

# Investing in employee wellness is just good business.

Managing health care costs is a challenge for companies of all sizes. But whether you employ six people or 6,000, there's a universal truth that can help keep your costs under control: healthy employees cost less to insure.

It's a revelation that has the majority of employers on board with workplace wellness. In fact, a recent survey showed that 61% of organizations offer general wellness programs, and a whopping 92% offer at least one type of wellness benefit to their employees.<sup>1</sup>

## Don't offer a wellness program? It's never too late to start.

Investing in the health of your employees is easier than you might think, especially when you have someone there to guide you along the way. A Workplace Wellness Consultant from Univera Healthcare can help you:

- Understand the wants, needs, and concerns of your workforce through employee surveys to determine which program is right for your organization.
- Set measurable, achievable goals and create a detailed plan that aligns with your overall budget and employee health profile.
- Provide ongoing support to ensure your program remains relevant and engaging.
- Regularly review results to see which initiatives are having the biggest impact on employee health and your company's bottom line.

## Workplace wellness shouldn't feel like work.

Beyond keeping costs in check, wellness programs are a great way to attract talented people, decrease turnover, and keep employees happy and productive. The key to success is encouraging well-being and healthy lifestyles while keeping it fun. The more creative you are, the more engaged your employees will be.

**Learn more about how our wellness programs can benefit your team at [UniveraForBusiness.com](https://UniveraForBusiness.com)**

**Real people who really care.**

# \$1.50

the return on every dollar invested in overall wellness efforts<sup>2</sup>

# \$3.80

the return on every dollar invested in programs targeting chronic diseases (diabetes, obesity, etc.)<sup>2</sup>

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## 4 Tips for Creating an Engaging Wellness Program

1. Collaborate with your employees to understand what they're most interested in
2. Offer rewards or bonuses for healthy behaviors and changes like smoking cessation and participating in weight loss programs
3. Get creative with things like on-site yoga, scavenger hunts, smoothie machines, and standing desks
4. Consider other benefits such as a 24-hour nurse line, CPR/first aid training, or an on-site blood pressure machine

The logo for Univera Healthcare features the word "univera" in a blue serif font, with a stylized yellow and blue icon above the 'i'. Below "univera" is the word "HEALTHCARE" in a smaller, blue, all-caps sans-serif font.

# (How) Do Wellness Programs Really Work?

Workplace wellness is sweeping the nation, with over half of employers in the U.S. offering their employees some kind of overall wellness program.<sup>1</sup> Better yet, these programs are doing good by both the workforce and their employers.

# 8

## 8 Risks and Behaviors ...

- 1 Poor Diet
- 2 Poor Stress Management
- 3 Excessive Alcohol Consumption
- 4 Physical Inactivity
- 5 Smoking
- 6 Lack of Health Screening
- 7 Insufficient Sleep
- 8 Poor Standard of Care

## ... Drive These 15 Chronic Conditions

- 1 Congestive Heart Failure
- 2 Lung Disease
- 3 Diabetes
- 4 Coronary Artery Disease
- 5 Cancer
- 6 Arthritis
- 7 High Cholesterol
- 8 Allergies
- 9 Sinusitis
- 10 Depression
- 11 Kidney Disease
- 12 Hypertension
- 13 Back Pain
- 14 Obesity
- 15 Asthma

**Accounting for 80%  
of total cost for  
all chronic illnesses  
worldwide**

## When Wellness Is Part of an Organization's Overall Strategy, Everyone Wins<sup>3</sup>



**39%**

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



**\$2,554**

lower Workers' Comp claims



**20%**

less in medical spend



**\$451**

less in Short-Term Disability claims



**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