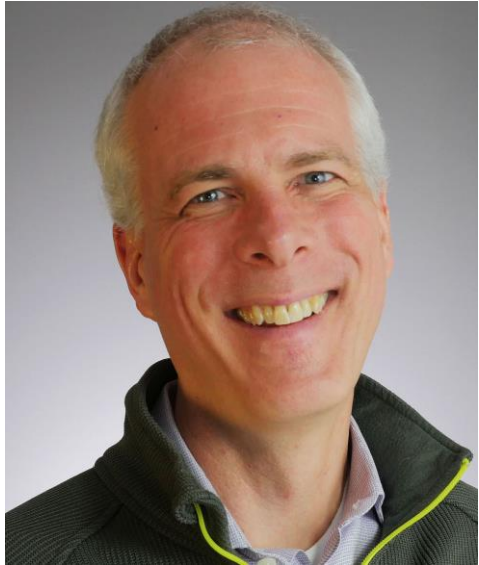




Exploring Best Practices for **Employee Wellness Programs**

Presented by WellRight & Terryberry

Presenters



Tad Mitchell
WellRight
tmitchell@wellright.com

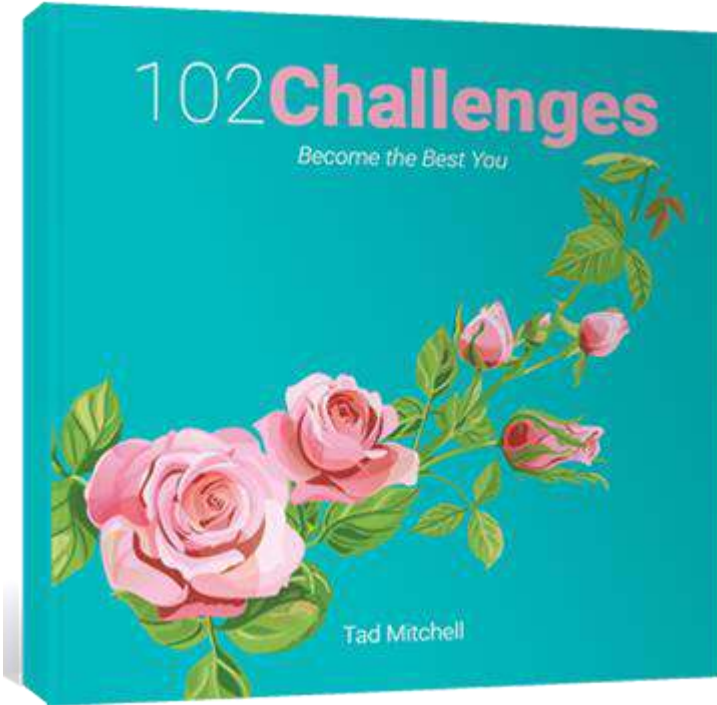


Mike Byam
Terryberry
mbyam@terryberry.com

Chat in your questions.
Get real time answers.



Ask and **Win!**



If we address your question during today's live broadcast, you'll receive a complimentary copy of Tad Mitchell's book, **102 Challenges**

*Get involved and **be recognized!***

Q&A will take place at the end of the webcast. Submit questions any time using your tool tray on the right side of your screen.

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?"**"*



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*"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?"*



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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

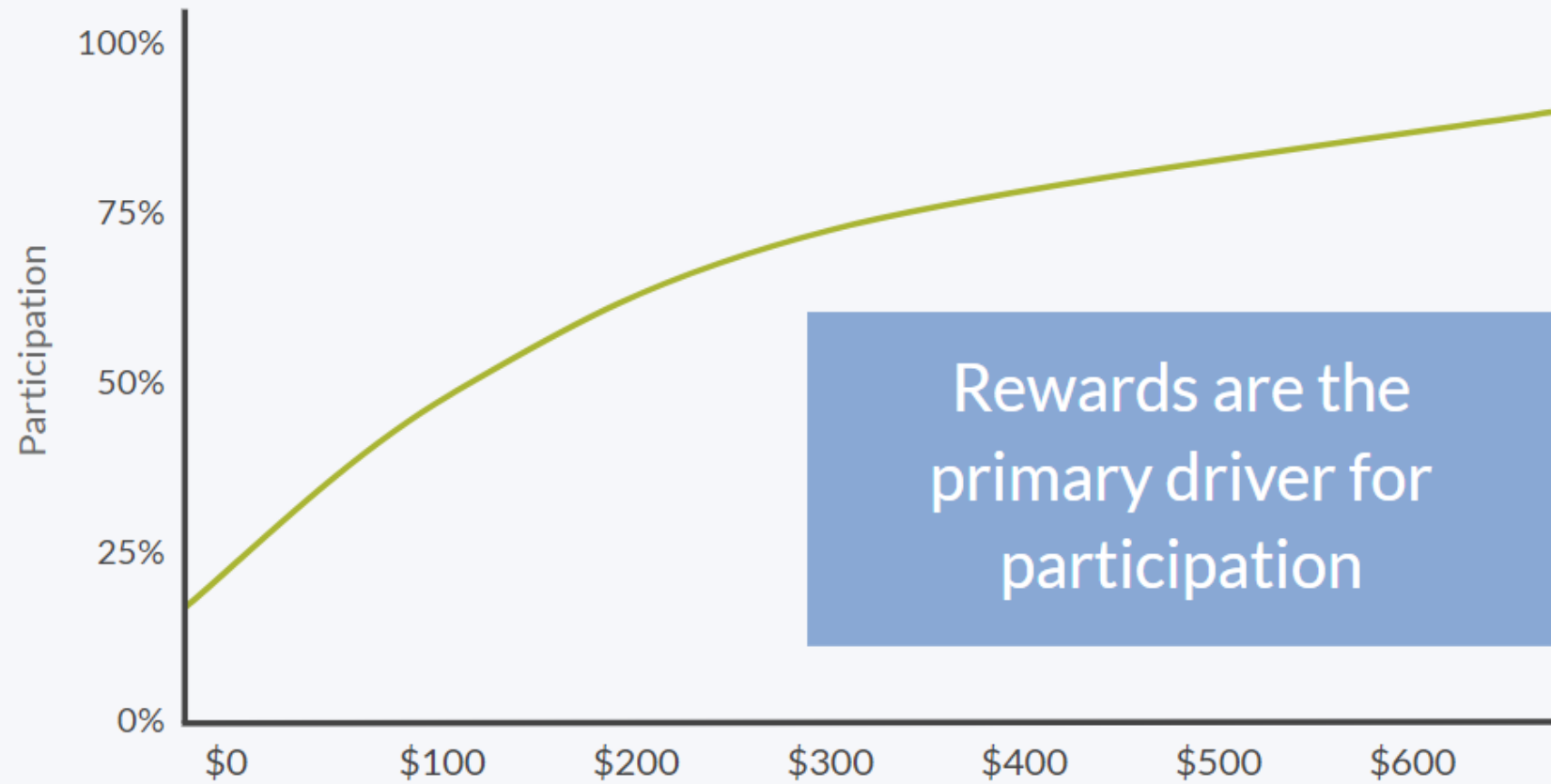


If you have a Wellness program, what do you invest annually in rewards?

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

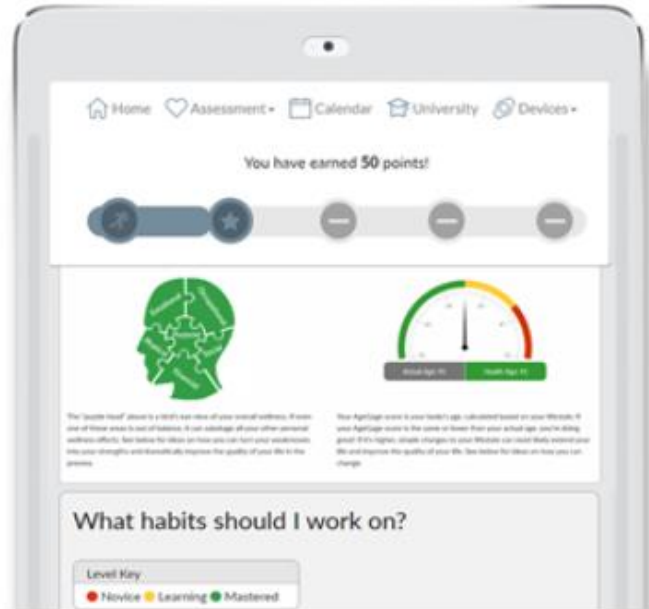
Participation Rates

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?"*



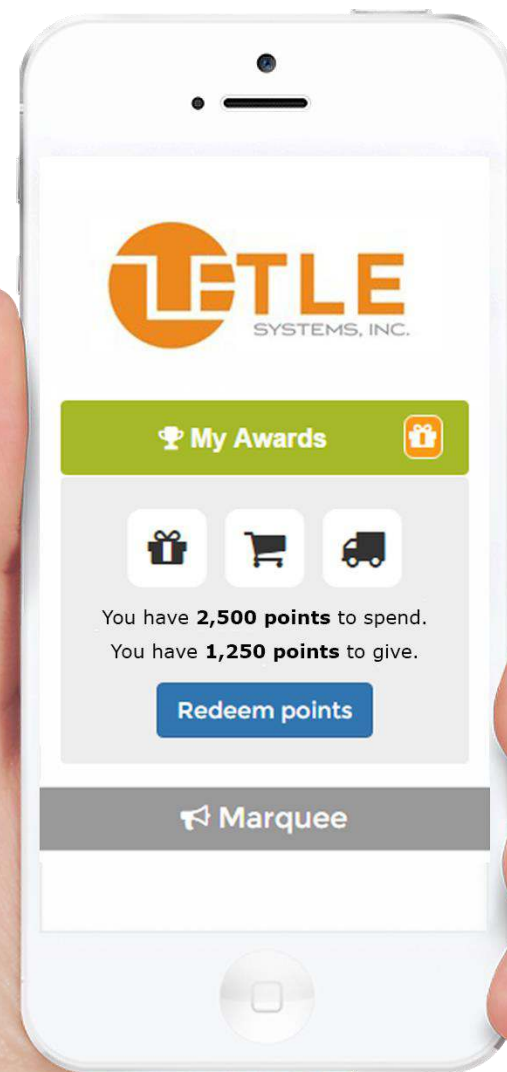
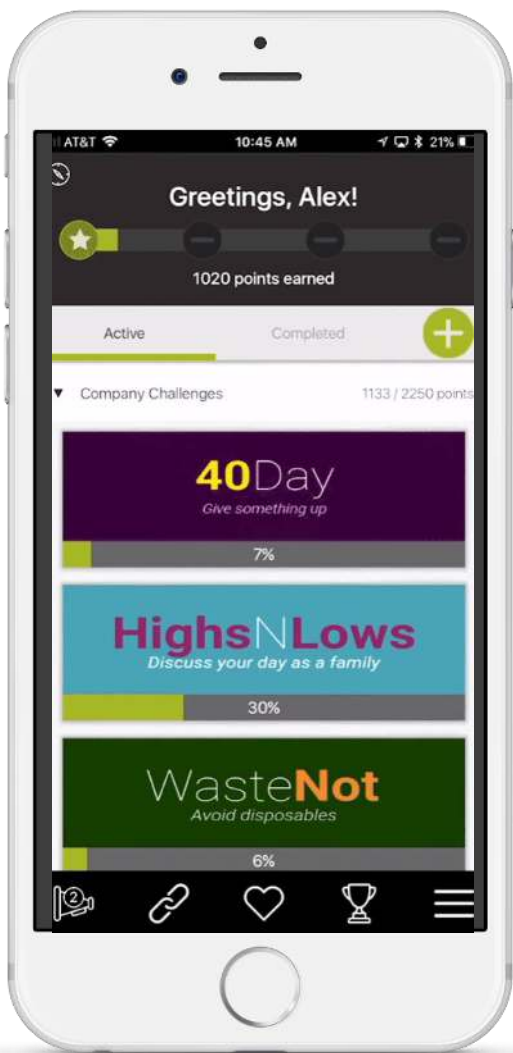
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*"How is **technology** changing the employee wellness programs of today?"*



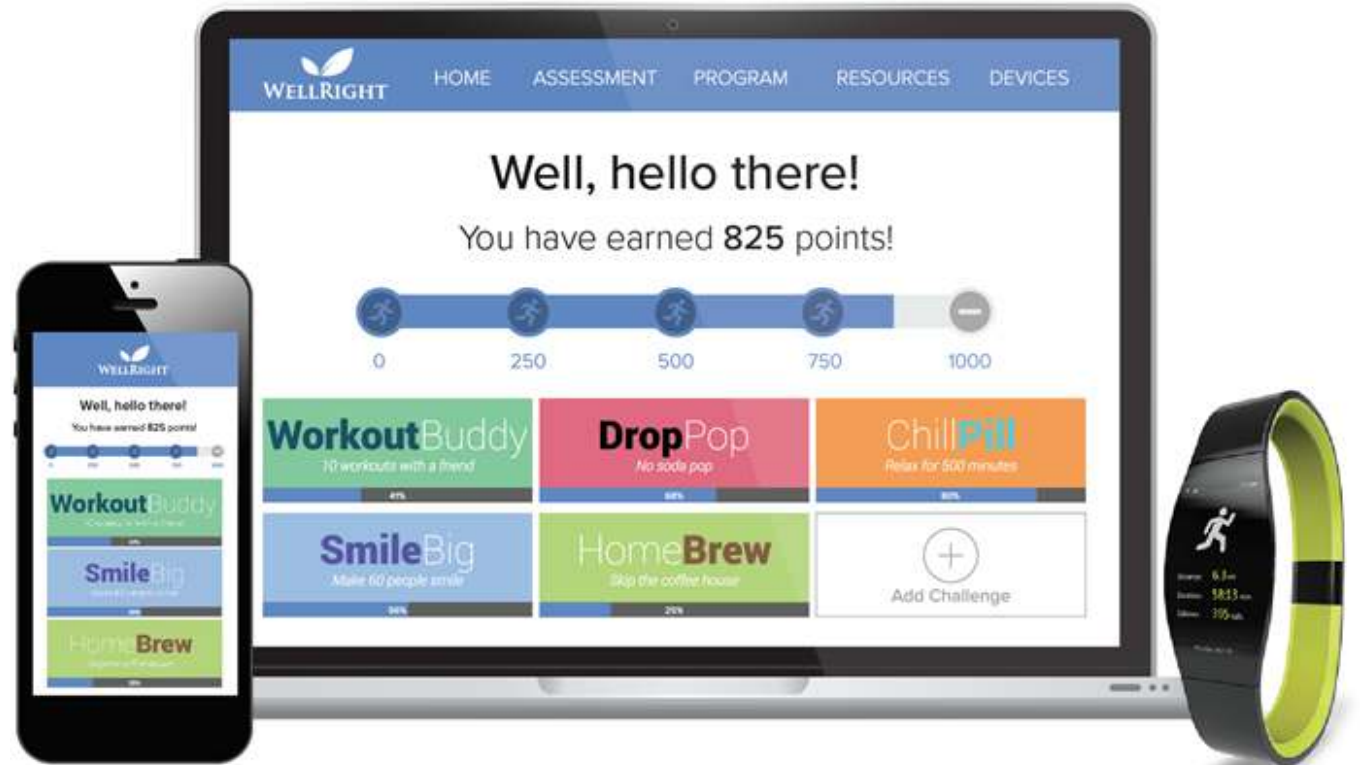
*"What kinds of **awards** are best suited for employee wellness programs?"*



Would you like to see a Demo of our Wellness Rewards Program?

Send us a chat now or visit www.terryberry.com/wellness

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

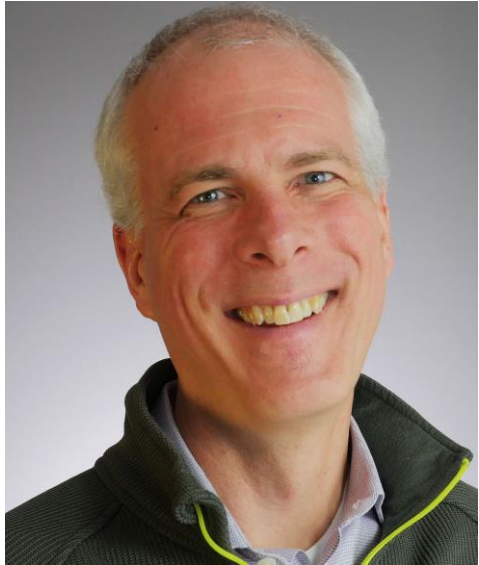



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wellness

Questions



Tad Mitchell
WellRight
tmitchell@wellright.com



Mike Byam
Terryberry
mbyam@terryberry.com

This program is pre-approved for ONE CPHR,
ONE General **HRCI** Credit, ONE
WorldatWork Credit and ONE **SHRM** PDC

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SHRM Activity ID:
19-FJ5TZ

Does your wellness program need some fun new challenges?



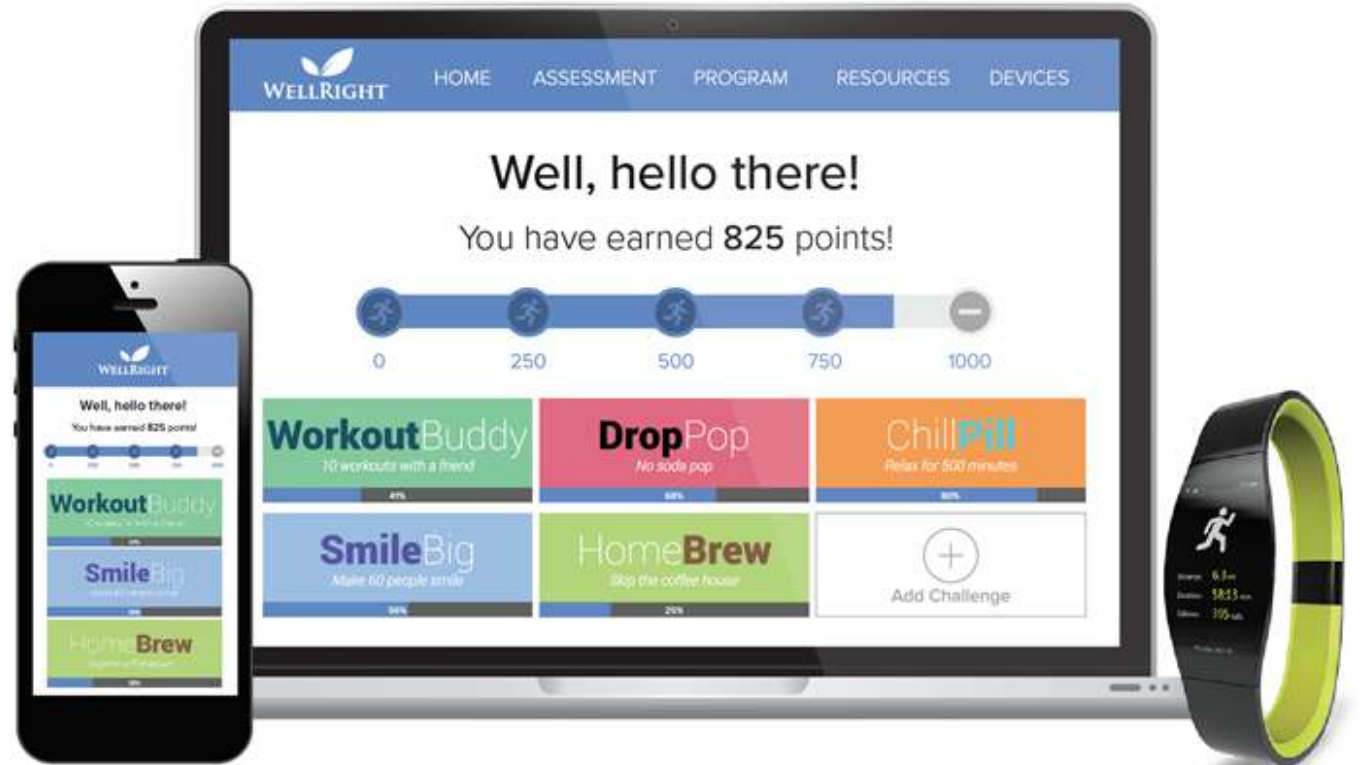
102 Challenges is a BRAND NEW collection of dynamic and inspiring challenges. Covering everything from fitness to nutrition, emotional wellness, financial wellness, and purpose, there's something for everyone!

wellright.com/books

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