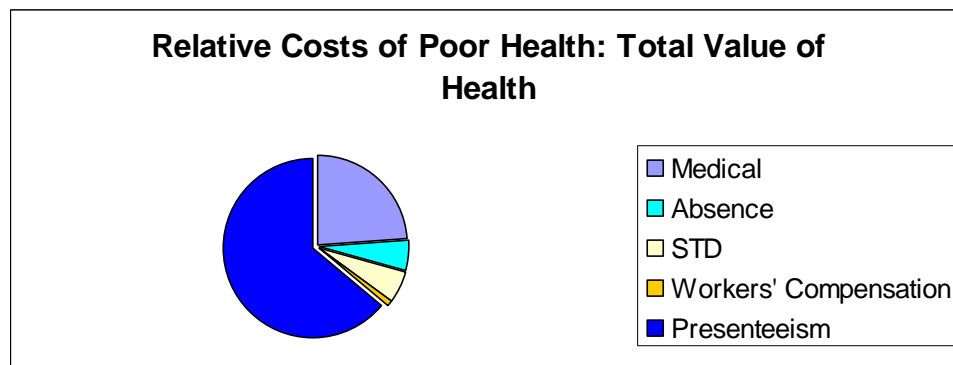




The growth, and in some cases, the very sustainability of business is linked to employee health. Leveraging the workplace to improve health is good for employees and good for business. It's not just the direct costs of health care that companies must deal with. The indirect costs of poor health (e.g., absenteeism, disability, presenteeism) are two to three times higher than direct medical costs.¹



Investing in Employee Health is Cost-Effective

- Productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee per year, or \$225.8 billion annually.²
- Healthy employees consume fewer corporate resources in the form of benefit payments for medical care, short and long-term disability, and workers' compensation.
- Healthy employees are more productive than their less-healthy counterparts since they are absent less often, and are more focused on their tasks while at work.
- Employer spending on health promotion and chronic disease prevention is a good business investment. Programs have achieved a rate of return on investment ranging from \$3 to \$15 for each dollar invested with savings realized within 12 to 18 months.³

¹Edington DW, Burton WN. Health and productivity. In: McCunney, RJ: *A Practical Approach to Occupational and Environmental Medicine*. Philadelphia: Lippincott Williams & Wilkins. 3rd ed. 2003:140- 152; Burton WN, Pransky G, Conti DJ, Chen CY, Edington DW. The association of medical conditions and presenteeism. *J Occup Environ Med*. 2004;46(6) suppl:S38-S45; Pelletier B, Boles M, Lynch W. Change in health risks and work productivity over time. *J Occup Environ Med*. 2004;46(7):746-754;Goetzel RZ, Long SR, Ozminkowski RJ, Hawkins K, Wang S, Lynch W. Health, absence, disability, and presenteeism cost estimates of certain physical and mental health conditions affecting U.S. Employers. *J Occup Environ Med*. 2004;46(4):398-412.

² Stewart WF, Ricci JA, Chee E, Morganstein D. Lost productive work time costs from health conditions in the United States: results from the American productivity audit. *J Occup Environ Med*. 2003;45(12):1234-124.

³ Anderson, DR., Serxner SA., Gold DB., Conceptual framework, critical questions, and practical challenges in conducting research on the financial impact of worksite health promotion. *American Journal of Health Promotion*. May/June 2001, 15(5):281-295.