Workplace Fitness Matters

WELLNESS IS THE #1 AREA OF INVESTMENT AND #1 STRATEGY FOR EMPLOYERS IN 2017

Companies are moving to a more fitness-focused work culture. Organizations understand that the health and wellbeing of their employees can have a positive impact on the bottom line. In 2016, workplace wellness programs reached a new milestone with 84% of U.S. companies offering wellness initiatives or planning on expanding them over the next few years¹

The most common wellness initiatives offered by almost three fourths of employers are²:











HEALTHY EMPLOYEES = WEALTHY EMPLOYEES & EMPLOYERS

Estimates in the U.S. for the costs of chronic diseases. work-related injuries, stress, and worker disengagement adds up to more than \$2.2 trillion each year³



Just counting work days missed due to chronic disease cost U.S. employers \$153 billion a year, according to research firm Gallup



INNOVATIVE PROGRAMS AND INCENTIVES LEAD THE WAY





Among organizations analyzing wellness ROI, 93% of employers are achieving positive ROI⁴





36% offer incentives for their disease management programs²



Employers will spend an average of about \$650 on wellness-based incentives⁵

COMPANIES EXPERIENCE POSITIVE ROI & VOI⁴

Common return on investment (ROI) and value on investment (VOI) results achieved by companies include:

Improved health risk assessment data

51%

Reduced health care costs

51%

Reduced abnenteeism

Reduced prevalence of diseases

Increased productivity

HEALTH-RELATED EMPLOYEE PERKS WORK

Competition/gamification and one-on-one coaching are common features of wellness programs, offered by 64% and 62% of participants, respectively²



Participation rates for biometric screening and health risk questionnaires increased by more than 20 percentage points when incentives were utilized²



Wellness Program Participation Rates Increased when an incentive was added to the benefit²:

Health

Screenings

No Incentive - 40%

Weight Loss

Incentive Added - 57%

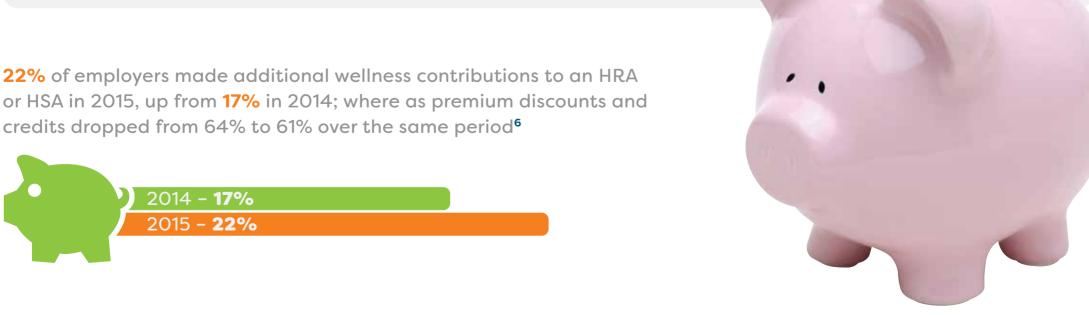
Programs

No Incentive - 17% Incentive Added - 37%

Nutrition Program No Incentive - 22% Incentive Added - 32%

22% of employers made additional wellness contributions to an HRA or HSA in 2015, up from 17% in 2014; where as premium discounts and







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Sources:

2. PwC Health and Wellbeing Touchstone Survey Results June 2016 3. Global Wellness Institute's (GWI) 2016 Future of Wellness at Work Study

4. The International Foundation of Employee Benefit Plans 2016 A Closer Look: Workplace Wellness Outcomes Report measuring ROI and VOI with data

5. National Business Group on Health: Quick Surveys 2016 6. 2015 bswift Benefits Study

from 372 U.S. organizations