

HCA: Making Wellness a Priority From Top to Bottom*



Company: Leading provider of health care services, with hospitals and freestanding surgery centers in 20 U.S. states and the United Kingdom.

Key Initiatives: Since 2008, HCA has focused increasingly on the health and wellness of its affiliated employees. Based on employee feedback, HCA adjusted its wellness programs to provide greater flexibility and encourage employee initiative. HCA has made it easier for HCA-affiliated employees to participate in its wellness programs, encouraging the use of in-network personal physicians for employees to get a free office-based preventative care screening. Employees who sign a Nicotine-Free Affidavit are eligible for a discount on medical plan costs. HCA provides a wealth of resources to help participants in their wellness journey, including a partnership with the American Heart Association and coaching for smoking cessation.

HCA's culture of health extends through its employee population up to the company's CEO. In 2013, HCA Chairman and CEO Milton Johnson joined the American Heart Association's CEO Roundtable, of which KKR Co-Chairman and Co-CEO Henry R. Kravis is a co-chair. The CEO Roundtable is a coalition of leading CEOs committed to addressing employee health and wellness. CEO Roundtable companies commit to reduce chronic health conditions and increase employee engagement, while the CEOs commit to providing a personal example of healthy living.

* This Wellness Works case study highlights a company KKR believes best illustrates our focus on wellness. It is not representative of all investments made by KKR Funds, and it should not be assumed that any investment in the company identified was or will be profitable.