

# U.S. Chamber of Commerce

## Healthy Lifestyle Program



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### Program Overview

- Number of staff members: 530 (including affiliate organizations)

### Program Goals

- To provide cost effective benefit programs that support the Chamber's commitment to our employees' well-being, emphasizing prevention and a holistic approach to health.

### Program Components

- *Personal Health Assessment Bonus*: a monetary incentive for employees to learn about their health risk factors.
- Onsite physician consultations and health seminars.
- Onsite flu shots, blood pressure, and cholesterol testing.
- Onsite gym, fitness instructor, and fitness seminars.
- *UnitedHealth Wellness*: a portfolio of onsite and online wellness programs and services.
- *Care24 Employee Assistance Program*: provides mental health, financial and legal counseling, child and eldercare assistance.
- Medical plan choices including a high deductible plan, a PPO plan, and health savings accounts.

### Key Findings

- In 2004, we experienced a 12 percent reduction in health care costs while most employers were facing double-digit increases.
- In 2005, our costs increased six percent, still well below the market.
- Our programs are frequently cited by potential new hires as a reason they are interested in the Chamber.
- Current staff cite these programs as important factors when considering positions outside the organization.
- As the competition for talent increases, our *Healthy Lifestyle Program* helps differentiate the Chamber from other employers.

“I spend a lot of time talking to CEOs and one issue they all want to discuss, regardless of the company size or location, is health care. Most agree that solutions to rising costs and the growing number of uninsured must come from the private sector, not the government.

“As the world's largest business federation, the Chamber is leading a dialogue on innovative approaches to health care. We also want to set an example for others. The Chamber is committed to providing high-quality health care coverage to its employees, as well as the tools and resources they need to manage their own health and well-being.

“As providers of health insurance to some 136 million Americans, the private employer community must drive change that will lower costs and extend coverage to the millions without it.”

### THE BOTTOM LINE

“The Chamber is committed to providing high-quality health care coverage to its employees, as well as the tools and resources they need to manage their own health and well-being.”

