

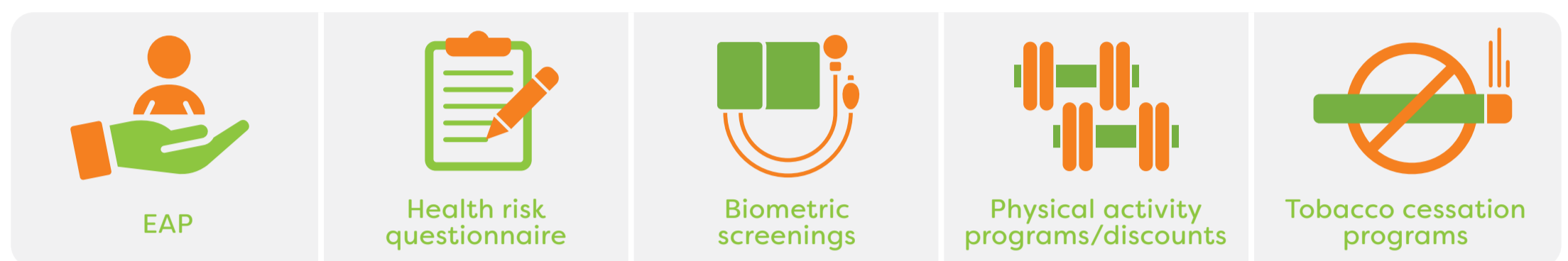
Workplace Fitness Matters

WELLNESS IS THE #1 AREA OF INVESTMENT AND #1 STRATEGY FOR EMPLOYERS IN 2017

Companies are moving to a more fitness-focused work culture. Organizations understand that the health and wellbeing of their employees can have a positive impact on the bottom line. In 2016, workplace wellness programs reached a new milestone with **84% of U.S. companies offering wellness initiatives or planning on expanding them over the next few years¹**



The most common wellness initiatives offered by almost three fourths of employers are²:



HEALTHY EMPLOYEES = WEALTHY EMPLOYEES & EMPLOYERS

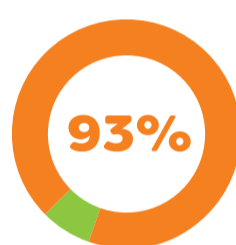
Estimates in the U.S. for the costs of chronic diseases, work-related injuries, stress, and worker disengagement adds up to more than **\$2.2 trillion each year³**



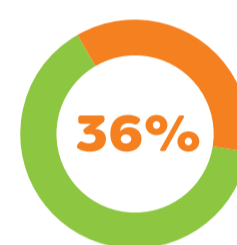
Just counting work days missed due to chronic disease cost U.S. employers **\$153 billion a year**, according to research firm Gallup



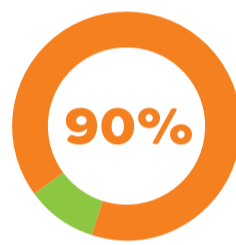
INNOVATIVE PROGRAMS AND INCENTIVES LEAD THE WAY



Among organizations analyzing wellness ROI, **93% of employers are achieving positive ROI⁴**



36% offer incentives for their disease management programs²



90% of participants offer incentives for their wellness programs²



Employers will spend an average of about **\$650 on wellness-based incentives⁵**

COMPANIES EXPERIENCE POSITIVE ROI & VOI⁴

Common return on investment (ROI) and value on investment (VOI) results achieved by companies include:



HEALTH-RELATED EMPLOYEE PERKS WORK

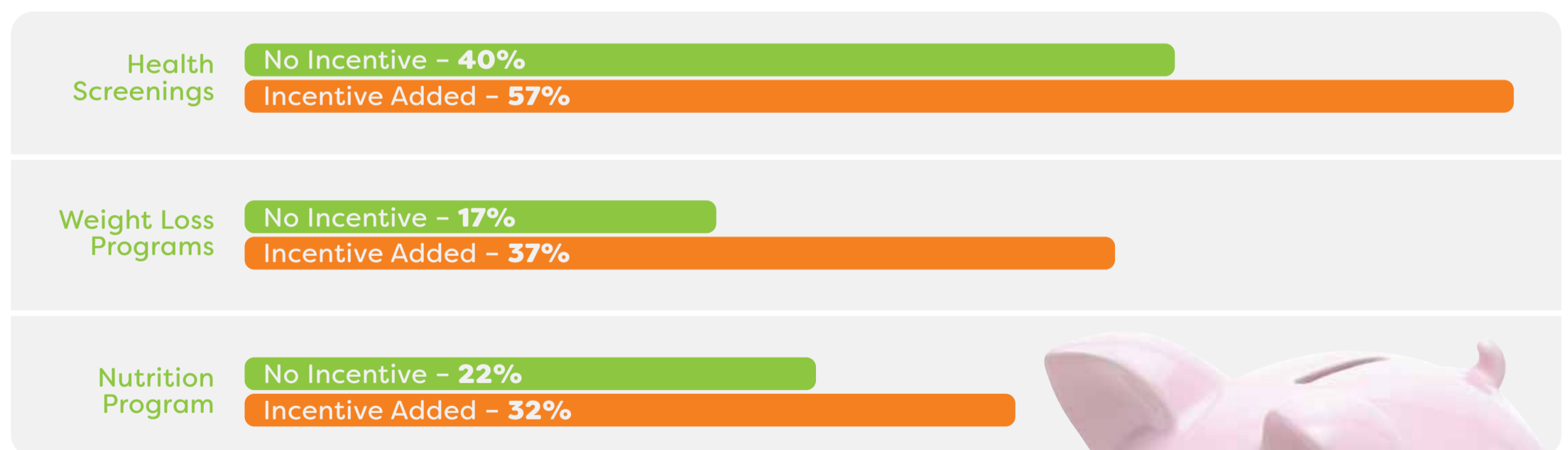
Competition/gamification and one-on-one coaching are common features of wellness programs, offered by **64%** and **62%** of participants, respectively²



Participation rates for biometric screening and health risk questionnaires increased by **more than 20 percentage points** when incentives were utilized²



Wellness Program Participation Rates Increased when an incentive was added to the benefit²:



22% of employers made additional wellness contributions to an HRA or HSA in 2015, up from **17%** in 2014; where as premium discounts and credits dropped from 64% to 61% over the same period⁶

