



WORKPLACE Well-Being

WHY IT MATTERS AND
HOW TO ACHIEVE IT

WHAT IS WELL-BEING?

Well-being is one's ability to transcend the absence of illness by securing traction and balance in **both work and recreation**. An integrative approach to the wellness axiom suggests that tending to all areas of one's life will result in a comprehensive positive outcome.



PHYSICAL



FINANCIAL/
JOB SECURITY



SOCIAL/
FAMILY



EMOTIONAL/
MENTAL



PURPOSE

WHY DOES IT MATTER IN THE WORKPLACE?

Top performing employees are invaluable to a company's success. They work hard and deliver results! Losing them to burnout, stress induced illness and work-place dissatisfaction can be as costly to a company's bottom line as losing them to the competition. **The value of investing in talent well-being is tied to improved employee productivity resulting in organizational gains.**

THE HIGH COST OF BURNOUT

Stress and burnout on the job increases **cost** and **risk**.



3/4

of employees suffer from on-the-job burnout (Gallup, 2020), which results in a decrease in engagement and productivity, peer conflict, poor customer service, and accidents.

\$550M

Annual workdays lost to employee stress. (Harvard Business Review, 2019)

95%

of HR leaders say burnout sabotages retention. (Forbes, 2019)

THE BENEFITS OF BETTER WELL-BEING

In addition to higher employee engagement and satisfaction, organizations with strategic wellbeing programs report:

70%

of employees say wellness benefits are the reason they stay at a job (HRDive, 2019)

6.1

return on investment (Harvard Research Report, 2019)

21%

higher employee productivity (Allwork, 2019)



TAKING A TAILORED APPROACH

Clearly, employee well-being makes good business sense. Yet, the steps to achieving well-being are deeply personal, which is why it also makes good sense to take a tailored approach.



Strategic Well-Being Made Easier with ArmadaCare insurance plans

- ✓ Layer over primary plans
- ✓ Pays for a broad range of expenses
- ✓ Excepted from ACA nondiscrimination rules
- ✓ Meet age and stage needs
- ✓ Put in place at any time all year

ABOUT ARMADACARE

A pioneer in the supplemental insurance industry, ArmadaCare creates and delivers specialty employee benefits backed by premier insurance carrier partners.* Strategic benefit consultants recommend ArmadaCare's innovative insured products to help employers meet the health and benefit needs of various employee constituent groups.



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*Underwritten by Sirius America Insurance Company ("Sirius America"). Sirius America has an A.M. Best Financial Strength Rating of "A-" (Excellent) as of March 4, 2020.