Johnson & Johnson

Company Profile:

Johnson & Johnson (J&J) is the world's largest and most comprehensive manufacturer of health care products serving consumer, pharmaceutical, professional, and medical devices and diagnostics markets. J&J has more than 250 operating companies in 60 countries employing approximately 129,000 people.

Business Challenge:

As a leader in the health care industry, and with a deep commitment to its employees and their well-being (J&J Credo), J&J needed a long-term solution to develop and grow a world-class fitness and corporate wellness program.

The Solution:

Initiated to improve the well-being of its global workforce, the Live for Life® program began in 1978. Live for Life organized itself as a shared service for the U.S. in 1995, integrating the functional areas of EAP, occupational health, wellness and fitness, and disability management under one umbrella:

The wellness and fitness segment of Live for Life was acquired by HealthFitness in December 2003. HealthFitness has continued to partner with J&J to deliver best-in-class population health management services for the company's population.

HealthFitness has incrementally expanded services. We now manage wellness and fitness services for J&J Global Health Services (GHS) across 55 J&J U.S. sites. This includes 28 fitness centers and 17 fitness rooms servicing a population of 38,000 employees.

HealthFitness also provides consultation and expertise for the J&J International GHS, which expands the reach to 90,000+ employees worldwide (outside the U.S.) with a program that initially includes planning, implementation and evaluation of an online, multi-lingual health risk assessment—the INSIGHT® International Health Risk Assessment.

In our partnership with J&J, HealthFitness operates according to two main priorities:

1. **Creating, promoting, and expanding a corporate culture of health**
As a leader in health care, the organization can set an example for other companies in incorporating health into its everyday operations. Beyond creating a healthy environment, this means growing and maintaining a culture that values health and healthy decisions.

2. **Reducing population risk factors**
In the same vein, with significant investment in wellness strategies, J&J is able to demonstrate how effective programming leads to healthier members. This carries through to savings on medical costs, productivity increases, a happier workforce and retention improvements. All of these benefits ultimately drive return on investment.

Results:

J&J recently published a study (*Health Affairs*, 2011) that measured the long-term effectiveness of its program to contain costs and reduce health risks compared to 16 other large employers. A separate published study (*Journal of Occupational and Environmental Medicine*, 2011) evaluated the impact of employee weight gain on J&J's health care costs.

Both studies validate the link between health and business—the foundation on which the J&J program is built. Among key findings:

• Significantly fewer J&J employees were at risk for blood pressure, nutrition, obesity and tobacco use compared to the 16 companies.

• J&J's annual average increase in medical and drug costs was 1.0 percent, well below the 4.8 percent average increase in costs estimated from the 16 companies.

• J&J's program produced a $565 savings per employee annually.

• With an industry average annual program cost ranging from $144 to $300 per person, the return on investment for the J&J program ranged from $1.18 to $3.92 saved for every dollar spent.

• Prevention can generate significant savings. J&J employees with a high risk for obesity had higher annual cost increases than those who remained at lower risk. Employees who added weight risk increased their average annual medical costs to $1,267, about $982 more than employees who remained at lower risk, whose costs increased an average of $285 each year.