# Executive Summary Report

University of Alaska

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</table>

Report prepared by
Wellness Initiatives Network for Alaska, Inc. (WIN for Alaska)
Introduction

The effectiveness of any organization is dependent upon the health and productivity of its employees. Taking steps to protect and improve their health is good business and pays real dividends in:
- Lower healthcare costs
- Less sickness and work-loss time
- Improved productivity
- Improved morale

Participation Rates

A critical factor in the success of any wellness program is to achieve a high participation rate. Organizations desiring to significantly lower their healthcare costs should aim for participation rates of 45% or higher. Your participation results are listed below:

<table>
<thead>
<tr>
<th>Number of eligible employees</th>
<th>Number who participated</th>
<th>Percent participation</th>
<th>Recommended Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>6817</td>
<td>2651</td>
<td>39%</td>
<td>45%</td>
</tr>
</tbody>
</table>

Overall Wellness Rating and Scores

Research has identified specific health risks linked to chronic disease, high healthcare costs, decreased productivity, and decreased life span. The presence or absence of these health risks determines an overall wellness score (0-100). The higher the score, the higher the wellness rating and health of your employees. High wellness scores are also linked to lower healthcare costs. Here is how your organization scored:

The average wellness score for your organization is 71 out of a possible 100 points. Your organization's rating is "Doing Well."

Health Age

Each person's "health age" was determined by their health practices. People who live healthfully may be physically or biologically younger than their actual age. People with poor health practices may be older than their chronological age. Here are the results in your organization:
- 63% had a "health age" younger than their actual age.
- 37% of employees had a "health age" greater than or equal to their actual age.
- The average person could add 6.7 years to their life by adopting a healthier lifestyle as recommended in their personal report.
Most of these questions can be answered by reviewing this Executive Summary and the companion Productivity and Economic Benefits Report. From the list below, check priorities you want to address first in your organization.

<table>
<thead>
<tr>
<th>Priority Health Recommendations</th>
<th>When planning your worksite wellness program, consider these important factors:</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] Fitness Promotion</td>
<td>● Which health risks are most prevalent?</td>
</tr>
<tr>
<td></td>
<td>● What do employees want to change?</td>
</tr>
<tr>
<td></td>
<td>● How ready are they to make changes?</td>
</tr>
<tr>
<td></td>
<td>● Which health problems are the most costly?</td>
</tr>
<tr>
<td></td>
<td>● What can make the greatest health impact?</td>
</tr>
</tbody>
</table>

Physical activity helps prevent obesity, high blood pressure, diabetes, heart disease, and depression. In your organization, 1827 (69%) get less than 5 days/week, which is recommended for good health, and 259 people (10%) get no regular exercise. Physical activity interventions are among the most effective worksite wellness programs for improving health.

Excess weight is one of our nation's most common health problems. In your organization, 902 people (34%) are overweight (BMI 25 - 29.9), and another 771 (29%) are obese (BMI 30+) or at high risk. Weight management helps prevent more serious health problems in the future, curtails high healthcare costs, and improves productivity in the work force.

Good nutrition lays the foundation for good health. Choosing primarily unrefined, plant-based, low-calorie, low saturated-fat foods can greatly decrease the risk of heart disease, diabetes, and many cancers. In your organization, 1606 (61%) people are at increased risk with 6+ nutritional risk factors; 412 (16%) are at high risk with 10+ nutritional risk factors.

Osteoporosis affects 44 million Americans and is a major cause of fractures and high healthcare costs. Healthy eating, regular physical activity, and not smoking can largely prevent this problem, especially if started early in life. In your organization, 1406 people (53%) have 2+ risk factors, and 102 (4%) have 4 or more risks for osteoporosis.

A lack of adequate sleep (7-8 hours per night) increases a person's risk for weight gain, high blood pressure, stress and depression, and early death. It also decreases productivity. In your organization, 1084 people (41%) get inadequate sleep. Encourage your employees to get 7-8 hours of sleep on a regular basis.

High blood pressure is a common health problem and a marker for high healthcare costs. Untreated it increases a person's risk for heart disease, stroke, dementia, kidney failure, and eye disease. In your organization, 655 people (25%) have prehypertension (120/80 - 139/89), and 215 (8%) already have high blood pressure (140/90+).
Coronary Risk

Keeping the heart in good condition is critical for any worksite wellness program. The key to heart health is to actively eliminate any known risk factors. If you wait for symptoms to occur before taking action, your first symptom may be a fatal heart attack! Large population studies show that 70-80% of heart disease is linked to modifiable risks.2

Coronary risks found in your organization are listed below. Note coronary risks you want to target in your worksite wellness program.

Modifiable Risks

<table>
<thead>
<tr>
<th>Coronary Risk Factors:</th>
<th>Your Results</th>
<th>National Norms4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>(%)</td>
</tr>
<tr>
<td>Existing heart disease</td>
<td>34</td>
<td>1</td>
</tr>
<tr>
<td>Elevated cholesterol (LDL-C 130-159)</td>
<td>149</td>
<td>6</td>
</tr>
<tr>
<td>High cholesterol* (LDL-C 160+)</td>
<td>55</td>
<td>2</td>
</tr>
<tr>
<td>Low HDL cholesterol* (HDL &lt;40)</td>
<td>142</td>
<td>5</td>
</tr>
<tr>
<td>Elevated BP (120-139/80-89)</td>
<td>655</td>
<td>25</td>
</tr>
<tr>
<td>High BP* (140/90+)</td>
<td>215</td>
<td>8</td>
</tr>
<tr>
<td>Prediabetes* glucose 100-125 Fasting, 140-199 Non-Fasting</td>
<td>115</td>
<td>4</td>
</tr>
<tr>
<td>Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting</td>
<td>118</td>
<td>4</td>
</tr>
<tr>
<td>Current smokers*</td>
<td>131</td>
<td>5</td>
</tr>
<tr>
<td>Overweight (BMI 25-29.9)</td>
<td>902</td>
<td>34</td>
</tr>
<tr>
<td>Obese* (BMI 30+)</td>
<td>771</td>
<td>29</td>
</tr>
<tr>
<td>Elevated triglycerides (150-199 mg/dL)</td>
<td>226</td>
<td>8</td>
</tr>
<tr>
<td>High triglycerides (200+ mg/dL)</td>
<td>118</td>
<td>4</td>
</tr>
<tr>
<td>Stress levels continually high</td>
<td>230</td>
<td>9</td>
</tr>
<tr>
<td>Low physical activity (1-4 days/wk)</td>
<td>1568</td>
<td>59</td>
</tr>
<tr>
<td>No regular physical activity*</td>
<td>259</td>
<td>10</td>
</tr>
<tr>
<td>Metabolic syndrome* (3+ indicators)</td>
<td>190</td>
<td>7</td>
</tr>
<tr>
<td>Low fruit/vegetables (&lt;5 cups/day)</td>
<td>1538</td>
<td>58</td>
</tr>
<tr>
<td>Low whole-grain intake (&lt;3 serv/day)</td>
<td>1280</td>
<td>48</td>
</tr>
<tr>
<td>High saturated fat intake</td>
<td>710</td>
<td>27</td>
</tr>
</tbody>
</table>

* Major Risks

Overall Coronary Risk

(includes non-modifiable risks of age, gender and history)
Cancer Risk

Cancer is the second leading cause of death overall and the leading cause of death for persons of working age. The good news is that at least two-thirds of all cancer deaths can be prevented according to a report by the American Cancer Society.3

There are two key strategies to reduce cancer: (1) eliminate any known cancer risks, and (2) get the proper cancer checkups as recommended for a person's age and gender.13

Modifiable cancer risks found in your organization are listed below. Note cancer risks you want to target in your worksite wellness program.

Modifiable Risks

<table>
<thead>
<tr>
<th>Cancer Risk Factors:</th>
<th>Your Results</th>
<th>National Norms4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (%)</td>
<td></td>
</tr>
<tr>
<td>A personal history of cancer</td>
<td>66 2</td>
<td>7%</td>
</tr>
<tr>
<td>Current smokers*</td>
<td>131 5</td>
<td>21%</td>
</tr>
<tr>
<td>Excessive weight* (BMI 30+)</td>
<td>771 29</td>
<td>32%</td>
</tr>
<tr>
<td>Low fruit/vegetable intake (&lt;5C/day)</td>
<td>1538 58</td>
<td>72%</td>
</tr>
<tr>
<td>High red meat/saturated fat intake</td>
<td>794 30</td>
<td>30%</td>
</tr>
<tr>
<td>Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting</td>
<td>118 4</td>
<td>8%</td>
</tr>
<tr>
<td>Low whole-grain intake (&lt;3 serv/day)</td>
<td>1280 48</td>
<td>56%</td>
</tr>
<tr>
<td>No* or low physical activity (&lt;5 d/week)</td>
<td>1827 69</td>
<td>83%</td>
</tr>
<tr>
<td>High alcohol intake (women 8+ drinks/week, men 15+ drinks/week)</td>
<td>87 3</td>
<td>8%</td>
</tr>
<tr>
<td>Excess sun exposure</td>
<td>1178 44</td>
<td>6%</td>
</tr>
</tbody>
</table>

* Major Risks

Top three major cancer risks in your organization

Cancer Screenings

A proven way to lower a person's risk of death from cancer is to get the cancer checkups recommended for the person's age and gender. Compliance rates for people in your organization are shown below:

Mammograms - 82% of women are current on exams; 18% are not. PAP tests - 91% of women are current on exams; 9% are not. Prostate check - 80% of men are current on exam; 20% are not. Colon screening - 71% of men and women are current on exam; 29% are not.

Overall Cancer Risk

(includes non-modifiable risks of age, gender and history)
Diabetes

About 24 million Americans (1 in 10 adults) currently have diabetes. One third of these don't even know they have diabetes. Another 54 million Americans have prediabetes. Diabetes is increasing rapidly and is now the 6th leading cause of death in America. It is projected that 1 out of 3 persons born today will develop diabetes in their lifetime.

The good news is that type 2 diabetes is largely preventable. The NIH Diabetes Prevention Trial showed a 58% decrease in risk of developing diabetes in people with prediabetes as they improved their diet and activity levels. Modifiable risks for diabetes in your organization are listed below:

<table>
<thead>
<tr>
<th>Modifiable Risks Diabetes Risk Factors:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting</td>
<td>118 (4%)</td>
<td>8%</td>
</tr>
<tr>
<td>Prediabetes* glucose 100-125 Fasting, 140-199 Non-Fasting</td>
<td>115 (4%)</td>
<td>28%</td>
</tr>
<tr>
<td>Current smoker*</td>
<td>131 (5%)</td>
<td>21%</td>
</tr>
<tr>
<td>Overweight (BMI 25-29.9)</td>
<td>902 (34%)</td>
<td>34%</td>
</tr>
<tr>
<td>Obese* (BMI 30+)</td>
<td>771 (29%)</td>
<td>32%</td>
</tr>
<tr>
<td>Nutrition factors linked to diabetes*</td>
<td>1224 (46%)</td>
<td>59%</td>
</tr>
<tr>
<td>Low physical activity* (&lt;3 days/week)</td>
<td>883 (34%)</td>
<td>55%</td>
</tr>
<tr>
<td>High triglycerides (250+ mg/dL)</td>
<td>66 (2%)</td>
<td>7%</td>
</tr>
<tr>
<td>Low HDL cholesterol* (HDL &lt;40)</td>
<td>142 (5%)</td>
<td>17%</td>
</tr>
<tr>
<td>High blood pressure* (140/90+)</td>
<td>215 (8%)</td>
<td>32%</td>
</tr>
<tr>
<td>A1C high in nondiabetics (5.0%+)</td>
<td>0 (0%)</td>
<td>25%</td>
</tr>
</tbody>
</table>

* Major Risks

Top three major diabetes risks in your organization

Diabetes Screenings

Anyone 45 years or older should be tested for diabetes. Persons younger than 45 who are obese (BMI 30+) and have one or more other risk factors should also be tested using a blood glucose test.

Number of people in your organization who need screening: 2391
Number of people in your organization getting screened: 568 (24%)

Overall Diabetes Risk

(includes non-modifiable risks of age, gender and history)
Osteoporosis

Keeping bones strong and healthy is essential for preventing fractures and the costly medical care following a spine or hip fracture. Osteoporosis, or porous bone, leads to bone fragility and fractures. The National Osteoporosis Foundation (NOF) estimates that 44 million Americans (55% of persons 50 or older) have weakened bones (low bone mass).

By living an active lifestyle, eating nutritiously, and eliminating known risks, osteoporosis is a largely preventable disease, especially when a bone-healthy lifestyle is practiced over a lifetime. Modifiable risks for your organization are listed below:

<table>
<thead>
<tr>
<th>Modifiable Risks</th>
<th>Osteoporosis Risk Factors:</th>
<th>Your Results</th>
<th>National Norms&lt;sup&gt;4&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>No regular physical activity*</td>
<td>259</td>
<td>10%</td>
<td>40%</td>
</tr>
<tr>
<td>Low physical activity* (1-2 days/week)</td>
<td>624</td>
<td>24%</td>
<td>28%</td>
</tr>
<tr>
<td>Current smoker*</td>
<td>131</td>
<td>5%</td>
<td>21%</td>
</tr>
<tr>
<td>Underweight (BMI &lt;18.5)</td>
<td>20</td>
<td>1%</td>
<td>20%</td>
</tr>
<tr>
<td>Low dairy (&lt;1 serving/day) or no calcium supplement*</td>
<td>129</td>
<td>5%</td>
<td>19%</td>
</tr>
<tr>
<td>Low fruit/vegetable intake (&lt;5C/day)</td>
<td>1538</td>
<td>58%</td>
<td>72%</td>
</tr>
<tr>
<td>High alcohol intake (women 8+ drinks/week, men 15+ drinks/week)</td>
<td>87</td>
<td>3%</td>
<td>8%</td>
</tr>
<tr>
<td>Elevated blood pressure (120-139/80-89+)</td>
<td>655</td>
<td>25%</td>
<td>16%</td>
</tr>
<tr>
<td>High blood pressure (140/90+)</td>
<td>215</td>
<td>8%</td>
<td>32%</td>
</tr>
</tbody>
</table>

* Major Risks

Top three major osteoporosis risks in your organization:

Recommendations

Key recommendations of the National Osteoporosis Foundation:<sup>4</sup>

- Get recommended levels of calcium and vitamin D daily.
- Engage in daily weight-bearing exercise.
- Avoid smoking and excess alcohol intake.
- Encourage people to talk with their doctor about bone health, and get a bone density test (recommended for all women after age 65 and any person at high risk).

Overall Risk

(includes non-modifiable risks of age, gender, race and history)
**Nutrition**

Good nutrition is vital for energy, good health, and prevention of disease. Poor eating habits lead to obesity, diabetes, high blood pressure, cancer, coronary heart disease, and stroke.

Listed below are nutritional risk indicators that are linked to early disease. The number and percentage of employees in your organization who need improvement in these areas are listed below. Choosing nutritious foods plays an important role in keeping employees healthy and productive.

**Modifiable Risks**

<table>
<thead>
<tr>
<th>Nutrition Risk Indicators:</th>
<th>Your Results</th>
<th>National Norms¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low in whole grains (&lt;3 serv/day)</td>
<td>1280 48</td>
<td>56%</td>
</tr>
<tr>
<td>Low fruit/vegetable intake (&lt;5C/day)</td>
<td>1538 58</td>
<td>72%</td>
</tr>
<tr>
<td>High intake of saturated fats</td>
<td>710 27</td>
<td>27%</td>
</tr>
<tr>
<td>High-fat meats (eaten most days)</td>
<td>506 19</td>
<td>15%</td>
</tr>
<tr>
<td>Chooses primarily unhealthy fats</td>
<td>461 17</td>
<td>20%</td>
</tr>
<tr>
<td>Chooses mostly high sat. fat proteins</td>
<td>506 20</td>
<td>15%</td>
</tr>
<tr>
<td>Seldom eats nuts (&lt;3 times/wk)</td>
<td>1571 59</td>
<td>72%</td>
</tr>
<tr>
<td>Low dairy or calcium intake (&lt; 2 serv/day)</td>
<td>682 26</td>
<td>19%</td>
</tr>
<tr>
<td>High sweets intake (3+ serv/day)</td>
<td>358 14</td>
<td>27%</td>
</tr>
<tr>
<td>Food intake high in sodium (salt)</td>
<td>198 8</td>
<td>12%</td>
</tr>
<tr>
<td>Skipping breakfast often</td>
<td>315 12</td>
<td>14%</td>
</tr>
<tr>
<td>Low intake of water (&lt;5 cups/day)</td>
<td>1315 50</td>
<td>42%</td>
</tr>
<tr>
<td>Excess calorie intake (BMI 30+)</td>
<td>771 29</td>
<td>32%</td>
</tr>
</tbody>
</table>

- Top three major nutrition needs in your organization

**Dietary Guidelines**

**Key Dietary Guidelines:**¹⁰

- Eat a variety of fresh fruits and vegetables - 5-9 servings daily.
- Eat primarily whole-grain breads and cereals - 3+ servings daily.
- Limit animal/saturated fats. Use vegetables oils in their place.
- Limit sugar/sweets, desserts, and other refined carbohydrates.
- Balance weight with lower calorie foods and regular activity.
- Limit sodium (salt) in the diet to less than 2,300 mg per day.

**Overall Risk**

<table>
<thead>
<tr>
<th>No. of Major Risks / Rating</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 - Excellent</td>
<td>8%</td>
</tr>
<tr>
<td>3-5 - Doing Well</td>
<td>31%</td>
</tr>
<tr>
<td>6-9 - Needs Improving</td>
<td>45%</td>
</tr>
<tr>
<td>10-13 - Caution, High Risk</td>
<td>16%</td>
</tr>
</tbody>
</table>
Fitness

Regular physical activity keeps the muscles, bones, and waistline in better shape. Exercise has also been shown to decrease the risk for high blood pressure, heart disease, diabetes, certain cancers, and stroke.

Fit people are also sick less often, require less healthcare, are happier, and are more productive employees. Regular physical activity is a key element in any organization’s employee wellness program. Exercise programs pay good dividends for both the employee and for the organization.

Modifiable Risks

<table>
<thead>
<tr>
<th>Fitness Indicators:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low physical activity (2-4 days/wk)</td>
<td>1334</td>
<td>45%</td>
</tr>
<tr>
<td>No regular physical activity (&lt;2 d/wk)</td>
<td>493</td>
<td>39%</td>
</tr>
<tr>
<td>No regular strength training (&lt;2 d/wk)</td>
<td>1590</td>
<td>64%</td>
</tr>
<tr>
<td>No regular stretching regime (&lt;2 d/wk)</td>
<td>1589</td>
<td>69%</td>
</tr>
</tbody>
</table>

Suggestions for Physical Activity Interventions:

- Pedometer program - Set a goal of 8,000-10,000 steps daily.
- Walking program - Recommend 30 minutes, 5+ times per week.
- Running program - Aim for 20-30+ minutes, 3-5 days/week.
- Encourage employees to walk or bike to work if they are able.
- Assist with gym memberships for employees/family members.
- Initiate an online exercise logging system

Exercise Guidelines

All healthy adults need 30 minutes of moderate-intensity aerobic activity 5 or more days a week, or vigorous activity for 20+ minutes 3 or more days a week. Combinations of moderate and vigorous activity can meet this goal.

To further improve personal fitness, reduce risks for chronic diseases, or to help prevent weight gain, the recommendation is 45-60 minutes a day.

Overall Risk

<table>
<thead>
<tr>
<th>Aerobic Fitness Rating of Group</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent (30+ min. 5+ d/wk)</td>
<td>30%</td>
</tr>
<tr>
<td>Doing Well (30+ min 3-4 d/wk)</td>
<td>36%</td>
</tr>
<tr>
<td>Needs Improving (1-2 d/wk)</td>
<td>24%</td>
</tr>
<tr>
<td>Caution, High Risk (0 d/wk)</td>
<td>10%</td>
</tr>
</tbody>
</table>

Top 3 fitness needs in your organization

- Pedometer program - Set a goal of 8,000-10,000 steps daily.
- Walking program - Recommend 30 minutes, 5+ times per week.
- Running program - Aim for 20-30+ minutes, 3-5 days/week.
- Encourage employees to walk or bike to work if they are able.
- Assist with gym memberships for employees/family members.
- Initiate an online exercise logging system
Stress & Coping

High levels of stress and poor coping ability are significant causes of high healthcare claims, impaired productivity, and low job satisfaction. They also contribute to depression, anxiety, and other chronic health conditions.

In this report, stress is defined as "feelings of tension, irritability, and anxiety often resulting in difficulty sleeping." See below how stress is affecting people in your organization.

Modifiable Risks

<table>
<thead>
<tr>
<th>Stress Indicators:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>High levels of stress at home</td>
<td>388</td>
<td>3%</td>
</tr>
<tr>
<td>High levels of stress at work</td>
<td>695</td>
<td>4%</td>
</tr>
<tr>
<td>High levels of financial stress</td>
<td>172</td>
<td>12%</td>
</tr>
<tr>
<td>2+ major life events causing stress</td>
<td>1181</td>
<td>54%</td>
</tr>
<tr>
<td>Feelings of little or no control over life</td>
<td>66</td>
<td>1%</td>
</tr>
<tr>
<td>Negative outlook on the future</td>
<td>42</td>
<td>2%</td>
</tr>
<tr>
<td>Depressed mood - feeling down, unhappy, or hopeless</td>
<td>285</td>
<td>18%</td>
</tr>
</tbody>
</table>

Top 3 stress indicators needing attention in your organization

Recommendations

Suggestions for Stress-Reduction Interventions:

- Hold a class on improving coping skills.
- Provide an online intervention for stress reduction.
- Make available a self-study guide on reducing stress.
- Refer persons needing help to an employee assistance program.
- Promote regular physical activity - a great stress reducer.
- Provide a financial planning program for employees.
- Provide job training as needed for new employees.
- Develop a corporate culture and management practices that help create a stress-free work environment.

Overall Risk

<table>
<thead>
<tr>
<th>No. of High Stress Indicators in Your Group*</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>55%</td>
</tr>
<tr>
<td>One</td>
<td>25%</td>
</tr>
<tr>
<td>Two</td>
<td>11%</td>
</tr>
<tr>
<td>Three or more</td>
<td>9%</td>
</tr>
</tbody>
</table>

* Even one high stress indicator can have a negative impact on health and productivity.
Safety

Promoting safety at work and home is an excellent way to reduce high healthcare costs due to accidents, injuries, and disability. For persons under 40, accidents are the leading cause of disability and injury.

The report below identifies unsafe practices by people in your organization that need attention. Make safety a major goal and value for your employees. Remember, most accidents can be prevented!

Modifiable Risks

<table>
<thead>
<tr>
<th>Safety Factors:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (%)</td>
<td></td>
</tr>
<tr>
<td>Not always wearing their safety belt</td>
<td>310 (12%)</td>
<td>20%</td>
</tr>
<tr>
<td>Exposed to high miles driven yearly</td>
<td>251 (9%)</td>
<td>18%</td>
</tr>
<tr>
<td>Not always using good lifting technique</td>
<td>965 (36%)</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>377 (14%)</td>
<td>18%</td>
</tr>
<tr>
<td>Without smoke detectors at home</td>
<td>68 (3%)</td>
<td>5%</td>
</tr>
<tr>
<td>Driving soon after drinking alcohol (or riding with someone who has)</td>
<td>214 (8%)</td>
<td>5%</td>
</tr>
<tr>
<td>Not using child seats when needed</td>
<td>11 (0%)</td>
<td>1%</td>
</tr>
<tr>
<td>Excessive sun exposure</td>
<td>1178 (44%)</td>
<td>24%</td>
</tr>
</tbody>
</table>

Top 3 safety needs in your organization

Recommendations

Suggestions for Improving Safety:

- Have a safety committee in your organization.
- Provide awards for plants or departments with good safety records.
- Conduct safety campaigns yearly to highlight safety needs.
- Display posters on safety throughout the year.

Overall Risk

<table>
<thead>
<tr>
<th>No. of Unsafe Practices Found in Your Group*</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>28%</td>
</tr>
<tr>
<td>One</td>
<td>31%</td>
</tr>
<tr>
<td>Two</td>
<td>24%</td>
</tr>
<tr>
<td>Three or more</td>
<td>17%</td>
</tr>
</tbody>
</table>

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**Weight**

Excess body weight is one of the most common health conditions linked to chronic disease and higher healthcare costs. Excess body weight increases a person's risk for high blood pressure, diabetes, coronary heart disease, stroke, depression, and disability, and is a major cause of high healthcare costs.

The prevalence of overweight and obesity in your organization is shown below. Taking steps to prevent and deal with excess weight needs to be an important component of every employee wellness program.

### Modifiable Risks

<table>
<thead>
<tr>
<th>Weight/Body Composition:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Underweight (BMI &lt;18.5)</td>
<td>20</td>
<td>5%</td>
</tr>
<tr>
<td>Healthy weight range (BMI 18.5-24.9)</td>
<td>958</td>
<td>36%</td>
</tr>
<tr>
<td>Overweight (BMI 25-29.9)</td>
<td>902</td>
<td>34%</td>
</tr>
<tr>
<td>Obese, high risk (BMI 30-34.9)</td>
<td>438</td>
<td>17%</td>
</tr>
<tr>
<td>Very obese, very high risk (BMI 35+)</td>
<td>333</td>
<td>13%</td>
</tr>
<tr>
<td>High waist circumference (men 40+ inches, women 35+ inches)</td>
<td>775</td>
<td>29%</td>
</tr>
<tr>
<td>Obese and no exercise (&lt;2 days/wk)</td>
<td>244</td>
<td>9%</td>
</tr>
</tbody>
</table>

* Regular physical activity helps offset many of the health risks of obesity.

### Recommendations

**Suggestions for Managing Excess Body Weight:**

- Provide an onsite weight-loss support group.
- Make available self-study guides for weight loss.
- Promote physical activity programs, such as walking and using pedometers, biking to work, and gym memberships.
- Provide periodic nutrition programs featuring low-calorie meals.
- Provide incentives for those who are overweight to exercise regularly. Research shows that people who exercise have reduced healthcare costs, even if they don't lose weight.12

### Overall Risk

<table>
<thead>
<tr>
<th>Weight Status (based on BMI)</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Underweight</td>
<td>1%</td>
</tr>
<tr>
<td>Healthy Weight</td>
<td>36%</td>
</tr>
<tr>
<td>Overweight</td>
<td>34%</td>
</tr>
<tr>
<td>Obese - High Risk</td>
<td>29%</td>
</tr>
</tbody>
</table>
Chronic Health Conditions

A major factor driving healthcare costs in any organization is the number of chronic health conditions present. Persons with high blood pressure, asthma, diabetes, and other chronic conditions have significantly higher medical claims. It is important that these people get good medical care and help managing their condition to prevent future problems and complications. It also helps minimize healthcare costs in the future.

Common chronic conditions found in your organization are listed below:

<table>
<thead>
<tr>
<th>Chronic Health Conditions:</th>
<th>Your Results</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number (%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allergies</td>
<td>644</td>
<td>24</td>
</tr>
<tr>
<td>Asthma</td>
<td>216</td>
<td>8</td>
</tr>
<tr>
<td>Arthritis</td>
<td>257</td>
<td>10</td>
</tr>
<tr>
<td>Chronic back pain</td>
<td>183</td>
<td>7</td>
</tr>
<tr>
<td>Chronic lung disease (COPD)</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>Chronic sinus problem</td>
<td>125</td>
<td>5</td>
</tr>
<tr>
<td>Coronary heart disease</td>
<td>34</td>
<td>1</td>
</tr>
<tr>
<td>Cancer</td>
<td>66</td>
<td>2</td>
</tr>
<tr>
<td>Diabetes</td>
<td>118</td>
<td>4</td>
</tr>
<tr>
<td>Stroke</td>
<td>16</td>
<td>1</td>
</tr>
<tr>
<td>Broken bones in last 10 yrs</td>
<td>153</td>
<td>6</td>
</tr>
<tr>
<td>High Blood Pressure (140/90+)</td>
<td>215</td>
<td>8</td>
</tr>
<tr>
<td>Depressed mood for 2 or more wks</td>
<td>285</td>
<td>11</td>
</tr>
</tbody>
</table>

Top three chronic health conditions in your organization

Recommendations

Suggestions for Managing Chronic Conditions

- Encourage people with health problems to get regular medical care. This can help prevent more serious complications in the future. This is especially important for diabetics and people with high blood pressure.
- Make available self-study guides for their health problem.
- Offer help from a health coach to assist them in managing their health problems and reducing their risks.

Overall Risk

<table>
<thead>
<tr>
<th>No. of Chronic Conditions</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>61%</td>
</tr>
<tr>
<td>One</td>
<td>25%</td>
</tr>
<tr>
<td>Two</td>
<td>10%</td>
</tr>
<tr>
<td>Three or more</td>
<td>5%</td>
</tr>
</tbody>
</table>

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Health Interests

When planning your wellness program, it is important to know the health needs and interests of your employees. The following table lists health topics your employees requested to be notified of when available:

<table>
<thead>
<tr>
<th>Health Interests:</th>
<th>Your Results Number</th>
<th>(%)</th>
<th>National Norms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nutrition/healthy eating</td>
<td>947</td>
<td>36</td>
<td>49%</td>
</tr>
<tr>
<td>Weight management</td>
<td>839</td>
<td>32</td>
<td>46%</td>
</tr>
<tr>
<td>Group fitness class</td>
<td>528</td>
<td>20</td>
<td>21%</td>
</tr>
<tr>
<td>Walking group</td>
<td>433</td>
<td>16</td>
<td>15%</td>
</tr>
<tr>
<td>Cholesterol reduction</td>
<td>400</td>
<td>15</td>
<td>17%</td>
</tr>
<tr>
<td>Blood pressure reduction</td>
<td>307</td>
<td>12</td>
<td>11%</td>
</tr>
<tr>
<td>Reducing diabetes risk</td>
<td>224</td>
<td>8</td>
<td>12%</td>
</tr>
<tr>
<td>Men's health issues</td>
<td>361</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td>Reducing coronary risk</td>
<td>211</td>
<td>8</td>
<td>10%</td>
</tr>
<tr>
<td>Reducing cancer risk</td>
<td>289</td>
<td>11</td>
<td>12%</td>
</tr>
<tr>
<td>Alcohol/drug help</td>
<td>25</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Medical self-care</td>
<td>240</td>
<td>9</td>
<td>12%</td>
</tr>
<tr>
<td>Healthy back</td>
<td>430</td>
<td>16</td>
<td>16%</td>
</tr>
<tr>
<td>Stress reduction</td>
<td>588</td>
<td>22</td>
<td>31%</td>
</tr>
<tr>
<td>Women's health issues</td>
<td>582</td>
<td>22</td>
<td>30%</td>
</tr>
<tr>
<td>Dealing with depression</td>
<td>213</td>
<td>8</td>
<td>14%</td>
</tr>
</tbody>
</table>

- Top 3 health interests in your organization

Recommendations

Suggestions for Providing Health Programs:
- Invite knowledgeable health, fitness, or nutrition professionals to come and talk on specific health topics of interest.
- Make available self-study guides for topics of interest.
- Offer health coaching to assist employees in managing changes.
- Provide online interventions.
- If you don’t offer help in some areas, refer employees to helpful programs in the local community.

Health Culture

<table>
<thead>
<tr>
<th>Employees’ Perception of Your Organization’s Interest in Creating a Healthy Workplace</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent - high interest</td>
<td>32%</td>
</tr>
<tr>
<td>Good interest</td>
<td>44%</td>
</tr>
<tr>
<td>Fair interest</td>
<td>16%</td>
</tr>
<tr>
<td>Poor - little interest</td>
<td>5%</td>
</tr>
</tbody>
</table>

Prevalence
Demographics

Age, gender and race are important considerations in assessing risk and planning interventions. Many health conditions are more prevalent in certain ethnic groups. Increasing age is a strong indicator of healthcare costs. Planning age/gender/race-specific interventions can help improve participation and effectiveness of corporate wellness programs. Key demographic indicators for your organization are listed below.

Percentages

<table>
<thead>
<tr>
<th>Gender</th>
<th>Your Results</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (%)</td>
</tr>
<tr>
<td>Men</td>
<td>1044 (39%)</td>
</tr>
<tr>
<td>Women</td>
<td>1607 (61%)</td>
</tr>
<tr>
<td>Total number of people in the group</td>
<td>2651</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age</th>
<th>Your Results</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (%)</td>
</tr>
<tr>
<td>&lt;20 years</td>
<td>16 (1%)</td>
</tr>
<tr>
<td>20-29</td>
<td>318 (12%)</td>
</tr>
<tr>
<td>30-39</td>
<td>625 (24%)</td>
</tr>
<tr>
<td>40-49</td>
<td>725 (27%)</td>
</tr>
<tr>
<td>50-59</td>
<td>749 (28%)</td>
</tr>
<tr>
<td>60+</td>
<td>218 (8%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Your Results</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (%)</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>2260 (85%)</td>
</tr>
<tr>
<td>African American</td>
<td>55 (2%)</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>66 (2%)</td>
</tr>
<tr>
<td>Asian</td>
<td>93 (4%)</td>
</tr>
<tr>
<td>Native American</td>
<td>85 (3%)</td>
</tr>
<tr>
<td>Other</td>
<td>91 (3%)</td>
</tr>
</tbody>
</table>

* based on responses

Health perception

In general, I would say my health is....

<table>
<thead>
<tr>
<th>Overall Health Perception</th>
<th>Percent of Your Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very good to excellent</td>
<td>64%</td>
</tr>
<tr>
<td>Good</td>
<td>30%</td>
</tr>
<tr>
<td>Fair</td>
<td>5%</td>
</tr>
<tr>
<td>Poor</td>
<td>1%</td>
</tr>
</tbody>
</table>
References:


**Note:** Scoring algorithms for overall risk developed by Don R. Hall, DrPH, CHES, and Gerard D. McLane, DrPH, CHES, after reviewing large-population data from national and international studies and from guidelines established by the National Institutes of Health.