Organization
Not completed

General

Organization name
Not answered.

Place of headquarters
Not answered.

Location

Address
Not answered.

City
Not answered.

County
Not answered.

State
Not answered.

Zip code
Not answered.

Region
Not answered.

Details

Organizational type
Not answered.
| NAICS Organizational classification | NAICS stands for the North American Industry Classification System, which is designed to be a standardized method to classify businesses by the type of activity they are engaged in. For more information, visit [www.naics.com](http://www.naics.com). Not answered. |
| Workforce size | |
| Total number of employees | Not answered. |
| Do you provide (or make contributions to) employer-based health insurance coverage | Not answered. |
| What percent, if any, do you contribute to your employee's healthcare coverage? | Not answered. |
| Annual gross revenue | Not answered. |
| Leadership Support | Not Completed |
| The questions in this section assess the involvement of your leadership in advocating for well-being in your organization. **In the last 12 months, did your organization...** | |
| 1. Champion health and well-being at all levels of management? | Check all that apply. Not answered. |
| 2. Budget for health and well-being initiatives (apart from health insurance and incentives for employees)? | Not answered. |
| 3. Have a formal, written strategic health and well-being plan that included specific, measurable goals and objectives? | Not answered. |
| 4. If so, did your organization implement the formal written strategic health and well-being plan through any of the methods listed below? | Check all that apply. Not answered. |
| 5. Have a paid health and well-being promotion coordinator (or a designated team) whose job is to implement a health and well-being promotion program? | Answer yes only if this person is an employee (either part-time or full-time) at your organization. Not answered. |
| 6. Was your health and well-being promotion coordinator or team accountable to leadership to reporting company outcomes annually? | Not answered. |
7. Did your CEO or C-suite visibly champion health and well-being programs? Not answered.

8. Have health and well-being Key Performance Indicators included in your CEOs performance objectives? Not answered.

9. Have an active health and well-being promotion committee or taskforce that advocates and supports the health and well-being initiatives? Check all that apply.

10. Have employee volunteer health and well-being champions who support the health and well-being programs?

For example, engages in word of mouth communications to colleagues, role modeling, serving as liaison between workers and managers.

Not answered.

11. Have written policies or guidelines in the following areas? Check all that apply.

Not answered.

12. Conduct employee health and well-being assessments (e.g. HRAs) through vendors, onsite staff, or health plans? Not answered.

13. Use any of the following methods to provide individual feedback with health education to employees with identified risk factors on their health and well-being assessment? Check all that apply.

Not answered.

14. Survey employees to determine whether they can access timely and effective mental health care? Not answered.

15. Have a written mental health policy?

A mental health policy is a document that outlines how your organization creates a mental-health friendly workplace by supporting the mental health of employees including by offering prevention and treatment benefits, trainings and services.
16. Provide access to a free employee assistance program (EAP) that covers mental health counseling and connects employees to mental health care? Not answered.

17. Track the percent of employees who accessed EAP benefits? Not answered.

18. What was the percentage of employees accessing EAP benefits (best estimate)? Not answered.

19. Provide health insurance coverage that includes free or subsidized treatment for depression, anxiety, other mental health conditions, and mental health medications? Not answered.

20. Provide training for managers to recognize the warning signs of potential mental health conditions and refer employees to company resources? Note: Managers are not asked to diagnose mental health conditions, rather to recognize potential warnings and encourage employees to seek professional assistance. Not answered.

Tobacco Policy

21. Have a written tobacco-free policy banning the use and sales of all tobacco/nicotine products (including e-cigarettes) within the enclosed areas on the company premises with no exceptions? This includes buildings and vehicles owned, leased, or operated by the organization. Not answered.

22. Inform employees of the policy through the organizational policy manual, and inform visitors and contractors through clearly-posted signs? Not answered.

23. Provide tobacco cessation coverage as defined by the US Department of Labor? This includes offering the following services with no out-of-pocket costs: (1) screening for tobacco use and (2) two cessation attempts for those who smoke. A cessation attempt is defined as four tobacco counselling sessions annually of at least 10 minutes each (whether by telephone, individual, or group) and providing access, without prior authorization, to FDA-approved tobacco medications (including over-the-counter nicotine replacement therapy) for a 90-day treatment regimen. Not answered.

24. Offer benefits for current non-smokers and for current smokers who were actively trying to quit tobacco? Answer yes if your organization provided a discount on health insurance, additional life insurance for non-smokers, or other benefits for non-smokers and smokers who are actively trying to quit. Not answered.
25. Refer tobacco users to a state or other tobacco cessation telephone quit line?  
Not answered.

26. Enforce a tobacco-free policy banning the use and sales of all tobacco/nicotine products outside property or grounds owned or wholly leased by the organization?  
This includes work areas, construction sites, temporary offices, trailers, restrooms, vehicles, and parking lots. This also applies to private vehicles while they are on the organization's property  
Not answered.

Nutrition Policy

27. Have a written policy that make healthier food and beverage choices available in cafeterias, snack bars and vending machines?  
Answer "yes" if, for example, the policy and formal communication make available vegetables, fruits, whole grains, snacks low in sodium and added sugars, and limits on processed meats.  
Not answered.

28. Offer at least 50% healthy beverage choices at the workplace (e.g., in vending machines, snack bars, and cafeterias) and eventually eliminate sugar sweetened beverages at the workplace?  
Answer "yes" if the policy meets the American Heart Association's Healthy Workplace nutrition standard for beverages such as offering water, low-fat milk, 100% fruit/vegetable juice.  
Not answered.

29. Offer a minimum of 25% healthy food options, with a plan to annually improve this percentage, in vending machine and other snack choices available at cafeterias or snack bars?  
Answer "yes" if the healthier options meet the American Heart Association's recommended nutrition criteria and selections that support a healthy diet pattern such as zero grams trans-fat, no more than 200 calories/serving, no more than 1 gram of saturated fat.  
Not answered.

30. Ensure that catered meals offered (breakfast, lunch or dinner) in cafeterias, on- or off-site meetings, and other meals served at worksites align with AHA recommendations for a heart-healthy diet?  
Answer "yes" if foods served at meals are consistent with a healthy dietary pattern, which promotes consumption of fruits, vegetables, whole grains, nonfat and low-fat dairy, fish, skinless poultry, legumes and nuts, and limits consumption of sodium, processed meats, saturated and trans fats, added sugars and limits and ultimately excludes sugar-sweetened beverages.  
Not answered.

31. Post nutritional information and menu labeling on sodium, calories, and added sugars for foods and beverages offered at the worksite (e.g., in cafeterias, snack bars, vending machines, or catered meals)?  
Not answered.

32. Subsidize or provide discounts on healthy food and beverage choices available in the workplace?  
Not answered.

Physical Activity Policy
33. Offer and promote the use of recreation facilities or gym memberships (free or subsidized) onsite and/or offsite? Answer “yes” if discounts on gym memberships are either offered through the benefits package and/or directly by your organization.
Not answered.

34. Offer and promote various onsite or offsite physical activity programs (e.g. aerobics, yoga), which could be free or at a cost to the employee? Not answered.

35. Allow employees time off during the workday to engage in physical activity? This may be limited to regular breaktimes.
Not answered.

36. Provide and promote a supportive environment for physical activity, recreation or exercise through any of the following options? Check all that apply.
Not answered.

Healthy Design Policy

37. Implement components of healthy design in your workplace? Check all that apply.
Not answered.

Lactation Policy

38. Support breastfeeding mothers by implementing the policies listed below? Check all that apply.
Not answered.

Sick Leave Policy

39. Offer paid parental leave, separate from any accrued sick leave, annual leave, or vacation time? Not answered.

Disaster Preparedness Policy

40. Have a written disaster preparedness plan for business continuity? Answer “yes” if your organization had a plan for emergencies such as tornadoes, earthquakes, epidemics/pandemics, floods, hurricanes,
wildfires, or an active shooter.
Not answered.

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**Flu Policy**

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<tr>
<th>Question</th>
<th>Answer</th>
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<tbody>
<tr>
<td>41. Provide health insurance coverage for free influenza (flu) vaccinations?</td>
<td>Not answered.</td>
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<tr>
<td>42. Provide free influenza vaccinations at your worksite?</td>
<td>Not answered.</td>
</tr>
</tbody>
</table>

**Pet Policy**

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<tr>
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<tbody>
<tr>
<td>43. Support employee pet-ownership?</td>
<td>Answer &quot;yes&quot; if, for example, your organization supports policies like subsidizing pet health insurance, offering paid leave for pet adoption, reimbursement of adoption fees, or allowing pets onsite in offices on a limited or regular basis. Not answered.</td>
</tr>
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</table>

**Communications**

<table>
<thead>
<tr>
<th>Question</th>
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<tbody>
<tr>
<td>44. Have a written communication plan for internal health and well-being communications?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>45. Tailor your communication plan to identify employees for targeted communications based on demographics (for example, age, gender, language, health literacy or type of worker)?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>46. Tailor health and well-being programs and education materials to the language, literacy levels, or cultural preferences of the workforce (for example, offering a webinar in both English and Spanish)?</td>
<td>Answer &quot;no&quot; if you do not perceive a need for tailoring health promotion programs and education materials to any specific group(s). Not answered.</td>
</tr>
<tr>
<td>47. Communicate at least quarterly about health and well-being programs through at least 2 communication channels?</td>
<td>Not answered.</td>
</tr>
</tbody>
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### Programs and Interventions

**Not Completed**

The questions in this section assess whether your organization offers programs that address health risks and chronic conditions.

*In the last 12 months, did your organization...*

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<tbody>
<tr>
<td>48a. Provide free or subsidized programming for employees on the following health risks through workshops (in-person or online educational seminars or classes)?</td>
<td>This may be offered directly through the well-being program or indirectly through EAP or health plan benefits. Not answered.</td>
</tr>
<tr>
<td>48b. Provide free or subsidized programming for employees on the following health risks through lifestyle coaching? (One-on-one group, in person, online, or telephonically; with follow-up monitoring)</td>
<td>This may be offered directly through the well-being program or indirectly through EAP or health plan benefits. Not answered.</td>
</tr>
<tr>
<td>49. Provide a free or subsidized disease management (DM) program (including lifestyle management) through your health plan or a vendor to address the following diseases or health conditions?</td>
<td>Check all that apply. Not answered.</td>
</tr>
<tr>
<td>50. Provide information identifying the signs, symptoms, and need for emergency response to stroke, heart attack, and cardiac arrest through posters or flyers in the common areas of your worksite (such as bulletin boards, kiosks, break rooms), emails, newsletters, management communications, websites, seminars, or classes?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>51. Have an emergency response plan, which includes an emergency response team that addresses acute heart attack and stroke events?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>52. Have a policy that requires an adequate number of employees per floor, work unit, or shift, in accordance with pertinent state and federal laws, to be certified in First Aid and Cardiopulmonary Resuscitation (CPR), including Automated External Defibrillator (AED) use, through a nationally-recognized training course?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>53. Institute a policy to train and/or educate all employees in Cardiopulmonary Resuscitation (CPR) including Automated External Defibrillator (AED) through a training course, video-based education, or a facilitator-led or self-directed activity?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>54. Have an adequate number of AED units in place such that a person can be reached within 3-5 minutes of collapse?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>55. Offer retirement accounts such as 401Ks?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>56. If yes, are those accounts opt-in or opt-out?</td>
<td>Not answered.</td>
</tr>
</tbody>
</table>
Engagement
Not Completed
The questions in this section assess the degree to which your organization engages employees and their dependents in health and well-being. 
In the last 12 months, did your organization...

57. Include employee input in the design of the health and well-being program and communications?  
Not answered.

58. Engage dependents in their health and well-being in any of the ways listed below? Dependents include spouses, domestic partners and children.  
Check all that apply.  
Not answered.

59. Use financial and/or non-financial incentives to increase participation in the health and well-being program?  
Not answered.

60. Provide or subsidize wearable devices (i.e. activity trackers) to promote employee engagement in your health and well-being program?  
Not answered.

61. Provide and promote paid time off for employee volunteerism?  
Not answered.

62. Engage in advocacy or otherwise support improvements in local, state, or federal policy that was intended to improve health and well-being?  
For example, did your organization support policies that discouraged tobacco use, increased access to nutrition, or addressed barriers to health?  
Not answered.

63. Invest resources such as money, in kind donations, or matching employees gifts to promote or otherwise support community efforts focused on improving health and well-being?  
Not answered.

64. Take any action in your community or support efforts aimed at eliminating health disparities?  
Not answered.
Reporting Outcomes

Not Completed

The questions in this section assess how robustly your organization engages in measurement and evaluation of health and well-being programs.

In the last 12 months, did your organization...

65. Conduct ongoing, formal evaluations of health and well-being programs that use multiple data sources?
Answer "yes" if, for example, your organization conducts annual studies that measure knowledge of chronic diseases, behavior change, health risk reduction, and return on investment, or value on investment (for example, job satisfaction, attraction/retention of talent).
Not answered.

66. Use data to assess or modify your health and well-being programs?
Answer "yes" if, for example, you use data to modify your strategic plan, add or modify policies, add or drop programs or activities, modify the implementation schedule, change incentive structures, identify community partnerships, or enhance communication strategies.
Not answered.

67. Collect a variety of relevant data to measure your health and well-being program implementation?
Check all that apply.
Not answered.

68. Collect a variety of relevant data to measure your workplace health and well-being program outcomes?
Check all that apply.
Not answered.

69. Examine utilization of Employee Assistance Programs (EAP) or other health plan data to determine whether employees are accessing appropriate mental health services?
Not answered.

70. Evaluate financial hardships and economic insecurity of workers and their families?
For example, does your human resources department consider pay scale when designing the benefits plan?
Not answered.

71. Administer an employee survey that asked about the overall quality of your health and well-being program?
Not answered.

72. If yes, how did your employees rate the program in terms of its overall quality?
Not answered.

Health Equity

Not Completed

Companies that promote health equity, including promoting Diversity, Equity, and Inclusion (DEI) in their workplace have been shown to create a culture of health that is associated with better health and well-being outcomes. Health equity would be achieved if all people had the just opportunity to be healthy. The AHA’s official statement on health equity reads: Everyone deserves an optimal and just opportunity to be healthy,
73. Hiring practices eliminated policies that may favor one group of people or disadvantage others.

Base your answer on whether your organization has implemented any of the following strategies: established hiring objectives to ensure that your workforce is representative of the community; partnered with local community organizations to source talent; provided training to hiring managers to mitigate bias in recruiting and selecting diverse talent; benchmarked against external hiring standards; leveraged employee resource groups to improve the hiring process; prioritized transparency with qualitative and quantitative employee perception surveys with actionable next steps.

Not answered.

74. Included equity considerations in the performance evaluation of managers and leaders.

Base your answer on whether your organization has implemented any of the following strategies: evaluating hiring practices for potential bias; evaluating potential bias in employee performance review; promoting hiring practices that foster an inclusive work environment.

Not answered.

75. Ensured that leadership is composed of people from diverse backgrounds.

Base your answer on whether your organization implemented any of the following strategies: built a pipeline of diverse candidates prepared to step in when an opening finally comes; removed bias from talent-acquisition processes; considered benefits that support the needs of underrepresented employees. (Diversity includes, but is not limited to race, ethnicity, gender, sexual orientation, age, ability, veteran status and other factors).

Not answered.

76. Adopted anti-racism principles and implements anti-racist policies.

Anti-racism refers to the “conscious decision to make frequent, consistent, intentional, equitable choices daily.” Base your answer on whether your organization intentionally implemented any of the following strategies with the explicit intention of combating racial inequities: proactively conducted workplace climate surveys to understand employee experiences and addressed concerns; supported employee resource groups; established mentoring and leadership development programs; provided tuition assistance; invested in local community development.

Not answered.

77. Paid all employees a living wage.

A living wage refers to sufficient income for basic living expenses and takes into account the local cost of living. Base your answer on whether your organization implemented any of the following strategies: adopted formal, written policy that provides a living wage; proactively initiated systematic and regular pay equity audits to ensure that sources of inequity are identified early and correctly promptly; evaluated and adjusted wages regularly to ensure that all employees are paid a living wage. To review living wages across counties in the U.S., visit the MIT
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<tr>
<td>78. Ensured that employees have a voice in organizational decision-making.</td>
<td>Base your answer on whether your organization implemented any of the following strategies: developed mechanisms that encourage employee input and involvement in decision-making; recognized and rewarded participation; provided and ensured transparency in decision-making; followed-up and provided feedback on actions taken based on input received. Not answered.</td>
</tr>
<tr>
<td>79. Conducted diversity, equity, and inclusion training among employees.</td>
<td>Base your answer on whether your organization implemented any of the following strategies: ensured that diversity, equity and inclusion (DEI) training was supported by the necessary policies, programs, structures, and resources; delivered allyship training to empower employees and leaders to advocate for themselves and others; offered skill development training opportunity for Employee Resource Group leaders; provided mentoring and sponsorship programs to accelerate employee development for the current and next generation of diverse talent. Not answered.</td>
</tr>
<tr>
<td>80. Maximized the hiring of historically underrepresented businesses.</td>
<td>Not answered.</td>
</tr>
<tr>
<td>81. Advocated for culturally and linguistically effective training for all employees, providers and vendors.</td>
<td>Not answered.</td>
</tr>
<tr>
<td>82. Reviewed organizational communications for cultural appropriateness, diverse representation and accessibility.</td>
<td>Base your answer on whether your organization implemented any of the following example strategies: established organizational policies and guidelines for how to optimize communications; created resources in different languages that address and promote acceptance of different cultural beliefs; used interpreters, as needed. Not answered.</td>
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Organizational Well-Being

Not Completed

*In the last 12 months, did your organization...*

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<tr>
<td>83. Have a written policy to promote employee well-being?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>84. Use a third-party tool to evaluate employee well-being?</td>
<td>Not answered.</td>
</tr>
<tr>
<td>85. Include an assessment of employee workload in the annual performance review?</td>
<td>Not answered.</td>
</tr>
</tbody>
</table>
86. Have a written policy discouraging the use of technology after work hours?  
Not answered.

87. Promote peer support groups known as employee resource groups (or affinity groups)? Examples include Women, LGBTQIA, Parents, Racial Diversity etc.  
Not answered.

88. Allow employee input on their job design?  
For example, this may include deliberate consideration of the five core job dimensions: 1) skills variety, 2) task identity, 3) task significance, 4) autonomy, and 5) feedback.  
Not answered.

89. Have a written policy for employee skills development and training?  
Not answered.

90. Have budget for employee skills development and training?  
Not answered.

91. Create and socialize a clear, written flow for decisions rights, including the criteria and who is responsible for making specific decisions?  
Decision rights are defined as who in the organization is empowered to make various types of decisions.  
Not answered.

92. Include an assessment of the match between employee capabilities and job demands in the annual performance review?  
Not answered.

93. Assess on an annual basis whether employees feel supported in the workplace to lead a healthy life?  
Not answered.