

WHY PROMOTE PHYSICALLY ACTIVE EMPLOYEES?

BENEFITS TO BUSINESS

Research shows a \$3.00 - \$5.00 return on investment for every \$1.00 spent on employee health promotion.

- **Less sick leave used** -- employees who get no physical activity use more than 2 times as much sick leave¹
- **Fewer workers compensation claims** -- sedentary employees use over 5 times more workers compensation¹
- Exercise helps prevent lower back problems which is one of the main causes of absenteeism²
- **Reduction in health care costs per employee** -- nationally, 25% of company health claims are lifestyle related. The Wellness Program at Lincoln Plating helped reduce their lifestyle related health claims to only 19%, which resulted in a \$400 annual reduction of health care costs per employee³
- **Retain employees** -- Lincoln Plating also saw a reduction in employee turnover from 27% to 16% as an outcome of their Wellness Program³
- If employees are happy, healthy, and productive they are more apt to treat customers well which in turn generates shareholder value

WHY AT THE WORKPLACE

- Reduce worksite costs related to health claims, turnover, absenteeism, disability, and workers compensation, and improve your business's bottom line.
- Americans are nearing 50 hours every week at work, so employers may not be able to depend on employees getting all their activity outside the work day.
- Incentives from the workplace can help employees prioritize physical activity into their lifestyles.

WHAT CAN THE WORKPLACE OFFER

- Provide programs, such as offering incentives for biking or walking to work
- Implement policy, examples include policies that mandate 15 minute breaks or reduce health insurance premiums for those who meet fitness levels
- Design the workspace for fitness, such as adding windows to stairwells

• ¹ Larry Chapman, Chairman and Founder Summex Corporation, presentation to Montana Governor's Advisory Council, 2004

• ² Larry S. Chapman, 2002, Worksite Wellness Programs PowerPoint presentation

• ³ Marc LeBaron, CEO of Lincoln Plating, 2004 interview with Wellness Councils of America