



# Wellness Programs

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## Disappointing Future



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## 70% is Determined by Lifestyle



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## Wellness Programs: Why should you care?

- Worksite wellness programs will become part of the national public health strategy to address the increase in chronic disease
- According to the CDC, chronic disease is predicted to cost the US health care system \$4.2 trillion annually by 2023

Centers for Disease Control and Prevention, "Promoting Prevention Through the Affordable Care Act: Workplace Wellness", December 2012



## If Food Were Health Care

Food prices = medical inflation rate since 1930s:

Food	Inflation
1 pound apples	\$13.37
1 pound sugar	\$14.96
1 pound bananas	\$17.53
1 roll toilet tissue	\$26.44
1 pound of coffee	\$70.12
1 dozen eggs	\$87.63
1 dozen oranges	\$117.90



## Wellness Programs Today

### Trend 1

Evolution (not revolution) towards consumerism

### Trend 2

Wellness programs act as lever to manage cost

### Trend 3

Premium discounts and surcharges

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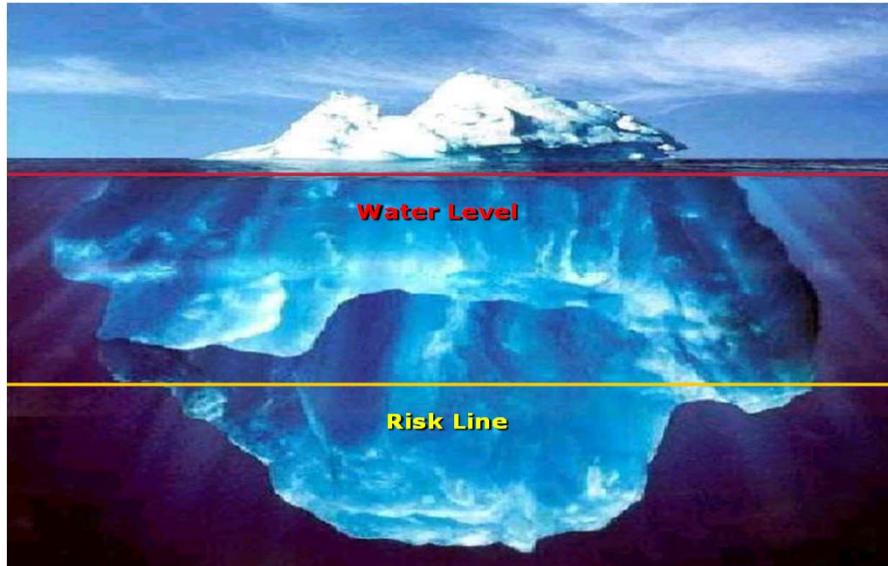
## How do you evaluate success?

Key Metrics	2015	2014
Health cost savings/avoidance	40%	40%
Employee engagement/participation	33%	37%
Health Outcomes	19%	16%
Employee retention/satisfaction	6%	2%
Increased employee productivity	1%	2%
Reduced employee absences	1%	1%

Source: SourceMedia Research, 2014-15



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## Risk Iceberg



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## Approach to Wellness



KNOW



IMPROVE



REWARD

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...Let's Avoid This



Phil Maturzo / AP

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