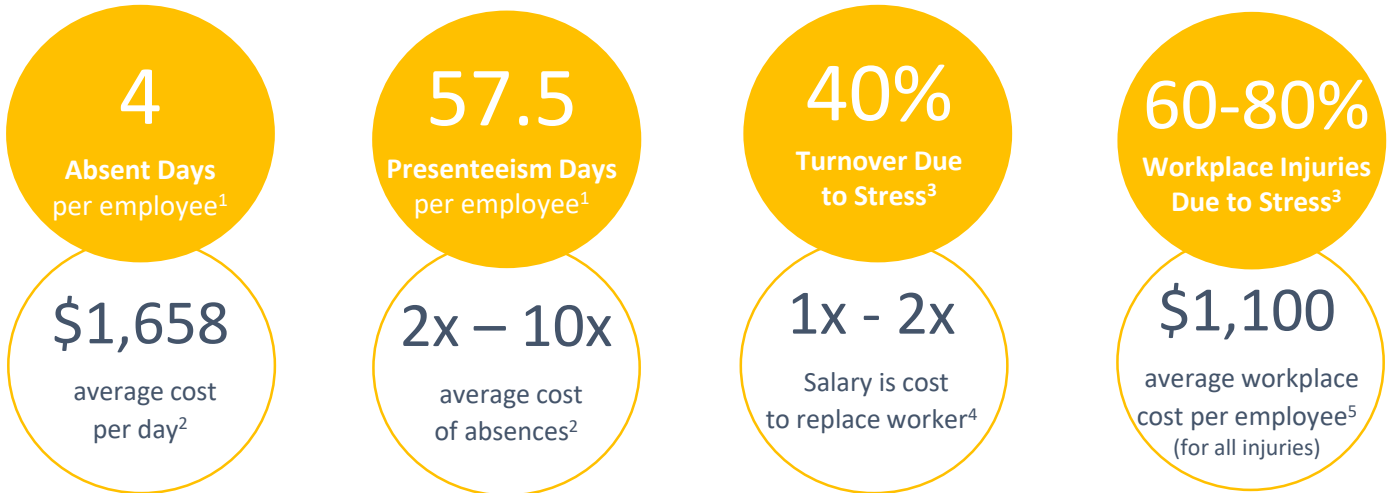




Employers

Investment in Your Workforce = Savings & Greater Productivity



Annual Average Rates	1 Employee	1,000 Employees
Absent Days – 4	4 days lost	4,000 days lost
Presenteeism Days – 57.5	57.5 days lost	57,500 days lost
Total FTEs (all days lost x 8 hours ÷ 2,080 hours/year)	0.24 FTE	237 FTEs
Cost of Absent Days - \$1,658	\$6,740	\$6,740,000
Cost of Presenteeism Days – 2x Absent Days	\$13,480	\$13,480,000
Cost of Absenteeism & Presenteeism Days	\$20,220	\$20,220,000
Cost Workplace Injuries Due to Stress (\$1,100 x 60% x #EEs)	\$660	\$660,000
Total Average Annual Costs Combined	\$20,880	\$20,880,000
StressOS Savings – If Cost Reduction of 10%	\$2,088	\$2,088,000
StressOS Subscription Cost – Assessment & Personal Stress Index Report, Stress Reduction & Resiliency Programming + Aggregate Stress Index Report for Employers	\$36	\$36,000
Net Return on Investment	\$2,052	\$2,052,000

¹Global Corporate Challenge, 2016 Study on Presenteeism, validated against World Health Organization’s Workplace Health & Productivity Questionnaire (WHO-HPQ) - USA, Australia, United Kingdom

²United States Centers for Disease Control and Prevention

³American Institute of Stress

⁴Society for Human Resource Management

⁵National Safety Council