

# CBIZ Wellbeing Solutions

ENHANCING THE HEALTH  
OF YOUR BUSINESS





# A Holistic Approach to Wellbeing

## BECAUSE IMPROVING WORKFORCE HEALTH IS A BUSINESS IMPERATIVE

Perhaps more than ever, employers are challenged with rising costs and risks while also facing an increasingly competitive landscape for attracting and retaining talent. One of the most impactful ways employers can reduce health care costs and the cost of presenteeism while also increasing productivity and performance, employee satisfaction, and culture is to invest in employee health and wellbeing. That's why we've created one of the most comprehensive and innovative wellbeing consulting practices in the market.

Our experts work with clients to advance their population health management initiatives and see tangible results. Our strategies are rooted in the six foundational components of an effective health risk management and wellbeing strategy: organizational commitment, sustainable culture, communication and engagement methods, actionable data, wellbeing programs, benefits and networks, and outcomes and value of investment.

### WHAT WE DO

#### COLLABORATIVE PROCESS

We work with you to develop a wellbeing and engagement plan that addresses all five components of wellbeing — social, physical, financial, community and purpose — and we qualitatively demonstrate how that plan will generate significant value and savings.

#### DATA-DRIVEN STRATEGIES

We utilize behavioral economics, communications and technology to drive employee engagement in wellbeing programs and commitment to healthy behaviors.

#### ONGOING GUIDANCE

Through ongoing consulting support and the monthly delivery of Well Informed, which includes our esteemed Wellbeing Insights e-magazine, Self Care Calendar, National Health Observances, and more, we help you empower your employees to sustain healthy lifestyles and equip managers to become wellbeing leaders.

#### COMMITMENT TO QUALITY

We align employers/payers, providers and consumers with a value-based payment system that raises accountability for both quality and cost of care. In addition, we assure vendor providers continue to deliver high-quality resources and services.

#### REGULATORY COMPLIANCE SUPPORT

Equipped with the extensive knowledge and guidance of our Regulatory Affairs experts, your organization can ensure it is meeting all requirements of health care reform and the Affordable Care Act, as well as all federal and state laws.

### WHY FOCUS ON WELLBEING?

Research clearly illustrates a strong link between employee wellbeing and increased employee engagement and performance, lowered health care costs, improved staff morale and more. As such, employers who take a strategic approach to employee wellbeing can expect a return on their investment.

Conversely, poor workplace wellbeing comes at a price. Here are just some of the costs associated with a lack of employee wellbeing:



## 75%

of medical costs accrued mostly due to preventable conditions



## 15% to 20%

of total payroll in voluntary turnover costs, on average, due to burnout



## \$322 billion

of turnover and lost productivity cost globally due to employee burnout

\*Source: Gallup (2022), "Employee Wellbeing Is Key for Workplace Productivity"

### WHAT SETS CBIZ WELLBEING SOLUTIONS APART

CBIZ Wellbeing Solutions guides employers in creating a thriving workplace culture characterized by high employee wellbeing and engagement and low risk. We take the time to understand the culture and climate of an organization, then co-design a multi-year wellbeing and engagement strategy. The bottom line for your business is enhanced productivity and performance.



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# About CBIZ Employee Benefits

At CBIZ Employee Benefits, we're passionate about providing strategic solutions that drive employee engagement and build a dynamic and thriving workplace culture. This isn't cookie-cutter consulting. Our team of forward-thinking professionals will collaborate with you to develop an actionable plan designed to help you navigate the complexities of your benefits strategy, addressing your unique pain points and goals. You can count on us as your trusted advisors committed to your success.

**CONNECT WITH AN EXPERT TODAY**

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