

# Focus on Wellness Yields Improved Outcomes

## Company Overview

This financial services group was a mid-sized client with 170 employees. Their primary office was located in Los Angeles, California with satellite locations spread across several states.

## Key Challenges

Our team was tasked with uncovering efficient solutions for improving health outcomes among employees in an effort to reduce both company and employee expenses.

## MBA Solution Presented

At MBA, we know that business owners play a vital role in enhancing the well-being of their employees and that a well-designed wellness program provides workers with a powerful incentive strategy to accomplish that goal. For this company, we formulated a point-based program that earns each employee a designated point value for each activity or goal achieved. Incentives were awarded at various times throughout the year as employees achieved certain milestones. Our list included items including the participation in various cancer screenings, meetings with a health coach, the achievement of stated behavioral changes, reducing various elevated health risks, etc.

## Measurable Results

Even before the first year was completed, the program was deemed a success by both the employer and employees. It was apparent that the incentives were effective at helping most employees adopt and maintain healthy behaviors. Without knowledge of the exact dollar amount saved as a result of the program, company leaders estimated that future renewals would be markedly lower than had the program not been in place, and employees would incur reduced out-of-pocket costs over time as a result of their improved outcomes.