

# WELLNESS WORKS FOR EVERYONE

Cigna is proud to be the exclusive sponsor of Crain's 2018 Illinois' Healthiest Employers Awards. We applaud the organizations that are working to create a healthy workplace. Let's all make an effort to have a culture of wellness at work.



**Together, all the way.®**

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# ILLINOIS' HEALTHIEST EMPLOYERS®

## A GUIDE TO WORKPLACE WELLNESS

# ILLINOIS' HEALTHIEST EMPLOYERS HONOREES

The 2018 Illinois' Healthiest Employers Awards are sponsored by Cigna and conducted by health analytics provider Springbuk Inc. in association with Crain's Custom Media. Here are this year's winners and top finalists.

### 2-99 EMPLOYEES

**WINNER: AVS COMPANIES**

**Finalists: Madison Construction, Oswegoland Park District**

### 100-499 EMPLOYEES

**WINNER: REGENCY CENTERS**

**Finalists: Antea USA Inc., Agri-Fab Inc.**

### 500-1,499 EMPLOYEES

**WINNER: ROSECRANCE HEALTH NETWORK**

**Finalists: First Busey Corp., Thompson Coburn LLC**

### 1,500-4,999 EMPLOYEES

**WINNER: RIVERSIDE HEALTHCARE**

**Finalists: CNO Financial Group, Meredith Corp.**

### 5,000+ EMPLOYEES

**WINNER: UNITEDHEALTHCARE OF ILLINOIS**

**Finalists: JLL, Humana Inc.**

Sponsored by:



# Chicago Blackhawks Great Denis Savard Scores Wellness Win at ILLINOIS' HEALTHIEST EMPLOYERS AWARDS Sponsored by Cigna

By Jane Adler



Winners celebrate with Denis Savard at MB Ice Arena

Denise Savard, Blackhawks legend



**“The winners have one thing in common: a dedication to the well-being of their employees and their families.”**

-Mike Phillips, president of Cigna Midwest Markets

your workouts in,” said Savard, who power walks five miles a day with his neighbors. “Take care of yourself and you’ll have better health.”

This is the third year Cigna has sponsored the awards.

“The winners have one thing in common: a dedication to the well-being of their employees and their families,” said Mike Phillips, president of Cigna Midwest Markets. “Wellness is critical to productivity at work and happiness at home.”

He added that the Blackhawks’ practice arena is the perfect venue for an event focused on well-being because the team makes the rink available for public skates. “Wellness involves the whole community,” Phillips said.

Fifteen finalists were named in the competition. Applicants are evaluated on six

areas of corporate health and wellness: culture and leadership commitment, foundational components, strategic planning, communication marketing, programming and interventions, and reporting and analytics.

Applicants are grouped by number of employees so that organizations compete against like-sized organizations. The scoring is handled by Springbuk, a health analytics company which holds similar competitions in 45 cities nationwide.

First, second and third place finishers in each size category were announced at the awards ceremony.

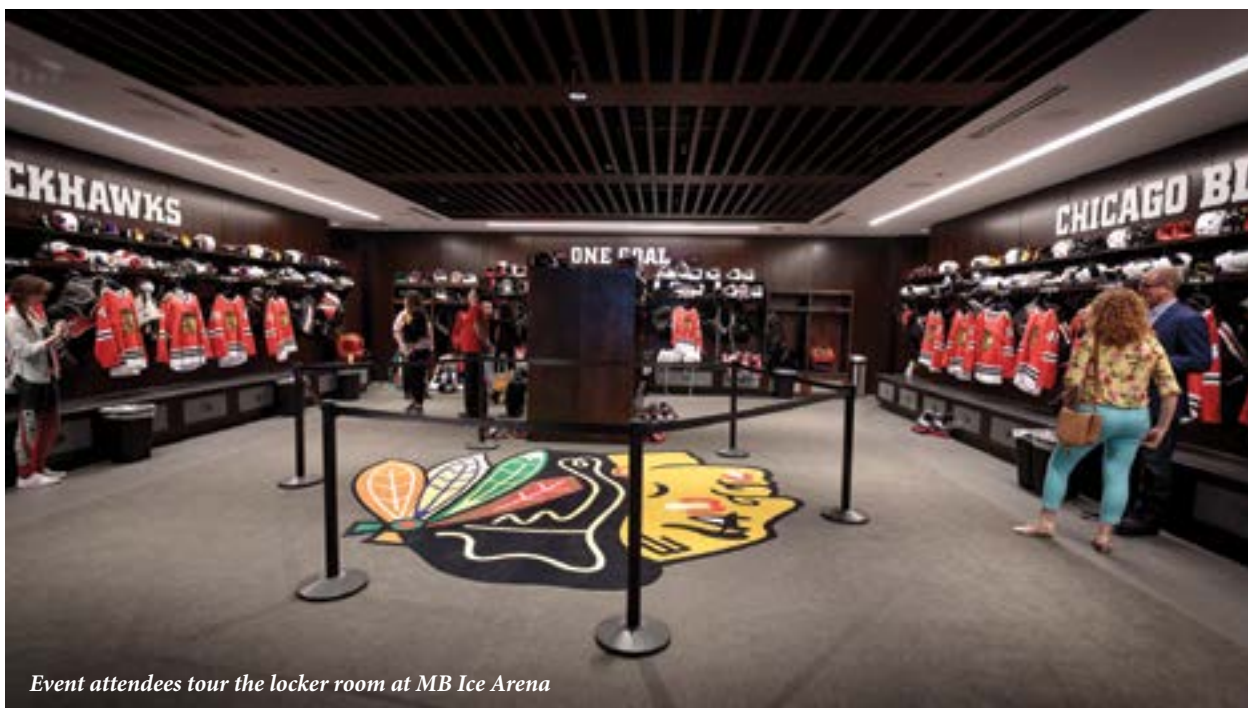
Riverside Healthcare, Kankakee, won first place in the category of 1,500-4,999 employees. “We’ve worked hard to develop our culture of

## Step out of your comfort zone.

National Hockey League Hall of Famer Denis Savard offered that bit of fitness advice at a special event announcing the winners of the 2018 Illinois’ Healthiest Employers Awards, a program that recognizes organizations with the best workplace wellness initiatives.

Savard presented the 7th annual awards Sept. 12 at MB Ice Arena, the Chicago Blackhawks’ state-of-the-art practice facility. Global health insurer Cigna sponsored the Crain’s Custom Media event.

In his remarks, Savard noted humans are creatures of habit who need to challenge themselves to stay fit. “Get out there and get



Event attendees tour the locker room at MB Ice Arena





Mike Phillips, Cigna

wellness,” said Lynn Christian, wellness manager at Riverside. Its comprehensive program includes wellness challenges and biometric screenings. New this year is “Well in Mind,” a preventative mental health program. “We are teaching employees to be resilient,” Christian said.

AVS Companies, a distributor of vending and gaming equipment in Elk Grove Village, won first place in the small company category (under 100 employees). A newcomer to wellness programs, AVS launched its initiative this year by leveraging a newspaper weight loss competition and expanded its program from there. “It’s been a great morale booster,” said Cortney Kinzler, AVS marketing director.

Shopping center owner and developer Regency Centers, Oak Brook, won in the 100–499 employee category. The company’s program includes elements such as biometric screening, coaching, peer challenges, preventive care, online courses and healthy events. “We make our challenges fun and competitive,” said Reese Dowell, compensation and benefits manager at Regency.

CNO Financial Group took second place in the category of 1,500 to 4,999 employees. More than 85 percent of CNO associates participated in at least one wellness activity in 2017. “We’ve had great results,” said Mitch Schulz CNO’s vice president of Total Rewards. His advice: “Put a program in place. People will get involved.”



Event attendees skate on the Blackhawks' practice rink

# GO. KNOW. TAKE CONTROL.

Cigna is proud to be the exclusive sponsor of Crain’s 2018 Illinois’ Healthiest Employers Awards. We encourage everyone to stay healthier by regularly checking your blood pressure, cholesterol, blood sugar and body mass index.

Learn more at [Cigna.com/takecontrol](http://Cigna.com/takecontrol).



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# 12 BEST PRACTICES to Jumpstart Your Wellness Program

By Jane Adler

**A** successful corporate wellness program is built on many elements, but you don't have to start from scratch. Here are a dozen proven tips from the finalists of the 2018 Illinois' Healthiest Employers Awards sponsored by Cigna.

## ENGAGE LEADERSHIP

Management buy-in matters. The entire senior leadership team participates in the wellness program at Riverside Healthcare, Kankakee (1st Place, 1,500-4,999 employees). A popular walking challenge is led by President Phil Kambic and Vice President Kyle Benoit. Each leader represents a general manager for the "Cubs vs. Sox Walking Challenge." During the 2018 nine-week challenge, each participant averaged 31 miles weekly.

## MAKE IT EASY

Employees are busy. Program elements should be easily accessible. Riverside Healthcare offers a mobile wellness platform as well as onsite

screenings, counseling, fitness classes, financial wellness seminars and other opportunities.

## FORM A COMMITTEE

A Goodwill and Wellness Committee was created by Rosecrance Health Network, Rockford (1st Place, 500-1,499 employees). Committee involvement helps increase staff participation in various wellness activities, such as the annual wellness fair and biggest winner competition.

## BE CREATIVE

The wellness theme for 2018 is "Be a Health Nut" at Regency Centers, Oak Brook (1st Place 100-499 employees). The annual health fair included a "healthy nut" bar where employees could make their own "trail mix" of healthy nuts and fruits while visiting a variety of wellness vendors.

## REWARD PARTICIPATION

Regency employees and spouses who complete a health assessment



**WE CAN HELP YOU BUILD  
A CULTURE OF WELLNESS**



An event attendee hits the ice



Winners celebrate with Blackhawks great Denis Savard and Cigna's Mike Phillips



receive a \$111 credit for a Fitbit device. When employees complete a biometric screening, they receive \$350 and program points; spouses also receive points. When they achieve 450 points by completing various wellness activities, employees receive an additional \$350 and spouses receive \$300.

**START SMALL**

Led by the company president, AVS Companies, Elk Grove Village (1st Place, 2-99 employees), joined a newspaper weight loss contest. Fitbits were purchased for employees to track their progress and fitness classes were started. Weekly prizes are awarded for weigh-in winners. A number of employees now eat healthy lunches together.

**FIND PARTNERS**

Outside resources are leveraged by CNO Financial Group, Chicago (2nd Place, 1,500-4,999 employees). The comprehensive wellness program includes partnerships with individuals, companies and nonprofit agencies to bring free resources onsite. Examples include working with a local physical therapy provider to conduct injury evaluations; offering a farmer's market during the summer; holding walking and running groups each week; and hosting annual wellness expos where area companies set up interactive booths and conduct health-related screenings.

**GO HOLISTIC**

First Busey Corp., Champaign (2nd Place, 500-1,499 employees), supports wellness through challenges, coaching and resources, but it also encourages associates who take an active role in their work and workplace. By participating in quarterly calls with executives, associates have the opportunity to stay apprised of what's going on within their organization.

**OFFER DISCOUNTS**

Employees can earn significant discounts on their health insurance premiums at AgriFab, Inc., Sullivan, Illinois (3rd Place, 100-499 employees). Employees must meet quarterly goals for the number of steps they take and their active minutes. Employees with family coverage can earn additional discounts if their spouses participate and meet the same goals. The quarterly goals are slowly increased to push for continuous improvement.

**CREATE TEAM CHALLENGES**

Monthly team challenges with awards can help capitalize on the competitive spirit. Agri-Fab has a leader board available for viewing on every company computer. It's fun and motivates the workforce to achieve their fitness goals and improve their overall health—a win-win for the company and its employees.

**PROMOTE AWARENESS**

Many chronic diseases are preventable. Employees can assess their current physical, mental and behavioral risk factors at Madison Construction, Orland Park (2nd Place, 2-99 employees). Workers learn about their current health status, while the company supports them with the resources they need to improve their health.

**MIX IT UP**

A wellness calendar listing all the programs for the year is distributed in January to the staff at the Oswegoland Park District, Oswego (3rd Place, 2-99 employees). A few events are repeated each year, such as staff luncheons, the Thanksgiving Day potluck, and volunteer events. The group keeps things fresh by diversifying the offerings. A staffer may not be interested in a trail walk but might enjoy a meditation class.

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*Blackhawks great Denis Savard, left, and Cigna's Mike Phillips, right, present the award to Riverside Healthcare*



*Attendees pose with Denis Savard and his signed Blackhawks jersey*





# CIGNA'S FIGHT AGAINST OPIOID ADDICTION

**M**ore than 2 million Americans suffer from substance use disorders related to opioids, and by 2020, mental illness and substance use disorders will surpass all physical diseases as a major cause of disability worldwide.<sup>i</sup> Here in Chicago, we experienced more than 1,000 opioid-related overdose deaths in 2016—almost double the rest of Illinois.<sup>ii</sup> As a global health service company with 95 million customer relationships around the world,<sup>iii</sup> Cigna sees the impact of opioid use disorders first hand.

To address this issue, Cigna began working with leading medical experts, researchers, health care providers and treatment centers to help improve prevention, treatment and communication around opioid abuse. We recognize the importance of a holistic, whole health approach that embraces early intervention, evidence based treatment, education about prevention and removing the stigma associated with these disorders.

**Cigna has reduced our customers' opioid use by 25 percent** since 2016 by working in partnership with 1.1 million primary care physicians across the country.<sup>iv</sup> We reached this ambitious goal a year ahead of schedule.

We have made other significant strides in the fight against opioid abuse:

- We launched a **Veterans Support Line** (855.244.6211), a free hotline available 24/7 for all veterans, their families and caregivers—not just our customers—offering assistance with opioid addiction, mental health issues and other challenges facing the men and women who serve our country.
- We **eliminated the prior-authorization** requirement for medication-assisted therapy, to make it easier for people to access treatment.
- We **stopped coverage for OxyContin®** in January 2018.
- We're working with the medical community to ensure rapid adoption of guidelines on opioid prescribing, and to expand use of **state Prescription Drug Monitoring** programs.
- Cigna now requires clinicians to check Prescription Drug Management Program databases when prescribing a supply of painkillers greater than 21 days.

In Chicago and across the nation, Cigna is partnering with **Shatterproof™**, a non-profit organization committed to ending substance use disorders and decreasing stigma, to host a series of roundtables with community and business leaders to identify solutions to workplace opioid abuse. We know that having a healthier workforce is essential to the success of companies.

We are also hosting a series of 5K Shatterproof runs this fall to help build greater awareness for the impact opioid abuse has on our communities. Cigna continues to lead the fight. While the number of opioid prescriptions is decreasing, the number of overdose-related deaths is increasing.<sup>v</sup> Our new goal is to **reduce opioid overdoses by 25 percent by December 2021** through collaboration with employers, customers, prescribing clinicians, pharmacists and community-based organizations in U.S. cities including Chicago.

As part of our newest commitment, we are:

- Launching a consumer-focused awareness campaign to educate Americans about pain, how it manifests, how it is treated and how to manage it safely. This campaign includes an online **Pain Resource Hub** (<https://www.cigna.com/helpwithpain/>) to promote the importance of having a pain plan.
- Making enhancements to pharmacy prior-authorization and quantity limit programs and requiring informed consent for patients receiving hazardous levels of opioids, while also encouraging co-prescribing of naloxone.
- Improving primary care treatment of chronic pain in **Cigna Collaborative Care Arrangements**, developing a directory of Centers of Excellence for chronic pain management, and increasing access to cognitive behavioral therapy for pain.

For more information on Cigna's efforts to fight the opioid epidemic, please visit <https://www.cigna.com/about-us/healthcare-leadership/away-from-blame>.

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<sup>i</sup> New York Times. "Drug Deaths in America Are Rising Faster Than Ever" By Josh Katz. June 5, 2017

<sup>ii</sup> Cook County Public Health. Retrieved from [https://www.cityofchicago.org/content/dam/city/depts/cdph/tobacco\\_alcohol\\_and\\_drug\\_abuse/2016\\_JtCookCountyChgo\\_OpioidBrief\\_Jan302018.pdf](https://www.cityofchicago.org/content/dam/city/depts/cdph/tobacco_alcohol_and_drug_abuse/2016_JtCookCountyChgo_OpioidBrief_Jan302018.pdf)

<sup>iii</sup> Cigna fact sheet. Retrieved from <https://www.cigna.com/about-us/company-profile/cigna-fact-sheet>

<sup>iv</sup> Cigna press release. Retrieved from <https://www.cigna.com/newsroom/news-releases/2018/cignas-partnership-with-physicians-successfully-reduces-opioid-use-by-25-percent-one-year-ahead-of-goal>

<sup>v</sup> Cigna press release. Retrieved from <https://www.cigna.com/newsroom/news-releases/2018/cigna-intensifies-effort-to-curtailed-opioid-epidemic-by-confronting-opioid-addiction-and-overdose-in-us-communities>

