



2008 Workplace Wellness Survey Results



Wellness Survey

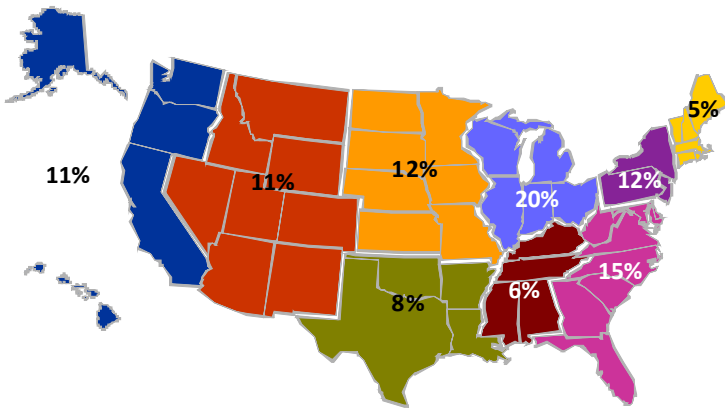
Workplace wellness continues to be a hot topic. There are many different types of wellness programs. The essence of these programs is to encourage employees to take preventive measures to avert the onset or worsening of an illness or disease, and to adopt healthier lifestyles.

Employers may utilize a wide range of wellness initiatives, from on-site gyms to simple wellness newsletters. You can achieve savings and increased productivity with just a few simple activities that promote healthy behaviors. What's important is getting started. Having a plan, along with one or two health promotion activities, can serve as a foundation for a more comprehensive program down the road. If your company isn't participating yet, these results might help you think about your next steps.

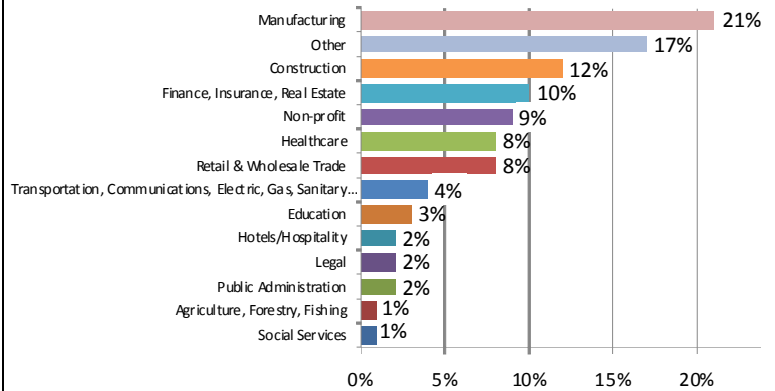
This survey was intended to uncover the trends in current wellness programs, along with gauging future employer needs, as more of you utilize this strategy as a portion of the overall health plan. A total of 1870 respondents completed the survey.

Demographic Information

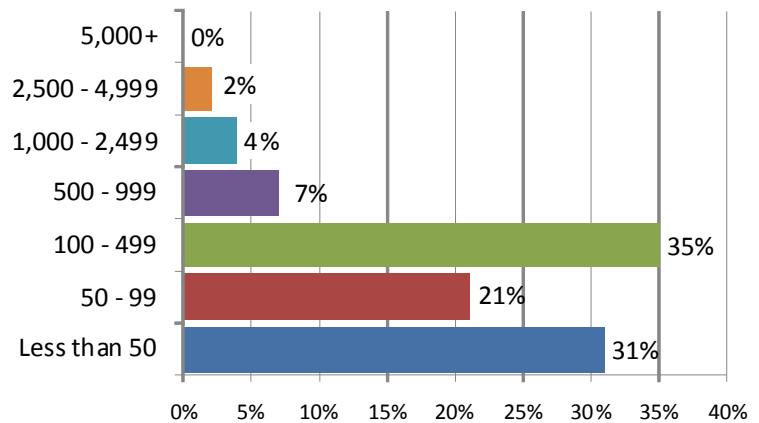
In which region is your organization based (the most employees)?



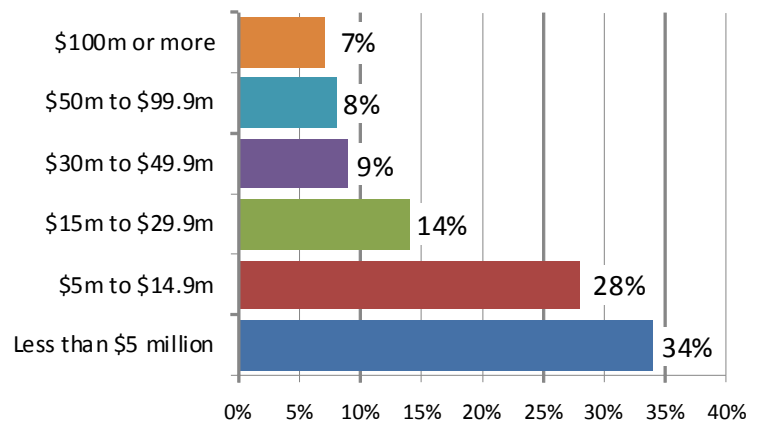
In which industry/sector does your organization operate?



How many employees does your organization have?



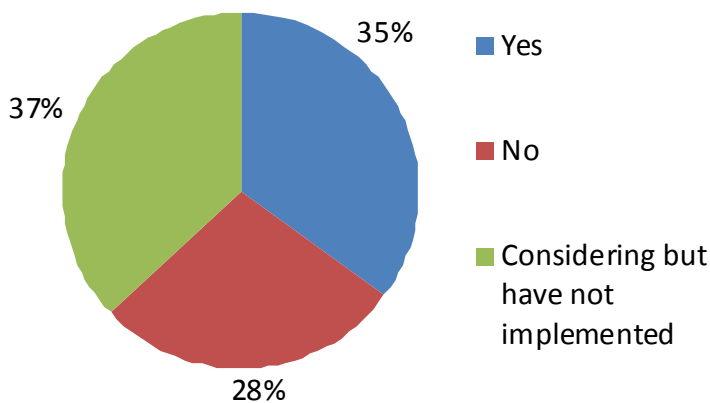
What is your organization's annual revenue?



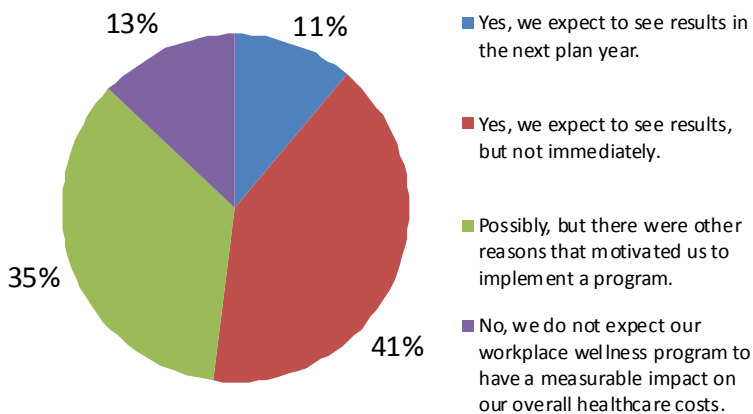
Your Wellness Program

There is a high level of interest toward wellness programs – nearly 72 percent of the respondents are currently utilizing or considering a wellness program. This is in line with last year’s results. The top two reasons for implementing a wellness program are improved employee health and a decrease in healthcare costs. Eighty-three percent report no tangible savings yet, but 67 percent are not yet evaluating their programs. Eight percent have experienced reduced healthcare costs, and eight percent have seen less absenteeism. Fifty-two percent expect their programs to reduce their overall health costs.

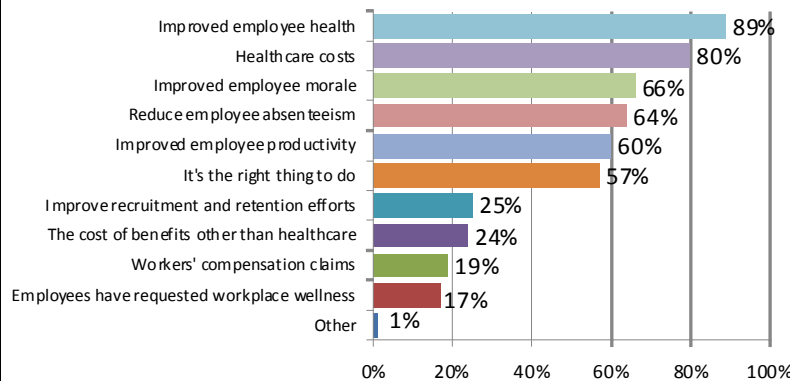
If you have implemented a workplace wellness program, do you expect the program to reduce your overall healthcare costs?



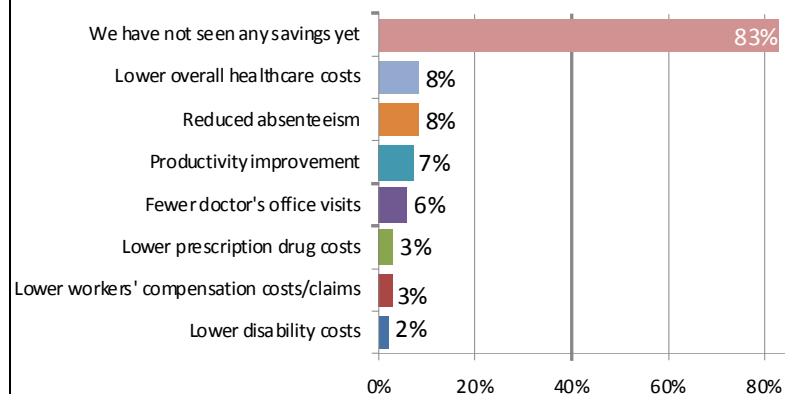
Has your organization moved towards a focus on improving employee health through wellness programs?



What factors influenced/are influencing your decision to implement a workplace wellness program?



If you have seen a reduction in costs as a result of your wellness initiative, where have you realized a savings?

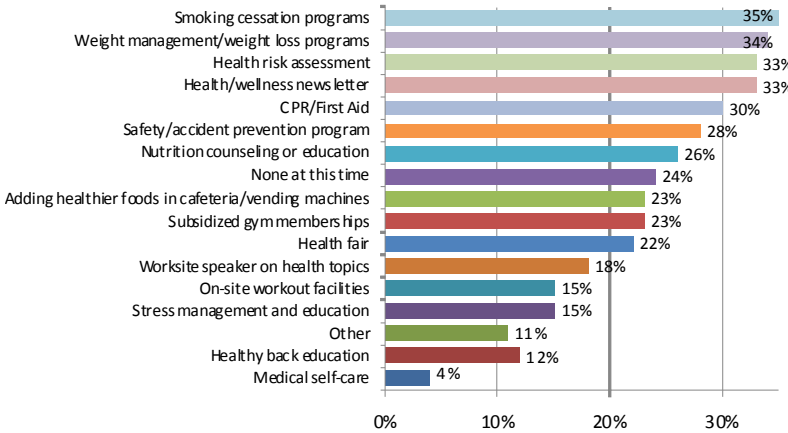


For those respondents with programs in place, smoking cessation, weight management, health risk assessments, first aid, health newsletters, first aid and safety are the most common programs.

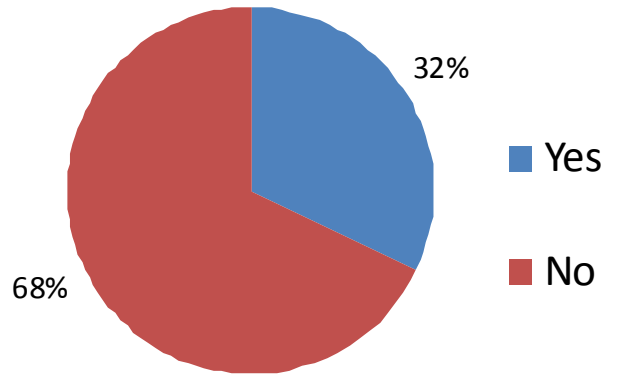
Incentives can produce significant changes in behavior, are easy to understand and administer, and can be combined to increase their motivational impact. As powerful as incentives can be, only 26 percent of respondents are using them along with their wellness programs. This number is trending upward compared to last year. Contact your broker for ways to incorporate incentives into your wellness programs.



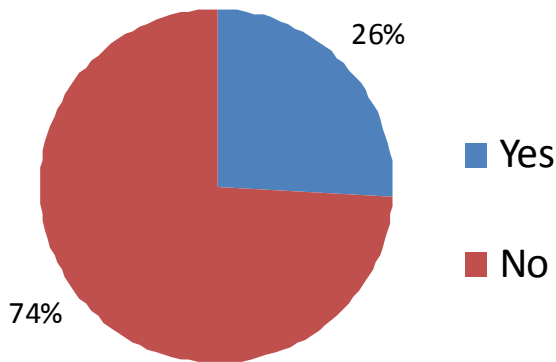
What type of programs do you offer as part of your wellness initiative?



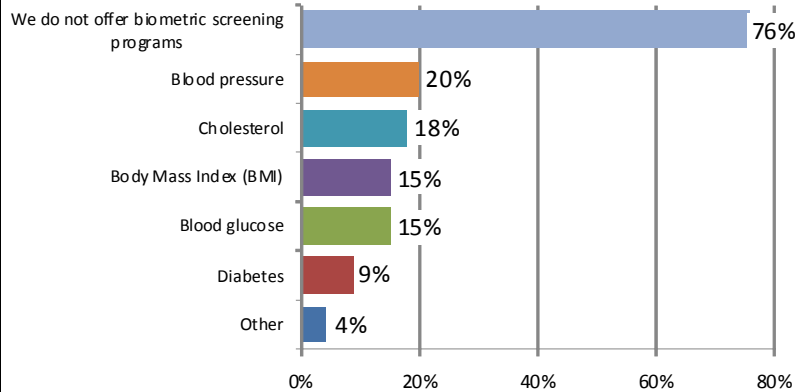
Have you linked your incentive structure to benefit plan design? (i.e. employee contribution, deductible, flex contribution)



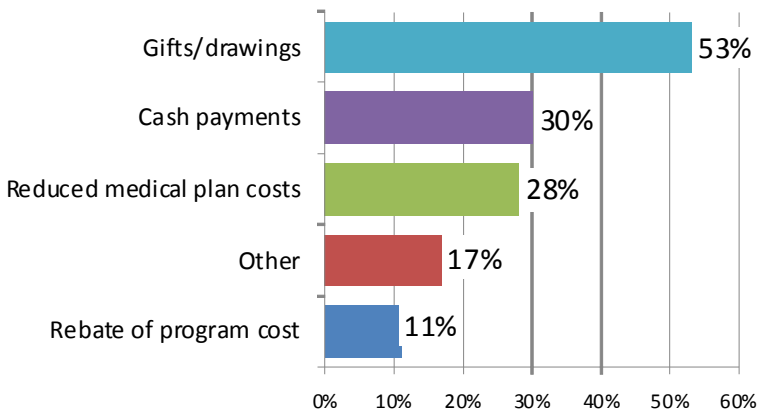
Do you offer an incentive for participation in your wellness programs?



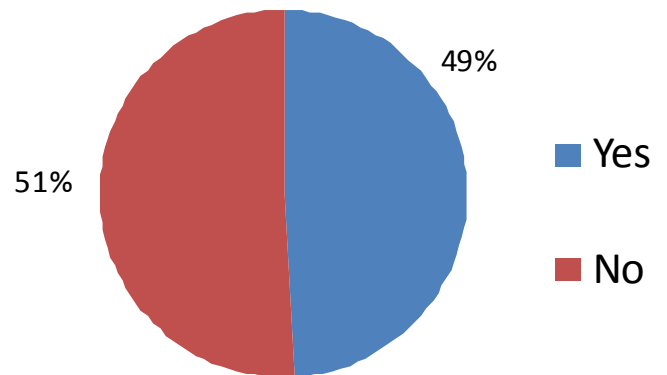
Do you offer any of the following biometric screening programs?



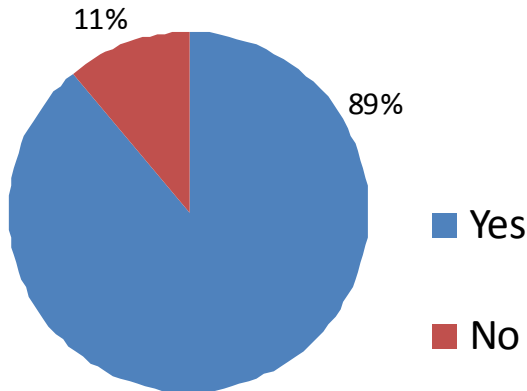
What type of participation incentives do you offer?



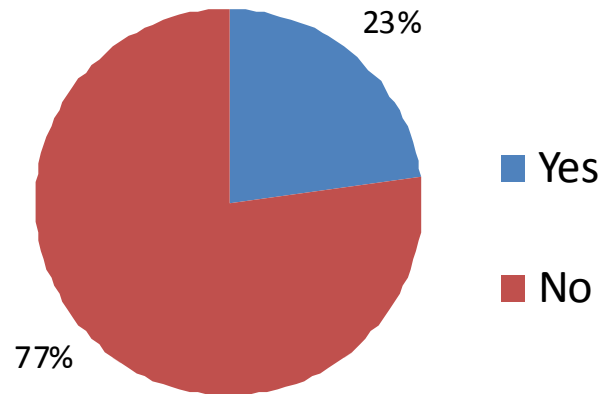
Do you have an employee assistance program?



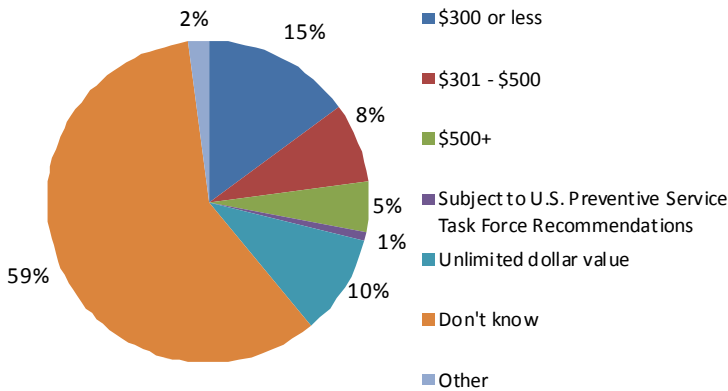
Do you cover preventive care checkups in your health plan?



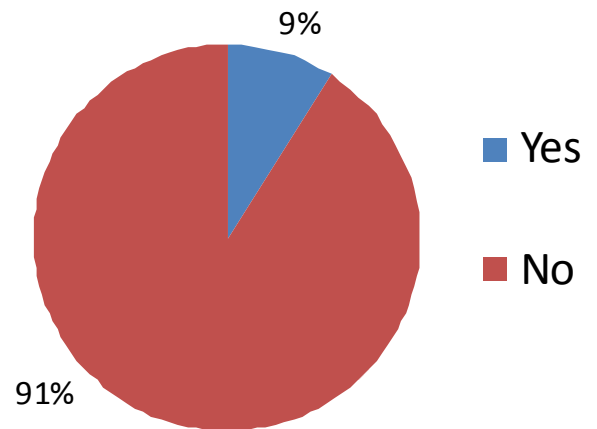
Do you have a wellness committee that includes employee participants?



What is the annual dollar amount allocated to preventive care per covered member?



Have you hired any trained staff to run your wellness program?



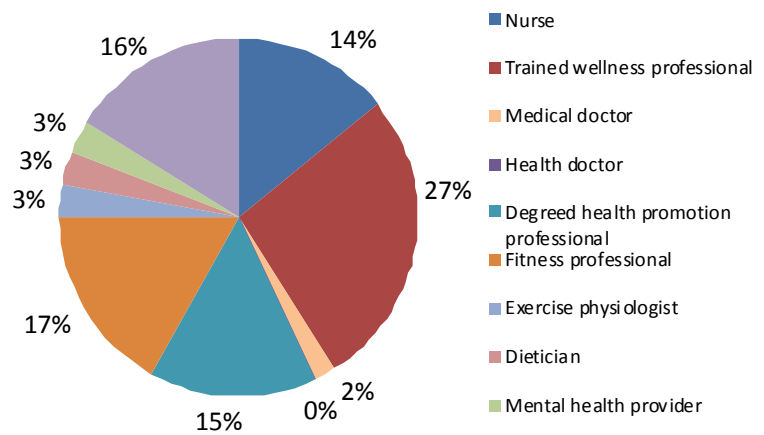
Wellness Staff

Studies show that wellness committees help to garner "buy in" from both management and participants, and to develop a program that is responsive to the needs of all potential participants. Twenty-three percent (up from 19 percent last year) have wellness committees that include employee participants.

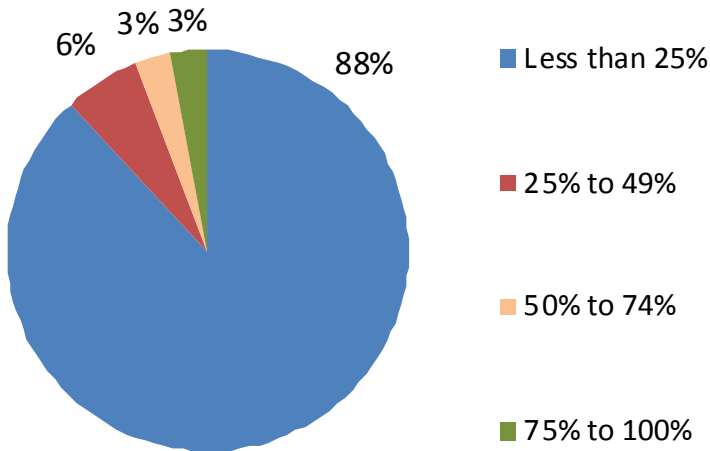
Staffing a wellness program is clearly a challenge, particularly for smaller employers. Most rely on their benefits staff for assistance.

Don't forget about your broker. Your benefits broker is an amazing workplace wellness resource. Contact your broker for assistance with getting started, low-cost wellness activities and resources ideas, and wellness employee communications.

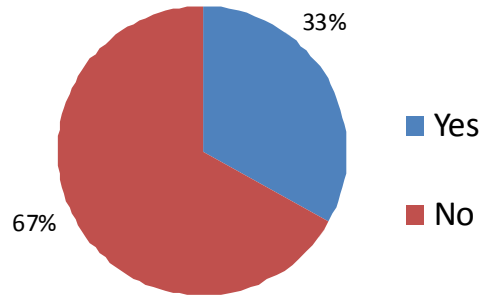
If so, what is their background?



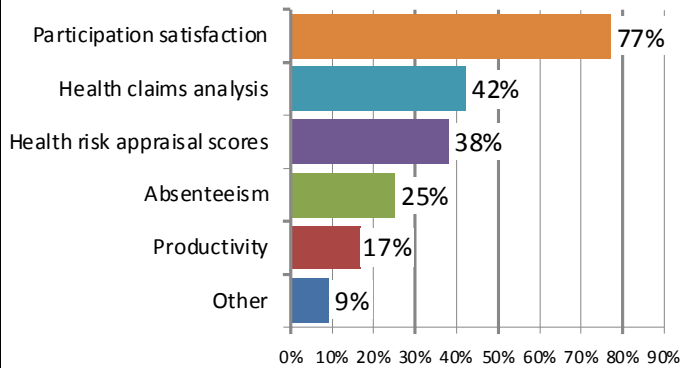
What percentage of a full-time position is allocated to wellness?



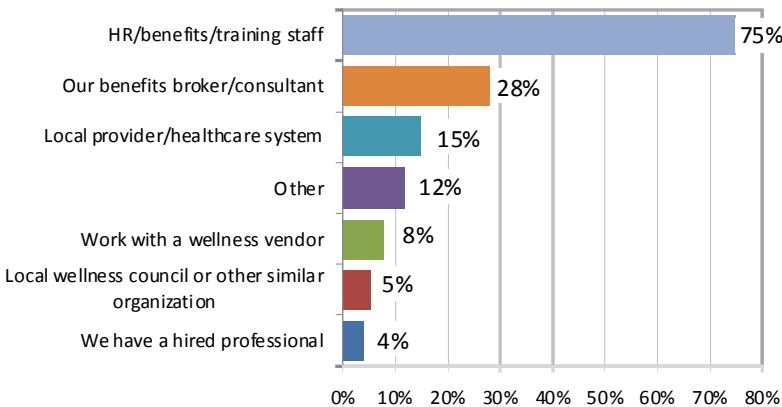
Do you evaluate your wellness program?



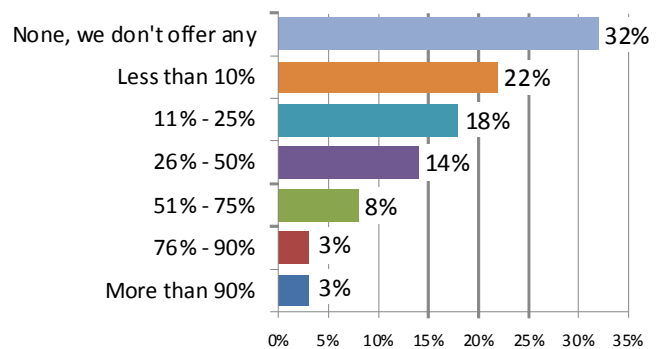
What evaluation methods do you use?



If you have not hired a professional to specifically run your wellness program, who assists with your program?



What percentage of employees participate in company-sponsored wellness programs?

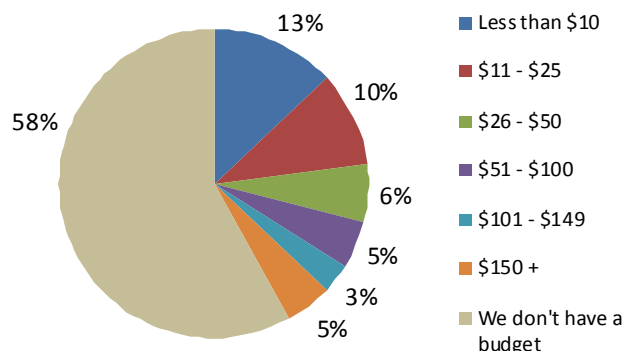


Program Needs

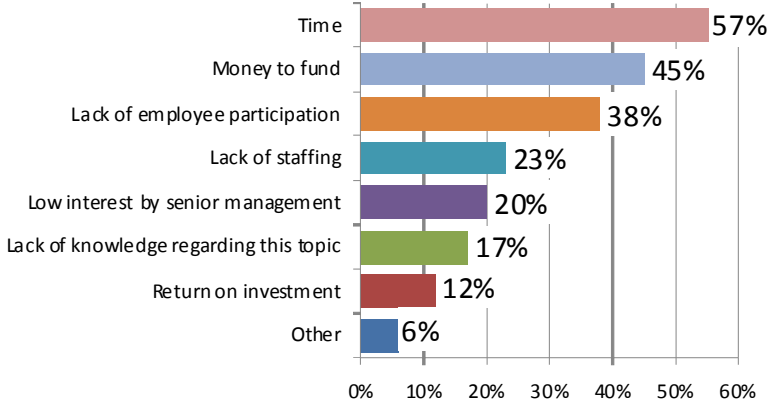
Getting a wellness program started still has many challenges. Aside from the top barriers of time and money, ongoing participation from employees is the other most frequent reason for programs being unsuccessful. In fact, 54 percent of employers offering wellness programs have employee participation levels at or below 50 percent. This remains consistent with last year's findings.

Your broker can help you address all three of these challenges. Your broker has the tools you need to get your program off the ground along with low-cost program resources and activities. Your broker can also offer ideas on how you might improve incentives and communication to improve participation levels.

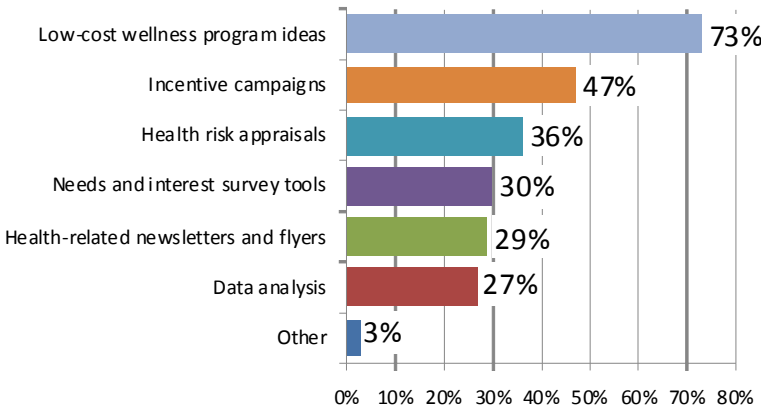
What is your annual budget per employee per year for the wellness program?



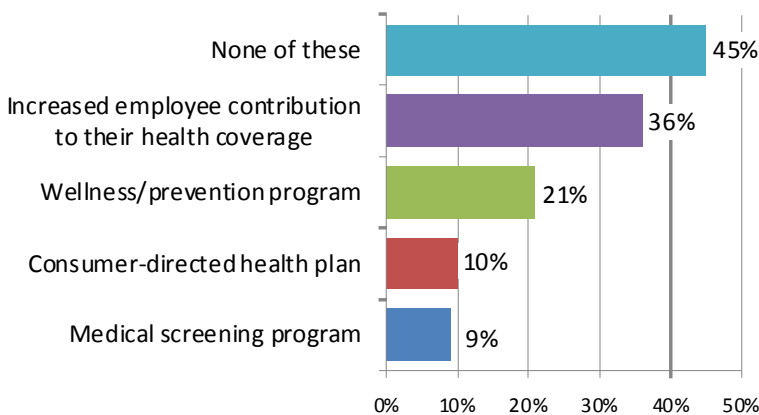
What is the biggest barrier you encounter regarding wellness programming?



What are your greatest areas of need with regard to wellness program resources in the next 2 years?



In the past year, have you introduced any of the following?



Summary

Encouraging employees to adopt healthier lifestyles is a tall order – for both the employees and those that are implementing the programs. However, successful wellness programs are proven to not only reduce healthcare costs, but also to improve employee health, morale, and productivity. The time and money that you put into your wellness program is well worth it. According to the Wellness Councils of America (WELCOA), for every \$1 you invest in your wellness program, you will get \$3 back. Here are their seven best practices in building a comprehensive, effective wellness program:

- 1. Capture senior-level support.** A commitment from the top is critical to the success of any wellness initiative.
- 2. Create a wellness team.** Include a cross-section of program participants, including employees.
- 3. Collect data that will drive your health initiatives.** This data will guide you in what kind of health programs to offer.
- 4. Craft an annual operating plan.** A plan is instrumental in holding the team accountable to the goals, objectives, and timeline agreed upon.
- 5. Choose appropriate health initiatives.** They should address prevailing risk factors and be what both employees and management want.
- 6. Create a supportive environment.** Provide employees with encouragement, opportunity, and rewards.
- 7. Consistently evaluate your outcomes.** Evaluation allows you to celebrate goals that have been achieved and to discontinue or change ineffective initiatives.

Wellness programs make healthy employees and a healthy business – helping the bottom line.

Contact Corporate Health Systems, Inc. to discuss how this survey information can assist you in your future benefit plan strategies.

This survey was conducted from August 1, 2008 to September 30, 2008 through the MyWave Web site provided by Corporate Health Systems, Inc. The survey was anonymous, so responses have not been validated for statistical significance or margin of error.

