

## HEALTH & PRODUCTIVITY SURVEY 2008

The impetus for wellness programs often begins with the need to reduce the pace of ever-escalating health care costs. There are other benefits, however. Valuing employees and investing in their health generates loyalty and appreciation. A healthy workforce improves productivity and reduces absenteeism, Workers' Compensation and disability costs. The *Willis HRH Health & Productivity Survey 2008* analyzes management perceptions about wellness, productivity and work/life balance and contains details about today's wellness programs.

Representatives from more than 650 companies responded to this, our third annual survey. Here is a summary of the results:

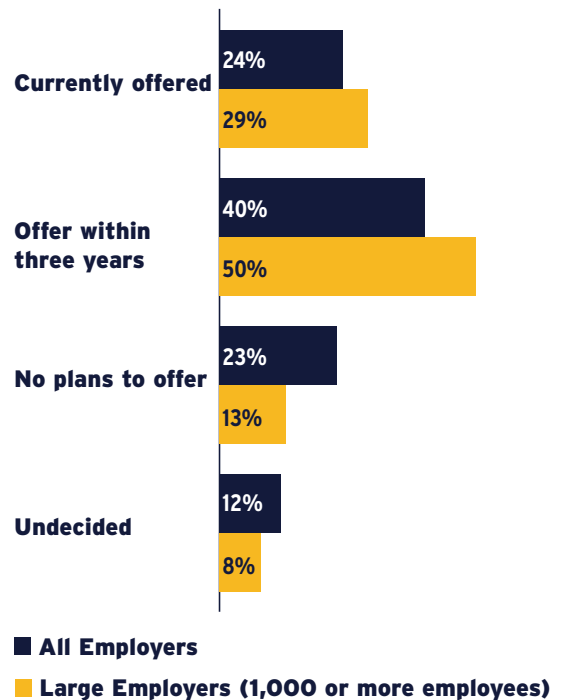
- More than 90% strongly agree or somewhat agree that company leadership is committed to improving employee health and that employee health is linked to absenteeism and productivity.
- Many employers review health care costs prior to program implementation; far fewer study disability and absenteeism costs and productivity statistics.
- Many wellness programs (34%) are rated by their sponsors as above average or robust.
- While return on investment is important, it is not a program goal for over one-third of companies surveyed.
- Companies are increasingly expanding wellness initiatives into the work environment.

### CONTACT

For additional information about the complete survey, or for more information about wellness initiatives, please contact your local Willis HRH Employee Benefits representative, or:

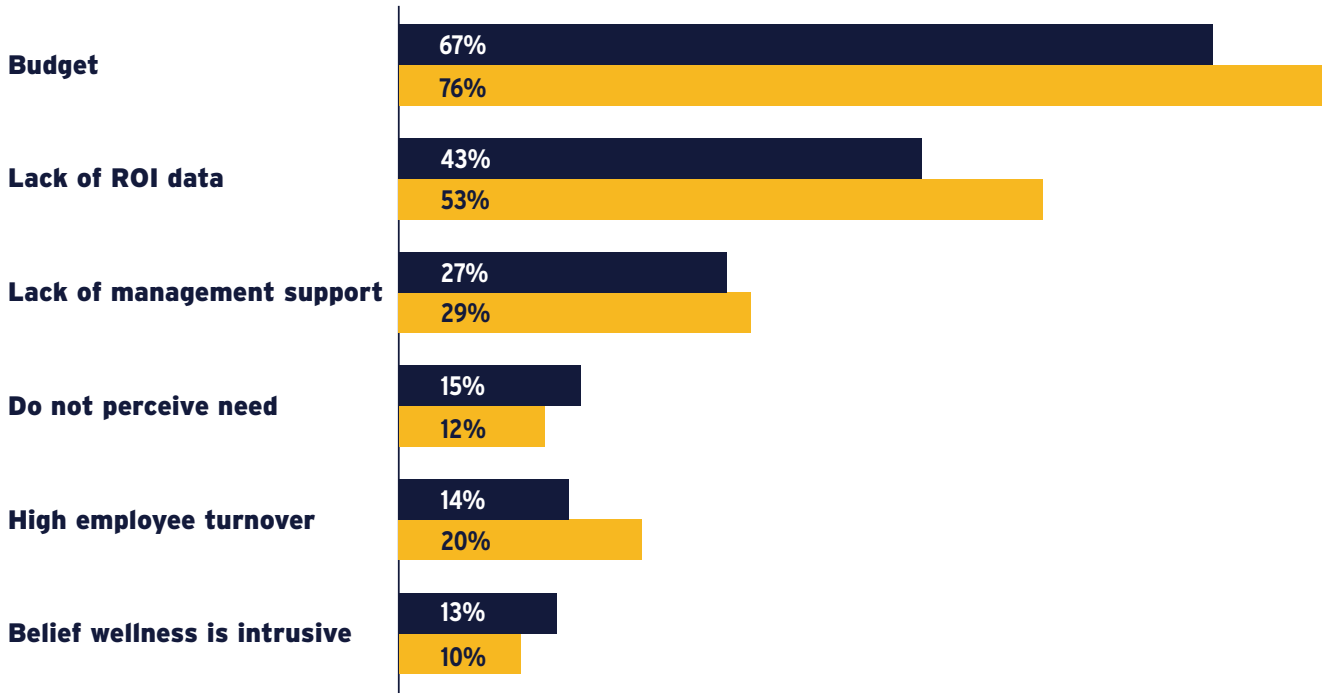
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### PREVALENCE OF WELLNESS PROGRAMS



*Respondents (%) Reporting if Company Offered, or Planned to Offer, a Wellness Program*

## IMPLEMENTATION BARRIERS STILL EXIST

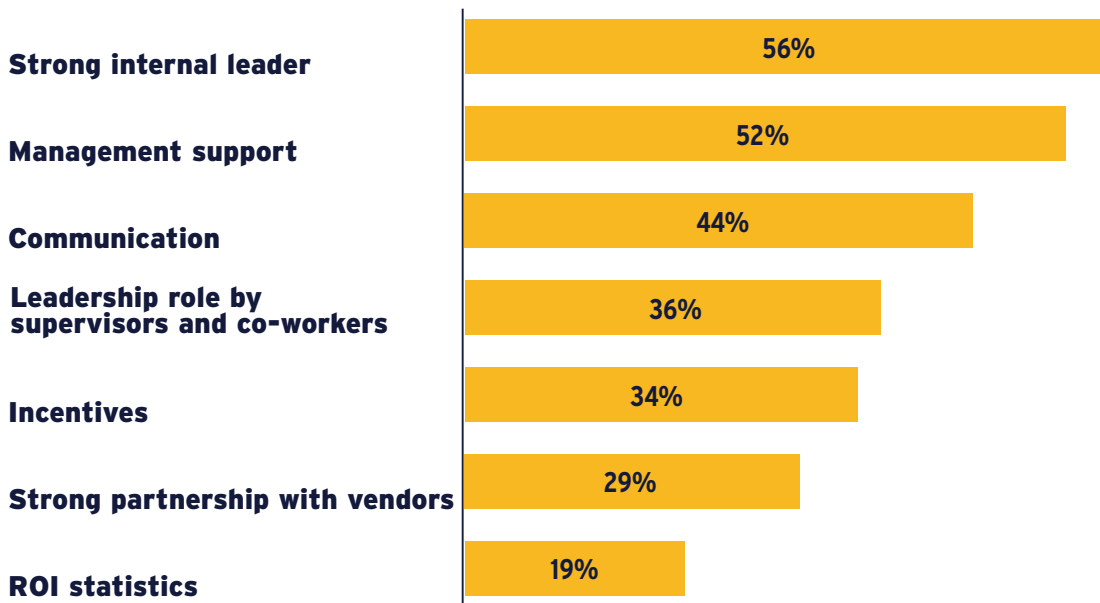


■ All Employers

■ Large Employers (1,000 or more employees)

*Respondents Without Program (%) Reporting Most Important Barriers to Implementing Wellness Programs*

## LEADERSHIP REMAINS KEY FOR SUCCESSFUL PROGRAM



*Respondents with Program (%) Reporting Important Factors for Program Success*