMN called “SoleMates” that runs races and raises money for “Girls on the Run” nonprofit locally.

Bridgepoint Education, Inc.
www.bridgepointeducation.com

To support its comprehensive wellness program, Bridgepoint Education kicked off an 18 month communication campaign around health and wellness to educate employees and get them to take ownership of their own health and wellbeing. The campaign began with a video from executives in the gym talking about the importance of healthy living, knowing your numbers and consumerism. An innovative Stress Management program occurs each quarter through SuperSmArtHealth and consists of eight weeks of online modules and several face to face check-ins. The program has had an overwhelming response with 88 percent of participating employees reporting a decrease in stress and increases in their overall quality of life. There also is a monthly health and wellness blog where information is shared about upcoming initiatives and what is going on in the industry.

#4 Winner

ConAm Management
www.conam.com

Recognizing that employees perform their best when they are healthy and that optimal employee performance is necessary for ConAm Management to be a leader in property management, the employee wellness program aims to improve the health and well-being. ConAm’s multi-year wellness strategy includes offering biometric screenings and online health assessments annually to give employees a baseline of their current health as well as measurement of improvement after implementing the company’s signature Strive! initiative. Leadership supports and participates in the company’s health and wellness initiatives. A regional San Diego vice president hosted a full-day wellness symposium for its associates that consisted of wellness seminars and a health fair with 23 wellness professionals representing various areas of health. To incentivize employees, the company offers employees the chance to win an iPad and numerous other prizes.

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Life Technologies Corporation

Life Technologies Corporation wants to create a culture for its employees and their families where healthy choices and living well are the norm. The life sciences company has developed a three year roadmap that incorporates both company-wide and individually targeted programs. It provides a heavy incentive for employees and enrolled spouses to complete both a screening and health assessment. Managers are mandated to lead wellness activities. A wellness champion in Carlsbad worked with the onsite fitness center to offer a special Weight Watchers members-only class that helps those new to exercise. Life Technologies also offers an incentive to wellness champions to drive participation in its global wellness challenges. Any site that achieves 50 percent participation in one of the challenges receives additional money to provide onsite wellness programs. Living healthy definitely has become a part of Life Technologies.

NuVasive, Inc.

NuVasive’s Absolute Wellness program promotes a workplace that encourages shareowners to choose to optimize their health and well-being through an onsite fitness center, fitness classes, walking programs, active clubs, nutrition and fitness challenges, preventive care, and more. The senior leadership team has prioritized the program and doubled the wellness budget for 2013. Programs include a contractor who assists with managing the fitness programs and 15 active club coordinators that run activities such as sailing, volleyball, triathlon, rock climbing, soccer, flag football, and soft ball. Onsite preventive care includes a 12 week weight watchers program, weekly delivery of vegetable and fruit boxes, onsite dental clinic, and weekly onsite massage.

San Diego Zoo Global

One of the five annual objectives for San Diego Zoo Global is an increase in employee engagement and satisfaction. In 2012 and 2013, this is focused on wellness and health of the entire staff. In 2012, San Diego Zoo Global introduced a comprehensive Health and Wellness initiative entitled the Roar Longer Program as part of the health benefits program for non-union benefited employees (approximately 300). In 2013, the program expanded to include all benefited union employees (approximately 1,500). Employees are incentivized in the Roar Longer program by earning points for certain activities and popular programs include the Roar Longer Web Portal, Roar Longer Book Club, and new Employee Break Rooms where, at both locations, the organization has completely thrown out the old “cafeteria-style” of food, and installed a healthy market.

Tri-City Medical Center

Recently named to the Becker’s Hospital Review annual list of “100 Great Hospitals of America,” Tri-City Medical Center is an innovator in medical treatments, research, technology and care delivery, as well as an anchor of health within its community. The medical center recently developed and implemented its Employee Wellness Program to not only mirror the cutting-edge care it provides its patients, but to make sure the number one asset the medical center has – it’s approximately 2,300 employees – is supported. In 2012 Tri-City launched a three-year plan for a comprehensive program. Wellness tools are provided to participating employees through “HealthX,” a web-based, self-directed and personalized program. Each employee gets a personal and confidential health record to store their medical information. The program also provides physical activity, nutrition, stress management and weight management challenges; online monthly seminars; health wise conversations; and healthy living programs. 560 employees have already registered for the program which is already more than halfway to its first-year’s annual goal.

Every day Lockton Associates deliver results for our clients and along the way, focus on being the Best Place to Work in our industry.

For several years, Lockton has been named one of the Best Places to Work, so we know what it takes to walk the talk in Wellness.

We congratulate all of this year’s participants and winners on your efforts to make your place of business one of San Diego’s Healthiest Companies.
programs have grown and this year UTC was able to celebrate the success of the program.

participation of Intuit’s staff. Increased participation. The program’s success can be seen in the current almost 90 percent

engrained in Intuit’s culture, from walking path maps to bike lockers, towel service in the share program was created offering bikes and helmets onsite for employees to use for long-

per year for getting active. Intuit also has added nutrition counseling to all of its health offerings to support and encourage behavior change. Now in the middle of a multi-year

raises funds for the American Heart Association (AHA). Based on data comparing employee participation to encouraging participation. A senior executive vice president annually leads a team that

offerings to support and encourage behavior change. Now in the middle of a multi-year initiative to help employees lower their risk of disease and improve their overall health and

well-being. The “L.I.F.E.” in BDO L.I.F.E. stands for “lifestyle improvements for everyone.” The main objective is for BDO to create preventive programs to help reduce claims.

SRA takes a holistic view of health and wellness with the goal of reducing the impact of illness and enhancing productivity through a multi-program approach. The company believes in the employee sharing the responsibility for managing their health and provides incentives to reinforce their participation. SRA emphasizes four essential values: Ethical Behavior, Quality Work and Customer Satisfaction, Caring About Our People, and Giving Back to the communities and those values support its comprehensive wellness program.

employees are at risk for high blood pressure, a 29 percent decrease in those who are at risk for high cholesterol and a 17 percent decrease in those at risk for high blood sugar.

People are at the heart of Union Bank. Its culture of “doing right” is supported by a

commitment to employees’ health and wellness and has created a program with a grassroots program, McCarthy Build for Life is supported by wellness champions in every facility of UTC. Those who participate are rewarded with a 5 percent discount on medical premiums for the entire plan year. Locally, San Diego managers fully funded basketball and soccer teams throughout the year.

At McCarthy Building Companies, every meeting begins with “Safety First.” Wellness underlines every part of the construction firm’s core values and is not a stand-alone initiative. Developed and launched in 2010, McCarthy Build for Life is a comprehensive wellness program designed to encourage all McCarthy employees and their families to strive toward optimal mental, physical and emotional well-being. The program focuses on four key areas: Awareness, Prevention, Activity, and Lifestyle & Stress. Designed as a grassroots program, McCarthy Build for Life is supported by wellness champions in each office who communicate to employees in their region. Many health and preventive programs are available including a unique partnership with Mayo Clinic that provides quarterly newsletters sent home to employees.
Moneymtree, Inc.
www.moneytreeinc.com

Moneymtree, Inc. believes in providing the best health care options possible for its staff. It offers fully-paid medical, dental and vision coverage to employees after 90 days of employment. The wellness program has grown with new benefits that Moneymtree’s team members have embraced including massage therapy, acupuncture and chiropractic care. Additionally, a free Employee Assistance Program that includes access to professional experts and counselors on a variety of topics to employees and family members is very popular with staff at all locations. To keep on top of the best services for the company’s far-flung offices, data is compiled annually and provided to the executive team and benefits department for review to determine opportunities for additional benefits or adjustments to the current benefits plan. Partnerships are identified in local areas to support and promote employees’ wellness.

**Moss Adams LLP**
www.mossadams.com

At Moss Adams wellness means more than just offering comprehensive health care coverage. By providing flexible benefit options and extending family-friendly perks of backup care and a generous parental-leave policy, the organization supports the quality of life of its employees. Recognizing that limited time is a top stressor, Moss Adams opened satellite offices in some of its major metropolitan offices to help reduce commuting time. Brown-bag lunches and webinars are offered at which employees share their best wellness techniques. In conjunction with American Heart Health Month, a Quit For Life program was rolled out firm-wide that pairs smokers with a Quit Coach which helps them set an individualized plan that works best for them. One key component of wellness is helping employees manage the wellness of their families. Because of this, the firm provides low-cost in-home or center-based coverage for dependent children or adults. Each employee receives access to 15 visits per calendar year.

**URS Corporation**
www.urs.com

URS Corporation and notably its San Diego office, has set multi-year goals for improving health and wellness. This includes starting with understanding the issues and engaging the company’s “Great Place to Work” program. Locally that involves a number of programs that tie to the objectives of health and well-being. These include teaming with local Suzy Farms. This organic small-business farmer now provides healthy alternatives and provides fruit to all employees once a month. The company also encourages participation in ride-share programs and has a very active “Green Team” who focus on local and office recycling programs, Earth Day rallies, and local clean-up days. Additionally, an “Active-for-Life” program sponsors groups of walkers, hikers, basketball players and other fitness activities.

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**San Diego Business Journal**

**Supplement Facts**

Bob Baranski  
Associate Publisher

Dale Ganzow  
Sales Manager

Lauren Mannella  
Senior Account Executive

Patti Anderson  
Supplements Editor

Suzan Peterson  
Graphic Artist

4909 Murphy Canyon Road  
Suite 200  
San Diego, CA 92123  
858.277.6359  
Fax: 858.277.6393  
E-mail: sdbj@sdbj.com  
Web site: www.sdbj.com

Find out how at SDhealthyworkplace@ACEfitness.org or (858) 380-3820