

## INTRODUCTION

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Studies suggest that for every \$1 invested in wellness, a company saves \$3 to \$5 in health and safety costs. Businesses that invest in employee health and wellness reap the financial rewards through savings on healthcare costs, disability pay, absenteeism, turnover and safety problems.

Workplaces have already proven to be a great place to promote wellness. After all, people spend more time at work than doing anything else. Eighty-two percent of the U.S. population is linked in some way to a worksite. Therefore, providing health programs is a great way to reach a substantial number of people in your area.

## Workplace Wellness in Small Businesses

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Unlike large corporations, small businesses often lack the resources to provide workplace wellness and health promotion programs to their employees. However, they may be the most in need of such services. Small businesses are the hardest hit by health insurance costs and have the highest rates of substance abuse. Employee well-being and physical or mental illness can also be more disruptive in a small business environment. Workplace wellness in small businesses also makes sense because small firms employ the majority of working citizens.



Regardless of the size of a business, workplace wellness programs can pay. Statistically, even if there are only 100 people in a company:

- 60 sit all day to do their work
- 50 don't wear their safety belts regularly
- 50 feel they're under moderate stress
- 35 are overweight by 20% or more
- 30 smoke
- 27 have cardiovascular disease
- 25 or more have high cholesterol (over 200 mg/dl)
- 10 are heavy drinkers
- 10 have high blood pressure
- 5 have diagnosed diabetes and another 5 have undiagnosed diabetes
- 7 use marijuana
- 1 uses cocaine

## Bottom Line Benefits

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At least one quarter of the health care costs incurred by working adults can be attributed to modifiable health risks (e.g., diet, exercise, tobacco use, etc.) Fortunately, there is a way to hold back the trend. Growing research links an individual's lifestyle behaviors to their health risk.



The good news is worksite wellness programs can:

- Reduce health care costs
- Decrease workers' compensation claims
- Decrease employee absenteeism
- Increase worker productivity
- Improve employee morale

The bottom line is that workplace wellness programs can benefit any size business—small or large.