

BABB, INC.

INSURANCE BROKERS SINCE 1929

850 Ridge Avenue
Pittsburgh, Pennsylvania 15212-6095
Phone: 1-(412) 237-2020
Fax: 1-(412) 322-1756



December 2, 2016

Dr. Karen A. Hacker, Director
Allegheny County Health Department
542 4th Avenue
Pittsburgh, PA 15219

Dear Dr. Hacker:

As an avid supporter of health and well-being, Babb, Inc. prides itself on being a leader in this industry. **We believe that there is nothing more important than the emotional and physical well-being of our employees and their families.** By combining 18 years of experience in understanding where risk resides, two in-house health scientists with graduate degrees and access to over 70 health coaches have established a **structured, yet adaptable, five-year, well-being program.** Each year, our program focuses on one of the major areas of well-being, such as physical or financial health, while still offering supportive programming in the other areas of well-being. Even with this program in place, we are constantly striving to improve upon our current methods.

By formally committing to the Live Well Allegheny campaign, we will be able to strengthen our well-being program while **helping to improve the community around us.** The following items are ways that Babb, Inc. plans to achieve and continue to support the campaign goals:

- Babb, Inc. provides a **robust well-being program** through annual health risk assessments and biometric screenings, encourages the use of stairs through visible prompts, regularly hosts well-being lunch and learns for employees, conducts periodic weigh-ins, offers condition management programs, and provides educational materials to employees on various health topics.

Babb also offers a strong financial wellness program through financial advisors onsite, a 401k program, and various other programs and challenges designed to improve an employee's financial wellness. Employees are offered tuition reimbursement for continuing education credits for professional licenses and certifications. Babb is incredibly involved in the community through their Babb Gives Back program, which raises money for nonprofit clients and organizations throughout the year, allows employees to give hands-on help to the surrounding community on the Northside, and offers an incentive for employees who volunteer on their own time.

- In the building, facilities, and **workplace environment**, Babb, Inc. will be crafting a map of a safe walking route for employees and will continue to offer the following: healthy food/snack options through our SnakWell initiative, a free Fruit Basket that is restocked on a weekly basis, access to our on-site fitness center, a relaxation room with monthly chair massages, and standing desks for employees. Babb also has a strong program in place to ensure workplace safety among its employees as well as visiting guests.
- In **policy integration**, Babb Inc. provides a membership to a local spinning/yoga studio to all employees, offers incentives for the participation in health improvement activities, provides comprehensive health insurance with vision and dental care, and offers employee flex hours for physical or wellness activities.
- In **leadership commitment and employee ownership**, Babb currently has a Wellness Committee that has full leadership support and representatives from our various departments, our leaders show their support and actively participate in our wellness activities and programs, our mission statement supports employee health and wellbeing, and we participate in other workplace wellness certifications, such as the Pittsburgh Business Times' Healthiest Employer and the American Heart Association's Fit Friendly Worksite.

We look forward to supporting and helping to build the Live Well Allegheny campaign.

Sincerely,

BABB, INC.



Russell M. Livingston
President and CEO

There is nothing more important than emotional and physical well-being of people!