

2026 Benchmark Report

NATIONAL DATA

This report option includes the de-identified dataset to showcase the frequency analysis of the national assessment dataset to compare the results with that of the applicant, helping to gain a better understanding of corporate well-being and creating a greater health ecosystem.

Scoring Methodology

THE SELECTION PROCESS

The Healthiest Employers® assessment measures well-being effectiveness across six key categories:

1. Culture and Leadership Commitment
2. Foundational Components
3. Strategic Planning
4. Communications and Marketing
5. Programming and Interventions
6. Reporting and Analytics

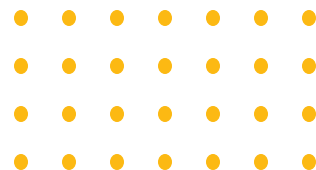
The questions in each category, proprietary scoring, and benchmarking were created with the help of a non-biased group of representatives from the academic, medical, wellness, and business communities, and modified based on suggestions from applicants themselves.

These six categories encompass over 70 scored questions for a total of 750 points.

Each answer is valued at .25-10 points and is made up of yes/no, short answer, multiple-choice, and essay questions to provide a look into the wellness initiatives of your organization.

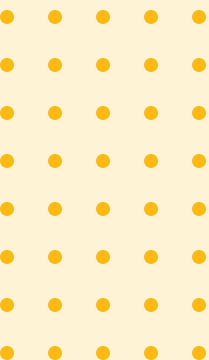
Upon completion of the assessment, responses are graded rubric style on a 0-100 scale to determine your Healthiest Employers® Index (HEI). The HEI is then used to rank companies of similar sizes and compare you to that of your peers.





Demographic Overview

This section is not scored, but provides insight into the applicant pool by including company sizes, industries, and geographical locations. This portion of the report provides comparative information from all organizations that participated nationally for the 2026 nomination period.

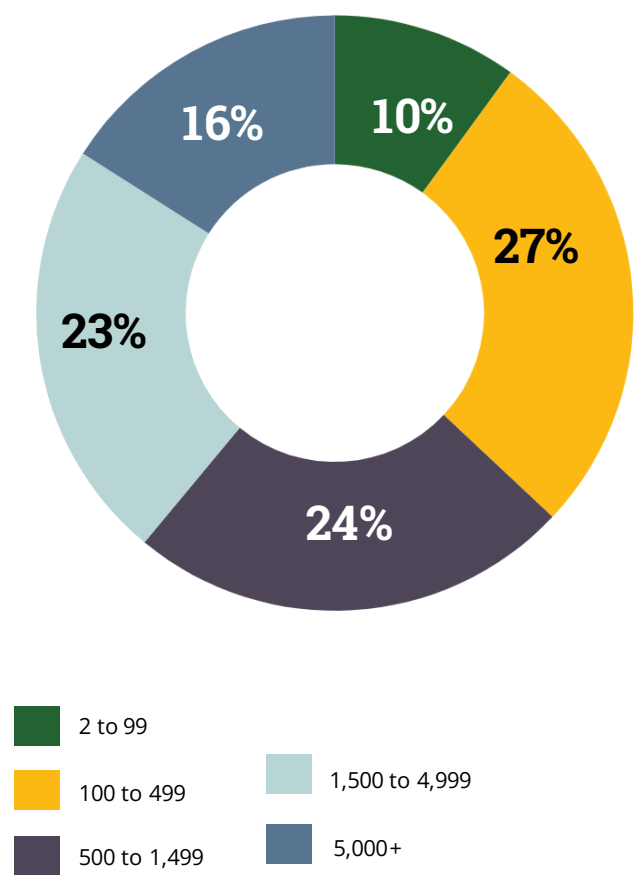




Demographic Overview

Company Information

Based on your total full-time employees, which category best fits your organization?



What industry best describes your organization?

Industry	Percentage
Construction /Architecture / Engineering	6%
Education	9%
Energy / Mining / Environmental	< 1%
Financial Services	8%
Government / Municipalities	16%
Healthcare / Clinics / Hospitals / Wellness Services	17%
Insurance	8%
Manufacturing	5%
Media / Telecommunications / Marketing	1%
Non Profit / Religious Organization	3%
Professional Services	5%
Retail / Merchandising	2%
Sports / Entertainment / Food Services	1%
Technology / IT	4%
Transportation / Logistics / Distribution	3%
Real Estate / Property Management	2%
Hospitality / Tourism	1%
Utilities	3%
Other	7%

*Percentages are rounded and may exceed 100%



Demographic Overview

Location and Partnerships

Where is your company headquartered?

State	Percentage
Alabama	0.6%
Arizona	9%
Arkansas	0.4%
California – Bay Area	2%
California – Southern California	2.7%
California – Northern California	1.2%
Colorado	2.6%
Connecticut	1.1%
Delaware	.2%
District of Columbia	1.2%
Florida	4.7%
Georgia – Atlanta	5.2%
Idaho	0.2%
Illinois	2.7%
Indiana	2.0%
Iowa	.2%
Kansas	3.1%
Kentucky	.6%
Maryland – Baltimore	.8%
Massachusetts	1.8%
Michigan	1.4%
Minnesota	1.9%

State	Percentage
Missouri: Kansas City	5.7%
Missouri: St. Louis	1.8%
Nebraska	.8%
Nevada	.7%
New Mexico	.4%
New Jersey	1.3%
New York	2.6%
North Carolina	3.8%
Ohio	3.7%
Oklahoma	.9%
Oregon	4.6%
Pennsylvania	2.5%
Rhode Island	3.6%
South Carolina	.9%
Tennessee	1.7%
Texas	3.3%
Virginia	2.1%
Washington	1.5%
WWCMA	4.4%
Wisconsin	1.5%

Please note that companies are eligible to apply in any region where they have either 10% of their population **OR** 50 employees. Several organizations may have applied to multiple regional awards. Percentages may exceed 100% in aggregate, as organizations can be recognized across multiple award categories and regions.



SECTION 1

Culture and Leadership Commitment

Culture determines the success of today's wellness programs. Leadership plays a critical role in affecting an organization's approach to programming. The following questions are designed to measure your organization's commitment to employee health.

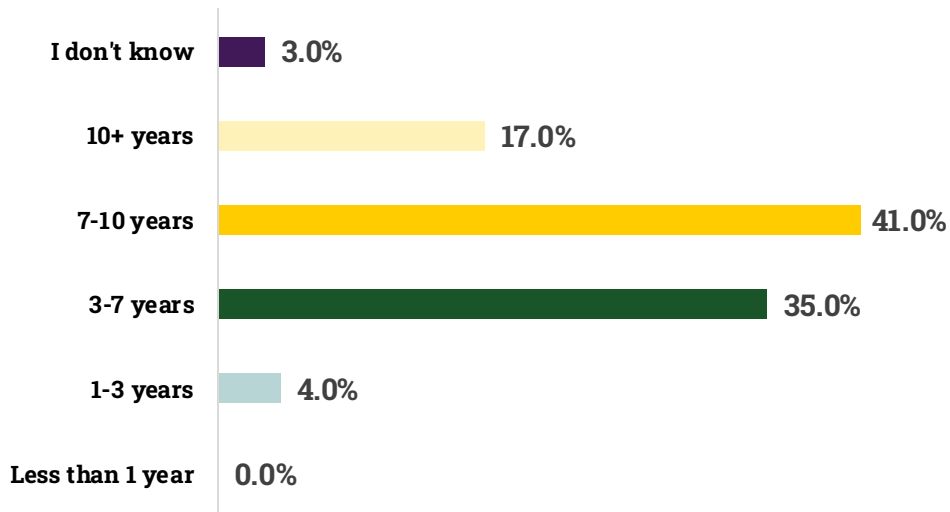




Section 1

Culture and Leadership Commitment

2. What is the average tenure among your population?



3. What kind of career development opportunities do you offer employees?



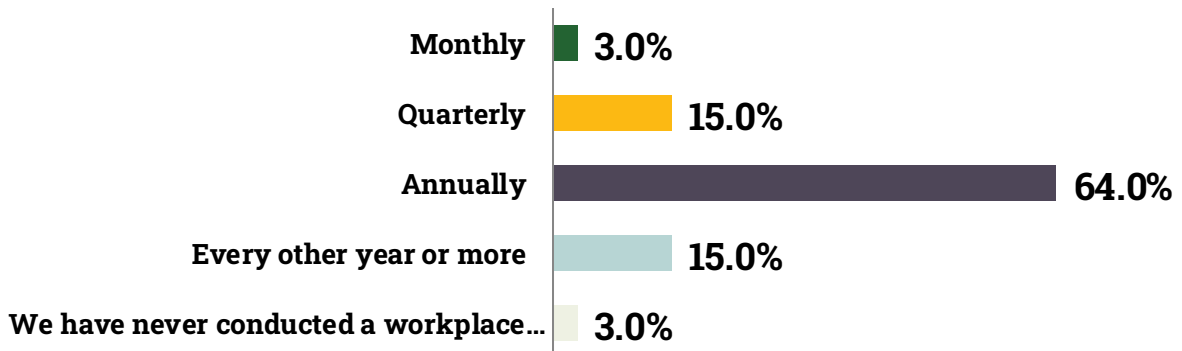


Section 1: Culture and Leadership Commitment

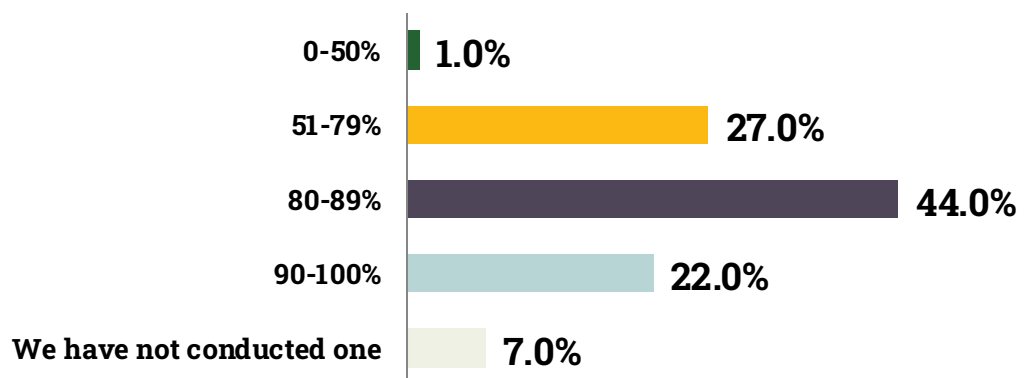
4. How does your organization support positive work-life balance and employees' lives and families outside of the workplace?

Bereavement policy	97%	A return to work program for new parents	43.1%
Telecommuting or work from home options	89%	Eldercare assistance	48%
Flexible scheduling	89%	Childcare assistance	47%
Parental or family leave for adoptive parents	88%	Company-wide mental health days/days off throughout the year	16%
Paid personal day policy	82%	Adoption assistance or reimbursement opportunities for adoption agency fees, court costs, travel, etc.	33%
Flexible locations	63%	Company-wide "no meeting" days/times each week	15.6%
Family planning benefits	58%	None of the above	0.2%
Sabbatical or extended leave policy	49%		

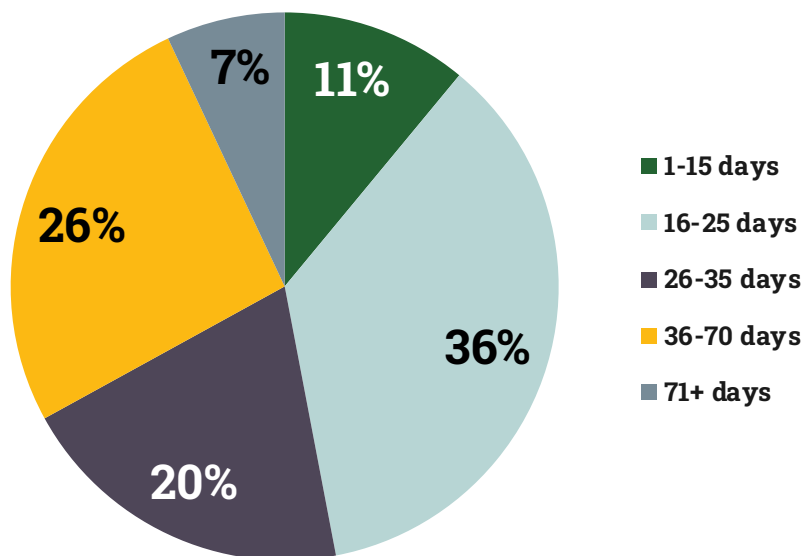
5. How often do you conduct a workplace culture assessment or survey?



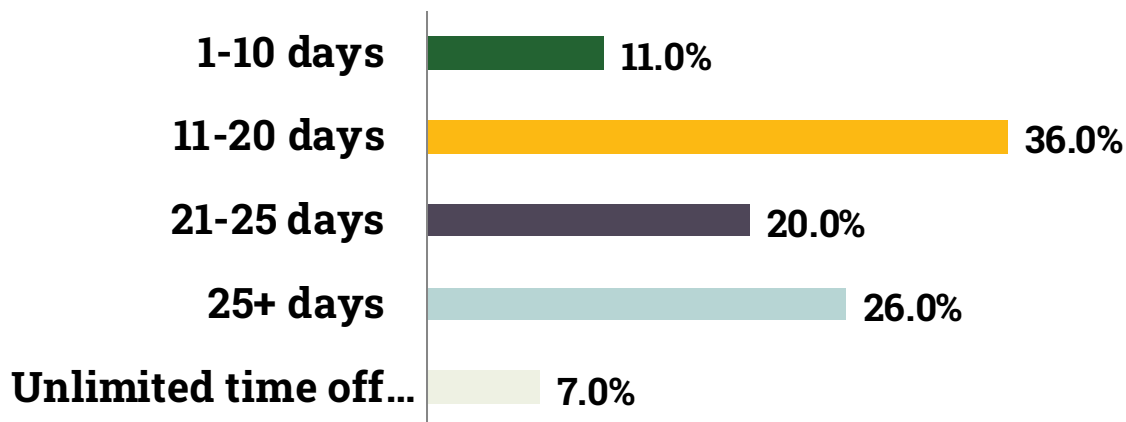
6. Based on your most recent culture assessment, what percentage of your employees are "happy" or "satisfied" with their jobs?



8. Do you offer paid maternity/paternity leave for adoptive parents?



9. How many days of paid time off do you currently offer your employees? (Includes vacation, sick, and personal days)





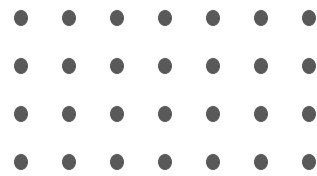
Section 1: Culture and Leadership Commitment

10. Which of the following describes your senior leadership's support of your well-being program?



12. How does your organization ensure a diverse and inclusive workforce as well as promote health equity?



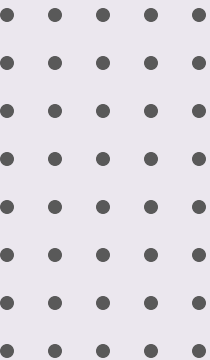


SECTION 2

Foundational Components



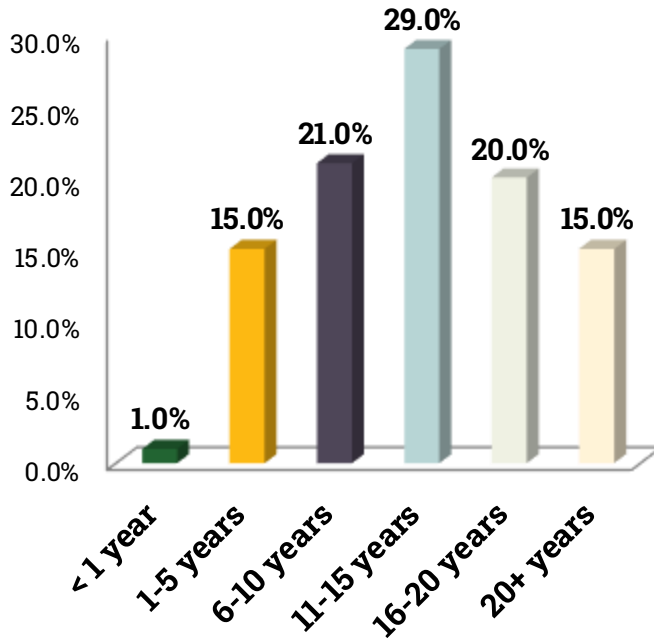
The foundation of your health program will determine its overall, long-term strength. Shallow programs can be built quickly, but have difficulty in producing lasting results. This section takes a closer look at the core elements of your program.



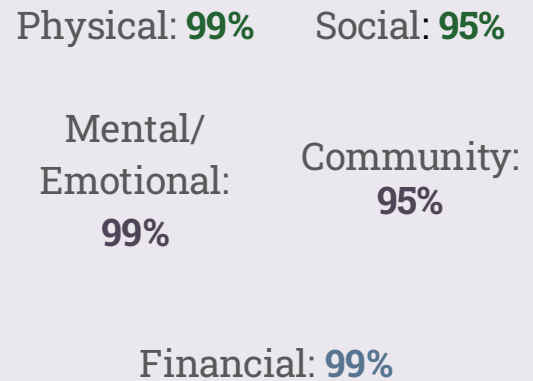


Section 2: Foundational Components

14. How long has your well-being program been in place?



15. Which of the following pillars of well-being does your organization have in place?



16. Does your company have an onsite, near-site, shared site clinic, or preferred clinic provider?

Access to third party behavioral health services	96%
Age-specific exams and screenings	80%
Allergy screenings or shots	54%
Biometric screenings	82%
Cancer support program	72%
Chiropractic care	70%
Disease management programs/coaching	90%
Flu shots or immunizations	90%
Gym membership reimbursements	55.4%
Health risk assessments	86%
Lifestyle programs or coaching	94%
None of the above	1%
Telemedicine/telephone resources	96%
Well-being website portal access	92%

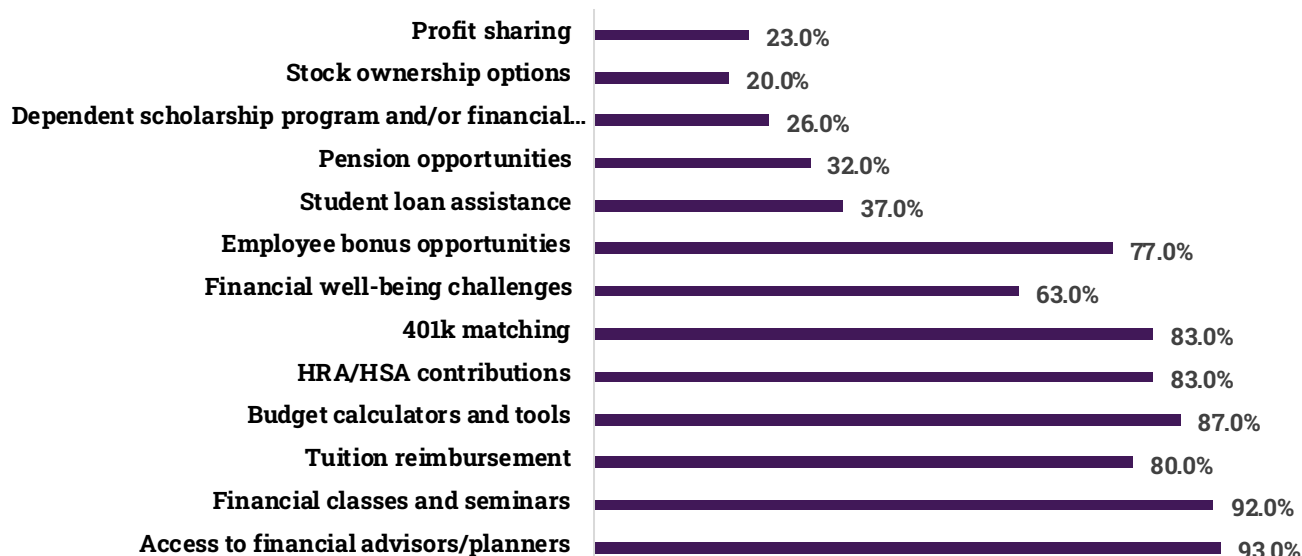


Section 2: Foundational Components

17. When it comes to promoting your well-being program, what social well-being and peer strategies do you utilize?

Designated program manager or coordinator	91%	Health and well-being fairs	73%
Health/well-being/safety committees/teams	88%	Executive sponsorship	67%
Promote employee highlights/success stories	87%	Champion networks	73%
Employee and family appreciation days, parties, picnics, or outings	85%	Group cooking/nutrition classes	61%
Social media posts/challenges	74%	Intramural sports teams	41%
Group exercise classes	75%	Local corporate challenges	62%
Interest based groups	60%	Team building activities/outings	89%

18. How do you support employees' financial well-being?



19. How do you support employees' mental well-being?

Bereavement policy/PTO for grieving	98%	Access to apps such as Headspace, Calm, etc.	73%
Access to Employee Assistance Program (EAP)	96.3%	Peer support groups	57%
Virtual counseling/therapy options	95%	Mental health first aid certifications	54%
Paid personal days	88.5%	Onsite counselors/therapists	86%
24/7 hotline	90%	Pet therapy or dog friendly office	35%
Suicide prevention resources	88%	None of the above	1%



Section 2: Foundational Components

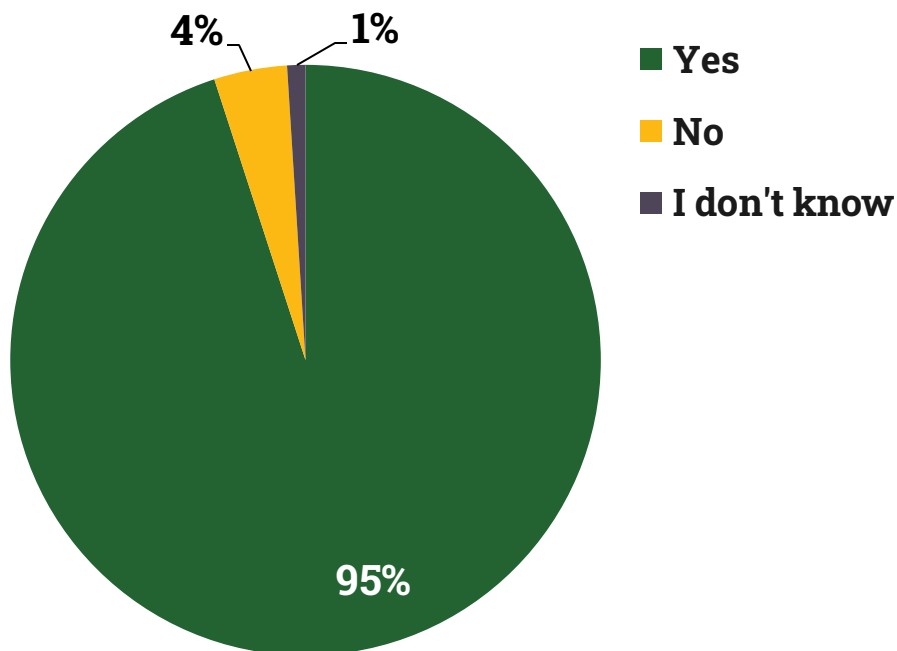
20. What mental health conditions does your program address?

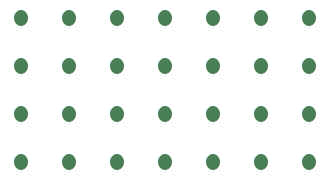
Stress	98%	Eating disorders	82%
Anxiety	98%	Post-traumatic stress disorder	83%
Depression	96%	Schizophrenia	74%
Panic disorder	82%	Phobias	75%
Bipolar disorder	79%	ADHD, ADD, etc.	73%
Substance misuse disorders	86%		

21. Do you offer any of the following ancillary benefits to employees?

Dental insurance	98%	Cancer care	68%
Vision insurance	98%	Pet insurance	62%
Life insurance	98%	Long-term disability	91%
Legal counsel	80%	Discounted car insurance	35%
Critical illness insurance	76%	Discounted homeowners insurance	34%
Identity theft protection	70%	Short-term disability	89%
Fertility services and support	51%		

22. Do you provide any volunteer opportunities for employees within their communities?



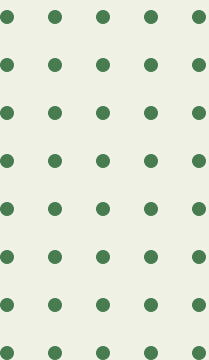


SECTION 3

Strategic Planning



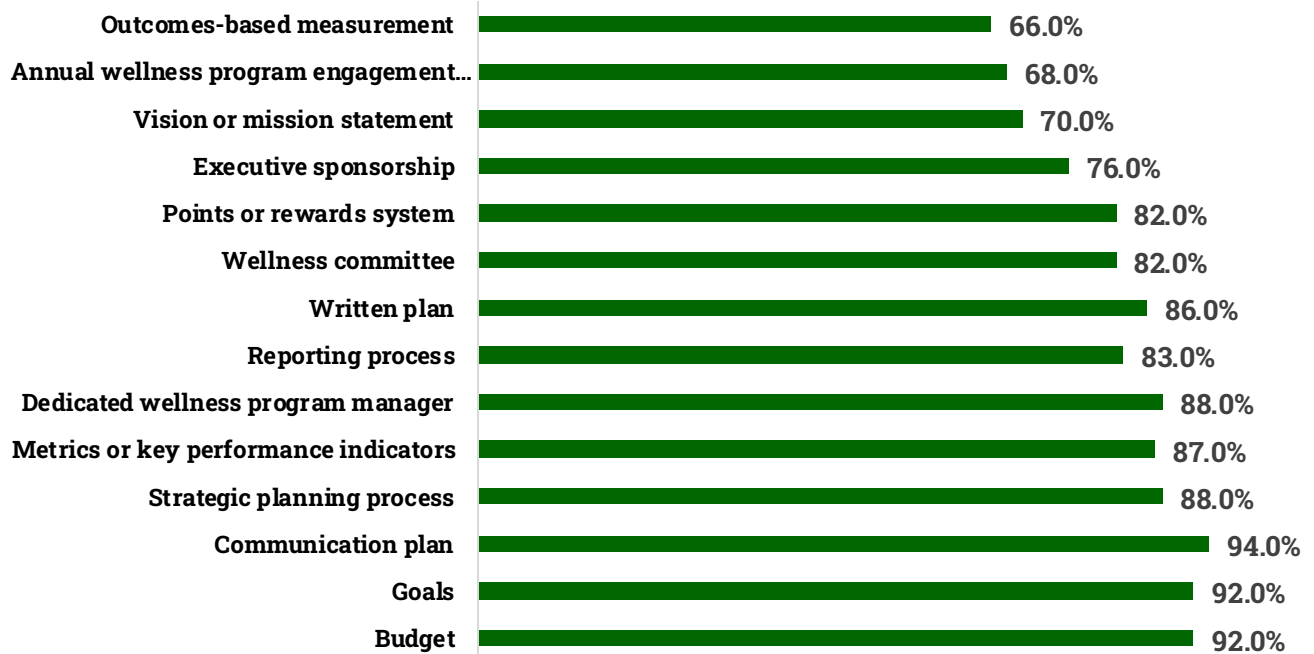
An innovative program begins by developing a mid- and long-term strategy. This section evaluates your organization's plan for well-being.





Section 3: Strategic Planning

24. Which of the following does your well-being program have?



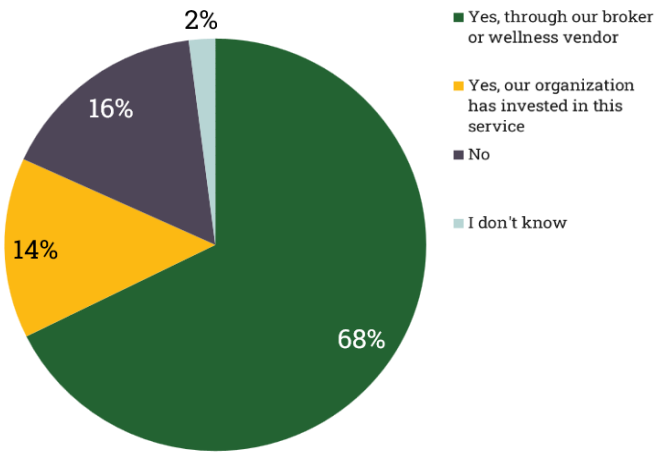
25. Which of the following data sources are you tracking for the strategic planning of your organization's well-being program?

Employee interest and feedback	91%	Mental health risk analysis	55%
Medical claims data	90%	Gaps in care data	66%
EAP utilization	87%	Employee recruitment	80.0%
Benchmarking data	84%	Dental claims data	73%
Prescription claims data	84%	Employee satisfaction with benefit offerings	79%
Employee retention	80%	Biometric screening data	71%
Preventive care utilization	82%	Employee disability data	70.0%
Well-being platform/portal engagement	81%	Vision claims data	68
Employee disability data	56%	Compliance/adherence data	53%
Health risk assessment/appraisal	76%	Financial health assessment	49%
Behavioral health claims	74%	Wellness survey data	69%
Chronic conditions prevalence	78%	Cohort analysis (ex: comorbidities, at risk)	67%
Employee recruitment	70.8%		



Section 3: Strategic Planning

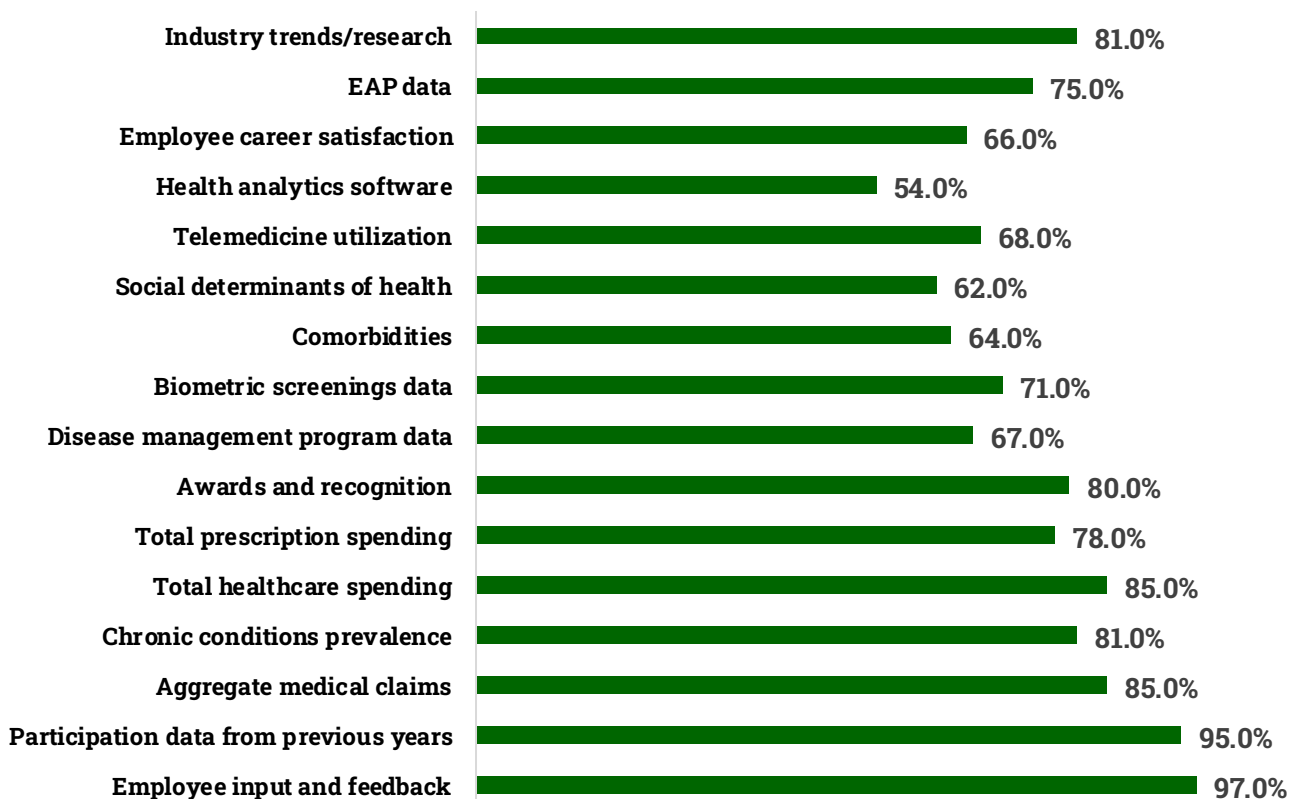
26. Do you have access to a data warehouse to track health analytics data?

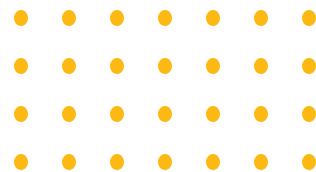


27-29. How often do you review your population's chronic conditions, medical claims, and prescription claims?

	Chronic Conditions	Medical Claims	Prescription Claims
2-4 times a month	4%	8%	7%
Monthly	26%	43%	40%
Quarterly	37%	26%	27%
Annually	26%	19%	20%
Never	20%	4%	5%
I don't know	1%	0%	1%

30. What information do you use to make strategic planning decisions regarding your well-being program?



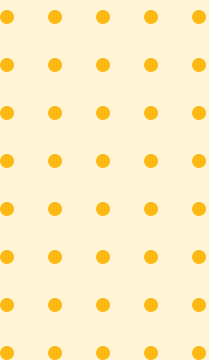


SECTION 4

Marketing and Communications

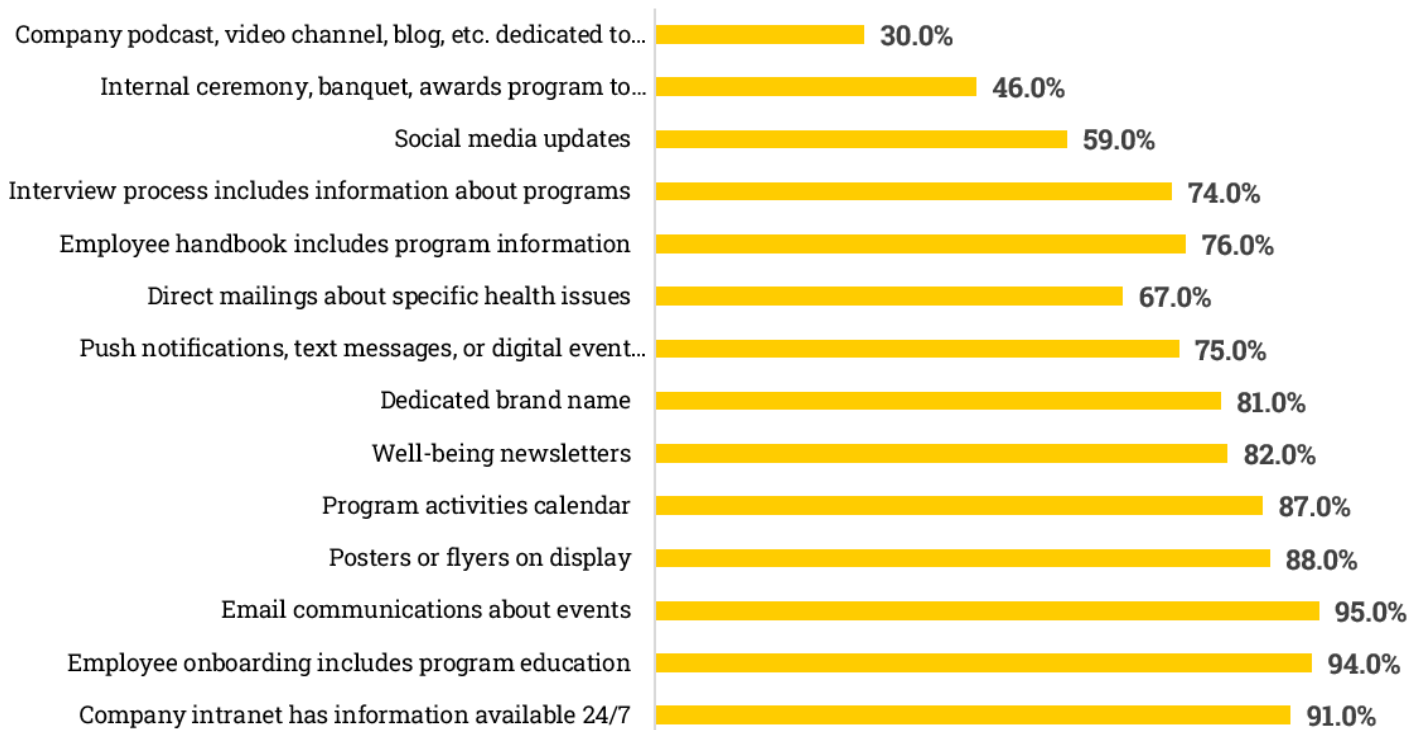


Marketing and communications are critical in reaching your employees and members. This section evaluates your approach toward effective communication.

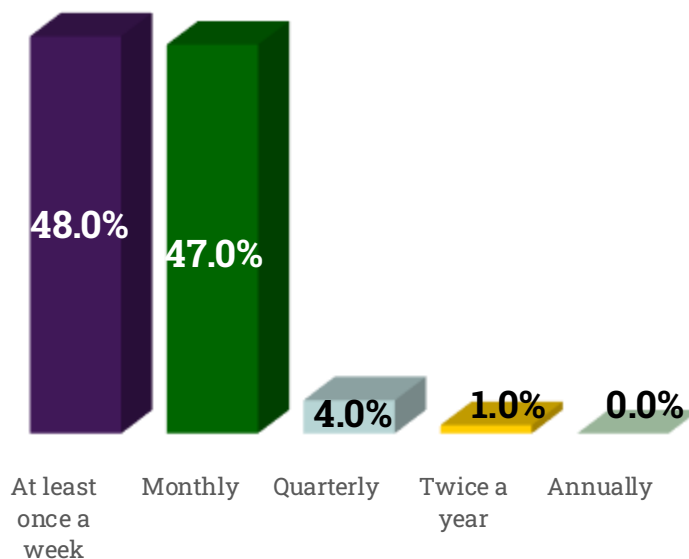


Section 4: Marketing and Communications

32. Please select the attributes that correctly describe the marketing and communications of your health program.



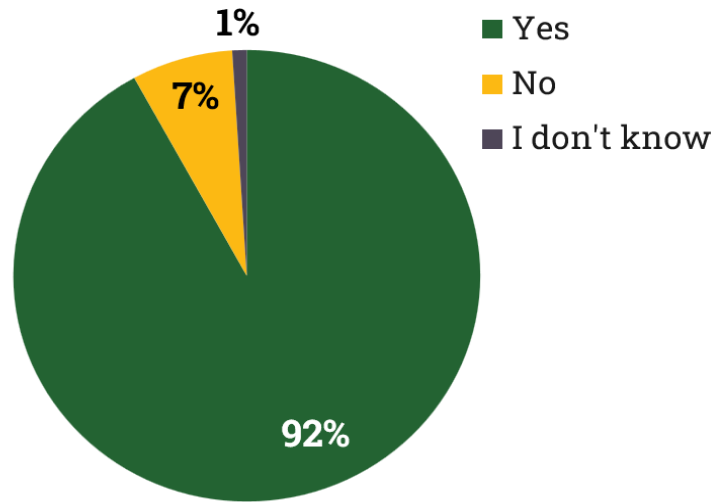
33. How often do employees receive information about well-being programs?



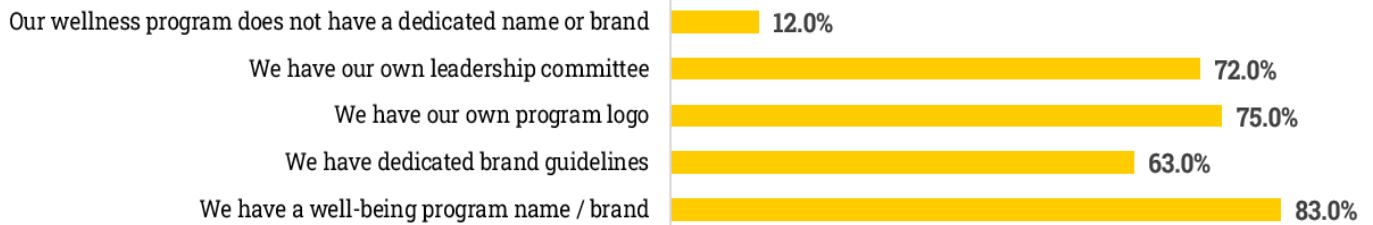


Section 4: Marketing and Communications

34. Do you provide company-wide education on wellness programming at company events or meetings?



35. Please select the following attributes that describe your program's brand.

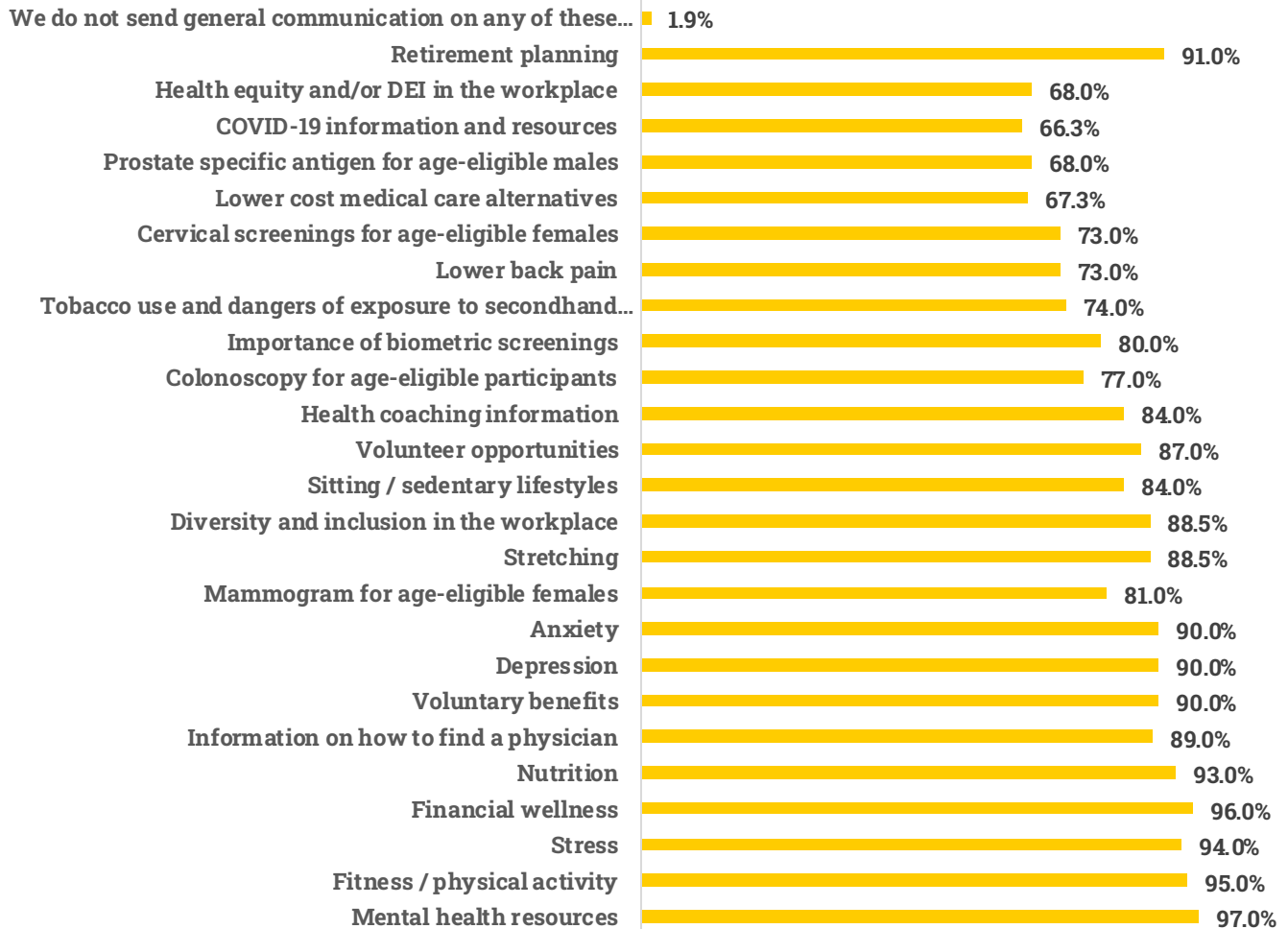


36. Which of the following areas are you sending direct communication to employees based on their individual needs or activities?

Diabetes	80%	Chronic Obstructive Pulmonary Disease	62%
Hypertension	77%	Cancer	66%
Obesity	73%	Pediatric care and health information to those with children	62%
Cholesterol	73%	Postpartum health and check up reminders	65%
Pregnancy resources	74%	Cerebrovascular accident / stroke	56%
Behavior change information to pre-disease state individuals (pre-diabetic, prehypertension)	70%	Sleep apnea	53%
Prescription refill reminders to individuals who have missed necessary prescriptions	62.4%	Kidney diseases	54%
Coronary Artery Disease	64%	Thyroid conditions	50%
Asthma	64%	Anemia	46%
Gaps in care notifications to noncompliant individuals	66%	Preventive Care	73%

Section 4: Marketing and Communications

37. Which of the following areas do employees receive general information or resources? This information may come through direct communication, company-wide emails, webinars, or any communication medium mentioned in question #33.





SECTION 5

Programming and Interventions



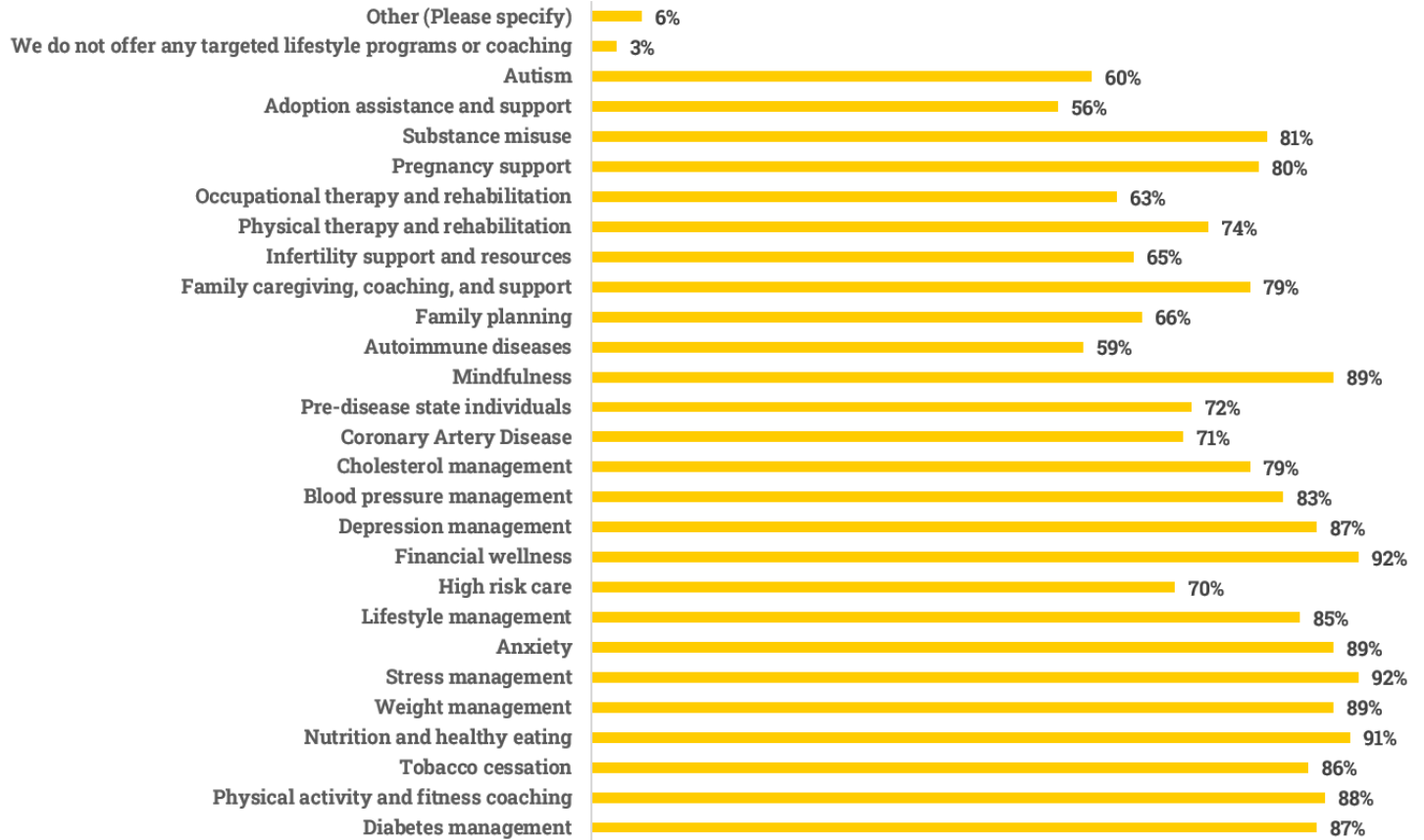
Does your program use a “carrot” or a “stick”? Effective engagement strategies are often ones that address the self-interest of the employee population. This section evaluates the effectiveness of your programming efforts.





Section 5: Programming and Interventions

39. Which target lifestyle programs or coaching opportunities are available to employees?



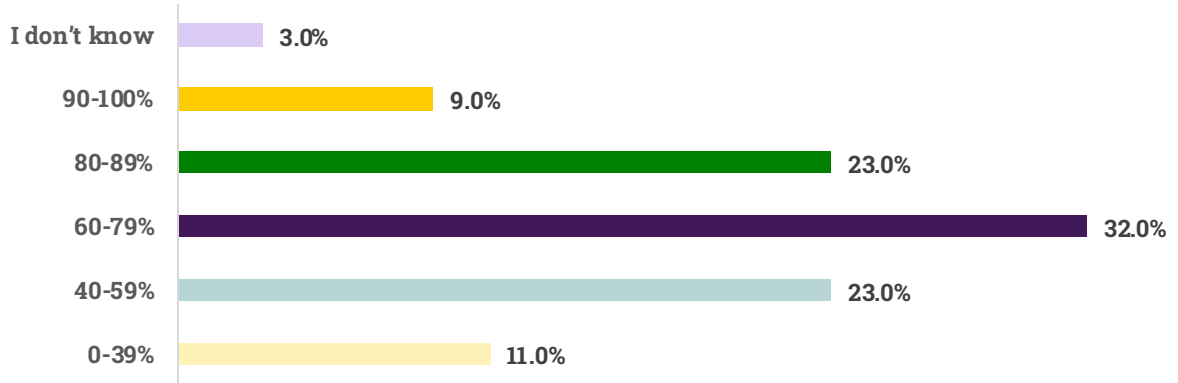
40. Which of the following conditions do your disease management programs address?

Stress management and anxiety	84%	Cholesterol management	77.2%
Maternity metabolic syndrome	56%	Musculoskeletal/back pain	69%
Obesity	82%	Sleep conditions	68%
Asthma	67%	Pre-disease state individuals	69.6%
Diabetes management	87%	Autoimmune diseases	56%
Blood pressure management	79.3%	Chronic Obstructive Pulmonary Disease	66%
Substance misuse	59%	Cancer	74%
Depression	80%	Bipolar disorder	58%

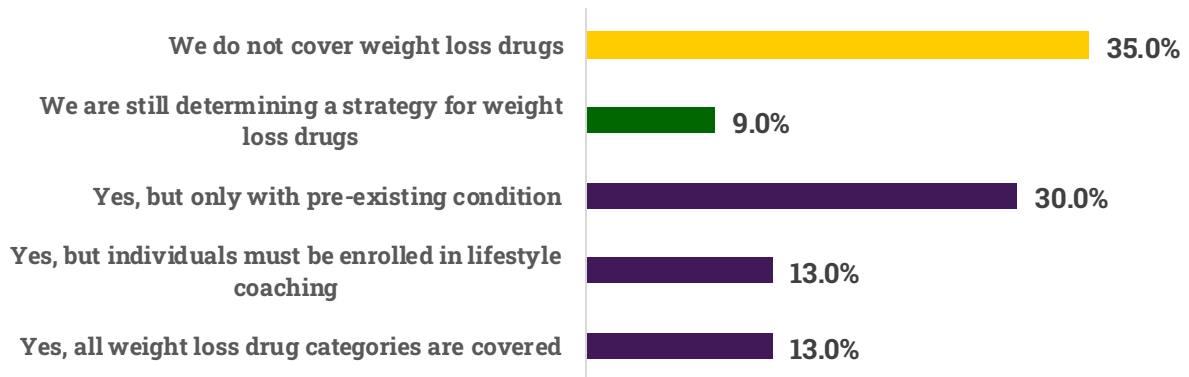


Section 5: Programming and Interventions

41. What percentage of your employees were actively engaged in your wellness program in 2023?



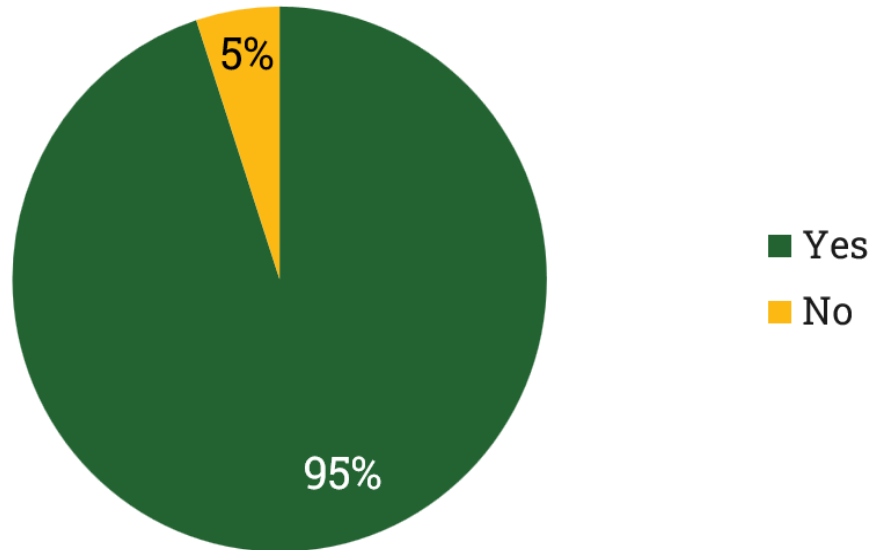
42. Does your organization cover weight loss medications such as GLP1's?



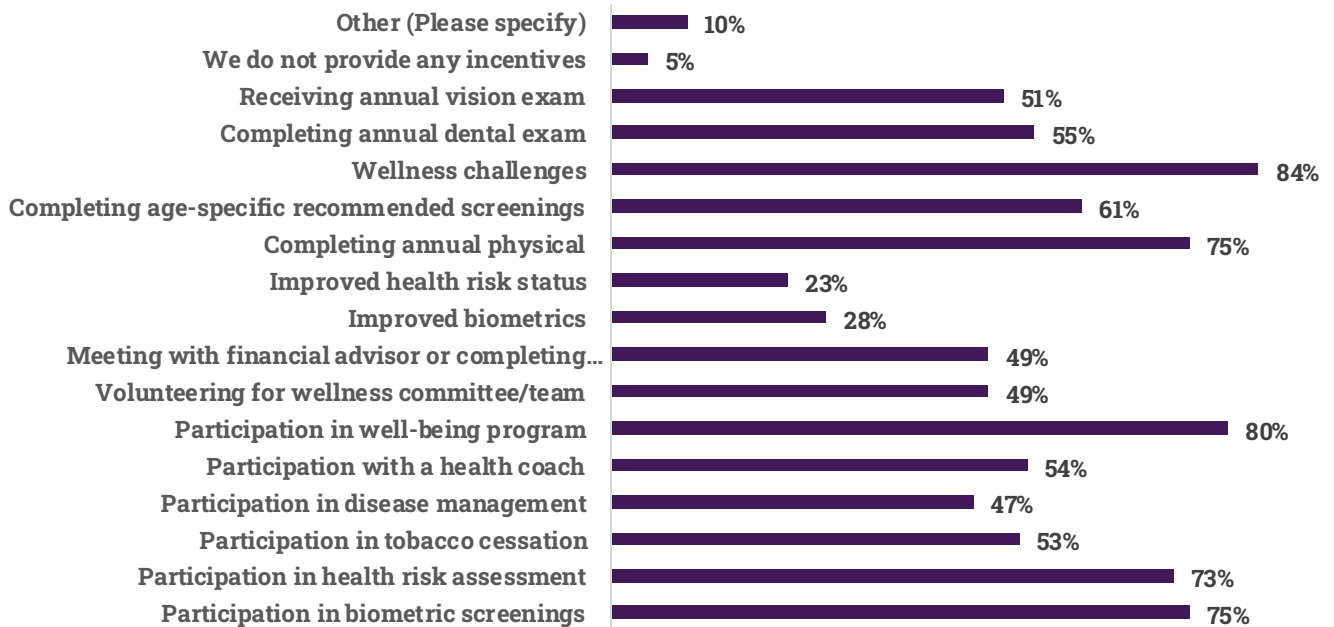


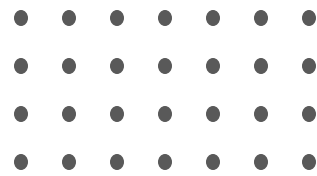
Section 5: Programming and Interventions

43. Do you provide any incentives for employees who participate in your wellness program?



44. For which of the activities below does your organization provide incentives to the employee?



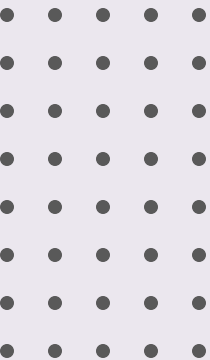


SECTION 6

Reporting and Analytics



Savvy employers are uncovering new ways to measure success. When it comes to employee health, it is often difficult to understand the value of investment. Answer the questions below to describe how your organization reports and analyzes your data.



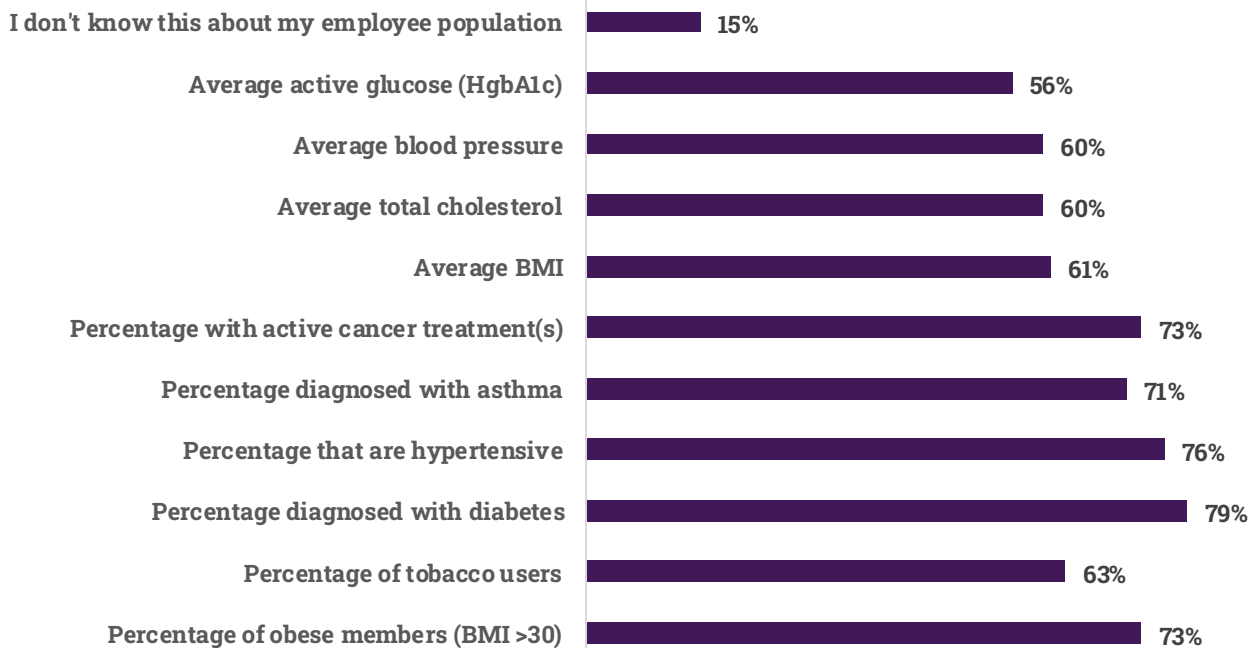


Section 6: Reporting and Analytics

46. Which of the following do you use to measure a Value on Investment (VOI) or Return on Investment (ROI)?

Participation data	91%	Employee recruitment	63%
Emergency room utilization/costs	60%	Absenteeism rates of participants vs. Nonparticipants	26%
Changes in engagement each year	77%	Compliance with care metrics (gaps in care)	51%
Recognition/awards	71%	Prescription claims spend	75%
Employee retention	77%	Financial outcomes measurement	58%
Maintenance medication adherence	51%	Disease risk scores	51%
Reduction in chronic condition prevalence	66.7%	Changes in chronic conditions	66%
Medical claims spend	76%	Absenteeism reductions	41%
Biometric data	65%	Age-eligible exam compliance	61%
Improvements in clinical measures/outcomes	66%	Increased preventive care/primary care	70%
Health risk assessments	64%	Increased health plan utilization	71%
Employee satisfaction/feedback	86%	Broker/carrier provided reporting	75%
Wellness program budget/spend	71%	We do not calculate any type of return for our well-being program	3%

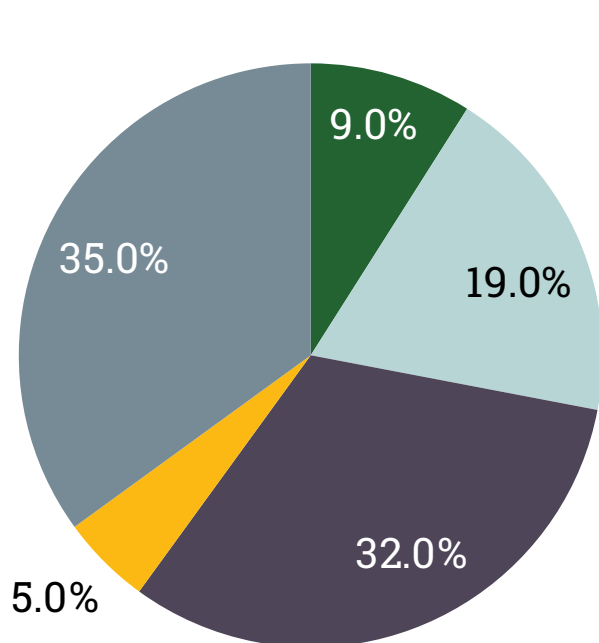
47. For your enrolled members, which of the following can you identify?



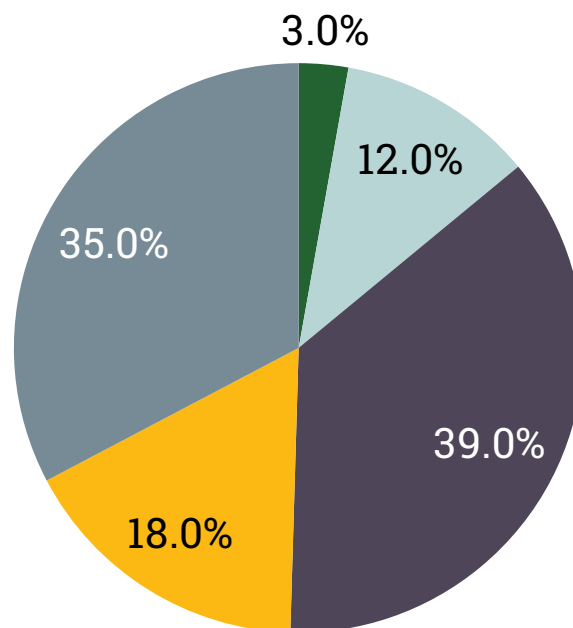


Section 6: Reporting and Analytics

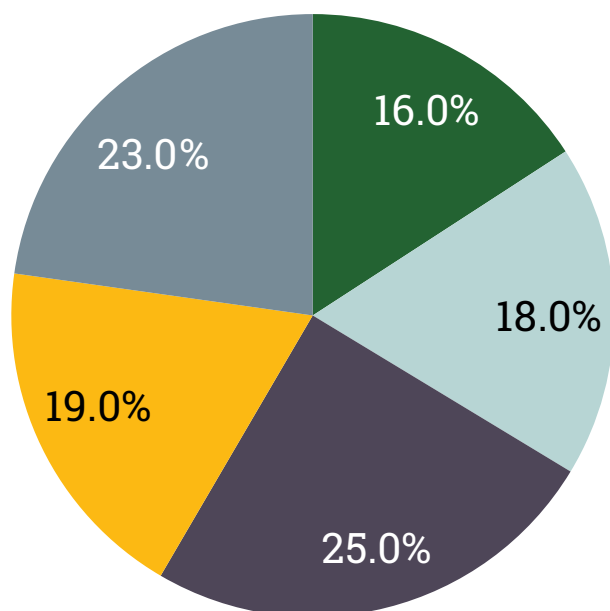
48. What percentage of your male population has completed their age-specific preventive exam?



49. What percentage of your female population has completed their age-specific preventive exam?



50. What percentage of your employee population has participated in biometric screenings?



■ 0-30%

■ 31-50%

■ 51-79%

■ 80-100%

■ I do not know this information about my employee population

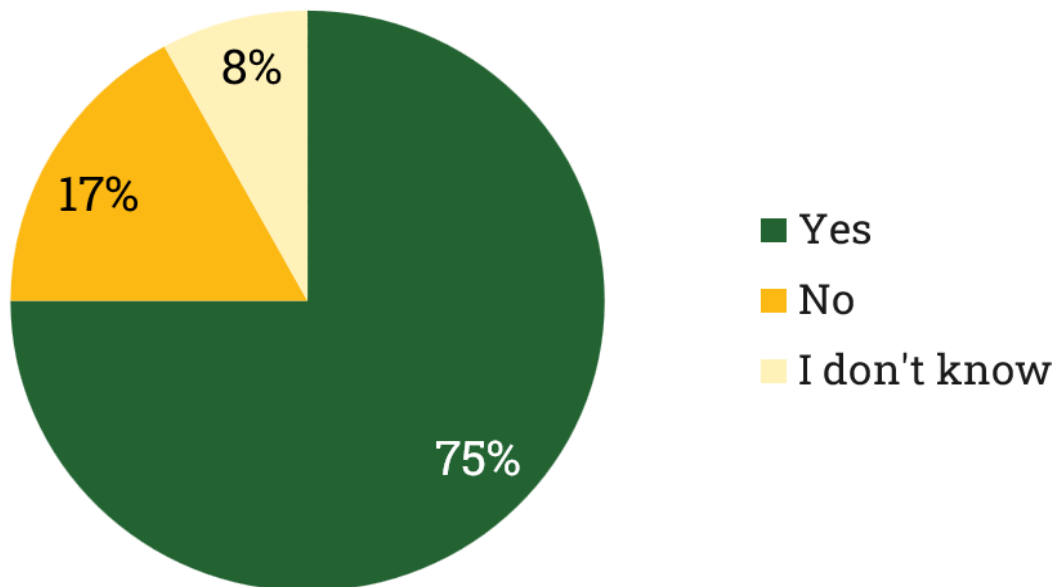
Note: this legend is applicable for all pie charts on this page.



51. What types of data do you have access to in order to build reports from?

Program participation data	90%	Worker's compensation data	71%
Medical claims data	88%	Disease management data/engagement	70.2%
Wellness vendor data/engagement	86%	Health risk assessment data	71%
Pharmacy claims data	87%	Vision claims	68%
Survey data	83.2%	Biometric screenings data	68%
Disability/leave data	76%	Wellness survey data	79%
Dental claims	74%	No reporting is done on our wellness program	2%

5. Do you have systems in place to measure the effectiveness of your specialty vendors?

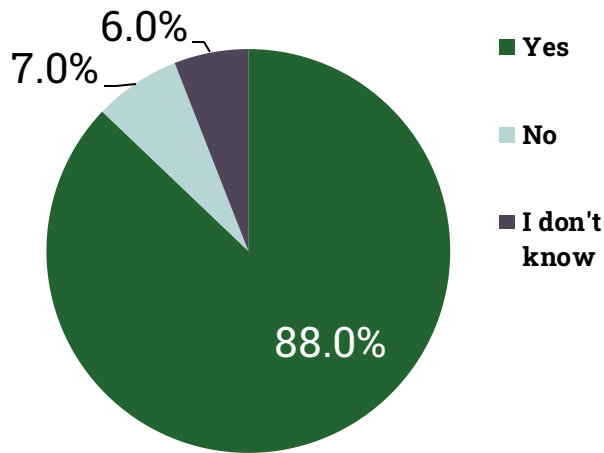




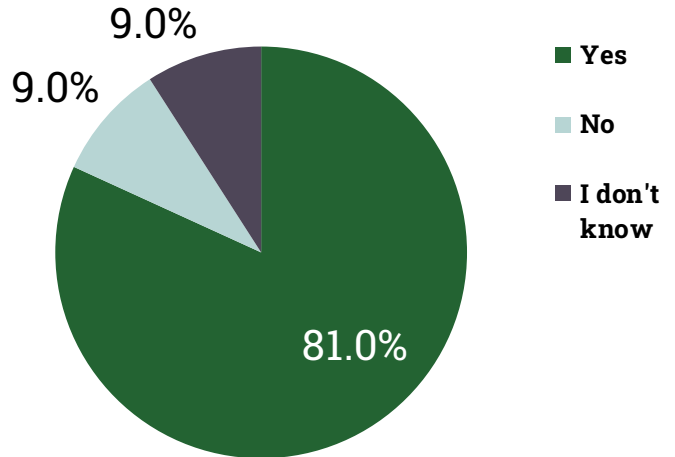
Healthiest 100 Workplaces in America

The following questions are used for the **Healthiest 100 Workplaces in America™** program, the national award that ranks the highest-scoring companies of all applicants. This section focuses heavily on chronic conditions management and ensuring healthy habits within your population.

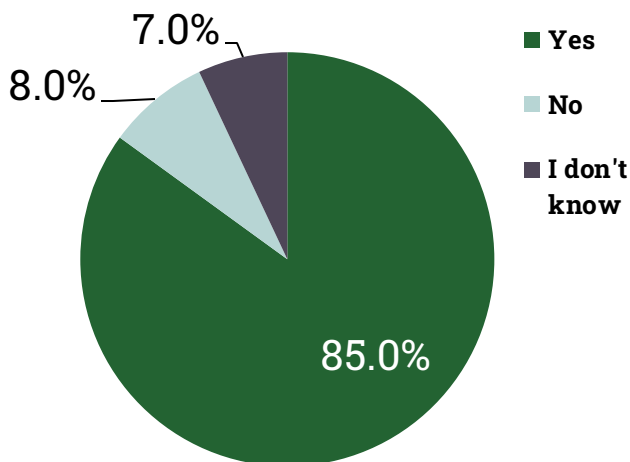
54. Do you have the ability to track medical claims cost changes?



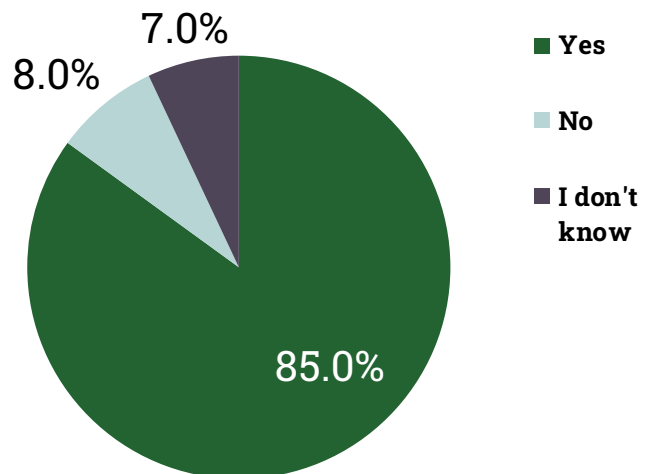
55. Do you have the ability to track the prevalence of at-risk members?



56. Do you have the ability to track the prevalence of chronic conditions?



57. Do you have the ability to track prescription claims cost changes?



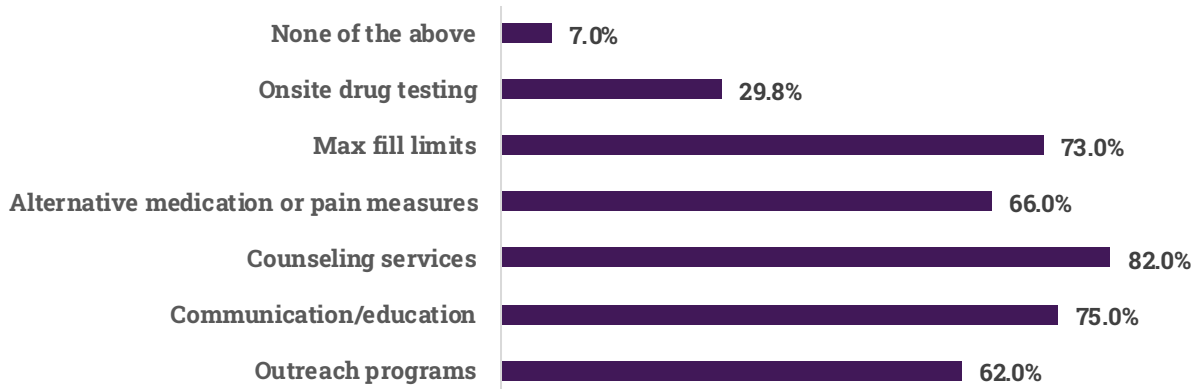
58. How often does your organization assess the risk of opioid use within your member population?



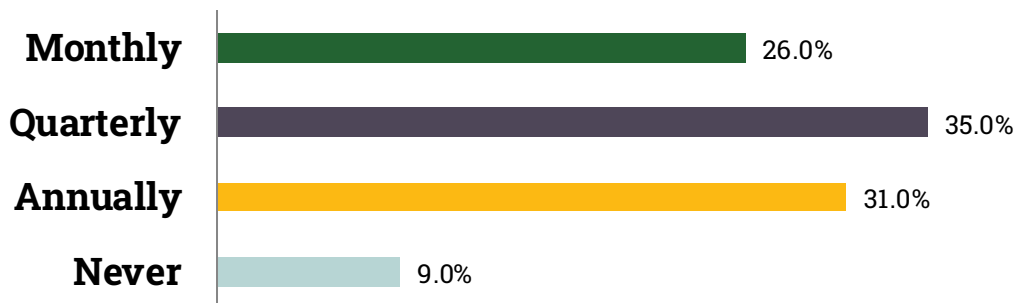


Healthiest 100 Workplaces in America

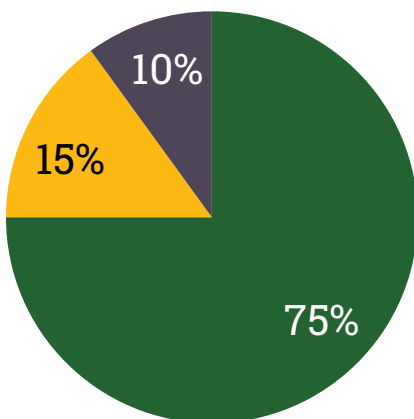
59. What measures do your specialty vendors or benefits plan have in place to help your organization reduce opioid misuse?



60. How often do you review your chronic conditions populations?

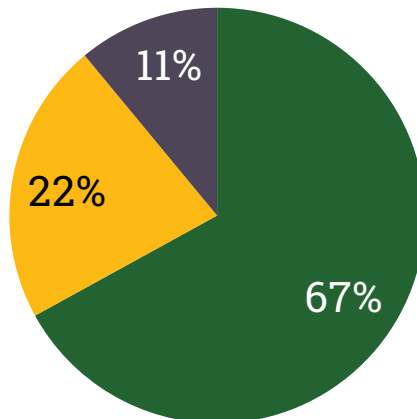


61. Does your organization know the percentage of employees exhibiting comorbidities?



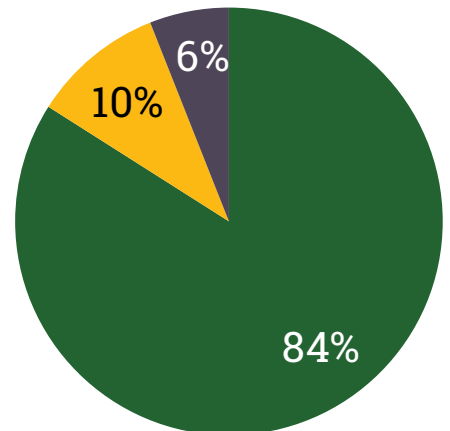
■ Yes ■ No ■ I don't know

62. Do you have systems in place to measure clinical improvements for those with comorbidities?

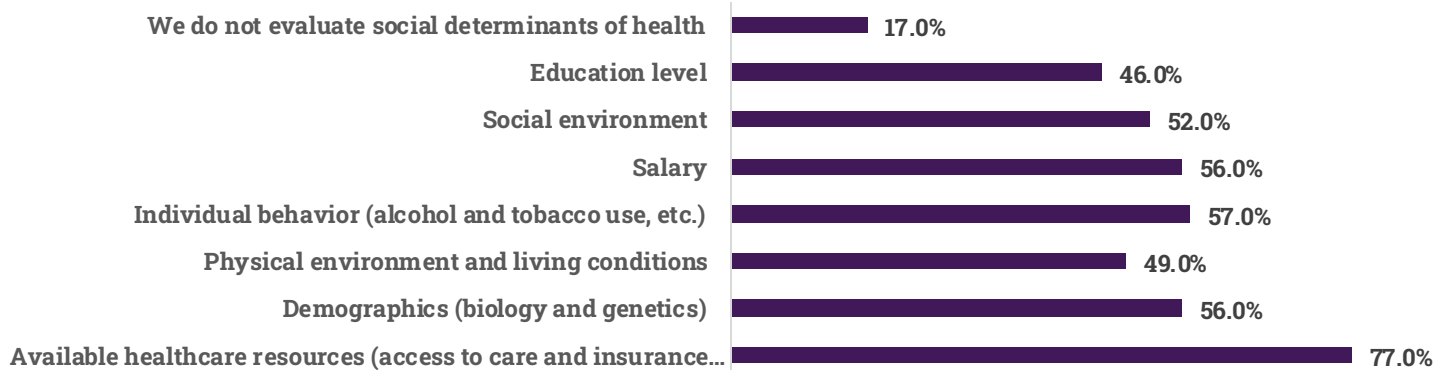


■ Yes ■ No ■ I don't know

63. Do you provide education to employees, especially those with high risk scores, comorbidities, or chronic conditions?



■ Yes ■ No ■ I don't know


64. Which of the following social determinants of health does your organization evaluate?

65. For which of the following chronic conditions does your organization provide educational support and disease management programs?

Arthritis	67%	Heart Disease	86%
Asthma	70%	Hypertension	83%
Cancer	81%	Musculoskeletal disorders	76%
Depression	89%	Obesity	81%
Diabetes	90%	None of the above	6%

66. For which of the following chronic conditions is your organization able to identify the percentage of employees diagnosed with said condition?

Arthritis	67%	Heart Disease	75%
Asthma	70%	Hypertension	78%
Cancer	77%	Musculoskeletal disorders	75%
Depression	77%	Obesity	75%
Diabetes	80%	None of the above	17%



Healthiest 100 Workplaces in America

67. For which of the following chronic conditions does your organization currently have systems in place to measure clinical improvements?

Arthritis	47%	Heart Disease	65%
Asthma	51%	Hypertension	68%
Cancer	59%	Musculoskeletal disorders	58%
Depression	62%	Obesity	65%
Diabetes	71%	None of the above	26%

68. For which of the following chronic conditions is your organization able to identify gaps in care?

Arthritis	49%	Heart Disease	68%
Asthma	56%	Hypertension	67%
Cancer	60%	Musculoskeletal disorders	58%
Depression	64%	Obesity	61%
Diabetes	72%	None of the above	26%




2026
HEALTHIEST 100™
 scored by Springbuk®

