



The InWellness Corporate Program

A logical approach to reducing healthcare costs

Creating a healthy workforce is not easy. However, results are now being realized that not only benefit each employee but employers as well.

Known as one of the most comprehensive wellness programs offered today, the InWellness Corporate Program is dedicated to improving the health of each and every employee as well as to improving productivity within the organization. The overall success of this program rests on its unique approach.

The InWellness model is unique in that it helps to create a “culture of wellness,” beginning with one of the most comprehensive assessment tools on the market, the Wellness Inventory. This innovative online assessment tool is a result of the work of wellness visionary John Travis, MD, MPH. It measures whole-person wellbeing *and readiness for change* in twelve dimensions of life.

In addition to this innovative assessment tool, InWellness is unique in that it offers exceptional and on-going educational programs and coaching to help raise employees’ long-term awareness and expertise in their own health and care. Highly trained and experienced wellness coaches work with individual employees to motivate and support them when making important changes and to help sustain the momentum.

Thirdly, when appropriate, individuals are referred to integrative practitioners in the most diverse resource in the Midwest, the InWellness Network, with whom they receive care at a specially discounted rate. Community resources that can help create and sustain better health may also be recommended.

This cutting edge approach enhances corporate culture by increasing and sustaining employee engagement, creativity and innovation in an atmosphere of positive team spirit. InWellness helps create a healthy, top-performing workforce whose personal goals align with corporate goals, thereby bringing companies a significant competitive advantage in the marketplace.

InWellness Focuses on Creating Wellness

We believe that wellness is an active process of becoming aware of and making choices for a better work and life experience. Studies show that the single most effective strategy in creating wellness is to focus on lifestyle choices. One of the most unique features of the InWellness program is that it focuses on wellness instead of illness even when helping to “manage disease.”

A recent survey disclosed that 67% of employers named “poor health habits” of employees among their top challenges in maintaining affordable health coverage. The InWellness Corporate Program specifically meets this challenge. It helps people achieve lasting lifestyle change by offering education, support and teaching self-responsibility.

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The Economic Advantage for Organizations

It is reported that stress and stress-related conditions alone account for nearly 80% of all doctor visits each year. Workplace stress comes with an estimated price tag of nearly \$300 billion a year for US businesses alone.

During the past few years, studies have quantified the bottom line impact of wellbeing. Businesses with the most effective wellness programs experienced superior performance in three areas: 11% to 20% more revenue per employee, a 16.1% higher market value, and 28% to 57% higher shareholder returns. (Towers Watson. 2009/2019 Staying@Work Reports)

McKinsey's white paper, "Organizational Health: The Ultimate Competitive Advantage" reports on a definitive study of 600,000 employees at more than 500 organizations worldwide and confirms benefits. Companies in the top quartile of organizational health are:

- 2.2x more likely to have an above-median EBITDA margin,
- 2.0x more likely to have above-median growth in enterprise value to book value,
- 1.5x more likely to have above-median growth, net income to sales.

A well-designed and easily delivered wellness program like the InWellness Corporate Program will give organizations at least a 3 to 1 ROI by helping to lower healthcare costs, reducing absenteeism, eliminating "presenteeism" and increasing productivity. An additional, priceless benefit is the enhancement to the corporate reputation as an employer of choice.

• Minimum savings to cost ratio for workplace wellness programs: 3.5 to 1. (American Journal of Health Promotion)

• Minimum ROI combining reduced cost with increased productivity: 6 to 1. (Worksite Health Promotion Economic Return Study)

