executive summary

Nationwide’s substance-free workplace follow-up program continues to show strong positive results. 100% of the associates who have completed their rehabilitation program continue to work for Nationwide or have retired or left on good terms.

**Program Outcomes**

In the past 36 months,

* 95% agreed to testing; 5% refused and were terminated
* 100% of those tested had some impairment and were case managed by Associate Wellbeing and Safety
* 40% did not complete their rehabilitation program or completed and were terminated for subsequent substance use (48%) or for other reasons (52%)
* 60% are in the program or have completed
* 0% of associates who finished the 2-year follow-up monitoring period have relapsed