

# Gold Award Winners

## **American Apparel, Los Angeles, CA**

This Los Angeles-based clothing manufacturer prides itself on breaking the paradigm of the stereotypical exploitive garment industry, instead finding ways to operate efficiently and profitably while improving the quality of life, health, and well-being of its workers. In 2007, American Apparel opened an on-site medical clinic available to employees and their families from 7:30 AM to 12:30 AM. Mobile health units also come to the site to conduct various health tests and to teach about women's health issues and disease prevention. To maintain pain-free and healthy work environments, American Apparel also provides massage therapists at no cost to employers and mandatory, daily stretch breaks for all employees. American Apparel also loans any employee a bicycle, helmet and lock, free of charge, just for asking and after taking a bicycle safety course. They also offer subsidized healthy meal options, and fresh fruits and vegetable platters are made available to employees on a daily basis.

## **Cisco Systems, Inc., San Jose, CA**

"Innovation" is the key word at Cisco Systems Inc., a San Jose-based Internet networking company with 16,000 employees. Within its cafeteria system, all foods are trans-fat free, and menu items are labeled with clear information about specific health values. Employees can choose from a wide variety of healthy food options each day including foods from organic vending machines, and free bottled water, juice and diet sodas. (Bottled water makes up 66% of the free beverages consumed!) In addition, the on-site fitness centers see about 1,000 employees every day. One of Cisco's most innovative solutions is the creation of a Health Connections website and quarterly TV show (produced on the Cisco campus) to provide its employees with easy access to important health-related information.

## **David Volz Design Landscape Architects, Inc., Fountain Valley, CA**

This architectural design firm, specializing in parks and sports complexes, prides itself on creating a healthy environment for its surrounding community as well as its 16 staff members. Employees always have access to healthy snacks such as fruit and vegetable trays, nuts, and low-fat granola bars. Bags of fruits and vegetables from nearby farms are provided to employees free of charge. Physical activity is consistently encouraged, with flexible work schedules and frequent breaks provided for employee exercise. Their innovative fitness programs include swimming or surfing, walking and a variety of team sports. The company seeks input from employees, and regularly provides them with healthy food preparation and wellness tips.

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## **Sacramento Municipal Utilities District, Sacramento, CA**

Sacramento Municipal Utilities District (SMUD) offers an innovative subsidized lunch program four days a week. As a part of this program, employees can choose salmon, brown rice and salad for only \$3.50! SMUD offers a variety of educational programs to teach employees about healthy shopping, food preparation, how to start a running program, and nutritious eating among others. SMUD has also instituted a 10,000 steps a day walking program for employees. The on-site fitness center comes equipped with state-of-the-art cardiovascular and strength-training machines, certified trainers, and group exercise classes. A wide array of health and fitness related events are provided for employees including a monthly fun walk/run and an annual Fitness Festival. The health and economic benefits from their programming are substantial. In 2008, because of the success of the SMUD wellness programs, Kaiser Permanente is not increasing SMUD's medical premiums!

## **Sandia National Labs, Livermore CA**

Sandia National Laboratories is a government-owned, contractor-operated science research facility based in Livermore. With just over a thousand employees, Sandia provides a unique one-on-one and small group approach to sustaining employee health and fitness, including a wide array of free wellness programs and activities. These free services (which are accompanied by education classes) include: health screenings, body fat testing, personal trainers, nutrition counseling, stress assessments, use of on-site gym facilities, bicycles to ride across campus, aerobics, and educational programs aimed at decreasing health risks associated with cancer, diabetes and other chronic diseases. They also maintain a small health library available to all employees with access to the internet for health-related research. Sandia is well-versed in measuring the outcomes of its programming and provides regular assessments to measure success. The Life Design Center (LDC) programs, with a focus on outcomes, have created a workplace culture of health and wellness.

## **USAA, Sacramento, CA**

This financial services company ensures its employees have access to a variety of healthy foods through their cafeteria, including fresh fruit, salads, salmon and baked chicken.. In addition, USAA provides moral and educational support for healthy choices, and ample opportunity for healthy physical activities. USAA encourages participation in an on-site fitness program that includes group activities, certified trainers, free weights and machines. The company also offers a walking club, outdoor sports facilities, and indoor facilities such as ping-pong tables for use during employee breaks. USAA provides a health education web site, a robust ergonomics and safety program, and employer-paid annual health risk assessments, with participation rewarded with monetary benefits. Recognizing a direct relationship between its success and its employees' health and well-being, USAA makes a healthy workplace a top priority.

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