

Company X
<Date Range>
<Population>

Health Risk Appraisal

Summary Report

Wellness 1-2-3TM
A division of Affiliated Health & Wellness

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.
Benchmarks are calculated by matching your company's population (based on age and gender) to the University of Michigan Health Management Research Center (UMHMRC) HRA database.

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

Total Population: XXXX

Number of HRA Participants: 496

Participation Rate: 71.9%

Screening rate among HRA participants: 49.1%

Demographic Information (p. 4)

Male Participants: 52.6%

Female Participants: 47.4%

Average Age of Participants: 46.7 years

Average Wellness Score (p. 5): 80.9

Risk Status (p. 7)

Low Risk (0-2 risks): 59.7%

Medium Risk (3-4 risks): 25.4%

High Risk (5+ risks): 14.9%

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. Body Mass Index, 54.6%
2. Blood Pressure, 36.3%
3. Smoking, 20.8%

Health Risks Prioritized for Individuals (p. 10)

The top three prioritized health risks for individuals are:

1. Body Weight, 32.1%
2. Smoking, 19.0%
3. Zero Risk Management, 9.7%

Health Problems Self-Reported (p. 11)

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

1. High Blood Pressure, 23.0%
2. Allergies, 21.8%
3. High Cholesterol, 19.8%

Preventive Health Services (p. 12)

The preventive health services with the least compliance are:

Flu Shot, 59.8%; Colon Cancer Screen, 55.9%; and Rectal Exam, 50.7%

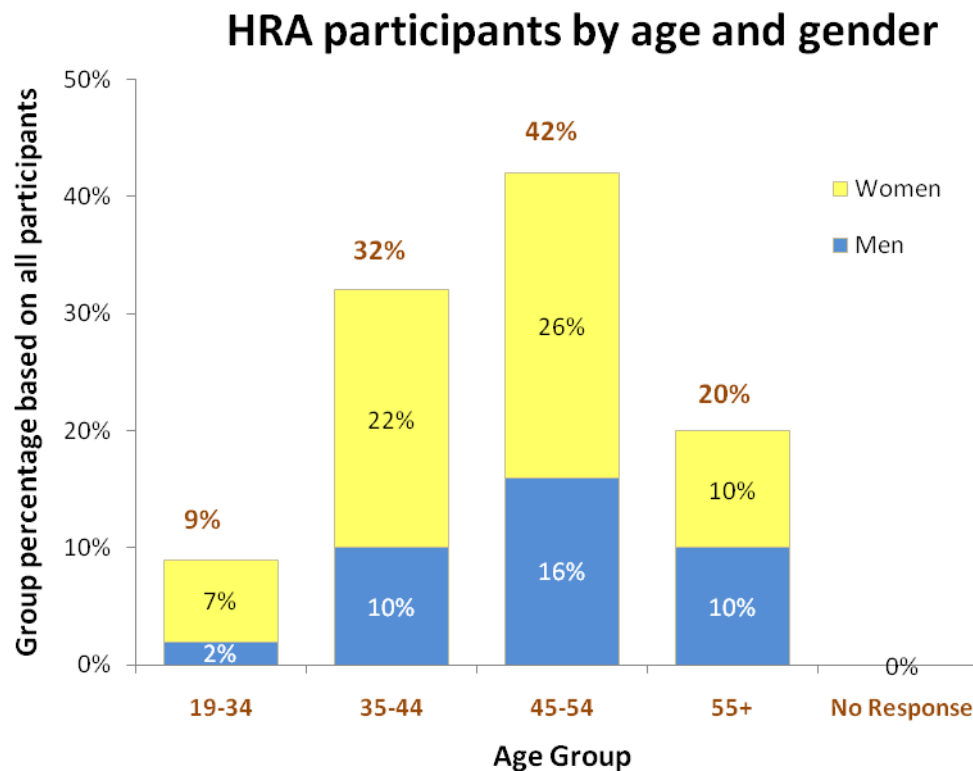
Health Enhancement Changes (p. 13)

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

1. Increase Physical Activity, 78.0% of the participants
2. Lose Weight, 71.4% of the participants
3. Reduce Fat/Cholesterol Intake, 62.9% of the participants

DEMOGRAPHICS

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

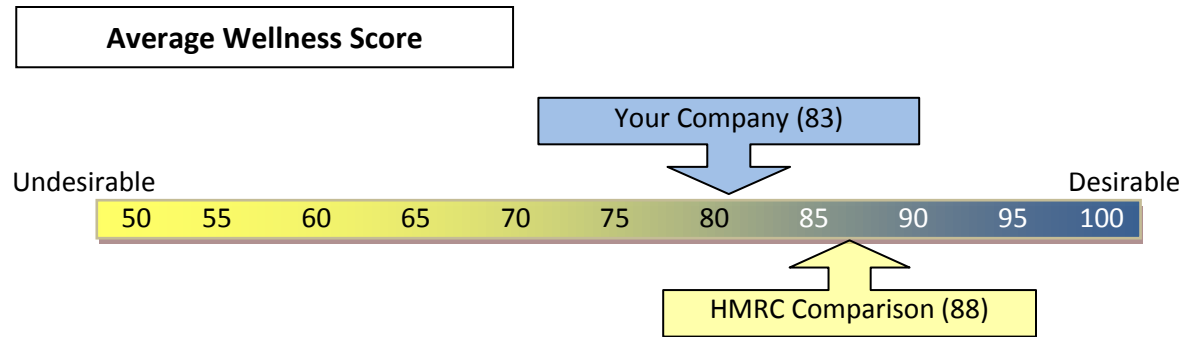


Total Eligible	690
Total HRA Participation	496
Participation Rate	65%
Average Age	46.7 years
Gender Distribution	
Male Participants	47.4%
Female Participants	52.6%

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

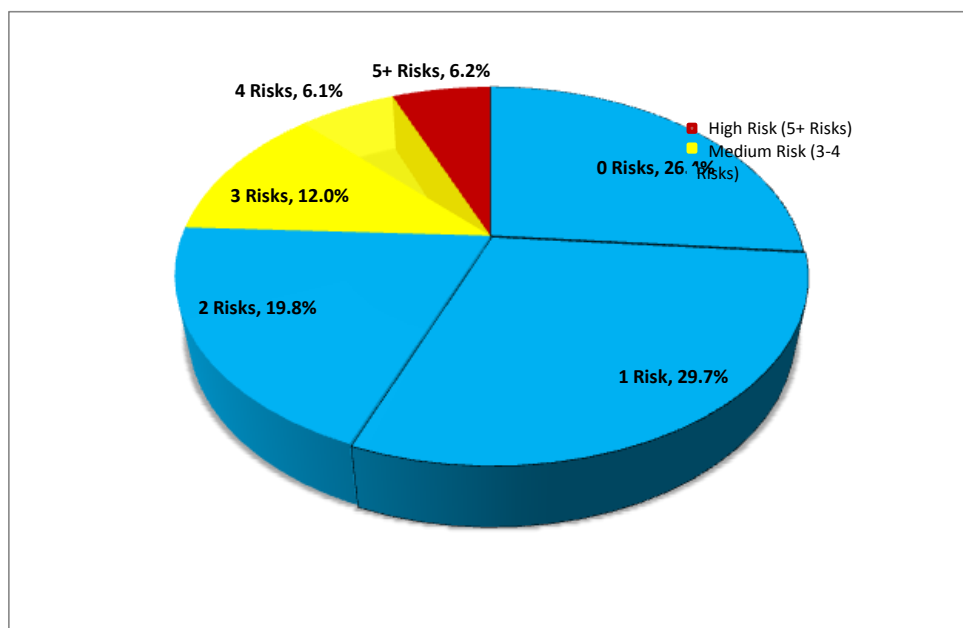
- Since employee engagement is vital to the success of the program, this level of participation is necessary to impact desired outcome measures and to gauge the true health status of the population.

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.



Average Number of Risks = 2.5

Risk Factors

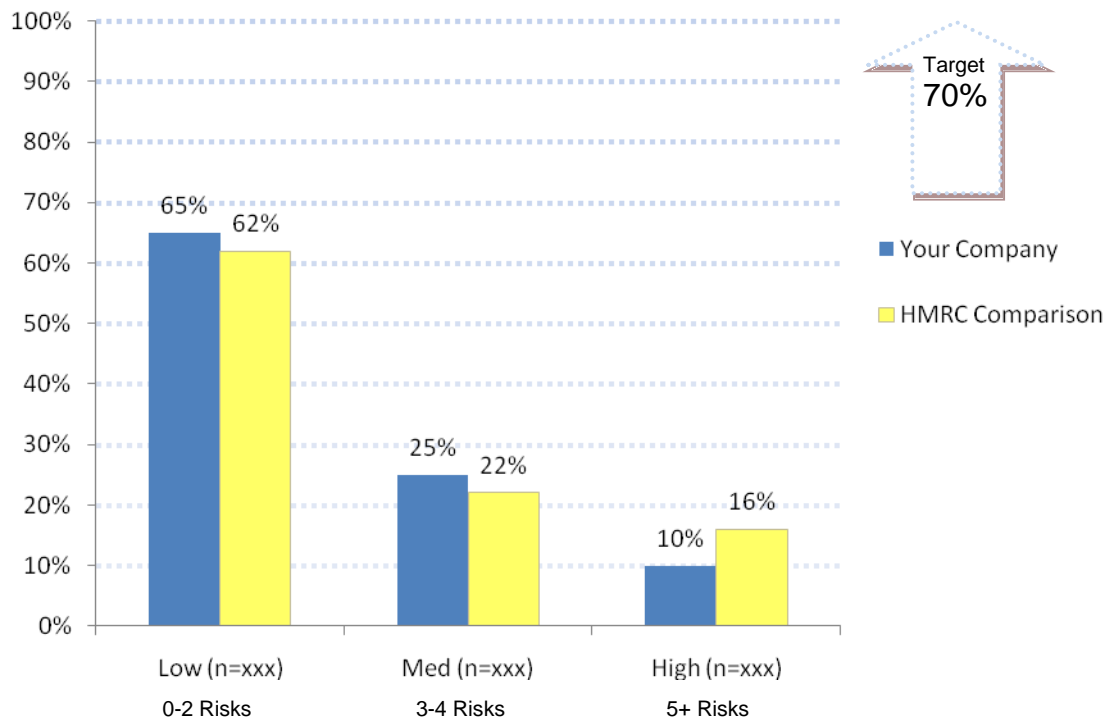
Risk factors can be viewed individually or as components of risk status.

- 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.”

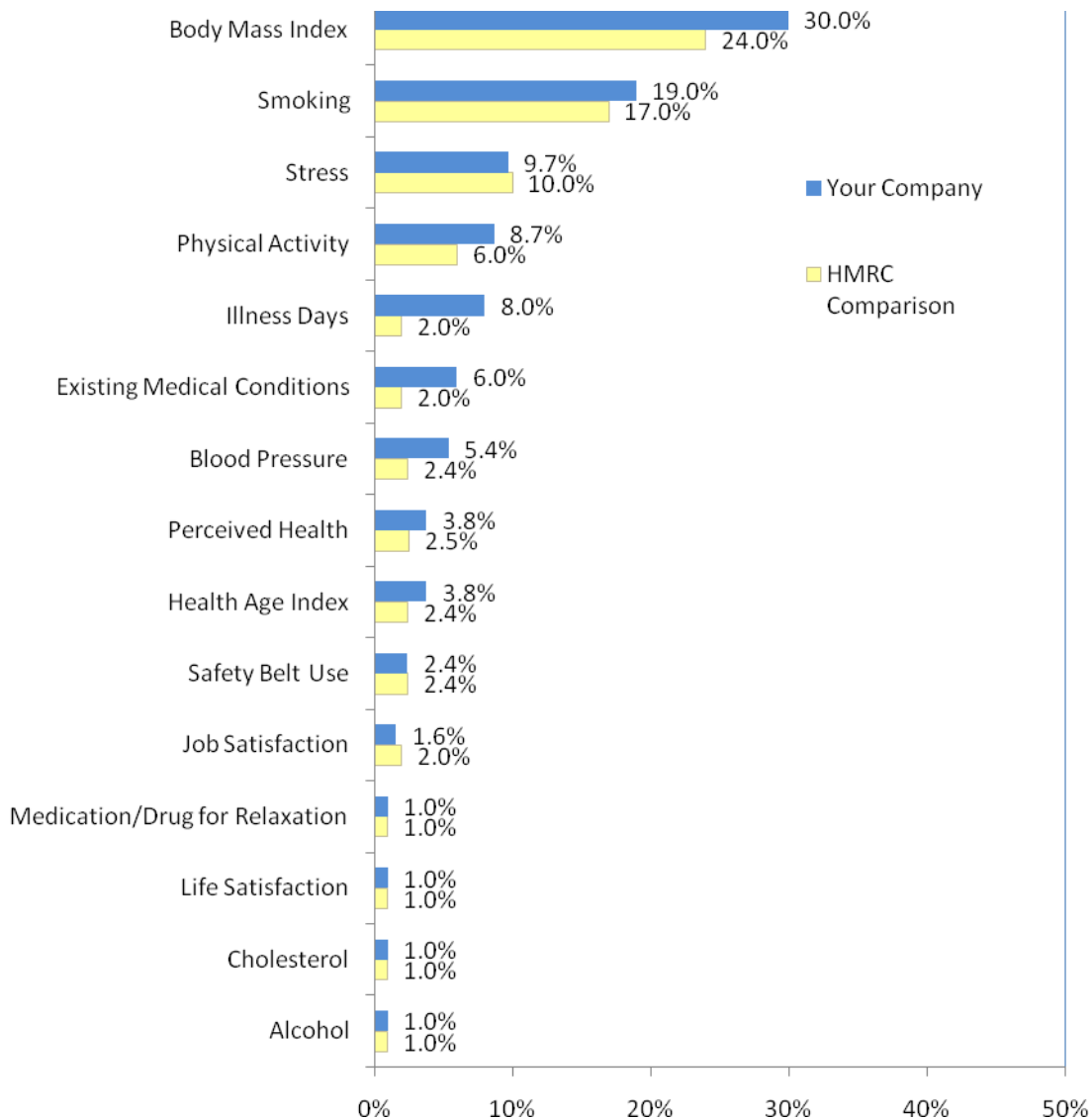
- The low risk population is typically the lowest cost population. However, this population will not remain low risk or low cost if ignored.
- The natural flow of health risk is toward increased risk and cost as participants age.
- Many health intervention programs do not address this low risk population. 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

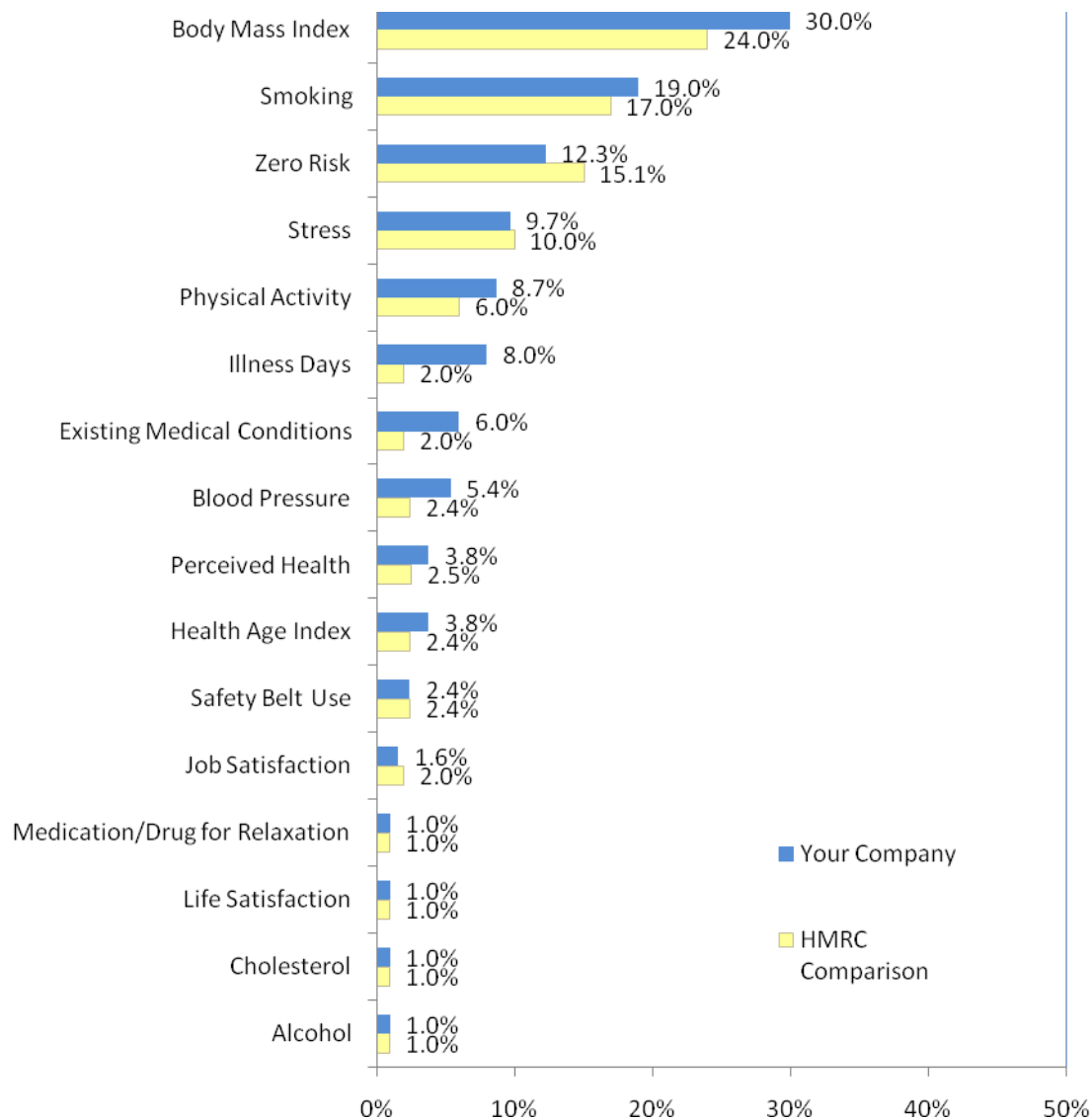


Population-Based Intervention

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

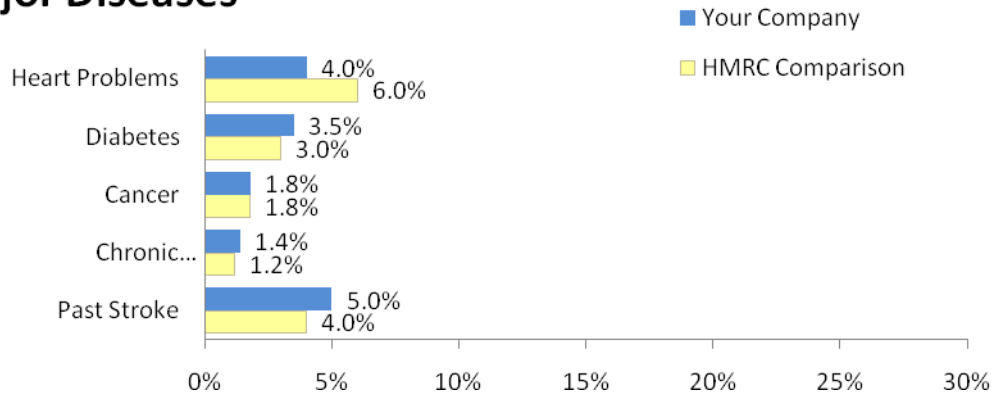
The UM-HMRC prioritizes risks for each individual and communicates the top 3 prioritized risks on each individual's profile report following completion of the HRA.

- 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.

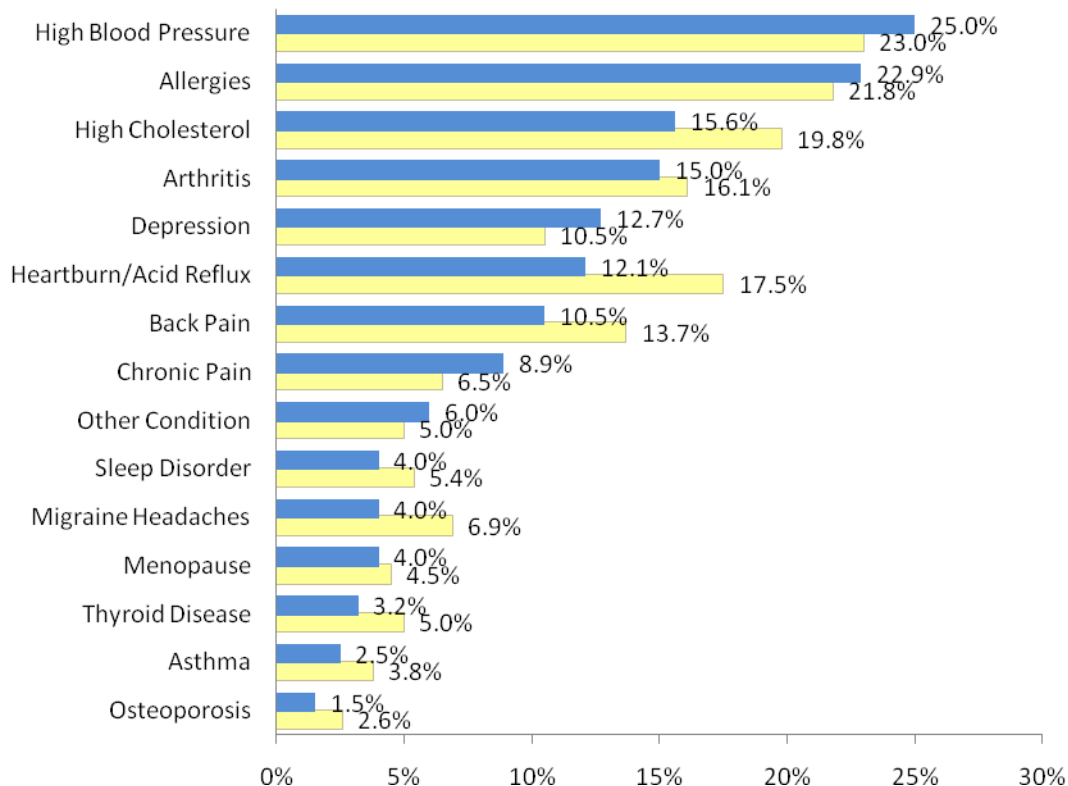
Self-Reported Health Problems

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 guidelines.

Major Diseases

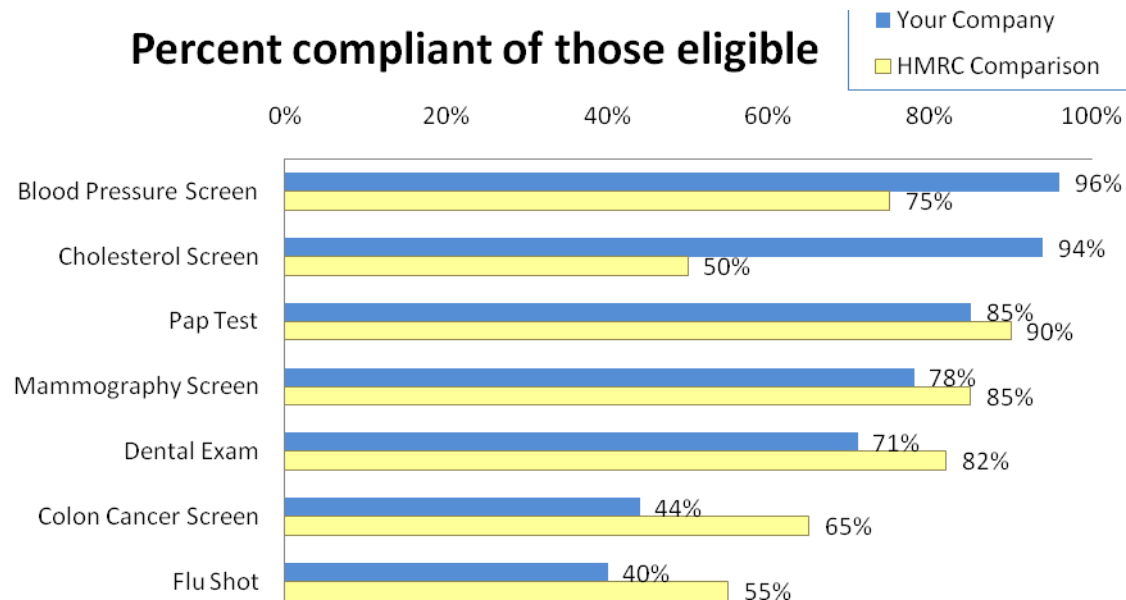


Other Common Conditions



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.



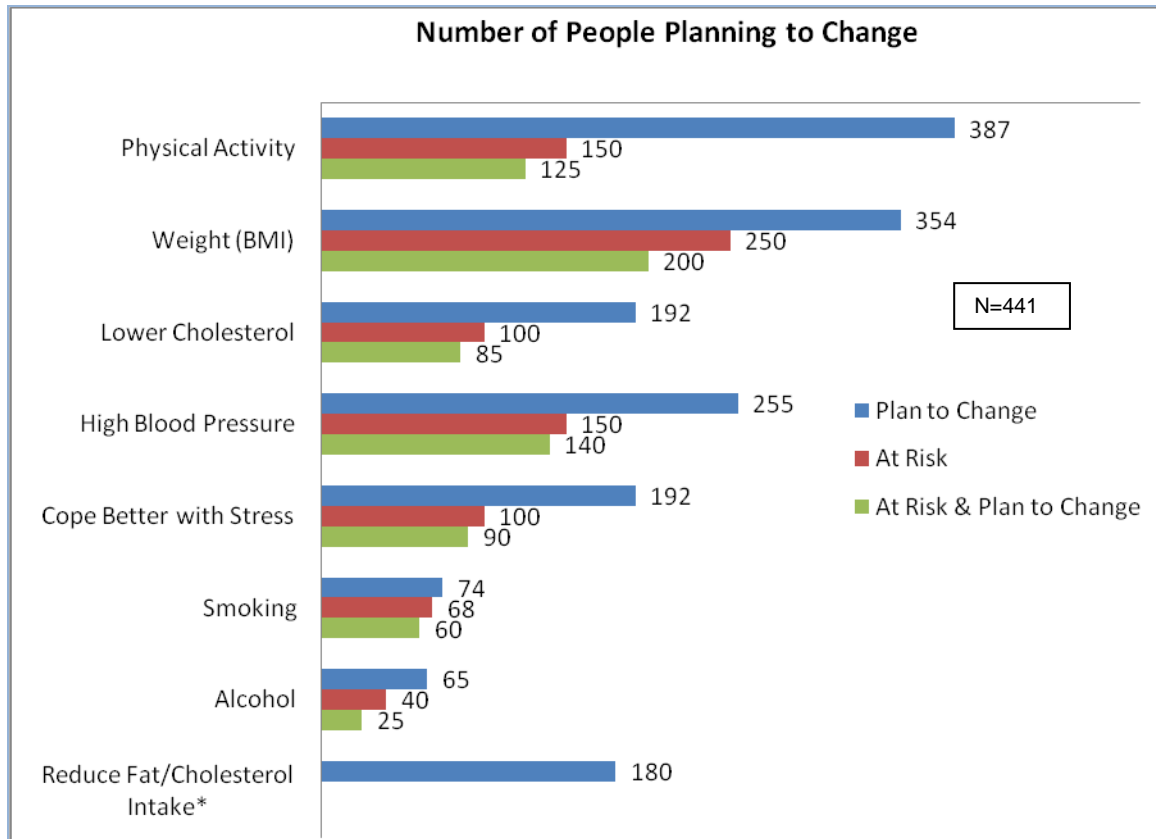
Non-Compliant Preventive Services Criteria and Eligible Population

	Eligible		Non-Compliant		
	Population	N	Criteria	N	%
Tetanus Shot	All Ages	400	Never or don't know	275	64.7%
Flu Shot	Age ≥50	400	Shot 1 or more years ago	225	60.0%
Colon Cancer Screen	Age ≥50	400	Screened 5 or more years ago	210	55.9%
Dental Exam**	All ages	400	Exam 1 or more years ago	115	28.8%
Cholesterol Screen	Male age ≥35 or Female age ≥45	400	Screened 5 or more years ago	25	5.9%
Pap Test Screen	Female age ≥18 and <65	201	Screen 3 or more years ago	20	5.4%
Blood Pressure	Age ≥18	400	Screened 2 or more years ago	16	4.0%
Mammography Screen	Female age ≥40 and <70	120	Screen 2 or more years ago	8	5.2%

*Guide to Clinical Preventive Services, 2008. <http://www.ahrq.gov/clinic/pocketgd.htm> ** Guidelines for the frequency of preventive dental care are not included in the current Guide to Clinical Preventive Services

Planned 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.



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

Intent to Change

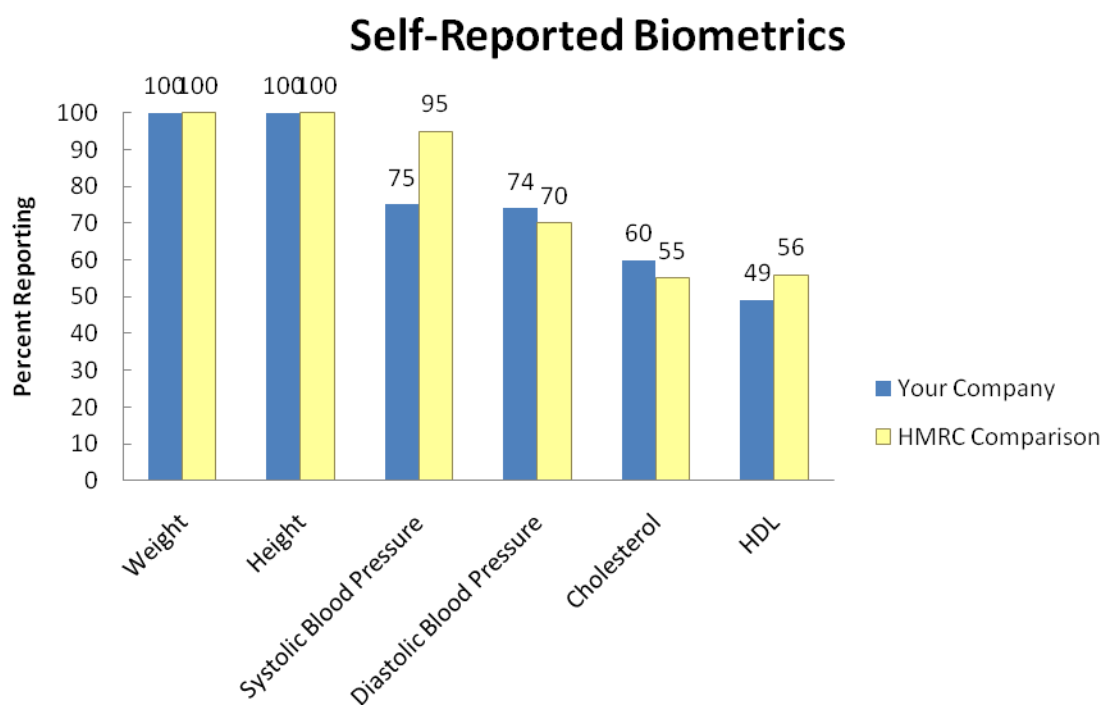
This table identifies the individuals within your population who have expressed an interest in changing their health behaviors based on how they responded to the related questions.

	Population	Plan Changes in Next 6 Months	
	N=444	N	Percent
Increase Physical Activity		387	87%
Exercise less than 1 time per week	125	105	
Exercise 1 or 2 times per week	103	75	
Exercise 3 or more times per week	153	20	
		210	
Lose Weight			
BMI ≤25	53		
BMI >25 and <27.5	175	100	
BMI ≥27.5 and <30	80	60	
BMI ≥30	85	55	
Lower Blood Pressure			
SBP & DBP Numbers			
SBP ≥140 or DBP ≥90mmHg			
SBP ≥120 and <140 or DBP ≥80 and <90mmHg			
SBP <120 and DBP <80mmHg			
Taking Medication			
Lower Cholesterol Level			
Total Cholesterol			
Cholesterol ≥240mg/dL			
Cholesterol ≥200 and <240mg/dL			
Cholesterol <200mg/dL			
HDL ≤40mg/dL			
Taking Medication			
Reduce Smoking			
Cigarette Smokers			
Current Smoker			
Past Smoker			
Quit less < 1 year			
Quit 1 year or more			
Non-smoker			
Alternate form of tobacco			
Reduce Fat/Cholesterol Intake			
Eat 5-6 servings of fat/day			
Eat 3-4 servings of fat/day			
Eat 1-2 servings of fat/day			
Rarely/Never eat fat			

Know Your Numbers from Self-Reported HRA Data

The figure below shows the percent of people who know their personal values for each biometric as compared to the matched HMRC comparison group.

- The first step in maintaining a healthy population is to have the individual understand his or her current personal health status.
- If many people leave these questions blank it may indicate a need for on-site measurements or a promotional activity to visit the doctor.
- Results in this figure can be impacted by the timing between the screening event and HRA participation.



Section II

Detailed Responses

TABLE 1. DEMOGRAPHIC DISTRIBUTION

	<i>HRA Participants (N=496)</i>	
	<i>Number</i>	<i>Percent</i>
1. Age		
19 - 34	50	10.1%
35 - 44	162	32.7%
45 - 54	182	36.7%
55+	102	20.6%
No response	0	0.0%
2. Sex		
Male	261	52.6%
Female	235	47.4%
No response	0	0.0%
3. Education		
Some high school	26	5.2%
High school graduate	217	43.8%
Some college	122	24.6%
College graduate	102	20.6%
Post graduate/professional	28	5.6%
No response	1	0.2%
4. Annual Income		
Less than \$35,000	82	16.5%
\$35,000 - \$49,999	120	24.2%
\$50,000 - \$74,999	150	30.2%
\$75,000 - \$99,999	68	13.7%
\$100,000 or more	57	11.5%
No response	19	3.8%
5. Marital Status		
Single (never married)	32	6.5%
Separated	8	1.6%
Divorced	45	9.1%
Married	404	81.5%
Widowed	4	0.8%
Other	3	0.6%
No response	0	0.0%
6. Race		
White (non-Hispanic)	487	98.2%
Black (non-Hispanic)	2	0.4%
Hispanic	1	0.2%
Asian or Pacific Islander	4	0.8%
American Indian/Alaskan Native	0	0.0%
Other	2	0.4%
No response	0	0.0%

TABLE 2. QUALITY OF LIFE INDICATORS

	<i>HRA Participants (N=496)</i>	
	<i>Number</i>	<i>Percent</i>
1. Life Satisfaction		
Completely satisfied	107	21.6%
Mostly satisfied	324	65.3%
Partly satisfied	54	10.9%
Not satisfied	10	2.0%
No response	1	0.2%
2. Job Satisfaction		
Agree strongly	107	21.6%
Agree	296	59.7%
Disagree	30	6.0%
Disagree strongly	9	1.8%
Does not apply	15	3.0%
No response	39	7.9%
3. Self-Report Physical Health		
Excellent	55	11.1%
Very good	164	33.1%
Good	230	46.4%
Fair	42	8.5%
Poor	4	0.8%
No response	1	0.2%
4. Days of Work Missed Due to Illness		
None	203	40.9%
1 - 2 days	158	31.9%
3 - 5 days	59	11.9%
6 - 10 days	13	2.6%
11 - 15 days	6	1.2%
16 days or more	13	2.6%
Does not apply	8	1.6%
No response	36	7.3%
5. Social Support		
Very strong	312	62.9%
About average	168	33.9%
Weaker than average	14	2.8%
Not sure	1	0.2%
No response	1	0.2%

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

	<i>HRA Participants (N=496)</i>	
	<i>Number</i>	<i>Percent</i>
6. Serious Personal Loss		
Two or more	22	4.4%
One	103	20.8%
No	371	74.8%
No response	0	0.0%
7. Feel Tense, Anxious, Depressed		
Often	24	4.8%
Sometimes	187	37.7%
Rarely	223	45.0%
Never	61	12.3%
No response	1	0.2%
8. Stress Effect on Your Health		
A lot	21	4.2%
Some	165	33.3%
Hardly any	183	36.9%
None	126	25.4%
No response	1	0.2%
9. Sleep		
5 hours or less	29	5.8%
6 hours	141	28.4%
7 hours	198	39.9%
8 hours	113	22.8%
9 hours or more	14	2.8%
No response	1	0.2%

TABLE 3. HEALTH RELATED BEHAVIORS

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Tobacco Use		
Cigarette Smoking		
Still Smoke	103	20.8%
Average cigarettes per day	15.3	
Average number of cigarettes		
less than 9	43	32.3%
10 - 15	28	21.1%
16 - 19	25	18.8%
20+	35	26.3%
No response	2	1.5%
Used to smoke	153	26.8%
Average quit years	12.4	
<1	55	36.0%
1-2	34	22.2%
3-5	16	10.5%
6-10	25	16.3%
>10	23	15.0%
No response	5	2.1%
Never smoked	211	52.4%
No response	0	0.0%
Cigars	14	2.8%
Pipes	3	0.6%
Smokeless Tobacco	23	4.6%
2. Alcohol Drinks		
Everyone		
0	269	54.2%
1 - 7	168	33.9%
8 - 14	40	8.1%
15 - 21	6	1.2%
22 or greater	13	2.6%
No response	0	0.0%
Male only	261	
0	110	42.1%
15 - 21	2	0.9%
22 or greater	2	0.9%
No response	0	0.0%

TABLE 3. HEALTH RELATED BEHAVIORS (Cont'd)

	<i>HRA Participants (N=496)</i>	
	<i>Number</i>	<i>Percent</i>
3. Drive Drunk or Ride with Drunk Driver		
0 time last month	483	97.4%
1 or more time(s) last month	12	2.4%
No response	1	0.2%
4. Medication/Drug for Relaxation		
Almost every day	66	13.3%
Sometimes	26	5.2%
Rarely or never	402	81.0%
No response	2	0.4%
5. Safety Belt Usage		
100%	412	83.1%
90 - 99%	52	10.5%
80 - 89%	14	2.8%
Less than 80%	18	3.6%
No response	0	0.0%
6. Drive Speed		
Within 5 mph of speed limit	405	81.7%
6 - 10 mph over the limit	90	18.1%
More than 10 mph over the limit	0	0.0%
No response	1	0.2%
7. Travel		
Sub-compact or compact car	44	8.9%
Mid-size/full-size car/minivan	221	44.6%
Truck/van/SUV	227	45.8%
Motorcycle	1	0.2%
Other	1	0.2%
No response	2	0.4%
8. Drive (Car, truck or van)		
1 - 1,999 miles	44	8.9%
2,000 - 4,999 miles	57	11.5%
5,000 - 9,999 miles	102	20.6%
10,000 - 14,999 miles	157	31.7%
15,000 - 19,999 miles	66	13.3%
20,000 - 29,999 miles	45	9.1%
30,000 miles or more	23	4.6%
Do not drive or ride	2	0.4%
No response	0	0.0%

TABLE 3. HEALTH RELATED BEHAVIORS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
9. Ride Motorcycle		
1 - 999 miles	60	12.1%
1,000 - 1,999 miles	11	2.2%
2,000 - 2,999 miles	6	1.2%
3,000 - 3,999 miles	2	0.4%
4,000 - 4,999 miles	0	0.0%
5,000 miles or more	4	0.8%
Do not drive or ride	406	81.9%
No response	7	1.4%
10. Physical Activity		
Less than 1 time/week	70	14.1%
1 or 2 times/week	140	28.2%
3 times/week	116	23.4%
4 or more times/week	170	34.3%
No response	0	0.0%
11. Light/Moderate Physical Activity		
None	20	4.0%
1 day	71	14.3%
2 days	76	15.3%
3 or 4 days	142	28.6%
5 or 6 days	117	23.6%
7 days	69	13.9%
No response	1	0.2%
12. Floss Teeth		
Every day	119	24.0%
Almost every day	97	19.6%
Sometimes	168	33.9%
Rarely or never	70	14.1%
Does not apply	40	8.1%
No response	2	0.4%
13. Sunscreen Use		
All of the time	80	16.1%
Most of the time	184	37.1%
Some of the time	144	29.0%
Rarely or never	88	17.7%
No response	0	0.0%
14. Fiber in Diet		
5 - 6 servings a day	63	12.7%
3 - 4 servings a day	198	39.9%
1 - 2 servings a day	223	45.0%
Rarely/never	12	2.4%
No response	0	0.0%

TABLE 3. HEALTH RELATED BEHAVIORS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
15. Fat/Cholesterol in Diet		
5 - 6 servings a day	7	1.4%
3 - 4 servings a day	77	15.5%
1 - 2 servings a day	358	72.2%
Rarely/never	54	10.9%
No response	0	0.0%

TABLE 4. PHYSIOLOGICAL MEASUREMENTS

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Blood Pressure (BP)		
Don't Know BP	88	17.7%
Not sure	88	100.0%
No response	0	0.0%
Know BP	408	82.3%
Systolic		
Less than 120 mmHg	119	29.2%
120 - 139 mmHg	200	49.0%
140 mmHg or above	89	21.8%
Diastolic		
Less than 80 mmHg	170	41.7%
80 - 89 mmHg	148	36.3%
90 mmHg or above	90	22.1%
2. Total Cholesterol		
Don't Know Cholesterol	137	27.6%
Not sure	137	100.0%
No response	0	0.0%
Know Cholesterol	359	72.4%
Less than 200 mg/dL	205	57.1%
200 - 239 mg/dL	116	32.3%
240 mg/dL or greater	38	10.6%
3. HDL Cholesterol		
Don't Know HDL	150	30.2%
Not sure	150	100.0%
No response	0	0.0%
Know HDL	346	69.8%
Less than 40 mg/dL	57	16.5%
40 - 59 mg/dL	181	52.3%
60 mg/dL or above	108	31.2%
4. Weight - by Body Mass Index		
Everyone	496	
Not reporting weight or height	0	0.0%
Less than 18.5	6	1.2%
18.5 - 24.9	128	25.8%
25.0 - 27.4	91	18.3%
27.5 - 29.9	92	18.5%
30 - 34.9	115	23.2%
35 - 39.9	44	8.9%
40 or greater	20	4.0%

TABLE 4. PHYSIOLOGICAL MEASUREMENTS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
4. Weight - by Body Mass Index (Cont'd)		
Males Only		
	261	
Not reporting weight or height	0	0.0%
Less than 18.5	3	1.1%
18.5 - 24.9	54	20.7%
25.0 - 27.4	49	18.8%
27.5 - 29.9	56	21.5%
30 - 34.9	65	24.9%
35 - 39.9	29	11.1%
40 or greater	5	1.9%
Females Only		
	235	
Not reporting weight or height	0	0.0%
Less than 18.5	3	1.3%
18.5 - 24.9	74	31.5%
25.0 - 27.4	42	17.9%
27.5 - 29.9	36	15.3%
30 - 34.9	50	21.3%
35 - 39.9	15	6.4%
40 or greater	15	6.4%
5. Waist Circumference		
Everyone		
	26	
Not reporting value	26	
Report value	470	94.8%
Waist size (M>40 inches; F>35 inches)	94	20.0%
Males Only		
	261	
Not reporting value	8	3.1%
Report value	253	96.9%
Waist size (>40 inches)	22	8.4%
Average	35.9	
Females Only		
	235	
Not reporting value	18	7.7%
Reporting value	217	92.3%
Waist size (>35 inches)	72	30.6%
Average	33.1	
Females Only		
	235	
6. Age at Menarche		
Younger than 12	41	17.4%
12	71	30.2%
13	77	32.8%
14 or older	46	19.6%
No response	0	0.0%

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

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
7. Age at First Birth		
Younger than 20	47	20.0%
20 - 24	83	35.3%
25 - 29	49	20.9%
30 or older	21	8.9%
Does not apply	35	14.9%
No response	0	0.0%
8. Pregnant		
Yes	2	0.9%
No	229	97.4%
Does not apply	4	1.7%
No response	0	0.0%

TABLE 5. FAMILY MEDICAL HISTORY

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Family Medical History		
Heart Problems		
Mother	102	20.6%
Father	158	31.9%
Grandparents	139	28.0%
Brother/sister	35	7.1%
Don't know	92	18.5%
No response	110	22.2%
Cancer		
Mother	88	17.7%
Father	109	22.0%
Grandparents	125	25.2%
Brother/sister	40	8.1%
Don't know	99	20.0%
No response	133	26.8%
Diabetes		
Mother	73	14.7%
Father	70	14.1%
Grandparents	115	23.2%
Brother/sister	42	8.5%
Don't know	118	23.8%
No response	151	30.4%
High Blood Pressure		
Mother	163	32.9%
Father	153	30.8%
Grandparents	77	15.5%
Brother/sister	78	15.7%
Don't know	115	23.2%
No response	92	18.5%
High Cholesterol		
Mother	87	17.5%
Father	99	20.0%
Grandparents	33	6.7%
Brother/sister	47	9.5%
Don't know	184	37.1%
No response	132	26.6%
Females Only	235	
2. Breast Cancer		
None	192	81.7%
1	37	15.7%
2 or more	2	0.9%
Don't know	4	1.7%
No response	0	0.0%

TABLE 6. HEALTH PROBLEMS SELF-REPORTED

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Allergies		
Never	324	65.3%
In the past	61	12.3%
Have currently	107	21.6%
Taking medication	48	9.7%
Under medical care	15	3.0%
No response	4	0.8%
2. Arthritis		
Never	402	81.0%
In the past	10	2.0%
Have currently	80	16.1%
Taking medication	21	4.2%
Under medical care	17	3.4%
No response	4	0.8%
3. Asthma		
Never	444	89.5%
In the past	31	6.3%
Have currently	16	3.2%
Taking medication	13	2.6%
Under medical care	11	2.2%
No response	5	1.0%
4. Back Pain		
Never	228	46.0%
In the past	204	41.1%
Have currently	61	12.3%
Taking medication	18	3.6%
Under medical care	17	3.4%
No response	3	0.6%
5. Cancer		
Never	462	93.1%
In the past	23	4.6%
Have currently	5	1.0%
Taking medication	1	0.2%
Under medical care	6	1.2%
No response	6	1.2%

TABLE 6. HEALTH PROBLEMS SELF-REPORTED (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
6. Chronic Bronchitis/Emphysema		
Never	463	93.3%
In the past	21	4.2%
Have currently	6	1.2%
Taking medication	2	0.4%
Under medical care	3	0.6%
No response	6	1.2%
7. Chronic Pain		
Never	419	84.5%
In the past	43	8.7%
Have currently	29	5.8%
Taking medication	12	2.4%
Under medical care	6	1.2%
No response	5	1.0%
8. Depression		
Never	367	74.0%
In the past	83	16.7%
Have currently	42	8.5%
Taking medication	35	7.1%
Under medical care	15	3.0%
No response	4	0.8%
9. Diabetes		
Never	467	94.2%
In the past	9	1.8%
Have currently	15	3.0%
Taking medication	11	2.2%
Under medical care	5	1.0%
No response	5	1.0%
10. Heart Problems		
Never	444	89.5%
In the past	20	4.0%
Have currently	27	5.4%
Taking medication	21	4.2%
Under medical care	14	2.8%
No response	5	1.0%

TABLE 6. HEALTH PROBLEMS SELF-REPORTED (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
11. Heartburn or Acid Reflux		
Never	288	58.1%
In the past	128	25.8%
Have currently	77	15.5%
Taking medication	63	12.7%
Under medical care	21	4.2%
No response	3	0.6%
12. High Blood Pressure		
Never	356	71.8%
In the past	33	6.7%
Have currently	103	20.8%
Taking medication	81	16.3%
Under medical care	39	7.9%
No response	4	0.8%
13. High Cholesterol		
Never	352	71.0%
In the past	60	12.1%
Have currently	78	15.7%
Taking medication	61	12.3%
Under medical care	27	5.4%
No response	6	1.2%
14. Menopause (Females Only)		
Never	129	54.9%
In the past	46	19.6%
Have currently	59	25.1%
Taking medication	16	6.8%
Under medical care	10	4.3%
No response	0	0.0%
15. Migraine Headaches		
Never	380	76.6%
In the past	82	16.5%
Have currently	29	5.8%
Taking medication	20	4.0%
Under medical care	8	1.6%
No response	5	1.0%

TABLE 6. HEALTH PROBLEMS SELF-REPORTED (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
16. Osteoporosis		
Never	477	96.2%
In the past	1	0.2%
Have currently	13	2.6%
Taking medication	5	1.0%
Under medical care	2	0.4%
No response	5	1.0%
17. Sleep Disorder		
Never	444	89.5%
In the past	22	4.4%
Have currently	25	5.0%
Taking medication	6	1.2%
Under medical care	11	2.2%
No response	5	1.0%
18. Stroke		
Never	489	98.6%
In the past	1	0.2%
Have currently	1	0.2%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	5	1.0%
19. Thyroid Disease		
Never	462	93.1%
In the past	9	1.8%
Have currently	20	4.0%
Taking medication	22	4.4%
Under medical care	12	2.4%
No response	5	1.0%
20. Other Condition		
Never	423	85.3%
In the past	15	3.0%
Have currently	22	4.4%
Taking medication	22	4.4%
Under medical care	11	2.2%
No response	34	6.9%

TABLE 7. PHYSICAL EXAMINATIONS

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Colon Cancer Screen		
Less than 1 year ago	41	8.3%
1 - 2 years ago	52	10.5%
2 - 3 years ago	26	5.2%
3 - 4 years ago	12	2.4%
5 - 6 years ago	11	2.2%
7 or more years ago	10	2.0%
Never	322	64.9%
Don't know	20	4.0%
No response	2	0.4%
2. Rectal Exam		
Less than 1 year ago	117	23.6%
1 - 2 years ago	81	16.3%
2 - 3 years ago	31	6.3%
3 - 4 years ago	16	3.2%
5 - 6 years ago	14	2.8%
7 or more years ago	27	5.4%
Never	191	38.5%
Don't know	17	3.4%
No response	2	0.4%
3. Flu Shot		
Less than 1 year ago	153	30.8%
1 - 2 years ago	42	8.5%
2 - 3 years ago	25	5.0%
3 - 4 years ago	14	2.8%
5 - 6 years ago	14	2.8%
7 or more years ago	26	5.2%
Never	207	41.7%
Don't know	13	2.6%
No response	2	0.4%
4. Tetanus Shot		
Less than 1 year ago	34	6.9%
1 - 2 years ago	66	13.3%
2 - 3 years ago	62	12.5%
3 - 4 years ago	49	9.9%
5 - 6 years ago	61	12.3%
7 or more years ago	115	23.2%
Never	17	3.4%
Don't know	91	18.3%
No response	1	0.2%

TABLE 7. PHYSICAL EXAMINATIONS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
5. Blood Pressure		
Less than 1 year ago	454	91.5%
1 - 2 years ago	21	4.2%
2 - 3 years ago	6	1.2%
3 - 4 years ago	2	0.4%
5 - 6 years ago	1	0.2%
7 or more years ago	2	0.4%
Never	6	1.2%
Don't know	3	0.6%
No response	1	0.2%
6. Cholesterol		
Less than 1 year ago	385	77.6%
1 - 2 years ago	39	7.9%
2 - 3 years ago	14	2.8%
3 - 4 years ago	8	1.6%
5 - 6 years ago	5	1.0%
7 or more years ago	5	1.0%
Never	26	5.2%
Don't know	14	2.8%
No response	0	0.0%
7. Dental Exam		
Less than 1 year ago	353	71.2%
1 - 2 years ago	57	11.5%
2 - 3 years ago	19	3.8%
3 - 4 years ago	10	2.0%
5 - 6 years ago	12	2.4%
7 or more years ago	30	6.0%
Never	7	1.4%
Don't know	8	1.6%
No response	0	0.0%

TABLE 7. PHYSICAL EXAMINATIONS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
Females Only	235	
8. Pap Test		
Less than 1 year ago	132	56.2%
1 - 2 years ago	45	19.1%
2 - 3 years ago	21	8.9%
3 - 4 years ago	5	2.1%
5 - 6 years ago	10	4.3%
7 or more years ago	13	5.5%
Never	2	0.9%
Don't know	7	3.0%
No response	0	0.0%
9. Mammogram		
Less than 1 year ago	114	48.5%
1 - 2 years ago	33	14.0%
2 - 3 years ago	14	6.0%
3 - 4 years ago	3	1.3%
5 - 6 years ago	6	2.6%
7 or more years ago	3	1.3%
Never	60	25.5%
Don't know	2	0.9%
No response	0	0.0%
10. Breast Exam by Health Professional		
Less than 1 year ago	155	66.0%
1 - 2 years ago	40	17.0%
2 - 3 years ago	18	7.7%
3 - 4 years ago	3	1.3%
5 - 6 years ago	7	3.0%
7 or more years ago	5	2.1%
Never	4	1.7%
Don't know	3	1.3%
No response	0	0.0%
11. Hysterectomy		
Yes	87	37.0%
No	146	62.1%
I'm not sure	2	0.9%
No response	0	0.0%

TABLE 7. PHYSICAL EXAMINATIONS (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
12. Breast Self-Exam		
Monthly	134	57.0%
Once every few months	65	27.7%
Rarely/never	36	15.3%
No response	0	0.0%
Males Only	261	
13. Self-Exam Testicles		
Monthly	86	33.0%
Once every few months	56	21.5%
Rarely/never	113	43.3%
No response	6	2.3%
14. Prostate Exam		
Less than 1 year ago	76	29.1%
1 - 2 years ago	31	11.9%
2 - 3 years ago	10	3.8%
3 - 4 years ago	6	2.3%
5 - 6 years ago	5	1.9%
7 or more years ago	6	2.3%
Never	115	44.1%
Don't know	10	3.8%
No response	2	0.8%

TABLE 8. HEALTH ENHANCEMENT CHANGES

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Plan Changes in Next 6 Months		
Increase Physical Activity		
Yes	387	78.0%
No	40	8.1%
Don't know	40	8.1%
Not needed	25	5.0%
No response	4	0.8%
Lose Weight		
Yes	354	71.4%
No	61	12.3%
Don't know	27	5.4%
Not needed	52	10.5%
No response	2	0.4%
Reduce Alcohol Use		
Yes	46	9.3%
No	94	19.0%
Don't know	23	4.6%
Not needed	329	66.3%
No response	4	0.8%
Quit or Cut Down Smoking		
Yes	74	14.9%
No	21	4.2%
Don't know	29	5.8%
Not needed	368	74.2%
No response	4	0.8%
Reduce Fat/Cholesterol Intake		
Yes	312	62.9%
No	36	7.3%
Don't know	65	13.1%
Not needed	80	16.1%
No response	3	0.6%
Lower Blood Pressure		
Yes	180	36.3%
No	36	7.3%
Don't know	45	9.1%
Not needed	233	47.0%
No response	2	0.4%

TABLE 8. HEALTH ENHANCEMENT CHANGES (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
Lower Cholesterol Level		
Yes	192	38.7%
No	28	5.6%
Don't know	96	19.4%
Not needed	176	35.5%
No response	4	0.8%
Cope Better With Stress		
Yes	255	51.4%
No	20	4.0%
Don't know	51	10.3%
Not needed	167	33.7%
No response	3	0.6%
2. Participate in Program		
Yes	267	53.8%
No	69	13.9%
I'm not sure	160	32.3%
No response	0	0.0%
3. Follow-up Information		
Yes	172	34.7%
No	322	64.9%
I'm not sure	0	0.0%
No response	2	0.4%

TABLE 9. WORK PERFORMANCE

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Hours Work Past 7 Days		
0	15	3.0%
1 - 20	16	3.2%
21 - 35	50	10.1%
36 - 45	215	43.3%
46 or more	158	31.9%
No response	42	8.5%
2. Hours Employer Expect to Work		
Less than 20	19	3.8%
20 - 34	24	4.8%
35 - 39	20	4.0%
40 - 49	345	69.6%
50 or more	46	9.3%
No response	42	8.5%
3. Work Days Past 4 Weeks		
Miss entire day due to health		
0	398	80.2%
1 - 2	41	8.3%
3 - 5	5	1.0%
6 - 10	2	0.4%
11 or more	8	1.6%
No response	42	8.5%
Miss entire day other reason		
0	244	49.2%
1 - 2	160	32.3%
3 - 5	38	7.7%
6 - 10	10	2.0%
11 or more	2	0.4%
No response	42	8.5%
Miss part of day due to health		
0	427	86.1%
1 - 2	24	4.8%
3 - 5	1	0.2%
6 - 10	2	0.4%
11 or more	0	0.0%
No response	42	8.5%
Miss part of day other reason		
0	321	64.7%
1 - 2	118	23.8%
3 - 5	12	2.4%
6 - 10	3	0.6%
11 or more	0	0.0%
No response	42	8.5%

TABLE 9. WORK PERFORMANCE (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
3. Work Days Past 4 Weeks (Cont'd)		
Come early, work late, work on day off		
0	225	45.4%
1 - 2	64	12.9%
3 - 5	69	13.9%
6 - 10	38	7.7%
11 or more	52	10.5%
No response	48	9.7%
4. Hours Worked Past 4 Weeks		
0	13	2.6%
1 - 80	20	4.0%
81 - 140	63	12.7%
141 - 180	209	42.1%
180 or more	147	29.6%
No response	44	8.9%
5. Usual Performance Similar Job		
0 - 3	2	0.4%
4 - 6	57	11.5%
7 - 8	151	30.4%
9 -10	237	47.8%
No response	49	9.9%
6. Usual Performance Past Years		
0 - 3	1	0.2%
4 - 6	6	1.2%
7 - 8	46	9.3%
9 -10	397	80.0%
No response	46	9.3%
7. Overall Performance Past 4 Weeks		
0 - 3	5	1.0%
4 - 6	4	0.8%
7 - 8	39	7.9%
9 -10	402	81.0%
No response	46	9.3%

TABLE 10. ADDITIONAL INFORMATION

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
1. Visit to Doctor/Clinic (past year)		
0	76	15.3%
1 - 2	278	56.0%
3 - 5	92	18.5%
6 or more	50	10.1%
No response	0	0.0%
2. Visit Emergency Room (past year)		
0	415	83.7%
1 - 2	70	14.1%
3 - 5	5	1.0%
6 or more	4	0.8%
No response	2	0.4%
3. Hospital Overnight (past year)		
0	453	91.3%
1 - 2	33	6.7%
3 - 5	4	0.8%
6 or more	4	0.8%
No response	2	0.4%
4. Health Problems Affect Productivity		
No health problems	225	32.6%
None of the time	165	23.9%
Some of the time	39	5.7%
Most of the time	3	0.4%
All of the time	2	0.3%
Does not apply	24	3.5%
No response	232	33.6%

TABLE 10. ADDITIONAL INFORMATION (Cont'd)

<i>HRA Participants (N=496)</i>		
	<i>Number</i>	<i>Percent</i>
5. Family Care		
Children		
0	426	61.7%
1 - 4 hours	6	0.9%
5 - 8 hours	14	2.0%
9 - 16 hours	2	0.3%
17 or more hours	1	0.1%
No response	241	34.9%
Adult		
0	430	62.3%
1 - 4 hours	5	0.7%
5 - 8 hours	6	0.9%
9 - 16 hours	0	0.0%
17 or more hours	5	0.7%
No response	244	35.4%
Elder		
0	435	63.0%
1 - 4 hours	8	1.2%
5 - 8 hours	2	0.3%
9 - 16 hours	4	0.6%
17 or more hours	2	0.3%
No response	239	34.6%