

The Return on Investment (ROI) for Worksite Wellness Programs at Various Companies

Northeast Utilities – The company's Well Aware Program demonstrated a \$1.4 million decrease in behavioral claims, 31% decrease in smoking, 29% decrease in inactivity, 16% decrease in mental health risk, and 11% decrease in cholesterol risk. The Return on Investment was 6:1.

Source: U.S. Dept. of Health and Human Services, Prevention Makes Common Cents, 2003.

Motorola – Program participants experienced an increase of only 2.4% in health care costs whereas non-participants experienced an 18% increase in health care costs. The Return on Investment was \$3.93:1.

Source: U.S. Dept. of Health and Human Services, Prevention Makes Common Cents, 2003.

Union Pacific Railroad – The company's wellness program produced a \$53 million reduction in health care costs in one year.

Source: U.S. Dept. of Health and Human Services, Prevention Makes Common Cents, 2003.

Wisconsin Educational Insurance Group – A medical self-care program and health education materials produced a Return on Investment of \$4.75:1.

Caterpillar – Participants in the Healthy Balance Program who completed the Health Risk Assessment reduced their doctor visits by 17% and hospital days by 28%.

Source: Wellness Councils of America, The Cost Benefit of Worksite Wellness, 2002.

Dupont – A study involving 45,000 blue collar workers found that absences from non-job related illness decreased 41% at locations where a worksite wellness program was offered compared with a 5.8% decline at 19 sites where it was not. The Return on Investment was \$1.42:1 due to reductions in absenteeism.

Source: Wellness Councils of America, The Cost Benefit of Worksite Wellness, 2002.

Johnson & Johnson – The results of a 4 year worksite wellness program involving 18,331 employees demonstrated an overall savings of \$8.5 million annually due to reduced health care costs. This amounted to a savings of \$225 per employee per year.

Source: Journal of Occupational and Environmental Medicine, January 2002, 44(1):21-29.

Florida Power & Light – After an employee wellness program, total health care costs were reduced by 35%, workers compensation costs were reduced by 38% per claim, and 82% of employees reported personal health improvements.

Source: Wellness Councils of America, The Cost Benefit of Worksite Wellness, 2002.

Xerox Corporation – A worksite wellness program revealed a drop in the frequency of workers' compensation claims and the average cost per injury. 5.6% of wellness participants filed claims with an average cost of \$6,506 per injury. 8.9% of non-wellness participants filed claims with an average cost of \$9,482 per injury.

Source: University of Michigan Health Management Research Center, 2001.

Citibank – A comprehensive health management program showed a \$4.56:1 Return on Investment in reduced total health care costs.

Source: Journal of Occupational and Environmental Medicine, 1999, 14(1):5131-43.

Washoe County School District – Wellness program participants averaged 3 fewer missed workdays than those who did not participate in the program. The decrease in absenteeism produced a Return on Investment of \$15.60:1.

Source: Preventive Medicine, 2000; 40:131-7.

Manufacturing Company – A 6 year wellness program including 2,596 participants saved \$623,040 due to reductions in disability absence days. This resulted in a Return on Investment of \$2.30:1.

Source: Journal of Occupational and Environmental Medicine, 2002; 44:776-80.

Large Company – A worksite wellness program compared 13,048 participants who filled out a Health Risk Appraisal with 13,363 non-participants. Overall, the HRA participants cost an average of \$212 less on medical costs than non-participants.

Source: Journal of Occupational and Environmental Medicine, 2003; 45:1196-200.