

ATC Workplace Wellness Survey

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- ATC Proprietary -

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Let's Talk Wellness: Workplace Wellness Survey

Discovering how organizations foster wellness – Insights, best practices, challenges and approaches.

Key Insights

- Most organizations currently offer wellness programs and structure them as optional for employees, with incentives or rewards being a common feature. These incentives range from cash bonuses and premium discounts to recognition credits and wellness store rewards.
- Participation-based program structures are more prevalent than outcomes-based ones, and success is most often measured by participation rates, engagement in activities, and employee satisfaction, rather than direct health outcomes.
- The main reasons for discontinuing wellness programs include changes in insurance carriers, lack of clear ROI, insufficient staff resources, and inconsistent program management, highlighting the importance of organizational support and clear value demonstration for program sustainability.

Survey Highlights

- Respondents = 16
 - **56%** currently offer a wellness program
 - Among those not offering a program, **86%** had one in the past
 - ◆ Common reasons for discontinuation included carrier changes, lack of ROI and competing priorities.
 - **All program are optional**, With participation rates varying:
 - ◆ **45%** of companies report participation of **80% or higher**.
 - ◆ **55%** report participation **69% or lower**.
 - **78%** of programs are **participation-based** rather than outcomes-based.
 - **67%** of respondents outsource program management to external vendors. Vendor partners include:
 - ➔ Quantum Health
 - ➔ WebMD
 - ➔ Alight Well
 - ➔ Sharecare
 - ➔ Personify Health
 - ➔ WellRight (Managed by HealthSource Solutions)

Incentives Overview

- **90% of companies provide incentives**, with all but one offering rewards to both employees and their spouses.
- Types of incentives:
 - Medical premium discounts
 - Taxable income rewards
 - HSA contributions
 - Wellness focused paid day off
 - Credits for a “Wellness Store” (used to purchase essentials, trips, experiences, charitable donations, etc.)
 - Prizes tied to awareness campaigns or themed events
 - Gift cards

Activities and Challenges

Employees can choose from a wide range of wellness activities including:

- Preventive and wellness exams (physical, dental, eye, age/gender-specific screenings)
- Financial, emotional and social wellness initiatives
- Biometric screenings
- Health risk assessments
- Company-hosted wellness days featuring a variety of activities
- Hundreds of options across multiple wellness pillars
- Company-based challenges such as:
 - ◆ *Get moving*
 - ◆ *Serve Together (Volunteering)*
 - ◆ *Maintain Don't Gain*

Required Activities:

- Biometric screening
- Preventive Exam

Cycle Structure & Eligibility

- Program Cycle
 - **1 year** is the most common program cycle.
 - **33%** of companies run a **9-month cycle**, while **11%** operate on an **11-month cycle**.
- Program Timing
 - Timing varies by organization, including cycles such as **Jan–Dec**, **Jan–Sept**, and **Jul–Jun**.
- New Hires/Newly-Benefit Eligible Employees:
 - Eligibility is typically based on **hire date** or **benefit eligibility date**, with credit applied for the current year under these conditions:
 - ◆ Hired in the **final quarter** of the year
 - ◆ Hired **after June 1**
 - ◆ Hired **after July 1**
 - ◆ During the **first year (grandfathered)**
 - ◆ Hired **on or after January 1**
 - Employees can participate **immediately**, but **retroactive credit is not provided**.

Note: Credit is closely tied to the program cycle and timing.

Communication, Feedback & Analysis

- Program Communication
 - **Consistent communication is key**—companies use a mix of **weekly, monthly, quarterly, and annual messaging** to keep employees engaged.
- Program Feedback
 - **33%** of organization conduct formula surveys.
 - Another **33%** gather feedback through **informal conversations**.
 - Additional methods included **quick polls** and **real or virtual suggestion boxes** to capture employee input.
- Cohort Analysis
 - **22%** have conducted a cohort analysis revealing:
 - ◆ **High participation rates** driven by **strong financial incentives**.
 - ◆ **Improved health outcomes** among active participants.
 - ◆ **Biometric screenings are highly valued** and contribute to healthier behaviors.

