

## Estimated Average Annual Cost per Worker with Specific Health Conditions

MEDICAL CONDITION	PREVALENCE AMONG DOW WORKFORCE <sup>8</sup>	MEDICAL	ABSENCES	PRESENTEEISM	TOTAL COST WITHOUT MULTIPLIERS	TOTAL COST WITH MULTIPLIERS
Depression, anxiety, or emotional disorder	4.3%	\$2,017	\$1,525	\$15,322	\$18,864	\$25,771
Stomach/bowel disorder	3.4%	2,585	800	6,790	10,188	13,287
Back or neck disorder	7.0%	2,249	839	6,879	9,975	13,131
Diabetes	2.4%	3,663	514	5,414	9,620	12,021
Heart/circulatory	7.1%	2,531	613	6,207	9,359	12,147
Migraine/chronic headaches	3.1%	1,689	945	6,603	9,232	12,332
Arthritis/joint pain or stiffness	9.0%	2,623	441	6,095	9,127	11,839
Asthma	1.3%	1,782	383	5,661	7,870	10,304
Allergies	18.9%	1,442	377	5,129	6,947	9,205

Note: The absence multiplier for absences (1.41) is based on the distribution of The Dow Chemical Company's U.S. workers in nine different job categories and the job-specific multipliers reported in a recent study by Nicholson and colleagues. We assume that the appropriate multiplier for presenteeism is equal to the absence multiplier, and that the multipliers are the same for each health condition.