



worksite**wellness**  
well-being for your bottom line

## ROI Statistics

Gathered from Wellness Councils of America  
and other named sources



# What is the REAL cost of neglecting prevention and Wellness?

- 50% of Bankruptcies in the U.S. are due to serious illness
- Many companies spend more money on health care than they do providing their product or service
- U.S. spends \$2.3 Trillion per year on health care, which is 4 times the amount we spend on Defense
- HMO's spend more money treating Adverse Drug Reactions than on the drugs themselves
- 75 million Americans are disabled by chronic pain
- U.S. Spends 15.3% of the GDP on health care compared to Countries with Universal Health Care 6-9%



# Return on Investment Statistics

- Dupont reduced absenteeism by 47.5% over six years for the corporate fitness program participants. (Health Behavior)
- Steelcase showed that medical claims costs were 55% lower for corporate fitness program participants than non-participants over a six year period - an average of \$478.61 for participants vs. \$868.88 for non-participants. (The American Journal of Health Promotion)
- The Canadian Life Assurance Company found turnover among fitness program participants was 32.4% lower over a seven year period compared with non-participants. (Canadian Journal of Public Health)
- Blue Cross Blue Shield of Indiana found that its corporate fitness program had a 250% return on investment; \$2.51 for every \$1 invested over a five year period. (American Journal of Health Promotion)



# Return on Investment Statistics

- The Travelers Corporation reported that its health promotion yielded a 19% reduction in sick leave use over the four year study with a \$3.40 return for every dollar spent, yielding a total corporate savings of \$146 million in benefits costs. (Wellness Councils of America)
- Superior Coffee and Foods, a subsidiary of Sara Lee reports that the wellness program for its 1200 employees showed 22% fewer hospital admissions, 29% shorter hospital stays, and 42% lower expenses per admission when compared to other divisions. Long term disability costs were down by 40%. (Wellness Councils of America)
- For every \$1 spent on wellness, companies save \$3.48 on Health Care and \$5.82 in regards to Absenteeism. (Wellness Councils of America)
- Five recent studies with large sample sizes show a strong correlation between obesity and absenteeism. (Aldana, 2001 /WELCOA)
- 75% of money lost in corporations is due to Presenteeism. (WELCOA)



# ROI - Back Care Programs

- In one year, the Boeing Company decreased the number of back injuries by 34% and saved more than six million dollars by monitoring injuries as they occurred. (Stamper 1987/WELCOA)
- Coca-Cola Bottling Company reduced employee back injuries by 32%. (Peterson 1990/WELCOA)
- CSX Transportation saw a 43% reduction in back injuries. (Peterson 1990/WELCOA)
- DuPont reported that it saved \$10 million from its back care program. (Peterson 1990/WELCOA)
- Seattle-area Fred Meyer stores saw their L&I Claims reduced by 25% in one year by implementing a back care program.



# ROI - Cardiovascular Health

- Travelers Insurance Company, over a four year period, saved \$3.40 for every dollar spent on heart disease prevention focused wellness programming. (Pelletier, 1993/WELCOA)
- Dietary intervention and smoking cessation programs are less costly than drug therapy in regards to cardiovascular health.
- Opportunities for individual coaching for high risk employees is a critical component of wellness programming when you consider that 20% of the employees are responsible for creating 80% of a company's health care costs. (WELCOA)



## Improved Health with Cholesterol Reduction

- Honeywell, Inc showed 48% of participants lowered their cholesterol levels after one year. (Nass, 1992)
- Stratus Computers showed participants lowered their cholesterol levels 15-19%. (Service et al., 1995/WELCOA)

## Effects of Risk Reduction Strategies

- Of 4 cardiovascular risk reduction strategies (HRA, risk factor ed, behavioral counseling, behavioral counseling w/ incentives) evaluated for cost effectiveness and sustained reduction in risk, only behavioral counseling showed significant risk reduction at 12 months and was cost effective at both 6 and 12 month follow ups. (Oldenburg et al., 1995/WELCOA)



# ROI - Movement

- Movement programs prompt improvements in productivity, stress, absenteeism, presenteeism, recruitment, retention, corporate image, employee morale and satisfaction. (WELCOA)
- Participants in the Mesa Petroleum Company's fitness program had significantly lower medical costs averaging at \$173 compared to \$390 for non-participants. 55% reported NO medical costs, and the vast majority were participants in the program. (WELCOA)
- Participants in DuPont's fitness program used 14% less disability days than non-participants, equalling a total of 11,726 fewer disability days for DuPont. (Pelletier, 1993)



## ROI - Hypertension

- Honeywell's Life Savers program generated a 64% reduction in participants' blood pressure. (Nass, 1992/WELCOA 2002)
- At Stratus Computers, participants lowered their diastolic blood pressure by ~9 points. (Service et al., 1995/WELCOA 2002)

## ROI - Preventing Injury and Illness

- By focusing on injury and illness prevention, Aspen Imaging International lowered compensation claims by 50% over 2 years. During these 2 years, claims dropped by \$379,000. (Morehouse, 1992)



# ROI - Smoking Cessation

- Reduced absenteeism and reduced costs related to chronic disease and disability due to smoking cessation programs produce immediate cost savings. (Jeffrey et al., 1993/WELCOA 2002)
- UNUM Life Insurance reported a return of \$1.81 for every dollar spent on their smoking cessation program. UNUM estimated an annual savings of \$132,000 to \$237,000 from this program. (Olson, 1995/WELCOA 2002)