



# THE IMPACT OF VISION INSURANCE ON EMPLOYEE HEALTH AND WELLNESS

Delta Dental of Arizona White Paper

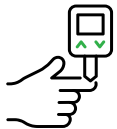


Providing a vision plan for your employees isn't just about eye health. It's an essential component of overall well-being, productivity and preventive healthcare. Vision benefits play a critical role in both maintaining clear sight and detecting serious health conditions that might otherwise go unnoticed.

## THE EYES:

### A WINDOW TO OVERALL HEALTH

Eye exams provide a unique opportunity for early diagnosis of serious health conditions. Since the eyes offer a direct view of the body's blood vessels,<sup>1</sup> eye doctors can detect early signs of various diseases, including:



**Diabetes:** Diabetic retinopathy is the leading cause of blindness in American adults.<sup>2</sup> Early detection through eye exams can prevent significant vision loss.



**Hypertension (High Blood Pressure):** Changes in retinal blood vessels can indicate hypertension, a major risk factor for heart disease and stroke.<sup>3</sup>



**Autoimmune Disorders:** Conditions such as lupus and multiple sclerosis may present ocular symptoms that can be detected in an eye exam.<sup>4</sup>



**Cancer:** Certain cancers, including melanoma and brain tumors, can be identified through changes in eye appearance and structure.<sup>4</sup>

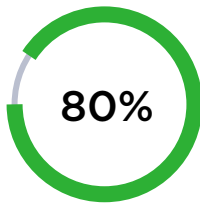
AN  
ESTIMATED  
**93 MILLION**  
AMERICANS  
ARE AT RISK  
FOR VISION  
LOSS, BUT  
**ONLY HALF**  
OF THEM  
VISITED AN  
EYE DOCTOR  
IN THE LAST  
YEAR.<sup>1</sup>



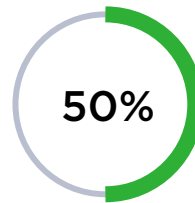
## SILENT THREATS TO SIGHT



Many common eye diseases develop gradually and without symptoms. Conditions like glaucoma, macular degeneration and diabetic eye disease often develop silently, making regular screenings essential for long-term eye health.



80% of vision loss is preventable or treatable if caught in time.<sup>5</sup>



Nearly 50% of Americans ages 23-38 don't think they need an eye exam if their vision is clear.<sup>6</sup>

## WHY EYE HEALTH MATTERS ON THE JOB



Good vision is essential for performing daily tasks, whether employees are working on computers, operating machinery or engaging in face-to-face interactions. Uncorrected vision problems lead to discomfort, fatigue and errors, ultimately affecting job performance and workplace efficiency.

### \$575 billion

is lost annually in global productivity due to vision impairments.<sup>8</sup>

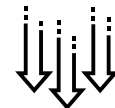


### Over 50%

of people are affected by digital eye strain, including both children and adults, causing sore or tired eyes, blurry vision, dry eyes, headaches and even neck or shoulder pain.<sup>9</sup>

### Poor eye health

often leads to decreased productivity, absenteeism, and, in severe cases, job losses.<sup>10</sup>



## WHY VISION INSURANCE MATTERS



Many people skip eye exams because they're too expensive, don't have time or don't realize how important they are. Vision insurance helps by covering the cost of eye exams and glasses or contacts, making it easier for employees and their families to get the care they need.

When employers offer vision insurance, they're not just helping employees see better—they're also supporting their overall health and reducing healthcare costs linked to preventable conditions.

## INVEST IN VISION INSURANCE FOR YOUR EMPLOYEES

Offering vision insurance is more than just a perk; it's a smart way to keep employees healthy and productive. Clear vision helps them focus, work efficiently and avoid long-term health issues. By making eye care more accessible, you're helping employees stay healthy, reducing workplace strain and improving overall job satisfaction.

Invest in your team's vision today—because when they see better, feel better, work better and live better. ■

### Did You Know?

50%

Only 50% of U.S. adults currently have vision coverage.<sup>11</sup>

2x

Adults with vision benefits are 2x more likely to get an eye exam.<sup>12</sup>

84%

84% of people say they'd be more likely to schedule an eye exam if they knew it could detect serious health problems early.<sup>12</sup>

<sup>1</sup>Centers for Disease Control and Prevention. "Fast Facts: Vision Loss" [cdc.gov](https://www.cdc.gov)  
<sup>2</sup>Centers for Disease Control and Prevention. "About Common Eye Disorders and Diseases" [cdc.gov](https://www.cdc.gov)  
<sup>3</sup>American Heart Association "Retina Changes Offer Glimpse Into Body's Heart Health" [heart.org](https://www.heart.org)  
<sup>4</sup>American Optometric Association "20 Surprising Health Problems an Eye Exam Can Catch" [aoa.org](https://www.aoa.org)  
<sup>5</sup>Vision Aware "Learn More About Avoidable Blindness and Schedule a Comprehensive Eye Examination" [visionaware.org](https://www.visionaware.org)  
<sup>6</sup>American Optometric Association "See the Full Picture of Your Health with an Annual Comprehensive Eye Exam" [aoa.org](https://www.aoa.org)  
<sup>7</sup>Centers for Disease Control and Prevention. "4 in 10 Adults at High Risk for Vision Loss" [cdc.gov](https://www.cdc.gov)  
<sup>8</sup>Integrated Benefits Institute. "Poor Health Costs US Employers \$575 Billion and 1.5 Billion Days of Lost Productivity" [ibiweb.org](https://www.ibiweb.org)  
<sup>9</sup>Optometrists Network "Digital Eye Strain: Myths and Facts" [optometrists.org](https://www.optometrists.org)  
<sup>10</sup>The Lancet Global Health "Lancet Global Health Commission on Global Eye Health: Vision Beyond 2020" [thelancet.com](https://www.thelancet.com)  
<sup>11</sup>The Vision Council "VisionWatch U.S. Consumer Study" [thevisioncouncil.org](https://www.thevisioncouncil.org)  
<sup>12</sup>Society for Human Resource Management "Screen Time Takes Toll on Workers' Eyes" [SHRM.org](https://www.shrm.org)