

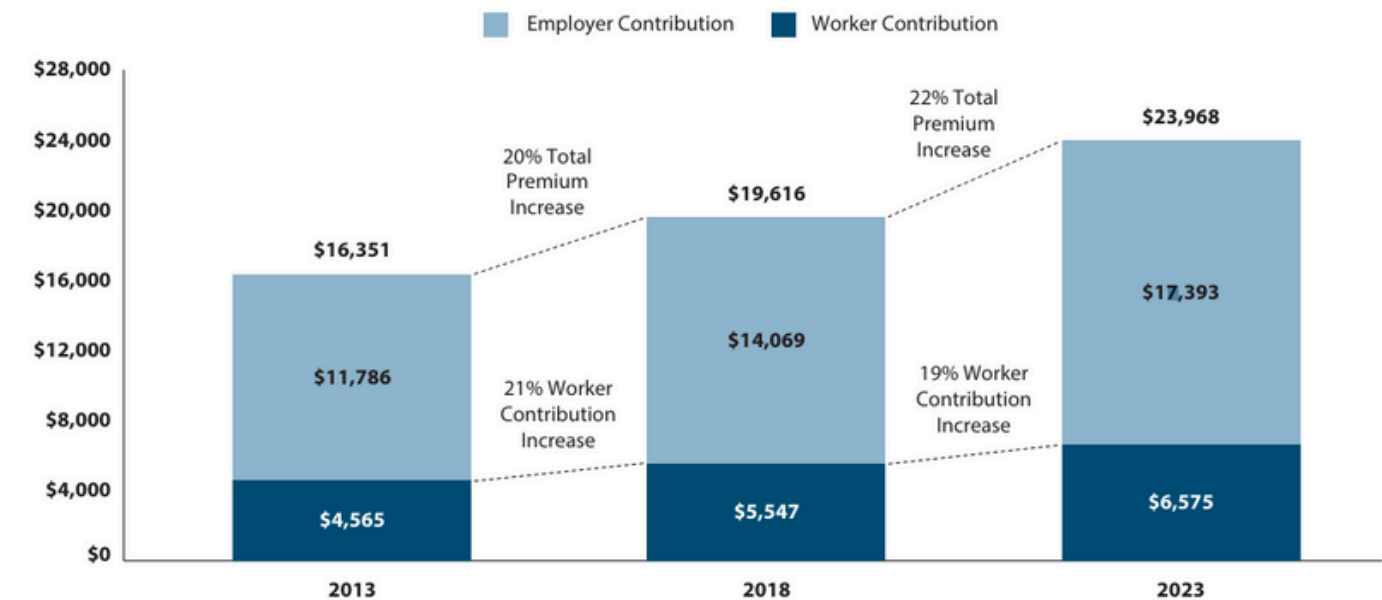


MAKING THE CASE FOR WORKPLACE WELLNESS



GOOD HEALTH IS GOOD BUSINESS: MAKING THE CASE FOR WORKPLACE WELLNESS

Average Annual Worker and Employer Premium Contributions for Family Coverage, 2013, 2018, and 2023



SOURCE: KFF Employer Health Benefits Survey, 2018 and 2023; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2013.

RISING HEALTHCARE COSTS PRESENT A SIGNIFICANT BURDEN FOR BUSINESSES

Employers contribute approximately 72% of employee health insurance premiums, representing a significant cost for both small and large businesses.

EMPLOYEE HEALTH RISK FACTORS

Reducing the risk of chronic disease for employees through healthy lifestyle behaviors such as physical activity, a healthy diet, and tobacco cessation is good for business. With increasing healthcare costs, and employees spending upwards of 40 hours a week at work, employer based wellness programs are crucial to improving the health of Genesee County residents.

Increased employee risk for chronic diseases leads to increased cost for employers; high risk employees equal high costs.

Modifiable Health Risk	Prevalence in US Adult Population	Per Capita Costs			Potential Cost per 100 employees*
		Additional Healthcare	Productivity Loss	Total	
Stress	40% ³	\$413 ³	\$301 ⁴	\$714	\$28,560
Smoking/ tobacco use	14% ⁶	\$2,000 ⁷	\$1,807 ⁸	\$3,807	\$53,298
Physical inactivity	28% ⁹	\$1,429 ⁹	\$482 ¹⁰	\$1,911	\$53,508
Depression	7% ¹¹	\$2,184 ³	\$649 ¹²	\$2,833	\$19,831
Hypertension	45% ¹⁴	\$2,000 ¹⁵	\$392 ¹⁶	\$2,392	\$107,640
Obesity	42% ¹⁷	\$1,775-\$11,481 ¹⁸	\$617-\$1,707 ¹⁸	\$2,392-\$13,188	\$100,464-\$553,896
Poor sleep/ insomnia	35% ²⁰	\$1,400 ^{20†}	\$1,293-\$3,156 ²¹	\$2,693-\$4,556	\$77,455-\$142,660
Binge drinking/ alcoholism	17% ²³	\$89 ²⁴	\$581 ²⁵	\$670	\$4,020-\$11,390

Source: *Organizational Costs of Unhealthy Habits*. Avidon Health LLC (2021).



WHY WORKPLACE WELLNESS?

Multiple studies have found that workplace wellness can lead to cost savings for companies.

- Most chronic conditions—and the massive healthcare and other costs they drive—can be prevented by simply helping people avoid or eliminate key unhealthy behaviors (such as poor diet or smoking).
- The organizational cost impact of key modifiable behaviors and associated health risks averages over \$3,600 per employee per year.
- Investing in appropriate programs to help employees prevent or end their struggles with unhealthy behaviors can mitigate these costs.

Source: *Organizational Costs of Unhealthy Habits*. Avidon Health LLC (2021).

WORKPLACE WELLNESS PROGRAM BENEFITS

CONTROLLING HEALTH CARE COSTS

Healthier Employees Cost Less

INCREASED PRODUCTIVITY

Healthier Employees Are More Productive

REDUCED ABSENTEEISM

Healthier Employees Miss Less Work

ENHANCED IMAGE FOR YOUR COMPANY

A Company That Cares About its Employees Health is Often Seen as a Better Place to Work

