



WELL-BEING PROGRAM IMPACT: HEALTHCARE

limeade®

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Limeade Well-Being focuses on the whole person, whole company and whole ecosystem to ensure every employee knows their company cares.

Caregivers are under significant emotional and physical stress. They put work demands, patients and family members first — even at the cost of their own self-care. With burnout on the rise, healthcare systems are more prone to caregiver absenteeism, intention to leave the job and actual turnover

The case for well-being:

99% of those with high well-being and organizational support **recommend their company as a great place to work¹**

3X **higher turnover** for employees who don't participate in Limeade versus those who do.³

>50% Physicians **experience symptoms of burnout⁴**

38% **more engaged** when employees feel their employer cares about their well-being²

¹2015 & 2016 Well-Being and Engagement Report, Quantum Workplace & Limeade

³Limeade Turnover Dashboard, 2019

⁴Agency for Healthcare Research and Quality, 2017

Limeade delivers a comprehensive approach to well-being, supporting the whole person, demonstrating care from the organization and integrating with the whole ecosystem — tied to your unique company culture.

Key Solution Highlights

- Science-based methods of measurement including a Well-Being Assessment and pulse surveys
- Access to the Limeade activity library with hundreds of whole-person well-being activities that can be completed for points and rewards
- On-demand dashboards that provide insights into program participation, employee engagement, risk for burnout and turnover
- Reach every employee with easy-to-create, relevant communications
- Device tracking and partner integration deliver a holistic program for employees



Real Business Results: Limeade Program Impact On Kindred Healthcare



More than 70% of medical eligible employees and spouses participate in the program each year. But even more importantly, the program is now engrained in the culture. Kindred and Limeade also conducted an analysis using a three-year cohort of program users. The results showed improvement across employee health, well-being and performance indicators:

25%

of participating employees
improved their overall health

100%

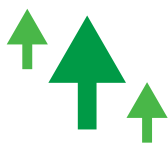
Employees improved in 100% of well-being dimensions,
including stress management, belief in abilities, openness,
optimism and resilience

>60%

Coaching participants **improved one or more
health risk over the past three years**

50%

Lower turnover for employees who participate in five
or more Limeade activities than those who don't



**Participating employees improved productivity
indicators,** including motivation and making and
keeping commitments

Limeade Well-Being Customer Best Practices

Kindred Healthcare operates hospitals, nursing centers and rehab facilities across the nation. They also employ around 88,000 people across 2,500 locations.

Kindred Healthcare needed a program that was easy to access and personalized for employees with varying needs and interests. Kindred partnered with Limeade to create a well-being program with the goal to improve employee health, well-being and productivity. They also aimed to reduce turnover and create a culture where healthy lifestyles are common, celebrated and supported.

Optimizing employees' physical environment

For those employees in the brick and mortar locations — like in hospitals or the Kindred Support Center, the physical environment is designed to encourage year-round participation in the program. Offerings include farmers markets, annual well-being fairs, mobile mammography units and a new onsite health clinic. Employees are always reminded that these are brought to them by the program.

Engaging hard to reach employees

Nurses and in-home caregivers don't have access to physical resources and are rarely in front of their computers. To engage these employees, Kindred provides access to a range of tools and resources that make them feel connected and cared for, such as mobile access, team challenges and local activities.

Evolving a well-being ecosystem

Over several years, Kindred invested in a wide range of partner resources to address different aspects of well-being — from diabetes, to financial well-being to telemedicine. But many were difficult to find and underutilized. Kindred uses Limeade as a single hub for its whole ecosystem of tools and resources, making them easy to find and targeting those who need them most. The flexibility and ease of integrations by Limeade allow Kindred to pilot new programs.



Limeade is an employee experience software company that helps build great places to work. Our platform unifies employee well-being, engagement and inclusion solutions with industry-leading communications capabilities. Recognized for its own award-winning culture, Limeade helps every employee know their company cares. To learn more, visit www.limeade.com.