

THE STATE OF WELL-BEING

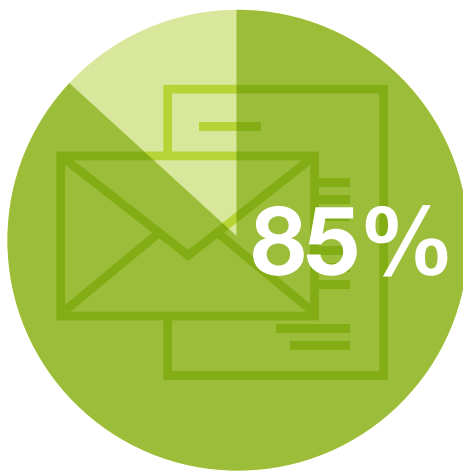
These are no ordinary times. A widening skill gap is making it difficult for organizations to find and retain key talent. At the same time, worldwide employee engagement levels are staggeringly low. As a global concern, this revelation presents countless jeopardies for employers. Employee well-being and organizational outcome are intertwined. Poor health and well-being can reduce engagement and morale, increase turnover, require overstaffing and result in increasing cost to organizations.

THE WAR FOR TALENT



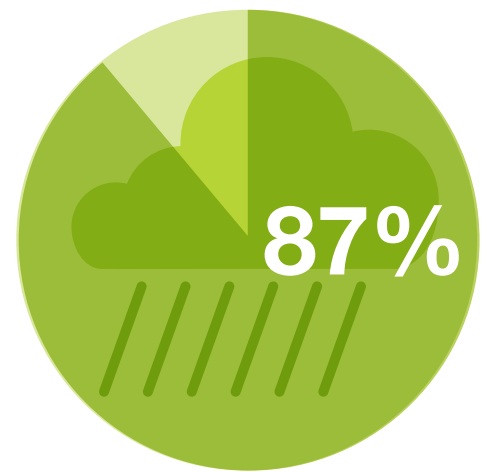
63% of CEOs are concerned about the **AVAILABILITY OF KEY SKILLS**

PwC



85% of the global workforce is actively or passively **LOOKING FOR A NEW EMPLOYER**

LinkedIn



87% of the global workforce is **"NOT ENGAGED"** or is **"ACTIVELY DISENGAGED"**

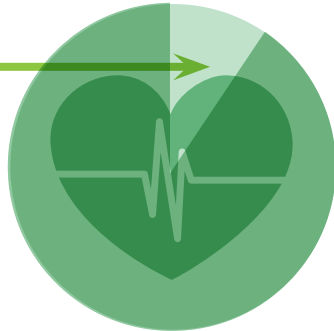
Gallup

FEW MAKE THE INVESTMENT

ONLY 11%

of U.S. organizations offer what is considered to be a **COMPREHENSIVE WELLNESS PROGRAM**

Willis



ONLY 17%

of the organizations with a defined budget for wellness programs spend more than **\$150 PER EMPLOYEE** per year on their programs

Willis



THE COST OF POOR WELL-BEING

25-35% of payroll: **Direct and Indirect Costs**
Insurance, Medical/Pharmaceutical, Absenteeism, Disability, Workers Compensation, Presenteeism

- Hidden Costs**
- + Engagement/Morale
 - + Overtime/Replacement Costs
 - + Overstaffing
 - + Delays
 - + Customer Inconvenience
 - + Turnover
 - + Accidents

Society for Human Resource Management

THE IMPACT OF INCREASED WELL-BEING

+10% increase in well-being was associated with

↑5% increase in job performance

↑6% more "best work" days per month

↓5% fewer unscheduled absences

↓16% fewer ER visits

↓20% decrease in hospital admissions

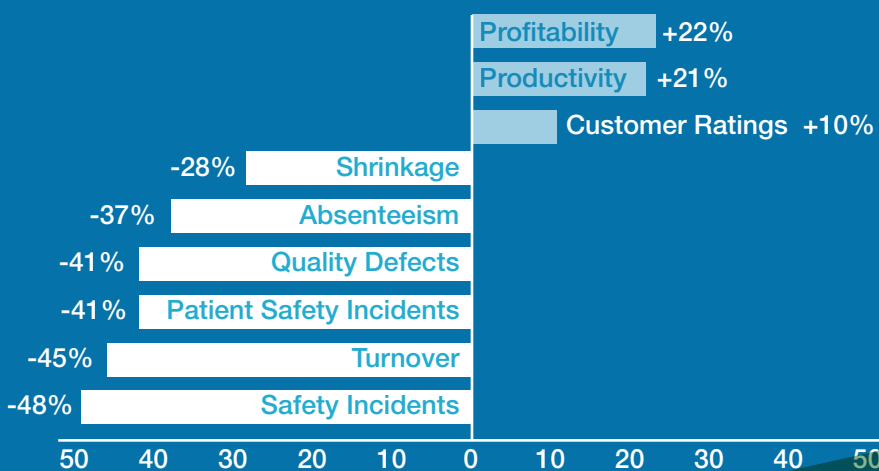
↓24% lower presenteeism

↓60% lower medical costs

↓66% lower prescription costs

Gallup

THE IMPACT OF HIGH LEVELS OF ENGAGEMENT



GLOBAL DRIVERS FOR WELL-BEING PROGRAMS

