

\$ **220 BILLION** IN PRODUCTIVITY COSTS ARE LOST EACH YEAR DUE TO EMPLOYEE ILLNESS¹.

THIS IN SPITE OF THE FACT THAT MORE AND MORE ORGANIZATIONS ARE OFFERING EMPLOYEES WELLNESS PROGRAMS².

LEAVING EMPLOYERS WONDERING
WHEN DO WELLNESS PROGRAMS WORK?

A recent two-year HumanaVitality® Health Claims and Productivity Impact Study of Humana employees **supports improved health as shown through lower healthcare costs and higher workplace productivity.**

LET US INTRODUCE YOU TO HUMANA VITALITY MEMBERS
STACEY, STEVE AND SARAH



MEET
STACEY

UNENGAGED
BOTH YEARS

Stacey is skeptical about wellness programs and chose not to become engaged in the program offered by her employer.

Not only did Stacey miss out on the camaraderie of her colleagues through her workplace's fitness challenge, but she also didn't receive the necessary support for her weight loss and smoking cessation goals.



Members like Stacey had **56.3% higher unscheduled absence** and **an average of \$53 more per month in claims costs** than members who engaged in the program both years.



MEET
STEVE

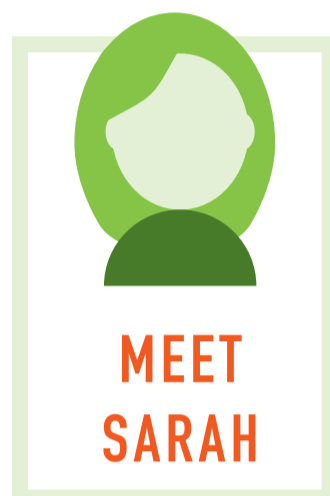
ENGAGED
EVENTUALLY

Steve wasn't interested in the launch of his company's wellness program until he saw the positive results his coworkers were experiencing.

Looking to challenge himself and encourage his family to take healthier steps, Steve decided to join the program in the second year and take daily walks with his kids.



Members like Steve had **29% higher unscheduled absence** and **an average of \$28 more per month in claims costs** than members who engaged both years.



MEET
SARAH

ENGAGED
HAS DIABETES

Sarah has a lifestyle-related chronic condition. She joined her wellness program to take control of her health.

Sarah was incentivized to quit smoking, join a fitness challenge in her workplace, manage her diabetes and save money on healthier foods through her wellness program membership.



Members with preventable lifestyle chronic conditions, such as diabetes or high blood pressure, typically had higher claims than the total population³. Engaged members, like Sarah, had **60% lower claims costs** than members with these conditions who did not engage in the program⁴.

AN INCREASING NUMBER OF COMPANIES KNOW WHY THEY NEED WORKPLACE WELLNESS BUT STRUGGLE WITH HOW TO GET SIGNIFICANT RESULTS AND SEE POSITIVE CHANGES IN EMPLOYEES LIKE STEVE AND SARAH.

WELL-DESIGNED WELLNESS PROGRAMS CAN DELIVER MEASURABLE RESULTS IN TERMS OF LOWER HEALTH CARE COSTS AND IMPROVED PRODUCTIVITY WITH ENGAGED EMPLOYEES.

#WHENWELLNESSWORKS

¹ <http://www.kaloramainformation.com/Wellness-Programs-Impact-2384194/>

² http://aspe.hhs.gov/hsp/13/WorkplaceWellness/rpt_wellness.pdf

³ Unengaged members with lifestyle-related chronic conditions had 101 percent higher claims costs than the total population, while engaged members with these chronic conditions had 41 percent higher claims costs than the total population.

⁴ HumanaVitality Health Claims & Productivity Impact Study of 16,000 Humana Associates, 2014

HumanaVitality® is a wellness and rewards program that provides the tools and support necessary to help members live healthier lives and employers see the tangible return on investing in wellness in their workplace.