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Sent: Wednesday, December 15, 2015 9:22 AM

To:

Subject: HERO Scorecard results for {your company}

Thank you again for submitting the *HERO Health and Well-being Best Practices Scorecard* in Collaboration with Mercer®. Here are the scores for {your company}.

	Your Score	National Average	Max # of Points
Section 1: Strategic Planning	12	10	20
Section 2: Organizational and Cultural Support	27	24	50
Section 3: Programs	20	22	40
Section 4: Program Integration	3	5	16
Section 5: Participation Strategies	18	22	50
Section 6: Measurement & Evaluation	9	9	24
Total Score	89	91	200

Understanding your score

Please note that while a score of 200 is theoretically possible, it is not likely nor even desirable for an employer to have every possible health and well-being program and strategy in place. The greatest value of the Scorecard is in providing an inventory of health and well-being best practices for consideration; your scores simply provide an indication of where you might find opportunities to enhance your program. Average scores vary based on employer size, and it might be most useful to compare your score to those of employers of similar size. Looking at the 396 employers that have completed the Scorecard as of December 31, 2016, respondents with fewer than 500 employees have an average total score of 80; those with 500-4,999 employees, 91; and those with 5,000 or more employees, 105. These average scores will be updated on a quarterly based and posted on the HERO website at <http://hero-health.org>.

For more information

If you would like to communicate directly with HERO about this version of the Scorecard, please send an email to info@hero-health.org, with 'Scorecard' in the subject box. We welcome your reactions, comments, and suggestions for improving the Scorecard, as well as ideas for applications for the Scorecard.

You are receiving this email because you recently completed the HERO Scorecard and provided an email address for this response. If you have questions or concerns about this email, please contact info@hero-health.org.