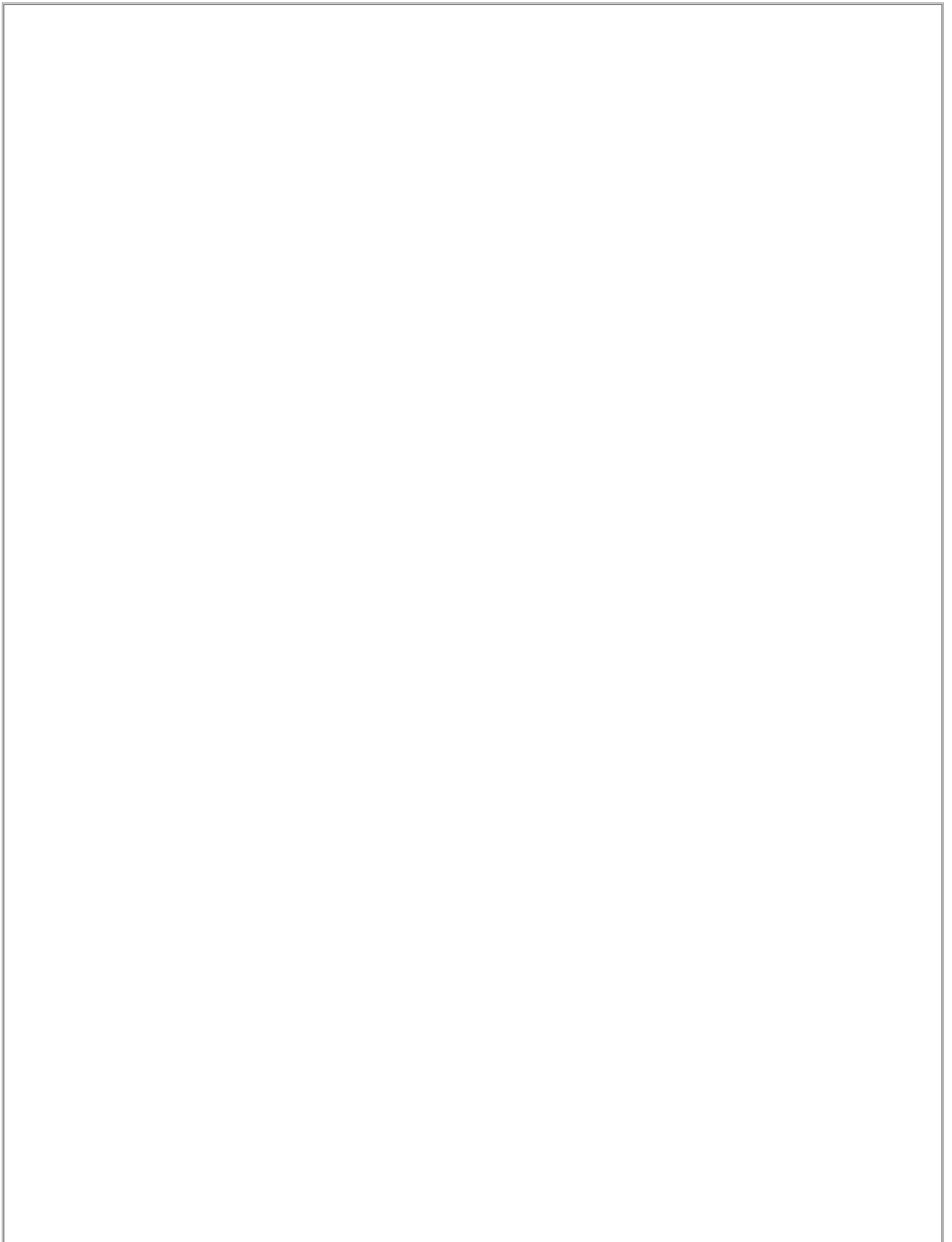




Worksite Award Winners





BRONZE AWARDS

Adolfson & Peterson Construction, Minneapolis

Construction / 557 employees

This first-time Wellness by Design Award winner noted that many of its employees were not aware of a medical condition or a high cholesterol number until they went through a health screening offered by the company. The company's wellness screening results are tied into their medical benefits and help determine monthly premiums. This helps ensure a high participation rate, as evidenced by their 95 percent health risk assessment (HRA) response in 2009.

Alliant Techsystems (ATK), Eden Prairie

Aerospace and defense / 237 employees

ATK's Every Step Counts physical activity program gave a \$50 gift certificate to those who completed the eight-week program. More than 38 percent participated corporation-wide, with even higher participation locally. As one employee noted, "I think it showed good leadership from upper management to get folks involved in becoming more active. I hope we see programs like this in the future. Thank you for caring!" This is the company's first Wellness by Design Award.

Anchor Bank, Wayzata

Finance / 340 employees

Anchor Bank, which also won a bronze award last year, emphasized to employees that a workout buddy can help you achieve your wellness goals. The organization supported that idea by opening up wellness programs to spouses in 2009. For example, the spring walking program had 14 teams, with spouses comprising 23 percent of participants and 77 percent for employees. Weekly winners were rewarded with "Anchor on the Move" items such as water bottles and T-shirts. The organization's 2009 Walk MS proved to be an outstanding success, involving 365 walkers.

Bepex International, LLC, Minneapolis

Machinery / 45 employees

This is the third bronze award in a row for Bepex. The company's wellness coordinator said their biggest program success actually stemmed from the 2009 Wellness by Design Award Celebration and Networking Breakfast. "I invited our CEO to attend and since then, we have really vamped up our program! He really saw the importance of what the committee was trying to do. After the event, we

hired a consultant to help us develop a comprehensive health and wellness program to guide us in the right direction. Year-round wellness-related events keep employees motivated and connected.”

City of New Hope

Local government / 100 employees

A new approach to the city’s wellness program gave participants more flexibility and more options to participate, which helped earn the city a third bronze award for 2009. The city’s wellness program team, which operates on a limited budget, has been successful at finding no- or low-cost activities and speakers. The wellness group, comprised of members from every department, also realizes that it’s not always what you say in promoting health, but how you say it. For example, every issue of their employee newsletter features something about wellness, even if the word “wellness” is not referenced.

City of Robbinsdale

Local government / 71 employees

This is the fourth year the city has received a bronze award. Themed campaigns that included 30-minute walks with department heads to places like the city’s jail cells kept things interesting for staff in 2009. These “during work hours walks” were also supported by senior management, which made it easier for employees to incorporate physical activity into their work day. One of the ways the city gauged employee needs and opinions was to ask for feedback immediately following one of these programs. Reviewing workplace injury reports also helped identify the top injuries experienced by employees. Additional programs were designed with wellness in mind.

Diversified Plastics, Inc., Brooklyn Park

Manufacturing /48 employees

What really set the tone for the wellness efforts of this two-time bronze winner was its participation in the Medica Shape Up Challenge program, which included Medica’s health tips literature. Weekly prizes helped keep up the enthusiasm. The company’s “Steppin’ Out” walking program last fall was a huge success, with well over half of employees participating. More equipment was added to the exercise room, and a room was specifically set aside for employees to meditate privately during breaks and after work. Every year Diversified Plastics also presents an annual award to the employee who has shown extraordinary effort in improving the safety and health of their fellow coworkers.

Jewish Family and Children's Service, Minnetonka

Nonprofit social service agency / 100 employees

The agency is celebrating its second year as a Wellness by Design bronze winner. One of the nice things about their program is how employees can pick and choose what they want to do while participating, whether it's walks, seminars, or the annual Health Wellness Fair. The organization's salad bar potluck proved to be a big success in attracting participants to the program—many of whom said they were going to continue eating more healthfully.

Kraus-Anderson® Companies, Bloomington

Commercial real estate / 66 employees

This first-time Wellness by Design winner got its commercial real estate offices into a physical activity mindset through its competitive "smackdown" program. There is also the "Walk for Hope" program held every June, weekly fresh fruit and health bars, and regular distribution of health publications by e-mail. Flu shots and HRAs are part of their annual calendar of wellness activities. Their seat belt policy encourages employees to drive safely and use their seat belts regularly. These health behaviors also earn employees points in their incentive program.

Michael Foods, Inc., Minnetonka

Food manufacturing / 250 employees locally

Michael Foods has taken a holistic approach to wellness in 2009 and beyond. A physical activity campaign encouraged use of the stairs, with almost half of the staff of 250 participating. Better eating habits were encouraged through healthy cooking demonstrations. The company encouraged financial wellness by offering financial planning sessions onsite, and managing stress was addressed through onsite chair massages. Wellness activities at the company are scheduled in ways that make them more accessible to everyone's busy schedules and fit their particular wellness needs. This is the company's second bronze award.

Park Nicollet Health Services, St. Louis Park

Health care / 8,200 employees

Park Nicollet, also a winner in 2009, held farmers' markets on an ongoing basis at its Methodist Hospital and St. Louis Park Clinic locations. Employees and patients enjoyed and appreciated the ability to purchase fresh and locally grown produce at low cost. Evaluations completed by employees after Park Nicollet's many four- to eight-week programs reflected a high degree of gratitude for getting them back on track, helping them lose weight, and increasing their physical activity levels.

Project for Pride in Living, Minneapolis

Nonprofit /160 employees

The wellness initiatives that created the most "buzz" for this first-time award winner in 2009 were programs that were different from the norm. At a low price (or sometimes for free), staff could participate in an onsite, one-hour yoga class every week. Every spring, Project for Pride in Living employees also participate in the Medica Shape Up Challenge. More than half of the staff took part in 2009, which included participating in a Nintendo Wii challenge, walking groups, educational seminars, and more. The wellness committee is considerate of employees' schedules and tries to plan events over the lunch hour and on days when more staff are available to attend.

Spanlink Communications, Inc., Plymouth

Telecommunications / 100 employees

In 2009, the company held its first wellness benefit program, STEP to it Spanlink (with STEP standing for "Step to Everywhere Program"). Participants were given a free pedometer to wear every day for four weeks. The goal was to reach 50,000 steps each week of the program. A prize drawing was held once a week for those who reached the 50,000-step goal. Participants were also eligible for a grand prize drawing. Forty percent of the workforce joined in, with more than eight million steps logged during the four-week program. This first-time award winner also created a buzz when it removed the free soda from its corporate office. Soda consumption has dropped dramatically, while water consumption has increased.

TURCK Inc., Plymouth

Manufacturing / 365 employees

Nothing quite has the impact of paid time off, and that is exactly what employees of this Plymouth manufacturing company received for achieving their personal health and wellness goals: a half day off. A number of employees who achieved their goals talked about their successes at TURCK's open enrollment meetings. There were also competitive walking competitions in 2009 and lunch and learns over the noon hour. This is TURCK's first Wellness by Design Award.

Van Sickle, Allen & Associates, Plymouth

Engineering Consulting Services / 65 employees

Guided by an employee interest survey in 2009, this Plymouth firm created 12 months of wellness programming including a "Get Moving" competition among teams. Each participant received a pedometer to track their activity. It was a powerful kickoff to their new wellness program. Their wellness committee is

committed to creating ideas continually to heighten their employees' awareness about health and wellness. This is the company's first Wellness by Design Award.

van Wageningen Financial Services, Inc., Eden Prairie

Insurance / 364 employees

Van Wageningen kicked off 2009 with a newly formed wellness committee. The group developed and implemented a comprehensive wellness plan, which also had the support of the management team. The number of wellness activities implemented at the company significantly increased because of their efforts. When the committee learned that employees liked the idea of competitive activities, group members made sure that future events were oriented more towards teams versus the individual. They also altered programs and campaigns for associates with different challenges or needs such as a broken foot, a damaged knee, or other health concerns. This is the company's first Wellness by Design Award.

VisionShare, Minneapolis

Healthcare Technology / 112 employees

The annual employee survey has led to new offerings such as healthier snacks and more health-related information for all employees. A company-sponsored fitness facility is available for employee use. In the past year, some employees with newly diagnosed health concerns (for example, heart disease or diabetes) have begun using it on a daily basis. This second-time bronze winner also conducts an annual onsite flu shot clinic for employees and their family members.

WISE Charter School, Minneapolis

Education / 75 employees

The most buzz among employees in 2009 centered around the WISE Healthy and Fit program staff trainings last spring. Staff awareness was raised about how personal practices impact the school environment. For example, when people were observed making healthy or unhealthy choices—typically around food or physical activity—staff often say the phrase "WISE, Healthy and Fit" to each other. Last spring, a few teachers organized a Friday Breakfast Club. Staff would sign up to bring breakfast items for all staff, one day a week. The breakfast club inspired health and wellness in many respects, with an unspoken challenge to see who could bring the healthiest and tastiest food items. This is the second bronze award for WISE.

SILVER AWARDS

Allianz Life Insurance Company, Minneapolis

Retirement planning and life insurance / 2,000 employees

This four-time award winner launched dodge ball in its courtyard during the noon hour on Fridays in 2009. For 30 minutes, six-person teams would play three to five games. It created such a buzz that the vice president of Human Resources suggested having a company-wide tournament during employee recognition month. Twelve teams of 12 participated, and the highly competitive tournament received rave reviews. The six-week Skyscraper Challenge campaign was also a hit, challenging employees to climb the equivalent of the six tallest skyscrapers in the United States. The 154 participants climbed more than 1.6 million steps and nearly 830,000 feet.

Aspen Equipment Co., Bloomington

Truck equipment dealer / 100 employees

A big hit with Aspen Equipment employees has been the bowls of fruit placed in each department when its wellness committee meets each month. A sign with each bowl says, "Think Healthy! This fruit is compliments of your Wellness Committee." A walking challenge also elicited a great response from employees and their spouses in 2009. The campaign involved purchasing a pedometer (pedometers were sold that included the company logo) and recording the number of steps walked each month. Even though the competition has ended, employees continue to track their steps. They still think about parking farther away, taking the stairs, and getting in more activity on a daily basis. The company was also a winner in 2009.

CenterPoint Energy, Minneapolis

Utility / 1,325 employees

The CenterPoint Safety and Wellness Action Team (SWAT) started a new educational initiative in 2009 called "Did You Know ...?" The campaign consisted of monthly postcards featuring short safety and wellness messages, sent to employees to encourage them to make smart choices on a variety of health and lifestyle issues. Quarterly drawings were held for employees who returned their postcard to the SWAT team member in their area. Incentives included "green bags" filled with environmentally friendly products. The SWAT team members are responsible for representing employees in their work area. They are encouraged to bring ideas and areas of interest and concern forward to help determine current and future programs. CenterPoint was a Wellness by Design award recipient in 2009.

City of Richfield

Local government / 230 employees

This winner of four previous awards continues to enjoy great success with its "Live Healthy, Live Happy" employee wellness program. The 2009 program implemented several Lunch and Learn sessions, which included a presentation on heart health by an employee who had suffered a heart attack and a nurse from HealthPartners. A survey showed that a majority of employees thought that offering a number of challenges throughout the year was good, so five were offered again in 2009. The most popular was the Fruit & Veggie Challenge, and a second "Salad Bowl Potluck" was added. Chair massages were also a big hit.

Custom Fab Solutions, LLC, Chanhassen

Manufacturing / 44 employees

One of Custom Fab's 2009 wellness objectives was to maintain an overall participation rate of 50 percent. Throughout the year, 12 different programs and activities were offered, with an average overall participation rate of 60 percent. They were able to exceed their objective and keep employee involvement high throughout the year. Among the activities offered was a series of well-attended financial lunch and learn sessions, which were held in response to an employee needs and interests survey.

Dakota Communities (several locations)

Disability Services Provider / 250 employees locally

Dakota Communities is a first-time Wellness by Design Award winner. The organization's vision is to offer interventions and opportunities in five areas: nutrition, physical activity, pet-assisted therapy, volunteerism, and healthy lifestyles. What is particularly unique are the partnerships employees have with the people Dakota supports through its disability services work. Wellness is no longer about only helping those outside of the organization. For example, the impressive Ways to Wellness weight management, fitness, and nutrition program pairs disabled clients with staff caregivers, who travel together weekly to the HealthEast Ways to Wellness Fitness Center. There, they motivate, inspire, and even compete with one another. In fact, the 12 employees who participated in the first 12-week evaluation lost an average of more than 13 pounds each.

Gallagher Benefit Services, Bloomington

Broker / 60 employees

This three-time winner, with its "Know Your Numbers" campaign, encourages employees to be aware of their blood pressure, cholesterol, triglyceride, glucose,

body fat, and BMI numbers. Employees are educated on why those numbers are important and what the healthy ranges are. They also are encouraged to communicate with their doctor about their health numbers. Employees participating in a certain amount of Gallagher wellness program activities can earn up to two days of purchased time off.

Great Northern Corporation, Brooklyn Park

Corrugated manufacturing and design / 150 employees

The Twin Cities location of Great Northern Corporation is a first-time award winner who used a multi-channel approach to promote wellness in 2009. A big success was its Community Action Team, which inspired physical activity by matching miles walked or biked with contributions to a community-based program of the participant's choice. The company offered health risk assessments, hired an occupational health nurse, sponsored a corporate team at the Autumn Woods Classic, and conducted ergonomic assessments of workstations. In addition, there are ongoing wellness challenges throughout the year, and the company indirectly subsidizes many wellness-related activities through its health insurance plan.

Heinrich Envelope Corporation, Golden Valley

Manufacturing / 73 employees

This Golden Valley manufacturer is now a three-time silver award winner. The company's wellness program has been such a success that it created a six-member wellness committee in 2009. Because of the manufacturing work environment, efforts are made to tailor all activities to the varying schedules of employees. One particularly interesting way the company encourages people to be active is by loaning out equipment such as pocket pedometers. Heinrich's Fruits and Veggies "Score More!" campaign also was well-received this past year.

Kaposia, inc., Golden Valley

Nonprofit / 65 employees

This first-time Wellness by Design winner in Golden Valley has high employee participation when it includes Medica's Shape Up Challenge in its roster of annual activities. Efforts are made to make the challenge as interactive as possible by offering fun games and the chance to win health-related incentives. Prizes included health club memberships, juicers, exercise books, time off, or paying for a month of a winner's health insurance premium. The company also provides weekly e-mails on health promotion.

Mall of America, Bloomington

Entertainment and retail / 850 employees

A bronze winner last year, the mall worked with Life Time Fitness to provide biometric screenings and health assessments for all full-time team members in 2009. Participation hit 79 percent of the mall's benefit-eligible employees due to a determined effort to include as many employees as possible. Varied communications were implemented (for example, e-mail, posters, fliers, and announcements at department and open enrollment meetings) to reach employees. When it was determined that many staff had never touched a computer, two weeks of computer training was provided so members could schedule biometric screenings and take part in an online health assessment. And those who faced a language barrier received one-on-one assistance in filling out the 90-question health assessment.

Marquette Real Estate Group, Bloomington

Real Estate / 600 employees

This second-time silver winner from Bloomington creates excitement every year with its annual 5K event, which is partnered with its annual Learning and Development Conference. Top-level management participates, and awards are presented as part of this friendly competition. There also has been an effort to highlight employees who have been successful in improving their health. For example, one worker did such a great job losing weight that the company asked if she would start blogging to other employees about it. This, she said, caused her to push herself even further, which increased her focus on the topic and led to more weight loss.

Metropolitan Airports Commission, Bloomington

Aviation / 560 employees

Salad bar potlucks that the commission started for its 560 employees in 2009 were such a huge success, they continue to be scheduled every few months. Employees brought fresh produce from their gardens, creating a wide array of healthy lunch options all in one room. Probably the biggest success, however, was the "Move to Improve" program, which awarded gift cards to employees who exercised for at least 30 minutes at least 12 times per month. The program has become so successful that the yearly budget has been exceeded because of the large payout to employees! The organization also provides free, one-on-one, onsite nutrition counseling to help employees develop healthy eating plans. The commission was a Wellness by Design winner in 2009.

Metropolitan Council, Minneapolis

Transit / 2,600 employees

This three-time winner hired a wellness coach in 2009 from its health insurance carrier, HealthPartners. She works onsite three days a week, meeting one-on-one with employees and providing group educational seminars. The idea for hiring the coach came out of meetings with leaders from all of the council's unions to work on health plan design changes with a significant wellness component. Another development in 2009 was the BP Downshift program, which is a comprehensive blood pressure program through Novartis Pharmaceuticals that is designed exclusively for bus operators. It included one-on-one blood pressure consultation, online resources, and educational group sessions. Exercise bands and instruction booklets were distributed to all employees, with bus operators receiving instruction manuals on how to use the bands in the bus.

MLT Vacations, Edina

Travel / 250 employees

MLT, which earned a bronze award last year, saw wellness program participation levels jump from 13 to 48 percent, depending on the activity. Annual activities like the Shape Up Challenge and Chug a Jug Challenge were augmented by a poker walk in 2009. The company also developed a wellness purpose statement, goals, and program logo, and conducted an Employee Wellness Interest Survey in 2009.

PDI Ninth House, Minneapolis

Consulting / 555 employees

This Minneapolis consulting firm is the past winner of three Wellness by Design Awards, where losing weight was the name of the game for many employees in 2009. A health risk assessment was also conducted in partnership with Lifetime Fitness and Mayo Clinic, along with blood screenings and an online assessment survey.

Supervalu, Northern Region, Hopkins

Grocery distribution / 400 employees

Supervalu increased participation in its health risk assessment by offering a monetary incentive to employees and their spouses. This first-time Wellness by Design winner offered a physical activity lunch and learn that encouraged employees who were not physically active to consult with a fitness coordinator and begin an exercise regimen that included a group exercise class, and independent walking and strength training. Also offered were 15-minute break time classes to get employees away from their desks to move and stretch.

University of Minnesota, Minneapolis

Education / 17,500 employees

The university, also a winner in 2009, recruited more than 100 individuals to volunteer as wellness advocates for their departments. The institution's 10,000 Steps program saw 68 percent of the participants completing the entire eight weeks. With more than half of those taking the health risk assessment identifying weight as a health risk, the organization tailored its wellness program for the year to include Weight Watchers at Work and other weight management programs.

UPS, Minneapolis

Transportation / 5,300 employees

This is the third award for UPS. In 2009, each UPS center in Minneapolis held a health fair, and some were very creative. UPS also gives each center a *Road Map to Wellness* book that features a topic of the month and information for each location's designated wellness bulletin board. For example, at the Minneapolis hub, the topic for the month of March was good nutrition; they decided to give out green apples on St. Patrick's Day. Also included are informational Web sites, newsletters, and tips that can be shared with employees during their meetings.

VA Medical Center, Minneapolis

Health care / 3,200 employees

This 2009 winner kicked off many new programs last year to help employees become more active at work. Creating the most "buzz" were employee workstation stability balls and walking workstations installed at two locations. In the telephone call center, employees were able to answer the phone while walking on a treadmill that goes up to two miles an hour. The medical center's walking workstations at the main hospital can be used 24 hours a day. Other workstation activity aids include a 10-minute desk yoga video, a stretching program, a stretch band program, and four- and eight-minute workouts.

Welsh Companies, Minnetonka

Health care / 325 employees

Welsh Companies has the distinct honor of being recently named by the *Minneapolis/St. Paul Business Journal* as the No. 1 "Best Place to Work" for medium-size companies. Two of the factors directly mentioned in relation to the award were the company's partnership with Nutritional Weight and Wellness and its promotion of free fitness centers for employees. In the latter case, the center is open from 5 a.m. to 10 p.m. Monday through Friday at Welsh's corporate office. Company leadership was adamant about making sure employees at other company

sites had the same type of opportunity for fitness, so fitness centers at other properties are also open to all employees for no charge. Onsite massage therapists and a chiropractor are also available at a reduced rate for employees. This is Welsh's third Wellness by Design Award.

Zelle Hofmann Voelbel & Mason LLP, Minneapolis

Law firm / 75 employees

About 15 percent of this Minneapolis law firm's staff took strength training classes three times a week at a local gym in 2009. There also has been a marked increase in the number of people regularly using the onsite fitness center. The firm pays half the cost for employees and their spouses or domestic partners to purchase a Grueve monitor. It clips to their belts and measures activity and the number of calories burned. Additionally, Zelle Hoffman provides up to \$500 for smoking cessation programs, and offers credits and health plan deductions for biometric testing and attainment of health goals.

GOLD AWARDS

Arizant Healthcare, Eden Prairie

Medical manufacturing / 275 employees locally

Also a gold award winner in 2009, Arizant Healthcare got its employees moving in the past year by staging a treasure hunt during Wellness Week. Each day a clue was posted, and each participant would have to find the clue and add a sticker to his or her playing card. On the final day, when the last clue was posted, there was a mad dash to the final location. The company also hosted a weight-loss and weight maintenance program called SHAPE. This 12-week program taught participants correct portion sizes, how to read labels, and proper exercises. In fact, following this program, the company invited the presenter (a trainer) to come back and host two sixty-minute classes on ball/band exercises. Employees now hold their own classes two times a week! The combined total weight loss from this program was 85 pounds among 22 participants.

Associated Financial Group, Minnetonka

Broker / 125 employees

Associated Financial Group struck gold in its first try at a Wellness by Design Award. A wellness specialist was hired in 2009 and employees enthusiastically participated in the Spring Into Summer Challenge. There was also increased

management support when one of the firm's senior leaders partnered and trained with other employees for her first 5K. There have been multiple cases where employees have supported each other in losing 30, 40, even 50 pounds! This was in direct response to an employee interest survey that showed weight loss and physical activity were high priorities. The wellness team noted that the most successful strategies in getting employees involved included shorter campaigns and communications using a variety of media sources for a diverse work group.

Cargill, Inc., Hopkins

Agricultural distributor and marketer / 5,000 employees

A winner of gold and bronze awards in previous years, Cargill has been promoting health and wellness locally for about seven years. But it was the announcement of the launch of Cargill's national wellness strategy in 2009 that seemed to create added attention. A key element has been top-level management support with CEO Greg Page telling participants before one of the company's two 5K events last year that it is important for everyone to take personal responsibility for their own health. He talked about how he manages to fit regular physical activity into his schedule. More than 900 Cargill employees participated in the Turkey Trek 5K, compared with 190 participants in 2004.

City of Maple Grove

Local government / 243 employees

A highlight for the City of Maple Grove in 2009 had to be the video case study of the city's Fit for Life program by the Centers for Disease Control and Prevention. The program was cited for decreasing health-care costs and improving employees' quality of life. It also stressed how the city's senior management was solidly behind the health and wellness efforts. 2009 also was a year that the city's wellness team knew that some elements needed to be added in order to recharge the program, and keep it interesting and motivating for staff. The theme "Rethink Your Well-Being, Recharge Your Motivation, and Reward Yourself" reflected this goal, with an added focus on physical activity, nutrition, and emotional well-being. New quarterly activities, such as triathlon training and running/walking groups, helped the city's employees set goals and achieve them. The Frosty Challenge in November also helped 60 employees lose more than a combined 100 pounds. This is the third gold award for the city.

City of Minnetonka

Local government / 230 employees

To launch the 2009 HealthRewards wellness program, this two-time gold winner sponsored a kickoff to motivate employees into making important lifestyle changes

and taking advantage of wellness offerings. The 2008 employee survey showed that some employees were having a hard time attending workshops due to their work shifts or work loads. Therefore, an emphasis was placed on Web-based learning in 2009. A “Patterns for Good Health” section also was added to the program tracking card that included three choices: exercising three times per week, submitting a personal goal, and maintaining a food journal. Employees were required to complete one of these three options. The result? Unhealthy food choices dropped 5.2 percent between 2008 and 2009, and unhealthy stress was down 4.6 percent. High-risk alcohol use and frequent back pain also decreased.

Courage Center, Golden Valley

Healthcare nonprofit / 600 employees

This is the fifth year in a row that Courage Center has achieved gold status! Employees who participated in the 2008 wellness program began receiving their new annual “Healthy Possibilities” program incentive in 2009. They also served as ambassadors for Courage Center’s program to help promote it to others in the organization. In 2009 a total of 215 pounds were lost by employees. Employees who needed to lower their blood pressure or cholesterol did so in 73 percent and 79 percent of the cases, respectively.

Duke Realty Corporation, St. Louis Park

Corporate real estate / 30 employees

Duke Realty Corporation, a first-time award winner, met employee needs and interests by offering programs that had flexible, online options. Programs were tailored for different health needs, allowing a wider variety of participation. For example, the Shape Up the Nation Program gave employees choices—focusing on the number of steps taken per day, the amount of weight lost, or the number of minutes exercised. The program helped launch new healthy fitness routines for those who participated, with some employees losing more than 15 pounds each. Another huge success was the 2009 health fair for associates and spouses, with more than 600 attending the event.

Froehling Anderson Ltd., St. Louis Park

Public accounting and business consulting / 43 employees

This is the financial consulting firm’s first Wellness by Design Award. At Froehling’s January 2009 wellness program kickoff, every employee received a wellness bag containing an apple, trail mix, hand sanitizer, stress ball, healthy recipe, and a calorie counter. Also included were a laminated card with a stretching exercise printed on it and a note pad with the heading “Get Regular Exercise.” The company purchased a Wii game for physical activity, set up a bowling league,

provided healthier snacks, and brought in a massage therapist to help relieve stress during the busy tax season. Prizes were handed out for winners of a weight-loss challenge and a weight maintenance program, with both creating a lot of attention and interest among participants and nonparticipants alike.

General Mills CARE Program: ITQ & Engineering Divisions, Minneapolis

Food research and development / 1,200 employees

In 2009, the project CARE (Coaching, Activity, Resiliency, and Energy) wellness program was launched for the ITQ and Engineering Divisions. Included in this initiative were onsite health coaching and “nourishment centers” with free snacks, motion workstations, a Route 66 online physical activity program, a walking club, Fit Fridays, and Nintendo Wii gaming systems. This is the first Wellness by Design Award for these divisions at General Mills. The company’s Bakery and Foodservice Division won gold last year.

Graco Inc., Minneapolis

Food research and development / 2,117 employees

Each Graco employee took a health risk assessment and biometrics test in 2009. This information was then combined to produce a confidential, comprehensive Personal Health Manager (PHM) report for each participant. The reports provided snapshots of their current health status and actionable steps for improvement. Health coaches were offered to employees who were found to be at risk for current or future medical issues. This is Graco’s first Wellness by Design award.

Greatbatch Medical, Plymouth

Medical device manufacturing / 370 employees

Greatbatch Medical’s 370 employees participate in a wellness program that includes a walking and running competition, a variety of programming tailored to different cultures, a healthy recipe book, and a change in food vendors to include more choices and healthier offerings. Close to one-third of employees participated in the corporate challenge event, with teams formed at each of the company’s plants. Onsite Weight Watchers and fitness activities are also part of the organization’s health and wellness program. This is the company’s first Wellness by Design Award.

Great Clips, Edina

Franchise services / 196 employees

What really got Great Clips employees excited in 2009 were the two START Challenges, Wellness Bingo, and the Frosty Challenge, where many participants

successfully maintained or lost weight. Onsite yoga, weight training, and walking groups also proved popular. The success of the company's wellness efforts is attributed to a committee from cross-functional departments that is committed to making wellness a part of every day life at Great Clips. Committee members listen to what employees have to say when developing their programs, so they can attract employees at all levels of wellness. This is the company's second gold Wellness by Design Award.

Hennepin County Medical Center (HCMC), Minneapolis

Hospital / 4,500 employees

The HCMC Fitness Center opened in December 2008. The space is shared with the hospital's Cardiac Rehabilitation Department, and an employee membership is only \$9 per month. Survey results showed that 94 percent of fitness center members would recommend it to other employees, and 91 percent feel the center is beneficial to their health as an employee. Also, Get Fit HCMC, which is a team-based physical activity campaign, saw 600 employees from 75 departments participate. This is the first Wellness by Design award for HCMC.

North Memorial Medical Center, Robbinsdale

Hospital / 5,000 employees

Support for North Memorial's health and wellness programs has not waned despite some layoffs in the past year. The new Fit 4 Families Program promotes health and fitness to kids (K through 6) and their North Memorial employee parents or guardians. A two-hour program includes fitness instruction, exercise equipment for kids to use at home, educational and motivational materials for kids, and a healthy snack. Parents or guardians are encouraged to watch, cheer, and/or participate. Also, fully reimbursable wellness programs for employees and their dependents are offered, with personal training for employees increasing by 100 percent in 2009. North Memorial has won three golds and a silver award in the past.

OLSON, Minneapolis

Advertising/ 180 employees

OLSON, which has won a silver and a gold award in the last two years, has a wellness program that centers around its in-house fitness center, The Brickyard. New hires are excited to learn they can exercise, socialize, and take part in free wellness classes. An exercise class is taught by a trained instructor each day. The company's Media Team uses the Cardio Boot Camp fitness class as a team-building exercise, which has created a more supportive and unified staff both inside and outside of The Brickyard.

OptumHealth, Golden Valley

Service provider of health and wellness programs / 11,000 employees

OptumHealth staged a six-week Fall Fitness Challenge that focused on biometric screening tracking, nutrition, exercise, and personal well-being. New online tracking in 2009 allowed program results to be analyzed at an aggregate level. At the Golden Valley corporate office, 48 percent of employees participated. Outcomes included weight loss by 73 percent of participants, 60 percent decreased their blood pressure, 73 percent decreased their body fat percentage, and 69 percent decreased their Body Mass Index. Best of all, 84 percent of participants agreed that the Fall Fitness Challenge was in line with the company's mission of helping people live their lives to the fullest. Other wellness initiatives included adding natural lighting fixtures in areas without access to daylight, and new filtered water and ice machines in all break rooms to encourage employees to drink more water.

UCare, Minneapolis

Health plan organization / 420 employees

This three-time gold winner merged its employee wellness program, RENEW, with Fairview Physician Associates' CAN DO program in 2009 to offer a weight management program onsite for employees. The program included two one-on-one sessions with a health coach from CAN DO, a personalized plan on how to lose weight or make other healthy lifestyle changes, and monthly follow-up calls or e-mails. The program cost was covered 100 percent by UCare. Employees who met their three-, six-, nine-, and one-year goals were given additional incentives. About 130 employees joined the program, with a 66 percent completion rate. The average weight loss was 12 pounds, and at least 10 employees lost more than 25 pounds!

PLATINUM AWARDS

Augsburg Fortress, Minneapolis

Publishing / 200 employees

The organization's 2009 "Wellness Piece of the Pie" program, modeled after the game Trivial Pursuit, had employees completing activities relating to six pieces of their wellness pie: stress, nutrition, physical activity, men's/women's health, a health risk assessment, and finance. Those who met their goals earned an \$85 bonus on their last check in December if they did not have company-provided insurance, or an \$85 subsidy on their insurance if they did. Augsburg was a gold-level winner in 2008 and 2009.

CIGNA, Eden Prairie

Health care organization / 1,100 employees

CIGNA's annual Health Expo was significantly larger in 2009 and included more vendors, raffle items, and demonstration sessions. The goal was to offer something for everyone, and a chance to experience something new and fun. The company saw 100 percent participation in the 2008 and 2009 health risk assessment for all benefits-earning CIGNA employees. The company implemented group exercise classes, and offered Yoga during lunch and after work. CIGNA was a gold winner in 2008 and 2009.

Cobb Strecker Dunphy & Zimmermann, Inc., Minneapolis

Insurance agency / 57 employees

This two-time gold winner's Wellness Reward cards proved to be a good motivator in getting employees to attend wellness seminars and activities in 2009. There also was great participation in the Fruits and Veggies "Score More" Wellness Challenge. This was offered in response to what their health risk assessment showed was a lack of fruits and vegetables in employees' diets. The agency's wellness committee offered several lunch and learn sessions based on input from employees. Topics ranged from "Maximizing Your Metabolism" to "Lights Out for Better Health." The committee used post-event survey information and data from the assessment to develop a four-month wellness program called Journey to Wellness Challenge. The new program was implemented in January 2010.

Data Recognition Corporation, Maple Grove

Education / 625 employees

A gold winner in 2008 and 2009, Data Recognition Corporation decided to change its healthy activity incentives from cash rewards to offsetting employee health insurance costs in a big way: Those who participated saved \$400 in annual health insurance premiums. As a result, 85 percent of the company's 625 employees participated in 2009. A new online incentive program also was introduced, allowing employees to earn points for participating in a variety of activities (for example, going to the dentist, getting a flu shot, volunteering, exercising, etc). Taking the health risk assessment was a requirement for signing up for this new program. The company also received the 2010 Health Care Heroes Award (Corporate Achievement) from the *Twin Cities Business Magazine*.

HealthPartners, Bloomington

Health care organization / 10,000 employees

Two events were the most notable in 2009 for this three-time gold winner, which has seen participation in its health risk assessments jump from 24 percent in 2008 to 89 percent in 2009. In March of last year, HealthPartners offered Lucky Health Week—a program that rewarded employees with a 'pot of gold' if they were spotted doing a healthy behavior such as taking the stairs. Representatives were recruited from across the organization to reward employees. The “Go for the Gold” series also awarded a gold T-shirt to any employee who signed up for one of three fall health events. There was an increase of 60 percent in the number of HealthPartners employees taking part in the 5K Corporate Challenge in 2009. Employee Walk Day led to the forming of 32 walking clubs, comprised of 400 employees. Seventy percent of these employees, who logged their steps every week for three months, reported an average of four days of walking per week.

Hennepin County HealthWorks, Minneapolis

Local government / 8,000 employees

The county's Trade Time for Fitness Program moved to an automated system in 2009, making it easier than ever to process employee requests and reimbursements (directly through their paychecks) for club memberships and athletic equipment. Other HealthWorks programs focused on stress management. The Beyond Treading Water program series was a multi-session, group discussion format where employees shared their thoughts and ideas on how to survive tough times. Health screenings were offered at several Hennepin County sites to identify problem areas and target education to specific county worksites. One of the programs offered was a three-part 'Cholesterol Basics' series in Medina. HealthWorks has won Wellness by Design gold in each of the last two years.

Medica, Minnetonka

Health care / 1,150 employees

The selection and hiring of a full-time WellAware program manager (versus a volunteer) allowed for better integration and development of existing and new programs at Medica. This also helped increase visibility and garner corporate commitment. This first-time Wellness by Design Award winner saw a substantial increase in employee participation in its signature, six-week Shape Up Challenge in 2009. The restructured program, which allowed for smaller, employee-assembled teams, led to a year-over-year participation increase of 184 percent or about 25 percent of the employee population. Increased participation in yoga, core fitness,

and Weight Watchers programs is leading to a possible expansion of the company's fitness facilities.

Meyers, Brooklyn Park

Printing / 250 employees

Meyers, which has won gold three times, felt that 2009 was the year where it could be said that after years of effort, an established wellness culture was in place. All levels, including executive management, are "on board" and view wellness as part of their employee benefit package. A facilitator/director for its wellness committee was added, and onsite coaching sessions addressed risk behaviors relating to weight, the need for more exercise, and stress reduction. Wellness Resource Centers were also added in two company locations to provide health-related news.

Polaris Industries, Medina

Manufacturing / 2,900 employees

Polaris Industries, a four-time gold award winner, has closely monitored health trends within the company since 2004. In 2008, the company required health risk assessments to retain company-subsidized medical coverage. That led to a 94 percent completion rate. This past year, 85 percent of employees completed the assessment on a voluntary basis, with a smaller deductible increase used as the incentive. Polaris saw increased participation (and completion) rates for its five onsite wellness programs (50–75 percent in most cases). The number of people participating in at least one Polaris wellness program (not counting wellness fairs or screenings) also doubled.

RJF Agencies, Inc., Minneapolis

Insurance / 155 employees

In 2009, this four-time gold winner introduced healthy eating guidelines that addressed the health content of meals provided at company-sponsored events. While employees were initially reluctant to give up bagels and cream puffs, they now look forward to fresh veggies and fruit. Health assessment data have shown that the company's wellness initiatives are generally successful in reducing risks. It's also clear that once new employees become part of the company's wellness culture, they see positive changes in their health behaviors.