



Exploring Best Practices for **Employee Wellness Programs**

Presented by WellRight & Terryberry

Presenters



Tad Mitchell
WellRight
tmitchell@wellright.com



Mike Byam
Terryberry
mbyam@terryberry.com



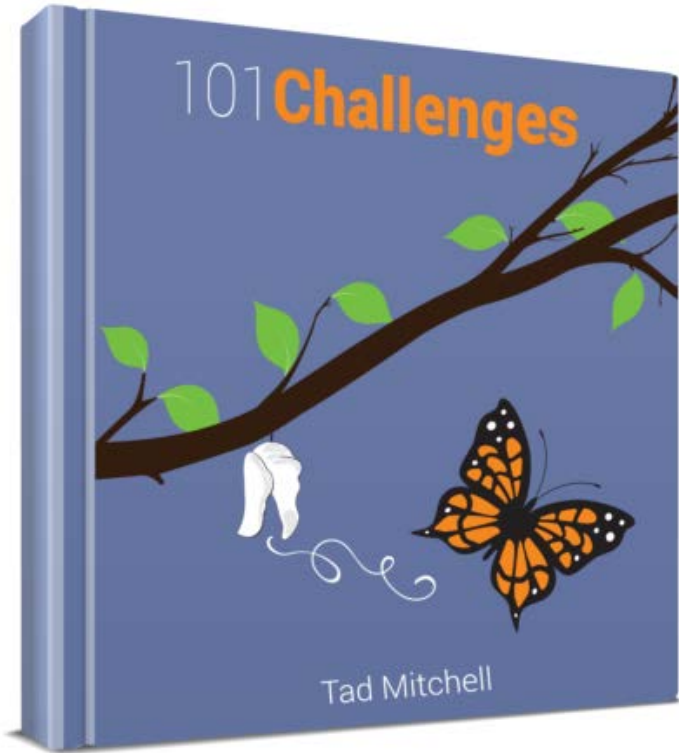
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Do you currently have a wellness program at your organization?

- ☐ Yes
- ☐ Looking to implement one soon
- ☐ No
- ☐ I'm not sure

*“Wellness is a broad topic and can mean many different things. **What should a complete wellness program include?**”*



*“Good participation is certainly key to an effective employee wellness program. What benchmarks do you have for participation rates and **what can employers do to achieve maximum participation?**”*



If you have a Wellness program, what % of your employees participate annually?

- ☐ < 15%
- ☐ 15-25%
- ☐ 26%-50%
- ☐ 51%-75%
- ☐ >75%

*“What are best practices for **tailoring wellness programs** in order to fit the needs of employees who are at different stages of their wellness journey or have different wellness needs?”*



*“What **return on investment** can employers realistically expect to achieve for their wellness programs?”*

WHY WELLNESS?

Value On Investment and Return On Investment—Both Matter

Value On Investment

15%

Employee Retention

Turnover rate for unhealthy employees vs. 9% for health employees.¹

68%

Employee Benefit

Of U.S. employers offer a wellness program. Employees are expecting it during the hiring process.²

67%

Company Culture

Of employees said having a wellness program motivated them to achieve company goals.³

3-4

Presenteeism

More sick days are taken per year by tobacco users and 1-2 by obese employees than healthy employees.⁴

9

Productivity

Days worth of smoke breaks are taken each year by tobacco users. That's a lot of time away from work!⁵

Return On Investment

\$1.50 -
\$6

Real Return

Return for every dollar spent on wellness has been experienced by employers.⁶

20%

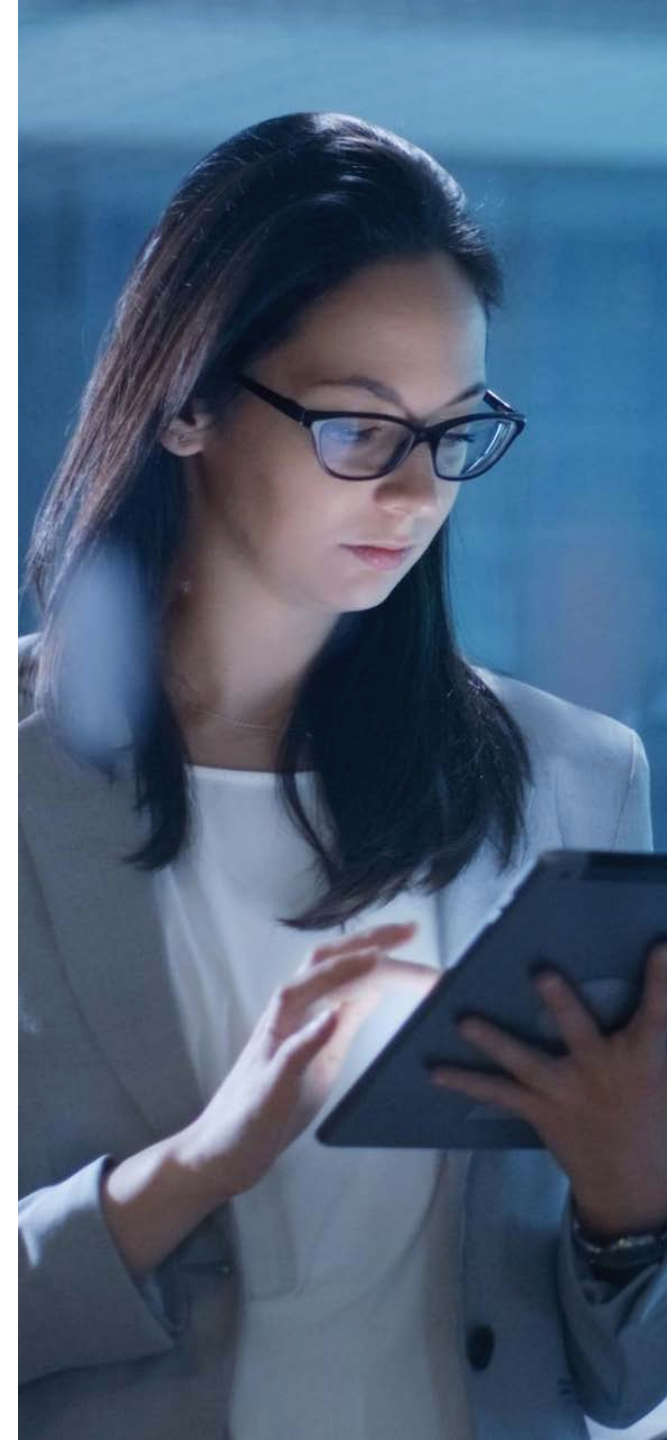
Reduction in Medical Spend

Reduction in wasted medical spend after about three years.⁷

30%

Cost Savings

Reduction in medical spend for obese employees and 15% reduction for tobacco users when a targeted wellness program is in place.⁸

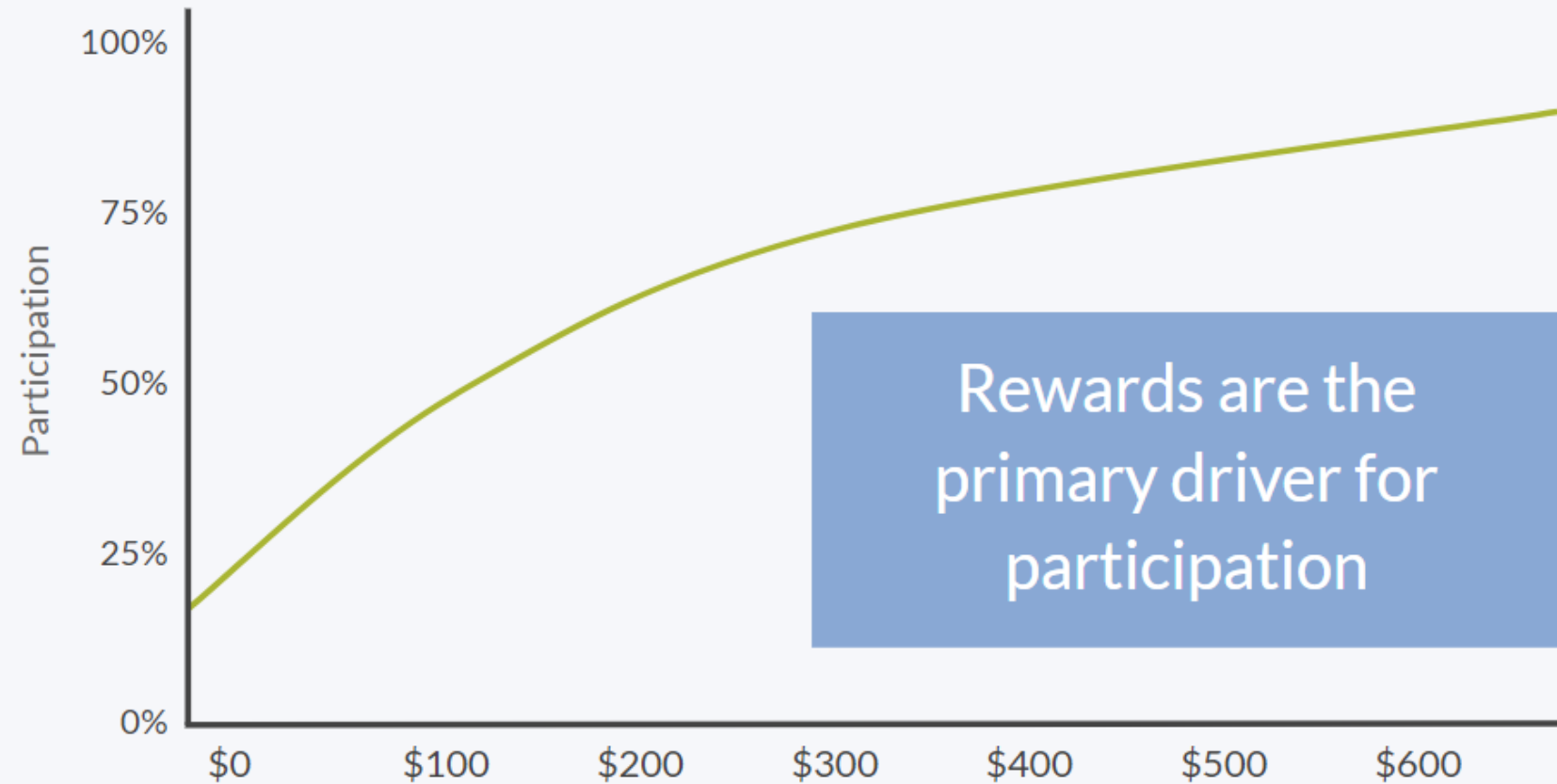


If you have a Wellness program, what do you invest annually in rewards?

- ☐ <\$100 per employee
- ☐ \$101-\$400 per employee
- ☐ \$401-750 per employee
- ☐ \$751-1,500 per employee
- ☐ >\$1,500 per employee

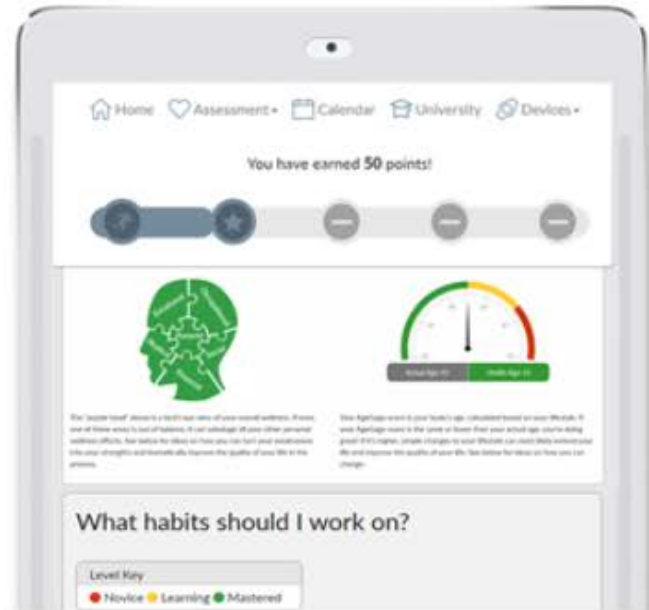
Participation Rates

Participation varies depending on program design



“What is the appropriate level of rewards?

*Do you have experience when too few or too many
were given?”*



*"In today's workplace, many employees work outside the office. **Whether it's in the field or at home, how do you effectively encourage healthy behaviors?"***



If you have a wellness program in place or if you plan to implement a program, choose the top 3 desired outcomes.

- ☐ Increase productivity
- ☐ Improve retention & recruitment of top talent
- ☐ Employee engagement and well-being
- ☐ Reduce healthcare cost

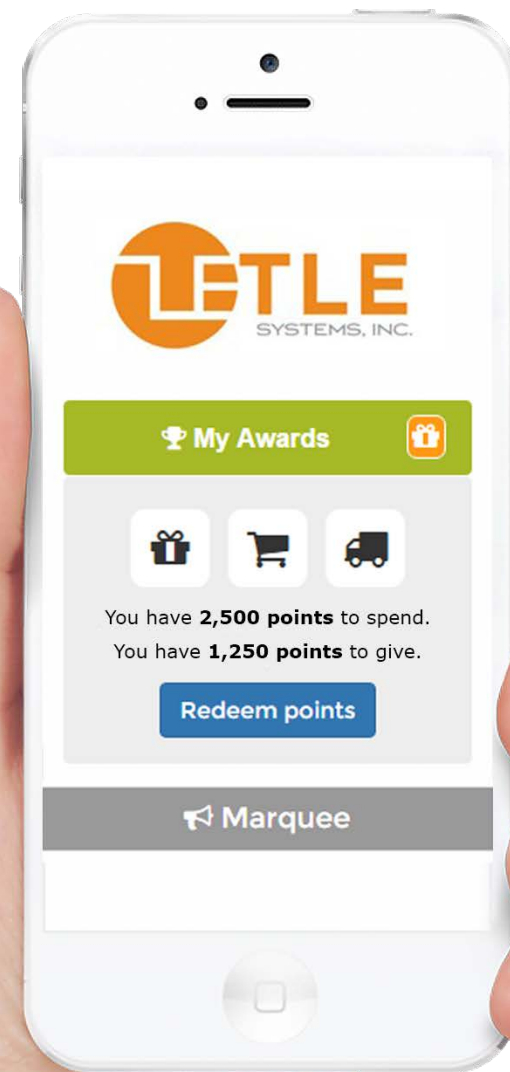
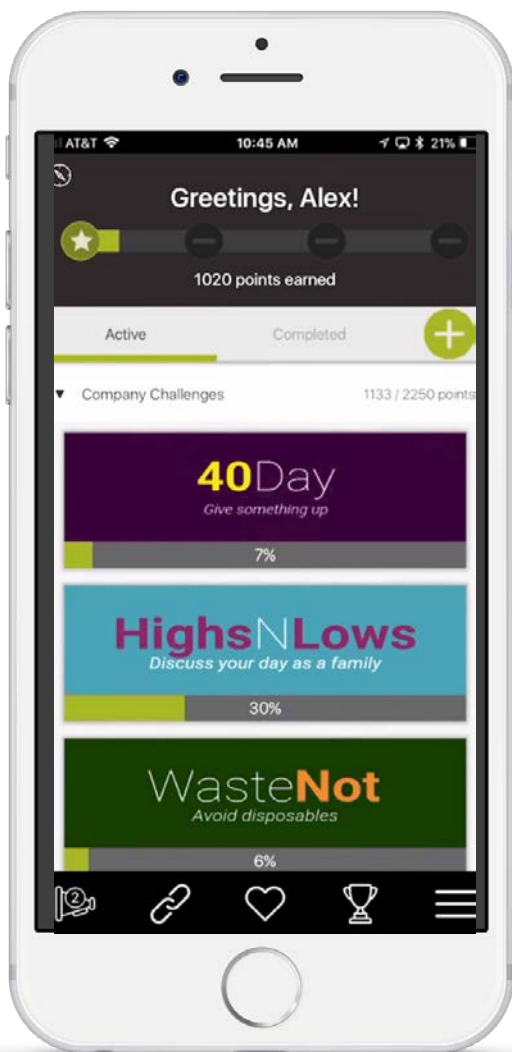
*“Is there a synergistic effect between **wellness and rewards and recognition programs?**”*



*“How do you see wellness and rewards helping **keep employees onboard** as the talent pool shifts?”*



*“How is **technology** changing the employee wellness programs of today?”*



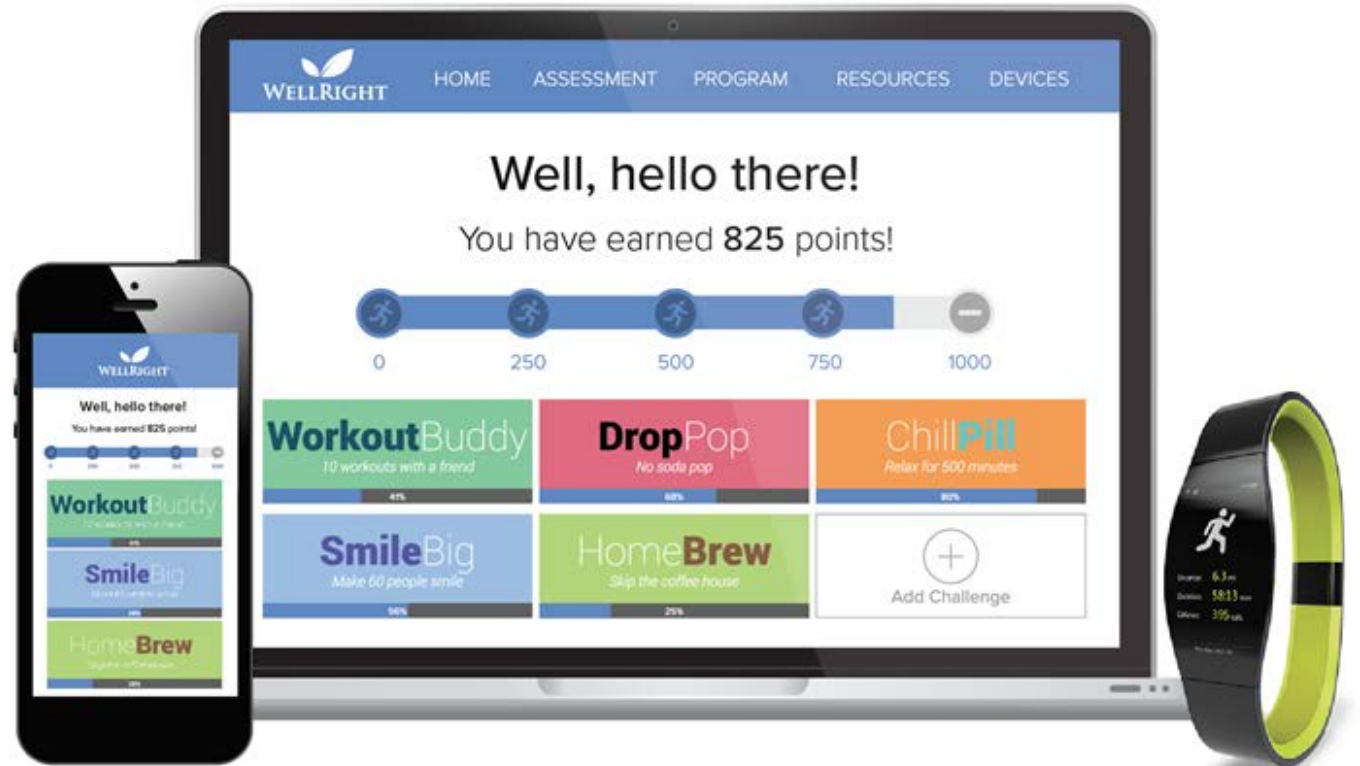
*“What kinds of **awards** are best suited for employee wellness programs?”*



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We'll get in touch to show
you how it works!



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Questions



Tad Mitchell
WellRight
tmitchell@wellright.com



Mike Byam
Terryberry
mbyam@terryberry.com

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Does your wellness program need some fun new challenges?



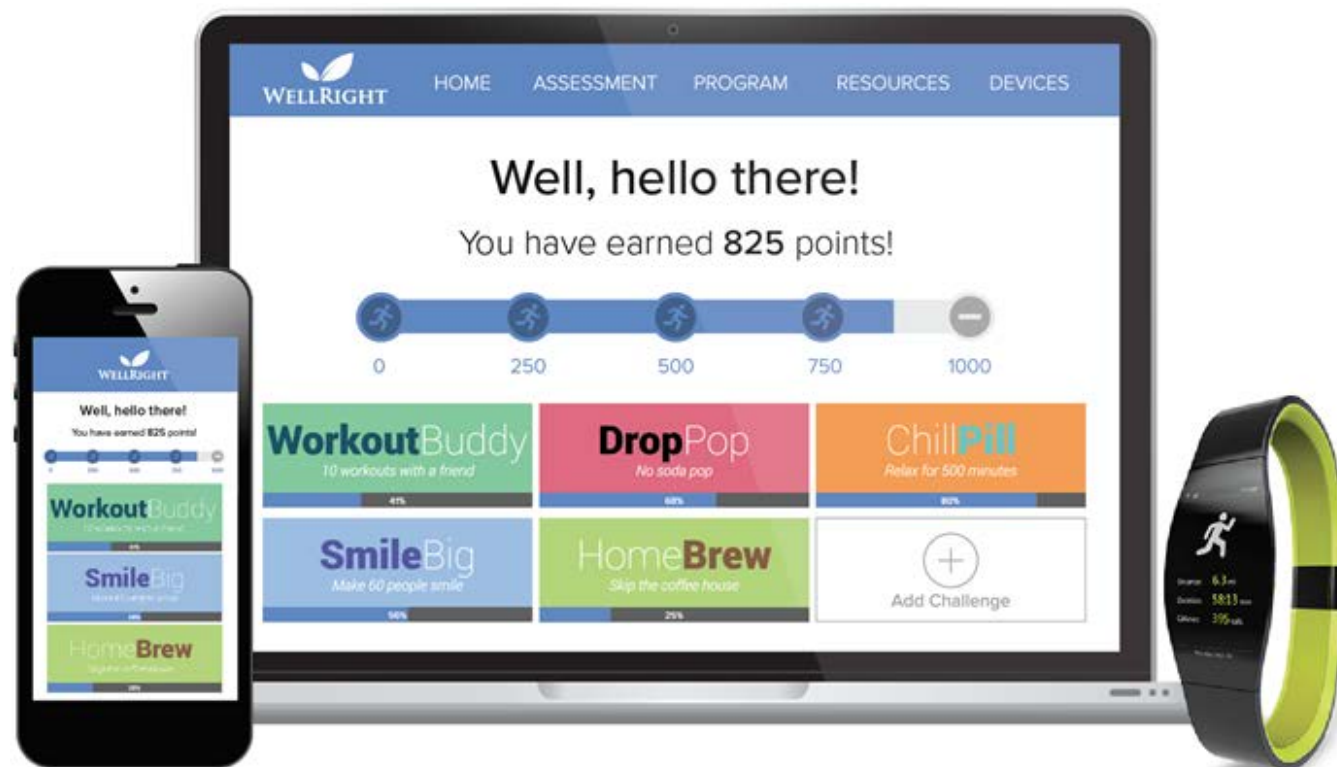
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