

Executive Report Summary

By implementing a health management program, this small employer has acknowledged the need to move employees and spouses towards better health and well-being. The results show here are examples of components that contribute to the progress and measurable success this employer has made over a three year period. In addition to the significant improvements on paper, this company has seen a noticeable changes in company morale, culture, number of sick days, and the original purpose of introducing a wellness program—reduced medical premiums.

Incentive

Benefit enrolled employees and spouses are required to participate in the events listed below for a \$75 single / \$150 couple quarterly health benefit premium reduction. Required events include:

- Biometric Screening (provided on-site)
- Completion of a Health Risk Assessment
- Participation in quarterly Health Coaching sessions
- Set and achieve minimum of one action or maintenance health goal

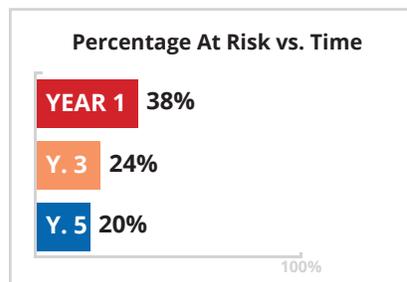
Participation

Participation in wellness events is the key to organizational behavior change; therefore above 85% participation in each event is the goal. This employer encouraged participation by showing leadership support, offering a premium-based incentive, including spouses in the program, and having a strong communication plan.

	Eligible Members	Participated in HRA	Participation Percentage
Year 1	93	81	87%
Year 2	84	66	79%
Year 3	73	64	88%

Return on Investment

Calculated by finding the difference between paid medical claims per contact per year (savings), minus the cost of the wellness program. This company had a \$4.63 return for every \$1 invested in their 1st year.



Detail Summary

FITNESS RELATED RISKS

25% of employees have improved their physical activity from No Activity to more than 3 days per week.

CANCER RELATED RISKS

11% of employees have reduced their risk of developing cancer.

NUTRITION RELATED RISKS

Employees made an **8% improvement** in those at risk due to excess weight.

OVERALL WELLNESS SCORE

The goal over time is to improve the overall wellness score of your organization. Research has shown that this score correlates closely with health care costs, productivity, overall well-being, and quality of life. This employer has reduced the health risks of its population **by 18%** over the course of their three-year program.

MULTIPLE RISK FACTORS

The presence of multiple risk factors has show a direct correlation to increased medical premiums more than any other factor. This company shows a **9% improvement** in those with no risk factors over three years.