Corporate Wellness Programs: An Investment for Your Employees and Your Company

Health insurance costs are skyrocketing in our country, and employers are faced with a large burden of those increased costs. Employers in the US spent an average of over $8500 per employee for health insurance in 2011, bearing just over 75% of the total health care premium cost.¹

The majority of these costs are not coming from catastrophic events either – previous data shows 70-80% of employee health care costs have been related to chronic health conditions, almost of all which are influenced by lifestyle factors like diet, exercise, and smoking.² In fact, one recent study estimates that the percentage of health care claim costs directly related to employee lifestyle choices may now be as high as 87%.³

Companies pay for obesity and other chronic conditions related to lifestyle factors through increased health insurance costs, increased disability insurance expenditures, more sick time, and decreased productivity.⁴

Workplace wellness programs are the key to reversing this trend!

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Inspired Wellness Solutions offers worksite wellness programs that are customized for your company, and may include any of the following services:

- Health risk assessments
- Lunch & learns
- One-on-one wellness coaching
- Cooking demos
- Food events and tastings
- Health fair planning/organization
- Contests and challenges
- Group fitness classes
- Meditation sessions
- Walking/running groups
- Short daily physical activity breaks
- Bulletin boards and other educational materials
- Email newsletters
- And more!

Return on Investment

Initial investments in workplace wellness programs are far outweighed by later improvements in employee health and decreases in health care costs. A 2005 literature review examining 56 studies found that on average, workplace wellness programs led to:

- 26.8% decrease in sick leave absenteeism
- 26.1% decrease in health care costs
- 32% decrease in workers compensation and disability claims costs
- 5.81 benefit to cost ratio – in other words, a savings of $5.81 for each $1 invested in the wellness program

Why use Inspired Wellness?

A smaller company like Inspired Wellness Solutions allows for a highly personalized wellness program. Larger companies often have great online tools, portals, and health risk assessments – but typically don’t offer “high-touch” services like individual wellness coaching and fitness groups. It’s often these individualized services that we can offer which create the largest motivator for change in employees and produce the best outcomes. Inspired Wellness is well equipped to offer standalone programs, or services that can be utilized in conjunction with insurance-based or broker-based programs.

References: