

Wellness that Works

White Paper



Written by the Benefit Experts at eni

eni is an industry leading employee benefits solution provider.

We specialize in Total Wellbeing Solutions designed to better your employees' experience and increase overall ROI for your largest investment, your team.

Employers have realized the role a robust wellness program can have in employee recruitment, retention, productivity, and absenteeism.

According to a study published in the American Journal of Health Promotion, approximately half of all worksites in the United States offered some type of wellness program in 2017. The study also indicates that wellness programs and health promotion on the job continues to grow across the country.

According to the Centers for Disease Control and Prevention, in 2016, more than an estimated \$2 billion per condition per year was drained from the economy due to employee absenteeism stemming from diabetes (\$2.2B), smoking (\$3.6B), obesity (\$11.2B), physical inactivity (\$9.1B), and high blood pressure (\$10.3B).

In an effort to ease the burden of these high costs, organizations have tried a number of different strategies, most with little or no results. The answer to significantly decreasing health care costs, while simultaneously boosting employee productivity, lies in a corporate cultural shift toward a preventive and healthy lifestyle, otherwise known as a Wellness Program.

What is a Wellness Program?



By definition, a wellness program is a program that offers services focused on the promotion and maintenance of healthy living, rather than correcting or treating the results of unhealthy habits. In summary, it's an extremely proactive approach to well-being instead of reactive.

It's important to recognize that there is a vast number of ways to structure and implement a wellness program that can include anything from simply paying for health club memberships and gym sneakers to a fully engaged multi-faceted program with health screenings, educational components, and incentivized activities.

The magnitude of a wellness program should reflect your organization's unique

wants and needs, and overall be customized to fit your corporate initiatives.

Encouraging Participation

Access Needs

Survey employee interests in the types of wellness programs, organize HRAs (Health Risk Assessments) to educate employees on their potential health risks, and include biometric screenings to identify early disease indicators.

Assemble a Team

Establish a wellness team that includes both employees and managers to implement and promote the program's goals. This helps get employees on board, attaches wellness to familiar faces and personalities, and creates a group mindset toward healthier living.

Communicate Effectively

Create a campaign that is far reaching, targeted, and consistent to your specific workforce. Refocus branding efforts internally to include newsletters, email blasts, and posters to create awareness and increase interest.

Provide Incentives

Offer rewards that focus employees' attention and motivates them to work towards a goal. Directly tie the rewards to activities, like offering incentives for a fitness program that reduces healthcare premiums.

Celebrate Success

Announce active participants who have engaged in the program at all levels. Host corporate events to recognize both individual and group successes.

Create a Wellness Culture

Promote wellness throughout the entire organization whether it's banning smoking from the building, stocking vending machines with bottled water, or allowing time during lunch for outdoor walks. These small details will reflect wellness in every aspect of your corporation and create a health centered attitude across all levels of your organization.

Measuring ROI

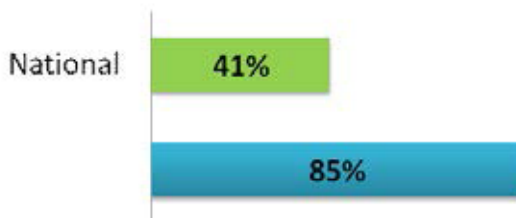


A wellness program should positively impact the bottom line. Measuring the return on investment of a wellness program has traditionally been difficult for providers and organizations, mostly because the ROI of a wellness program manifests itself in several different forms.

To simplify the answer, wellness programs are a financial investment, as well as an investment in human capital.

Financially, a direct effect can be seen in the decreasing number of health insurance claims submitted by employees as well as an overall reduction in health insurance costs. Cost saving employee absenteeism can also be measured among organizations to demonstrate a program's impact.

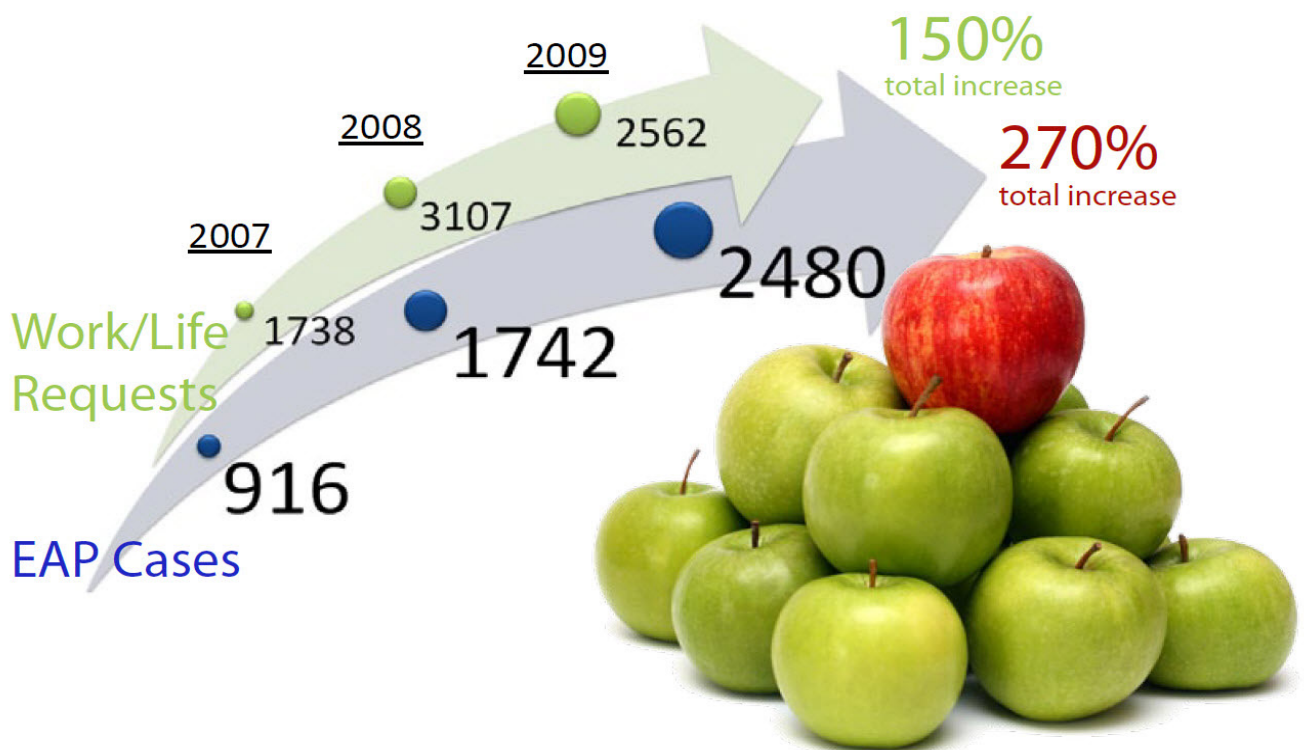
Our Wellness Program
active participation by members



The investment in human capital proves to be the front runner for a wellness program's ROI. Active engagement in a program boosts employee morale, increases job satisfaction, lowers turnover rates, and ultimately increases productivity from a group and individual standpoint. The return on these variables can be extremely significant for an organization and the results should be demonstrated by a wellness provider that has the ability to successfully track and measure these benefits.

According to an article released in *TIME*, the Wellness Councils of America, a nonprofit research group, found that on average, every dollar a company spends on helping their employees get healthier it can expect to save \$3 in healthcare expenses. Like any business investment, what you get out of a wellness program is a direct result of what you put in. An organization's ROI, in the same fashion, depends on the extent of your unique wellness program and its specific components.

How our Wellness Program Increased EAP Usage



“Happier, Healthier, more Productive Employees”

Taking into effect all of the components of a successful wellness program from implementation, fostering engagement, and finally measuring results, eni has been able to design uniquely customized wellness programs on a national level for companies both large and small for over 25 years.

The outcome is the creation of a corporate culture of wellness that is uniquely your own.

THE HIGHLIGHTS OF OUR WELLNESS PROGRAM INCLUDE:

- **Assessments:** Health Risk Assessments to begin tracking where your organization is and where it wants to go.
- **Coordination:** Personal Wellness Coordinator – a dedicated wellness expert on call for your needs and the needs of your employees.
- **Online Access:** A dynamic, personalized, easy-to-use web portal that contains individualized learning modules, fitness trackers, points activity management, articles, message boards, and direct access to wellness coaches.
- **Educational Activities:** On-site lunch & learns, online training, health screenings, and smoking cessation resources.
- **Internal Promotion:** Promotional assistance including e-mail blasts, posters, and member guides.
- **Management:** Full management of personalized incentive program to ensure the greatest return-on-investment through active participation.
- **Measurement:** Aggregate reporting and measurement of areas of modifiable risk that may be of special concern to the company's bottom line.
- **Integration:** Seamlessly integrate with existing programs and structure.

If you would like to learn more about eni's wellness program, we want to hear from you!