The Value Equation

Small improvements in employee energy, clarity, and daily functioning can produce meaningful economic effects inside organizations.
The Chemistry at Work program is designed to support those improvements. Even modest changes can offset the program cost.

The Simple Logic

ROI = Value Created ÷ Program Cost
For a workplace program to make sense financially, the value created simply needs to exceed the cost.

The key question becomes:
How much improvement is required to reach that point?
In many workplaces, the threshold is surprisingly small.

Absenteeism Example

- Program cost per employee: ~$199 annually
- Example employee salary: $50,000
- Daily pay: $50,000 ÷ 260 workdays ≈ $192

However, the real cost of an absence day is typically higher because of:
• lost productivity
• disruption to teams
• replacement labor
• scheduling impacts
Many estimates place the real cost closer to:
$300–$600 per absence day

Conclusion

If the program prevents one absence day per employee per year, the program may pay for itself.

Salary Perspective

Program cost vs salary example:
$199 ÷ $50,000 = 0.004
Meaning the program represents:
0.4% of annual salary
Or framed another way:
Less than half of one percent of payroll per employee.

Productivity Example

If the program improves productivity by:
1 hour per month
That equals:
12 hours per year
Estimated hourly value for a $50,000 salary:
$50,000 ÷ 2,080 work hours ≈ $24/hour
Annual value created:
12 × $24 = $288
Which exceeds the annual program cost.

Additional Value Factors

Presenteeism
Employees working while fatigued, distracted, or struggling with low energy often produce far less output than when functioning well.
Even modest improvements in daily functioning can produce meaningful economic value.

Safety and Errors

Fatigue, distraction, and poor focus contribute to workplace mistakes and incidents.
Preventing even one minor error can offset the program cost.

Healthcare Pressure

Greater awareness of nutrition, energy regulation, and stress signals can influence overall wellbeing and healthcare usage.
Even small changes can matter at scale.

Retention

Programs that support employee wellbeing can contribute to a more stable workforce.
Replacing an employee often costs 20–50% of salary.

Simple Value Comparison

The program cost represents only a small percentage of employee compensation, the threshold for reaching break-even can be surprisingly low. Preventing a small number of absence days, improving productivity by a modest amount, or reducing operational mistakes can quickly exceed the cost of the program.

Scenario	Estimated Value
Program Cost	~$199 per employee
1 sick day avoided	~$192–$400
2 sick days avoided	~$384–$800
0.4% of salary	~$199
Presenteeism improvement	$1,000–$2,500 potential
Reduced mistakes	Highly variable
Improved safety	Potentially significant

The program does not require dramatic changes to produce economic value.
Small improvements in:

- attendance
- clarity
- energy stability
- daily functioning

can quickly offset the program cost when applied across a workforce.

*Workplace screening programs often reach participation rates between 50–70%, and higher rates are common when incentives are used.

Understanding the Value

When organizations evaluate workplace programs, the question is straightforward: does the value created exceed the cost. In many cases, the threshold for reaching that point is smaller than expected. Even modest improvements in employee attendance, focus, energy, or day-to-day functioning can produce measurable economic value across a workforce.

The Chemistry at Work program is designed to support those improvements. Because the program cost is fixed per employee, it represents only a small percentage of payroll in most organizations. This means the break-even point can often be reached through relatively small changes in absenteeism, productivity, or operational performance.

Salary	$199 Program	$299 Program	$399 Program
$40,000	0.50%	0.75%	1.00%
$50,000	0.40%	0.60%	0.80%
$75,000	0.27%	0.40%	0.53%
$100,000	0.20%	0.30%	0.40%
$150,000	0.13%	0.20%	0.27%

Even the most comprehensive version of the program typically represents less than 1% of employee salary, meaning only modest improvements in attendance, focus, or productivity are needed to offset the cost.

CHEMISTRY AT WORK
Focus. Energy. Mood. Performance.