

Health equals wealth — How wellness programs are making business better

The challenge of health care costs is one that businesses large and small are constantly trying to manage. In the simplest terms, there are two types of health care costs. The cost of caring for the acutely sick, and the cost of reducing the overall number of sick by managing health and wellness. While both are important, employers have come to realize they can have a meaningful impact only on the latter. And they're doing so in droves.

Use less, spend less

It's a simple fact that healthy employees cost less to insure. As a result, workplace wellness programs benefit both employees and employers. Nearly all large businesses and three-quarters of small ones offer some kind of wellness program, and a third are offering incentives to those who participate¹, a number that seems certain to grow.

A few behaviors drive most costs

The power of wellness lies in the fact that a relatively small number of conditions are driving the lion's share of costs. In fact, as few as eight risks and behaviors, including smoking and lack of health screening, drive 15 chronic conditions that account for 80 percent of the total cost for all chronic illnesses worldwide. A wellness program that focuses on just three of the eight could produce savings of as much as \$700 per employee per year.²

The value of wellness

Studies have shown that every \$1 invested in overall wellness efforts yields a return of \$1.50, and efforts that target chronic diseases such as diabetes and obesity yield \$3.80.³ Wellness strategies have been shown to lower workers' compensation claims by \$2,554, lower short-term disability claims by \$451 and lower total medical spend by 20%.⁴

But employers are discovering other benefits as well. Companies with established strategies are seeing near-term gains in recruitment, productivity and retention. Their employees are 38 percent more engaged and 28 percent more likely to recommend their workplaces.⁵ These advantages are especially pronounced among millennials, who have come to expect a workplace culture focused on wellness.

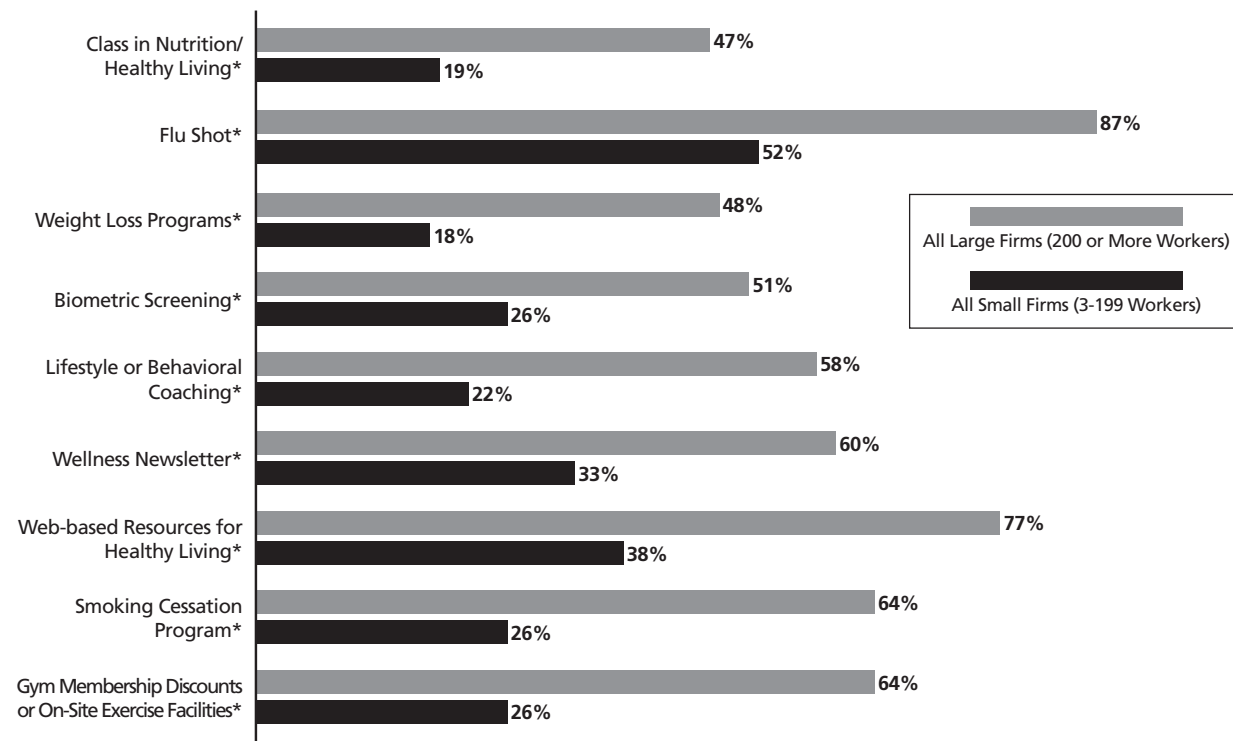
Tips for starting a wellness program

If your company doesn't offer a wellness program, it's never too late to start. First, take a close look at your employee base to assess your current level of wellness. An employee interest survey can determine what tools and resources may be of interest in your organization. Surveys are available through your insurance provider or online. Next, collect data to identify gaps and potential strategies. Then consult with your insurance provider to set measurable and

Firms offering at least one wellness program to their employees, 2014*



Percentage of firms offering a particular wellness program to their employees, 2014



* Estimate is statistically different between All Small Firms and All Large Firms within category (p<.05) Source: Kaiser/HRET Survey of Employer-Sponsored Health Benefits

achievable goals and create a detailed plan that aligns with your business goals, overall employee health profile and budget. Once the plan is in place, provide ongoing support to ensure your program remains relevant and engaging and implement strategies such as participation incentives to ensure maximum participation. Finally, review your results on a regular basis to see which initiatives are having the most significant impact on your employees' health and your company's bottom line.

Workplace wellness shouldn't feel like work

Aside from keeping costs in check, employee wellness programs are a great way to attract talented people, keep them happy and productive and decrease turnover. The key to success is encouraging well-being while keeping it fun. From on-site yoga to scavenger

hunts to wearable technology challenges — the more creative you are with wellness, the more engaged your employees will be. There's no better way to create a culture where employees choose to live a healthier lifestyle, rather than being forced to do so.

1. Employer Health Benefits Survey, Health Research & Educational Trust, 2014.
2. Health Care Survey, Aon Hewitt, 2012.
3. "Do Workplace Wellness Programs Save Employers Money?," Rand Corporation, 2014.
4. "Proof Positive," Zoe Consulting, 2012.
5. "Workplace Wellbeing," Quantum Workplace, 2015.

Always be in the know

To learn more about how workplace wellness can benefit your business, visit WhyChooseExcellus.com.

WELLNESS IN THE WORKPLACE

HOW THE FEW AFFECT THE MANY



BENEFITS BY THE NUMBERS

When Wellness Is a Part of an Organization's Overall Strategy⁶:



20% lower medical spend



\$451 lower Short Term Disability claims



39% of people with obesity reduce BMI by > 1pt/year (5-10 lbs.)



\$2,554 lower Workers' Comp claims

Employees are:



38% more engaged



10x less likely to be hostile



17% more likely to still be working there in 1 year



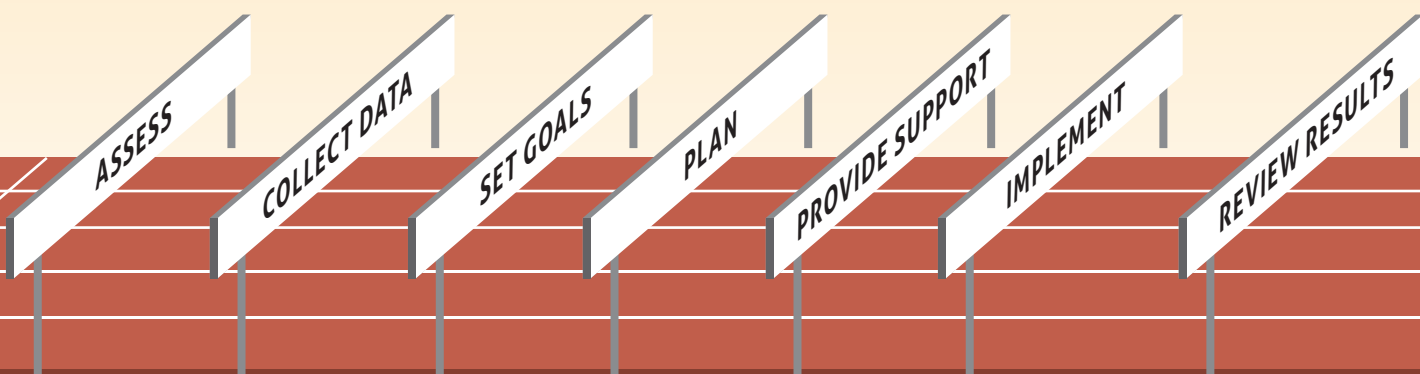
28% more likely to recommend their workplaces



18% more likely to go the extra mile for the organization

SEVEN STEPS TO SUCCESS

Workplace wellness consultants will work with your organization to:



Learn more at WhyChooseExcellus.com

Excellus

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