

# At Whole Foods, employee benefits are chosen through workplace vote

Elections occur every three years, not four, at the Austin, Texas-based Whole Foods Market company. But employees aren't voting for politicians. They're choosing their benefits package.

About 80 percent of the company's 42,000 U.S. employees voted last year in a process administered in four languages.

A couple of years ago, the company put its employee benefits to a vote and, as a result, switched to a high-deductible health insurance plan. The company now pays 100 percent of all eligible employees' health insurance.

The organic foods grocer, which attracts many young, healthy employees, puts health care dollars into employees' personal wellness accounts. These accounts help employees pay deductibles and they roll over from year to year.

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