

## **Return on Investment (ROI) Studies**

1. **Chapman, et al., Meta Evaluation of Worksite Health Promotion Economic Return Studies: 2005 Update**. These data included over 56 studies which included over 480,000 subjects. The 10 best studies included 271, 490 subjects, were using similar Health Risk Assessment (**HRA's**) appraisals and **internet-provided health information**. ROI was between \$3 to \$6 per dollar used for worksite health promotion. P.9 "...most recent studies also tend to use newer preventive technology...**internet provided health information, tailoring, benefits-linked financial incentives...**" "These newer prevention technologies are also associated with higher levels of economic impact and return." P. 10.
2. **Serxner, et al., The relationship between health promotion program participation and medical costs: a dose response**. J. Occupational Environ Medicine, 2003; 45:1196-200. "Program participants (n=13,048) were compared with non-program participants (n= 13,363) to determine program impact on paid medical costs. Overall, **HRA** participants cost an average of \$212 less than eligible non-participants. As **HRA** participation increased cost savings also increased" P. 13.
3. **Wellness Council of America Special Report, the Top Five Strategies to Enhance the ROI of Workplace Wellness Programs, 2009**, on creating a wellness benefit. "For a well organized wellness effort between 35 and 65% of your employees will qualify for the incentive. **The employees who do not participate in your wellness programs don't get their money back. In essence, program non-participants pay for the wellness programs for those who do participate.** In this way your wellness efforts are cost neutral." pp.8-9.