

A Dedication to Diversity

WellPoint, Inc., Washington, D.C.

Values at Work: Fostering Innovation Through an Inclusive Workforce

WellPoint, Inc., the largest health benefits company in terms of medical membership in the United States, serves the needs of approximately 35.4 million members nationwide. Its mission is to improve the lives of the people it serves and the health of its communities - a commitment reflected in its own innovative employment strategies.

In WellPoint's experience, a diverse workforce enhances its competitive edge by fostering innovative thinking. To promote company-wide understanding of the value of diversity, WellPoint's Corporate Diversity and Workplace Culture Department works to ensure diversity is integrated into all aspects of the company, including professional development activities, strategic hiring policies and philanthropic efforts. As a testament to its dedication, WellPoint earned a spot on DiversityInc's list of 2008 Top 50 Companies for Diversity®.

A core component of WellPoint's diversity initiative focuses on hiring and advancing individuals with disabilities, a strategy that has strong support from top management and is implemented through external partnerships. The company offers innovative workplace accommodations to ensure inclusiveness of people with disabilities, as well as competitive career paths once they join the WellPoint team.

As a way to build a diverse talent pipeline for the future, WellPoint proactively recruits entry-level professionals with disabilities through a strategic partnership with Bender Consulting, a firm dedicated to improving employment opportunities for people with disabilities. Since the partnership was formed in 2005, 50 consultants with disabilities have been placed in key positions, more than half with WellPoint's information technology team, and another 19 have been hired as full-time associates.



Deputy Secretary Howard Radzely (right) and ODEP Assistant Secretary Neil Romano (left) present a 2008 New Freedom Initiative Award to Mr. Larry C. Glasscock, Chairman of the Board for WellPoint, Inc. (DOL Photo/ Neshan Naltchayan)