The Healthcare Leadership Council (HLC) is an alliance of chief executives of the nation’s leading healthcare companies and organizations. This survey documents the wellness initiatives that they are offering their employees and demonstrates the leadership role HLC companies have taken to create a healthier population. 99% of HLC members responded—43 members representing all sectors of American healthcare—providers, manufactures, distributors, and retail.

By completing this survey, HLC companies have provided a roadmap of best practices for all types of organizations in all sectors to strive for.

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**HIGH PARTICIPATION**

Approximate Percentage of Employees that Utilize Wellness Benefits as Part of the Employee Health Plan

HLC organizations have seen best practices pay off with increased employee engagement in wellness programs.

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**HEALTH PLAN DESIGN**

Most HLC members have seen over 50% participation in their wellness offerings.

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**TECHNOLOGY USE**

Does the organization use technology such as online portals to reach employees?

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**INCENTIVES**

Does each enrollee get a personalized prevention plan or HRA?

Does coverage include counseling/coaching or anything to mitigate risks identified in the HRA?

Number of HLC Respondents (out of 43)
HEALTH LEADERSHIP MAKING A DIFFERENCE!

IMPROVING NUTRITION

- Lower prices on healthy food choices
- Making vending machine food healthier
- Reformulating recipes or menus to be...
- Increasing the amount of fresh fruits and...
- Increasing the availability of healthy...
- Offering an adult wellness meal option
- Expanding salad bars
- Eliminating or reducing the amount of...
- Reducing or eliminating displayed junk food
- Reduced marketing of unhealthy products
- Clear nutrition labeling on food and menus

BUILDING A CULTURE THAT’S WELL

These interventions impact millions of lives. 38 respondents are large employers (500+) and all have multiple facilities.

91% of HLC members have instituted changes to promote wellness in all their locations, not just headquarters.

91% of HLC members have a designated person to promote wellness in their organization.

77% of HLC members evaluate the financial impact of wellness programs and initiatives.

INCREASING PHYSICAL ACTIVITY

- Financial assistance or incentives for joining gyms
- Opening up stairwells
- Construction of gyms, walking paths, and other places for physical activity

Many HLC members also reported sponsoring fitness competitions to encourage employees to get active.

HLC MEMBER BEST PRACTICES

- CEO-level engagement and support;
- Making healthy food options the easier option;
- Encouraging physical activity; and
- Enabling employees to take greater responsibility for their health behaviors through increased engagement and access to tools, support, and information.