

Health Risk Appraisal Summary Report



April 28, 2016

Glossary

Wellness Score

The wellness score is generated from three major components: mortality risks, health risks and preventive services compliance. The mortality risks based on age and gender account for 38% - 44% of the score. The health risks (e.g., smoking, physical activity, body mass index, etc.) account for 50% of the score. Preventive services compliance accounts for the remaining 6% - 12% of the score.

Risk Status

The 15 risks are listed in the Risk Profile Table and in the Description of High Risk Cuts. The population goal is to reduce the number of those at high risk and increase the number at low risk.

Health Risks Prioritized for an Individual

The number one prioritized risk for each individual is the risk that most influences that person's overall health and prospective medical costs and utilization. The risk order is influenced by the combination of risks for that individual as well as his or her age and gender. These are the risks which are recommended to be targeted for each individual.

Health Risks by Prevalence in the Population

Health risks are ranked based on those with the highest prevalence in your population. These are the risks recommended for population-wide programs.

Health Problems Self-Reported

These health problems are listed in order of prevalence reflecting self-report in Section I of this report.

Health Age Index

This index compares the appraised and achievable ages of a participant. The appraised age is a derived age corresponding to a person's health risks. The achievable age is a derived age calculated by modifying all health risks. If the difference between the appraised age and the achievable age is greater than 4, the person is considered to be high risk in this index.

Zero Risk Management

Intervention recommended for individuals with zero health risks.

HMRC Comparison

The comparison data is drawn from over 5 million HRAs in the HMRC database. Your company is matched at an individual level by age and gender.

Description of High Risk Cuts

Alcohol	Male: More than 14 drinks per week. Female: More than 7 drinks per week.
Blood Pressure	Systolic greater than 139 mmHg or diastolic greater than 89 mmHg; or self-report high or currently on blood pressure medication or under medical care for blood pressure.
Body Weight	Body Mass Index (BMI) equal to or greater than 27.5 kg/m ²
Cholesterol	Greater than 239 mg/dL
Existing Medical Conditions	Self-reported heart problems, cancer, diabetes, past stroke, chronic bronchitis/emphysema
Health Age Index	Greater than 4 – See Glossary for description
Illness Days	More than 5 days in the past year
Job Satisfaction	Disagree or strongly disagree
Life Satisfaction	Partly or not satisfied
Medication/Drug for Relaxation	Use almost every day or sometimes
Perceived Health	Fair or Poor
Physical Activity	Less than one time per week
Safety Belt Use	Less than 100 percent
Smoking	Current cigarette smoker
Stress	Greater than 20 (based on a composite score from answers to marital status, personal loss, life satisfaction, perception of health, hours of sleep, social ties); or selected "a lot" for effect of stress on personal health; or selected "often" for feel tense, anxious, or depressed.

Executive Summary

Number of HRA Participants: 78

Demographic Information (p. 4)

Male Participants: 43.6%

Female Participants: 53.8%

Average Age of Participants: 37.1

Average Wellness Score (p. 5): 77.1

Risk Status (p. 7)

Low Risk (0-2 risks): 56.4%

Medium Risk (3-4 risks): 28.2%

High Risk (5+ risks): 15.4%

Average number of risks: 2.5

Health Risks by Prevalence in the Population (p. 9)

The three most prevalent health risks in the population are:

1. Stress, 41.0%

2. Physical Activity, 38.5%

3. Body Weight, 33.3%

Health Risks Prioritized for Individuals (p. 10)

The top three prioritized health risks for individuals are:

1. Physical Activity, 24.4%

2. Body Weight, 16.7%

3. Smoking, 11.5%

Health Problems Self-Reported (p. 11)

The three most prevalent health problems self-reported by participants are:

1. Back Pain, 26.9%

2. Migraine Headaches, 14.1%

3. Heartburn/Acid Reflux, 11.5%

Preventive Health Services (p. 12)

The preventive health services with the least compliance are:

Flu Shot, 94.9%; Tetanus Shot, 59.0%; Dental Exam, 53.8%

Health Enhancement Changes (p. 13)

The top three behaviors participants are planning to change during the next six months are:

1. Increase Physical Activity, 76.9% of the participants

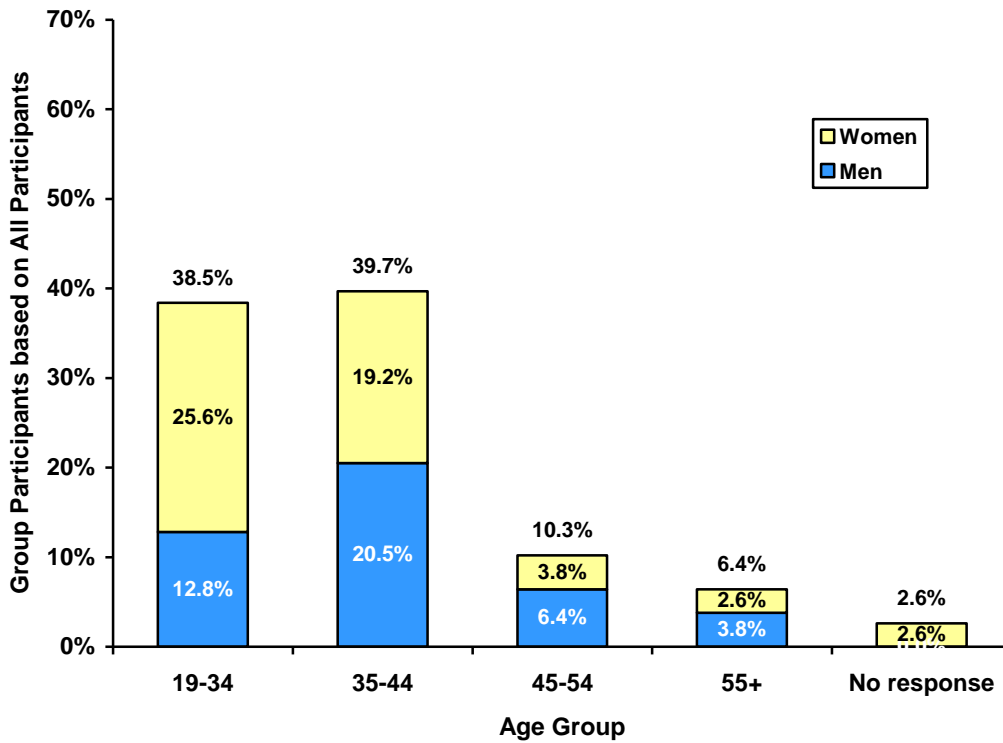
2. Lose Weight (BMI), 67.9% of the participants

3. Reduce Fat/Cholesterol Intake, 50.0% of the participants

DEMOGRAPHICS

The following table provides a summary of your population and those who have participated in the Health Risk Assessment (HRA).

HRA Participants by Age and Gender

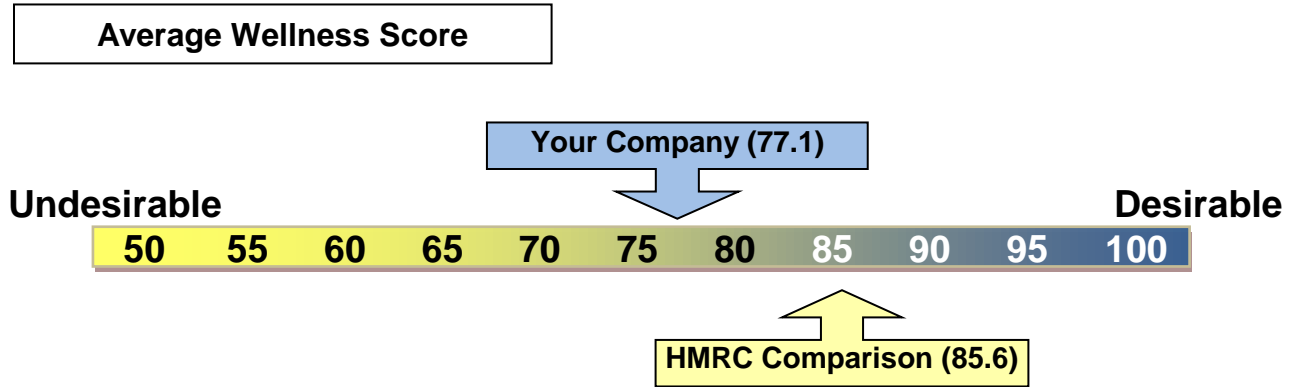


Total HRA Participation	78
Average Age	37.1
Gender Distribution	
Male Participants	43.6%
Female Participants	53.8%

The target participation rate for a comprehensive wellness program should be 50% or more in any one year and 80% cumulative over 4 years.

- Since employee engagement is vital to the success of the program, this level of participation is necessary to impact desired outcome measures and to gauge the true health status of the population.

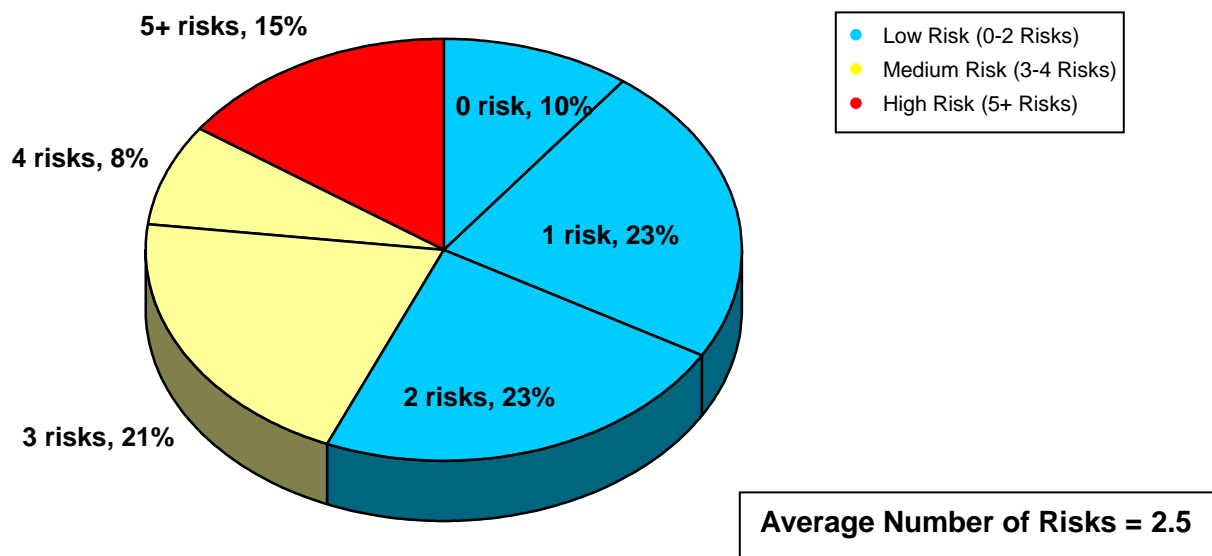
HMRC Wellness Score



This graphic represents the overall average Wellness Score for those who completed an HRA within the given time period.

- The HMRC Wellness Score is a combination of three components: use of preventive services; the total number of risk factors; and the interaction of the risk factors that lead to disease.
- The wellness score is reflective of a person's health behavior more than health status. A person can have a high wellness score despite having a chronic disease by taking measures to lead a healthy lifestyle. An individual can alter their score by changing their health-related behaviors.
- Extensive research has linked wellness score to disease development and chances of an individual's use of the health care system over the next several years. A low wellness score is likely to precede healthcare utilization.
- In addition to its value to individuals, the HMRC Wellness Score average can be used as a general company-wide 'temperature of wellness' for those who participated, compared to a similar population in the UM-HMRC database.

Overall Risk Distribution



Risk Factors

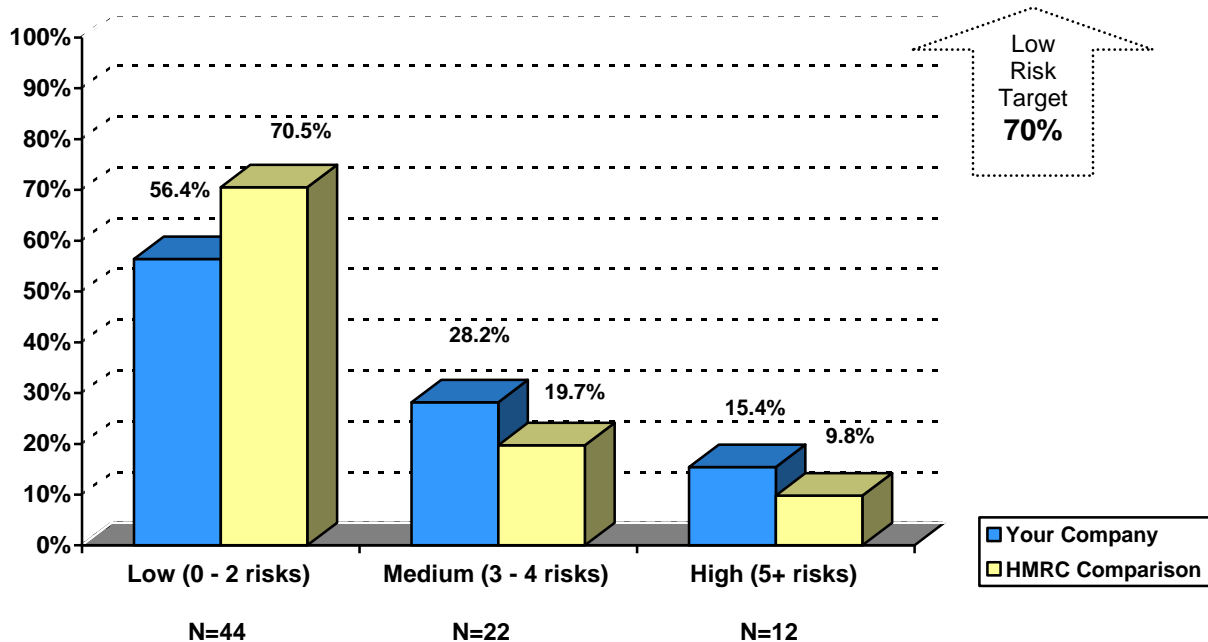
Risk factors can be viewed individually or as components of risk status.

- A complete list of the risk factors is found on page 2, along with the risk cuts.
- This information is important to guide population-based programs toward reaching the target goal of 70% (or higher) low risk.

Why are risk status and risk percentages important?

- Number of risks tends to increase as the potential for poor health tends to increase.
 - Frequently, risk accumulation happens prior to a medical event.
- Decreasing the number of risks is important, but so is the maintenance of good health and low risk.
 - Good wellness programs prevent the accumulation of additional risks.
 - “Just don’t get worse” is a strategy that may prove useful to those individuals beginning a wellness program or to those who are low-risk.
 - The zero risk population is a subset of the low risk population. It represents a key portion of the population to be maintained through a preventive-oriented wellness program.

Risk Status



Low Risk Status

The Low Risk population is the core target group for the health maintenance strategy to “Keep Healthy People Healthy.”

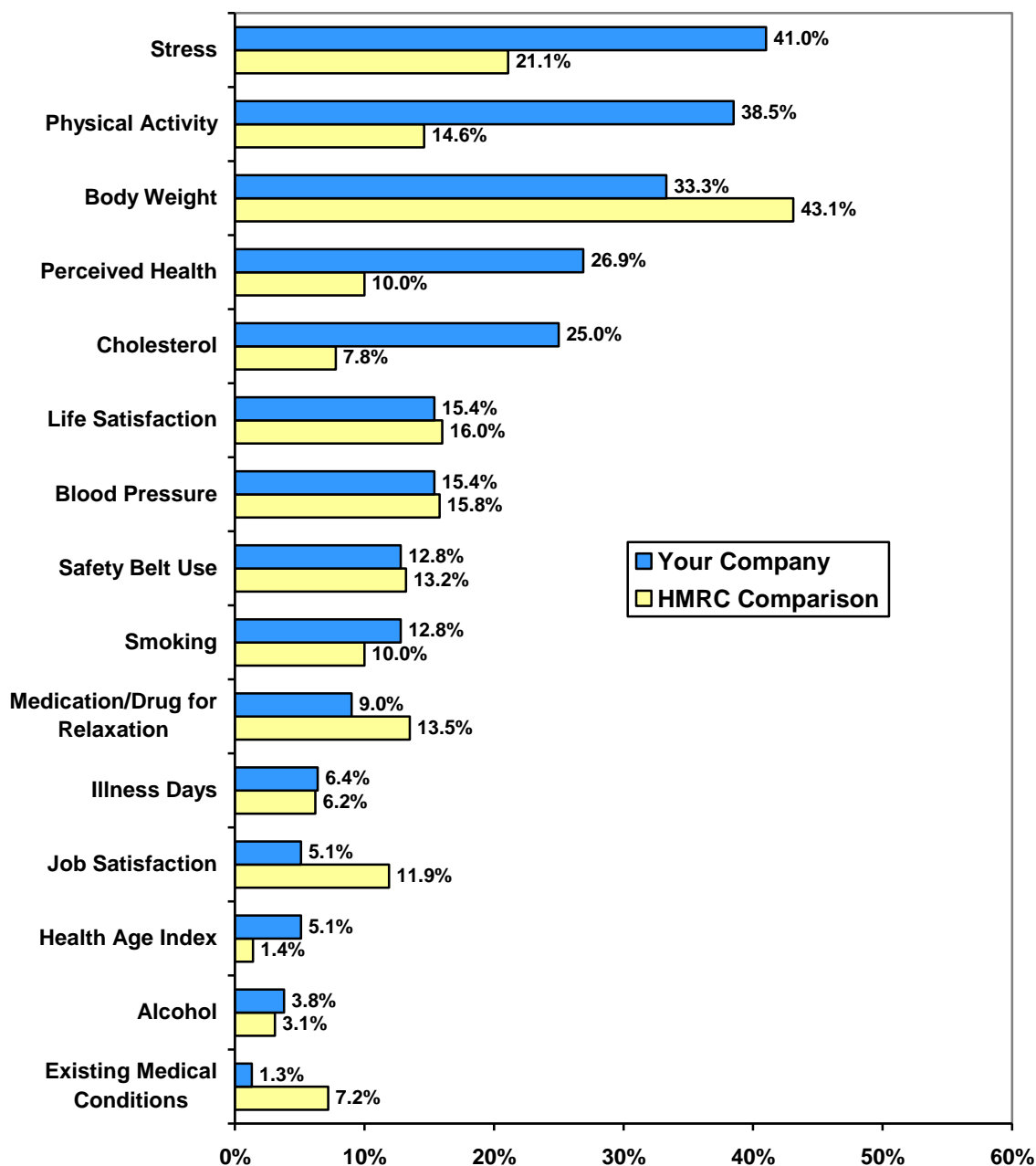
- The low risk population is typically the lowest cost population. However, this population will not remain low risk or low cost if ignored.
- The natural flow of health risk is toward increased risk and cost as participants age.
- Many health intervention programs do not address this low risk population. A good wellness program encourages participants to maintain a low risk lifestyle.

Programs that maintain the low risk population can reduce the rate of increasing risks and costs compared to those companies who have a ‘Do Nothing’ (natural flow) strategy.

Addressing Risks through a Wellness Program

Risk stratification shown above summarizes overall health status. The following pages show Risk Prevalence and Prioritization within your population. Prevalence of individual risks provides deeper insight to employees’ potential health problems. If the goal of a wellness program is to improve the individual’s health, risk prevalence alone doesn’t indicate areas of focus. Risk prioritization takes into account combinations of risks, determines which risks are more dangerous, and highlights risks expected to increase costs in the near future. Focusing your health promotion programs on the top prioritized risks should have the greatest impact on costs within the next 1-3 years.

Prevalence of Health Risks

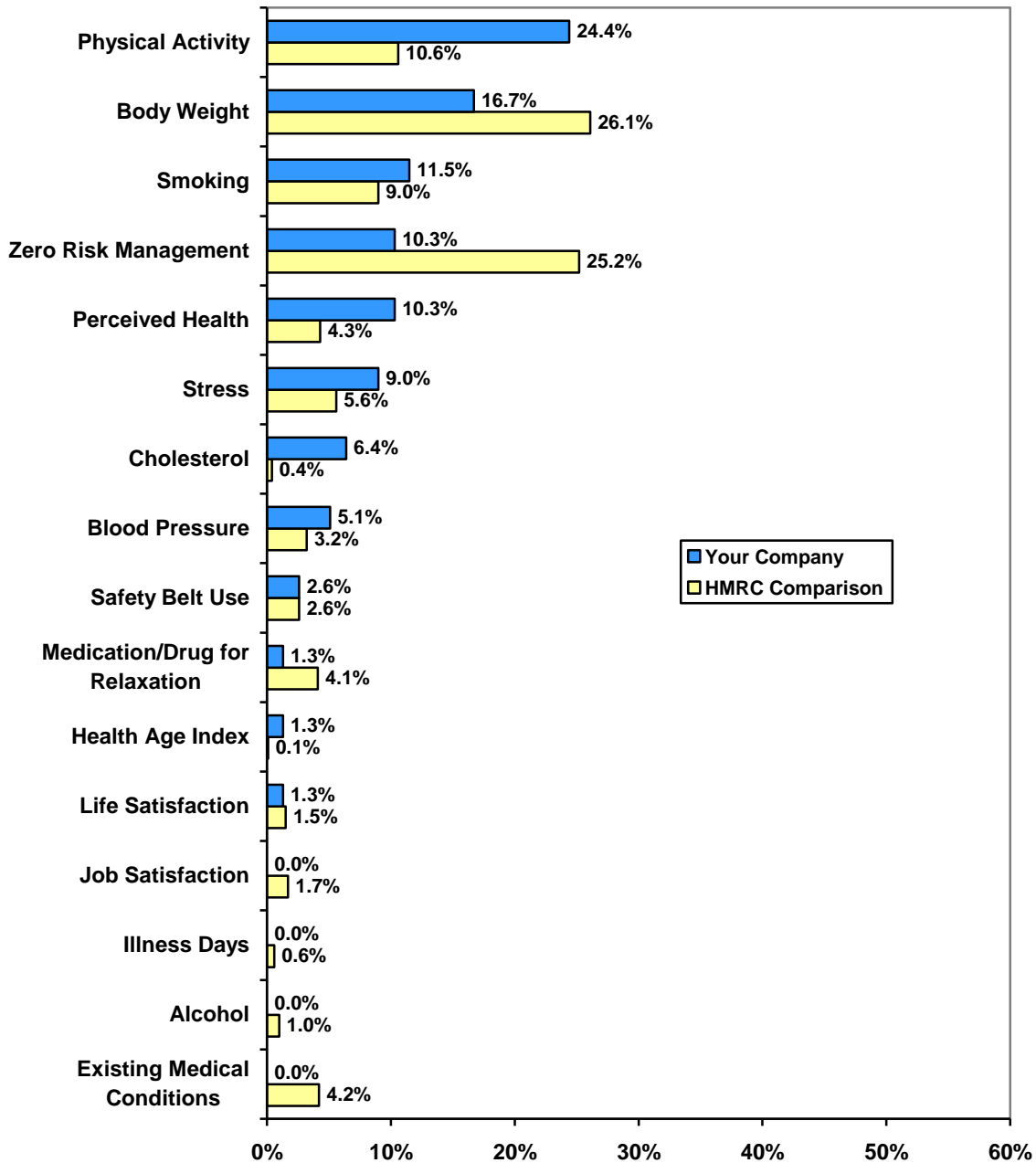


Note: At risk cholesterol percentage from those reporting cholesterol values

The prevalence of risks in your population is shown on the graph above. These risks should be addressed through population-based programs where everyone can participate ('no weight gain', 'know your numbers' and 'buckle-up' are examples).

- These programs should be marketed company-wide, easy to participate in and aim to create a healthy community.
- A healthy worksite environment will support healthy food choices, benefit design encouraging risk reduction and management who are educated about, demonstrate, and encourage healthy behavior.

Health Risks Prioritized at the Individual Level



Individual-Based Intervention

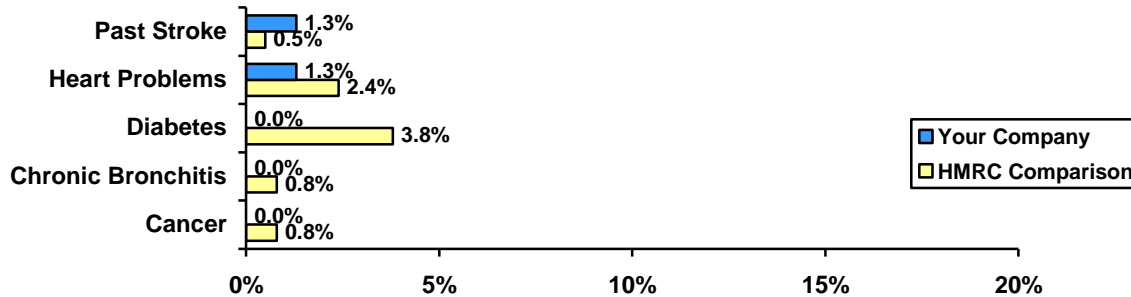
The UM-HMRC prioritizes risks for each individual and communicates the top 3 prioritized risks on each individual's profile report following completion of the HRA.

- Risk prioritization is based on age, gender and responses to the HRA questions.
- The top prioritized health risk is the most important one for each individual to change to impact their overall health.
- Programs that address these risks may include one-on-one coaching, small support groups, or customizable tools.

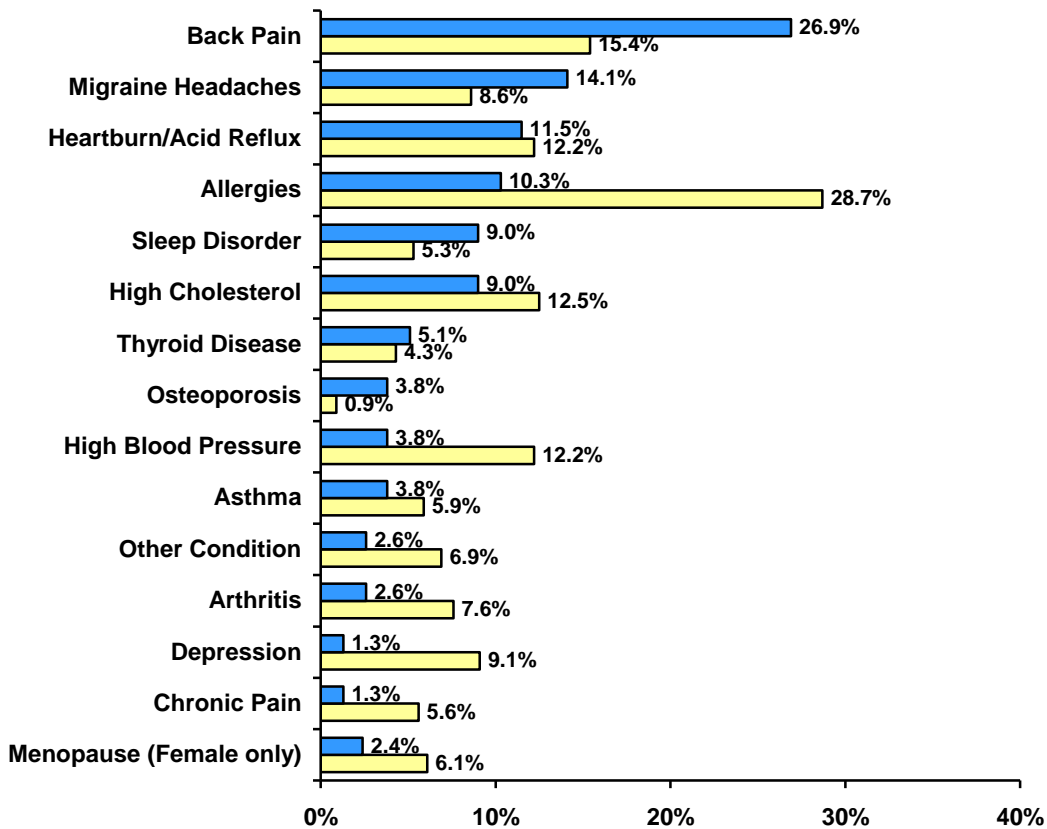
Self-Reported Health Problems

The figure below shows the prevalence of self-reported health problems within your population. These health problems should be addressed by creative benefit design programs which reward individuals for adherence to evidence-based medical and lifestyle.

Major Diseases



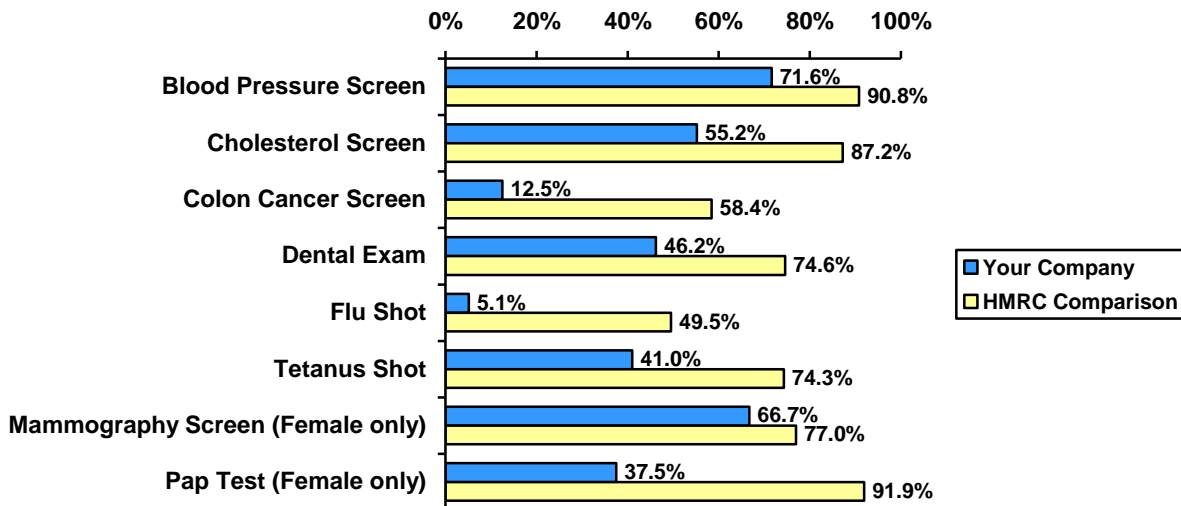
Other Common Conditions



Recommended Preventive Services*

The following preventive services are recommended for specific age and gender groups. Note that the compliance goal for all preventative services is 100%. Compliance with preventive services is one of the core healthy behaviors predictive of positive health outcomes.

Percent Compliant of those Eligible



Non-Compliant Preventive Services Criteria* and Eligible Population

	Eligible		Non-Compliant		
	Population	N	Criteria	N	%
Blood Pressure Screen	Age ≥ 18	74	Screened 2 or more years ago	21	28.4%
Cholesterol Screen	Male age ≥ 35 or Female age ≥ 45	29	Screened 5 or more years ago	13	44.8%
Colon Cancer Screen	Age 50 - 75	8	Screened 5 or more years ago	7	87.5%
Dental Exam**	All Ages	78	Exam 1 or more years ago	42	53.8%
Flu Shot	All Ages	78	Shot 1 or more years ago	74	94.9%
Tetanus Shot	All Ages	78	Never or don't know	46	59.0%
Mammography Screen	Female Age 50 - 74	3	Screened 2 or more years ago	1	33.3%
Pap Test	Female Age ≥ 21 and ≤ 65	40	Screened 3 or more years ago	25	62.5%

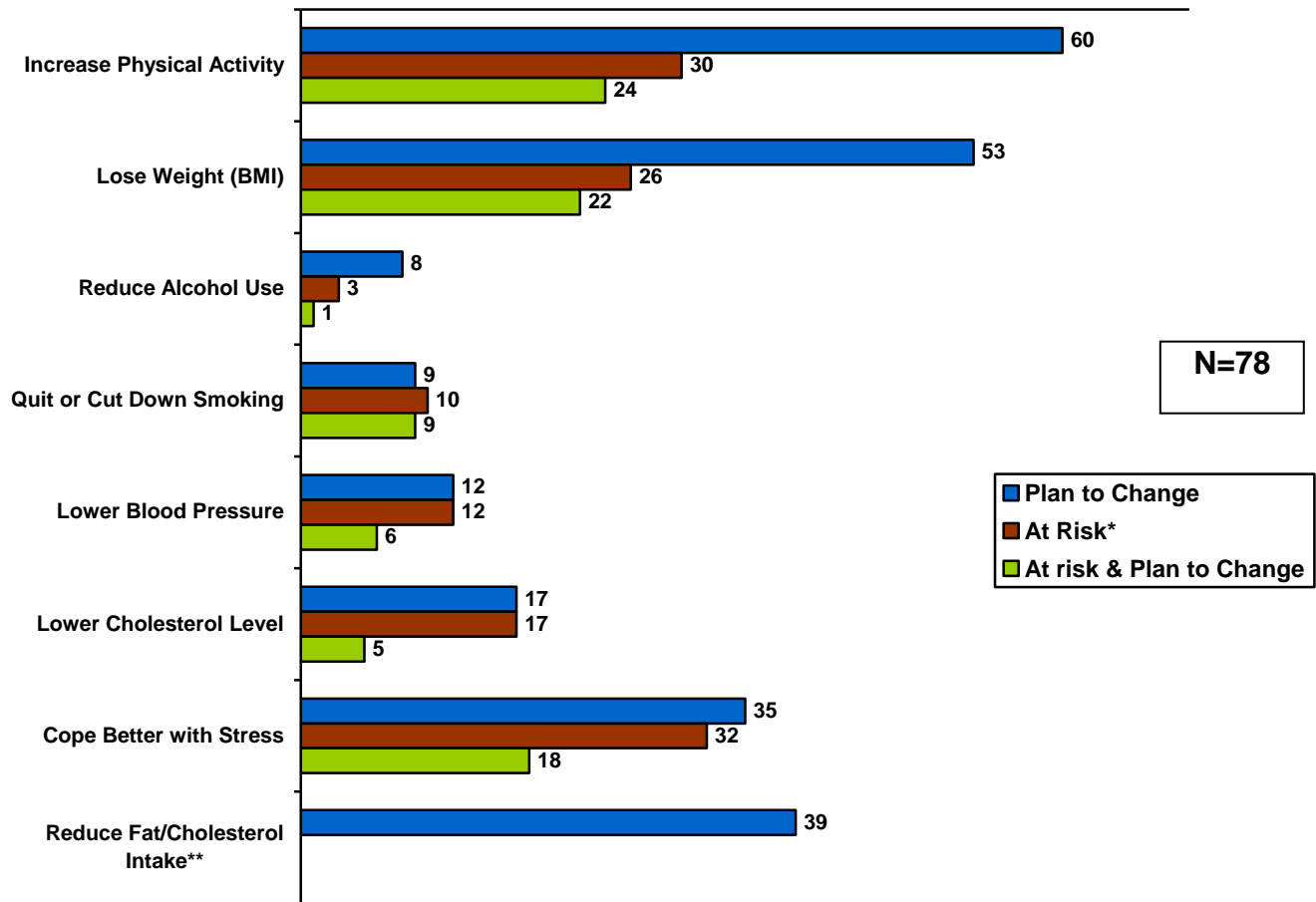
*Guide to Clinical Preventive Services.

** Guidelines for the frequency of preventive dental care are not included in the current Guide to Clinical Preventive Services.

Intended Behavior Changes in the Next Six Months

The table below shows people who are planning to change their health behavior over the next 6 months. Research has shown that individuals may benefit from wellness programming based on their intention and health risks.

Number of People Planning to Change



* 'At Risk' is the HMRC High Criteria Risk Cut. See Page Two.

** Fat/Cholesterol intake is not included in HMRC 15 health risks.

Intent to Change

This table identifies the individuals within your population who have expressed an interest in changing their health behaviors based on how they responded to the related questions.

	Population	Plan Changes in Next 6 Months	
	78	Number	Percent
Increase Physical Activity		60	76.9%
Exercise less than 1 time/week	30	24	80.0%
Exercise 1 or 2 times/week	16	15	93.8%
Exercise 3 or more times/week	24	19	79.2%
Lose Weight		53	67.9%
BMI less than 25	31	17	54.8%
BMI 25 - 27.4	19	13	68.4%
BMI 27.5 - 29.9	7	5	71.4%
BMI 30 and above	19	17	89.5%
Lower Blood Pressure		12	15.4%
SBP and DBP			
SBP > 139 mmHg or DBP > 89 mmHg	10	4	40.0%
SBP 120 - 139 mmHg or DBP 80 - 89 mmHg	28	5	17.9%
SBP < 120 mmHg and DBP < 80 mmHg	31	2	6.5%
Taking Medication or under care	2	2	100.0%
Lower Cholesterol Level		17	21.8%
Total Cholesterol			
Cholesterol > 239 mg/dL	17	5	29.4%
Cholesterol 200 - 239 mg/dL	32	6	18.8%
Cholesterol < 200 mg/dL	19	1	5.3%
HDL			
Male < 40 mg/dL	7	4	57.1%
Female < 50 mg/dL	7	1	14.3%
Taking Medication or under care	3	2	66.7%
Quit Smoking		9	11.5%
Cigarette Smokers			
Current Smoker	10	9	90.0%
Past Smoker	10	0	0.0%
Quit 1 year or less	3	0	0.0%
Quit more than 1 year	7	0	0.0%
Non-smoker	53	0	0.0%
Alternate form of tobacco	6	3	50.0%
Reduce Fat/Cholesterol Intake		39	50.0%
Eat 5 - 6 servings of fat/day	1	0	0.0%
Eat 3 - 4 servings of fat/day	8	6	75.0%
Eat 1 - 2 servings of fat/day	51	26	51.0%
Rarely/Never eat fat	10	6	60.0%

Screening and Lab Data

The chart below gives a brief summary of the key biometric values for your entire screened population.

Recommended Core Biometrics	Stratification Criteria	N	Percent of those Screened
BMI		76	
Obese (at Risk)	≥ 30	19	25.0%
Overweight (at Risk)	≥ 25 and < 30	26	34.2%
	≥ 27.5 and < 30	7	9.2%
	≥ 25 and < 27.5	19	25.0%
Normal Weight	≥ 18.5 and < 25	29	38.2%
Under Weight	< 18.5	2	2.6%
Blood Pressure		69	
Hypertension II (at Risk)	SBP ≥ 160 mmHg or DBP ≥ 100 mmHg	2	2.9%
Hypertension I (at Risk)	SBP ≥ 140 mmHg and < 160 mmHg or DBP ≥ 90 mmHg and < 100 mmHg	8	11.6%
Pre-hypertension	SBP ≥ 120 mmHg and < 140 mmHg or DBP ≥ 80 mmHg and < 90 mmHg	28	40.6%
Normal	SBP < 120 mmHg or DBP < 80 mmHg	31	44.9%
Total Cholesterol		68	
High (at Risk)	≥ 240 mg/dL	17	25.0%
Borderline High	≥ 200 mg/dL and < 240 mg/dL	32	47.1%
Normal	< 200 mg/dL	19	27.9%
HDL Cholesterol		68	
Low/Undesirable			
Male	< 40 mg/dL	7	22.6%
Female	< 50 mg/dL	7	20.0%
Glucose		67	
Fasting		67	
Diabetes	≥ 126 mg/dL	0	0.0%
Pre-Diabetes	≥ 100 mg/dL and < 126 mg/dL	11	16.4%
Normal	≥ 70 mg/dL and < 100 mg/dL	54	80.6%
Low/Hypoglycemic	< 70 mg/dL	2	3.0%
Non Fasting		N/A	
	≥ 200 mg/dL	N/A	N/A

* 'At Risk' is the HMRC High Criteria Risk Cut. See Page Two.

Additional Screened Biometrics

Additional Screened Biometrics	Stratification Criteria	N	Percent of those Screened
LDL Cholesterol		68	
Very High	≥ 190 mg/dL	8	11.8%
High	≥ 160 mg/dL and < 190 mg/dL	11	16.2%
Borderline High	≥ 130 mg/dL and < 160 mg/dL	22	32.4%
Near Optimal	≥ 100 mg/dL and < 130 mg/dL	22	32.4%
Optimal	< 100 mg/dL	5	7.4%
Triglycerides		67	
Very High	≥ 500 mg/dL	0	0.0%
High	≥ 200 mg/dL and < 500 mg/dL	7	10.4%
Borderline High	≥ 150 mg/dL and < 200 mg/dL	5	7.5%
Normal	<150 mg/dL	55	82.1%

Metabolic Syndrome Risk

Metabolic syndrome is the name for a group of risk factors that increase an individual's chance for heart disease, diabetes and stroke.

- If someone has at least three of the five risk factors listed in the table, that individual has metabolic syndrome.
- The chances of developing heart disease, diabetes, or a stroke increase as the number of risk factors increase.
- In general, a person with metabolic syndrome is twice as likely to develop heart disease and five times as likely to develop diabetes as someone without metabolic syndrome.

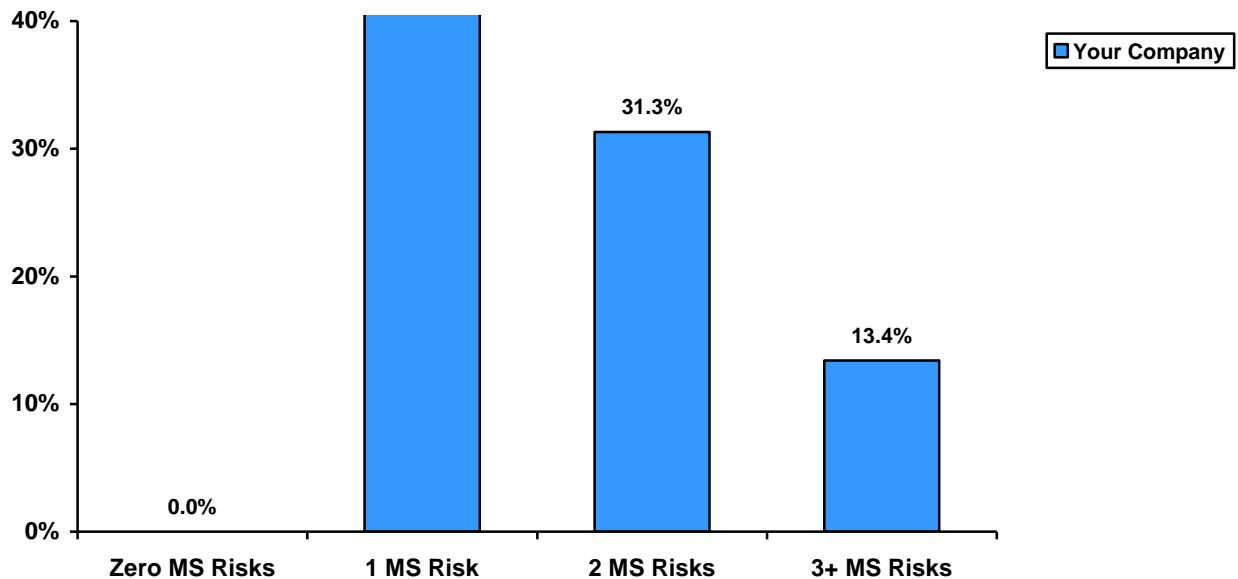
The chance of developing metabolic syndrome is closely linked to being overweight and to a lack of physical activity.

- Genetics (ethnicity and family history) and older age are other important risk factors.
- It's possible to prevent or delay metabolic syndrome, mainly with lifestyle changes including a healthy diet and regular physical activity.

METABOLIC SYNDROME RISK	TOTAL (with complete screening data)	
(Note: Metabolic Syndrome Risk is based on screened values)	N 67	%
<u>Waist Circumference (or BMI)</u> Male > 40" or female > 35" (or BMI ≥ 30 for male or female)	15	22.4%
<u>Triglycerides</u> ≥ 150 mg/dL	12	17.9%
<u>HDL Cholesterol</u> male < 40 mg/dL or female < 50 mg/dL	14	20.9%
<u>Blood Pressure</u> SBP ≥ 130 mmHg or DBP ≥ 85 mmHg or taking blood pressure medication	24	35.8%
<u>Fasting Plasma Glucose</u> ≥ 100 mg/dL or taking diabetes medication	11	16.4%
<u>Metabolic Risks Summary</u>		
Wa	0	0.0%
1 Metabolic Risk	37	55.2%
2 Metabolic Risks	21	31.3%
3 Metabolic Risks	7	10.4%
4 Metabolic Risks	2	3.0%
5 Metabolic Risks	0	0.0%
Average Number of Metabolic Risks	1.6	
3 or More Metabolic Risks	9	13.4%

Metabolic Syndrome Risk (Cont'd)

Number of Metabolic Syndrome Risks



Section II Detailed Responses

TABLE 1. DEMOGRAPHIC DISTRIBUTION

	HRA Participants (N=78)	
	Number	Percent
1. Age		
19 - 34	30	38.5%
35 - 44	31	39.7%
45 - 54	8	10.3%
55+	5	6.4%
No response	4	5.1%
2. Sex		
Male	34	43.6%
Female	42	53.8%
No response	2	2.6%
3. Education		
Some high school	0	0.0%
High school graduate	0	0.0%
Some college	2	2.6%
College graduate	17	21.8%
Post graduate/professional	49	62.8%
No response	10	12.8%
4. Marital Status		
Single (never married)	21	26.9%
Separated	0	0.0%
Divorced	2	2.6%
Married	45	57.7%
Widowed	0	0.0%
Other	2	2.6%
No response	8	10.3%
5. Race		
White (non-Hispanic)	0	0.0%
Black (non-Hispanic)	0	0.0%
Hispanic	0	0.0%
Asian or Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Other	0	0.0%
No response	78	100.0%

TABLE 2. QUALITY OF LIFE INDICATORS

	HRA Participants (N=78)	
	Number	Percent
1. Life Satisfaction		
Completely satisfied	14	17.9%
Mostly satisfied	44	56.4%
Partly satisfied	12	15.4%
Not satisfied	0	0.0%
No response	8	10.3%
2. Job Satisfaction		
Agree strongly	26	33.3%
Agree	33	42.3%
Disagree	3	3.8%
Disagree strongly	1	1.3%
Does not apply	0	0.0%
No response	15	19.2%
3. Self-Report Physical Health		
Excellent	6	7.7%
Very good	17	21.8%
Good	26	33.3%
Fair	20	25.6%
Poor	1	1.3%
No response	8	10.3%
4. Days of Work Missed Due to Illness		
None	19	24.4%
1 - 2 days	20	25.6%
3 - 5 days	16	20.5%
6 - 10 days	3	3.8%
11 - 15 days	0	0.0%
16 days or more	2	2.6%
Does not apply	0	0.0%
No response	18	23.1%
5. Social Support		
Very strong	48	61.5%
About average	19	24.4%
Weaker than average	2	2.6%
Not sure	0	0.0%
No response	9	11.5%

**TABLE 2. QUALITY OF LIFE INDICATORS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
6. Serious Personal Loss		
Two or more	6	7.7%
One	22	28.2%
No	0	0.0%
No response	50	64.1%
7. Feel Tense, Anxious, Depressed		
Often	8	10.3%
Sometimes	38	48.7%
Rarely	22	28.2%
Never	2	2.6%
No response	8	10.3%
8. Stress Effect on Your Health		
A lot	12	15.4%
Some	37	47.4%
Hardly any	20	25.6%
None	1	1.3%
No response	8	10.3%
9. Sleep		
5 hours or less	6	7.7%
6 hours	29	37.2%
7 hours	25	32.1%
8 hours	10	12.8%
9 hours or more	0	0.0%
No response	8	10.3%

TABLE 3. HEALTH RELATED BEHAVIORS

	HRA Participants (N=78)	
	Number	Percent
1. Tobacco Use		
Cigarette Smoking		
Still Smoke	10	12.8%
Average cigarettes per day	9.6	
Average number of cigarettes		
less than 10	5	50.0%
10 - 15	3	30.0%
16 - 19	0	0.0%
20+	2	20.0%
No response	0	0.0%
Used to smoke	10	12.8%
Average quit years	6.8	
Quit years		
< 1	1	10.0%
1 - 2	1	10.0%
3 - 5	2	20.0%
6 - 10	3	30.0%
> 10	2	20.0%
No response	1	10.0%
Average number of cigarettes		
less than 9	6	60.0%
10 - 15	3	30.0%
16 - 19	0	0.0%
20+	1	10.0%
No response	0	0.0%
Never smoked	53	67.9%
No response	5	6.4%
Cigars	2	2.6%
Pipes	2	2.6%
Smokeless Tobacco	2	2.6%

**TABLE 3. HEALTH RELATED BEHAVIORS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
2. Alcohol Drinks		
Everyone		
0	31	39.7%
1 - 7	25	32.1%
8 - 14	4	5.1%
15 - 21	2	2.6%
22 or greater	0	0.0%
No response	16	20.5%
Male only		
0	12	35.3%
1 - 7	13	38.2%
8 - 14	3	8.8%
15 - 21	2	5.9%
22 or greater	0	0.0%
No response	4	11.8%
Female only		
0	19	45.2%
1 - 7	12	28.6%
8 - 14	1	2.4%
15 - 21	0	0.0%
22 or greater	0	0.0%
No response	10	23.8%
3. Drive Drunk or Ride with Drunk Driver		
0 time last month	58	74.4%
1 or more time(s) last month	1	1.3%
No response	19	24.4%
4. Medication/Drug for Relaxation		
Almost every day	2	2.6%
Sometimes	5	6.4%
Rarely or never	60	76.9%
No response	11	14.1%
5. Safety Belt Usage		
100%	62	79.5%
90 - 99%	8	10.3%
80 - 89%	1	1.3%
Less than 80%	1	1.3%
No response	6	7.7%
6. Drive Speed		
Within 5 mph of speed limit	42	53.8%
6 - 10 mph over the limit	16	20.5%
More than 10 mph over the limit	9	11.5%
No response	11	14.1%

**TABLE 3. HEALTH RELATED BEHAVIORS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
7. Travel		
Sub-compact or compact car	13	16.7%
Mid-size/full-size car/minivan	38	48.7%
Truck/van/SUV	19	24.4%
Motorcycle	0	0.0%
Other	2	2.6%
No response	6	7.7%
8. Drive (Car, truck or van)		
1 - 1,999 miles	12	15.4%
2,000 - 4,999 miles	7	9.0%
5,000 - 9,999 miles	11	14.1%
10,000 - 14,999 miles	6	7.7%
15,000 - 19,999 miles	14	17.9%
20,000 - 29,999 miles	10	12.8%
30,000 miles or more	6	7.7%
Do not drive or ride	3	3.8%
No response	9	11.5%
9. Ride Motorcycle		
1 - 999 miles	4	5.1%
1,000 - 1,999 miles	1	1.3%
2,000 - 2,999 miles	0	0.0%
3,000 - 3,999 miles	0	0.0%
4,000 - 4,999 miles	0	0.0%
5,000 miles or more	2	2.6%
Do not drive or ride	40	51.3%
No response	31	39.7%
10. Physical Activity		
Less than 1 time/week	30	38.5%
1 or 2 times/week	16	20.5%
3 times/week	15	19.2%
4 or more times/week	9	11.5%
No response	8	10.3%
11. Light/Moderate Physical Activity		
None	12	15.4%
1 day	17	21.8%
2 days	15	19.2%
3 or 4 days	19	24.4%
5 or 6 days	5	6.4%
7 days	2	2.6%
No response	8	10.3%

**TABLE 3. HEALTH RELATED BEHAVIORS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
12. Floss Teeth		
Every day	17	21.8%
Almost every day	11	14.1%
Sometimes	27	34.6%
Rarely or never	13	16.7%
Does not apply	1	1.3%
No response	9	11.5%
13. Sunscreen Use		
All of the time	10	12.8%
Most of the time	26	33.3%
Some of the time	17	21.8%
Rarely or never	16	20.5%
No response	9	11.5%
14. Fiber in Diet		
5 - 6 servings a day	5	6.4%
3 - 4 servings a day	25	32.1%
1 - 2 servings a day	35	44.9%
Rarely/never	7	9.0%
No response	6	7.7%
15. Fat/Cholesterol in Diet		
5 - 6 servings a day	1	1.3%
3 - 4 servings a day	8	10.3%
1 - 2 servings a day	51	65.4%
Rarely/never	10	12.8%
No response	8	10.3%

TABLE 4. PHYSIOLOGICAL MEASUREMENTS

	HRA Participants (N=78)	
	Number	Percent
1. Blood Pressure (BP)		
Don't Know BP	9	11.5%
Not sure	5	55.6%
No response	4	44.4%
Know BP	69	88.5%
Systolic		
Less than 120 mmHg	31	44.9%
120 - 139 mmHg	29	42.0%
140 mmHg or above	9	13.0%
Diastolic		
Less than 80 mmHg	50	72.5%
80 - 89 mmHg	16	23.2%
90 mmHg or above	3	4.3%
2. Total Cholesterol		
Don't Know Cholesterol	10	12.8%
Not sure	7	70.0%
No response	3	30.0%
Know Cholesterol	68	87.2%
Less than 200 mg/dL	19	27.9%
200 - 239 mg/dL	32	47.1%
240 mg/dL or greater	17	25.0%
3. HDL Cholesterol		
Don't Know HDL	10	12.8%
Not sure	7	70.0%
No response	3	30.0%
Know HDL	68	87.2%
Less than 40 mg/dL	10	14.7%
40 - 59 mg/dL	28	41.2%
60 mg/dL or above	30	44.1%
4. Weight - by Body Mass Index		
Everyone	78	
Not reporting weight or height	2	2.6%
Less than 18.5	2	2.6%
18.5 - 24.9	29	37.2%
25.0 - 27.4	19	24.4%
27.5 - 29.9	7	9.0%
30 - 34.9	16	20.5%
35 - 39.9	1	1.3%
40 or greater	2	2.6%

**TABLE 4. PHYSIOLOGICAL MEASUREMENTS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
4. Weight - by Body Mass Index (Cont'd)		
Males Only	34	
Not reporting weight or height	1	2.9%
Less than 18.5	0	0.0%
18.5 - 24.9	8	23.5%
25.0 - 27.4	13	38.2%
27.5 - 29.9	3	8.8%
30 - 34.9	8	23.5%
35 - 39.9	0	0.0%
40 or greater	1	2.9%
Females Only	42	
Not reporting weight or height	1	2.4%
Less than 18.5	2	4.8%
18.5 - 24.9	19	45.2%
25.0 - 27.4	6	14.3%
27.5 - 29.9	4	9.5%
30 - 34.9	8	19.0%
35 - 39.9	1	2.4%
40 or greater	1	2.4%
5. Waist Circumference		
Everyone		
Not reporting value	78	100.0%
Report value	0	0.0%
Waist size (M>40 inches; F>35 inches)	0	0.0%
Males Only	34	
Not reporting value	34	100.0%
Report value	0	0.0%
Waist size (>40 inches)	0	0.0%
Average	0.0	
Females Only	42	
Not reporting value	42	100.0%
Reporting value	0	0.0%
Waist size (>35 inches)	0	0.0%
Average	0.0	
Females Only	42	
6. Age at Menarche		
Younger than 12	5	11.9%
12	14	33.3%
13	10	23.8%
14 or older	7	16.7%
No response	6	14.3%

**TABLE 4. PHYSIOLOGICAL MEASUREMENTS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
7. Age at First Birth		
Younger than 20	0	0.0%
20 - 24	4	9.5%
25 - 29	3	7.1%
30 or older	9	21.4%
Does not apply	20	47.6%
No response	6	14.3%
8. Pregnant		
Yes	0	0.0%
No	0	0.0%
Does not apply	0	0.0%
No response	42	100.0%

TABLE 5. HEALTH PROBLEMS SELF-REPORTED

	HRA Participants (N=78)	
	Number	Percent
1. Allergies		
Never	41	52.6%
In the past	16	20.5%
Have currently	8	10.3%
Taking medication	6	7.7%
Under medical care	1	1.3%
No response	13	16.7%
2. Arthritis		
Never	56	71.8%
In the past	0	0.0%
Have currently	2	2.6%
Taking medication	1	1.3%
Under medical care	1	1.3%
No response	20	25.6%
3. Asthma		
Never	48	61.5%
In the past	6	7.7%
Have currently	3	3.8%
Taking medication	1	1.3%
Under medical care	0	0.0%
No response	21	26.9%
4. Back Pain		
Never	21	26.9%
In the past	25	32.1%
Have currently	19	24.4%
Taking medication	3	3.8%
Under medical care	3	3.8%
No response	13	16.7%
5. Cancer		
Never	57	73.1%
In the past	1	1.3%
Have currently	0	0.0%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	20	25.6%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
6. Chronic Bronchitis/Emphysema		
Never	53	67.9%
In the past	3	3.8%
Have currently	0	0.0%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	22	28.2%
7. Chronic Pain		
Never	52	66.7%
In the past	4	5.1%
Have currently	1	1.3%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	21	26.9%
8. Depression		
Never	48	61.5%
In the past	8	10.3%
Have currently	1	1.3%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	21	26.9%
9. Diabetes		
Never	57	73.1%
In the past	0	0.0%
Have currently	0	0.0%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	21	26.9%
10. Heart Problems		
Never	53	67.9%
In the past	2	2.6%
Have currently	0	0.0%
Taking medication	1	1.3%
Under medical care	1	1.3%
No response	23	29.5%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
11. Heartburn or Acid Reflux		
Never	36	46.2%
In the past	19	24.4%
Have currently	6	7.7%
Taking medication	6	7.7%
Under medical care	4	5.1%
No response	17	21.8%
12. High Blood Pressure		
Never	48	61.5%
In the past	5	6.4%
Have currently	3	3.8%
Taking medication	1	1.3%
Under medical care	2	2.6%
No response	22	28.2%
13. High Cholesterol		
Never	47	60.3%
In the past	6	7.7%
Have currently	6	7.7%
Taking medication	3	3.8%
Under medical care	2	2.6%
No response	19	24.4%
14. Menopause (Females Only)		
Never	26	61.9%
In the past	1	2.4%
Have currently	1	2.4%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	14	33.3%
15. Migraine Headaches		
Never	36	46.2%
In the past	13	16.7%
Have currently	11	14.1%
Taking medication	3	3.8%
Under medical care	0	0.0%
No response	18	23.1%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
16. Osteoporosis		
Never	55	70.5%
In the past	0	0.0%
Have currently	3	3.8%
Taking medication	1	1.3%
Under medical care	0	0.0%
No response	20	25.6%
17. Sleep Disorder		
Never	43	55.1%
In the past	8	10.3%
Have currently	7	9.0%
Taking medication	0	0.0%
Under medical care	1	1.3%
No response	20	25.6%
18. Stroke		
Never	55	70.5%
In the past	1	1.3%
Have currently	0	0.0%
Taking medication	1	1.3%
Under medical care	1	1.3%
No response	22	28.2%
19. Thyroid Disease		
Never	54	69.2%
In the past	0	0.0%
Have currently	4	5.1%
Taking medication	3	3.8%
Under medical care	1	1.3%
No response	20	25.6%
20. Other Condition		
Never	47	60.3%
In the past	2	2.6%
Have currently	2	2.6%
Taking medication	0	0.0%
Under medical care	2	2.6%
No response	27	34.6%

TABLE 6. PHYSICAL EXAMINATIONS

	HRA Participants (N=78)	
	Number	Percent
1. Colon Cancer Screen		
Less than 1 year ago	5	6.4%
1 - 2 years ago	4	5.1%
2 - 3 years ago	1	1.3%
3 - 4 years ago	1	1.3%
5 - 6 years ago	1	1.3%
7 or more years ago	1	1.3%
Never	51	65.4%
Don't know	0	0.0%
No response	14	17.9%
2. Flu Shot		
Less than 1 year ago	4	5.1%
1 - 2 years ago	6	7.7%
2 - 3 years ago	8	10.3%
3 - 4 years ago	0	0.0%
5 - 6 years ago	2	2.6%
7 or more years ago	7	9.0%
Never	34	43.6%
Don't know	4	5.1%
No response	13	16.7%
3. Tetanus Shot		
Less than 1 year ago	0	0.0%
1 - 2 years ago	4	5.1%
2 - 3 years ago	4	5.1%
3 - 4 years ago	1	1.3%
5 - 6 years ago	5	6.4%
7 or more years ago	18	23.1%
Never	14	17.9%
Don't know	13	16.7%
No response	19	24.4%
4. Blood Pressure		
Less than 1 year ago	48	61.5%
1 - 2 years ago	7	9.0%
2 - 3 years ago	3	3.8%
3 - 4 years ago	0	0.0%
5 - 6 years ago	1	1.3%
7 or more years ago	1	1.3%
Never	1	1.3%
Don't know	1	1.3%
No response	16	20.5%

**TABLE 6. PHYSICAL EXAMINATIONS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
5. Cholesterol		
Less than 1 year ago	26	33.3%
1 - 2 years ago	9	11.5%
2 - 3 years ago	6	7.7%
3 - 4 years ago	0	0.0%
5 - 6 years ago	1	1.3%
7 or more years ago	2	2.6%
Never	15	19.2%
Don't know	5	6.4%
No response	14	17.9%
6. Dental Exam		
Less than 1 year ago	36	46.2%
1 - 2 years ago	19	24.4%
2 - 3 years ago	5	6.4%
3 - 4 years ago	1	1.3%
5 - 6 years ago	1	1.3%
7 or more years ago	2	2.6%
Never	1	1.3%
Don't know	0	0.0%
No response	13	16.7%
Females Only	42	
7. Pap Test		
Less than 1 year ago	10	23.8%
1 - 2 years ago	3	7.1%
2 - 3 years ago	3	7.1%
3 - 4 years ago	2	4.8%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	7	16.7%
Don't know	5	11.9%
No response	12	28.6%
8. Mammogram		
Less than 1 year ago	6	14.3%
1 - 2 years ago	3	7.1%
2 - 3 years ago	1	2.4%
3 - 4 years ago	1	2.4%
5 - 6 years ago	1	2.4%
7 or more years ago	1	2.4%
Never	20	47.6%
Don't know	1	2.4%
No response	8	19.0%

**TABLE 6. PHYSICAL EXAMINATIONS
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
9. Breast Exam by Health Professional		
Less than 1 year ago	11	26.2%
1 - 2 years ago	6	14.3%
2 - 3 years ago	4	9.5%
3 - 4 years ago	1	2.4%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	11	26.2%
Don't know	0	0.0%
No response	9	21.4%
10. Hysterectomy		
Yes	1	2.4%
No	0	0.0%
I'm not sure	13	31.0%
No response	28	66.7%
11. Breast Self-Exam		
Monthly	6	14.3%
Once every few months	5	11.9%
Rarely/never	27	64.3%
No response	4	9.5%
Males Only	34	
12. Self-Exam Testicles		
Monthly	4	11.8%
Once every few months	4	11.8%
Rarely/never	24	70.6%
No response	2	5.9%
13. Prostate Exam		
Less than 1 year ago	3	8.8%
1 - 2 years ago	1	2.9%
2 - 3 years ago	1	2.9%
3 - 4 years ago	0	0.0%
5 - 6 years ago	0	0.0%
7 or more years ago	2	5.9%
Never	20	58.8%
Don't know	2	5.9%
No response	5	14.7%

TABLE 7. HEALTH ENHANCEMENT CHANGES

	HRA Participants (N=78)	
	Number	Percent
1. Plan Changes in Next 6 Months		
Increase Physical Activity		
Yes	60	76.9%
No	3	3.8%
Don't know	2	2.6%
Not needed	3	3.8%
No response	10	12.8%
Lose Weight		
Yes	53	67.9%
No	5	6.4%
Don't know	4	5.1%
Not needed	6	7.7%
No response	10	12.8%
Reduce Alcohol Use		
Yes	8	10.3%
No	10	12.8%
Don't know	2	2.6%
Not needed	42	53.8%
No response	16	20.5%
Quit or Cut Down Smoking		
Yes	9	11.5%
No	2	2.6%
Don't know	1	1.3%
Not needed	51	65.4%
No response	15	19.2%
Reduce Fat/Cholesterol Intake		
Yes	39	50.0%
No	2	2.6%
Don't know	15	19.2%
Not needed	9	11.5%
No response	13	16.7%
Lower Blood Pressure		
Yes	12	15.4%
No	2	2.6%
Don't know	19	24.4%
Not needed	31	39.7%
No response	14	17.9%

**TABLE 7. HEALTH ENHANCEMENT CHANGES
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
Lower Cholesterol Level		
Yes	17	21.8%
No	2	2.6%
Don't know	23	29.5%
Not needed	20	25.6%
No response	16	20.5%
Cope Better With Stress		
Yes	35	44.9%
No	3	3.8%
Don't know	12	15.4%
Not needed	15	19.2%
No response	13	16.7%
2. Participate in Program		
Yes	0	0.0%
No	0	0.0%
I'm not sure	0	0.0%
No response	78	100.0%
3. Follow-up Information		
Yes	0	0.0%
No	0	0.0%
I'm not sure	0	0.0%
No response	78	100.0%

TABLE 8. WORK PERFORMANCE

	HRA Participants (N=78)	
	Number	Percent
1. Hours Work Past 7 Days		
0	3	3.8%
1 - 20	1	1.3%
21 - 35	0	0.0%
36 - 45	20	25.6%
46 or more	35	44.9%
No response	19	24.4%
2. Hours Employer Expect to Work		
Less than 20	2	2.6%
20 - 34	1	1.3%
35 - 39	3	3.8%
40 - 49	46	59.0%
50 or more	7	9.0%
No response	19	24.4%
3. Work Days Past 4 Weeks		
Miss entire day due to health		
0	49	62.8%
1 - 2	8	10.3%
3 - 5	1	1.3%
6 - 10	0	0.0%
11 or more	0	0.0%
No response	20	25.6%
Miss entire day other reason		
0	38	48.7%
1 - 2	10	12.8%
3 - 5	5	6.4%
6 - 10	2	2.6%
11 or more	1	1.3%
No response	22	28.2%
Miss part of day due to health		
0	48	61.5%
1 - 2	6	7.7%
3 - 5	1	1.3%
6 - 10	0	0.0%
11 or more	0	0.0%
No response	23	29.5%
Miss part of day other reason		
0	44	56.4%
1 - 2	10	12.8%
3 - 5	0	0.0%
6 - 10	0	0.0%
11 or more	0	0.0%
No response	24	30.8%

**TABLE 8. WORK PERFORMANCE
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
3. Work Days Past 4 Weeks (Cont'd)		
Come early, work late, work on day off		
0	16	20.5%
1 - 2	8	10.3%
3 - 5	10	12.8%
6 - 10	6	7.7%
11 or more	17	21.8%
No response	21	26.9%
4. Hours Worked Past 4 Weeks		
0	4	5.1%
1 - 80	3	3.8%
81 - 140	2	2.6%
141 - 180	16	20.5%
180 or more	29	37.2%
No response	24	30.8%
5. Usual Performance Similar Job		
0 - 3	0	0.0%
4 - 6	2	2.6%
7 - 8	19	24.4%
9 -10	37	47.4%
No response	20	25.6%
6. Usual Performance Past Years		
0 - 3	0	0.0%
4 - 6	1	1.3%
7 - 8	4	5.1%
9 -10	54	69.2%
No response	19	24.4%
7. Overall Performance Past 4 Weeks		
0 - 3	0	0.0%
4 - 6	0	0.0%
7 - 8	7	9.0%
9 -10	52	66.7%
No response	19	24.4%

TABLE 9. ADDITIONAL INFORMATION

	HRA Participants (N=78)	
	Number	Percent
1. Visit to Doctor/Clinic (past year)		
0	9	11.5%
1 - 2	31	39.7%
3 - 5	25	32.1%
6 or more	3	3.8%
No response	10	12.8%
2. Visit Emergency Room (past year)		
0	52	66.7%
1 - 2	11	14.1%
3 - 5	1	1.3%
6 or more	0	0.0%
No response	14	17.9%
3. Hospital Overnight (past year)		
0	58	74.4%
1 - 2	7	9.0%
3 - 5	1	1.3%
6 or more	0	0.0%
No response	12	15.4%
4. Health Problems Affect Productivity		
No health problems	34	43.6%
None of the time	13	16.7%
Some of the time	13	16.7%
Most of the time	1	1.3%
All of the time	0	0.0%
No response	17	21.8%

**TABLE 9. ADDITIONAL INFORMATION
(Cont'd)**

	HRA Participants (N=78)	
	Number	Percent
5. Family Care		
Children		
0	47	60.3%
1 - 4 hours	4	5.1%
5 - 8 hours	1	1.3%
9 - 16 hours	2	2.6%
17 or more hours	0	0.0%
No response	24	30.8%
Adult		
0	48	61.5%
1 - 4 hours	1	1.3%
5 - 8 hours	1	1.3%
9 - 16 hours	1	1.3%
17 or more hours	0	0.0%
No response	27	34.6%
Elder		
0	50	64.1%
1 - 4 hours	0	0.0%
5 - 8 hours	0	0.0%
9 - 16 hours	0	0.0%
17 or more hours	1	1.3%
No response	27	34.6%