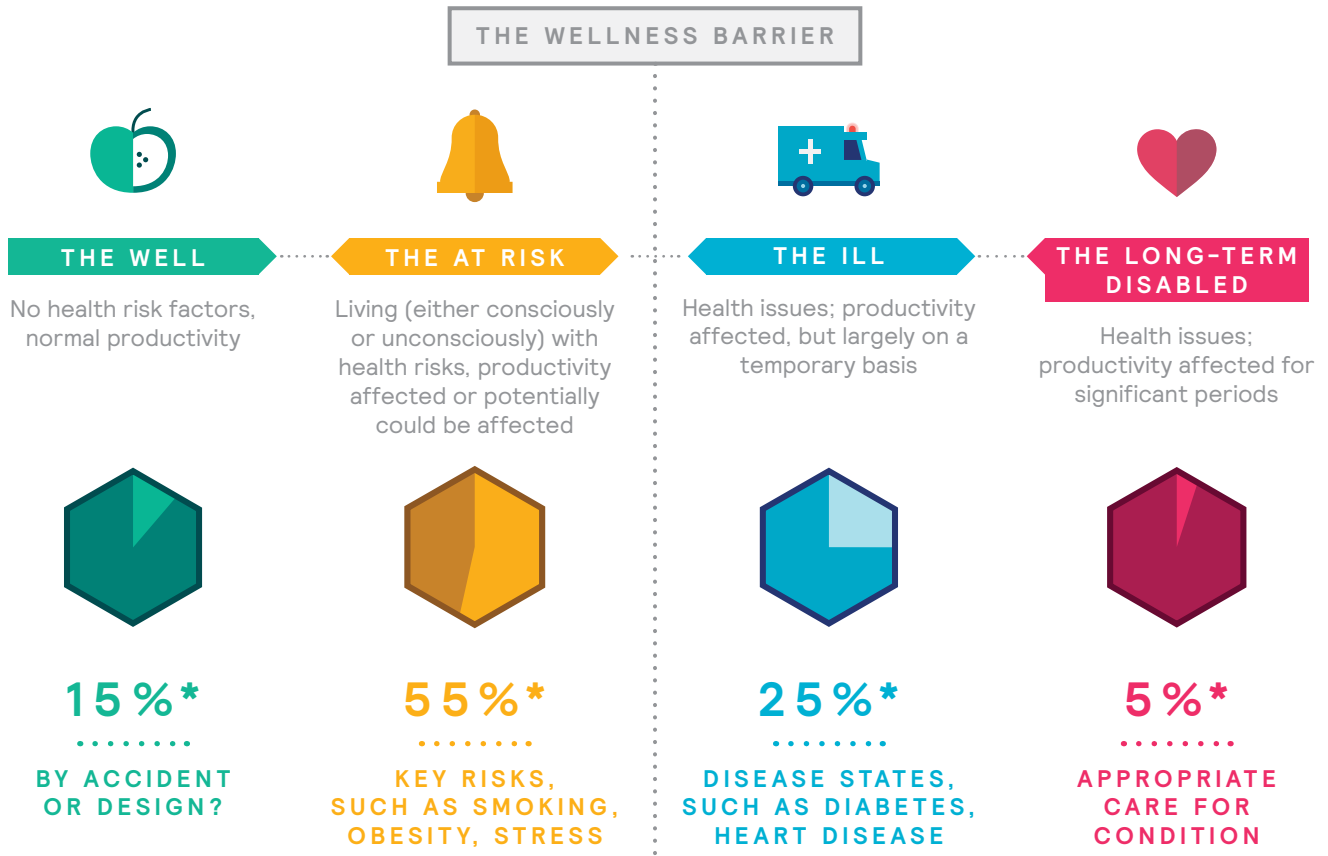


THE WELLNESS BARRIER

IMPROVING HEALTH AND YOUR BOTTOM LINE

AT ANY ONE TIME, INDIVIDUALS IN THE WORKING POPULATION FALL INTO FOUR CATEGORIES:



Most healthcare provision focuses on ill and long-term disabled employees, and most organisations spend the bulk of their healthcare budget on treating the relatively small group of ill employees and invest little in the health of the majority employee population who are well but have health risks.

Our research* tells us...

87% of employees have at least one risk factor and over 12% have more than four.

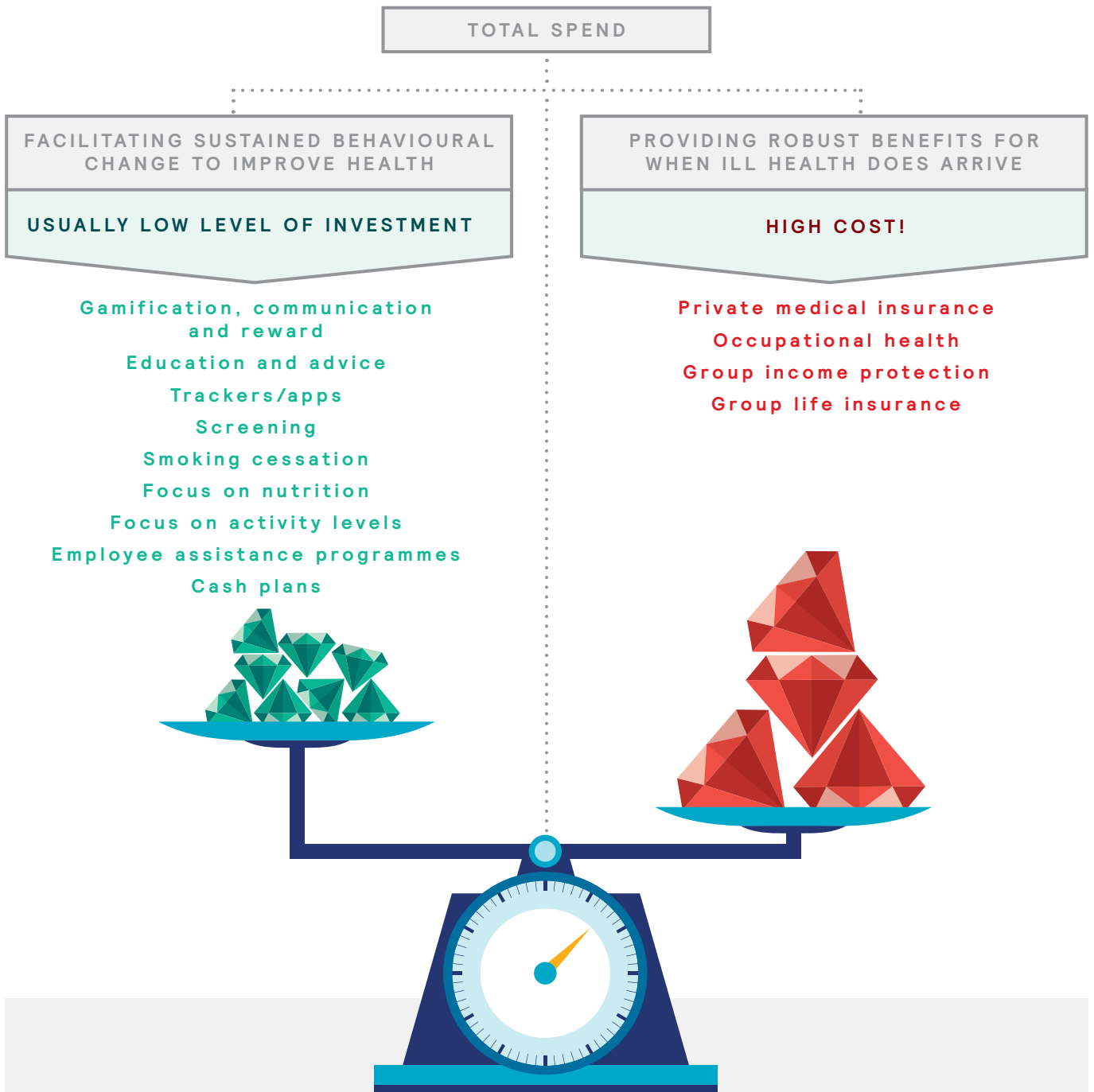
57% of employees are motivated to change their BMI.

52% want to take up more physical activity.

25% want to improve their nutrition.

37% of smokers are motivated to give it up.

Do your benefits help employees make healthy choices?



Valuable productivity is lost when employees are sick.

Absenteeism and presenteeism^{**}:
~7.85% of employer's wage bill*

RESET THE BALANCE

Helping staff improve and maintain their wellness may prevent health risks, illness and advanced conditions that are expensive to treat.

Investing in health and well-being makes business sense. Find out how you can reset the balance.

LEARN MORE

Visit: www.mercer.ie

Email: marketing.ireland@mercer.com

* Based on data from Britain's Healthiest Workplace research (Reilly Associates WPAI methodology)

** Employees are at work but are not well enough to be fully productive

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