

# Good Workplace Practices Yield Tangible Results

## ECONOMIC OPPORTUNITY

### BROAD-BASED PARTICIPATION

Companies with Employee Stock Ownerships plans are **25% more** likely to stay in business.

*Source: The National Center for Employee Ownership*

### OPPORTUNITIES FOR ADVANCEMENT

Trader Joe's promotes all managers from within. Sales per square foot are **3x more** than those at an average US supermarket.

*Source: Harvard Business Review*

### SUSTAINABLE LIVELIHOOD

The case of Costco (average pay \$17/hr) vs. Sam's Club & Walmart (average pay \$10/hr). Costco had **16% higher sales** with 38% fewer employees.

*Source: Harvard Business Review*

## HEALTH & WELLNESS

### PAID SICK DAYS

**Lower health care costs.** Workers without paid sick days are more than twice as likely as those with paid sick days to seek emergency room care.

*Source: National Opinion Research Center at the University of Chicago for the Public Welfare Foundation Publication*

### WELLNESS INITIATIVES

Companies with highly effective wellness programs have achieved industry-adjusted average revenues that were up to **40% higher.**

*Source: Towers Watson*