



# CASE STUDIES

## Preventive Care Management Program



### EMPLOYEE

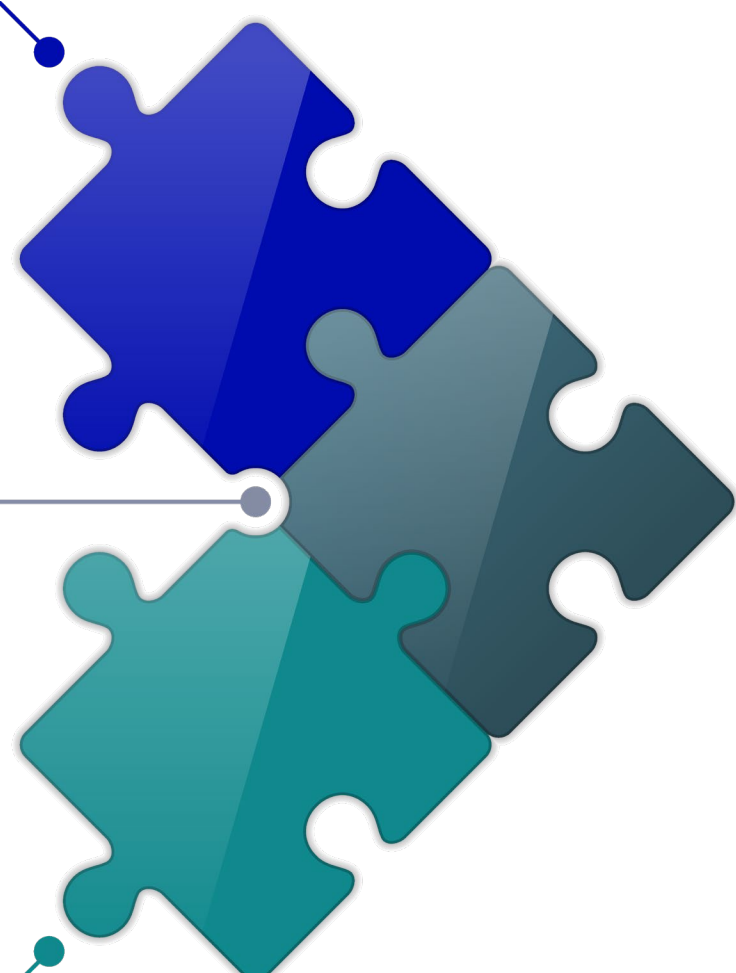
- Wellness benefits
- Supplemental benefits
- Better mental health
- Better physical health
- No net out-of-pocket expense

### GOVERNMENT

- Healthier workers and citizens
- A more stable and possibly higher tax wage base

### EMPLOYER

- Lower payroll taxes
- Healthier, more productive employees
- Improved hiring and retention of employees
- No net out-of-pocket expense



Companies across all industries are implementing The Preventative Care Management Program (PCM) to promote the well-being of their employees. Success stories in the case studies included below, help demonstrate the transformative power of the PCM program, and highlight the positive impact such initiatives can have on individuals and organizations alike.

### **Case Study 1: Pharmaceutical Organization's fitness first initiative**

**Size and Scope:** 50 employer groups at more than 100 different locations across the United States.

**Intention and Result:** A substantial pharmaceutical company client and their affiliates, aimed to cultivate a culture of health and wellness among their employees. In doing so, the organization introduced a company-wide health challenge that encouraged employees to engage in healthy activities and lifestyle choices. The challenge included friendly competitions, rewards, and recognition for participants through the PCM employee assistance program. Employees were encouraged to track their progress using fitness trackers and wellness apps provided by the PCM employee interactive portal. Additionally, the company organized health and wellness fairs where employees could access health screenings, nutritional counseling, and fitness assessments with no employee out of pocket costs. As a result, the organization observed a significant improvement in employees' overall health metrics, including reduced body mass index, decreased cholesterol levels, and increased energy levels. Moreover, the challenge fostered a sense of camaraderie and team spirit among employees, promoting a positive work environment.

### **Case Study 2: Consulting Firm's Mental Health Support Program**

**Size and Scope:** Global enterprise with 26 global manufacturing facilities, annual sales in excess of \$1 billion, and a worldwide workforce of more than 3,200 employees.

**Intention and Result:** A consulting firm client recognized the importance of addressing mental health in the workplace and implemented a comprehensive mental health support program. The program included regular mental health awareness campaigns, training sessions for managers on recognizing and addressing mental health concerns, and confidential counseling services for employees. The consulting firm created a supportive environment where employees felt comfortable seeking help for mental health challenges without fear of judgment or repercussions. As a result, employees reported improved mental well-being, reduced stress levels, and increased job satisfaction. The firm also noticed a decline in mental health-related absenteeism and an improvement in overall team collaboration and productivity.

### **Case Study 3: Hospitality Company's Wellness Rewards Program**

**Size and Scope:** 13,000 enrolled associates managing over 25 hospitals and 110 clinics.

**Intention and Result:** A hospitality group client sought to motivate and engage employees in their wellness journey by implementing an internal rewards program based on the health and wellness benefits provided by the PCM program. The program encouraged employees to participate in various wellness activities, such as fitness challenges, health screenings, and stress management workshops. This approach not only incentivized employees to prioritize their well-being but also created a sense of friendly competition and camaraderie among the workforces. The company witnessed a significant increase in employee engagement, improved morale, and a decrease in lifestyle-related health issues.

### **Case Study 4: Education Institution's Employee Development and Wellness Integration**

**Size and Scope:** 6 main campuses with multiple affiliated locations with approximately 15,000 employees of very diverse populations.

**Intention and Result:** An educational institution recognized the interconnectedness between employee development and wellness. They integrated PCM wellness initiatives into their employee development programs to support the holistic growth of their staff members with a focus on staff mental health counseling. The institution offered opportunities for professional development, skill-building workshops, and wellness activities associated with mindfulness training. By fostering a culture that prioritized both professional growth and personal well-being, the institution experienced higher employee satisfaction, increased retention rates, and a positive impact on student outcomes.

These case studies exemplify the power of employee wellness programs in enhancing the well-being and productivity of individuals within organizations. From holistic wellness approaches and health challenges to financial wellness programs and work-life balance initiatives, these success stories demonstrate the transformative impact that investing in employee well-being can have.

By implementing The Preventative Care Manage Program tailored to the unique needs of their workforce, organizations can create a positive work environment, boost employee engagement and satisfaction, and reduce healthcare costs. If you are seeking guidance on implementing or enhancing your organization's wellness program, The Tax-Efficient Group's comprehensive Preventative Care Management Program can be a powerful opportunity to do just that.

Visit <https://www.thetegrp.com/pcmp> and contact our team for assistance.