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# The Wellness Imperative



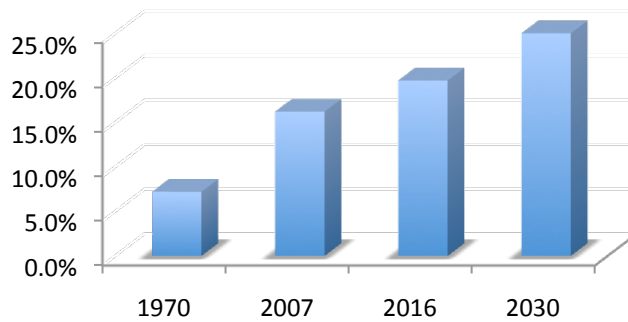


## THE WELLNESS IMPERATIVE

**We can no longer afford to *not* take action.**

Without a dramatic change in course, rising health care costs, primarily due to the prevalence of chronic disease and obesity, will ultimately overwhelm us. With 75% of all health care costs going toward the treatment of chronic disease and a medical incentive system that is designed to *treat* rather than prevent, it is imperative that we shift the paradigm and reduce these costs by just plain getting healthier.

### Health Care Expenditures as % of GDP



Source: Hartman et al., *Health Affairs*, 28:1, Jan/Feb, 2009, 246

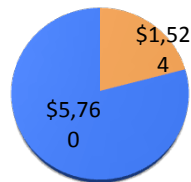
*“The thing that is going to bankrupt us is government expenditures on health care.”*

*Christina Romer, Chairwoman, White House Council of Economic Advisors, “Obama Advisor Sees Unemployment Rising Until 2010,” The New York Times, May 11, 2009*

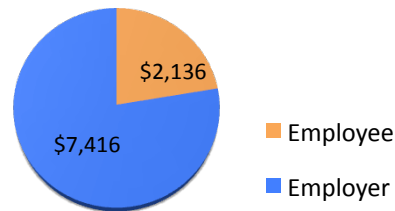
## COMPANIES ARE BEARING THE BRUNT OF THESE COSTS

### Health Care Costs per Employee

2004 Total Costs = \$7284



2009 Total Costs = \$9552



Source: Towers Perrin 2009 Health Care Cost Survey



## WELLNESS PRODUCES MEASURABLE ROI

### **Wellness requires an initial investment, but over the long run, it pays.**

Worksite wellness programs lead to direct savings—both through reduced health care costs and reduced workers compensation costs. Moreover, companies can achieve even greater savings and increased profitability through indirect benefits such as reduced absenteeism, reduced “presenteeism” (present, but not engaged), increased productivity, improved morale, and enhanced recruitment and retention.

A review of 32 studies indicates that the return on investment from wellness programs ranges from \$1.49 to \$4.91 (median of \$3.14) for every dollar spent.

*Source: U.S. Department of Health and Human Services Report, 2003*

Employees who participate in workplace health promotion programs tend to miss fewer workdays than those who do not. Studies show that this reduced absenteeism translates into a cost savings of nearly \$16 for each dollar spent on the program.

*Source: Aldana et al., Brigham Young University study*

## THREE SIMPLE THINGS

### **The largest contributors toward poor health are behaviors.**

If we, as a nation, were to do only three simple things:

- Stop smoking,
- Eat healthier and
- Get more active

Then collectively we could prevent

- 80% of heart disease,
- 80% of type 2 diabetes and
- 40% of cancers

But...only 3% of us put these into practice.

*Source: Health and Human Services Report, 2003*

### **These unhealthy behaviors are costing us a lot of money.**



## EVEN IN A TOUGH ECONOMY, WELLNESS MAKES 'CENTS'

Cutting wellness programs in economic hard times is “penny-wise, pound-foolish.”

*"In a poor economy, companies should take care of the people who survive layoffs and end up staying in stressful jobs.... It is important to focus on strengthening wellness programs to provide good nutrition, ways to deal with job demands, and more opportunities for physical activity that are built into the regular workday without penalty."*

*Dr. Diana Fernandez, Epidemiologist, University of Rochester Medical Center*

*"In a still-fragile economy, organizations are searching for ways to maximize their benefits programs to improve employee productivity, as well as control costs. Programs that help improve employee health and financial security can be strategic tools for helping address these objectives."*

*Anthony J. Nugent, MetLife's Executive Vice President, U.S. Business*

## GETTING MORE ACTIVE IS A GREAT PLACE TO START

### **Physical activity is for everybody.**

In 1994, the Surgeon General issued a call for all of us a nation to get more active. Moderate, regular exercise is key to health and well being.

*"Regular physical activity greatly reduces the risk of dying from coronary heart disease, the leading cause of death in the United States. Physical activity also reduces the risk of developing diabetes, hypertension, and colon cancer; enhances mental health; fosters healthy muscles, bones and joints; and helps maintain function and preserve independence in older adults."*

*Source: Surgeon General's Report, 1994*

### **Everyone can benefit from 30-45 minutes of daily moderate-intensity exercise.**

As Senator Harkin said, it simply makes sense to leverage the place where most of us most of our waking hours – the workplace. The benefits of increased activity in the workplace are compelling and Motion Infusion is ready to help your company to “get in motion.”