

# HIGH ACHIEVERS

ACHIEVEWELL SUCCESS STORIES // 5 STAR // 2018

## FIRST PERSON

## OVERVIEW

### COMPANY

FirstPerson, Inc.

### ACHIEVEWELL RANK

5 Star

### HEADQUARTERED

Indianapolis, Indiana

### NUMBER OF LOCATIONS

Two

### GEOGRAPHY

Indiana

### INDUSTRY

Insurance/Broker/Vendor

### EMPLOYEE COUNT

67



## ABOUT

We are a benefits and compensation advisory firm with decades of experience helping clients navigate the changing workforce. Every day we work to deliver comprehensive and cost-effective benefits that take care of their people, anticipate future needs, and result in workplaces where people are their best, day in and day out.

## HIGHLIGHTS

- Within one week of launching our wellness portal (WellRight), 83% of Peeps had activated accounts (2018)
- 31% of Peeps actively participate in all three company-wide fitness challenges (2018)
- 70% of Peeps participated in onsite screenings in 2017 and 2018

## A CLOSER LOOK

Our Senior Leadership Team (SLT) has built personal well-being into FirstPerson's strategic plan, team, and personal goals, which are evaluated in 1:1 meetings every quarter. We understand that employee well-being is a fundamental driver of individual performance and company success. To that end, we administer a comprehensive survey every year (Performance Climate Survey) to measure colleague well-being and FirstPerson's overall performance. We've learned that by leveraging technology we can provide choice and flexibility in our well-being strategy. We never lose the personal touch because we know that a balance of individual and group activities, onsite and web-based, is key to keeping engagement and morale high.

## "TAKE IT FROM ME"



“When too much emphasis is placed on operational needs and not enough attention is paid to employee well-being, your business can’t achieve peak performance. If you take care of your people, they will take care of your business.”

- Bryan Brenner, Founder and CEO, FIRSTPERSON



## PAY IT FORWARD

**What’s some advice you’d give to someone who works in health and wellness?**

Build wellness into your culture by making it ‘just the way we do things around here.’ Make incentives a piece of the overall strategy, but not the focus. That makes it possible to change the rewards based on budgetary needs with less impact on participation and engagement.

## WELLNESS IN ACTION

Our senior leaders make an effort to model well-being through their personal habits of regular fitness activity, providing opportunities for work/life balance (remote work where applicable), and frequent 1:1 conversations with Peeps about well-being.

## INNOVATION

**What is the most innovative health and well-being feature of your efforts at the workplace?**

FirstPerson has found innovation for our employees through providing choices. We have 67 unique Peeps and know that our greatest strength is in equipping them with the resources needed to achieve balance in personal well-being. We give employees \$600 a year to use on wellness-related expenses, one wellness hour of time off each month, free healthy snacks, group walks each Wednesday, onsite massages, onsite screenings and flu shots, book club, and paid Volunteer Time Off. The entire program is managed and tracked through technology (WellRight) that gives each Peep personal control and information.

**Dana Cooper**  
SVP Marketing Partnership Solutions  
[dcooper@firstpersonadvisors.com](mailto:dcooper@firstpersonadvisors.com)

**(317) 218-1560**

