While a score of 200 is theoretically possible, it is not likely nor even desirable for an employer to have every possible EHM program and strategy in place. The greatest value of the Scorecard is in providing an inventory of EHM best practices for consideration; your scores simply provide an indication of where you might find opportunities to enhance your program. Average scores vary based on employer size, and it might be most useful to compare your score to those of employers of similar size. Looking at the 1,029 employers that have completed the Scorecard as of March 31, 2013, respondents with fewer than 500 employees have an average total score of 87; those with 500-4,999 employees, 91; and those with 5,000 or more employees, 104.