Corporate Yoga
by Yoga Balance
Job stress costs U.S. industry $300 billion annually

Stress Causes:

• Reduced productivity
• Increased absenteeism
• Higher medical insurance and workers‘ compensation payments.

Paul J. Rosch, M.D., President, American Institute of Stress
U.S. spent $2 trillion on health care in 2005 = $6,683 per person
Employers paid more than 1/3 of total

Stress is a factor in 25% of all healthcare costs.

U.S. employers annually spend per employee:

• $136 for stress
• $70 for weight issues
• $44 for tobacco use
• $29 for glucose problems

Hatha (physical) Yoga practice improves health.

Effects of Hatha Yoga Practice on the Health-Related Aspects of Physical Fitness, Preventive Cardiology (2007).
Yoga decreases systolic and diastolic blood pressures.

Yoga improves:

- Memory
- Mental balance
- Attention and concentration
- Recall

*Effect of Yoga on Cognitive Functions, 115 BJOG 8 (2008).*
Improving employee strength via Yoga reduces injuries.

Back Safety for Long Term Care Employees, Boldt Management Solutions (2008).
Aerobic exercise reduced employees’ anxiety from just one exercise session.

Yoga improves work performance by relieving tension and job stress.

Return on Investment
Return on Investment

Cumulative Statistics
Return on Investment: Cumulative Statistics

28.3% reduction in sick leave

Health Promotion Practitioner Magazine (2007).
Return on Investment: Cumulative Statistics

5.6-to-1 ROI, including:

- Reduced turnover
- Reduced absenteeism
- Increased productivity
- Increased efficiency

Health Promotion Practitioner Magazine (2007).
Return on Investment: Cumulative Statistics

26.1% reduction in medical costs

30% reduction in:
  • Medical claims
  • Workers’ comp claims

Health Promotion Practitioner Magazine (2007).
Return on Investment

Case Studies
Return on Investment: Case Studies

**Highmark, Inc.**
Health insurer with 12,000 employees
Highmark spent $800,000 over 5 years on wellness program
1,900 employees participated
Medical claims for participants were $176 lower than for non-participants
Company saved $1.3 million in medical claims
ROI: $1 invested in wellness program yielded $1.65 in medical savings alone
Does not include savings attributable to productivity gain

Return on Investment: Case Studies

Johnson & Johnson
Invested $30 million in health-and-wellness program
Employee Incentive to Participate: J&J reduced health care premium contributions by $500 per employee
94% employee participation rate
High Cholesterol Employees: Decreased from 66.2% to 43.2%
Poor Exercise Habits: Decreased from 45.8% to 35.1%
Cigarette Smoking: Decreased from 32.7% to 23.9%
Annual Medical Savings: $225 per employee, for annual total of $8.5 million
Does not include savings attributable to productivity gain

Return on Investment

Yoga
Return on Investment: Yoga

Summary of Scientific Studies:

• General health improvement
• Decreased blood pressure
• Improved memory, mental balance, attention and concentration, recall, verbal retention and recognition
• Injury reduction
• Reduced stress and anxiety
Return on Investment: Yoga

Anecdotal Employee Observations:

- Higher energy levels, fewer sick days, greater attentiveness to work, and higher morale.
  *Take the Stairs*, Utah Business (2008).

- Greater calmness, increased focus and alertness, and fewer in-house conflicts.

- Stress reduction and better decision-making.
Return on Investment: Yoga

Expected Financial ROI

$200 average annual medical savings per employee

– PLUS –

5.6 ROI due to reduced turnover and absenteeism and increased productivity and efficiency
Return on Investment: Yoga

Expected Environmental ROI

• Higher Morale
• Fewer Conflicts
• Lower Stress

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Thank You!