

Sun Life-Ivey Canadian Wellness ROI Study Update

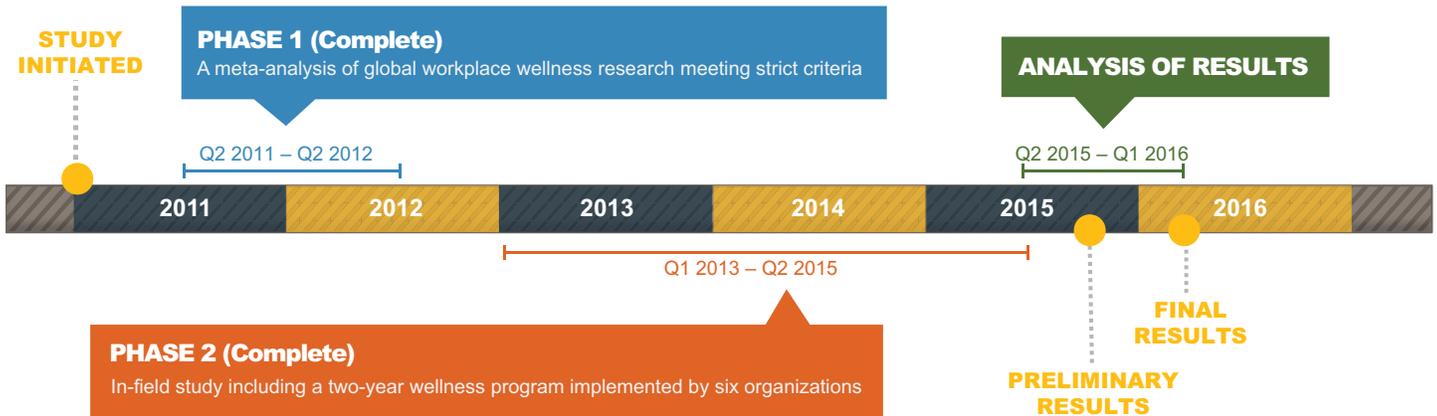
The Sun Life-Ivey Canadian Wellness Return on Investment Study is a workplace wellness research study conducted by Sun Life in alliance with the Ivey Business School at Western University.

GOALS

Establish **Canadian benchmarks** on the return on investment (ROI) for workplace wellness



Contribute to best practice research to help organizations **maximize the value** of their wellness strategy



PHASE 1 FINDINGS

Reduced absenteeism is strongly correlated with wellness programs. The Sun Life-Ivey meta-analysis of non-US wellness programs suggests that firms can save about 1.5 days in absenteeism per employee over 12 months, or an estimated \$251 per employee per year in savings.

These results are in line with Harvard's U.S. meta-analysis which found savings of 1.7 days per employee per year which is an estimated savings of \$274 generating a return on investment (ROI) or \$2.73 per dollar invested in wellness.

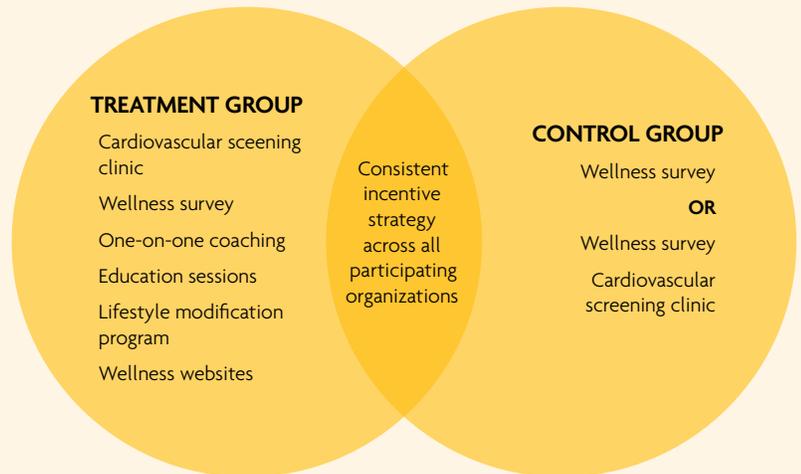
*Harvard University: Health Affairs, February 2010

PHASE 2 UPDATE

Implementation is now complete and the Ivey research team is in early stages of data analysis. Thank you to our participating plan sponsors for your commitment to this study!

As part of the study the Ivey researchers are reviewing the following data streams:

- Organizational culture and engagement
- Health habits
- Productivity
- Casual absence
- Benefit claims
- Cardiovascular health measures
- Wellness program participation



PLUS

Organizational wellness index (Developed by Ivey Research Team)

- A unique approach to measuring organizational wellness and health metrics
- Includes 6 categories of metrics: workplace culture and engagement; nutrition; physical activity; stress; lifestyle; cardiovascular health measures.

DON'T MISS IT

Better Workplace Conference 2015

Early results will be shared at this event by Ivey and Sun Life. Please join us in October at this great event in Gatineau, Quebec to hear more! Be sure to register and take advantage of reduced pricing as part of Sun Life's conference sponsorship! Enter code **SPNSF** for special rebate.

REGISTER NOW

THOUGHT LEADERSHIP

The Sun Life team is expanding on learnings from Phases 1 and 2 of the ROI Study and will be working with the Ivey research team to share best practices over the course of 2015. As a first step, the Ivey research team has released three [white papers](#) on topics related to workplace wellness:

- [Defining Workplace Wellness Programs: A Rapid Systematic Review](#)
- [Mindful Leadership: Cultivating Sagacity and Wisdom in the Workplace](#)
- [Management behaviours drive workplace wellness program results: the SMIL model](#)

Watch for the Wellness ROI Study to be profiled at the following upcoming events:

- Physical activity and the workplace, Middlesex London Health Unit, London, ON (MARCH 04, 2015)
- The Chatham-Kent Public Health Unit, Workplace Wellness Event Launch for Wellness Month, Chatham, ON (OCTOBER 07, 2015)
- Northwinds Health Forum, Cambridge, ON (NOVEMBER 05, 2015)
- Human Condition TEDx Western University conference, London, ON (NOVEMBER 07, 2015)
- HR Reporter Webinar, National (NOVEMBER 12, 2015)
- The Association of Medical Professionals with Hearing Loss conference, Ann Arbor, MI (MAY 15-17, 2015)
- Physical activity and the workplace, Middlesex London Health Unit, London, ON (MARCH, 2016)
- Physical activity and the workplace, Middlesex London Health Unit, London, ON (MARCH, 2016)
- Le Rassemblement Conference, Workplace Health and Wellness conference, Quebec (APRIL 06, 2016)

WHAT'S NEXT

Q4 2015 – Next update when we will share more preliminary findings

Q1 2016 – Final results will be shared

Results of continuing analyses will continue well past Q1 2016.

Questions regarding ROI Study? Contact Erin Dick (Erin.Dick@sunlife.com) or visit sunlife.ca/wellnessROIstudy

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