



ROI on HOLISTIC WELLNESS PROGRAM

BOTTOM LINE VALUE: Every **\$1** invested in proper healthcare & wellness intervention yields an average savings of **\$6** in overall human capital costs- from sick days and psychological issues to productivity strains and major employee losses due to physical health issues.

#1 Decreased Health Insurance & Care Costs

FACT: 90% of the cost of healthcare is incurred by only 10 - 15% of the population

FACT: Average of 26% reduction in health costs

#2 Increased Productivity & Performance

FACT: reduces employees' concern over personal and family issues which causes productivity losses that costs avg \$1,685 per employee/per year

Aflac WorkForces Report Lost Productivity Calculator for 500 Employees (example)

- 25% employees say they've been distracted at work because of personal issue in last 12mos
- Average 40hr employee work week
- Employers say an average of 20% of productivity is lost due to concern about personal issues
- Impact of lost productivity is: **1,000 hours per week**

#3 Increased Company Loyalty

FACT: Employees with supportive supervisors are 1.3X more likely to stay & are 67% more engaged

Aflac WorkForces Report Turnover Cost Calculator for 500 Employees

- Assume 31% of employees will look for new job in next 12 months = 155 person turnover
- Assume cost of 20% worker's salary (avg \$48K) to recruit, replace & train new hire = \$9,664
- Turnover cost is: \$1,497,920/annually

#4 Workplace Morale & Increased Engagement/Personal Responsibility

FACT: 75% of employers with wellness programs see improved worker satisfaction

FACT: 69% of employees would participate in wellness programs if provided by their companies

FACT: Employees participating in corp wellness programs = 70% more satisfied in their jobs

FACTS:

- 62% of workers feel extreme stress, fatigue
- Sources of stress: 32% say people issues, 41% say workload, 64% say finances
- 30+% show: irritability, anger, anxiety, lack of motivation, overwhelmed, depression

#5 Reduced Absenteeism & Sick Leave

FACT: Every \$1 spent in wellness = up to **\$3 savings** in absenteeism costs

FACT: Achieves an average of 28 percent reduction in sick days

#6 Decreased Workers' Compensation Claims

FACT: Average of 30% reduction in workers' compensation and disability management claims

FACT: Non-obese employees filed 50% fewer claims; obese employees had 7X more medical costs & spent 13X more days away from work after a workplace injury or illness.

* References: IHCC, AFLAC Workforces Reports 2014-16, Duke University Medical Ctr, Center for American Progress, Bureau of Labor Statistics, International Foundation of Employee Benefits Plans (IFEPPB), Statista, Ameyo.com