

# Wellness Programs



**Eliminating health risks means a better life for your employees, and increasing productivity in your workplace.**



**When employees learn to improve their health, this encourages lifestyle changes that benefit them and the company.**



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## Why You Should Care

When employees are healthy, they can work at a higher level of productivity. A higher level of productivity means greater benefits for the company when employees are taking less sick days. When they are engaging in active, healthy lifestyles, they are also less of a risk financially for the company.

As a country, we have established the practice over time that our places of work are where we find our healthcare benefits. Sixty percent of insured Americans obtain their coverage through their employers. This means that employers are heavily invested in the medical expenses of their employees no matter how healthy or unhealthy those employees are. Companies lack initiatives in preventative measures that would be well worth their time and their dollars spent. This is where wellness programs enter.

## Starting a Program

The best place to begin a program is by raising awareness of the health status of the employee and healthy living practices. Many companies begin this by giving their employees a health assessment. This opens the eyes of the employee to what areas of their life they need to focus on i.e. heart health, endurance, stress reduction, etc. Also, giving the employee the opportunity to learn about how to improve in these areas and others by health courses either online or bring someone in to give advice to help the employees.

Equipping your employees with the tools to make healthier choices in their lives will benefit them and your healthcare costs. This one of the best investments you can make in your employees. By instilling wellness, you are creating a better work environment and decreasing your costs.

# Incentives

## The Necessity of Incentives

Incentives are crucial in the implementation of a wellness program. They increase participation, enhance the motivational element, and give employees additional personal goals that the employer may not otherwise be able to set.

Incentives generate excitement for the program. While eating more vegetables might not be enticing to someone who prefers meat and potatoes, getting the newest TV by doing so might encourage them to eat healthier or exercise more. Incentives create an awareness of the behaviors you want to increase by bringing attention to them in a non-intimidating way. By making it fun for the employee, you encourage engagement and participation in a way that is lost without them.

When a company is willing to provide incentives for their employees for a wellness program, it shows the employees that they are willing to invest in their health. In the end the cost of the incentives will be dwarfed by the savings in healthcare costs. When companies have implemented wellness programs with incentives, they have seen decreases in prescription costs, less sick days taken, and increased productivity because of the increase of energy and sharpness from individuals practicing healthier eating and exercising more. When you invest in wellness programs, you show the employee that they are an asset to you and you believe in helping them be the best person they can be, in and out of the office.



**Decreasing prescription costs and cutting sick days taken are just a couple of ways wellness programs have proven to help companies save money.**

## Keep the Healthy People Healthy

Wellness and incentive programs are not just for improving health, but are vital to keeping the healthy people healthy. These programs encourage people to stick to their healthy habits and to make them aware of ALL of the benefits of their eating habits and exercise regimens, not just what the scale says. By making health and wellness a priority to your company, you are ensuring the respect of your employees, lowering the impact of healthcare costs on your bottom line, and raising the quality of life for all members of your organization.



## Be the Success Story

Health and wellness can grow from anywhere. Be the architect of health for your employees and their families. From a well planned program to a lifestyle change, your company can be the success story. Aspire to a healthy workplace and you will inspire others to do the same. Invest in your employees' health and only good things will come from it.