

The background is a blue-toned architectural rendering of a modern interior space. It features a grid of vertical and horizontal lines, suggesting a tiled floor and wall panels. The lighting is dramatic, with strong shadows and highlights, creating a sense of depth and perspective. The overall aesthetic is clean, professional, and futuristic.

DelosTM

Innovate Well

Industry Insights 2017

Research Slide Deck Overview

PURPOSE:

Review and translate findings from key industry research publications to more easily communicate the value of health and well-being in the built environment.

WHAT'S INCLUDED?

- Partner Publications
- Key Industry Publications

Slides Are Based on the Following Publications:

1. Allen JG, Macnaughton P, Satish U, Santanam S, Vallarino J, Spengler JD. Associations of Cognitive Function Scores with Carbon Dioxide, Ventilation, and Volatile Organic Compound Exposures in Office Workers: A Controlled Exposure Study of Green and Conventional Office Environments. *Environ Health Perspect*. 2015. doi:10.1289/ehp.1510037.
2. American Heart Association. *Employee Health Survey 2016*; 2016. https://www.heart.org/idc/groups/heart-public/@wcm/@fc/documents/downloadable/ucm_488649.pdf. Accessed March 7, 2017.
3. American Institute of Architects, International WELL Building Institute. *6 Design Decisions Your Clients Will Thank You For*; 2016.
4. Cooper C, Browning B. *Human Spaces: The Global Impact of Biophilic Design in the Workplace*; 2015. <http://humanspaces.com/global-report/the-global-impact-of-biophilic-design-in-the-workplace/>. Accessed February 1, 2017.
5. Dodge Data & Analytics. *The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report*; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.
6. GRESB Real Estate. *Health and Well-Being Module*; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.
7. HOK, CoreNet Global. *COWORKING: A Corporate Real Estate Perspective*; 2016. <http://www.hok.com/thought-leadership/coworking-a-corporate-real-estate-perspective/>. Accessed February 1, 2017.
8. MacNaughton P, Satish U, Laurent JGC, et al. The impact of working in a green certified building on cognitive function and health. *Build Environ*. 2017;114:178-186. doi:10.1016/j.buildenv.2016.11.041.
9. McGraw Hill Construction. *The Drive Toward Healthier Buildings: The Market Drivers and Impact of Building Design on Occupant Health, Well-Being and Productivity SmartMarket Report*; 2014.
10. Sustainability and Health Initiative for Net-Positive Enterprise. CoreNet Global Summit: Philadelphia: 2016.
11. UK Green Building Council, World Green Building Council. *Health and Well-Being in Homes*; 2016.
12. World Green Building Council. *Building the Business Case: Health, Wellbeing, and Productivity in Green Buildings*; 2016. http://www.worldgbc.org/sites/default/files/WGBC_BtBC_Dec2016_Digital_Low.pdf. Accessed February 1, 2017.
13. Yeung O, Johnston K. *The Future of Wellness at Work*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.
14. Yeung O, Johnston K. *Unlocking the Power of Company Caring*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

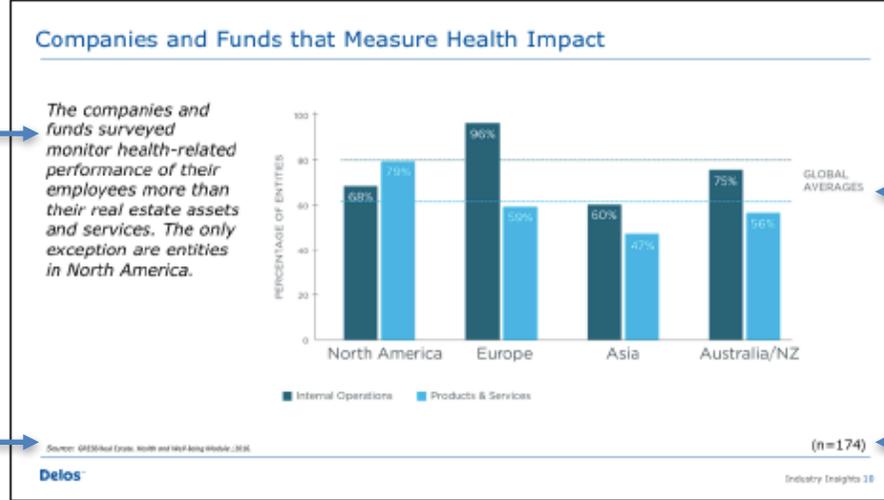
What is Included in these Slides?

Interpretation of Data

Source

Slide Notes:

- *Source*
- *Research method*
- *Survey date and respondents*
- *Research questions asked*
- *Study description and additional interpretations*



Data Visualization

Sample Size (n)

Source: GRESB Health & Well-being Module (this is an optional portion within the 2016 GRESB Real Estate Assessment)

Method: Online survey

Who was surveyed: 174 property companies and funds (see separate slide for participants)

Date of survey: 2016

Questions asked:

1. Does the organization monitor operational performance, such as determinants of health (health-related behaviors, environmental conditions), health outcomes, or other performance metrics, of employees responsible for this entity?
2. Does the organization monitor operational performance, such as determinants of health (health-related behaviors, environmental conditions), health outcomes, or other performance metrics, of its real estate assets and services?
3. → Examples of monitoring operational performance include: Indoor air quality (CO2, daylight), satisfaction surveys, absenteeism, productivity, use of stairs, incidence of asthma.

Description:

The companies and funds surveyed monitor health-related performance of their employees more than their real estate assets and services. The only exception are



SMARTMARKET REPORT 2014

McGraw Hill Construction

Source: McGraw Hill Construction. The Drive Toward Healthier Buildings: The Market Drivers and Impact of Building Design on Occupant Health, Well-Being and Productivity SmartMarket Report; 2014.

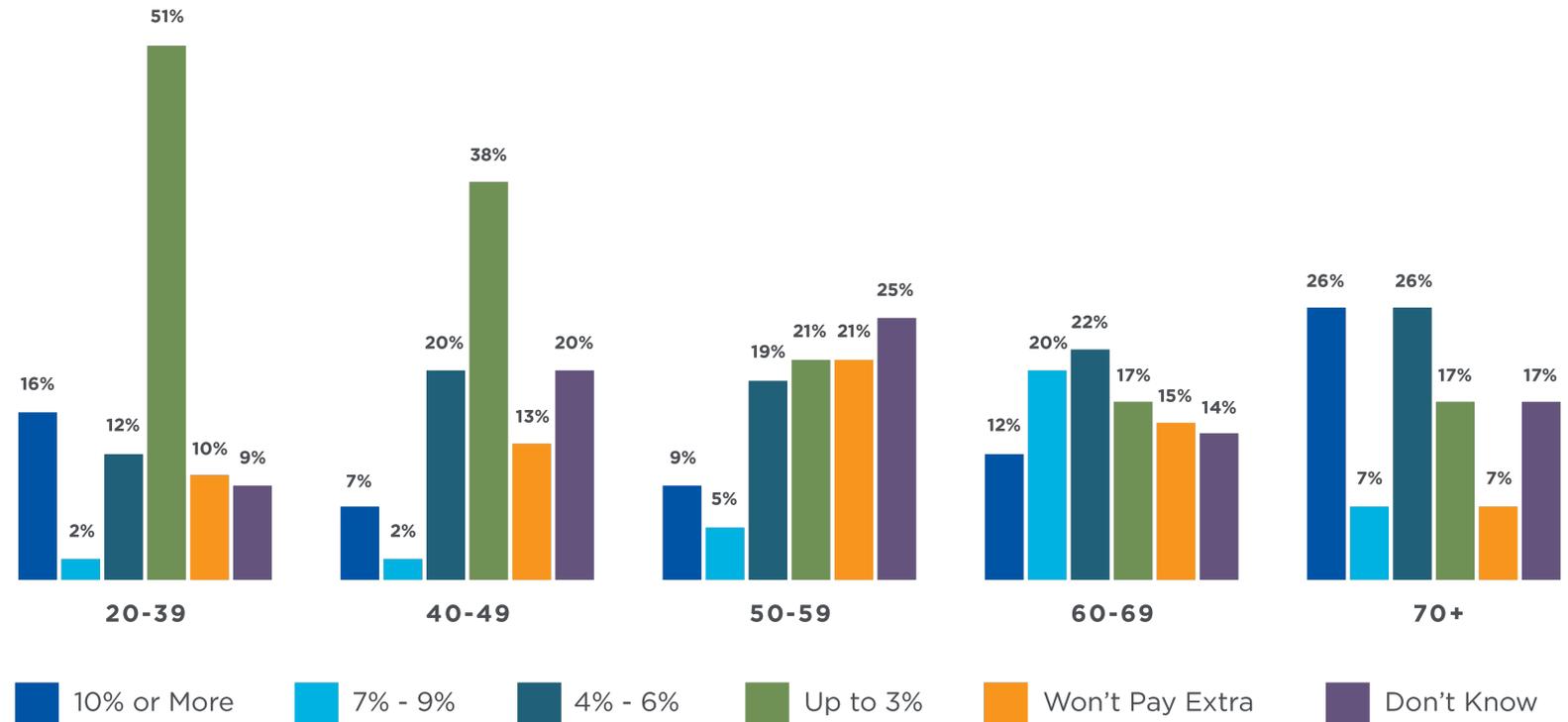
How Much Will People Pay for Healthy Homes?

Millennials and retirees are most willing to spend the most on healthier homes

Amount Homeowners Will Pay for Healthy Products & Practices

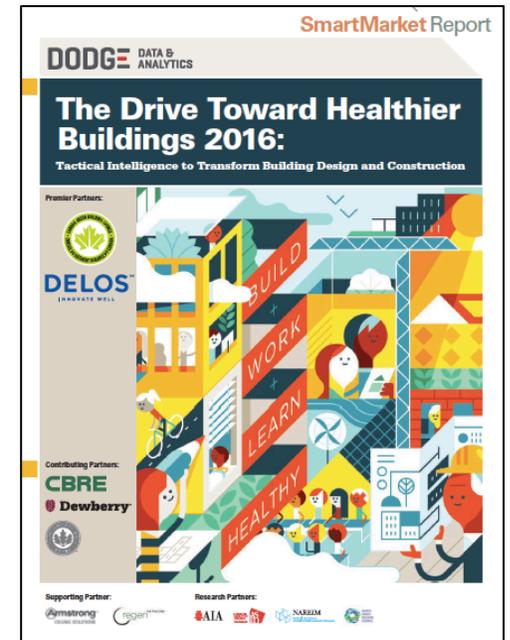
BY AGE OF HOMEOWNER

Source: McGraw Hill Construction, 2014



Source: McGraw Hill Construction. The Drive Toward Healthier Buildings: The Market Drivers and Impact of Building Design on Occupant Health, Well-Being and Productivity SmartMarket Report; 2014.

(n=209)



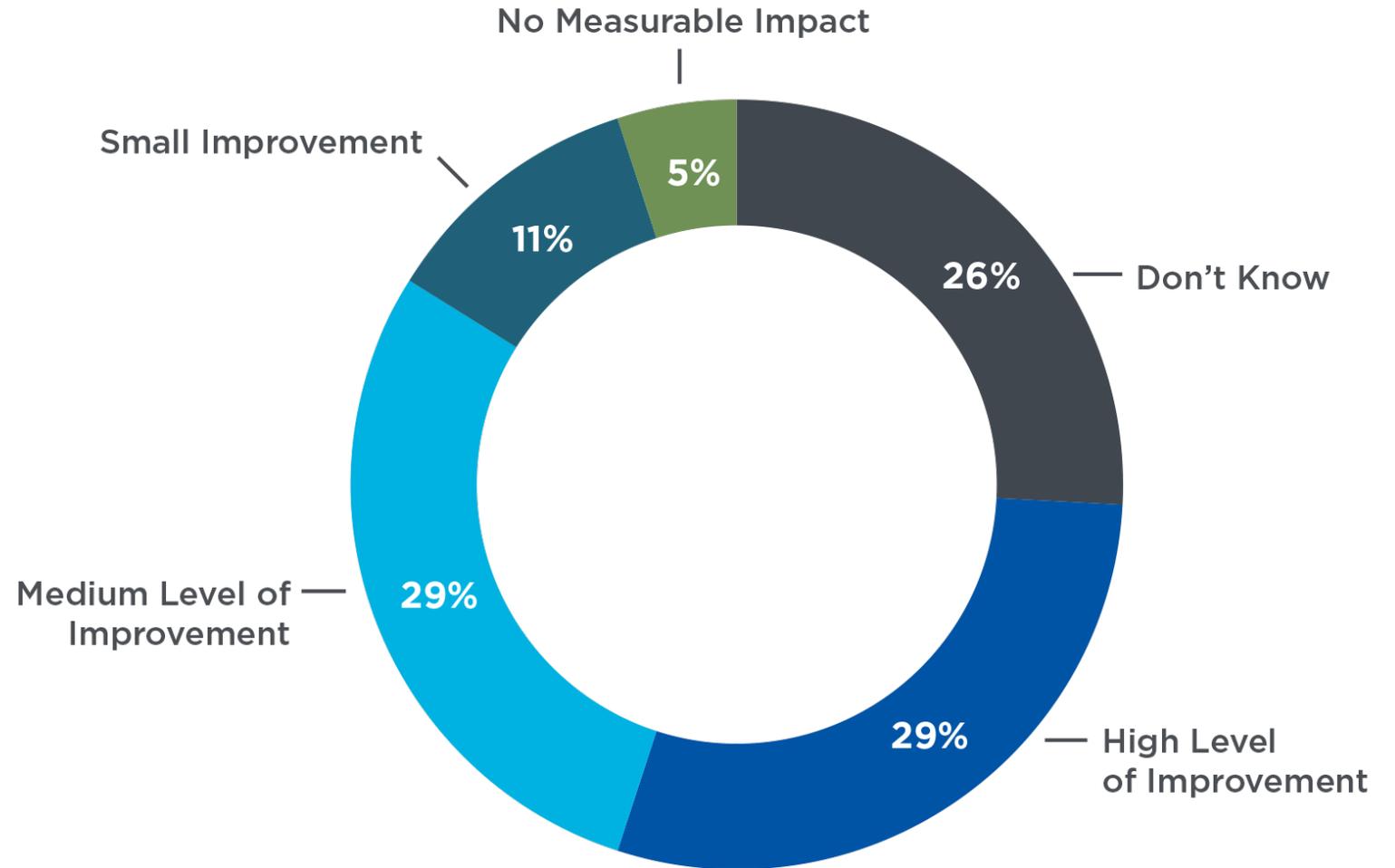
SMARTMARKET REPORT 2016

Dodge Data & Analytics

Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

Healthy Buildings and Employee Satisfaction

69% of building owners reported increased employee satisfaction. However, 26% of owners "didn't know" if healthy building features improved satisfaction, which indicates a lack of measurement

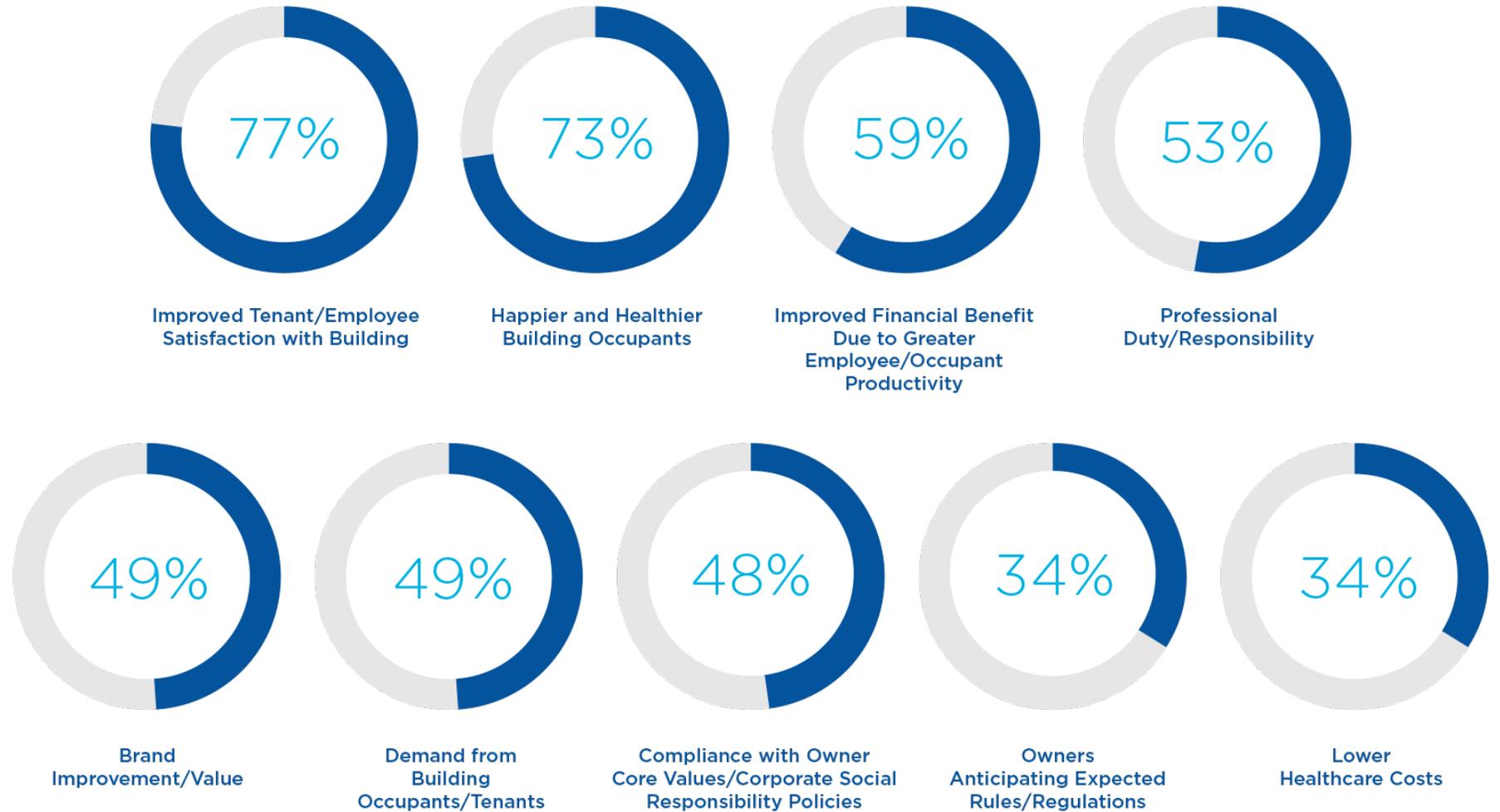


Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

(n=71)

Building Owner Goals for Healthy Buildings

Building owners are more concerned about increasing tenant satisfaction than ROI.

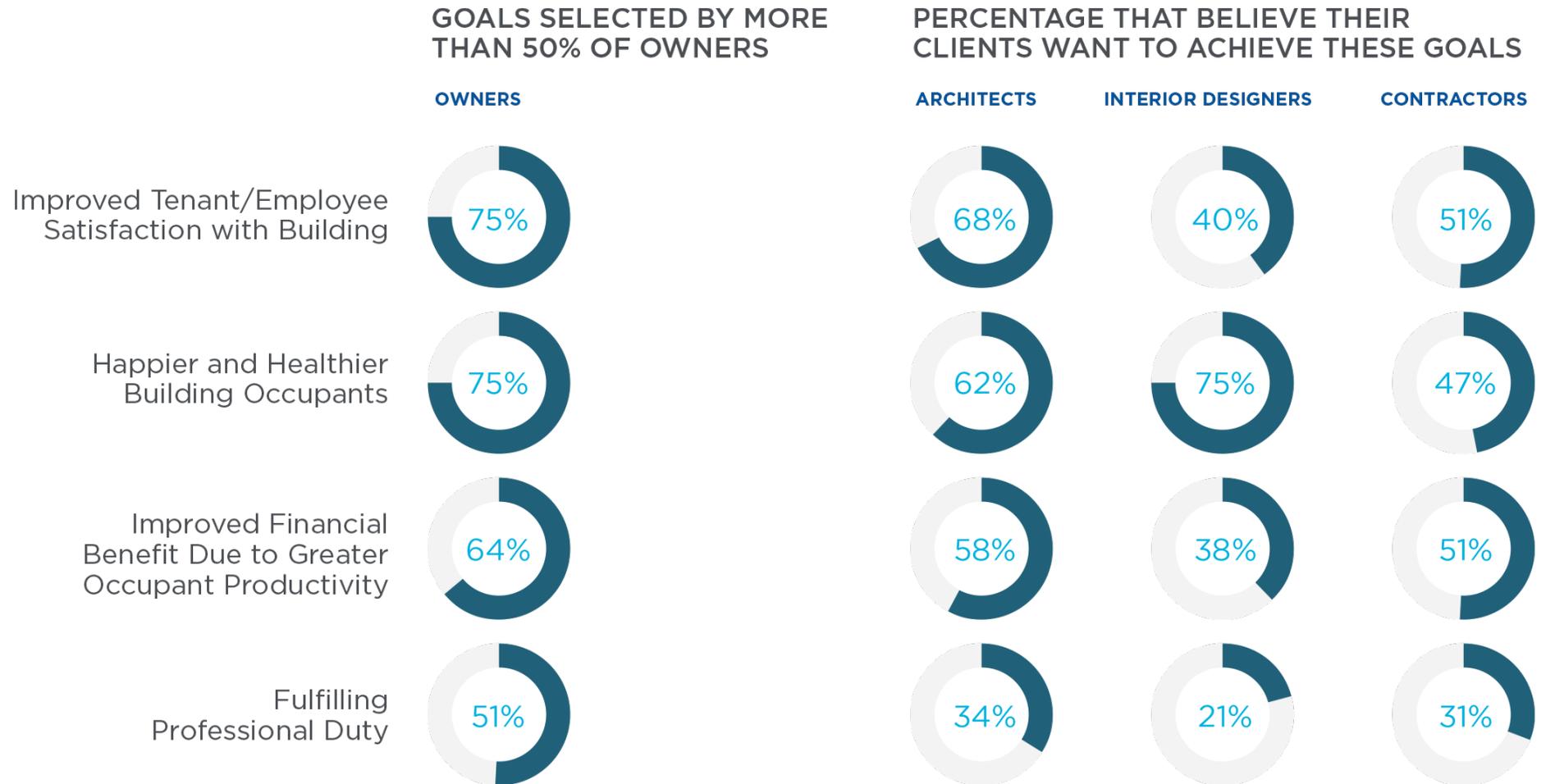


Percent of Owners (n=150)

Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

U.S. Building Owner Goals for Healthy Buildings

Most building professionals underestimate owner interest in healthy building features

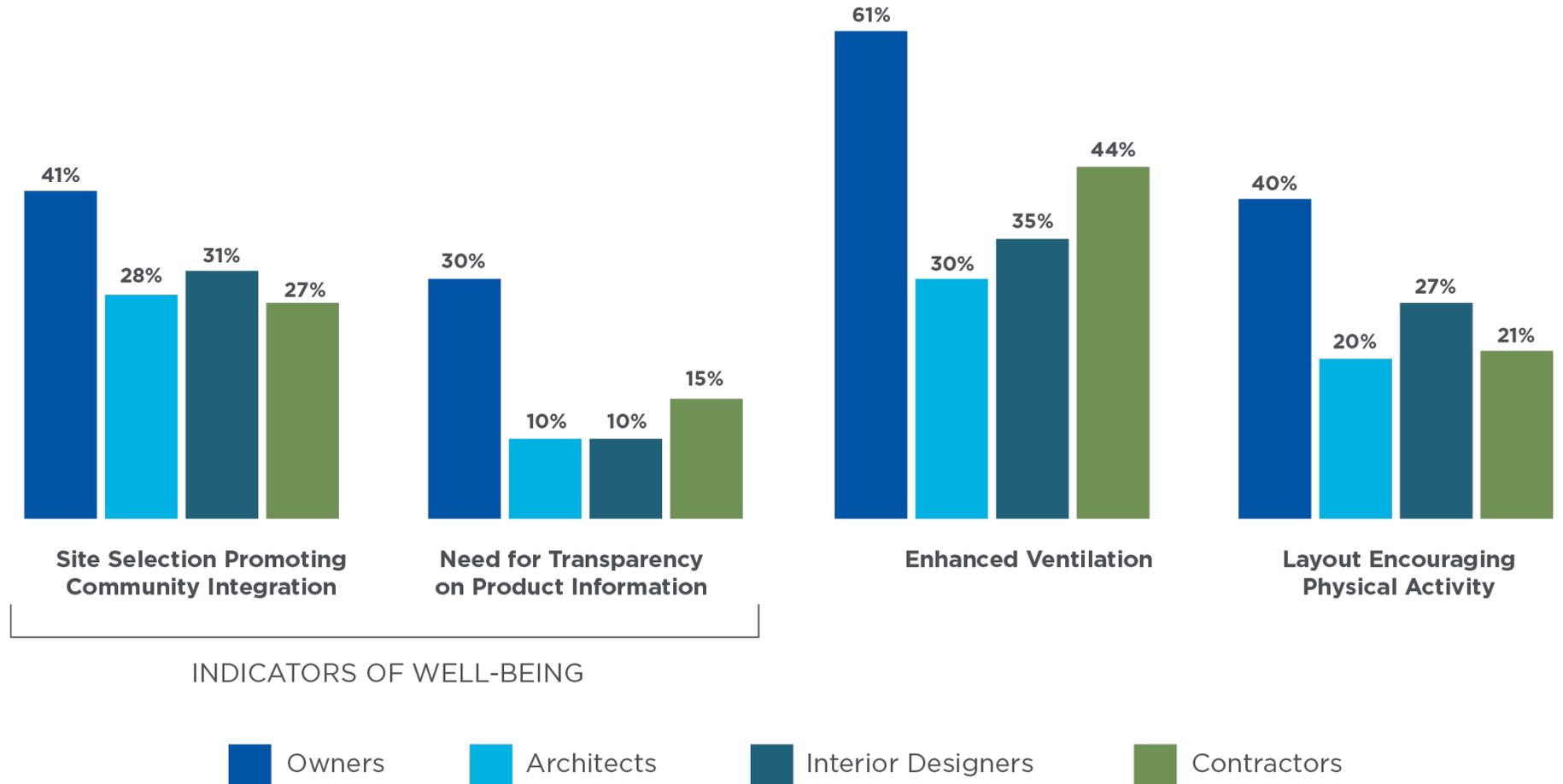


Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

(n=671)

Building Owner Interest in Healthy Features

Building professionals are most interested in enhanced ventilation, but there is a growing number of requests for features that enhance mental well-being and physical fitness

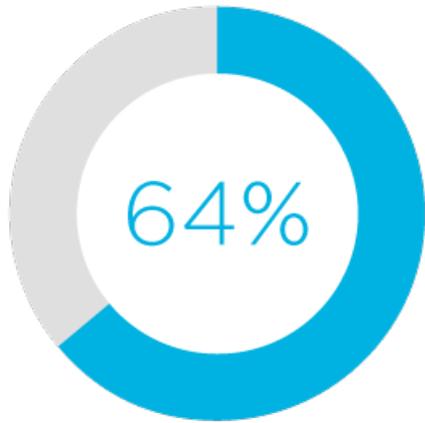


Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

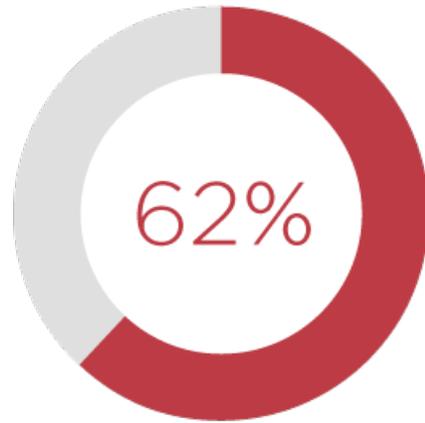
(n=671)

Healthy Features WILL BE Used More in Next 5 Years

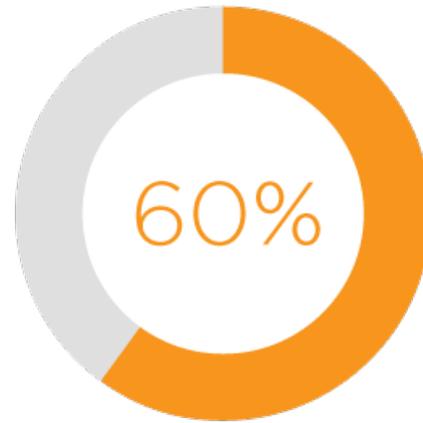
Building professionals reported that they are most interested in implementing features that would improve air quality, thermal comfort, and productivity in the future



Enhanced Air Quality



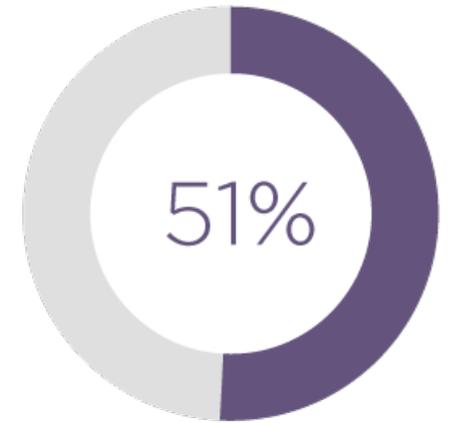
Enhanced Thermal Comfort



Better Lighting/Daylighting Exposure



Biophilic Design Principles



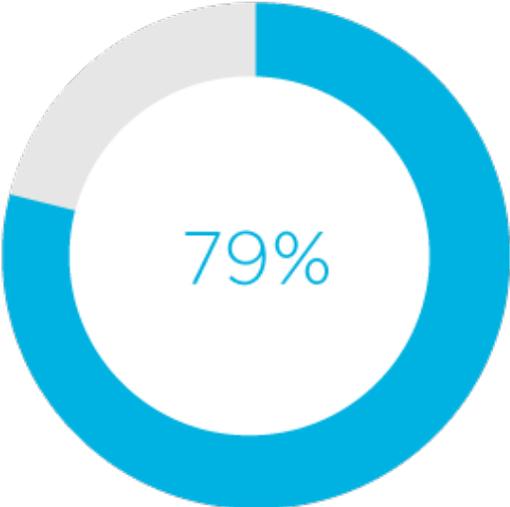
Tenant Mood Enhancement

Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

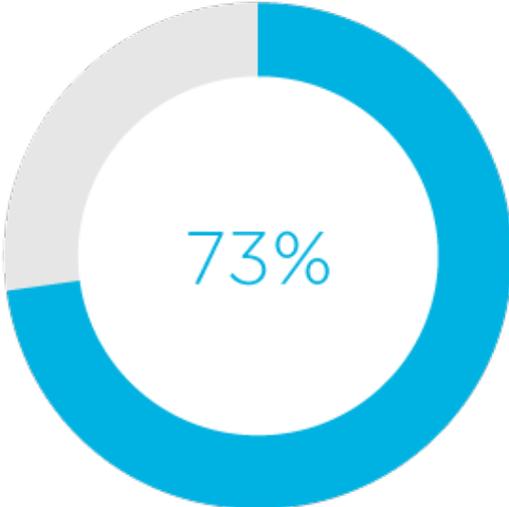
(n=671)

Top Benefits of Healthy Building Investments

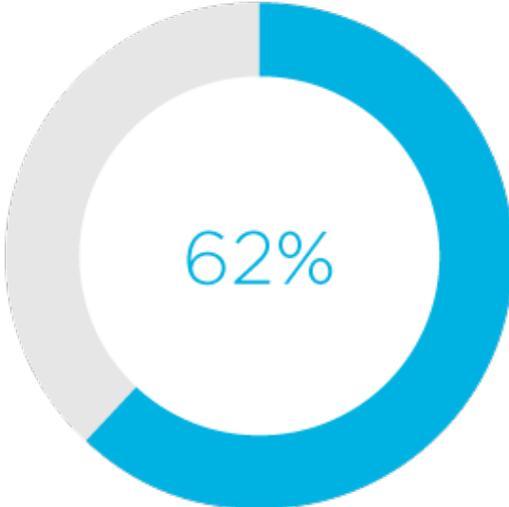
According to owners, improving employee satisfaction is the largest benefit of healthy buildings, followed by improved ROI



Improved Employee Satisfaction and Engagement (at Medium Level or Better)



Positive Impact on Buildings' Ability to Lease Quickly



Positive Impact on Building Value

Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

(n=150)

Metrics Used to Measure Occupant Health

Use of healthy building metrics is expected to grow over the next 3 years, with largest growth in employee engagement / satisfaction surveys

Metrics	2015	2018 (expected use)
Occupant Feedback / Complaints	69%	69%
Employee Engagement / Satisfaction Surveys	47%	62%
Environmental Measures (CO ₂)	40%	47%
Employee Recruitment and Retention	26%	31%
Productivity	16%	27%
Absenteeism Due to Illness	15%	27%
Healthcare Insurance Costs	11%	22%
Biosensors (e.g., Fitbit)	3%	14%

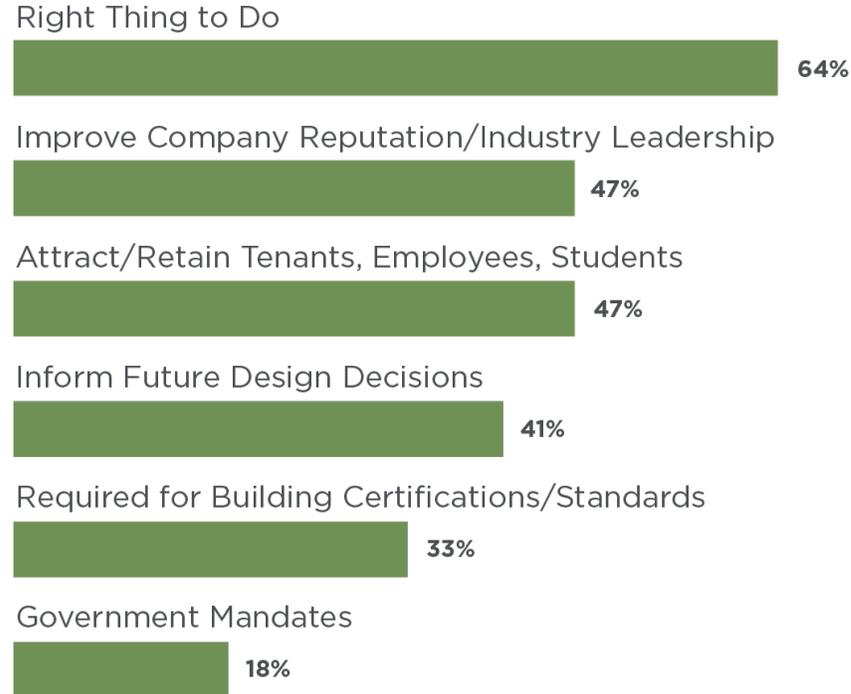
Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

(n=81)

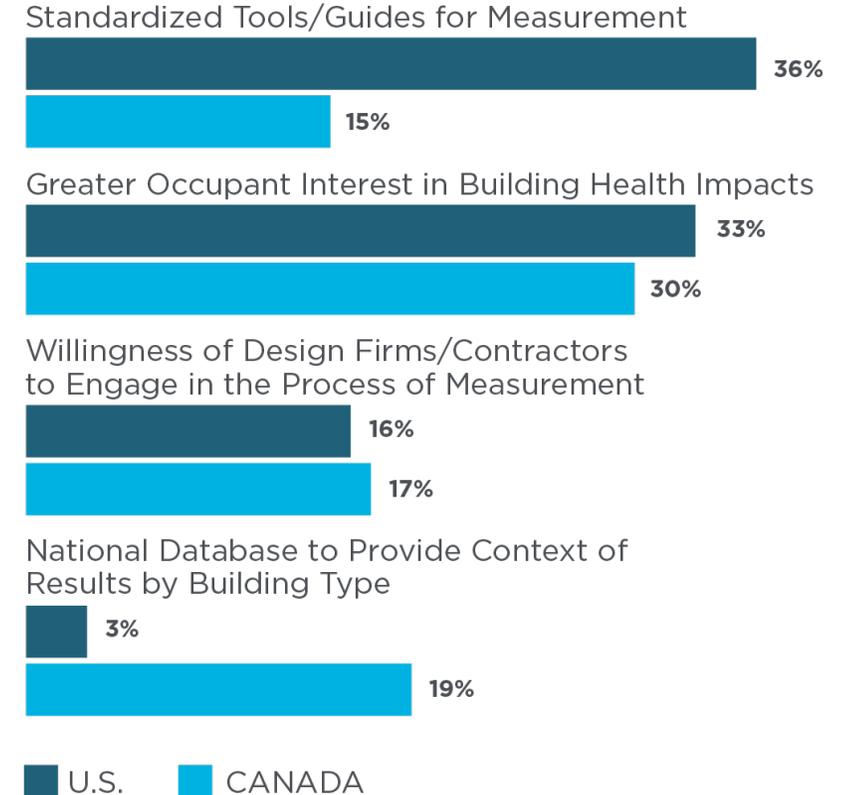
Why Metrics are Used, and What is Driving Them?

Standardized tools and guides for measurement help to increase building owners' use of health metrics

WHY U.S. OWNERS' USE BUILDING HEALTH METRICS



DRIVERS FOR INCREASED MEASUREMENT OF HEALTH IMPACTS



(n=81)

Source: Dodge Data & Analytics. The Drive Toward Healthier Buildings 2016: Tactical Intelligence to Transform Building Design and Construction SmartMarket Report; 2016. <https://analyticsstore.construction.com/market-trends/smartmarket-reports.html>. Accessed March 6, 2017.

HEALTH & WELL-BEING MODULE

GRESB

GRESB Health & Well-being Participants

AEW Capital Management	DEXUS Property Group	Mahindra Lifespaces Developers Limited	Stockland
Alberta Investment Management Corporation	e-Shang Cayman Limited	Majid Al Futtaim Properties	Storebrand Eiendom AS
Altarea Cogedim	Fastighetsaktiebolaget Norrporten	MetLife Investment Management	Syntrus Achmea Real Estate & Finance
Amundi Asset Management	Federal Realty Investment Trust	Mirvac	Technopolis Plc
Amvest	Foncière des Régions	NBIM	The GPT Group
Befimmo SA	Frasers Property Australia	Neinver SA	The Lemon Tree Hotel Company
Bentall Kennedy Group	Gecina	Oxford Properties Group	The Macerich Company
Bioconstruccion y energia alternativa	Genesta Property Nordic	Parkway Properties, Inc.	The UNITE Group Plc
Boston Properties	Grainger Asset Management Ltd	PGIM Real Estate	TIER REIT
Brandywine Realty Trust	Grosvenor Fund Management	Pine Tree	TIM
British Land Company Plc	Growthpoint Properties	Pradera	Tishman Speyer
CBRE Global Investors	GWL Realty Advisors	Prologis	Triovest Realty Advisors Inc.
Cbus Property	HDFC Limited	Redefine Properties Limited	U.S. General Services Administration
Cegereal	Healthcare of Ontario Pension Plan	Rockspring Property Investment Managers	Vasakronan
China Overseas Land & Investment Ltd.	Host Hotels & Resorts, Inc.	SM Prime Holdings	Ventas, Inc.
China Resources Land	Hyprop Investments Limited	Sonae Sierra	Vornado Realty Trust
City Developments Limited	INP Retail, LP	Standard Life Investments	Welltower, Inc.
Citycon Oyj	ISPT		
Clarion Partners	J.P. Morgan Asset Management		
CommonWealth Partners	Jamestown Properties		
COPT	Keppel REIT Management Limited		
Corporacion Inmobiliaria Vesta S.A.B. de C.V.	Kilroy Realty Corporation		
Cousins Properties Incorporated	KingSett Capital		
Credit Suisse	Land Securities Group PLC		
Derwent London Plc	Lendlease		
	LOGOS China		
	MacFarlane Partners Investment Management		

About GRESB

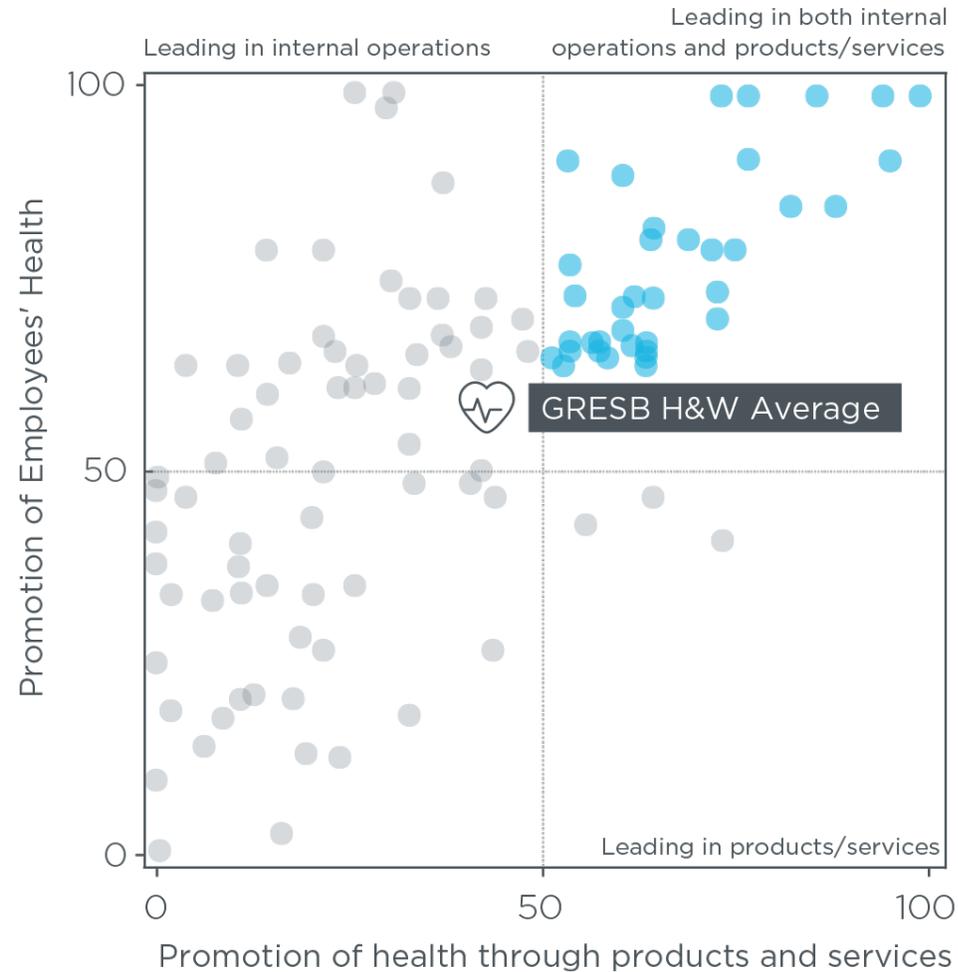
GRESB is an industry-driven organization committed to assessing the environmental, social and governance (ESG) performance of real assets globally, including real estate portfolios (public, private and direct), real estate debt portfolios and infrastructure. More than 200 members, including 58 pension funds and their fiduciaries, use GRESB data in their investment management and engagement process, with a clear goal to optimize the risk/return profile of their investments. For more information, visit www.gresb.com.

Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

© 2016 GRESB

GRESB Health and Well-Being Module

Global investment survey highlights 62 leaders that are integrating health and well-being strategies internally and externally



62

Leaders

174
Entities

58
100

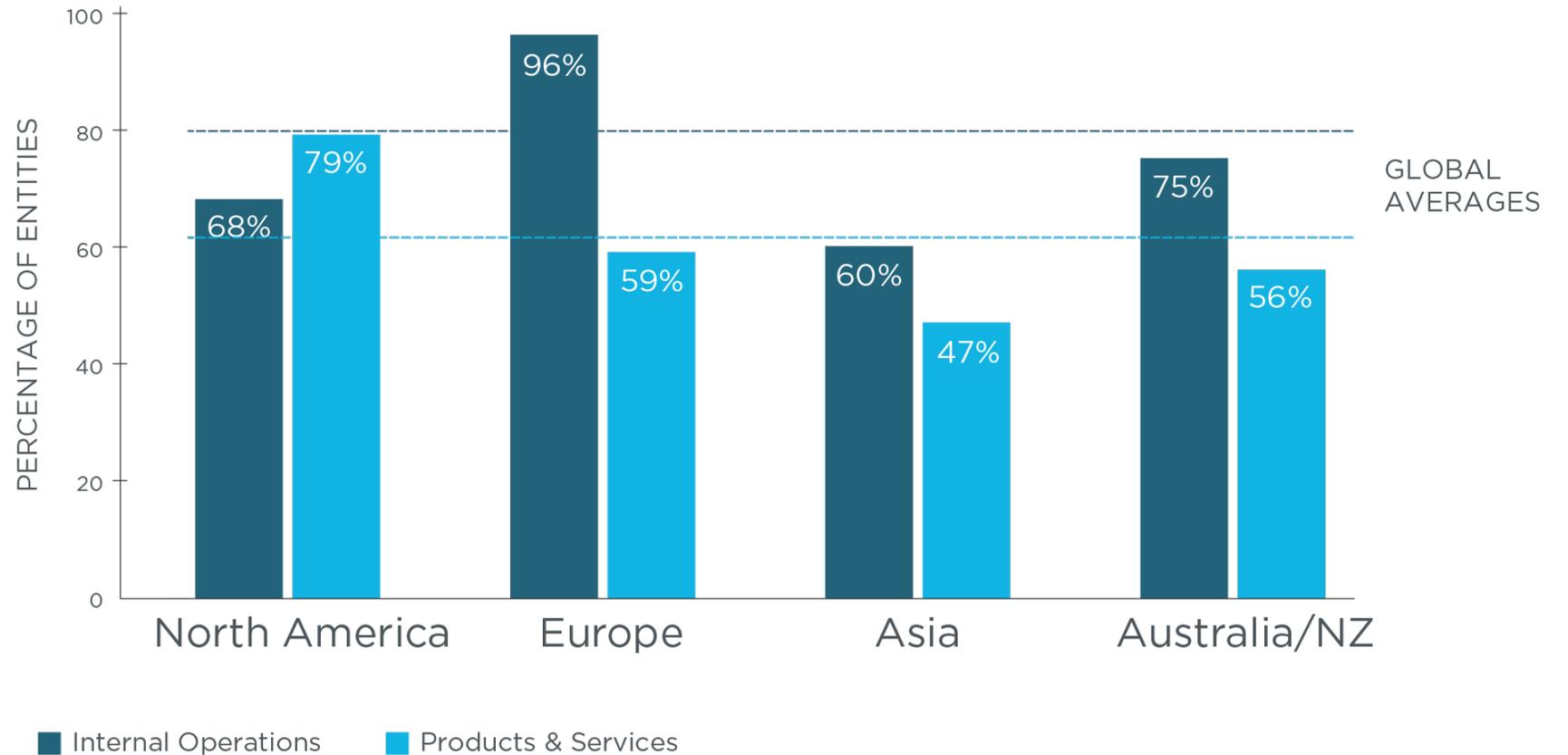
Average Score

Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

(n=174)

Companies and Funds that Measure Health Impact

The companies and funds surveyed monitor health-related performance of their employees more than their real estate assets and services. The only exception are entities in North America.

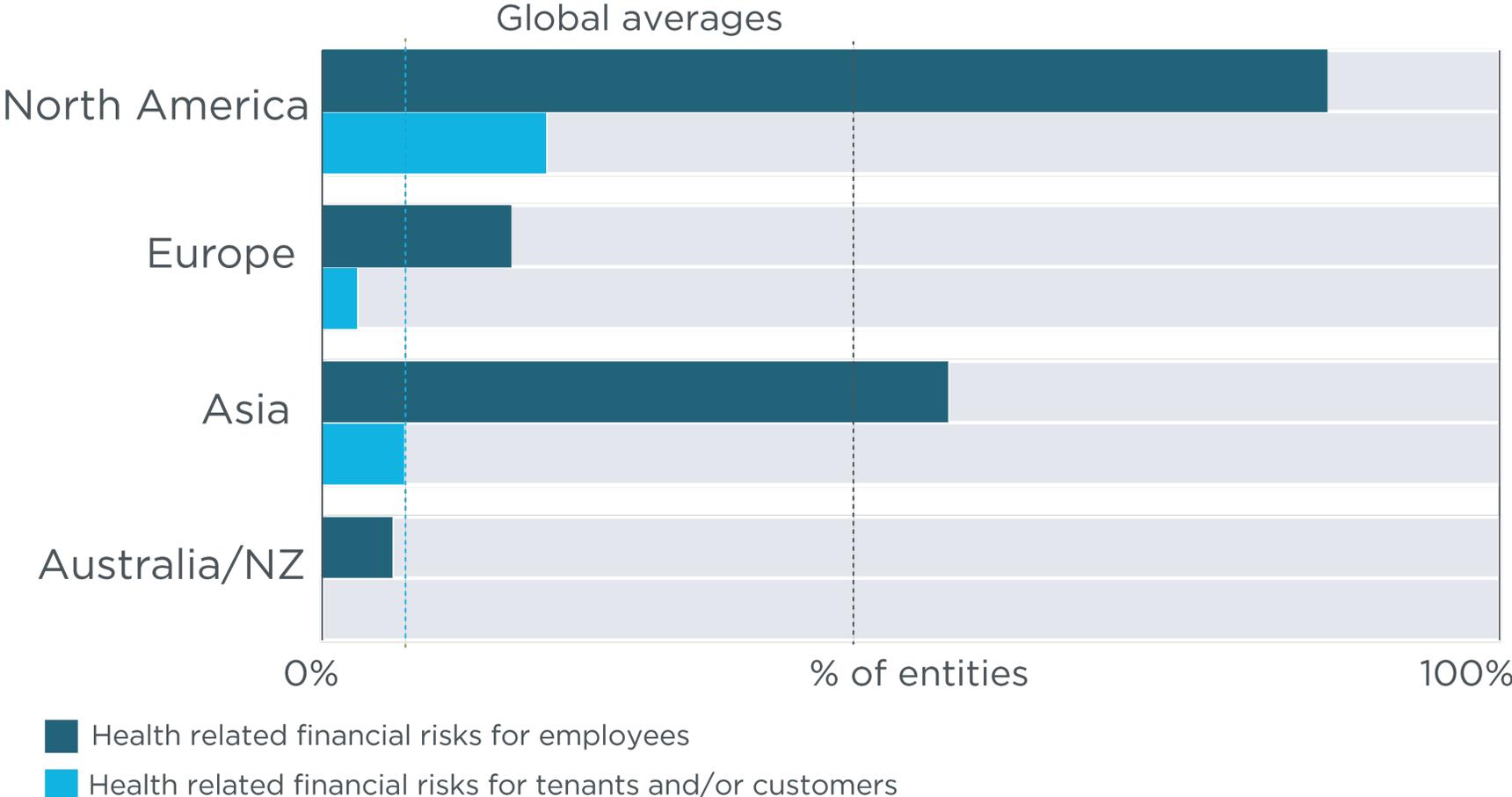


Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

(n=174)

Exposure to Health-Related Financial Risks

Reported health-related financial risk varies dramatically by region



Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

(n=174)

Well-Being Strategies: Expectations and Delivery

Many of the health and well-being strategies used for employees were not used across real estate portfolios.

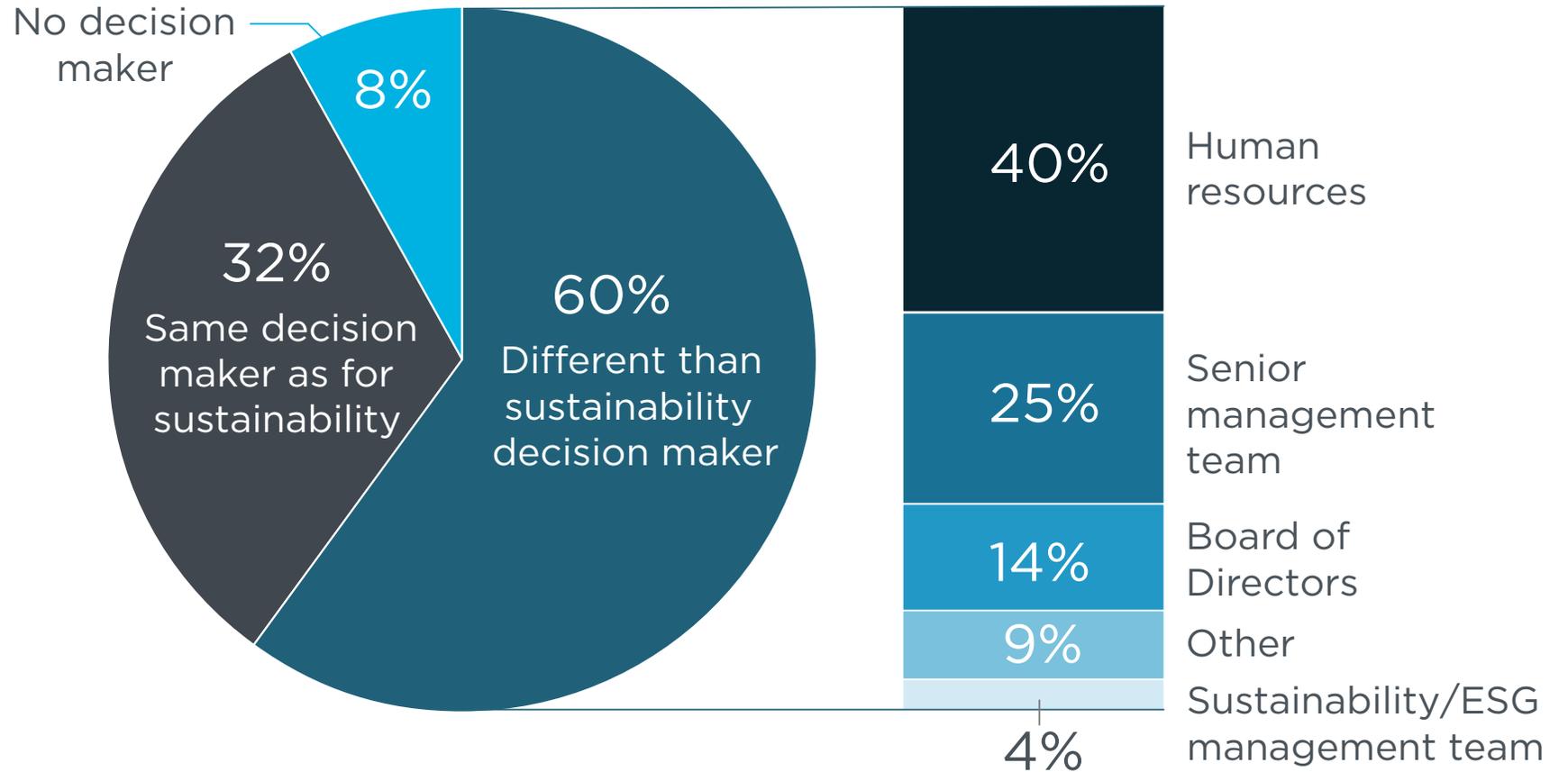


Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

(n=174)

The New Wellness and Well-Being Professional?

When asked, 60% of property companies/funds said they designated responsibility for health issues to someone different than their sustainability manager



Note: Multiple responses possible when specifying employee role.

Source: GRESB Real Estate. Health and Well-Being Module; 2016. <https://www.gresb.com/2016-health-well-being-module>. Accessed March 6, 2017.

(n=174)



HEALTH & WELL-BEING IN HOMES

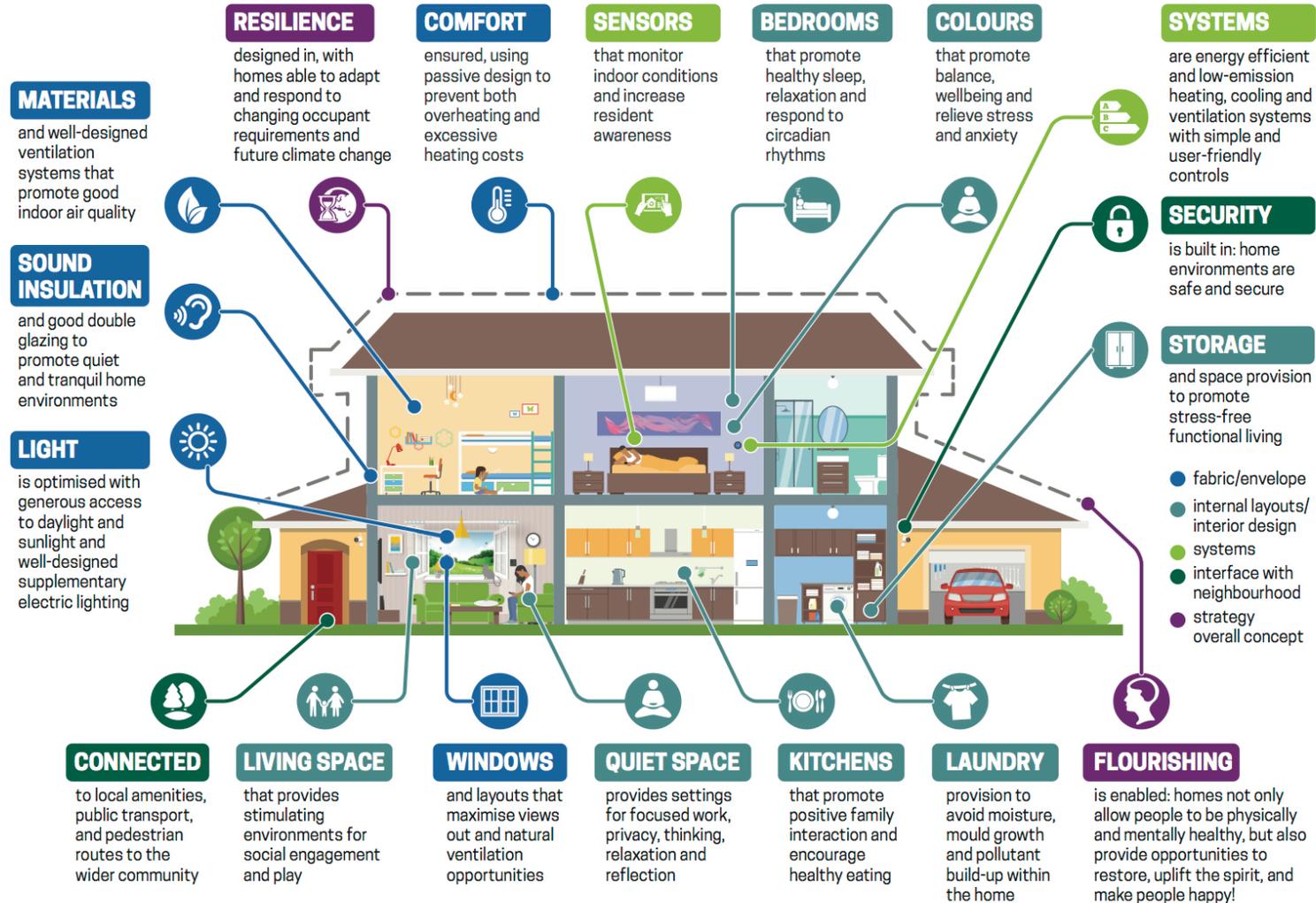
UK Green Building Council & World Green Building Council

Source: UK Green Building Council, World Green Building Council. *Health and Well-Being in Homes.*; 2016.

90% of respondents

“would like a home that does not compromise their health and well-being.”

What is a Healthy Home?



infographic developed and designed for UK-GBC by PRP.

Source: UK Green Building Council, World Green Building Council. *Health and Well-Being in Homes.*; 2016.

Saint-Gobain Consumer Attitudes Survey

People want healthier homes, but are unsure what the definition of a healthy home is:

95% of respondents claimed to make some effort to take care of their health/well-being,
but only **10%** expressed concern over “the health and well-being impacts of the buildings” where they spend their time.

Source: UK Green Building Council, World Green Building Council. *Health and Well-Being in Homes.*; 2016.

(n=3,000)

HUMAN SPACES: THE GLOBAL IMPACT OF BIOPHILIC DESIGN IN THE WORKPLACE

Cooper & Browning

Source: Cooper C, Browning B. *Human Spaces: The Global Impact of Biophilic Design in the Workplace.*; 2015. <http://humanspaces.com/global-report/the-global-impact-of-biophilic-design-in-the-workplace/>. Accessed February 1, 2017.

33% of respondents say that the design of an office would affect their decision to work for a company.

BUT

58% of respondents report not having live plants in their office, and 47% report having no natural light in their office.

Top 5 Elements Wanted in the Office

Biophilic elements include direct experiences of nature (plants, water, light), indirect experiences (natural materials, forms, images), and experiences of space and place (mobility and wayfinding)

DESIGN ELEMENT	PERCENTAGE
1. Natural Light	44%
2. Indoor Plants	20%
3. Quiet Working Space	19%
4. A View of the Sea	17%
5. Bright Colors	15%

Source: Cooper C, Browning B. *Human Spaces: The Global Impact of Biophilic Design in the Workplace.*; 2015. <http://humanspaces.com/global-report/the-global-impact-of-biophilic-design-in-the-workplace/>. Accessed February 1, 2017.

(n=7,600)

Benefits of Biophilic Design in Offices

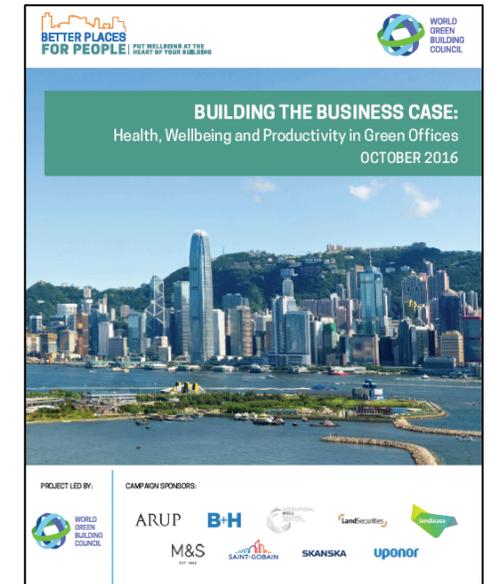
Employees who work in office spaces that incorporate natural elements such as natural light and greenery report:

15% HIGHER LEVELS OF WELL-BEING

15% HIGHER LEVELS OF CREATIVITY

Source: Cooper C, Browning B. *Human Spaces: The Global Impact of Biophilic Design in the Workplace.*; 2015. <http://humanspaces.com/global-report/the-global-impact-of-biophilic-design-in-the-workplace/>. Accessed February 1, 2017.

(n=7,600)



BUILDING THE BUSINESS CASE: HEALTH, WELLBEING, AND PRODUCTIVITY IN GREEN OFFICES

World Green Building Council

Source: World Green Building Council. Building the Business Case: Health, Wellbeing, and Productivity in Green Buildings; 2016. http://www.worldgbc.org/sites/default/files/WGBC_BtBC_Dec2016_Digital_Low.pdf. Accessed February 1, 2017.

Case study: Saint-Gobain US Headquarters

HEALTH AND WELLBEING ACTIONS



25% increase in daylighting



92% of the offices have views to the outdoors

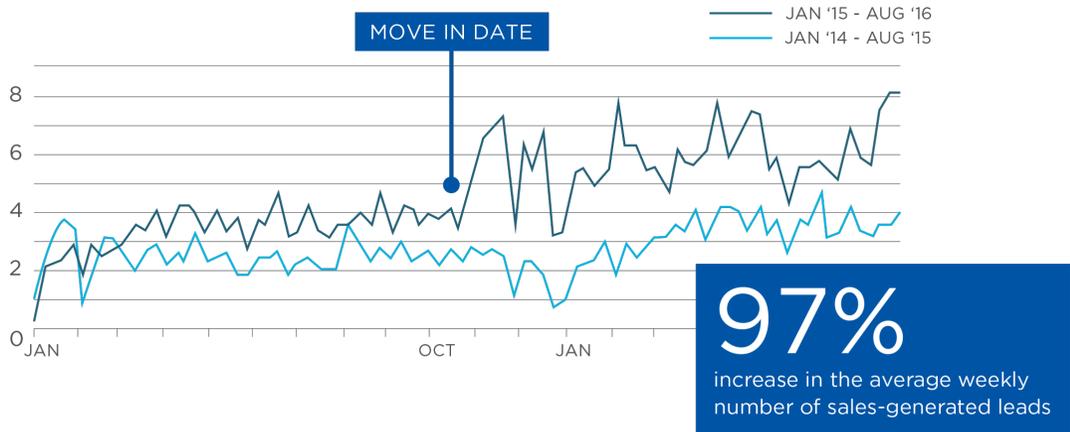


Fitness centre, pond, outdoor work spaces, and 1.3 miles of walking trails

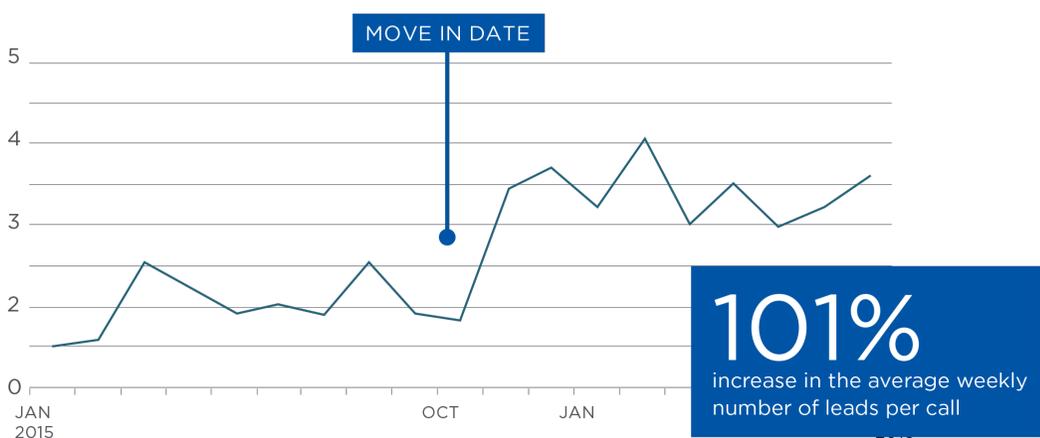


Stairwells have views of the outdoors making these spaces more attractive compared to elevators, and encouraging physical activity throughout the day

NUMBER OF SALES-GENERATED LEADS PER WEEK RELATIVE TO JAN 2014



NUMBER OF LEADS PER CALL MADE RELATIVE TO JAN 2015



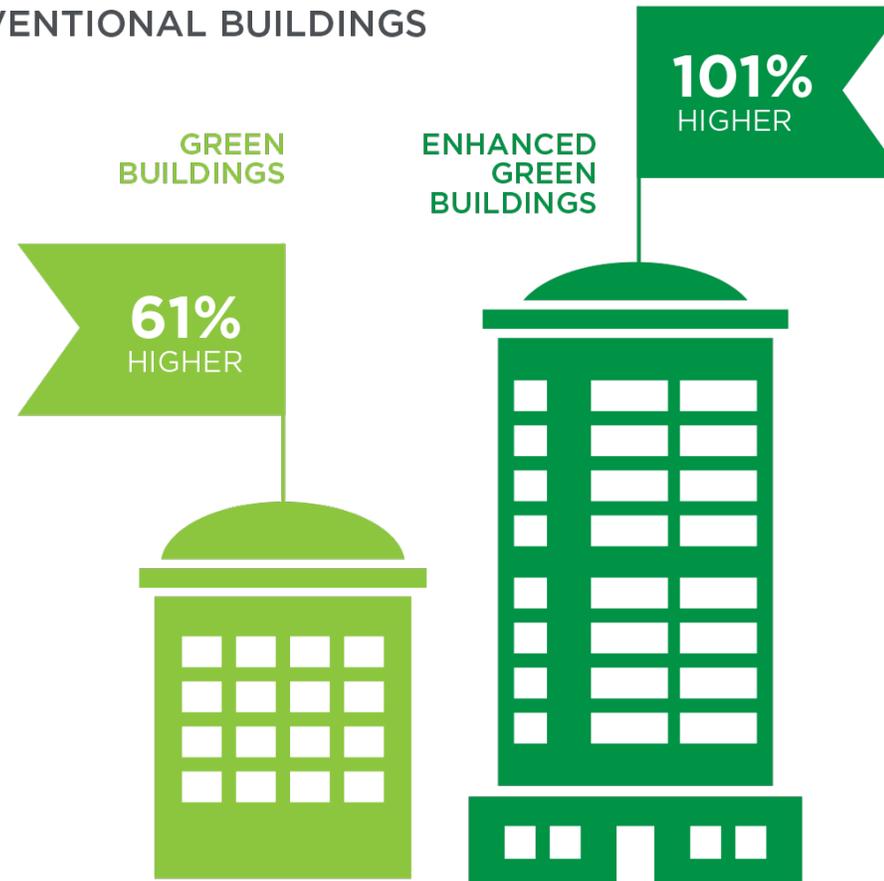
(n=800)

Source: World Green Building Council. Building the Business Case: Health, Wellbeing, and Productivity in Green Buildings; 2016. http://www.worldgbc.org/sites/default/files/WGBC_BtBC_Dec2016_Digital_Low.pdf. Accessed February 1, 2017.

Air Quality and Cognitive Function

24 office workers performed better on cognitive function tests in buildings with lower VOC and CO₂ levels.

CONVENTIONAL BUILDINGS



(n=24)

Source: . Allen JG, Macnaughton P, Satish U, Santanam S, Vallarino J, Spengler JD. Associations of Cognitive Function Scores with Carbon Dioxide, Ventilation, and Volatile Organic Compound Exposures in Office Workers: A Controlled Exposure Study of Green and Conventional Office Environments. *Environ Health Perspect*. 2015. doi:10.1289/ehp.1510037.

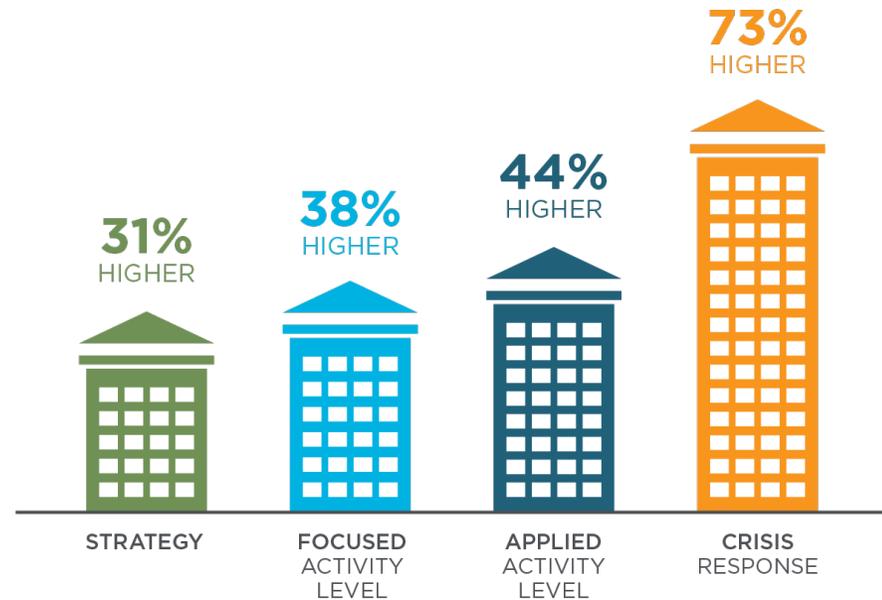
Green Buildings and Healthy Buildings

In a study of 10 buildings (6 green-certified, 4 non-certified), employees in the green-certified buildings performed better on cognitive function tests.

RESULTS

HIGHER COGNITIVE FUNCTION SCORES

High-performance, Green-certified Buildings' Cognitive Function Score Percent Change as compared with high performing, non-certified buildings



SICK BUILDING SYMPTOMS

▼ **30% FEWER SYMPTOMS**
and better perception of the environment

SLEEP QUALITY SCORES

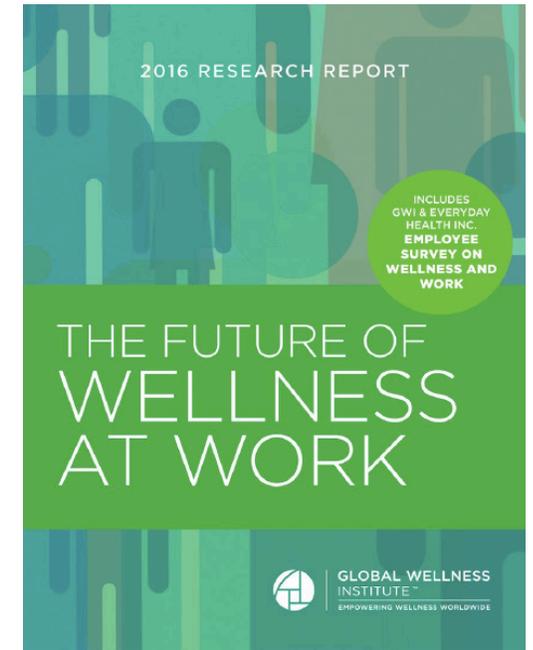
▲ **6.4% HIGHER**

COGNITIVE TEST SCORES

▲ **5.4% HIGHER**
within the thermal comfort zone
vs. working outside the thermal
comfort zone

(n=109)

Source: MacNaughton P, Satish U, Laurent JGC, et al. The impact of working in a green certified building on cognitive function and health. *Build Environ.* 2017;114:178-186. doi:10.1016/j.buildenv.2016.11.041.



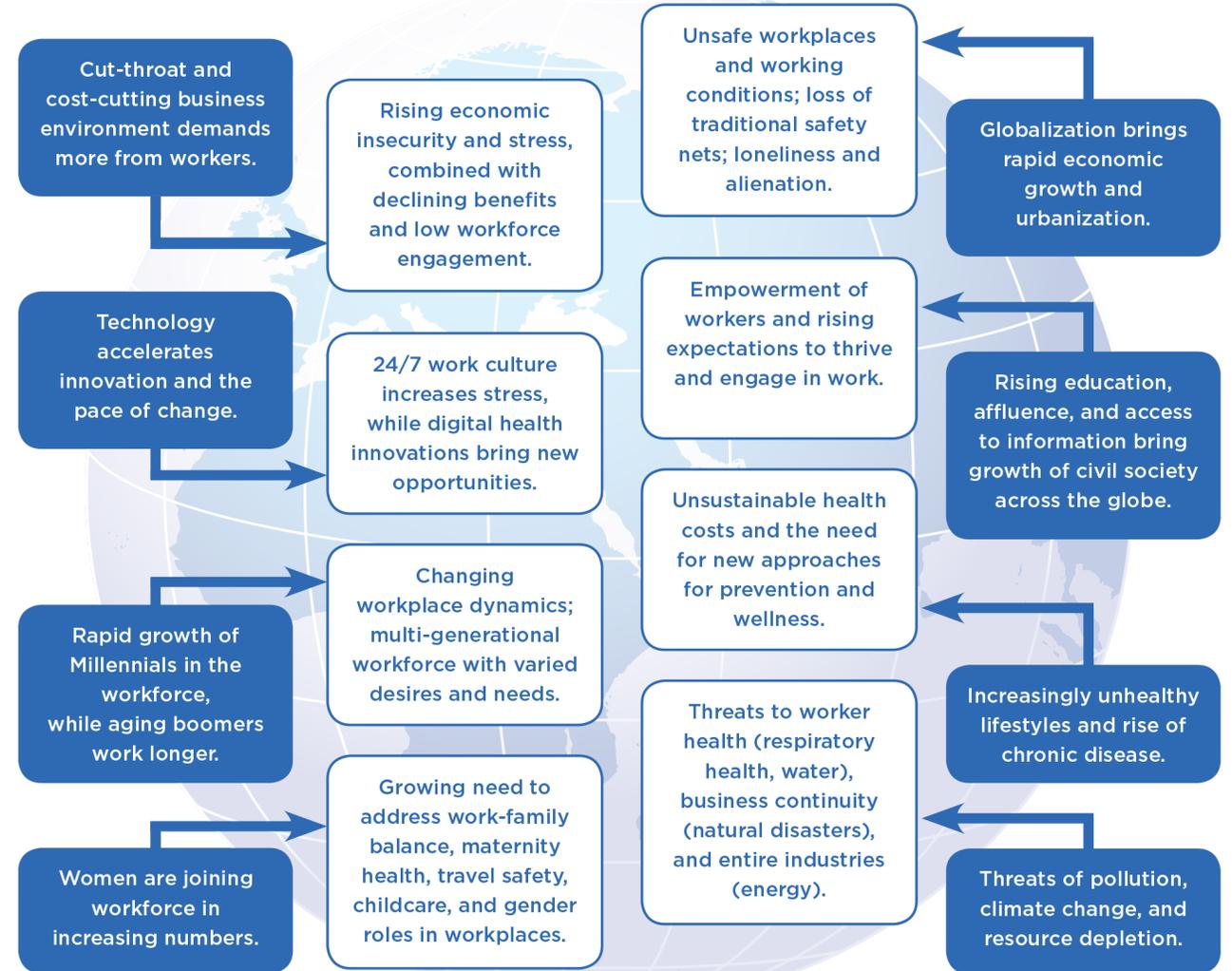
THE FUTURE OF WELLNESS AT WORK

Global Wellness Institute

Source: Yeung O, Johnston K. *The Future of Wellness at Work.*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

Global Trends are Affecting Wellness at Work

Changing work trends bring opportunity and risk to employee health and well-being. Rising education and access to information will likely help empower employees to make changes they want to see



Source: Yeung O, Johnston K. *The Future of Wellness at Work*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

Global Wellness Survey: Perception of Company Caring

Many employees do not feel like their company cares a great deal about their health and wellness

*When asked if their company "cares" about their personal wellness, only **37%** agreed.*

Source: Yeung O, Johnston K. *Unlocking the Power of Company Caring*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

(n=627)

Global Wellness Survey: Perception of Company Caring

Employees need to know their employers care – their wellness, satisfaction, and productivity are influenced by their perception of authentic caring

*Respondents who worked for companies perceived as non-caring were **11 times** more likely to say that pay, benefits, and recognition they were offered had a negative impact on their well-being*

Source: Yeung O, Johnston K. *Unlocking the Power of Company Caring*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

(n=627)

Broader Thinking on Employee Wellness

Employers are starting to view human capital as their most valuable resource, and are coming up with innovative ways to support their workforce

Increasing Salaries of Lowest-paid Employees

Insurance companies - Aetna and Nationwide - are raising wages of their lowest-paid workers by 40%

Vacation Days

General Electric, Grant Thornton, Netflix, and Virgin provide salaried staff unlimited vacation days

Empowerment

Zappos launched a model of self-management that allows employees to define their own role so it can align with their values, goals, and skills

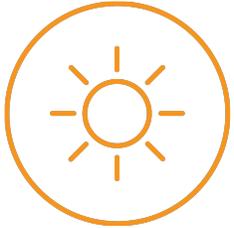
Source: Yeung O, Johnston K. *Unlocking the Power of Company Caring*; 2016. <https://www.globalwellnessinstitute.org/industry-research/>. Accessed January 31, 2017.

6 DESIGN DECISIONS YOUR CLIENTS WILL THANK YOU FOR

American Institute of Architects & International WELL Building Institute

Source: American Institute of Architects, International WELL Building Institute. 6 Design Decisions Your Clients Will Thank You For. 2016.

6 Design Decisions your Clients Will Thank You For



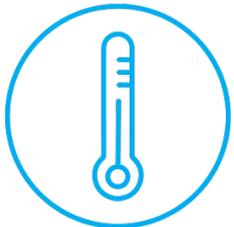
WORKPLACE STRESSOR #1: Light

1. Architects can reduce the effects of glare—stress-inducing excessive brightness—through strategic window sizing, operable controls, and electrochromic glass that reduce disruption without an overreliance on window shading.
2. Architects can use light models and other technologies to ensure adequate levels of equivalent melanopic lux—the parameter that indicates the impact of light on circadian rhythms—at workstations throughout the day, ensuring better rest at night.



WORKPLACE STRESSOR #2: Acoustics

3. Architects can provide their clients with a variety of “quiet” and “loud” zones to enable speech privacy—a leading concern among office workers—without impairing collaboration. An important first step is identifying and reducing noise emanating from mechanical systems and office equipment.
4. Architects can incorporate absorptive surfaces in order to reduce unwanted noise reverberation. Examples of sound-reducing treatments include wall panels, ceiling baffles, and other surface enhancements.



WORKPLACE STRESSOR #3: Temperature

5. Whether designing mechanically or naturally ventilated spaces, architects can work with engineers to balance workers’ personal comfort and the building’s energy efficiency, improving clients’ bottom lines.
6. Architects can provide areas with thermal gradients and personal controls to ensure that workers can find a space that meets their preferences.

Source: American Institute of Architects, International WELL Building Institute. 6 Design Decisions Your Clients Will Thank You For. 2016.

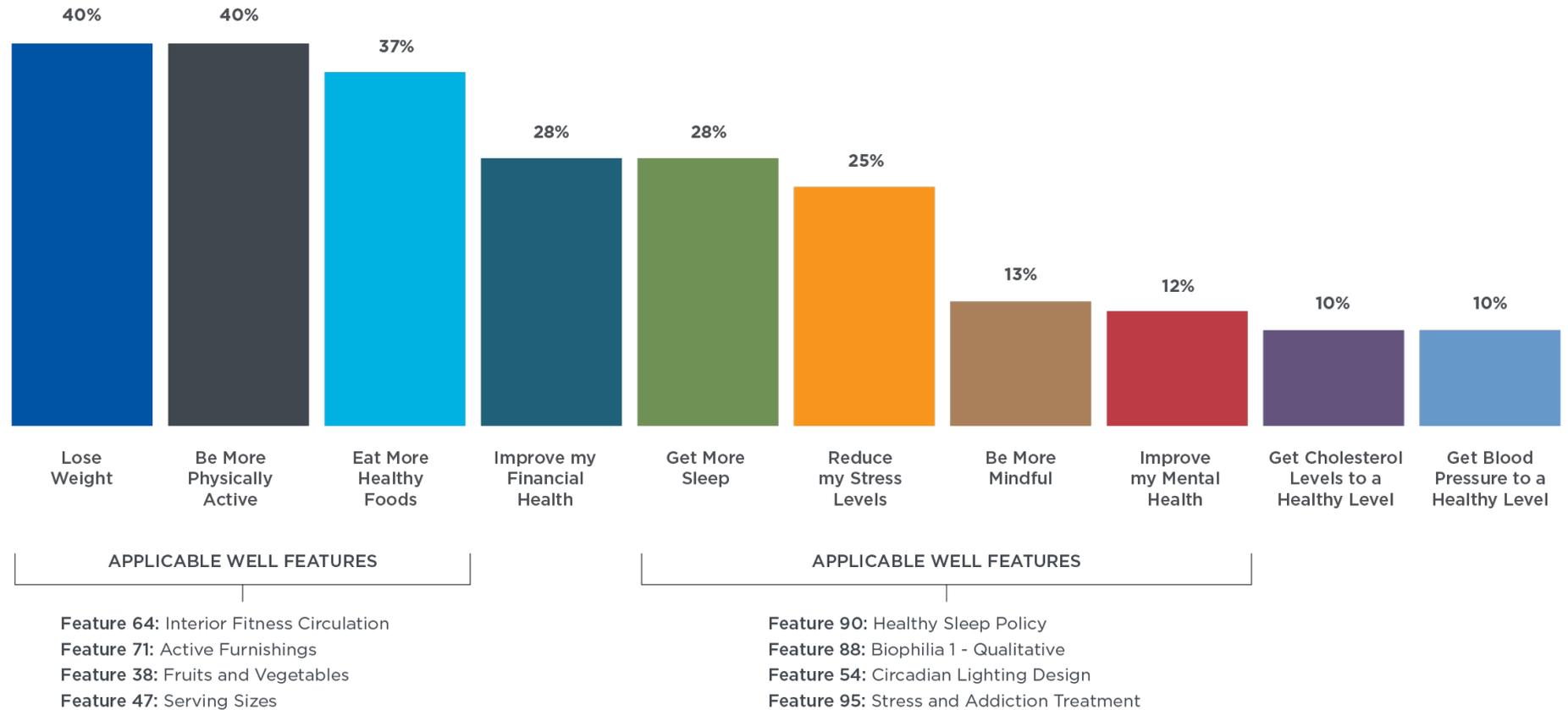
EMPLOYEE HEALTH SURVEY

American Heart Association

Source: American Heart Association. Employee Health Survey 2016; 2016. https://www.heart.org/idc/groups/heart-public/@wcm/@fc/documents/downloadable/ucm_488649.pdf. Accessed March 7, 2017.

Top Employee Health and Lifestyle Goals

Employees would most like to lose weight, and engage in behaviors that support weight loss (diet and exercise)



BASE: ALL QUALIFIED RESPONDENTS (n=2009)
Q1020 What would you say are your top 3 health and lifestyle goals?

Source: American Heart Association. Employee Health Survey 2016; 2016. https://www.heart.org/idc/groups/heart-public/@wcm/@fc/documents/downloadable/ucm_488649.pdf. Accessed March 7, 2017.

(n=2,009)

Top Employee Health Programs Wanted

Employees want programs that help prevent chronic diseases

HEALTH PROGRAM	PERCENTAGE	EXAMPLES OF APPLICABLE WELL FEATURES
Free or reduced membership to an off-site gym	28%	Feature 65: Activity Incentive Programs
Lower health insurance premiums for maintaining healthy numbers	27%	
Weight loss programs	22%	Feature 70: Fitness Equipment
Flexible schedules or extra time in order to exercise	18%	
Access to an on-site gym, court or recreation facilities	17%	Feature 68: Physical Activity Spaces
Nutritious snacks in vending machines	17%	Feature 38: Fruits and Vegetables; Feature 39: Processed Foods
Designated areas for stress reduction, relaxation, or napping	16%	Feature 89: Adaptable Spaces
Routine screenings for blood pressure	15%	
Routine screenings for cholesterol	15%	
Nutritious food choices at meetings or in cafeterias	14%	Feature 38: Fruits and Vegetables; Feature 39: Processed Foods

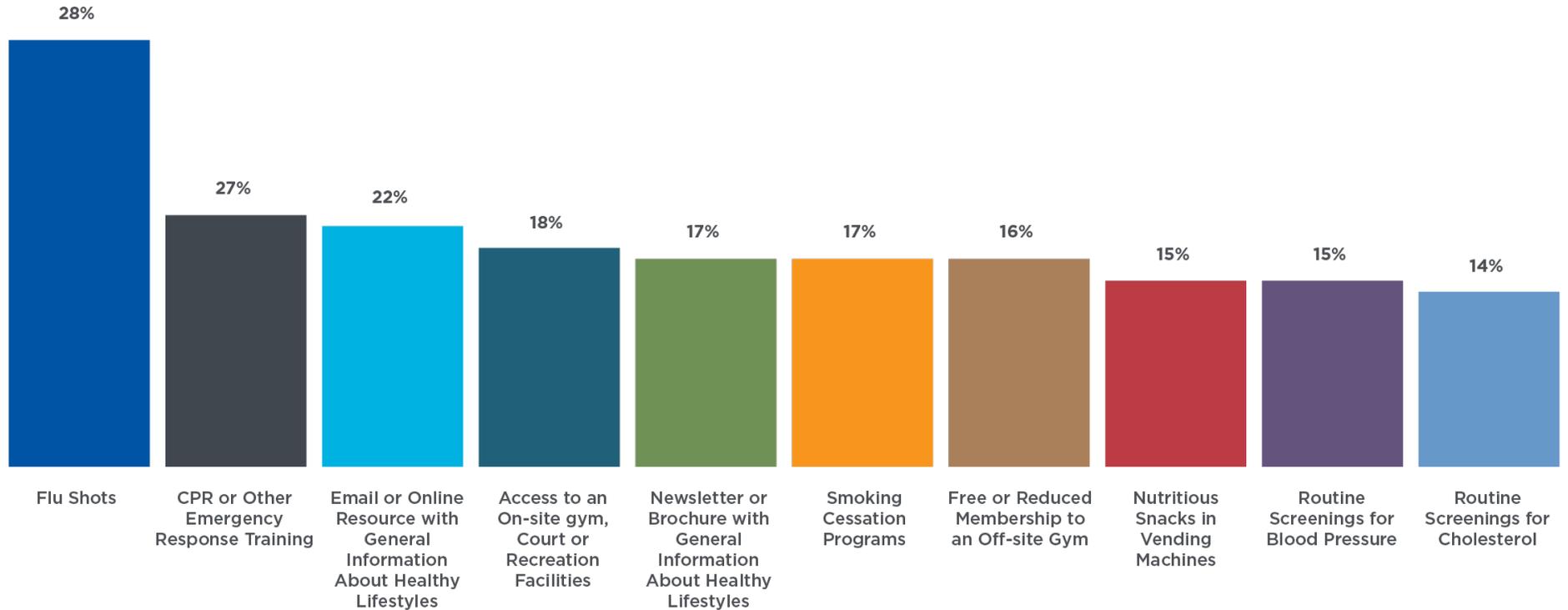
Question: What programs would you like for your employer to offer that would help your health and wellness goals?

(n=2,009)

Source: American Heart Association. *Employee Health Survey 2016*; 2016. https://www.heart.org/idc/groups/heart-public/@wcm/@fc/documents/downloadable/ucm_488649.pdf. Accessed March 7, 2017.

Top Ten Programs/Resources Offered to Employees

Employers are less focused on programs that help prevent chronic diseases (even though employees want these most)



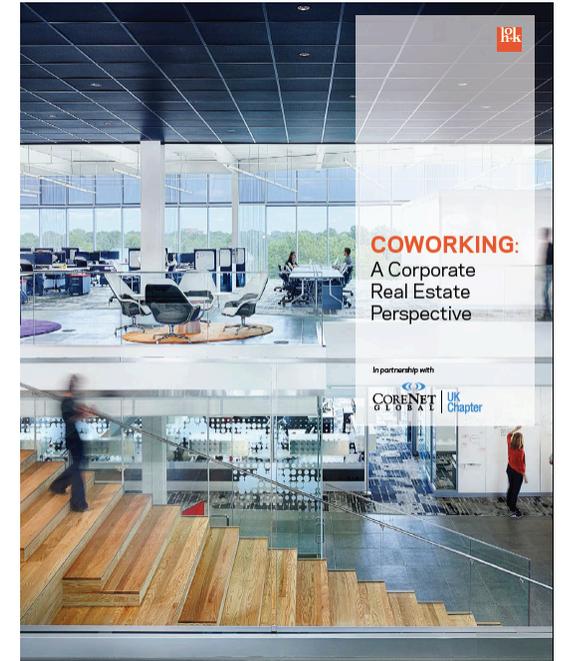
BASE: ALL QUALIFIED RESPONDENTS (n=2009)

Q1045 (Q605) Which of the following programs or resources are available through your employer? Please select all that apply.

Q1050 Employers may offer a variety of tools and resources to support employee health. Which of the following, if any, does your employer offer or make available? Please select all that apply.

Source: American Heart Association. *Employee Health Survey 2016*; 2016. https://www.heart.org/idc/groups/heart-public/@wcm/@fc/documents/downloadable/ucm_488649.pdf. Accessed March 7, 2017.

(n=2,009)



COWORKING: A CORPORATE REAL ESTATE PERSPECTIVE

HOK and CoreNet Global

Source: HOK, CoreNet Global. COWORKING: A Corporate Real Estate Perspective; 2016. <http://www.hok.com/thought-leadership/coworking-a-corporate-real-estate-perspective/>. Accessed February 1, 2017.

Why is Coworking on the Rise? How Can WELL HELP?

Many are beginning to move from their home offices to shared workspaces. WELL can help manage health and stress issues in these spaces

What members like most about coworking:

- Interaction with others (74%)
- A community (71%)
- Being with like-minded people (58%)
- Basic office infrastructure (58%)
- Random discoveries (48%)

Applicable WELL Features:

- Feature 52, Mindful eating
- Feature 73, Ergonomics
- Feature 89, Adaptable spaces

Source: HOK, CoreNet Global. COWORKING: A Corporate Real Estate Perspective; 2016. <http://www.hok.com/thought-leadership/coworking-a-corporate-real-estate-perspective/>. Accessed February 1, 2017.

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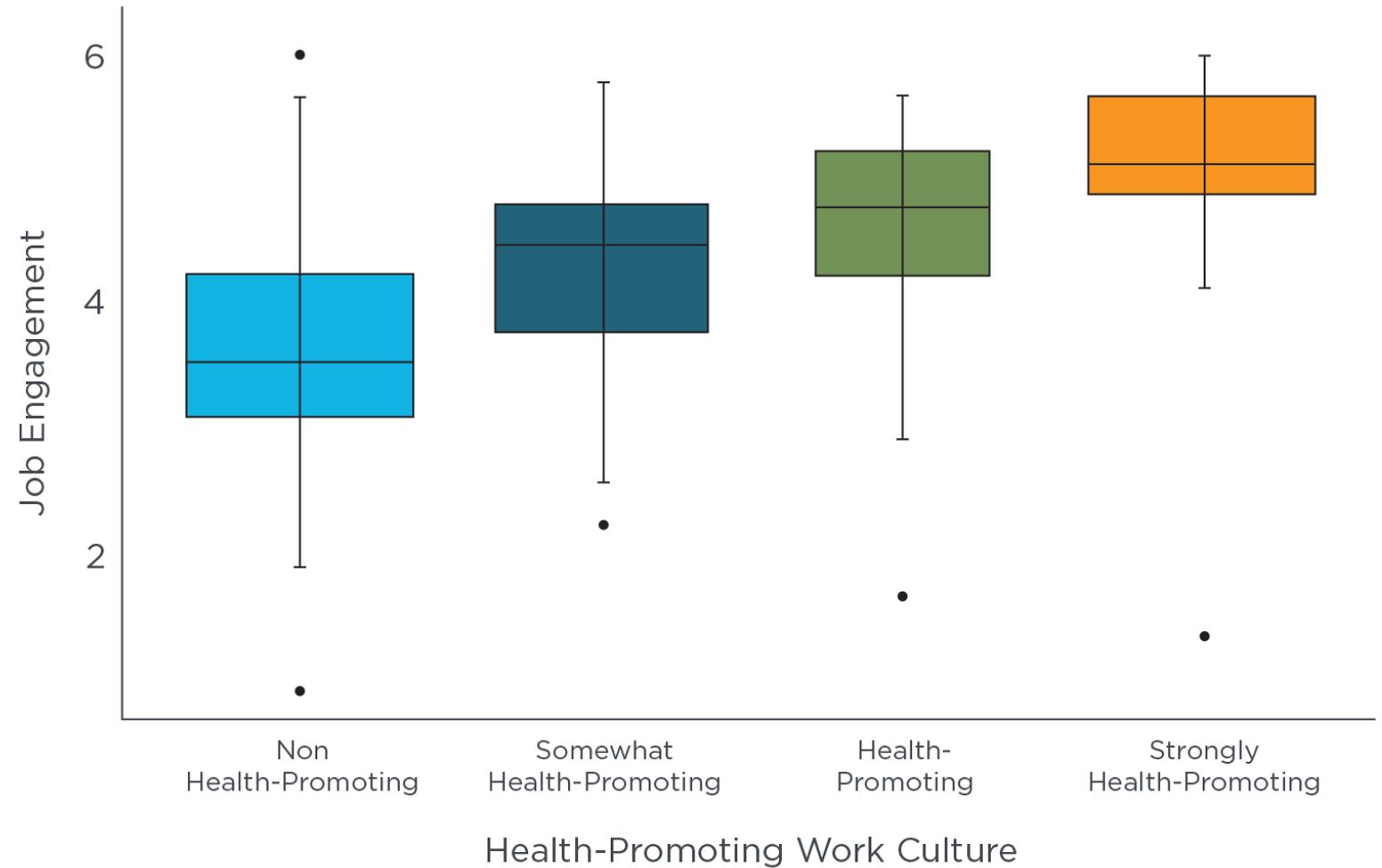
SUSTAINABILITY AND HEALTH INITIATIVE FOR NET-POSITIVE ENTERPRISE

CoreNet Global Summit

Source: Sustainability and Health Initiative for Net-Positive Enterprise. CoreNet Global Summit: Philadelphia: 2016.

Sustainability and Health Initiative for Net-positive Enterprise

Companies are starting to measure their positive impact on social capital



Source: Sustainability and Health Initiative for Net-Positive Enterprise. CoreNet Global Summit: Philadelphia: 2016.

(n=2,000)

Delos Insights

FOR MORE INFORMATION

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