A close-up photograph of two business professionals. On the left, a man with dark hair, wearing a dark pinstriped suit jacket, a white shirt, and a blue tie, is smiling warmly. On the right, a woman with blonde hair, wearing glasses, a black blazer, and a white and blue striped shirt, is also smiling. The background is softly blurred, suggesting an office environment.

Wellness in the Workplace

SAN DIEGO BUSINESS JOURNAL SUPPLEMENT

Implementing Workplace Wellness Programs



7 Steps to Workplace Wellness

Employers can use a wide variety of ways to encourage healthy habits in the workplace and thus reduce absenteeism and lost productivity, enhance recruitment and retention and realize cost savings on insurance and workers' compensation premiums.

Starting an employee wellness program takes just a few steps:

STEP 1 Develop an advisory committee that represents the interests of employees, management and labor unions (if applicable).

- Engage all levels of leadership. Passionate and visible commitment to the program at all levels is essential.

STEP 2 Conduct a needs and resources assessment.

- Determine employee needs, interests, concerns and schedules.
- Identify available space and facilities, including local community facilities.

- Identify relevant partner organizations. Active, ongoing collaboration with internal and external partners, including vendors, can provide a program with some of its essential components as well as valuable enhancements.

STEP 3 Develop program components and activities based on the findings of the needs assessment.

- Develop a written document of program components and expected outcomes.
- Develop formal policies for administering the program.
- Develop an evaluation plan for the program. (Specify how its impact will be measured. Elements to evaluate include cost, participation rate, employee satisfaction, employee behavior changes and the impact on participant education.)

STEP 4 Include incentives to encourage employee participation.

- Examples include employee time off or items such as pedometers and water bottles.

STEP 5 Spread the word to encourage participation.

- Notify employees of the program through flyers, e-mails, payroll stuffers and posters.

STEP 6 Implement the program.

STEP 7 Evaluate the program. Your evaluation and analysis allow you to:

- Collect information about the participants to tailor the program to fit their needs.
- Demonstrate the effectiveness of the program.
- Show employee satisfaction with the program.
- Build a case for funding and support.
- Identify areas that need improvement.

Workplace Wellness Programs Boost your Bottom Line

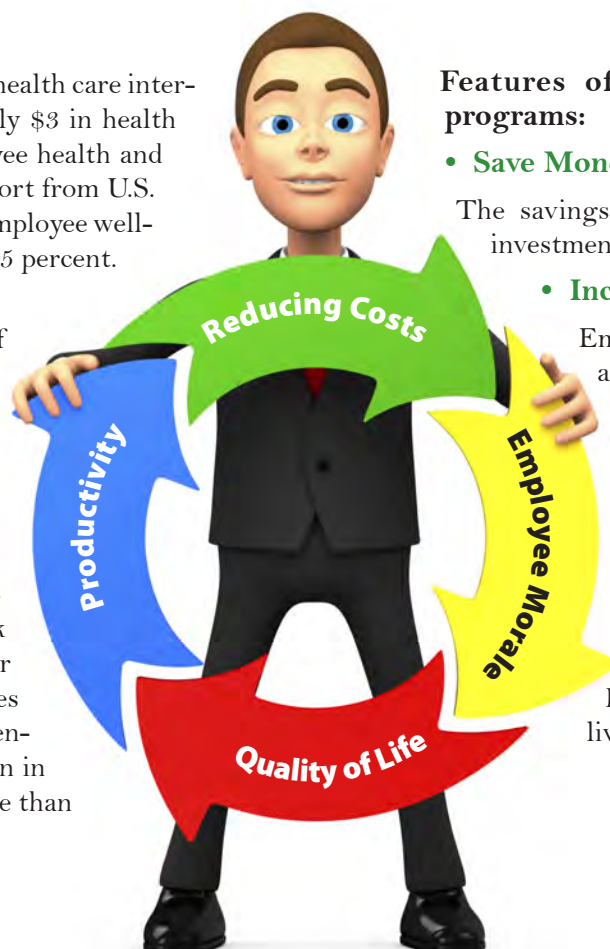
Recent studies of companies with vigorous health care intervention programs suggest they save nearly \$3 in health care costs for every \$1 invested in employee health and wellness. Furthermore, according to a report from U.S. Corporate Wellness, a commitment to an employee wellness program can reduce health care costs by 20 to 55 percent.

The Cost of Poor Health Runs Deep.

A recent Gallup study determined that 86 percent of full-time employees in this country are overweight or have at least one chronic condition. The study found that these employees miss 465 million extra days of work compared to healthy workers and cost at least \$153 million in lost productivity every year.

Absenteeism Is Only Part of the Problem.

Another issue that affects the bottom line is "presenteeism." This refers to employees who come to work sick or with other physical ailments that can limit their productivity on the job by a third or more. Executives at one large company were stunned to learn that presenteeism by their employees cost more than \$51 million in lost productivity in one year—the equivalent of more than 1,400 annual employee salaries.



Features of successful preventive care and wellness programs:

• Save Money by Reducing Costs

The savings on health care costs should produce a return on investment.

• Increase Employee Productivity

Employees in the wellness program miss work less often and are more productive than employees who do not participate. This addresses both absenteeism and presenteeism.

• Increase Employee Morale

Employee pride, trust and commitment increase, contributing to a more vigorous organization.

• Improve the Quality of Life For Your Employees

Healthier employees will live longer, more fulfilled lives.

WE'RE ALL FOR GOING THE EXTRA MILE.



WE'RE KAISER PERMANENTE OF SAN DIEGO, and we're committed to helping you achieve total health. We have over 20 facilities throughout San Diego, including North County, and we're continuing to grow — adding a new state-of-the-art hospital and new medical offices — to provide San Diegans the best care possible, close to home. We're also staffing those facilities with some of the brightest medical minds in their fields. In fact, you can choose from over 1,100 amazing physicians across 90 specialties. Plus, we provide online tools that make it easy and convenient for you to manage your health. When it comes to helping you live well and be well, we're going the extra mile and then some. **To learn more, visit us at kp.org/sandiego.**

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How Much Is Stress Costing Your Company?



Relax...a Massage Envy Spa Corporate Wellness Program Can Reduce Your Company's Costs

On-the-job stress can be attributed to employee turnover and illness, to shifts in corporate structure and even company growth. Join the thousands of employers who offer massage as a benefit to their employees and see a positive impact on your organization right away. Massage Envy Spa San Diego offers Corporate Group membership rates that make it easy to get your employees started on a wellness program that you can both benefit from. Contact us today to find out how you can add massage to your organization's wellness program, benefit your bottom line and have happier employees – now that's something everyone can feel good about.

Here are 5 Great Reasons Why Your Company Should Not Be Without Massage Envy Spa Corporate Benefits:

- * Reduces Stress & Sick Time
- * Increases Employee Morale
- * Helps Attract & Retain Employees
- * Can Use Pre-Tax Dollars
- * No Required Employer Investment

Massage Envy
SPA®

Contact Dani Snyder, Regional Support
(206) 409-3202

Email: ReduceStress@MassageEnvySanDiego.com or
Visit us online today at MassageEnvy.com

Massage Envy SPA®

The Cost of Stress

You can tell something is off—the answer could be stress. Maybe you’ve noticed that one employee who frequently takes time away from the office. Or perhaps you have just seen too many new hires come and go over the years. Whatever the case, stress may be an unexpected source of common problems in your workforce.

You may not have guessed it, but stress can actually cost a company thousands of dollars each year. Businesses are constantly looking for ways to cut back on costs, but they may be missing a major piece of the puzzle. Based on a survey of 100 employees, it is estimated that businesses lose about \$488,752 per year due to stress-related occurrences, which works out to \$4,887 per employee. Depending on the size of a company and number of hired workers, that number can reach frightening heights.

Providing employees the opportunity to relieve stress not only can save big money over time, but it also can vastly improve an employee’s job quality. Experts say that receiving a massage can aid in revitalization by calming nerve endings in the body and promoting clarity and focus of the mind. Massage therapy is a safe and effective therapy for a variety of stress-related ailments, including high blood pressure, aches and pains, and inflammation. Receiving regular massages can create happier, healthier employees who in turn work harder and smarter.

Still can’t believe it? The numbers don’t lie—more than 90 percent of illnesses stem from stress. And it doesn’t end there...

What are Some Stress-related Cost Factors that could be Costing Your Company?

Turnover

Studies show that approximately 40 percent of turnover in the workplace is stress related, accounting for an estimated \$147,720 annually.

Turnover rates can have a major impact on the success of a business. When a company brings on a new employee, they invest time, energy, and materials into training that person. So, losing multiple employees over a period of time can have a detrimental effect on the way a business functions.

Today’s employees place a lot of value on health benefits when they choose to work for a company. Wellness programs can help attract and retain quality employees by showing that the company really cares about their well-being. For example, integrating massage therapy into your wellness program is one convenient and affordable way to increase morale and improve job satisfaction for your employees.

Presenteeism and Absenteeism

Half of all absenteeism and presenteeism cases are related to stress, which can account for about \$40,500 and \$162,000 per year respectively.

Do you have employees who are frequently out of the office? Sure, every employee is entitled to some R&R, but excessive absences can be a sign of too much stress in the workplace. On the other hand, a person may be physically present and yet mentally wandering throughout the day. The distractions of presenteeism are also often associated with stress, which causes workers to perform less than their best.



A therapeutic massage helps to improve circulation, leaving patients feeling rejuvenated and ready to take on the day. An hour-long session with a massage professional is enough to put the worth back in your work and keep workers focused on their goals.

Workers’ Compensation and Disability

An estimated 33 percent of workers’ compensation claims are stress related, costing around \$10,230 each year whereas 50 percent of disability claims that are stress induced can account for up to \$25,650 per year.

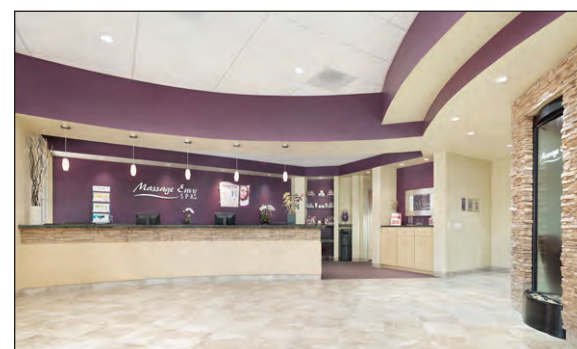
As much as a company tries to prevent work-related injuries, it happens. Sitting at a desk for hours on end can put a lot of stress on your back and cause muscle strains. Even activities as simple as typing or looking at computer screens on a daily basis can result in carpal tunnel syndrome or migraines that require attention.

One of the best ways to counteract the pains of everyday activities and reduce recovery time is to hit the massage table. Scheduling an appointment when these injuries or illnesses occur can bring some much needed relief. However, you can help prevent strains on the body by attending regular massage sessions and beating typical injuries to the punch. Providing a pathway to stress relief and promoting healthy lifestyles will help to bolster the immune system and ward off evil illnesses before they happen.

Enter: Massage Envy Spa’s Corporate Wellness Program

As you can see, there are a multitude of consequences attached to prolonged feelings of stress that can accrue high costs. If you’ve noticed some of these issues in your workplace, you might want to consider installing or enhancing

a benefits program. Depending on the number of employees in your company, the savings can reach up to hundreds of thousands of dollars each year.



Massage Envy Spa is one company that understands the importance of promoting wellness through stress-relief and has come up with

a simple solution that could potentially save your company a lot of time and money. Massage Envy Spa’s Corporate Wellness Program offers countless benefits for you and your employees and it’s free to sign up. Massage therapy is a time-tested method of relieving stress and improving overall health. With more than 900 clinics across the nation, and 24 based in San Diego, finding a location that is convenient to both the office and employees’ homes is easy. Workers who enroll can enjoy discounted pricing, customized massages, and membership rates on additional services.



Submitted by Massage Envy

Contact Massage Envy Spa by calling the phone number (760) 274-2929 or emailing Dani Snyder at www.ReduceStress@MassageEnvySanDiego.com to learn more about the health benefits of massage therapy and get enrolled in the Corporate Wellness Program. Their professionally trained team can help you learn more about the advantages of massage therapy and make a difference in your workplace environment. Undoubtedly, your employees will leave their appointments feeling more relaxed and return to the office, stress free and ready to work!



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YMCA OF SAN DIEGO COUNTY

"The Y is a safe place for us," said Paulette. "I'm a single parent living in Southeast San Diego and I struggle financially. My community is often filled with violence and gang activity but I know we can always go to the Y. It has such a good impact on me and my four kids."

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