

May 25, 2012

South Florida Business Journal's
HEALTHIEST
employers
2012



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2012 FINALISTS

2-99 Employees

- After Hours Pediatrics • Cambridge Systematics •
- Corporate Communications Group • Duke Realty Corp. •
- Fox Rothschild LLP • Ryan LLC • Solstice Benefits •

100-499 Employees

- City of Tamarac • Fort Pierce Utilities Authority •
- Gunster • Inktel Contact Center Solutions •
- Patriot National Insurance Group • Seitin •

500+ Employees

- American Express •
- Clerk & Comptroller, Palm Beach County •
- Cleveland Clinic Florida • The Geo Group •
- Marriott Harbor Beach Resort & Spa •
- NCCI Holdings • Quest Diagnostics •
- Royal Caribbean Cruises Ltd. •

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GUNSTER

With more than 165 attorneys and 200 support staff, Gunster is ranked among the *National Law Journal's* list of the 250 largest law firms. But it didn't launch its wellness program in a vacuum. Jackie Cassaday, benefits manager and a member of the wellness committee, says the committee consulted with others and a national organization to devise a program that lives up to the motto "Helping you get well, be well and stay well."

Among its initiatives is its annual health fair – free of charge to employees – which helps raise health awareness and promote healthy living. Some 75 percent of employees attended last year's fair. This year will be its fifth. The firm also participates in a variety of area runs and walk events, as well as its GlobalFit Destination: You program. This is a 12-month walking program that utilizes an activity tracker (accelerometer) worn by each participant. These accelerometers are basically pedometers that can distinguish among walking, running and stair-climbing, and provide participants' accounts with appropriate activity credit. Program incentives include extra paid time off and health care premium discounts. About 50 percent of Gunster employees participate.

"This is Gunster's fourth walking program and, by far, the most successful and easiest to administer," Cassaday says.



Gunster health fair



City of Tamarac health fair

HEALTHY FACT

Gunster subsidizes employees' health insurance premiums.

Success is shared through the company newsletter.

Along with enjoying lower insurance rates in 2012 than in previous years, the firm has a healthier, more productive workforce. Morale is enhanced, and communication is improved.

"Heightened awareness and interest in improving health has enhanced camaraderie and promoted team building among employees, across all nine of our offices throughout the state," she says. "Gunster's health initiatives have created bridges and increased communication among employees who rarely, if ever, would have the opportunity to meet in person."

SEITLIN



Seitlin takes wellness seriously enough to have created the Seitlin Wellness Action Team (SWAT). As part of its program, the company provides on-site venipuncture biometric screenings

and health risk assessments for all employees, spouses and dependents over 18; and premium incentives to motivate and reward employees and their families to make healthier lifestyle decisions.

As a result, the company "transitioned from participation-only incentives to moving the needle," says Kirstie Settass-Jones, director of Seitlin's corporate health management and wellness services.

The company has enjoyed numerous benefits, including lower insurance premiums and a reduction in claims, a healthier workforce with average health scores improving, and increased employee engagement.

For others hoping to launch a wellness program, Settass-Jones recommends a best practices approach that includes gathering and examining available data, evaluating existing resources, developing a plan, training and deploying a wellness team, and conducting organizational healthy policies and practice reviews. Then, communicate the program's success, and strive for continuous evaluation and improvement, she says.

As a result, Seitlin has become an expert on health management and wellness programs and initiatives, has won several awards for its wellness program and speaks regularly to others on the topics.

"Our clients are now winning awards based on the programs that Seitlin has helped design and implement," Settass-Jones says.

CITY OF TAMARAC



Just like any business or enterprise, the city of Tamarac has come to realize the essential connection between personal health and a positive and productive workplace. Yet, like any business, with increasing demands in the workplace and in workers' personal lives, maintaining a healthy lifestyle has become a challenge.

With this in mind, the city launched a proactive approach to building and maintaining a healthy workforce. Over the years, programs put in place include various wellness-related events and initiatives, like walking challenges and annual health fairs. The city also incorporates tools such as screenings, preventative care, disease management, coaching programs and access to an on-site fitness center.

Results speak volumes, human resources benefits specialist Nora Carles says. In the past five years, the city's annual employee health assessment completions have increased to 56 percent from 12 percent, and biometric screening participation has increased to 46 percent from 20 percent. The data from these sources, combined with health insurance claims data, has been used to identify top health risk factors and help drive the programs' focus. A recent enhancement was the addition of an Employee Wellness Champion Committee, consisting of a diverse group of employees from all areas of the city who create lines of communication among support staff, line supervisors and management to promote and increase participation, planning and evaluating health promotion activities.

Ongoing results include more employees becoming aware of their health risks and the resources available to reduce these risks, as evidenced by increased participation rates in health assessments and screenings, Carles says. Moreover, employees and their families are taking steps to reduce their risks and improve their health by participating in coaching programs and utilizing the fitness center.

Success with such programs takes time and an embrace of collaboration, Carles says. "Be patient, flexible and open to new ideas."

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Healthiest Employers (100-499 employees)

Rank	Company Address	Phone Website	Number of employees South Florida Companywide	Business description	Top executive
1	Patriot National Insurance Group 401 E. Las Olas Blvd. Fort Lauderdale 33301	(954) 670-2900 www.pnigroup.com	154 360	Provides workers' compensation insurance and services	Steve Mariano
2	Fort Pierce Utilities Authority 500 Boston Ave. Fort Pierce 34950	(772) 466-1600 www.fpuu.com	276 276	Utilities	William G. Thies
3	Inktel Contact Center Solutions 13975 N.W. 58th Court Miami Lakes 33014	(800) 446-5835 www.inktel.com	400 600	Provide outsource contact center solutions	Ricky Arriola
4	Gunster 777 S. Flagler Drive, Suite 500 East West Palm Beach 33401	(561) 650-0737 www.gunster.com	310 400	Law firm	H. William Perry
5	Seitlin 9850 N.W. 41st St., Suite 100 Miami 33178	(305) 591-0090 www.seitlin.com	150 150	Commercial property and casualty insurance services	Thomas M. Cornish
6	City of Tamarac 7525 N.W. 88th Ave. Tamarac 33321	(954) 597-3600 www.tamarac.org	340 340	City government	Beth Talabisco