



## CLARK Securities

**LOCATION:** KEARNY MESA

**INDUSTRY:** WHOLESALE DISTRIBUTOR OF SECURITY PRODUCTS AND SERVICES

**EMPLOYEES:** 300

Three years ago CLARK Security Products, Inc. was facing double-digit increases to their medical premiums. Again. They had a choice: increase employee costs and cut benefits or try to understand what was happening and do something about it. They chose the latter.

Motivated originally by cost control, CLARK teamed up with local insurance broker Intercare and switched to a self-insured model in order to get more precise data through aggregate claims and an annual Health Risk Appraisal (HRA).

“Our relationship with our broker is really a partnership,” explains Cheryl Berg, Human Resource Generalist for CLARK. “Because CLARK doesn’t have a department or even a person whose primary responsibility is wellness, it’s important that we utilize as many resources that are available, including what our broker can provide.” Through this process, CLARK was able to identify their employees’ top five risk factors and develop programs and incentives to address them.

The result? “In the first two years we did this, two of our top five risk categories – physical inactivity and the widespread use of sleep medications – were eliminated,” says Susan Kuruvilla, President and CFO of CLARK.

Walk around CLARK for 10 minutes and you’ll see one theme emerge: wellness is fun.

“Health and wellness is integrated into what we do,” says Berg. “Our employees are changing their lifestyles because it helps them feel good, relieve stress, and it’s what everyone around them is doing.” From signage around the office, interactive educational games in their break room, staff created videos, eNewsletters, and their onsite community gardens, wellness has truly become an initiative owned by employees.

To keep this trend going, CLARK has designated an employee at all 15 of its U.S. locations to be the wellness coordinator and oversee the local wellness activities. At their corporate office, a team of employees are developing these activities instead of HR.

“I realized that there are others in the office who have amazing talents and can make our program even better,” says Berg. “Our corporate wellness committee has a lot of energy and it’s been a fun challenge to direct the team. It’s been very exciting to see how the program has evolved.”

In the end, the outcome of CLARK’s wellness campaign is not only helping to control costs but is also increasing the health and productivity of their workplace. Overall, CLARK invests \$10,000 a year into their wellness program. The company is already seeing the return. Their health care costs increased less than three percent last year, and their employee participation continues to grow.

### PROGRAM ELEMENTS:

- HRA
- Value-Based Benefits
- Personalized Health Reports
- Onsite Educational Activities
- Onsite Walking Clubs
- Fitness Challenges
- On-Site Community Gardens
- Wellness Bulletins
- Monthly eNewsletters