

# Don't miss potential **TAX CREDITS** for your *Wellness program*

## Healthy Workforce Act 2009. *Fast Facts.*

**A**s a part of the larger effort to overhaul health care, Congress is currently considering proposals to provide tax credits or other subsidies to employers who offer wellness programs that meet pending federal criteria. Initially introduced in January of 2007, The Healthy Workforce Act of 2009 was reintroduced in April of 2009 by Senators Tom Harkin (D-IA) and John Cornyn (R-TX) and Representatives Earl Blumenauer (D-OR) and Mary Bono Mack (R-CA). This act supports the belief that the federal government should provide incentives to employers to implement health promotion programs at work. Wellsource Health Solutions shares this belief. Our goal is to optimize employee health, maximize your profits, and inspire a sustainable culture of intentional health within your organization.

### How would this act benefit my company's wellness program?

Any company – either for-profit or non-profit – that has a comprehensive employee wellness program would receive **a tax credit equal to 50% of total program costs up to \$200 per employee for the first 200 employees and up to \$100 per employee thereafter.** An employer who establishes a qualified program would be eligible to receive a tax credit for 10 years.



"...Preventative health care is an easy way for companies to cut down on .... costs, while increasing employee productivity and general workplace satisfaction."

Earl Blumenauer (D-OR)



"I'm pleased to join with my colleagues, the American Heart Association and all other organizations in this effort to help employers promote physical activity and disease prevention."

John Cornyn (R-TX)

### What are the proposed criteria?

Currently, a company would be eligible for the tax credit by establishing **a program that raises health awareness among employees, encourages employee behavioral changes, and prompts employee participation through an incentive.** The legislation is targeted primarily at small and mid-sized companies who would otherwise have difficulty making the initial investment needed to support such programs.

### How can I make my employees feel more comfortable about privacy and federal involvement?

By using a third-party vendor such as Wellsource Health Solutions to manage your program data, **your employees are covered by HIPAA laws,** and can be assured that all of their personal health information is stored off-site.

### Will the tax credit be enough to cover the costs of a comprehensive wellness program?

**In many cases, yes.** It will depend on the size of your company and scope of your program. The average cost of an effective wellness program is between \$100 and \$300 per employee per year, which includes health risk assessments, biometric screenings, coaching, and an incentive program. To understand what kind of program can best benefit your employees and organization, please contact us at 920-694-3567 or sales@whsusa.com.

### What if I already have a wellness program?

If you already have a wellness program, **you can receive tax credits for 3 years.** If you are required to make substantial modifications to your existing program in order to qualify, you can then receive tax credits for 10 years.

**More information —>**

## How can Wellsource Health Solutions help me qualify?

For your company to qualify for the proposed tax credit, **Wellsource Health Solutions can provide you with the tools, resources, and guidance you'll need to meet all of the following proposed federal requirements:**

- 1.** The program must consist of any three of the following components:
  - Health Awareness Component** that provides:
    - ✓ Health Education
    - ✓ Health Screening
  - Employee Engagement Component** that:
    - ✓ Establishes a committee to engage employees in worksite wellness programs through worksite assessments and program planning, delivery, evaluation, and improvement efforts
    - ✓ Tracks employee participation
  - Behavioral Change Component** that encourages healthy living through counseling, seminars, on-line programs, or self-help materials. Such components may include programs related to:
    - ✓ Tobacco use
    - ✓ Obesity
    - ✓ Stress management
    - ✓ Physical fitness
    - ✓ Nutrition
    - ✓ Substance abuse
    - ✓ Depression
    - ✓ Mental health promotion (including anxiety)
  - Supportive Environment Component** that promotes:
    - ✓ On-site policies and services for a healthy lifestyle, related to:
      - (1) Tobacco use at the worksite
      - (2) Nutrition of food available at worksite
      - (3) Minimizing stress and promoting good mental health
      - (4) Where applicable, access to attractive stairs
      - (5) Encouragement of physical activity before, during, or after work
    - ✓ Participation Incentives
      - (1) Qualified incentive benefits for each employee who participates in a health screening or behavioral change program
      - (2) Qualified incentive benefit – any benefit that is approved by the Secretary of Health and Human Services in coordination with the director of the Centers for Disease Control and Prevention (CDC)
    - ✓ Employee Input – opportunities for employees to participate in the management of any qualified wellness program
- 2.** The program must be certified by the Secretary of Health and Human Services, in coordination with the Director of the CDC by:
  - Being consistent with research and best practices
    - ✓ Must be evidence-based research
    - ✓ Must include multiple, evidence-based strategies based on existing and emerging research and scientific reviews
    - ✓ Must offer strategies that focus on employee populations with a disproportionate burden of health problems
- 3.** The program must encourage health literacy among employees to make the programs culturally competent and to meet the health literacy needs of employees covered by the programs.

**Find out how your wellness program can qualify for the Healthy Workforce Act of 2009.**

**Visit [www.whsusa.com](http://www.whsusa.com) or call 1-920-694-3567**