



# Spotlight on McCarthy Building Co.

## Construction company saves four million dollars with wellness

Twenty is the number of wellness awards McCarthy Building Co. has received for its healthiest employer initiatives. By spring 2013, 93% of McCarthy employees had participated in at least one Vitality activity. Four million dollars was the 2012 estimated savings as a result of our wellness program. In just a short period of time with Vitality's help, McCarthy Building Co., a 150-year-old construction company that is 100% employee-owned with offices nationwide, has become a champion for wellness.

Vitality spoke with Lisa Sanders, Director, Compensation & Benefits, about their Vitality program to find the keys to their success.

### How did you choose a wellness program? Why Vitality?

We actually had a wellness program in place before we started with Vitality. Healthcare claims were going through the roof. We started looking at what we could do to help contain the costs. We decided to roll out a wellness program based on the feedback. After year three, we said long-term we really can't manage this in-house so we went out to bid. (We were tracking and doing this all manually.) We started with 10 wellness vendors and narrowed it down to interview four.

During the demo with Vitality, our controller said, "Yes, we need to do it. We need to spend that money. I think it will work."

So far, we've been ecstatic with our success. 93% of our people have done at least one activity through Vitality.

Since we introduced wellness in 2010, we've seen a steady decline in our health costs — medical and Rx — per covered employee. And we haven't taken away benefits. In fact, we've added a few benefits. In 2012, we changed our plan year and did not reset the deductibles and still realized a negative medical trend.

One reason we selected Vitality is because we shared a lot of the same philosophical values: acknowledging where someone is at and giving them an individual plan to help them meet their goals and rewarding them for doing so. Some of the wellness programs we looked at just focused on physical activity and while we would love everyone to be active, not everyone can be.

In addition, safety is a huge focus. We want our employees to go home safe every night. In the construction industry, there is something trying to prevent that from happening every single day. But it's not just what you are doing on the job, it's how you are eating, your stress levels, how much sleep you get. It's looking at the whole employee.



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## Is your leadership engaged?

Our President and COO is an ironman athlete and he feels strongly that people need to take personal responsibility for their own health and wellness. We had 82% participation by our VPs and above. That’s about 85 people. It starts at the top.

## What results are you most proud of?

We have seen an increase in our preventive cancer screenings. We are above our benchmark for all of those numbers. With our large claims, the dollar impact has gone down dramatically. And we know for a fact that we have individuals who have been diagnosed with cancer earlier than they would have been otherwise. From an employee perspective, of course, it’s important to catch these things early, and from a health claims perspective, it is substantially cheaper to pay for something that is a stage one or two than it is a three or four.

## What’s been your greatest challenge?

We’ve had to work to overcome the concept that we would get information about an employee and use that in a negative way. And I think that’s why we are seeing participation increase; people are now seeing that we are not using it in a

negative way in any shape or form. They are starting to take advantage of the resources.

## What have you liked most about Vitality?

The great thing about Vitality is all the information and all the different ways you can earn Vitality Points. You can talk to 10 different people and all 10 have done different things to earn points through Vitality.

Another thing I really like about Vitality is that it is continuously evolving — it doesn’t stay stagnant, and given the pace of technology, that’s quite impressive. We’ve only been with Vitality a short while now and we’ve already seen several new features introduced that we really appreciate, such as the Mental Well-being Review and nutrition courses. Also, I love Vitality Squares — it’s a fun game that brings people back to the website and that’s what we want.





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