



# Western New York's HEALTHIEST EMPLOYERS®

## SMALL COMPANIES: 10-99 employees

### MEALS ON WHEELS FOR WNY

100 James E. Casey Drive, Buffalo, NY 14206 • [mealsonwheelswny.org](http://mealsonwheelswny.org)

- ▶ **President and CEO:** Chris Procknal
- ▶ **Product/service:** Provides nutritious food, friendship and well-being checks for vulnerable seniors and disabled individuals throughout Western New York.
- ▶ **Employees, local:** 68
- ▶ **Founded:** 1969
- ▶ **Key executives**
  - Lucian Wiza, CFO
  - Kathy Graim, COO
- ▶ **Top wellness activities:** Month-long cooking competitions such as the Soup Off and Secret Ingredient Challenge, fitness challenges such as steps contests, wellness fair for staff
- ▶ **Biggest benefits:** Staff is proactively engaged with their health. Activities and competitions are fun, boost morale and promote team building.
- ▶ **Programs in place since:** 2011
- ▶ **Awards and recognitions:** Yes
- ▶ **Why program started:** As a nutrition-oriented organization, we wanted to increase the internal conversation around health and find fun ways to encourage staff to live their healthiest lives.
- ▶ **Participation during work hours:** Yes
- ▶ **Here's some advice:** Engage staff in developing and leading wellness efforts. Find activities and measures that combine organizational goals with staff interests. Have fun.

### WESTERN DIVISION FEDERAL CREDIT UNION

6750 Main St., Williamsville, NY  
14221 • [westerndivision.org](http://westerndivision.org)

- ▶ **CEO:** Robert Harms
- ▶ **Product:** Financial products and services
- ▶ **Employees, local:** 20
- ▶ **Founded:** 1937
- ▶ **Key executives**
  - Douglas Renning, COO
- ▶ **HR contact:** Douglas Renning
- ▶ **Biggest benefits:** The team environment creates positive, healthy results.

### YOURCARE HEALTH PLAN

438 Main St., Buffalo, NY 14202 • [yourcarehealthplan.com](http://yourcarehealthplan.com)

- ▶ **President and CEO:** Dennis Graziano
- ▶ **Product/service:** Provides free or low-cost health insurance to residents in seven counties in the Buffalo and Rochester regions.
- ▶ **Employees, local:** 36
- ▶ **Founded:** 2015
- ▶ **Key executives**
  - Michael Messier, CFO
  - Kim Hess, COO
  - Joseph Stankaitis, CMO
- ▶ **HR:** Jill Parker, [jparker@monroeplan.com](mailto:jparker@monroeplan.com)
- ▶ **Top wellness activities:** Annual biometric screenings, flu shots, Step Challenge
- ▶ **Biggest benefits:** Minimizing annual cost increases in the medical plan. For the past several years, we have had zero or low single-digit increases in our medical plan. Also, encouraging and rewarding healthy behaviors.
- ▶ **Programs in place since:** 2011
- ▶ **Awards and recognitions:** Almost every program or event provides participation incentives or rewards.
- ▶ **Why program started:** To minimize the annual cost increases in the medical plan and to encourage and reward healthy behavior
- ▶ **Participation during work hours:** Yes
- ▶ **Here's some advice:** Start small. Plan two to three events or programs for the year and build from there. Form a cross-functional wellness committee. Obtain buy-in from senior leadership.