



Program Overview

- Number of employees: 22,000 U.S. active

Program Goals

- Improve employee health and company financial outcomes
- Modify individual behaviors by providing essential information and knowledge (e.g., Health Status)
- Drive innovation in both design of health programs and employee health outcomes

Program Components

- Provide value-based benefits design covering recommended age/gender preventive screenings, annual physical exams, medically necessary treatments by quality providers, disease management, and health advocacy resources
- Health Risk Questionnaire (HRQ) and health screenings to help employees evaluate their current health status, determine risks, promote GSK resources and plan next steps
- Supportive culture including onsite fitness centers and clinics, lactation rooms, quiet rooms, tobacco-free workplace, nutritious choices in cafeterias, walking trails, and walk stations
- Health education, interactive toolkits, virtual seminars, energy and resilience workshops, EAP, and *Lifeworks*

Key Findings

- Aggregate population risk reduction over five years (e.g., high-risk population reduced from 5% in 2004 to 1% in 2008)
- Percentage of at-risk employees decreased in 7 out of 10 modifiable categories
- Increased employee awareness of their own blood pressure, cholesterol, and blood glucose levels
- Improvement in overall employee wellness scores
- Enhanced employee participation in behaviors that promote health, well-being, engagement and resilience (e.g., marked improvement in the "Building Skill to Increase Resilience" category, increase of 8% in 2008)

“At GSK, we want our employees to excel both professionally and personally by leading healthy, productive lives. We’re proud to offer exercise, nutrition, and other health-enhancing programs. Every day we endeavor to ensure a safe workplace, and we’ve taken steps to equip employees with education and resources that help them be strong and resilient. Our strategy embodies three principles. The first is **prevention** to keep employees and their families well by preventing the onset of costly chronic disease. Second, we use quality **interventions** in our on-site health and fitness centers to provide appropriate evaluation and recommendations. Lastly, we invest in **innovation** to develop new prevention tools and medical treatments. With these three principles, we’re leading the way towards healthier employees and a healthier America.”

THE BOTTOM LINE

“GSK’s health care strategy embodies three key principles: Prevention, Intervention, and Innovation.”

