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COMPANIES 2016
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San Diego’s 2016 Healthiest Companies

LARGE COMPANY CATEGORY
1. Viejas Casino & Resort
2. County of San Diego
3. ViaSat, Inc.
4. San Diego County Credit Union
5. Welk Hospitality Group, Inc.

MEDIUM COMPANY CATEGORY
1. Event Network, Inc.
2. ResMed
3. TERI, Inc.
4. CUSO Financial Services, LP
5. ESET North America

SMALL COMPANY CATEGORY
1. gap intelligence
2. Quality Controlled Manufacturing, Inc.
3. SolidProfessor
4. The Control Group
5. Moss Adams LLP

HEALTHCARE, INSURANCE & WELLNESS SERVICE PROVIDER
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We have seen an amazing transformation over the past years in the depth and breathe of commitment to wellness from truly forward-thinking organizations. These companies and their leadership have embraced the overwhelming evidence that a healthy, motivated workforce not only is more productive, but more dedicated to the organization and its goals. And these tenets have borne out in case after case of companies reaping the benefits with lower health care premiums, fewer sick days, less attrition, and ultimately a more profitable bottom line. Contemporary organizations are stepping up their game beyond the requisite health fairs, weight loss contests and smoking cessation programs. Activities that support health and health, an enriching office environment, and outside community involvement all play into what is now considered a required wellness program. Innovation and inspiration, along with collaboration with employees and wellness professionals, have brought an array of perks and incentives from free yoga classes to dog- and child-friendly offices that are keeping workers engaged and invigorated.

We honored these progressive organizations at an awards event held on June 1 at Estancia La Jolla Hotel & Spa, which brought together more than 350 guests from a broad spectrum of industries. Highlighting the event was a special Corporate Wellness Leadership Award presented to Dr. Roddy Carter of BodyWHealth and a Health Care Innovation Award given to Dr. Marc Sedwitz of XiMED Medical Group Inc. Joining the San Diego Business Journal in hosting the event was founding gold sponsor HUB International, along with gold sponsors Kaiser Permanente, MRC Smart Technology Solutions, and Tri-City Medical Center, and in association with Brainard Strategy.

An independent panel of judges chose 25 exceptional winning organizations based on their comprehensive wellness programs and they are profiled in the following pages. The judges were Kelley Axelson, UC San Diego School of Medicine’s Center for Community Health; Michelle Cu, Lam Research Corporation; and Bernie Porter, YMCA of San Diego County. We extend our sincere thanks for their time and critical evaluation of our exceptional winners.

The San Diego Business Journal congratulates all the organizations that have created a healthy workforce.

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Kelley Axelson currently works for UC San Diego Center for Community Health as senior manager for the Live Well @ Work initiative, which focuses on engaging low-wage industries to support the development of a comprehensive employee wellness program. The goal of Live Well @ Work is to create a culture and environment that supports healthy eating, physical activity, and food security. She is a dedicated public health professional with experience in nonprofit and academic program design, grant writing, research protocol, evaluation design and analysis, community outreach, marketing, and project management. Axelson has led efforts to improve access to healthy foods and physical activity in the workplace through innovative partnerships between the university and local health departments, and health care organizations.

Michelle Cu is the well-being program manager for Lam Research and is responsible for developing the company’s Well-being Program. She has more than 13 years of experience working in the health and wellness space in the nonprofit and corporate sectors. Cu has integrated the concepts of wellness and sports management to increase employee engagement and created a culture of well-being. Her programs have received numerous awards and recognitions from the American Heart Association, Community Health Charities, San Diego Business Journal and the Healthiest Employer in partnership with the Silicon Valley Business Journal and the San Francisco Business Times. In 2014 she was featured in the San Francisco Business Times as part of their Healthiest Employer Recognition awards. Prior to joining Lam Research, Cu was the vice president, wellness manager at MUFG Union Bank, N.A. She also has played professional women’s football as part of the American Women’s Football League. In her spare time she enjoys playing and coaching basketball.

Bernie Porter has been with the YMCA since 2002. In his 38 year legal career his experience has encompassed financial institutions and high profile law firms, along with religious and civic organizations. He has been an associate attorney at Seltzer Caplan, in-house counsel at Great American Bank (San Diego Federal), and served a variety of roles at the Foursquare Church in San Diego, Danville, and Los Angeles. Porter has assumed numerous critical roles at the Y, including interim executive director, head of human resources, and board liaison. Porter’s contributions have helped establish procedures and systems that have insured the organization’s integrity and viability. Married in 1973 to Ann Porter, he has three adult children and six grandchildren. He also serves as a pro tem judge with the Small Claims Court and as a group fitness instructor for indoor cycling at the YMCA. Porter received the Lifetime Achievement Award at the San Diego Business Journal’s 2015 General Counsel Awards.
Healthiest Companies 2016 Awards of Distinction

Corporate Wellness Leadership Award

RODDY CARTER, M.D.
BodyWHealth

Dr. Roddy Carter is a physician, scientist, student and teacher. His professional background includes clinical medicine, research, business, entrepreneurship, writing and teaching. He uses his expertise to teach personal mastery to individuals, teams and organizations. Guided by his many years as a corporate leader, Dr. Carter helps companies and teams to achieve individual and collective effectiveness. Today he works in two major professional areas — BodyWHealth and its subsidiary WHealthTechSeek which seeks to educate and support people who strive for optimal WHealth, and through Body-Corporate (and the Biosimilars program) which concentrates on organizational behavior and nature to assist organizations and teams to achieve their goals. He writes a regular blog and has recently published a book "BodyWHealth, Journey to Abundance" which provides guidelines for achieving health and happiness. In helping individuals and teams achieve their potential, he draws deeply on his specialist training and experience in sports medicine and exercise science, where he prepared elite athletes for Olympic competition.

Born and raised in Johannesburg, South Africa, Dr. Carter developed a passion for people and an appreciation for the natural sciences. He studied medicine at The University of the Witwatersrand, and then spent several years working in the Johannesburg Hospital Trauma Unit, the only level one trauma center in Southern Africa. He then transitioned into family medicine. With his interest in fitness and training, Dr. Carter attended Trinity College in Dublin to specialize with a master’s degree in sports medicine and exercise science, returning to his alma mater in South Africa and establishing The Center for Exercise, Nutrition and Muscle Science. This unit monitored the training of some of South Africa’s most elite athletes, conducted academic research and established higher degree programs in sports medicine and exercise science. Dr. Carter was part of the team that introduced modern antiretrovirals (HIV/AIDS drugs) into Southern Africa, spearheading the education of African physicians in the treatment of the disease and was a leader on a research program that redefined the treatment of hypercholesterolemia, reducing major cardiovascular risk in vulnerable patients by 20 percent.

Health Care Innovation Award

MARC SEDWITZ, M.D.
XMED Medical Group Inc.

Dr. Marc Sedwitz’s interests encompass general, vascular, and trauma surgery. He is an active member of the trauma team at Scripps Memorial Hospital, La Jolla and performs all the general surgery for the group. Dr. Sedwitz has been on staff at Scripps Memorial Hospital La Jolla since 1988, and was chief of staff from January 2010 through December 2012. Additionally, he has served as chairman of the board of the XMED Medical Group’s board of directors since 2011 and has been on the board since 2008. The organization is a network of more than 400 doctors and 45 specialty health care occupations that provide care in small- to mid-size practice settings.

Dr. Sedwitz is well known in the medical field on both the national and local level. He is a strong advocate of physicians in leadership positions and believes that medical decisions should always be made by a physician. He played a critical and fundamental role in establishing Healthy Partners, a pioneering health care insurance service offering direct contracting of services between physicians and employers. The self-funded health care model will be offered to employers throughout San Diego County with as few as 100 employees. The pilot program was designed to enable physicians to provide proactive care for patients while giving employers previously unavailable data on their overall health care expenditures. The idea for Healthy Partners evolved out of Dr. Sedwitz and XMED’s experience participating in the federal co-op alternative insurance program created as part of the Affordable Care Act. Healthy Partners addresses the frustrations of both employers and physicians by connecting them directly to one another — payer to provider — thus removing complicating intermediaries such as third-party insurance companies and hospitals from the health care equation.

Dr. Sedwitz was named one of San Diego Magazine/San Diego County Medical Society Top Doctors in 2015.

SMALL COMPANY

1. gap intelligence

gap intelligence has created a companywide initiative that continues to engage employees in healthy living practices and the commitment to wellness starts at the top. Managers are held accountable for promoting wellness. Employees are allowed to engage in wellness activities during paid hours. Weekly gapGazette emails detail the month’s wellness, education, community, and philanthropic activities, as well as new blog posts and company meeting highlights. gap’s wellness program is designed with all employees in mind. The company’s recently launched a “gapCulture 101” class for all new hires in 2016. The goal is for these “gappers” to be more confident as a new member of the community and more willing to participate in and support the team’s activities. Most gap wellness initiatives are group-oriented. They promote a variety of activities and sports, including ping pong, hiking, yoga, and walking, and also subsidize memberships to local fitness facilities. The program also relies on feedback from each employee on what is working and what needs improvement.

2. Quality Controlled Manufacturing Inc.

Prior to the launch of its wellness program, Quality Controlled Manufacturing, a precision machining manufacturer, was a company suffering from frequent employee turnover, high workers comp claims, high absenteeism, tardiness and an aging workforce. QCMI created their wellness program to focus on keeping their employees healthy, fit and engaged. Beginning with the purchase and renovation of corporate headquarters in 2009 that included an onsite state-of-the-art circuit training equipped gym and two modern, kitchen-equipped break rooms, employees had the opportunity to bring in healthy meals, as well as the opportunity to exercise and get nutrition coaching with a personal trainer. From the beginning of its formal wellness program in 2012, QCMI has achieved positive results in improving employee wellness. QCMI implemented an initiative last year called “11 Steps to a Healthier You!” This program was a more formalized program and allows access to lifestyle coaching services to help maintain health goals. Results have been significant including a substantial drop in workers comp claims paid out — from $200,000 in 2011, to $1495 in 2012, to $405 in 2013, to zero for both 2014 and 2015.

3. SolidProfessor

SolidProfessor is a forward-thinking company that understands that the long term wellness of their employees will increase productivity, retention, and overall profitability. The company allocates $1,800 per year per employee and has created an employee advisory board to engage the employees. The three founders of the company serve as champions for this new program. Challenges included disparities in individual fitness levels. Some people in the company were extremely active and led a community of runners and cyclists to compete in races. This excluded some of the less active employees so SolidProfessor created a greater variety of active opportunities that accommodated all fitness levels. It has increased employee participation in fitness activities by 80 percent in the last year. In addition, the company has replaced less healthy employee incentive programs (happy hours, beer Fridays) with more healthful programs (active engagement, nutritious meals). The final new initiative since the employee advisory board was commissioned was the launch of a stop smoking campaign. The past year has seen 19 percent less sick days taken and a 10 percent decrease in health care costs.

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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.

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4. The Control Group

The Control Group is a relatively young company, but from the very beginning, co-founders Kris Kibak and Joey Rocco have put an emphasis on health and wellness. The company reflects their personal lifestyle. Employees annually participate in the Del Mar ROC Race, the Del Mar Mud Run, and the Helen Woodward Puppy Love 5K. The company has sponsored staff basketball, soccer and bowling teams. Last year a formal wellness strategy was branded as The Active Group — a play on the company name — and it started with their first annual company health fair. With the formal wellness strategy in place, there are now monthly wellness activities that include a hike to work challenge, a walking stick share program, onsite flu shot clinic, and healthy cooking demos. Employees also enjoy 100 percent company paid health benefits, access to an employee assistance program, along with 100 percent company paid life insurance and long term disability. The workplaces also are dog-friendly. The core motivation of The Control Group’s wellness campaign is to promote a culture of active employees who can enjoy doing the activities they love.

5. Moss Adams LLP

In April of 2015 Moss Adams located to new offices kicking their wellness program into high gear. The LEED certified multi-tenant building is one of the greenest in Southern California. The office was designed to feature natural lighting and includes unique features such as white noise to create a soothing work environment. Part of the company’s overall business strategy is an intense focus on its people, which is one of the firm’s “Four Cornerstones.” Moss Adams has had a long history on the cutting edge of the industry beginning in 1915 when its founder opened his small accounting firm in Seattle (still the company headquarters) to support the Pacific Northwest’s forest industry after the enactment of the first federal income tax. Moss Adams has led the way in the industry ever since in creating a supportive workplace for its staff of more than 2,200 that includes more than 260 partners nationwide. It’s many areas include recognition as one of the 100 Best Companies by Working Mother magazine; Best Adoption-Friendly Workplaces by the Dave Thomas Foundation and Family; and Best Accounting Practice for Staff Development by Vault.com’s “Accounting 50,” a leading career guidance site. Moss Adams LLP was founded to support the firm’s progress toward its social and environmental goals. Today, Moss Adams has a 100th anniversary and released its first corporate social responsibility report to measure the firm’s progress toward its social and environmental goals. Today, Moss Adams has a staff of more than 4,200 that includes more than 260 partners nationwide. Its many accolades include recognition as one of the 100 Best Companies by Working Mother magazine; Best Adoption-Friendly Workplaces by the Dave Thomas Foundation and Family; and Best Accounting Practice for Staff Development by Vault.com’s “Accounting 50,” a leading career guidance site, ranked Moss Adams in the top 11 overall firms based on quality of life (such as culture, satisfaction, work/life balance, and compensation) with overall prestige.

MEDIUM COMPANY

1. Event Network, Inc.

It all starts with the leadership at Event Network. The company’s CFO invests the money required not only to maintain wellness programs but to enhance them each year. Event Network’s multi-year wellness strategy focuses on improving team members and their family’s health. Current wellness components include biometric screenings and health risk assessments; online wellness, daily free healthy breakfasts and healthy vending machines; a tobacco free campus with smoking cessation programs; health management programs; an on-site gym and exercise classes; personal/professional coaching; a Zen room; financial/retirement education; and on-site gardens. Event Network boasts a wellness mascot - the “beBetter” bee. The bee can be found doing yoga at an on-site class, or even giving out wellness awards at the annual “Big Huddle.” The company’s goal was to have 95 percent to 84 percent. In addition, in 2015, the company opened participation to new hires immediately, rather than requiring them to wait until the next open enrollment. Financial health also is a priority of the initiative. The DreamBuilder program provides customized one-on-one coaching to aid employees in achieving substantial financial goals. A significant metric track for the company is health care costs. CUSO was able to lock health insurance rates, saving more than $1.2 million. With the savings, the company was able to reinvest back into employee programs and benefits. CUSO also supports a Spirit Squad which drives community charitable and civic involvement.

2. ResMed

ResMed’s wellness program, branded as “Living Life Well” embodies the company’s belief that wellness extends beyond exercise and biometric screening results. The program focuses on three areas: enhancing the employee experience; benefit plan optimization; and population health management. A cross-functional wellness advisory panel collaborated to define the company’s wellness goals and create mission and vision statements. The goals are tied to ResMed’s business strategy. The very early stage of wellness at ResMed was heavily focused on optimizing business outcomes, but the company realized it was not the right solution for everyone. Employee input helped the organization expand the definition of wellness to include all stages of health and well-being. ResMed also is committed to the third pillar of health — sleep. As a leading developer, manufacturer and distributor of medical equipment for managing sleep-disordered breathing, ResMed is especially attuned to the importance of quality sleep. Controlling health care spending through actual savings and plan renewal savings is another metric the company measures. Its success was verified when ResMed ended last year at $875,000 under budget for medical costs.

3. TERI Inc.

TERI is a nonprofit human services agency that designs learning and service program opportunities for individuals with autism, learning, and developmental disabilities throughout San Diego County. The organization’s culture places health and wellness at the core of staff and client focus. TERI offers many wellness incentives in addition to a fully supportive and encouraging work environment. Staff has access to a free on-site 5,000 square foot gym facility with personal fitness and nutrition coaching. Cutting edge equipment is continually added to the inventory. All TERI’s staff have access to their own personal health coach with a $150 quarterly cash incentive for those achieving personal health and wellness goals. Nutrition is a key priority as well. Employees have regular access to company owned and operated organic farm produce and fruit. In 2013 TERI expanded its business to include thirteen organic agricultural sites in addition to an organic animal husbandry site to supply clients and staff self-sustaining, nutritional, wholesome food choices. Seven of the farm sites are certified organic and kosher. TERI’s results have been positive. Overall employee engagement has increased by 8 percent between 2015 and 2016.

4. CUSO Financial Services

CUSO Financial Services has taken great steps in branding their health and wellness program “Balanced Lifestyle” to fit the company culture. This year the program is focused on nutrition, physical fitness, stress and disease prevention. CUSO has developed a multi-year strategy that includes awareness and culture change; participation and accountability; and moving to an outcomes-based program. Initially, employees were resistant to participation. However, in the last four years, the San Diego home office participation has increased from 75 percent to 84 percent. In addition, in 2015, the company opened participation to new hires immediately, rather than requiring them to wait until the next open enrollment.

5. ESET North America

ESET North America strives to really live the healthy lifestyle every day. The company’s wellness program started in 2007 with just 30 employees in Jacksonville, Florida and one activity — a walking/running club — which continues to this day. From there, the wellness initiatives evolved into building an on-site gym with instructors for yoga, boot camp and sculpting classes offered free to employees. Formal wellness challenges feature activities such as rock climbing, kayaking, “Amazing Race” competitions, pedometer challenges, and a paddle board challenge. A points system rewards employees who participate in activities including, new this year for high point earners, design your own Nike shoes. Nutrition also is stressed with an on-site café which carries healthy food and drinks along with fresh fruit delivered twice a day — all free to the employees. Other unique features include intranet groups called the wellness communities. The company designed a healthy recipe book from posts on the site. Along with wellness initiatives, ESET also helps employees get involved in community events. ESET sponsors groups such as Feeding America, Reality Changes, Alpha Project and Outdoor Outreach. Today, with more than 250 employees, ESET continues to add to the program every year.

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HEALTHIEST COMPANIES 2016 - WINNERS

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remarkable changes at every operational level. Benchmarks have included: more than a 50 percent increase in the number of team members participating, executive engagement at 100 percent, and a combined total of nearly 10,000 pounds lost through quarterly fit challenges. Currently, 76 percent of the “Fit Challenge” teams contain participants from multiple departments within the company, up from 22 percent at the onset of the program. The “Caught Ya’ Being Healthy” Program, encouraging team members across the organization to recognize each other, has tracked more than 6,500 “Caught Ya’s” to date. The friendly pedometer contests between departments spurred a total of more than 640 million steps, or 320 thousand miles walked since 2014. Since starting the wellness program, the Viejas Casino & Resort team has set seven Guinness World Records. And on the financial side, Viejas has recorded a decline in health claims cost of $400,000 and a 5 percent reduction in medical premiums during 2014-2015.

focuses on five chronic conditions identified as the highest health risks for employees: obesity, diabetes, asthma, coronary artery disease and chronic heart disease. In 2015 a number of innovative programs were added and expanded including the innovative Sheriff Health Academy. This program was designed as a pilot to provide education on nutrition, physical and mental well-being for sworn officers. The 108 participants saw results including 6 to 10 percent body fat reduction, improved cholesterol readings, improved mental well-being; and some participants achieved weight loss as high as 54 pounds. Additional new programs introduced included a mobile produce truck as a supplement to the on-site farmers market and an employee bike program. During 2015, there were 17 wellness champions from departments throughout the County who were integral to the success of the program.

ViaSat’s wellness program began years ago with one motivated employee. Since then wellness has been an important focus for the company. As the company continued to grow, it has added more components and rebranded with a new name — “Elevate.” In 2014 a full-time wellness specialist also was hired. The addition of a new Wellness Center allows employees to receive a complete physical, blood work, and any acute care right where they work. ViaSat also partnered with a new wellness vendor (ADURO) in 2014 to provide a more customized online platform which includes free customized wellness challenges and health coaching for both employees and spouses. The company saw a 76 percent engagement rate in its first year with the new platform. The company also supports community involvement. It sponsors teams at events including the MS Walk, Race for a Cure, Walk to End Lupus Now, The Rock and Roll Marathon in support of The Leukemia & Lymphoma Society called Active for Life. This year the competition enlisted more than 400 teams and 4,000 participants engaging more than 21 percent of JLL’s staff. A wide variety of initiatives and offerings to a full wellbeing program offered to all employees. In 2015, the program evolved stressing the four pillars of wellbeing: mental, physical, emotional, and financial/plan/throughput. 2015 also marked the year that a new position was created, wellbeing coordinator. The Benefits Department and the Wellbeing Mod Squad serve as an additional promoter of the program with includes a Wellbeing library which started in 2012 with video-taping of the once-a-month wellbeing providers’ presentations. More videos continue to be added annually, and then in 2015, podcasts and videos from medical insurance carriers were added. In 2016, Spanish language health and wellness videos were included. And in 2017, the goal is to provide a Wellk Wellbeing app for employees to access the library on their mobile phones. The growing program has had overwhelming success. A 2015 survey showed an 89 percent satisfaction rate. Adding health and wellness to this existing culture has been made easier by president and CEO, Jon Fredricks, who has been featured in numerous publications for his own personal health and wellness beliefs.

San Diego County Credit Union leadership understands that it takes a happy, healthy team to be an industry leader and the company has achieved this through its ‘Feel the Teal’ culture. The overall goal of SDCCU’s corporate wellness program is to provide no- or low-cost ways for employees to improve their health and increase the overall participation in all facets of the program. Each year, the corporate wellness team develops a comprehensive strategy that aligns with overall business objectives. Among the many offerings that support employee health and wellness is a new initiative that was introduced recently — the SDCCU Salad Stand — offering fresh and healthy lunch options. SDCCU also launched Wellness Wednesdays, a weekly feature posted on the employee intranet comprised of articles that can range from healthy eating tips to fun fitness ideas. SDCCU’s commitment extends into the community SDCCU is committed to being an active and engaged community partner and supports more than 75 nonprofits each year. In 2015, SDCCU employees participated in more than 280 community events and significantly impacted the areas where we live and work. Much of SDCCU’s community involvement is spearheaded by Team SDCCU, made up of SDCCU employees and their families.

The wellness program began at Welk Resorts in 2011 and has evolved from physical activities and offerings to a full wellbeing program offered to all employees. In 2013, the program evolved stressing the four pillars of wellbeing: mental, physical, emotional, and financial/plan/throughput. In 2015 the program added some additional leadership support by getting one of its top executives to become the health champion executive sponsor which has added more visibility. Year over year, JLL has experienced 50 percent increases in engagement. The company culture prior to the program added some additional leadership support by getting one of its top executives to become the health champion executive sponsor which has added more visibility. Year over year, JLL has experienced 50 percent increases in engagement. The company also developed a health dashboard that articulates progress toward goals throughout the year, as well as a year-over-year comparison of metrics, including absenteeism, program participation, and employee feedback.

1. Viejas Casino & Resort

Viejas Casino & Resort has set world records in wellness. This has been a dramatic change from the company culture prior to 2013, the year the wellness program was launched. Since its inception the company has seen

2. County of San Diego

The County of San Diego Board of Supervisors adopted Live Well San Diego in 2010 as a health strategy for the region. It has evolved into a broader vision that includes County employees in the Employee Wellness Program. The program, begun in January 2014,

3. ViaSat Inc.

ViaSat’s wellness program began years ago with one motivated employee. Since then wellness has been an important focus for the company. As the company continued to grow, it has added more components and rebranded with a new name — “Elevate.” In 2014 a full-time wellness specialist also was hired. The addition of a new Wellness Center allows employees to receive a complete physical, blood work, and any acute care right where they work. ViaSat also partnered with a new wellness vendor (ADURO) in 2014 to provide a more customized online platform which includes free customized wellness challenges and health coaching for both employees and spouses. The company saw a 76 percent engagement rate in its first year with the new platform. The company also supports community involvement. It sponsors teams at events including the MS Walk, Race for a Cure, Walk to End Lupus Now, The Rock and Roll Marathon in support of The Leukemia & Lymphoma Society’s Team in Training, and the JDRF Walk to Cure Diabetes. In 2015, ViaSat was the first title sponsor for the Triple Crown Series races in San Diego and had a large group of employees participate in the three races.

4. San Diego County Credit Union

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5. Welk Hospitality Group Inc.

Welk Hospitality Group Inc.

The program focused on five chronic conditions identified as the highest health risks for employees: obesity, diabetes, asthma, coronary artery disease and chronic heart disease. In 2015 a number of innovative programs were added and expanded including the innovative Sheriff Health Academy. This program was designed as a pilot to provide education on nutrition, physical and mental well-being for sworn officers. The 108 participants saw results including 6 to 10 percent body fat reduction, improved cholesterol readings, improved mental well-being; and some participants achieved weight loss as high as 54 pounds. Additional new programs introduced included a mobile produce truck as a supplement to the on-site farmers market and an employee bike program. During 2015, there were 17 wellness champions from departments throughout the County who were integral to the success of the program.

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As a global organization Arthur J. Gallagher prides itself on being socially responsible. “The Gallagher Way,” a list of 28 shared beliefs, is the foundation of the company culture and lays the foundation for its wellbeing initiatives. The official wellness program, Renew Your Health, is a vital part of the company’s overall benefits program. Services range from free counseling, legal and financial advice, concierge services for shopping, gym memberships, appointment setting, dry cleaning, and commuter benefits. Gallagher also maintains a robust retirement plan and stock purchasing options. Under the Gallagher wellness program, a health risk assessment and basic, no-cost biometric screenings are offered annually to all U.S. employees and spouses/domestic partners at no charge. Wellness plan participants receive individualized reports offering simple explanations for any detected health conditions, along with practical tips for improvement, and online access to medical information and wellness advice. In 2015 Gallagher’s wellbeing strategy was centered on engagement. Employees were given access to Fitbits to help them track their fitness, sleep and nutrition. The company also developed a health dashboard that articulates progress toward goals throughout the year, as well as a year-over-year comparison of metrics, including absenteeism, program participation, and employee feedback.

Since 2009, the strategy and goals of JLL’s wellness platform have evolved and now focuses on physical health, personal/emotional health, community, financial, and safety. One of the most successful early programs was the start of the health champion network. Now, in 2016, that network has grown to consist of 26 teams and more than 530 volunteers. In 2013 the program added some additional leadership support by getting one of its top executives to become the health champion executive sponsor which has added more visibility. Year over year, JLL has experienced 50 percent increases in engagement in the fitness, incentive and volunteer network. Among the most popular programs, JLL holds a 10-week team exercise competition in conjunction with the American Cancer Society called Active for Life. This year the competition enlisted more than 400 teams and 4,000 participants engaging more than 21 percent of JLL’s staff. A wide variety of metrics is used to measure the impact of the programs. In 2014, JLL had a $7.9 million savings in health care costs. And, since rolling out its MyBlueprint4Health program (which encompasses all clinical programs) in 2014, the company has seen a 90 percent increase in engagement.
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## 2016 Healthiest Companies

### Small-Business category

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<tr>
<th>Rank</th>
<th>Company Address Website</th>
<th>Telephone</th>
<th>Business description</th>
<th>Local: •Full-time employees</th>
<th>Key components of strategic wellness plan</th>
<th>Age of wellness plan</th>
<th>Annual wellness budget per employee</th>
<th>Incentives utilized</th>
<th>Program extended to family members</th>
<th>+Local executive •Title</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Q2 Intelligence 4485 Historic Decatur Road, Suite 105 San Diego 92106 <a href="http://www.q2intelligence.com">www.q2intelligence.com</a></td>
<td>619-574-1100</td>
<td>Market intelligence and data analytics</td>
<td>33</td>
<td>Community outreach, disease management, nutrition education/access to healthy foods, physical activity programs/access to physical activity</td>
<td>5-10 years</td>
<td>$101-250</td>
<td>Goodies/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Gary Peterson, president</td>
<td>2003</td>
</tr>
<tr>
<td>2</td>
<td>Quality Controlled Manufacturing 2929 Abraham Way Sun City 85351 <a href="http://www.qualitycontrolled.com">www.qualitycontrolled.com</a></td>
<td>619-443-3997</td>
<td>Manufacturing</td>
<td>79</td>
<td>Biometric screenings, tobacco cessation (incentives/program, wellness challenges, work-life balance policies/support)</td>
<td>2-5 years</td>
<td>$51-100</td>
<td>Contribution-differential participation-based</td>
<td>Y</td>
<td>Bob Grande, CEO</td>
<td>1976</td>
</tr>
<tr>
<td>3</td>
<td>SolidProfessor <a href="http://www.SolidProfessor.com">www.SolidProfessor.com</a></td>
<td>619-202-0444</td>
<td>Science and engineering</td>
<td>26</td>
<td>Employee assistance program (EAP), ergonomic assessments, stress management, health coaching</td>
<td>2-5 years</td>
<td>$101-250</td>
<td>Cash, PTO, recognition</td>
<td>Y</td>
<td>Tony Stocker, CEO</td>
<td>2002</td>
</tr>
<tr>
<td>4</td>
<td>4110 Mission Blvd., Suite 300 San Diego 92101 <a href="http://www.thecontrolgroup.com">www.thecontrolgroup.com</a></td>
<td>619-750-3018</td>
<td>High technology</td>
<td>79</td>
<td>Financial wellness, focus on prevention, health assessment, lunch and teams</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Goodies/gifts, PTO, recognition, gift cards/team outings</td>
<td>Y</td>
<td>Kris Kibik, CEO</td>
<td>2010</td>
</tr>
<tr>
<td>5</td>
<td>Moss Adams LLP 5413 Executive Drive San Diego 92121 <a href="http://www.mossadams.com">www.mossadams.com</a></td>
<td>619-627-1400</td>
<td>Professional services</td>
<td>81</td>
<td>Health coaching, nutrition education/access to healthy foods, stress management tools, wellness challenges</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Goodies/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Carina Wroblewski, office managing partner</td>
<td>1964</td>
</tr>
</tbody>
</table>

### Medium-Business category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address Website</th>
<th>Telephone</th>
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<th>Local: •Full-time employees</th>
<th>Key components of strategic wellness plan</th>
<th>Age of wellness plan</th>
<th>Annual wellness budget per employee</th>
<th>Incentives utilized</th>
<th>Program extended to family members</th>
<th>+Local executive •Title</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Event Network 9906 Aero Drive, Suite 1000 San Diego 92123 <a href="http://www.eventnetwork.com">www.eventnetwork.com</a></td>
<td>619-222-6100</td>
<td>Retail services</td>
<td>147</td>
<td>Biometric screenings, community outreach, disease management, tobacco-free campus</td>
<td>5-10 years</td>
<td>$101-250</td>
<td>Cash contribution differential, goodies/gifts, PTO, raffle prizes, recognition, days off with pay</td>
<td>Y</td>
<td>Larry Gilbert, president, CEO</td>
<td>1999</td>
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<tr>
<td>2</td>
<td>Rosland 9901 Spectrum Center Blvd, San Diego 92123 <a href="http://www.rosland.com">www.rosland.com</a></td>
<td>619-836-5000</td>
<td>Medical device manufacturer</td>
<td>442</td>
<td>Employee assistance program, ergonomic assessments, lunch and teams, maternity management/newborn health</td>
<td>2-5 years</td>
<td>$101-250</td>
<td>Cash contribution differential, goodies/gifts, raffle prizes, recognition, free salad Wednesdays</td>
<td>Y</td>
<td>Michael Farrel, CEO</td>
<td>1989</td>
</tr>
<tr>
<td>3</td>
<td>TERI Inc. 760-721-1706 <a href="http://www.teriinc.org">www.teriinc.org</a></td>
<td>619-750-4480</td>
<td>Financial services</td>
<td>111</td>
<td>Health coaching, nutrition education/access to healthy foods, wellness challenges, lunch and teams</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Gift cards, corporate discounts on healthy equipment such as Fitbits, yoga mats, exercise bands</td>
<td>Y</td>
<td>Valerie Seyer, president, CEO</td>
<td>1996</td>
</tr>
<tr>
<td>4</td>
<td>SDSU Financial Services LP 10150 Measly Drive San Diego 92119 <a href="http://www.sdsu.net">www.sdsu.net</a></td>
<td>858-703-8480</td>
<td>Financial services</td>
<td>196</td>
<td>Reinforcement programs for employees wellness activities, focus on prevention, stress management, disease management</td>
<td>5-10 years</td>
<td>$251+</td>
<td>Cash, goodies/gifts, PTO, raffle prizes, recognition</td>
<td>Y</td>
<td>Andrew Lee, CEO</td>
<td>1999</td>
</tr>
</tbody>
</table>

### Large-Business category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address Website</th>
<th>Telephone</th>
<th>Business description</th>
<th>Local: •Full-time employees</th>
<th>Key components of strategic wellness plan</th>
<th>Age of wellness plan</th>
<th>Annual wellness budget per employee</th>
<th>Incentives utilized</th>
<th>Program extended to family members</th>
<th>+Local executive •Title</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Viejas Casino &amp; Resort 3200 Willow Rd Alpine 91901 <a href="http://www.viejas.com">www.viejas.com</a></td>
<td>619-440-5400</td>
<td>Hospitality/tourism</td>
<td>1,410</td>
<td>Biometric screenings, community outreach, physical activity programs/access to physical activity, wellness challenges</td>
<td>5-10 years</td>
<td>$20-50</td>
<td>Cash, goodies/gifts, PTO, raffle prizes, recognition</td>
<td>Y</td>
<td>Chris Kelley, general manager</td>
<td>1991</td>
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<tr>
<td>2</td>
<td>County of San Diego 3150 Oldland Avenue Spring Valley 92077 <a href="http://www.sandiego.gov">www.sandiego.gov</a></td>
<td>619-694-3706</td>
<td>Government agency/municipality</td>
<td>18,000</td>
<td>Employee assistance program, stress management tools, weight management program, health coaching</td>
<td>2-5 years</td>
<td>$50-100</td>
<td>Cash, recognition</td>
<td>Y</td>
<td>Helen Robbins-Meyer, chief administrative officer</td>
<td>1955</td>
</tr>
<tr>
<td>3</td>
<td>Halfil Inc. 8110 E Camino Real Carlsbad 92009 <a href="http://www.halfil.com">www.halfil.com</a></td>
<td>760-476-2200</td>
<td>High technology</td>
<td>1,858</td>
<td>Health assessments, biometric screenings, tobacco-free campus, weight management program</td>
<td>5-10 years</td>
<td>$251+</td>
<td>Contribution-differential, goodies/gifts, raffle prizes, recognition</td>
<td>N</td>
<td>Mark Dankberg, chairman</td>
<td>1986</td>
</tr>
<tr>
<td>4</td>
<td>San Diego County Credit Union 5455 Sequence Drive San Diego 92121 <a href="http://www.sdcu.com">www.sdcu.com</a></td>
<td>858-773-3240</td>
<td>Financial services</td>
<td>614</td>
<td>Onsite massage, onsite farmers market, onsite gym, ergonomic assessments</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Cash contribution differential, goodies/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Teresa Haltbeck, president</td>
<td>1938</td>
</tr>
<tr>
<td>5</td>
<td>Welk Hospitality Group Inc. 300 Rancheros Drive, Suite 120 San Marcos 92069 <a href="http://www.welkhospitality.com">www.welkhospitality.com</a></td>
<td>760-749-3000</td>
<td>Hospitality/tourism</td>
<td>878</td>
<td>Reinforcement programs for employees wellness activities, lunch and teams, workplace safety initiative, health coaching</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Cash contribution differential, goodies/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Jonathan Fradkin, president, CEO</td>
<td>1964</td>
</tr>
</tbody>
</table>

Footnote: The categories are based on the number of employees in San Diego County, not firm wide.
Hologic’s Healthy Living wellness program is a comprehensive movement that goes beyond the physical. It delivers ideas, tools and best practices to inspire and reward employees for “finding their own healthy.” A Hologic Healthy Living brand has been created with the theme “For all the lives you lead”, and launched with an enhanced program in 2015. The cornerstone of the program is its partnership with vendor Virgin Pulse who has created a number of platforms including an incentive based program in which employees earn points in quarterly games. Hologic Healthy Living also provides a variety of on-site events planned and hosted by the champion network, an employee assistance program, financial planning support with Ameriprise and Fidelity resources and workshops, as well as other programs offered through the company’s health insurance provider. Within the first month of the Virgin Pulse launch, 63 percent of employees registered for the program. Hologic’s senior leadership is very supportive of Healthy Living. Through leadership stakeholder interviews held in early 2016, a direct correlation was found between the company’s healthy workforce and business performance, including medical costs, productivity, engagement and brand image.

Long before wellness was the focus, McCarthy prioritized the safety of its employees at work. The company has extended that priority to beyond the work environment and beyond just physical health to include the physical, mental and financial wellbeing of its employees. Launched in 2010, McCarthy branded its wellness program Build for Life with the hopes that all employees and their families would strive toward optimal mental, physical and emotional wellbeing. Some of the many BFL features include: premium reductions — up to $800 off; a points redemption program — employees accrue points redeemable for gift cards or merchandise; and up to $200 for gym memberships, smoking cessation and weight loss programs. This year McCarthy added a rolling duffel bag to provide more variety for those participants that have previously earned program prizes. For 2016, the company is striving for an increase in participation in the biometrics screenings and to take wellness to the family level. The program is still structured around safety with activities such as morning stretches. More than 90 percent of McCarthy employees participated in one or more wellness activities as of September 2015.

AKT’s wellness program began in 2013 with a financial incentive for employees to participate in biometric screenings, health coaches, and a variety of physical activities. AKT’s motto is simple — “Get Up & Go” — and it embodies the company’s many initiatives. Employee assistance programs are available to all staff and include counseling and referral sources. To support charitable works, 16 hours of paid volunteer time is available for employees to better their communities. AKT also offers flexible work schedules to accommodate personal fitness objectives and life goals. Over the last few years, AKT has offered healthy snacks in the office, encouraged water consumption through a competition and logo water bottles, as well as many fitness challenges. AKT’s CEO participates in the wellness program and is a fierce competitor in some of the fitness challenges. The company has participated and sponsored several races and mud runs this year including the San Diego Ragnar Relay and the Solana Beach Sunset 5k. Overall, AKT had significant savings in health care premiums in 2015 and offered health plans that allowed its employees to manage their health care costs effectively.
The culture at ACE is a culture of wellness, not only because the organization’s mission is to help people from all walks of life achieve it, but because it is a value the entire staff embraces. The wellness program focuses on delivering total wellness support to its team and their families by incorporating components of wellness into everything from the benefits package to daily activities, and even the construction of the building, which includes an on-site gym, recently updated with new equipment and available to employees, spouses and groups. The organization encourages daily recess breaks so team members leave their desks for 15-minute walks or outside play breaks. Addressing employees’ physical health with on-site fitness classes, including yoga, boot camp, and kettlebell conditioning; is just one focus of the ACE wellness committee. New employees are greeted by an ambassador program, which includes 15 employees who meet individually with new employees to acclimate them on life at ACE, individual department introductions, and navigating the neighborhood and gym. As an organization, ACE’s goal over the next five years is to reduce health insurance costs, reduce the number of sick days, increase participation in wellness initiatives, and boost employee engagement in organization activities.

1. Sonic Boom Wellness

Sonic Boom Wellness tends to attract young, active, healthy individuals, but maintaining that lifestyle is not taken for granted. Health and wellbeing aren’t woven into Sonic Boom’s mission — it is their mission. As a provider of cutting-edge corporate wellness software, the company’s goal is to enable behavior change with a focus on improving members’ daily health habits. Employees engage in challenges spanning physical fitness, optimal nutrition, financial wellness, and stress management. All employees receive a Boomerang activity tracker along with access to a personalized wellness portal. Fun company activities include hikes, bike rides, boot camps, bonfires, and scavenger hunts. Sonic Boom offers a comprehensive health care plan despite having fewer than 50 employees. The company subsidizes nearly 50 percent of the already-low premium, and provides a 2-to-1 match to enable behavior change with a focus on improving members’ daily health habits. Employees engage in challenges spanning physical fitness, optimal nutrition, financial wellness, and stress management. All employees receive a Boomerang activity tracker along with access to a personalized wellness portal. Fun company activities include hikes, bike rides, boot camps, bonfires, and scavenger hunts. Sonic Boom offers a comprehensive health care plan despite having fewer than 50 employees. The company subsidizes nearly 50 percent of the already-low premium, and provides a 2-to-1 match to enable behavior change with a focus on improving members’ daily health habits.

2. American Council on Exercise

The culture at ACE is a culture of wellness, not only because the organization’s mission is to help people from all walks of life achieve it, but because it is a value the entire staff embraces. The wellness program focuses on delivering total wellness support to its team and their families by incorporating components of wellness into everything from the benefits package to daily activities, and even the construction of the building, which includes an on-site gym, recently updated with new equipment and available to employees, spouses and groups. The organization encourages daily recess breaks so team members leave their desks for 15-minute walks or outside play breaks. Addressing employees’ physical health with on-site fitness classes, including yoga, boot camp, and kettlebell conditioning; is just one focus of the ACE wellness committee. New employees are greeted by an ambassador program, which includes 15 employees who meet individually with new employees to acclimate them on life at ACE, individual department introductions, and navigating the neighborhood and gym. As an organization, ACE’s goal over the next five years is to reduce health insurance costs, reduce the number of sick days, increase participation in wellness initiatives, and boost employee engagement in organization activities.

3. Sharp HealthCare

In July 2010, Sharp’s human resources department launched Sharp Best Health, a comprehensive wellness initiative. The goal of the program was to provide employees with resources and opportunities to meet their health and wellness goals. Sharp believes a healthier workforce means better care for patients. For Sharp’s employee population (18,000) the health care company identified weight management, musculoskeletal disorders, stress management/mental wellbeing and preventative care as the greatest areas of need. Coordinated by a small but effective three person team, the Sharp Best Health department manages the day-to-day operations of the program. Much of Best Health’s success is based in large part on seven volunteer wellness committees representing different parts of the organization. Significantly, annual wellness is now incorporated into management’s performance goals. The past three years have seen a 75 percent employee screening participation; a goal which was met in two of three years, with the highest participation at 82 percent and the lowest at 73 percent. Employees have influenced many changes. Sharp’s recent partnership with Weight Watchers was based in large part on employee interest in such programs. Monitoring increased activity has become a popular pastime. To date, more than 10,000 Fitbits have been distributed free of charge.

4. Atlas General Insurance LLC

Atlas has a wide-ranging and successful wellness strategy that aims to create a happy, healthy and engaged workforce that delivers results in an environment free from stress. The company’s executive team invests financial resources into this approach. Whether its friendly weight loss competitions between employees, team hikes at Torrey Pines, company-sponsored charity runs, lunch and learn, free healthy snacks, massages at the office or a ‘walking meeting,’ the wellness initiatives have no boundaries. Atlas’ most popular program has become its Wellness Week, the largest event in the program. Scheduled in May, the week offers information and activities that engage the entire staff. The organization strives to keep an open idea bank and always encourages employees to pitch new wellness and charity ideas. From the days Atlas opened its doors in 2009 to the present, its wellness initiatives have grown. The company now provides free healthy snacks. The organization has gone paperless, participation in health challenges has increased and the general enthusiasm for promoting healthy lifestyles has become part of the daily culture of the company.

5. American Specialty Health

American Specialty Health “walks the talk” of wellness with its “top-down” management involved at every level. Many of the organization’s executives and managers are doctors or chiropractors and are involved in planning the wellness initiatives. Because ASH is a wellness company offering its programs to customers, internal results are vital to its growth. ASH’s CEO helps to introduce and promote new wellness program initiatives. Significant incentives such as health plan premium reductions encourage engagement. Activity tracking has become the cornerstone of the program. The monitors record user activity and upload the data to the company’s Healthyroads website. Subcommittees analyze results each year and discuss new ideas to increase positive results for the following year. Staff and spouses or domestic partners can access the full Healthyroads offerings at no cost. Healthy vending machine options continue to be well-received among the employees. In 2014 ASH had 17 percent of its population in a high-risk sedentary status. In 2015 it experienced only 12.9 percent as high-risk sedentary. Also, those who identified themselves as having a poor diet decreased from 42.5 percent to 37.9 percent over the same two year period.
2016 Healthiest Companies
Businesses Headquartered Outside San Diego County

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>Telephone</th>
<th>Business description</th>
<th>Local:</th>
<th>Full-time employees</th>
<th>Key components of strategic wellness plan</th>
<th>Age of wellness plan</th>
<th>Annual wellness budget per employee</th>
<th>Incentives utilized</th>
<th>Program extended to family members</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Arthur J. Gallagher &amp; Co.</td>
<td>10100 Sorrento Valley Road, Suite 300 San Diego 92121 <a href="http://www.agj.com">www.agj.com</a></td>
<td>858-481-8092</td>
<td>Consulting/broker</td>
<td>50</td>
<td>Wellness challenges, work-life balance policies/support, employee recognition/rewards focused on wellness achievements, stress management</td>
<td>10+ years</td>
<td>$251+</td>
<td>Cash, contribution differential, goods/gifts, PTO, raffle prizes, recognition</td>
<td>Y</td>
<td>Ross Aftabi, area president</td>
<td>1987</td>
</tr>
<tr>
<td>2</td>
<td>JLL</td>
<td>4747 Executive Drive, Suite 400 San Diego 92125 <a href="http://www.jll.com">www.jll.com</a></td>
<td>858-410-1200</td>
<td>Brokerage firm/commercial real estate</td>
<td>137</td>
<td>Maternity management/newborn health, biometric screenings, community outreach, sleep management</td>
<td>2-5 years</td>
<td>$51-100</td>
<td>Contribution differential, goods/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Jonne San Filippo, managing director</td>
<td>1964</td>
</tr>
<tr>
<td>3</td>
<td>Hologic</td>
<td>10210 Genetic Center Drive San Diego 92121 <a href="http://www.hologic.com">www.hologic.com</a></td>
<td>858-810-9000</td>
<td>Health care</td>
<td>1,105</td>
<td>Biometric screenings, disease management, stress management tools, promotion of health plan wellness programs</td>
<td>2-5 years</td>
<td>$101-250</td>
<td>Cash, contribution differential, goods/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Tom West, president, diagnostics solutions division</td>
<td>1982</td>
</tr>
<tr>
<td>4</td>
<td>McCarthy Building Cos.</td>
<td>5575 Sycamore Canyon Court, Suite 200 San Diego 92125 <a href="http://www.mccarthy.com">www.mccarthy.com</a></td>
<td>858-784-0547</td>
<td>Construction</td>
<td>56</td>
<td>Initiatives targeted at chronic conditions, weight management program, stress management tools, workplace safety initiatives</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Cash, contribution differential, goods/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Robert Belfi, senior vice president, operations</td>
<td>1984</td>
</tr>
<tr>
<td>5</td>
<td>ART LLP, CPAs and Business Consultants</td>
<td>7078 Hazard Center Drive, Suite 1300 San Diego 92168 <a href="http://www.artcpa.com">www.artcpa.com</a></td>
<td>858-810-4040</td>
<td>Professional services</td>
<td>71</td>
<td>Financial wellness, physical activity programs/access to physical activity, stress management, health coaching</td>
<td>2-5 years</td>
<td>$101-250</td>
<td>Contribution differential, goods/gifts, recognition</td>
<td>Y</td>
<td>Ronald Mitchell, partner</td>
<td>1949</td>
</tr>
</tbody>
</table>

Health Care, Insurance and Wellness Service Provider category

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>Telephone</th>
<th>Business description</th>
<th>Local:</th>
<th>Full-time employees</th>
<th>Key components of strategic wellness plan</th>
<th>Age of wellness plan</th>
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<th>Incentives utilized</th>
<th>Program extended to family members</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Sonic Boom Wellness</td>
<td>5880 La Playa Court, Suite 100 Carlsbad 92008 <a href="http://www.sonicboomwellness.com">www.sonicboomwellness.com</a></td>
<td>760-438-1600</td>
<td>Wellness</td>
<td>38</td>
<td>Biometric screenings, disease management, work life balance policies/support, nutrition education/access to healthy foods</td>
<td>5-10 years</td>
<td>$1-100</td>
<td>Cash contribution differential, goods/gifts, PTO, raffle prizes, recognition</td>
<td>Y</td>
<td>Dana Korn, co-founder, CEO</td>
<td>2007</td>
</tr>
<tr>
<td>2</td>
<td>American Council on Exercise</td>
<td>4061 Paramount Drive San Diego 92123 <a href="http://www.acefitness.org">www.acefitness.org</a></td>
<td>858-380-2822</td>
<td>Government agency/municipality</td>
<td>70</td>
<td>Initiatives targeted at chronic conditions, financial wellness, reimbursement programs for employees wellness abilities, wellness challenges</td>
<td>2-5 years</td>
<td>$251+</td>
<td>Cash, goods/gifts, raffle prizes, recognition, team prizes</td>
<td>Y</td>
<td>Scott Guadarrama, president</td>
<td>1985</td>
</tr>
<tr>
<td>3</td>
<td>Sharp HealthCare</td>
<td>9505 Spectrum Center Blvd. San Diego 92123 <a href="http://www.sharp.com">www.sharp.com</a></td>
<td>858-498-4000</td>
<td>Health care</td>
<td>11,674</td>
<td>Ergonomic assessments, health coaching, tobacco cessation incentives/program, workplace safety initiatives</td>
<td>10+ years</td>
<td>$51-100</td>
<td>Cash, goods/gifts, raffle prizes, recognition</td>
<td>Y</td>
<td>Mike Murphy, president, CEO</td>
<td>1923</td>
</tr>
<tr>
<td>5</td>
<td>American Specialty Health Inc.</td>
<td>10251 Waterside Circle San Diego 92121 <a href="http://www.asicomp.com">www.asicomp.com</a></td>
<td>858-754-2600</td>
<td>Health care</td>
<td>728</td>
<td>Biometric screening, data changes in health risk factors, company wellness goals and objectives, health assessment data</td>
<td>10+ years</td>
<td>$101-250</td>
<td>Contribution differential, raffle prizes, recognition, cash prizes</td>
<td>Y</td>
<td>George DeMello, chairman, co-founder, CEO</td>
<td>1987</td>
</tr>
</tbody>
</table>

Judging process: Companies are evaluated based on the competency of successful corporate wellness programs. The key components included wellness strategy, wellness leadership engagement and culture, wellness programs and initiatives, and program measurement and evaluation.

Footnote: The categories are based on the number of employees in San Diego County, not firm wide.
AMN Healthcare

AMN Healthcare’s “Connect to Your Health” program has provided education and opportunities for all team members to assess their health status, create goals and take action. AMN has always had a strong foundation based on its values and encouraging team members to be successful.

Ardea Biosciences Inc.

Since the start of the company in 2008, Ardea Biosciences has always had wellness activities and services provided to their employees. Wellness for Ardea means being inclusive and recognizing that its employees have different needs, interests and passions in their professional and personal lives.

BDO USA LLP

BDO L.I.F.E. is the firm’s wellness program. Standing for “lifestyle improvements for everyone,” its four key goals include: keep healthy people healthy, enhance quality of life by providing motivation and support, provide a value-added benefit while reducing health care costs for employees and the firm, and along with improve overall employee morale and well-being.

BNIM

HealthyBNIM is a firm-wide initiative incorporating all BNIM’s office locations, including San Diego. The program focuses on four pillars of health: tobacco cessation, nutrition, fitness and work-life integration. BNIM’s San Diego office designed a new open concept kitchen to be the “heart” of the space where staff shares meals and ideas about healthy foods, interests or projects.

BusinessOnline

BusinessOnline continues to add to its wellness program, track progress and improve employee wellness. For 2016/2017, it has mapped out quarterly initiatives and added a semi-annual 5k walk/run to support cancer awareness. The company also sponsors once a week super food lunches, yoga in the office, healthy cooking classes, walking meetings, and treadmill desks.

Cali Bamboo

Cali Bamboo is committed to health and fitness. There is a very high participation rate with all wellness initiatives. Many employees are active individuals, commonly participating in 5ks, half marathons, and hikes. The most notable impact wellness has had on the company’s culture is decreasing stress in the workplace. The environment is upbeat and positive, and the company is consistently recognized as one of San Diego’s top workplaces.

Cask LLC

Cask encourages its employees to live to their potential. Wellness is a large part of that incentive. The company provides a paid wellness plan for each employee. Attending a gym or diet program rewards employees with cash incentives up to $50 a monthly to pay for that membership.

Center for Creative Leadership

The wellness strategy for the Center for Creative Leadership is decreasing stress in the workplace. The environment is upbeat and positive, and the company is consistently recognized as one of San Diego’s top workplaces.

ConAm Management Corporation

Over the last four years, ConAm has embedded wellness into its core values at all regional locations with the goal of empowering associates in their own health, increasing productivity and reducing overall health care costs. Its multi-year wellness strategy has moved away from offering annual health screenings to associates onsite and at contracted clinics to encouraging employees to obtain their own annual health check-ups and establishing a relationship with their physician.

Covet Public Relations

Working with clients in the health and wellness space gives Covet Public Relations a multitude of resources to implement policies and procedures related to health
and wellness to its staff. The agency maintains healthy snacks and beverages in the office, offers a robust paid time off policy, as well as comp days to those who overextend themselves during peak seasons. The position of operations coordinator has been created to set and implement goals specifically targeted towards the health and wellness of the entire team.

**Goodwill Industries of San Diego County**

Goodwill Industries has established an active employee wellness program entitled WILLPower Wellness Program that provides support to employees and allows them to gain access to health and wellness newsletters as well as free resources throughout San Diego County. A wellness committee, comprised of nine employees, provides a direct line of communication with the remaining 1400 employees to encourage wellness goals and activities. Goodwill utilizes email communication, but also tasks department representatives called departmental “Voices,” to share news and information about the program on an ongoing basis.

**Great Ecology**

As a small business with only 18 employees spread out across three national offices, Great Ecology’s wellness committee has the luxury of crafting a dynamic program derived from the individual needs of each office. The firm’s official program titled Wellness encompasses the slogan “Be Active: Be Healthy: Be Happy: Be Great.”

**GreatCall Inc.**

GreatCall initiated the Path to Wellness Program in 2013 and it will sunset in 2016. The goal is to engage employees in both on-site and at-home healthy activities. Each year, employees earn points for a variety of activities and then use those points to reduce medical premiums by as much as $800 per year. Last year, the company achieved a 70 percent participation in its San Diego office.

**HELIX Environmental Planning Inc.**

In 2015, the leadership team of HELIX Environmental Planning developed a new strategic planning process and identified a new mission, vision, and values. “Employee Well-being” was identified as a top core value for the organization. The comprehensive program is highlighted by office space with a garden designed for mediation and reflection; one of the few nationally-recognized Sustainable Site Initiative (SITES) certified spaces in the region.

**Illumina Inc.**

While the majority of Illumina’s employees are based in the U.S., the company is a global community and the wellness programs it offers are designed to integrate work/life balance. The company launched its global RevUp wellness program in July 2015. This wellness platform is an online wellness community where employees interact with and motivate colleagues; log meals, exercise activities and biometrics; receive personalized coaching; and receive a Fitbit that tracks steps and earn points for healthy behaviors.

**Ingenu**

Ingenu is a technology company which is extremely engineering focused. Typically, this means that a lot of time is spent in front of a computer. Through advancements in ergonomics, the company has helped to lessen the impact of the many work hours by creating comfortable workstations. The organization has begun to focus on wellness challenges which encourage healthy competition. Ingenu also supports volunteering in the community for events such as Bike to Work Day and blood donations.

**Jazzercise Inc.**

As a company it is Jazzercise’s mission is to improve the health and fitness of people around the world which includes its own team. The many health options the company offers include complimentary on-site Jazzercise, yoga, and body sculpting classes. With flexible work schedules, employees are able to leave the office for a walk, jog, or run. The company has wellness funds that are used as incentives for health and fitness challenges throughout the year. Most recently, it held a 35 day challenge with 55 percent of employees participating.

**Kitchell Corp.**

With nearly 750 employees located throughout the U.S., creating a cohesive, engaging program is challenging for Kitchell Corp. Its comprehensive wellness program is managed by a five person “People Department,” that plans, prioritizes and responds to employee needs on an ongoing basis. The company provides weekly fruit delivery at all locations; lunch and learn sessions on nutrition; stress reduction; and retirement and financial readiness. Kitchell has been recognized as a Fit-Friendly Company by the American Heart Association.

**M5 Hosting Inc.**

M5 Hosting has created an extensive wellness program that includes allowing a flexible work schedule in which staff can adjust their hours in order to hike, bike or play tennis during the day. The company maintains a...
Marriott Marquis San Diego Marina
San Diego’s Marriott Marquis encourages its associates (hosts) to pioneer new programs and develop out-of-the-box platforms for guest and employee health and wellness initiatives. The biggest achievement to date is winning the Marriott company-wide Debbie Marriott Harrison TakeCare Award for putting the “wow” in wellbeing and for a commitment to create a healthy and happy workplace for all.

MCT Trading Inc.
MCT’s management team has created a fun, easy going place to work. The company’s corporate culture encourages excellence in client support and performance, but also looks for clear demarcation between work and play, promoting low stress and a healthy lifestyle. MCT sponsors countless active company events for employees such as mud runs, tough mudders, marathons, half marathons, and ski trips. MCT also pays for lunches from various downtown eateries known to have healthy menu options. The results — employee retention is 100 percent.

Mering Carson
Mering Carson has been implementing a fitness program for the past eight years. The company works closely with three trainers who know the group very well and accommodate to each employee’s physical level. Weightlifting, cardio and a weekly run to the Convention Center stairs is part of the make-up of the program. Throughout the year monthly events are held that range from trivia inside the office to fun outdoor basketball games which have every employee involved in a little friendly competition.

Mintz, Levin, Cohn, Ferris, Glovsky and Popeo PC
Mintz, Levin’s wellness program “MPower” is celebrating 10 years of wellness in 2016. The primary goal of the program established in 2006 remains the same — a firm-wide initiative designed to provide the resources and tools so that each employee can realize better health and balance. The focus in the benefits area for the past several years has been a holistic approach to health and wellness, and the program has been expanded beyond physical wellness to include mental and financial wellness.

Mission Federal Credit Union
Mission Fed is in the fifth year of its wellness initiative and focus. The credit union has been able to provide employees with health and wellness challenges, health fairs, and an intranet site which gives access to various events and activities taking place throughout San Diego. The company is currently focusing on introducing new wellness challenges that promote increased participation in the various elements of wellness such as nutrition, fitness and stress.

MRC Smart Technology Solutions
MRC Smart Technology Solutions’ Global Wellness has been in place since March 2014. Employees are strongly encouraged to participate in a number of areas including taking longer lunches for health benefits. The company has seen improvements in an increase in wellness biometric screenings and metabolic screenings, participation in wellness webinars, and enrollment in smoking cessation programs. In 2015 saw the introduction of classes including on-site yoga, and an after-work boot camp.

MUFG Union Bank, N.A.
In the course of just a few years, MUFG Union Bank, N.A. has significantly improved the visibility of its wellness program. Through its partnership with WebMD, the organization is able to offer 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. The bank’s investment in the “Your Health Wellness Program” has become a part of Union Bank’s culture.

New Horizons Computer Learning Centers
New Horizons Computer Learning has provided a number of programs to keep their employees healthy, refreshed, and productive in their daily tasks. Fresh fruit is delivered weekly. There are 12 company paid holidays per year along with 10 vacation days. A 50 percent Fitbit reimbursement is available.

PIA Agency Ltd.
As an agency built upon relationships and human connection, empowering personal development is at the core of PIA. Every morning there is an agency-wide stand-up meeting with an open floor for updates and announcements. This allows PIA to stay connected as a collective and adds value to its daily vision. Engagement is maintained through weekly feedback evaluations and one-on-one meetings with direct reports.

Showcase Your Charity
SAN DIEGO BUSINESS JOURNAL PRESENTS
2016 GIVING GUIDE
This annual Guide explores the relationships between San Diego nonprofits and the companies that help to support them. Introduce your nonprofit organization to the business decision-makers in the San Diego Business Journal readership.
The Giving Guide is designed to help busy philanthropic-minded executives choose the community partners that best fit their needs.
The Giving Guide will feature in-depth two-page profiles on local nonprofit organizations in the area and is an ideal platform for your nonprofit to showcase the work you’re doing in our community.
Power Digital Marketing

At Power Digital Marketing, work-life balance is encouraged to promote mental health. The company offers unlimited paid time off. It is launching an initiative to have health experts speak about healthy tips and the importance of a healthy lifestyle. With these initiatives in place, the company boasts more than a 90 percent employee retention rate in the past year.

Processing Point Inc.

Processing Point’s wellness plan includes access to a multi-purpose court for ball games, free access to an on-site gym, smoothies in the mornings, healthy lunches every day, yoga classes, massages, and a corporate-sponsored softball team—all free of charge. Employees are encouraged to participate in all activities.

Reliant Funding

Reliant Funding has a culture of “Work Hard, Play Hard.” As part of the Reliant culture, the company promotes healthy living by sponsoring events outside the office such as blood drives, participation in a Fit Company Challenge and supporting employees who participate in sporting events. Additionally, massage and chiropractic services are partially funded by the company.

San Diego Center for Children

San Diego Center for Children’s self-funded wellness program — Live for Life — was started in April 2011. All activities and events are no cost to employees. The multi-year strategy is to improve employees’ wellness and health by offering classes, events and education targeting the different facets of health and wellness. The program has evolved to include many employees who have designed and run these activities that include Zumba, circuit training, and even ukulele lessons.

San Diego Padres

The San Diego Padres began their wellness campaign two years ago and it is going strong. There is a healthy work environment and the organization continues to find healthier, fun, and motivating ways to retain and challenge its employees. Wellness programs include an annual wellness fair, healthy eating events, and free water Fridays, along with classes and workouts.

SweetLabs

SweetLabs has developed a number of initiatives to shift the company to being more health conscious. Each quarter the company will reimburse up to $50 per employee for wellness-related expenses such as athletic event registration fees. Both office locations offer gift cards for coffee breaks and movie passes to encourage employees to get away from their desks and out of the office.

Symitar, a Division of Jack Henry & Associates Inc.

Symitar / HIA is committed to a workplace culture that promotes wellness through healthy lifestyles that enhance the quality of life for its employees and their families. The wellness program, begun in 2008, includes healthy choices added to the cafeteria and vending areas, tobacco cessation programs and a smoke-free campus implemented, ongoing challenges for fitness and weight loss, along with annual health fairs and biometric screenings.

Taiyo Yuden (USA) Inc.

Taiyo Yuden (USA) started its wellness program in 2013/2014. In 2015/2016 the program expanded and the company offered health assessment and biometric screenings, 10 challenges, and five educational workshops. Taiyo also started including wellness points for outside organized activities (5ks, 10ks) and began distributing quarterly wellness awards. There is now a 90 percent participation in the wellness program and a 15 percent reduction of sick days used.

The Honest Kitchen

The Honest Kitchen’s San Diego office is dog friendly—a perfect environment for a company that produces healthy natural dog and cat food. In-office perks include twice weekly “BeachBody” workouts during office hours, two company-owned bikes for employees’ personal use, monthly employee chair massages, and reimbursement for fitness activities such as yoga, gym fees, exercise classes or team membership fees.

The Ken Blanchard Companies

The Ken Blanchard Companies has embraced numerous aspects of wellness, which it brands as “Live the Journey, Well-Being” for the good of its employees, clients, and the environment. The company’s mission still continues year after year prioritizing six principal topics: relationships, nourishment, activities, insight, health, and finances to have a total well-being lifestyle. Weekly fresh fruit is provided and every other week a mobile farm truck is on site offering healthy fruits, vegetables, dairy and snacks.

The Organic Life LLC

The Organic Life supports a healthy lifestyle with its own nonprofit foundation. The foundation funds research into alternative medicine to replace many harmful drugs people take for every day ailments. The company has donated 10 percent of its profits to preventive cancer research. As an organization The Organic Life cares about the environment and supports recycling and composting.

TITAN SEO

Health and wellness is an essential part of TITAN SEO’s culture. More than 7 percent of the company’s total office space is dedicated to a custom gym with showers and locker rooms, as well as a wellness and recreation area. When Titan implemented its first wellness initiative—company paid gym memberships—less than 20 percent of the staff used the membership at least once week. Now, with the on-site gym, 91 percent of the staff uses the gym at least once week with more than 30 percent participating in group exercises and personal training.

TriTech Software Systems

TriTech Software Systems offers wellness across the entire company with programs that range from flu vaccinations, biometric screenings, wellness activity reimbursements, health risk assessments, ergonomic assessments, lunch and learn seminars, online access, weekly healthy quizzes, and additional incentives.

VISTA Global

At VISTA Global, the company culture is very employee centered. The organization values its lives and believes in encouraging personal and professional growth. The recent introduction of a wellness committee has been an important aspect of company philosophy.

Watkins Manufacturing Corporation

Watkins Manufacturing knows that its employees deal with potentially dangerous circumstances at work. Watkins was the first company in the industry to highlight well-being and safety as being of paramount importance and ensure the health and safety of its employees. The company has seen increasing levels of employee engagement in its wellness program which has correlated to higher productivity, better employee job satisfaction and reduced turnover.

Willis Towers Watson

Willis has always endeavored to have a culture of wellness from an organizational standpoint. With its national wellness vendor, RedBrick Health, lifestyle factors are measured on an annual basis from the results of a health assessment. Through the biometric screening results, employees are able to track biometric measures such as BMI, blood pressure and look at cholesterol and glucose levels.

Wright Brothers Inc.

In the last year Wright Brothers has grown to provide personalized wellness plans for each staff member. Every employee identifies their main fitness objectives, then a personalized plan is built for them with milestones, coaches, and budgeted activities and tools. In a recent successful program, the company went from smokers comprising 62% of the team to zero smokers in six months.
San Diego Business Journal’s seventh annual Healthiest Companies awards event was held at Estancia La Jolla Hotel & Spa on June 1, 2016. More than 350 guests representing companies from throughout San Diego celebrated organizations for their innovative and comprehensive health and wellness programs. Highlighting the event was a special Corporate Wellness Leadership Award presented to Dr. Roddy Carter of BodyWHealth and a Health Care Innovation Award given to Dr. Marc Sedwitz of XiMED Medical Group Inc. Joining the San Diego Business Journal in hosting the event was founding gold sponsor HUB International, along with gold sponsors Kaiser Permanente, MRC Smart Technology Solutions, and Tri-City Medical Center, and in association with Brainard Strategy.

Winners: JLL; County of San Diego; American Council on Exercise; Quality Controlled Manufacturing; ResMed

Winners: Hologic Inc.; SolidProfessor; TERI Inc.; ViaSat Inc.; Sharp HealthCare

Winners: Welk Hospitality Group Inc.; ESET North America; American Specialty Health; AKT CPAs and Business Consultants; Moss Adams LLP

Marya Khoja, Doug Warden and Bill Seaward, all with Gold Sponsor MRC Smart Technology Solutions; Paul Palmer, Palmer Communications

Kathleen Mellingar and Jennifer Hairston, both with MUFG Union Bank, N.A.; Linda Lamere, Ardea Biosciences Inc.; Rana Sampson, MUFG Union Bank, N.A.

Christa Nelson and Lisbeth Suarez, both with Winning Company ViaSat Inc.
2016 Healthiest Companies Gold Sponsors Roger Dougherty, Kaiser Permanente; Doug Warden, MRC Smart Technology Solutions; Maggie Osburn, HUB International; Kirkpatrick “Kapua” Conley, Tri-City Medical Center

Health Care Innovation Award Recipient Dr. Marc Sedwitz, XIMED Medical Group Inc.

First place Winner, Company Headquartered Outside San Diego, Arthur J. Gallagher & Co.

First place Winner, Large Company, Viejas Casino & Resort

First place Winner, Medium Company, Event Network Inc.

First place Winner, Small Company, gap intelligence

Winners McCarthy Building Companies; San Diego County Credit Union; Atlas General Insurance, LLC; The Control Group; CUSO Financial Services LP

Nels Jensen, Editor-in-Chief, San Diego Business Journal and Barbara Fulmer, EHE International

Megan Spurling, Winning Company Sharp HealthCare and Reo Carr, Executive Editor, San Diego Business Journal

Corporate Wellness Leadership Award Recipient Dr. Roddy Carter, BodyWHealth; Maggie Osburn, Gold Sponsor HUB International; and Armon Mills, President and Publisher, San Diego Business Journal

Amy Wimer, Associate Publisher, San Diego Business Journal and David Salisbury, Mintz Levin Cohn Ferris Glovsky and Popeo PC

David Trzos, Katie Smith, Heather Haslam and Linnea Belding, all with Winning Company Atlas General Insurance Services Inc.

Photos by Bob Thompson, Fotowerks. Additional photos from the event are at the following link: http://fotowerkssd.smugmug.com.