Health Care Budget
An average of 3.5% of health care budgets are spent on well-being programs.

Employers spend an average of $3.6 million each year on well-being programs.

78% of employers consider employee well-being to have a meaningful role in their business strategy.

Global Well-being
Employers with a global well-being strategy:
- Yes - Based on U.S. strategy with little deviation between local markets
- Yes - Has general principles but tailored to each market
- No - Local markets may focus on well-being as needed
- No - Not generally of interest outside the U.S.
- Don’t know

Goal of expanding well-being programs globally:
- Reduce risk
- Management of health care costs
- Align corporate culture/mission
- Improve employee engagement/performance

Communication
Most regularly used:
1. Email
2. Well-being website
3. HR portal

Most effective:
1. Email
2. Employee meetings
3. Well-being website

Email is the most common and most effective communication method.

Future of well-being: 3-5 year outlook

75% of employers will expand investments in well-being
23% of employers will keep investments steady
2% of employers will reduce their investments