

Absenteeism Costs



HIDDEN COSTS OF ABSENCE

75%

Most Costs are Indirect Costs



3 out of 4 dollars to pay for employee absenteeism goes to indirect costs such as: training, replacement hiring, temporary staffing, and reduced output.



\$1.8 BILLION

ANNUAL IMPACT OF POOR HEALTH

The U.S Department of Labor estimates absence costs companies at least \$1.8 billion a year.¹



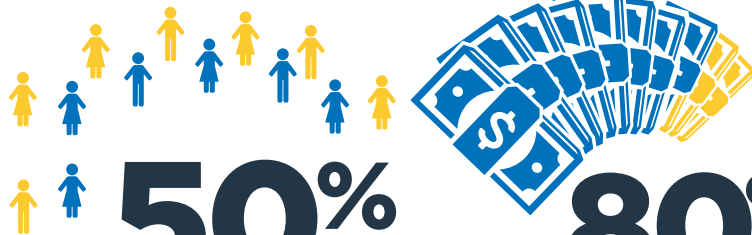
\$13,000

PER EMPLOYEE COST

Employers spend \$13,000 per employee per year on direct and indirect health-related costs.²

AMERICA'S CHRONIC HEALTH PROBLEM

Chronic health conditions are on the rise in all age groups burdening employers.⁵



50%

1 out of every 2 Americans suffer from a chronic illness.⁴

80%

8 out of 10 medical dollars spent go to chronic illness.³

The Solution: **Managing the Employee Lifecycle**



1 Bureau of Labor Statistics. The Employment Situation: December 2008. Washington, DC: U.S. Department of Labor; 2009.

2 Fronstin, P., Collins, S.R. Findings from the 2007 EBRI/Commonwealth Fund Consumerism in Health Survey. New York, NY: The Commonwealth Fund; 2008.

3 Partnership for Solutions National Program Office. Chronic Conditions: Making the Case for Ongoing Care: September 2004 Update. Baltimore, MD: Partnership for Solutions, Johns Hopkins University; 2004.

4 Loeppke, R.R. The value of health and the power of prevention. *International Journal of Workplace Health Management*. 2008; 1:95-108.

5 Blumenthal, D. Employer-sponsored insurance—riding the health care tiger. *New England Journal of Medicine*. 2006; 355:195-202.