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**Why Wellness Works**  
*Cleveland Company Boasts Top-Notch Incentives and Engagement*

**CLEVELAND** – Employers are starting to realize that healthier employees give them an edge. Because wellness programs are proven to reduce absenteeism, employee turnover and insurance premium costs, companies are becoming more creative and engaged when it comes to protecting their best asset, the employees.

Now, employers have an added incentive to beef up wellness initiatives. New health care reform preventive services requirements and HIPAA wellness compliance standards that go into effect Jan. 1, make it essential for companies to reevaluate their existing wellness approaches and how they engage employees in them.

“MetroHealth is an example of a Cleveland company raising the bar when it comes to employee wellness,” says Laura Hoag, senior consultant at [Findley Davies](http://Findley Davies), an HR consulting firm that partners with MetroHealth and other companies to take their wellness program to the next level. The hospital system established an employee wellness initiative known as MetroHealthy in 2011.

“Integrating wellness within an organizational culture takes an intentional strategic plan, ongoing communication, strong leadership support and a direct link back to business priorities,” says Hoag. “MetroHealth has taken these steps and is seeing results.”

Kate Lawrence, MetroHealth Associate Director of Employee Health & Wellness, noted that her organization continually looks at wellness initiatives as an ever-changing process. “Our program is unique in that we’re constantly evolving and even have plans to include community members in the MetroHealthy program in the future” Lawrence says.

Additional aspects of the MetroHealthy program include:

- Major support from the CEO and MetroHealth Board of Trustees
- 2013 enrollment that has already surpassed 2012 numbers
- Larger monetary incentives – up to \$600 in premium savings
- A hospital that is entirely tobacco free
- Working on expanding wellness benefits to covered dependents and community members

Findley Davies has worked with dozens of companies to integrate wellness within workplace culture to promote employee retention and performance. For more information on wellness programs and the new regulations impacting companies, visit [www.findleydavies.com](http://www.findleydavies.com).

**About Findley Davies**

Findley Davies works with companies to maximize the effectiveness of their human resources strategies and programs that help clients attract, motivate, and retain talent; enhance the effectiveness of HR processes; leverage technology; improve financial performance through effective management of costs; and structure solutions that drive organizational alignment. Established in 1969, Findley Davies is owned and led by a group of senior consultants working from offices in Charlotte, Chicago, Cleveland,

Columbus, Greensboro and Toledo. For more information visit [www.findleydavies.com](http://www.findleydavies.com).  
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