

FIND SOMEONE WHO: WELLNESS EDITION

- Walk around the room to find different people who can answer each prompt on your card.
- Ask yourself: what can you take from these ideas back to your own organization?



FIND SOMEONE WHO...

Has implemented a new wellness initiative at their workplace

☐

Has a creative mental health initiative at their workplace

☐

Has a favorite employee wellness perk

☐

Has measured the impact of a wellness program

☐

Has an idea they'd like to implement in their workplace

☐

The presentation will start at 12:00!

OCTOBER 7TH 2026

2026 MAYOR'S HEALTHIEST WORKPLACES

WINNER SPOTLIGHT

We will get started here shortly!
Welcome in!



ANNOUNCEMENTS

Moderators for today's meeting:



Susan Thompson
ABGOH Co-Chair



Cloe Butler
ABGOH Co-Chair

- Thanks for joining us today!
We're HYBRID
- Thank you to everyone who applied for the MHWC Worksite Certification and Awards!
- Virtual participants, please remain muted during the presentation
- Questions will be answered at the end of the presentation

1

ANNOUNCEMENTS & INTROS

2

SPEAKER
PRESENTATIONS

3

SPEAKER PANEL Q&A

4

RESOURCES & CLOSING
REMARKS

AGENDA

AUSTIN BUSINESS
GROUP ON HEALTH



AUSTIN BUSINESS GROUP ON HEALTH

***THANK YOU TO
OUR SILVER
SPONSER:***

LILY!

The Lilly logo is rendered in a vibrant red, flowing script font. The letters are connected in a cursive style, with the 'L' being particularly large and elegant. The logo is positioned on the right side of the image, partially overlapping a light gray vertical bar.



NO BARRIERS



WELCOME OUR SPEAKERS



**Texas Racing
Commission**



**Texas Permanent
School Fund
Corporation**



**Turner
Construction**



City of Austin



Small Agency, Big Impact

Building a Culture of Wellness at TXRC

Gold Certified Partner • Overall Winner — Extra Small Agency

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



Our approach: simple, consistent, accessible

Four practices a small organization can realistically sustain.

- Make wellness part of the workday — not something employees must do only on their own time.
- Use meaningful incentives to turn awareness into participation.
- Communicate opportunities repeatedly throughout the year.
- Leverage strong programs and resources that already exist instead of rebuilding them.

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



1. Give employees time and permission to participate

Wellness works better when the workplace removes barriers.

30 minutes

up to 3 times per week for Wellness Program activities

- Agency policy formally supports wellness activity during the workweek.
- Employees can plan wellness periods in advance with supervisors.
- Successful challenge participation can also earn wellness/fitness leave.



- Bicycle racks at the worksite support active transportation and reinforce healthy choices.

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



2. Make participation worth it

Pair accessible programs with incentives employees can actually use.

8 hours

fitness/wellness leave

100

Buena Vida Bucks opportunities

5 pillars

whole-person wellness

1 goal

make action easier

- Get Fit Texas! gave employees a clear, achievable activity goal and a meaningful leave incentive.
- Buena Vida connected preventive care, health assessments, nutrition, activity and other challenges to rewards.
- Multiple entry points let employees participate in ways that fit their needs.

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



3. Communicate all year — across all five pillars

Consistent reminders turned scattered resources into a recognizable wellness program.

Physical Activity | **Get Fit Texas • virtual fitness • movement**

Nutrition | **Five to Thrive • nutrition education • Farmers Fridge**

Preventive Care | **annual exams • Catapult • screenings**

Mental Health | **guided meditation • Learn to Live • resilience**

Tobacco-Free | **policy • resources • prevention**

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



4. Use what is already available

A small agency can build a strong program by being an effective connector.

- ERS and HealthSelect/BCBSTX wellness resources
- Buena Vida challenges and incentives
- Get Fit Texas! statewide challenge
- Catapult Health and Capitol Complex wellness events
- Work Well Texas education and virtual programs
- Worksite amenities such as Farmers Fridge

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



The results: participation became measurable

The 2026 Get Fit Texas! Challenge gave us a clear snapshot of engagement.

27

employees participated

75%

approx. agency participation

97,718

activity minutes logged

75%

completion rate

Gold Certification
Overall Winner — Extra Small Agency

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence



What other small employers can take away

- Give employees permission and time to participate.
- Choose a few meaningful incentives.
- Communicate consistently — not just during open enrollment or one wellness week.
- Use trusted partner programs instead of trying to build everything internally.
- Track participation so you can learn what employees actually use.

Wellness does not have to be expensive or complicated. It has to be visible, accessible, and supported.

Accountability ~ Respect ~ Integrity ~ Safety ~ Excellence

A YEAR THAT CHANGED HOW WE SUPPORT WELLBEING



Texas Permanent School Fund Corporation

*A coordinated approach connecting programs, benefits and
employee support*



THIS WAS OUR FIRST COORDINATED YEAR

We began with a commitment to make wellbeing visible, practical and shared.

2026

Our first year connecting
wellness efforts across
the employee experience

A strong foundation
A visible commitment
A shared experience



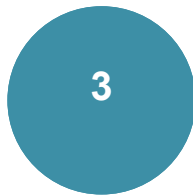
LAUNCHED

New wellness initiatives



ESTABLISHED

An active Wellbeing Committee



EXPANDED

Employee communications



EMBEDDED

Wellbeing into our culture

Wellbeing at Every Level

A connected approach designed to meet employees where they are.

TOBACCO-FREE LIVING

Health-plan incentives, counseling support and cessation medications

PHYSICAL ACTIVITY

Challenges, fitness programs and the PSF 5K Run

NUTRITION

Five to Thrive, education and practical healthy-eating resources

PREVENTIVE HEALTH

Screenings, vaccinations, seminars and CPR/AED training

MENTAL HEALTH

EAP, resilience education and behavioral-health resources

EMPLOYEE WELLBEING

Connected, visible and accessible

A YEAR OF WELLBEING IN ACTION

Programs were practical, varied and designed for different ways of participating.



MOVE

Get Fit Texas
Challenge
PSF 5K Run
Fitness classes

NOURISH

Five to Thrive
Balanced nutrition
seminar
Healthy-eating
resources

PREVENT

Vaccination clinic
IV Medics events
Heart Health Q&A

SUPPORT

Mental Health Month
EAP launch
Virtual care
resources

WHAT WE ARE MOST PROUD OF

The strongest result was the response from our employees and leaders.

“Wellness conversations became more common.”

EMPLOYEES PARTICIPATED
Challenges, events and educational opportunities

EMPLOYEES SHARED
Resources, ideas and healthy practices

LEADERSHIP EMBRACED
Wellbeing as an organizational priority

CULTURE GREW
Health, balance, and support became more visible

MORE THAN PROGRAMS

This work is about the culture we are intentionally creating.

WHY IT MATTERS

When employees feel supported, they are better able to thrive, contribute and succeed.

Wellbeing became a fundamental part of the employee experience.

INVEST IN PEOPLE

Wellbeing supports both personal and professional success

MAKE SUPPORT VISIBLE

Regular communications keep resources accessible

BUILD TOGETHER

Employee participation and leadership support reinforce the culture

WHAT OTHER ORGANIZATIONS CAN TAKE AWAY

Our first year reinforced seven practical lessons.

1

Start with what you have

Connect existing benefits and resources.

2

Create employee ownership

Use a committee to bring ideas and energy.

3

Offer different entry points

Events, education, benefits and confidential support.

4

Communicate consistently

Keep wellbeing visible throughout the year.

5

Make leadership support visible

Signal that employee wellbeing matters.

6

Measure early indicators

Track participation, awareness, access and feedback.

Build momentum before perfection.

MOVING WELLBEING FORWARD

**We made the commitment.
We took action.
Our people responded.**

We are proud of the foundation, grateful for the enthusiasm, and excited about what comes next.

THANK YOU | QUESTIONS & CONVERSATION





AUSTIN BUSINESS GROUP ON HEALTH · HEALTHIEST WORKPLACE
SPOTLIGHT

A Standard of Care for Everyone on the Jobsite

Turner Construction

Founded in 1902, Turner is the largest general contractor in the U.S. — more than 16,000 employees completing over \$28 billion of work on thousands of projects each year.



Meet Your Presenters

Turner in Austin: building in Texas since 1919, with a full-time Austin office since 2010. Today approximately **900–1,000 Turner employees and trade partner craft workers** are on our Austin jobsites — for clients including UT and the City of Austin, notable projects including the Austin Convention Center redevelopment and UT's DKR Stadium renovations.



Amy Robinson
Project Safety Manager



Alexa Walkerow
Marketing Manager

Our Why: Active Caring

Building L.I.F.E.®

Living Injury Free Every Day

Safety Program

Create and sustain a culture which promotes an incident-free environment and provides the safest workplace possible.

+

Active Caring

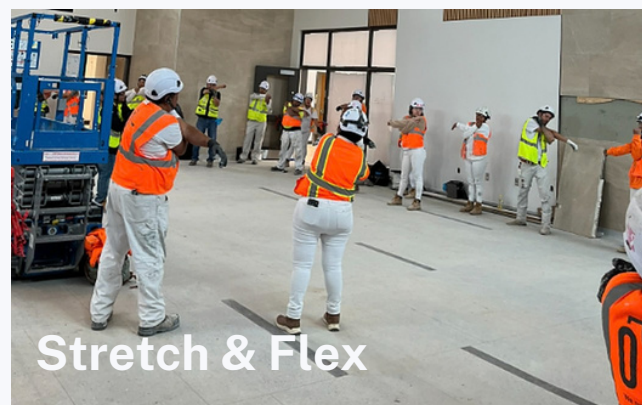
Foster a workplace environment where all people demonstrate the highest standard of care for each other.

=

Our Mission

Develop a culture where all people feel that they are part of something extraordinary by managing risk, creating a safe environment, and demonstrating the highest standard of care for each other.

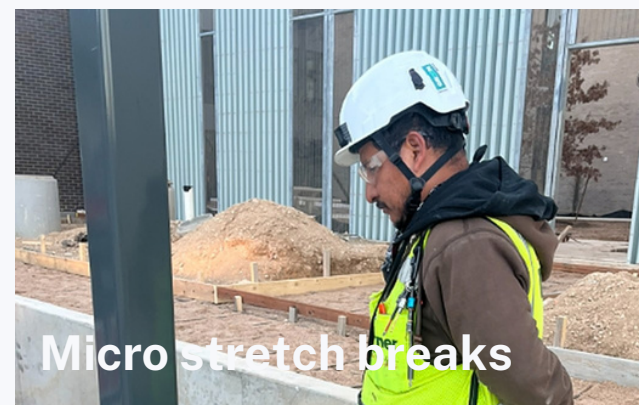
“All people” means everyone on the jobsite — employees and every trade partner.



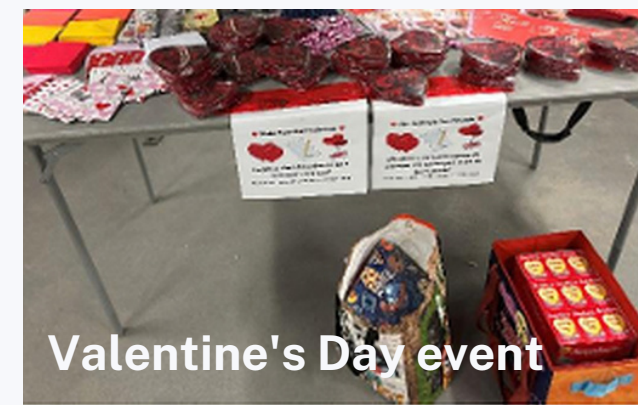
Stretch & Flex



Fitness Bingo



Micro stretch breaks



Valentine's Day event



Biking to the jobsite

OUR FIELD WELLNESS PARTNER

Treating the Industrial Athlete

Athletic Training Solutions puts athletic trainers on our Austin jobsites — at no cost to our craft workers.

Respond	First aid · emergency response · injury management
Prevent	Injury prevention · ergonomic assessments · biomechanics · physical readiness · job coaching
Screen	Blood pressure · glucose monitoring · weight management
Support	Wellness classes · mental health coaching · healthy lifestyle consults · smoking cessation



Wellness Wednesday on site

869
wellness visits with craft workers

Austin jobsites · January–June 2026
About 145 visits every month

Checkups Come to the Jobsite

Preventive care shouldn't depend on a day off or an insurance card.

- Blood pressure, glucose & eye screenings on shift
- Weekly Wellness Wednesdays & monthly health campaigns
- Heat illness, hydration & national awareness months



Above: ATS onsite eye exams

Left: Wellness Wednesday health station

169

blood pressure screenings

41

blood glucose screenings

154

general medical visits

Vaccines for Craft Workers

Free vaccines on site with Austin Public Health — no cost, no travel, no lost day.

Flu	Tdap
Hepatitis A	Hepatitis B
Shingles (Shingrix)	HPV
Varicella	Polio
COVID-19	MMR



Above: Austin Public Health, in English & Spanish

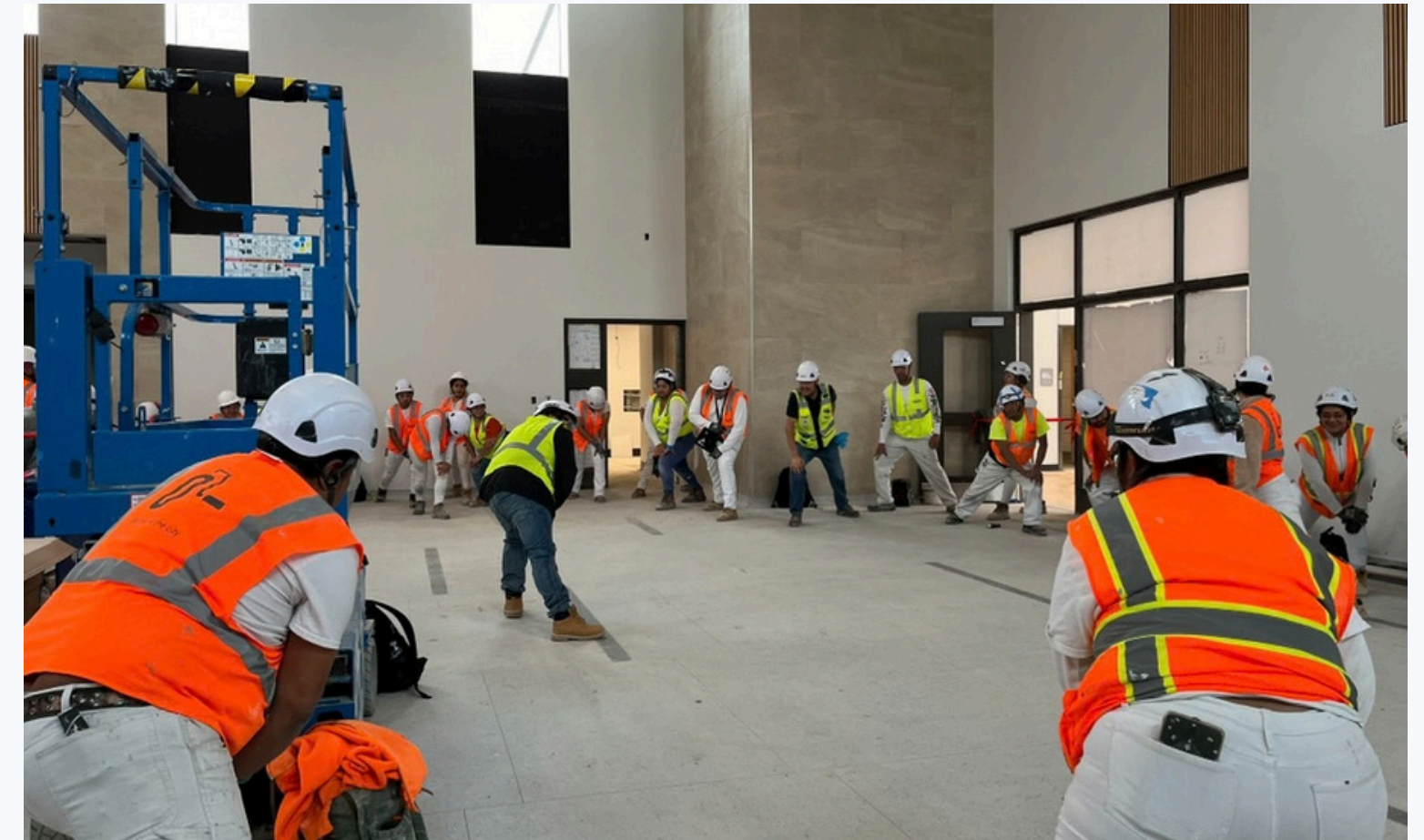
Left: Our team with APH on clinic day

PILLAR 2 · PHYSICAL ACTIVITY

Movement Built Into the Workday

We train crews like the athletes they are.

- Stretch & Flex every morning, after lunch & in micro breaks
- ATS ergonomic assessments of real job tasks
- Fitness Bingo, sports leagues & charity walks



Above: Stretch & Flex, every morning on every jobsite

Left: ATS ergonomic assessment of a job task

105

ATS stretching visits

34

chronic injury education visits

Fewer

strain injuries in quarterly reviews

ATS wellness visits · Austin jobsites · January–June 2026

Turner

Making It Normal to Ask for Help

Every person matters. Every conversation counts.

- Onsite education on stress, resilience & suicide prevention
- One-on-one mental health coaching from ATS
- Trade 5 lunches where craft workers' voices are heard
- EAP, crisis support & local referral resources

121

mental health visits
with ATS

12 mo.

of programming —
not one awareness month

ATS wellness visits · Austin jobsites · January–June 2026



Above: “See You Tomorrow” on site

Left: A Trade 5 lunch
— five trade partners
at the table

PILLAR 4 · NUTRITION

Making the Healthy Choice the Easy One

“Not about restricting food choices — about ensuring healthier options are consistently available.”

- Fruit Fridays & project breakfasts with fresh fruit
- Monthly Trade 5 lunches with craft workers
- Lunch areas with fridges & microwaves on every site



Above: Fruit Friday, with hot drinks in winter

Left: Fresh fruit at a project breakfast

66

healthy lifestyle
consults

29

healthy weight
consults

23

hydration
visits

ATS wellness visits · Austin jobsites · January–June 2026

Turner

Support to Quit, When They're Ready

Tobacco-free jobsites set the standard. Personal coaching makes quitting possible.

- Tobacco- and vape-free on every Turner job
- ATS cessation coaching: goals, habits, stress
- Referrals to quit-lines, providers & community programs

100%

of Turner jobsites
tobacco-free

1:1

coaching on the jobsite,
not one-time messaging



Posted on every Turner jobsite: no smoking, no vaping

Everyone on the Jobsite. Every Day.

Healthy workers are happy workers — that's the culture we build at Turner.

THANK YOU · QUESTIONS?

Turner

Building L.I.F.E.®
Living Injury Free Every Day





City of Austin

HealthyConnections

Employee Wellness Program

Presented by: Melody Carlton, Benefits & Wellness Coordinator

Presented by: The Employee Benefits Division

Our mission is to promote lifelong well-being for employees and retirees by providing convenient, no-cost programs that inspire physical activity, healthy eating, proactive health awareness, and sustainable lifestyle habits.



Creating a supportive environment where healthier choices are easier every day.



HealthyConnections Philosophy



Accessibility for All

We are committed to making our wellness program accessible to employees, retirees and dependents.

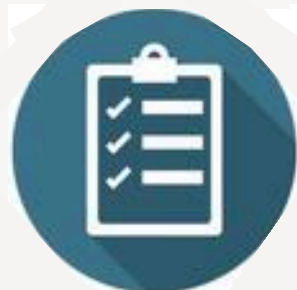
Our Key Pillars



Get Active



Eat Well



Know Your Numbers



Live Healthy

Holistic Approach

Technology
Tools that make wellness easier.

Knowledge to make informed decisions.

Human Connection
Real support from real people.

Core Programs

- PE Program
- Diabetes Control Program
- Health Coaching



PE Program



- Purpose: Provide structured physical activity opportunities for employees & retirees.
- Major components: Group fitness classes, movement challenges, guided programming.
- Hybrid adaptation:
 - **Virtual classes** (Guided Meditation & Chair Yoga)
 - To support a hybrid/remote workforce
 - **Fitness Trackers** (Garmin, Apple Watches, Fitbit)
 - Guided by CDC & HHS recommendation of 50K steps or 150 minutes per week
 - **Exercise Video Library**
 - On-demand access for retirees and employees to use for at home workouts

Key Outcomes from the PE Program



PE Engaged Employees 10+ Attendance & HA Completion		
Metric	Engaged	Not Engaged
Net Paid PEPM	\$697.38	\$843.24
Claim Risk Score	0.96	1.09
ER Visits per 1,000	104.6	205.1
Wellness Exam/Annual Physical	71.8%	45.7%
Mammography Exam	61.5%	48.1%
Cervical Exam	38.2%	27.1%
Colorectal Screening	12.8%	11.3%

Diabetes Control Program



- Purpose: Support individuals managing diabetes or at risk for it.
- Program highlights:
 - Continuous education
 - Access to clinical support
 - Blood glucose monitoring assistance
- Hybrid adaptation:
 - Virtual coaching
 - On-demand Diabetes Lifestyle Webinar
 - Virtual Self-Care Essentials Education Series



Key Outcomes from Diabetes Control Program



Diabetes Control Program Engaged (3+ quarterly visits)			
Metric	DCP Engaged	Diabetics Not Engaged	Pre-Diabetics (All)
Members	483	2,536	1,239
Net Paid PMPM	\$1605.32	\$1767.93	\$995.65
Hospital Admissions/1000	39.3	95.4	46.8
Catastrophic Cases/1000	26.9	43.0	19.4
ER Visits/1000	182.2	268.9	230.8
Net Paid Diabetes related claims	\$2,615,263	\$16,361,288	\$15,301,481
Pharmacy PMPM	\$867.02	\$822.16	\$279.36

Health Coaching



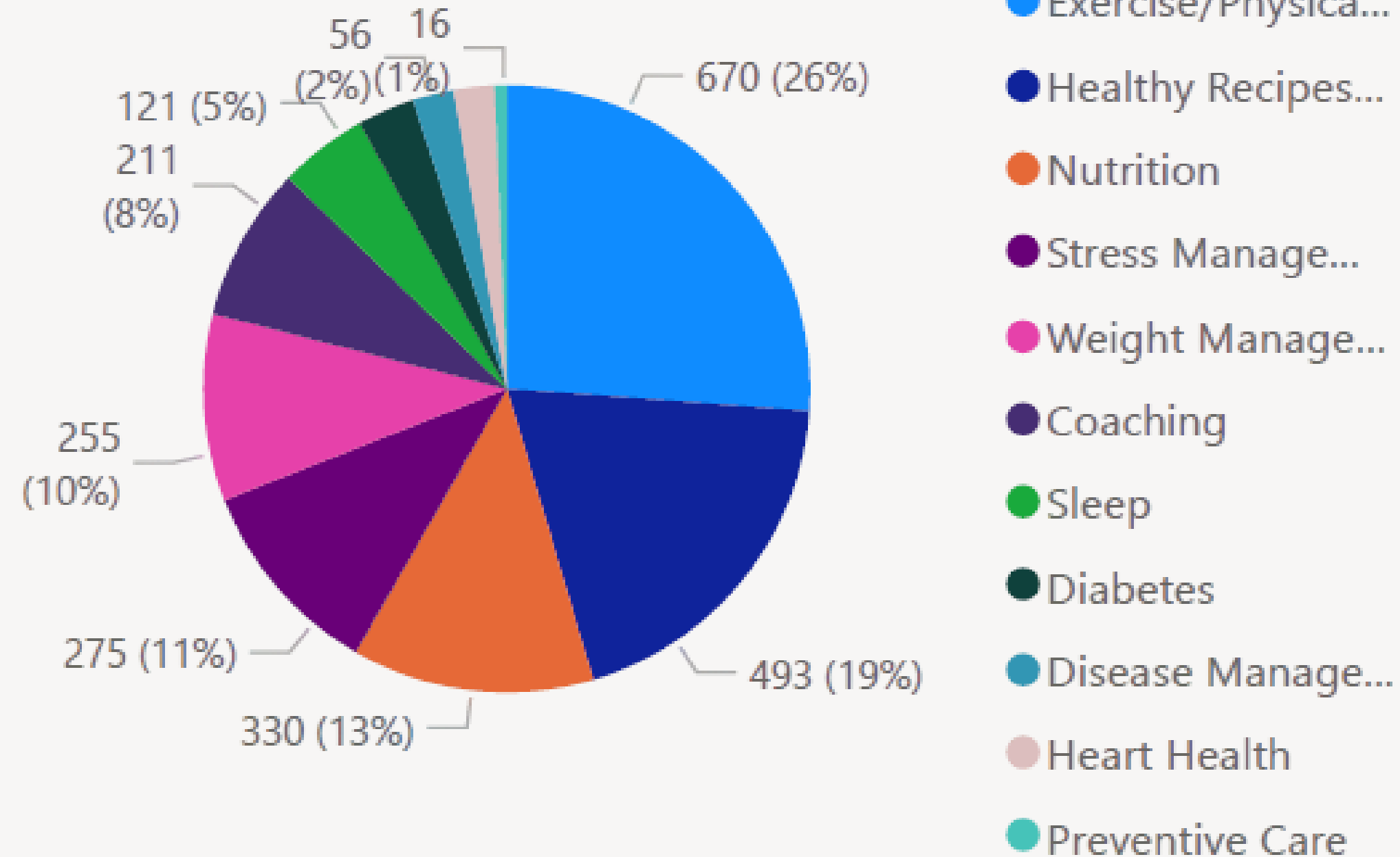
- Purpose: Personalized support for nutrition, weight management, and lifestyle.
- Three-session structure naturally supports a year-long improvement cycle:
 - **Session 1:** Goal setting and baseline assessment
 - **Session 2:** Progress review, barrier identification, skill-building
 - **Session 3:** Evaluation, refining goals, and maintaining habits
- Hybrid adaptation:
 - Virtual coaching sessions
 - AI-assisted meal planning or behavior tracking
 - Increased frequency of touchpoints

Evaluating Health Coaching

2025 Health Coaching Numbers

- 1,155 one-on-one sessions conducted
- 25 different city departments
- 98% satisfaction rate with health coaching sessions

2025 Coaching Topics



Wellness Programs must Always Adapt



Over the last few years, wellness has transitioned from being something that happens *at* the worksite to something that must be available *everywhere our people are*—whether that’s in the office, in the field, working remotely, or enjoying retirement.

- Conduct site visits or virtual information sessions with various departments and workgroups to learn ways the Wellness Program can make a difference.
- Use data and evidence-backed research to improve existing programs.
- Lean into technology and AI-enhanced tools when possible.

Thank
you!



QUESTIONS & ANSWERS

2026 WINNER SPOTLIGHT

What questions do you have for our speakers?

If you are joining virtually, put your questions in the chat!

A moderator will read questions as they are submitted.

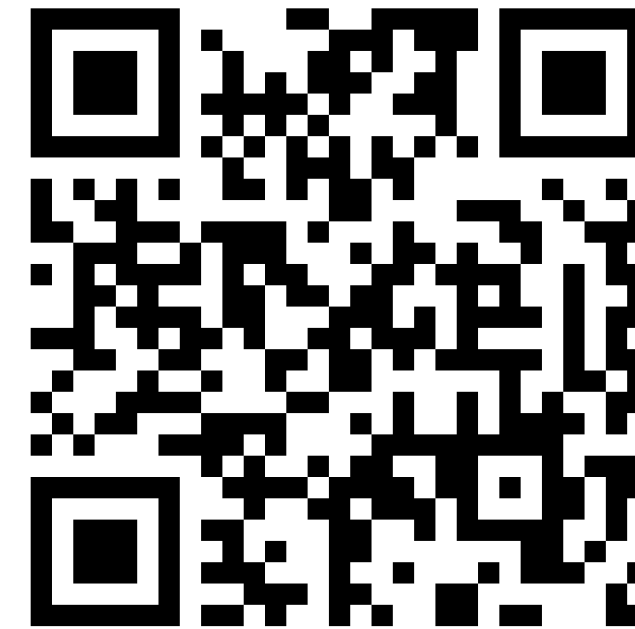


CLOSING ANNOUNCEMENTS

SESSION EVALUATION



JOIN ABGOH'S EMAIL
LIST



SEE YOU NEXT YEAR!