

Executive Report Summary

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

Incentive

After the member participates in all three events listed below, the employer awards with a \$200 contribution to a Flex Spending account. Required events include:

- Biometric screening (provided onsite)
- Completion of a Health Risk Assessment
- Participation in two Health Coaching calls

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	273	63%	67%
Year 2	260	60%	83%
Year 3	237	66%	88%

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 wellbeing, and quality of life. This WI employer has reduced the health risks of its population **by 10%** over the course of their three-year program.

Detail Summary

FITNESS RELATED RISKS

8% of employees have improved their physical activity from No Activity to more than 3 days per week.

CANCER RELATED RISKS

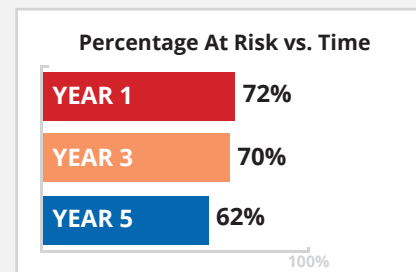
22% of employees reduced their risk of developing cancer.

NUTRITION RELATED RISKS

Employees made a **10% improvement** in those at risk due to poor nutritional habits.

MULTIPLE RISK FACTORS

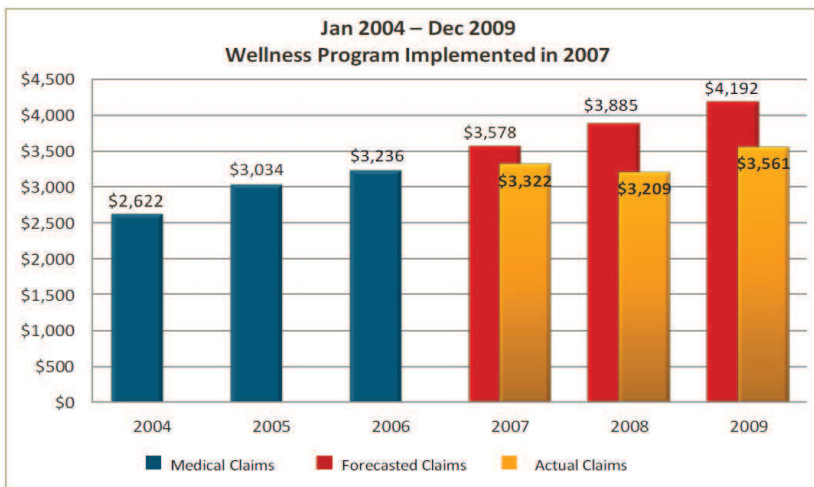
The presence of multiple risk factors has shown a direct correlation to increased medical premiums more than any other factor. This company shows an **8% improvement** in those with no risk factors over six years.



Return on Investment

Return On Investment for this client was calculated by finding the difference in medical claims per contract per year, or the savings per employee each year, minus wellness program cost, to equal savings of over \$6 per dollar spent over three years.

Looking at the chart below, you will see the actual average medical claims per employee for this client during the three years prior to introducing a wellness program, and the stabilization and savings from predicted claims during the first three years of the program. This client is potentially saving over \$600 per employee.



Projected Client Savings

PRODUCTIVITY

Productivity decreases as the number of health risks increases. For example, persons with 5+ risk factors show a 12+% decrease in productivity, on average. For this client, the excess cost due to decreased productivity from existing risk factors is \$170,593/year, or \$1,302/employee/year. A realistic expectation is to reduce risks by 20% per year over several years, saving this client over \$34,000.

ABSENTEEISM

Work loss time from physical or mental health problems or injury is a direct economic cost to any organization. This employer has an average work loss time due to sickness or an accident of 3 days/year. This results in yearly excess costs for absenteeism of \$27,549 or \$210/employee. By reducing the number of sick days to 1.5 days/year, this client has the potential to save almost \$14,000 per year. (Excess cost is based on employees with an average wage of \$23/hour)

EXCESS HEALTH CLAIMS

The excess health claims (based on 131 employees) due to existing risk factors are \$315,639 per year for this organization, or \$2,409 per employee. A realistic expectation is to reduce risks by 10–20% per year over several years. If this company reduced health risks by 20%, potential savings is \$63,128. At 30% reduction in risks, this company has the potential to save over \$90,000.