

# WELLNESS CASE STUDY

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## **Jackson Kelly PLLC, West Virginia**

As the largest law firm in West Virginia, senior-level leadership has been harnessed in pursuit of organizational health. Their health insurance premiums are actually on the decline.

The Jackson Kelly wellness program offers health screenings, health fairs, weight management programs, newsletters and weekly emails. Periodic workshops offer an open forum with experts to discuss wellness issues of interest. Last year, in return for better health insurance rates, 98% of Jackson Kelly's 430 employees participated in the program.

Jackson Kelly experienced its largest single increase in health insurance premiums of 35% in 2001. However, since the implementation of its wellness program, the firm has been able to reverse the tide. In 2005, health insurance premiums decreased by 21% - a first for the self-insured law firm.

To date, health care screenings and health-risk appraisals have identified employees with serious heart disease, kidney disease, pre-cancerous lesions, high cholesterol, diabetes, and hypertension. Early detection of these conditions has allowed Jackson Kelly to preemptively treat and prevent long-term illnesses and death.