Preliminary outcome data is provided for an influenza (flu) vaccination program offered in 1993 by an insurance holding company in Ohio. Medical claims costs (1992-1994) and absenteeism of participants and non-participants were compared. Participants were divided into three age groups: <35 years, 35-44 years, and > 45 years. There was no significant difference in median costs between participants and non-participants within any age group or for any year. Average medical claims costs of vaccination participants and non-participants for both age groups <35 and 35-44 years remained stable from 1992 to 1994. However, average annual medical claims costs from 1992 to 1994 for those over age 45 increased only $46 among participants but increased $496 among non-participants. Participants with six or more self-reported illness days decreased from 10.2% in 1992-1993 to 2.7% in 1993-1994, while non-participant illness days decreased from 7.6% to 6.2% during the same time periods.