



Evidence-Based ROI

1. Overall Wellness ROI (Harvard Meta-Analysis)

- \$3.27 medical cost savings per \$1 invested
- \$2.73 absenteeism savings per \$1 invested
- ~6:1 combined ROI
- Source: Baicker et al., Health Affairs (2010)

2. National Absenteeism Cost

- \$225+ billion annual productivity loss in the U.S.
- Source: CDC Workplace Health Model

3. Absenteeism Reduction from Wellness Programs

- ~15–30% reductions reported across multiple studies
- Sources: IFEBP reviews, wellness meta-evaluations

4. Presenteeism Recovery

- Productivity losses from presenteeism often exceed absenteeism
- Up to ~20–27% productivity recovery reported
- Sources: Integrated Benefits Institute (IBI)

5. Performance & Profitability (Gallup)

- 21% higher profitability in highly engaged teams
- 41% lower absenteeism in high-wellbeing teams
- Source: Gallup workplace research

6. Healthcare Savings per Employee

- ~\$400–\$500 per employee annually in healthcare savings
- Sources: Employer wellness outcome analyses

7. Workers' Comp & Disability Costs

- ~30% reduction reported in some analyses
- Sources: Wellness outcome meta-reviews

8. Safety & Cognitive Clarity

- Fatigue and reduced alertness linked to higher error and accident risk
- Sources: National Safety Council, NIOSH, OSHA

Note: ROI figures represent aggregated findings across studies and should be presented as evidence-based benchmarks. Organization-specific ROI may vary based on workforce, implementation, and engagement levels.

