



Numbers company sees wellness policy pay off



NUMBER OF EMPLOYEES: 1,795
CEO (OR EQUIVALENT):
G. Brint Ryan, chairman & CEO

A Healthy Thought:
"From 2011 to 2012, the average number of health risk factors dropped from 1.4 to 1."

ALISON CROCKETT #8
Benefits analyst

BY CHRISTINE GREIGE
CONTRIBUTING WRITER

Ryan LLC, a global tax services firm with offices in Providence, aims to cover every aspect of employee wellness with its "My Health" program, now in its third year. The company, with 12 full-time employees in the city and 1,295 globally, looks to highlight areas of health education, good nutrition, body analysis and exercise activities for its workforce.

"Employees receive weekly Wellness Wednesday newsletters highlighting health tips, educational sessions, challenges, resources,

recipes and information," about upcoming company-sponsored and -supported events or activities, said Alison Crockett, benefits analyst for Ryan.

The educational sessions, on-site, annual biometric screenings and access to a wellness portal are all free. The portal, managed by the company's wellness vendor, is flush with resources for employees to get fit and eat right. So far, Crockett said, the portal has seen more than 13,700 logins – employees looking for information on a healthier way of life.

"From 2011 to 2012, the average number of health risk factors dropped from 1.4 to 1," she said

To keep employees motivated, monetary incentives and old-fashioned rivalry come into play. First, the company reimburses gym membership costs, up to \$50 a month. In 2011, approximately 62 percent of U.S. employees earned eligibility for a \$40-per-month incentive credit," on health insurance premiums, Crockett said. "In 2012, employees are eligible to earn up to \$80 per month" off their health care costs.

Companywide challenges, such as a "Chug-a-Jug" contest and a 10,000-steps challenge, keep motivation high. ■

CharterCare responds to financial wellness need



NUMBER OF EMPLOYEES: 3,000
CEO (OR EQUIVALENT):
Tom Reardon, interim CEO

A Healthy Thought:
"We want to ... to provide our employees with the tools they need to become healthier."

STACY ROBERTS #9
Benefits analyst

BY MIKE MUELLER
CONTRIBUTING WRITER

More exercise and better eating habits are top priorities for many employers and their employees.

But what about the health of their wallets?

CharterCare Health Partners, the Providence-based health system that operates Roger Williams Medical Center and Our Lady of Fatima Hospital, polled more than 3,000 of its employees. What it found out was that financial concerns and

stress were the biggest issues standing in the way of employee health. The company responded by setting up "lunch-and-learn" seminars on psychological health and financial planning in order to complement its physical programs, which include yoga and Pilates.

"We just want our employees to be healthy," said Stacy Roberts, benefits analyst for CharterCare. "We want to be able to provide them with the tools they need to become healthy overall."

With time being an issue for most health care workers, one tool many of them are turning to is telephonic coaching. The service is offered 24 hours a day, seven days a week, allowing staff to call in and chat live with a counselor about their health issues or finance concerns.

"Not everyone is at a desk or can access a phone in the middle of the day while they are at work," said Roberts. "So this gives them the option of reaching out to somebody off hours."

CharterCare isn't finished looking for new ways to improve and expand its on-site services, all with the goal of boosting employee wellness, in all its varied forms. ■

A healthy focus, no ifs, and no butts, either



NUMBER OF EMPLOYEES: 1,700
CEO (OR EQUIVALENT):
Larry T. Guillemette, chairman, president & CEO

A Healthy Thought:
"The company is doing this strictly for the employees. ... We are striving to make this a healthier place to work." #10

JILLIAN O'CONNOR
Occupational health nurse

BY JOHN LARRABEE
CONTRIBUTING WRITER

Indoor smoking long has been banned at most Rhode Island workplaces. **Amtrol Inc.**, a West Warwick company that manufactures storage tanks and water heaters, has gone further. As of July 1, cigarettes are prohibited everywhere across the campus, inside or out.

Jillian O'Connor, an occupational health nurse employed at Amtrol, insists there have been very few complaints. To help employees

adjust to the change, the company provides the nicotine patch for free, and holds a complimentary smoking-cessation support group.

"We have some 30-year smokers who've been able to break the habit, and now they're encouraging others," O'Connor said. That kind of effort has made Amtrol one of the most health-conscious employers in Rhode Island. And it doesn't end there. Health education programs are regular events.

February is Go Red month, to promote awareness of women's health issues, with free fruit and blood pressure screening tests. In September there are hearing tests. And occasionally massage professionals visit to help employees reduce stress.

Amtrol even uses fitness programs to build team spirit. Every year there's a ShapeUp Rhode Island campaign, with employee teams keeping track of their miles walked. Walk the furthest and your team wins prizes. Employees are dropping pounds in a weight-loss contest, too. Every competitor puts \$10 in a pot, with the cash going to the biggest losers.

"The company is doing this strictly for the employees," said O'Connor. "We are striving to make this a healthier place to work." ■

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- Louis R. Giancola, President & CEO



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