

City of Menasha Personal Health Assessment Executive Summary



August 6, 2014

SHINING LIGHT ON
CLEAR SOLUTIONS TO
HEALTHCARE COSTS



THE DA  CARE™
AT WORK

2014 PHA Executive Summary

Lifestyle Habits

70.0

(Based on 76 Participants)

“Unhealthy”

0 – 75	Unhealthy
76 – 90	Needs Improvement
91 – 100	Optimal

Lifestyle Habits Rating is based on the self-reported daily behaviors related to:

- Nutrition
- Physical Activity
- Alcohol Consumption
- Stress and Depression
- Tobacco Use

Biometric Score

79.6

(Based on 76 Participants)

“Needs Improvement”

0 – 75	Unhealthy
76 – 90	Needs Improvement
91 – 100	Optimal

Biometric Score is based on:

- Tobacco Use (Blood Cotinine)
- Weight (BMI and Body Fat%)
- Blood Pressure
- LDL Cholesterol
- HDL Cholesterol
- Triglycerides
- Blood Sugar (Glucose)



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Participation Report

Overall Participation	2013	2014
Total Participants	79 (92*)	76 (85*)
Biometric Score	77.6	79.6
Lifestyle Score	67.4	70.0

Repeat Participation	X1 = 2013	X2 = 2014
Total Participants	55	55
Biometric Score	79.2	78.6
Lifestyle Score	63.7	70.8

*total including incomplete PHA's



How do you compare?

# PHA Participants	Biometric Score
59	78.9
63	66.6
79	70.9
84	70.6
101	79.9
113	73.2
120	73.8
133	77.6
177	68.5
Average Biometric Score	73.3
Theda Care "PHA book of business"	75.6
City of Menasha 2014	79.6



THEDA CARE™
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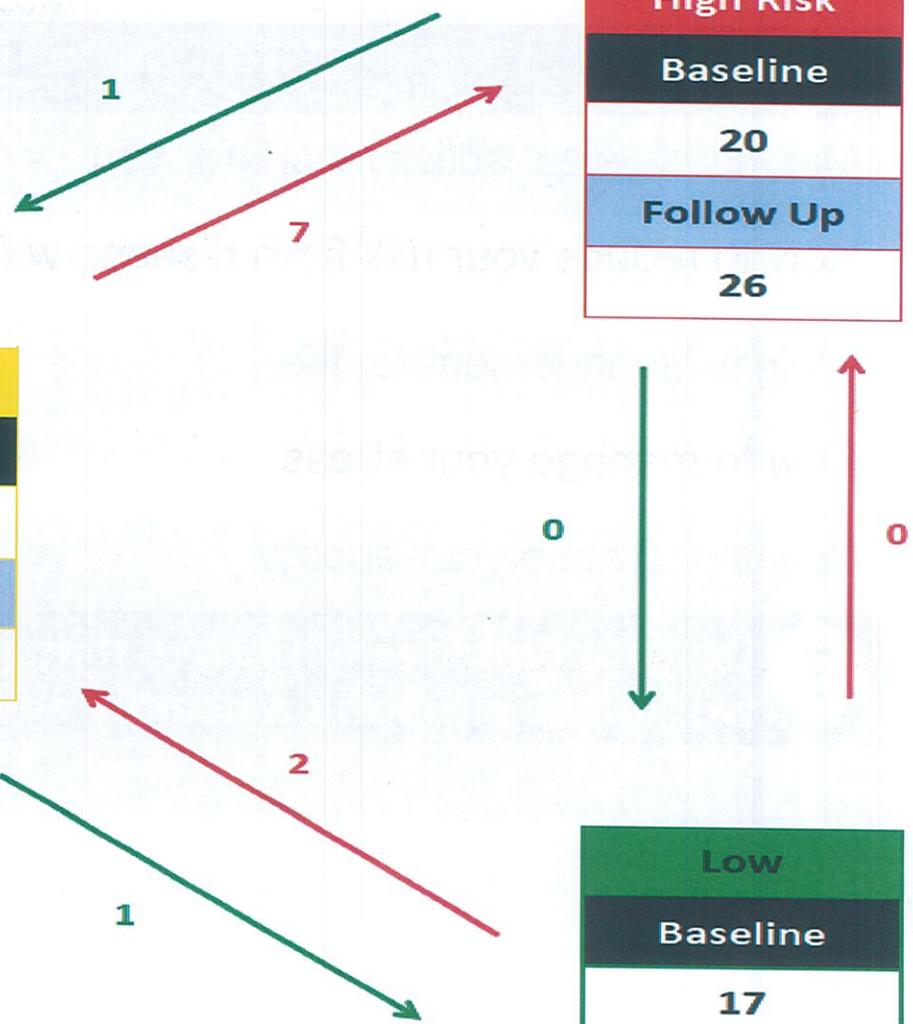
Multiple Risk Factor Flow

N = 55
Net Change in Risk Status:
-7 13%

Moderate Risk
Baseline
18
Follow Up
13

High Risk
Baseline
20
Follow Up
26

Low
Baseline
17
Follow Up
16



Health Interest

Topic	2014	2013
Making physical activity work for you	32%	24%
How to reduce your risk from disease with nutrition	22%	29%
Weight Management for life	42%	38%
How to manage your stress	33%	34%
How to increase your energy	47%	49%
? Do your employees believe that your workplace supports a healthy environment ?	YES	NO
	2014	2013
	78%	67%
	22%	33%



Are Employees Ready to Change?

Risk Category	% Thinking About it		% Ready to Change	
	2013	2014	2013	2014
Be Physically Active	11%	16%	13%	16%
Practice Good Eating Habits	16%	11%	15%	21%
Avoid Tobacco	1.3%	0%	2.5%	1.3
Lose or Maintain Healthy Weight	10%	17%	21%	24%
Handle Stress Well	10%	4%	17%	20%
Avoid Alcohol or Moderation	4%	5%	0%	4%



Follow up programming

By analyzing and interpreting collected data

- Identify targeted populations
- Appropriate balance of the interventions
 - Awareness
 - Education
 - Behavior change
 - Cultural enhancements
- Who will deliver the interventions
- Incentives



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Next Steps



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Personal Health Assessment Executive Summary

City of Menasha



August 6, 2014



City of Menasha Executive Summary

LIFESTYLE

Our Personal Health Assessment highlights how lifestyle choices directly impact an individual's overall health. By providing two scores, a Biometric Score based solely on objective data and a Lifestyle Rating based on self-reported daily habits, we are able to illustrate the long-term ripple effect of how we live.

Help your Employees... Take Charge and Live Well!



This report paints a comprehensive picture of your employees' overall health. The magic bullet for reducing healthcare expense is lifestyle! Let us help you get started on the path to success!

This Report Contains the Following Sections:

- **Your Company's Results-At-A-Glance**
- **Health Trends:**
This tracks your overall population over time and displays results for sub-groups based on when they took their first PHA.
- **Results Summary:**
Provides a historical representation of average scores for each component of the personal health assessment.
- **Demographic Breakdown:**
This slices and dices your populations for trending purposes and to highlight areas of focus.
- **Biometric and Lifestyle Results:**
Keep cause and effect relationships in mind when thinking about Lifestyle habits and Biometrics. Our Lifestyle habits cause our Biometric results. Improve your Lifestyle habits and your Biometrics will improve. Improve your Biometrics and many medications will no longer be needed. This is the formula for reducing the cost of healthcare.
- **Health Screenings and Safety:**
This section monitors your population's contact with healthcare providers and basic safety. Preventative health screenings and having a relationship with a healthcare provider are important components to managing overall health.

Results for 2014 as of 07/16/2014



Lifestyle Habits



Your Lifestyle Habits Rating is based on your self reported daily behaviors related to:

- Nutrition
- Physical Activity
- Alcohol Consumption
- Stress and Depression
- Tobacco Use



Biometric Score

79.6

Based on 76 participants

Increased risk

0 - 75	High Risk
76 - 90	Increased Risk
91 - 100	Low Risk

The Biometric Score is based on the participants':

- Tobacco Use
- Weight (BMI & Body Fat%)
- Blood Pressure
- LDL Cholesterol
- HDL Cholesterol
- Triglycerides
- Blood Sugar (Glucose)

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Results At-A-Glance

Lifestyle Habits	Need to Work On	Keep Up the Good Work
Nutrition 	Increasing fruits & veggies Increasing whole grains Limiting fast & fried foods Limiting red meats	
Physical Activity 	Increasing cardio activity Increasing strength training	
Stress & Depression 		Reducing stress from work Reducing stress from family
Alcohol Consumption 		Limiting daily drinking Limiting binge drinking

Biometrics	Low Risk	Increased Risk	High Risk
Tobacco (pg 7)			
BMI (pg 7)			
Blood Pressure (pg 9)			
LDL Cholesterol (pg 10)			
HDL Cholesterol (pg 10)			
Triglycerides (pg 10)			
Glucose (pg 12)			

 Do your employees believe that your workplace supports a healthy environment?	YES	NO
	78%	22%

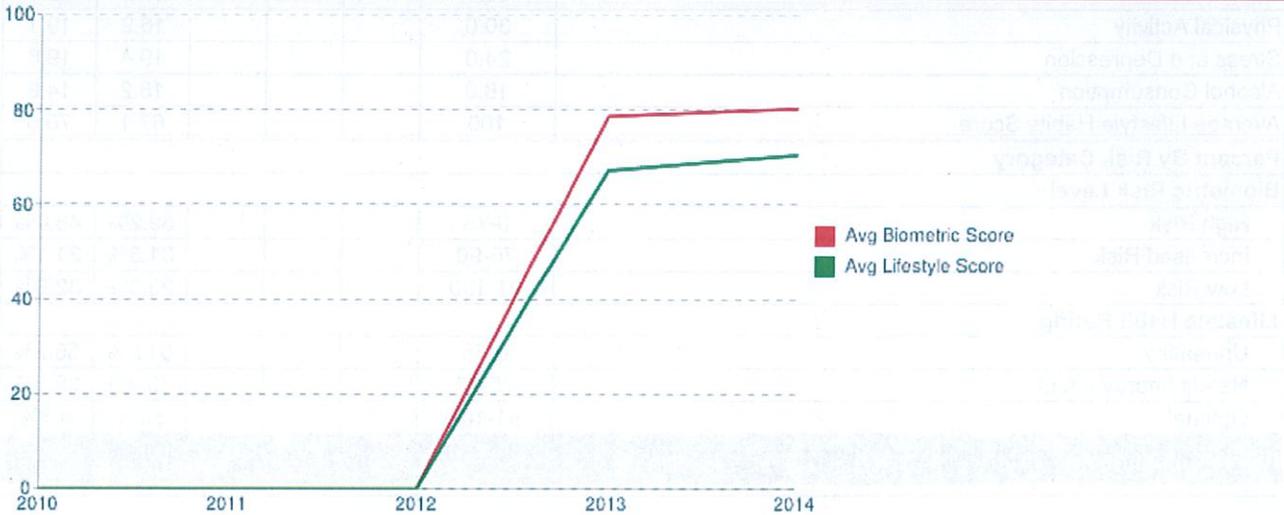
What are your Company's Health Trends?

OVERALL PARTICIPATION	2010	2011	2012	2013	2014
Total Participants with Biometric Score	0	0	0	92	76
Avg Biometric Score	0.0	0.0	0.0	78.3	79.6
*Total Participants with Lifestyle Score	0	0	0	80	76
Avg Lifestyle Score	0.0	0.0	0.0	67.1	70.0
Avg Age	0.0	0.0	0.0	49.4	47.1

* Due to an incomplete questionnaire.

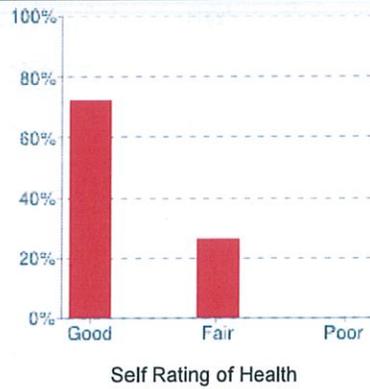
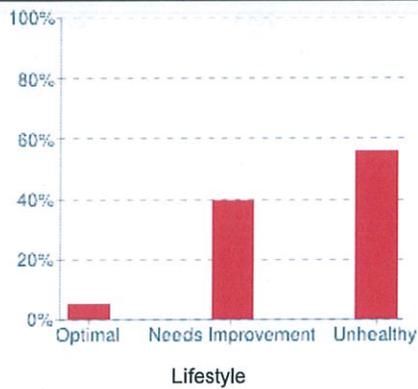
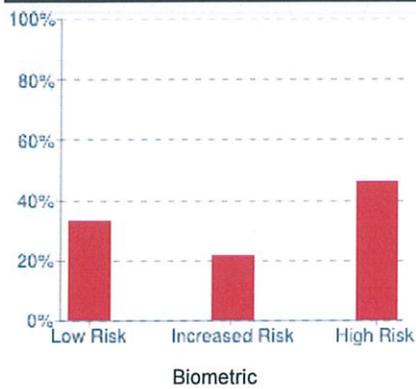
Is your Company Trending in the Right Direction?

Overall Participation



Results Summary

Results By Year	Possible Points	2010	2011	2012	2013	2014
Summary of Biometric Score						
Tobacco Use	30.0				28.4	29.6
Body Mass Index (BMI)	25.0				12.8	11.8
Blood Pressure	15.0				12.0	13.8
LDL Cholesterol	7.0				5.4	5.0
HDL Cholesterol	5.0				3.6	3.3
Triglycerides	3.0				2.6	2.6
Glucose	15.0				13.5	13.4
Average Biometric Score	100				78.3	79.6
Summary Of Lifestyle Habits						
Tobacco Use(Up to 30 points will be subtracted for use)	0.0				-2.3	-1.6
Nutrition	30.0				17.9	18.1
Physical Activity	30.0				16.9	19.1
Stress and Depression	24.0				19.4	19.6
Alcohol Consumption	16.0				15.2	14.8
Average Lifestyle Habits Score	100				67.1	70.0
Percent By Risk Category						
Biometric Risk Level						
High Risk	0-75				39.2%	46.0%
Increased Risk	76-90				31.5%	21.1%
Low Risk	91-100				29.3%	32.9%
Lifestyle Habit Rating						
Unhealthy	0-75				61.2%	55.2%
Needs Improvement	76-90				33.8%	39.5%
Optimal	91-100				5.0%	5.3%
Rating Comparison -- 2014						



Demographic Breakdown

Participants with Biometric Score					
Overall Participation	2010	2011	2012	2013	2014
Total Male Participants	0	0	0	48	35
Avg Biometric Score				74.7	74.9
Avg Age				47	47
Total Female Participants	0	0	0	44	41
Avg Biometric Score				82.2	83.5
Avg Age				51	47
Total Participants with Biometric Score	0	0	0	92	76
Avg Biometric Score				78.3	79.6
Avg Age				49	47
Employee Summary					
Male Employees	0	0	0	33	32
Female Employees	0	0	0	25	33
Total Employees	0	0	0	58	65
Avg Biometric Score				76.7	78.9
Employee Spouse or Other Summary					
Male Employee Spouse or Other	0	0	0	15	3
Female Employee Spouse or Other	0	0	0	19	8
Total Employee Spouse or Other	0	0	0	34	11
Avg Biometric Score				81.1	
Age Summary					
Males 18-29	0	0	0	2	2
Females 18-29	0	0	0	1	2
Age 18-29 Total Participants	0	0	0	3	4
Avg Biometric Score					
Males 30-39	0	0	0	7	6
Females 30-39	0	0	0	6	9
Age 30-39 Total Participants	0	0	0	13	15
Avg Biometric Score					
Males 40-49	0	0	0	17	10
Females 40-49	0	0	0	9	9
Age 40-49 Total Participants	0	0	0	26	19
Avg Biometric Score				79.8	
Males 50+	0	0	0	22	17
Females 50+	0	0	0	28	21
Age 50+ Total Participants	0	0	0	50	38
Avg Biometric Score				76.5	80.3

Demographic Breakdown

Participants with Lifestyle Score *					
Overall Participation	2010	2011	2012	2013	2014
Total Male Participants	0	0	0	40	35
Avg Lifestyle Score				65.9	70.5
Avg Age				48	47
Total Female Participants	0	0	0	40	41
Avg Lifestyle Score				68.4	69.6
Avg Age				51	47
Total Participants with Lifestyle Score	0	0	0	80	76
Avg Lifestyle Score				67.1	70.0
Avg Age				49	47
Employee Summary					
Male Employees	0	0	0	33	32
Female Employees	0	0	0	25	33
Total Employees	0	0	0	58	65
Avg Lifestyle Score				68.0	70.8
Employee Spouse or Other Summary					
Male Employee Spouse or Other	0	0	0	7	3
Female Employee Spouse or Other	0	0	0	15	8
Total Employee Spouse or Other	0	0	0	22	11
Avg Lifestyle Score					
Age Summary					
Males 18-29	0	0	0	1	2
Females 18-29	0	0	0	1	2
Age 18-29 Total Participants	0	0	0	2	4
Avg Lifestyle Score					
Males 30-39	0	0	0	5	6
Females 30-39	0	0	0	5	9
Age 30-39 Total Participants	0	0	0	10	15
Avg Lifestyle Score					
Males 40-49	0	0	0	15	10
Females 40-49	0	0	0	9	9
Age 40-49 Total Participants	0	0	0	24	19
Avg Lifestyle Score					
Males 50+	0	0	0	19	17
Females 50+	0	0	0	25	21
Age 50+ Total Participants	0	0	0	44	38
Avg Lifestyle Score				66.8	71.3

* Due to an incomplete questionnaire.

BIOMETRICS

Tobacco Use

Tobacco Use:

Cigarette smoking is the single most preventable cause of disease and death in the United States. Smoking results in more deaths each year in the United States than AIDS, alcohol, cocaine, heroin, homicide, suicide, motor vehicle crashes, and fires- combined.

The cost to employers of employees who use tobacco is not a simple number; many factors and variables need to be considered. However, the CDC estimates each employee that smokes costs your company \$3,391 per year, including \$1,760 in lost productivity and \$1,623 in excess medical expenses.

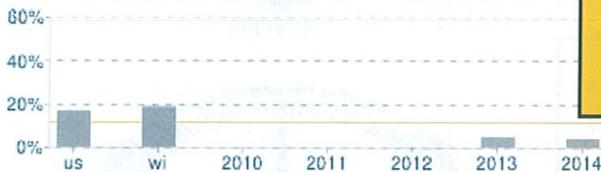


TIPS:

- Create a smoke-free workplace.
- Offer smoking-cessation classes.
- Include tobacco-cessation products in your benefit design or plan.



Tobacco Users



GOALS: ≤ 12% based on Healthy People 2020 report

Tobacco Use		2010	2011	2012	2013	2014
Low Risk (Non-Tobacco User or quit > 5 years ago)	# of Participants	0	0	0	85	71
	% of Participants				92.4%	93.4%
Increased Risk (Quit > 6 months ago but < 5 years ago)	# of Participants	0	0	0	2	2
	% of Participants				2.2%	2.6%
High Risk (Current Tobacco User or quit < 6 months ago)	# of Participants	0	0	0	5	3
	% of Participants				5.4%	3.9%
Total Participants		0	0	0	92	76
Average Points (out of 30)					28.4	29.6

Second-Hand Smoke:	2010	2011	2012	2013	2014
Exposure to second-hand smoke on a regular basis carries the same health risk as smoking or using tobacco products.	0	0	0	6	1
% of Participants Exposed to Second-Hand Smoke				6.5%	1.3%

? Are your employees ready to...		Yes, Thinking about it.	Yes, I'm ready.	Yes, I Started.	Already in a Healthy Habit.	Not Interested
Avoid Using Tobacco?	# of Participants	0	1	2	65	0
	% of Participants	0.0%	1.3%	2.6%	85.5%	0.0%

i Your employees want to learn more about...

0.0% Stop Using Tobacco.

BIOMETRICS

Weight Management

Healthy Diet + Regular Physical Activity = Weight Management

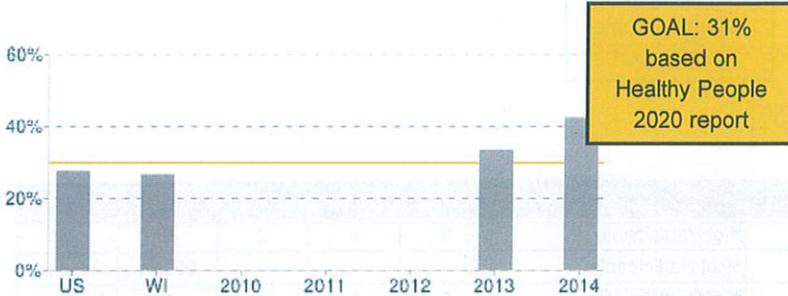
Aside from reducing tobacco use, combating obesity is the magic bullet to reducing healthcare costs and improving productivity, and ultimately overall health and quality of life. According to the CDC, a sustained 10% weight loss will reduce an overweight person's annual medical costs by \$2,200 - \$5,300 by lowering costs associated with hypertension, type 2 diabetes, heart disease, stroke, and high cholesterol.



TIPS:

- * Choose health plans that cover programs to help enrollees with weight management.
- * Provide an onsite weight management program.
- * Provide lunch-and-learn sessions.

Participants with BMI of 30.0 or Higher



Nutrition



Physical Activity

BMI with Risk Category		2010	2011	2012	2013	2014
Low Risk (BMI: 17.6-24.9)	# of Participants	0	0	0	25	21
	% of Participants				27%	28%
Increased Risk (BMI: 25.0-29.9)	# of Participants	0	0	0	36	23
	% of Participants				39%	30%
High Risk (BMI: 30.0 and Greater)	# of Participants	0	0	0	31	32
	% of Participants				34%	42%
Total Participants		0	0	0	92	76
Average Points (out of 25)					12.8	11.8

? Are your employees ready to...		Yes, Thinking about it.	Yes, I'm ready.	Yes, I Started.	Already in a Healthy Habit.	Not Interested.
		Lose weight or maintain a healthy weight?	# of Participants	13	18	22
	% of Participants	17%	24%	29%	29%	0%

i Your employees want to learn more about...
42% Weight Management for Life.

It is the American way to take a pill to "fix" our health. It is important to manage high blood pressure, cholesterol, and diabetes with medications, when necessary. The ultimate goal is to increase activity and improve nutrition, resulting in a decrease or complete elimination of the need for medications to treat these conditions. It is possible!

Participants with High Blood Pressure (140/90 or higher)

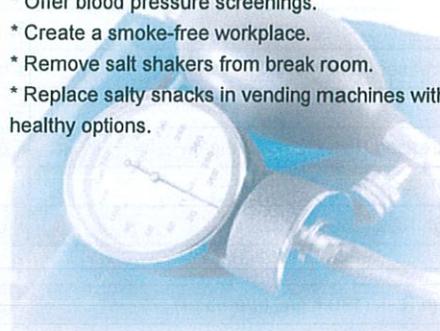


GOAL: ≤ 27%
based on
Healthy 2020
report



TIPS:

- * Offer blood pressure screenings.
- * Create a smoke-free workplace.
- * Remove salt shakers from break room.
- * Replace salty snacks in vending machines with healthy options.



Blood Pressure		2010	2011	2012	2013	2014
Low Risk (Less than 120/80)	# of Participants	0	0	0	37	57
	% of Participants				40.2%	75.0%
Increased Risk (120/139)/(80-90)	# of Participants	0	0	0	54	19
	% of Participants				58.7%	25.0%
High Risk (140-159)/(90-99)	# of Participants	0	0	0	1	0
	% of Participants				1.1%	0.0%
High Risk (160/100 or higher)	# of Participants	0	0	0	0	0
	% of Participants				0.0%	0.0%
Total Participants		0	0	0	92	76
Average Points (out of 15)					12.0	13.8

Self-Reported High Blood Pressure & Medication Use	2010	2011	2012	2013	2014
% with High Blood Pressure				12.0%	14.5%
% on Medication				12.0%	13.2%

LDL Cholesterol		2010	2011	2012	2013	2014
Low Risk (Less than 100 mg/dl)	# of Participants	0	0	0	42	28
	% of Participants				45.7%	36.8%
Increased Risk (100-129 mg/dl)	# of Participants	0	0	0	28	28
	% of Participants				30.4%	36.8%
Increased Risk (130-159 mg/dl)	# of Participants	0	0	0	20	14
	% of Participants				21.7%	18.4%
High Risk (160-189 mg/dl)	# of Participants	0	0	0	2	3
	% of Participants				2.2%	3.9%
High Risk (190 mg/dl or greater)	# of Participants	0	0	0	0	3
	% of Participants				0.0%	3.9%
Total Participants		0	0	0	92	76
Average Points (out of 7)		0.0	0.0	0.0	5.4	5.0

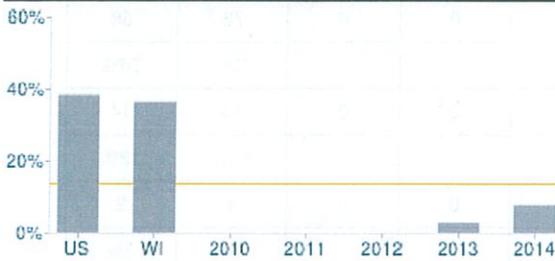
HDL Cholesterol		2010	2011	2012	2013	2014
Low Risk (60 mg/dl or greater)	# of Participants	0	0	0	30	26
	% of Participants				32.6%	34.2%
Increased Risk (50-59 mg/dl)	# of Participants	0	0	0	23	15
	% of Participants				25.0%	19.7%
Increased Risk (40-49 mg/dl)	# of Participants	0	0	0	30	21
	% of Participants				32.6%	27.6%
High Risk (Less than 40 mg/dl)	# of Participants	0	0	0	9	14
	% of Participants				9.8%	18.4%
Total Participants		0	0	0	92	76
Average Points (out of 5)		0.0	0.0	0.0	3.6	3.3

Triglycerides		2010	2011	2012	2013	2014
Low Risk (Less than 150 mg/dl)	# of Participants	0	0	0	68	56
	% of Participant				73.9%	73.7%
Increased Risk (150-199 mg/dl)	# of Participants	0	0	0	11	12
	% of Participant				12.0%	15.8%
Increased Risk (200-499 mg/dl)	# of Participants	0	0	0	13	8
	% of Participant				14.1%	10.5%
High Risk (500 mg/dl or greater)	# of Participants	0	0	0	0	0
	% of Participant				0.0%	0.0%
Total Participants		0	0	0	92	76
Average Points (out of 3)		0.0	0.0	0.0	2.6	2.6

BIOMETRICS

Blood Test Results.....

Participants with High Cholesterol (240 mg/dl or higher)



GOAL: 14% based on Healthy People 2020 report.



Total Cholesterol		2010	2011	2012	2013	2014
Low Risk (Less than 200)	# of Participants	0	0	0	58	42
	% of Participants				63%	55%
Increased Risk (200 - 239)	# of Participants	0	0	0	31	28
	% of Participants				34%	37%
High Risk (240 and Over)	# of Participants	0	0	0	3	6
	% of Participants				3%	8%
Total Participants		0	0	0	92	76

Self Reported High Cholesterol & Medication Use		2010	2011	2012	2013	2014
% with High Cholesterol					18%	17%
% on Medication					17%	16%

BIOMETRICS

Blood Test Results

Glucose		2010	2011	2012	2013	2014
Low Risk (Less than 100: Normal)	# of Participants	0	0	0	73	58
	% of Participants				79%	76%
Increased Risk (100 - 112: Pre-Diabetes)	# of Participants	0	0	0	13	14
	% of Participants				14%	18%
Increased Risk (113 - 125: Pre-Diabetes)	# of Participants	0	0	0	4	2
	% of Participants				4%	3%
High Risk (126 and Over: Non-Confirmed Diabetes)	# of Participants	0	0	0	2	2
	% of Participants				2%	3%
Total Participants		0	0	0	92	76
Average Points (out of 15)		0.0	0.0	0.0	13.5	13.4

Self Reported Diabetes & Medication Use		2010	2011	2012	2013	2014
% with Diabetes					3%	1%
% on Medication					3%	3%

Other Self Reported Conditions & Medication Use		2010	2011	2012	2013	2014
% with Allergies					21%	20%
% on Medication					23%	20%
% with Back Pain					18%	11%
% on Medication					4%	5%
% with Migraine Headaches					2%	7%
% on Medication					2%	5%



Your Employees want to learn more about...

13% Tips to reduce back pain.

5% How to reduce your medications through lifestyle choices.

BIOMETRICS



Biometric Scoring.....

Tobacco Use Classification	Blood Cotinine Level	Points
Low Risk	Negative	30.0
Increased Risk	Negative plus quit > 6 months	30.0
High Risk	Positive	0.0

*Please note, if your employer did not test for blood cotinine levels, your points are based on your response to the questionnaire.

BMI Classification		Values	Points
Low Risk	Underweight	17.6 - 18.49	25.0
Low Risk	Normal	18.5 - 24.99	25.0
Increased Risk	Very Underweight	Less than 17.6	20.0
Increased Risk	Overweight	25.0 - 25.99	20.0
Increased Risk	Overweight	26.0 - 26.99	17.0
Increased Risk	Overweight	27.0 - 27.99	14.0
Increased Risk	Overweight	28.0 - 28.99	11.0
Increased Risk	Overweight	29.0 - 29.99	8.0
High Risk	Obese	30.0 - 30.99	5.0
High Risk	Obese	31.0 - 31.99	4.0
High Risk	Obese	32.00 - 32.99	3.0
High Risk	Obese	33.00 - 33.99	2.0
High Risk	Obese	34.00 - 34.99	1.0
High Risk	Obese	35.00 - 39.99	-5.0
High Risk	Morbid Obesity	40.00 and above	-10.0

Body Fat % by Gender	Fitness Level
Women	Less than or equal to 25%
Men	Less than or equal to 20%

Please note: There are no points assigned to Body Fat %. However, if your Body Fat % meets the criteria for 'Fitness', then you will automatically receive the maximum points for BMI.

Blood Pressure Value		Classification (Systolic/Diastolic)	Points
Low Risk: Systolic	Normal	Less than 120 / Less than 80	15.0
Increased Risk: Systolic	Prehypertension	120 - 139 / 80 - 89	10.0
High Risk: Systolic	High Blood Pressure: Stage 1 (Non-confirmed)	140 - 159 / 90 - 99	5.0
High Risk: Systolic	High Blood Pressure: Stage 2 (Non-confirmed)	160 and Over / 100 and Over	0.0

Note: When systolic and diastolic blood pressure values fall into different categories, the higher risk category is used to classify the overall blood pressure risk.

LDL Classification	Values (mg/dL)	Points
Low Risk	Less than 100	7.0
Increased Risk	100 - 129	5.0
Increased Risk	130 - 159	3.0
High Risk	160 - 189	2.0
High Risk	190 and Over	0.0

HDL Classification	Values (mg/dL)	Points
Low Risk	60 and Over	5.0
Increased Risk	50 - 59	4.0
Increased Risk	40 - 49	3.0
High Risk	Less than 40	0.0

Triglycerides Classification	Values (mg/dL)	Points
Low Risk	Less than 150	3.0
Increased Risk	150 - 199	2.0
Increased Risk	200 - 499	1.0
High Risk	500 and Over	0.0

Glucose Classification	Values (mg/dL)	Points
Low Risk	Less than 100	15.0
Increased Risk	100 - 112	10.0
Increased Risk	113 - 125	5.0
High Risk	126 and Over	0.0

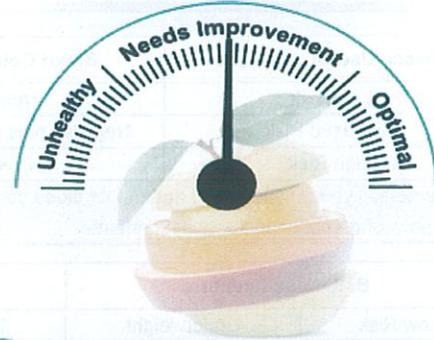
Total Cholesterol Classification	Values (mg/dL)
High Risk	240 and Over
Increased Risk	200 - 239
Low Risk	Less than 200

LIFESTYLE

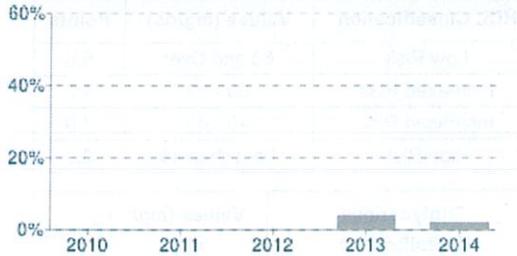
Nutrition

Optimal Nutrition is defined as:

- Eating 5 or more fruits and vegetables daily.
- Eating 6 or more servings of whole grains daily.
- Avoiding foods high in fat or eating at fast food restaurants.
- Eating one serving or less of red meat, pork or processed meats weekly.



Participants with Optimal Nutrition



TIPS:

- * Provide healthy snacks in vending machines, break rooms, and company events
- * Distribute nutrition information via company newsletter, intranet or company wellness bulletin board.
- * Provide financial reimbursement to employees who enroll in wellness programs.

Nutrition Rating			2010	2011	2012	2013	2014
Unhealthy (0-14 points)	# of Participants		0	0	0	18	17
	% of Participants		0.0%	0.0%	0.0%	22.5%	22.4%
Needs Improvement (15-24 points)	# of Participants		0	0	0	56	56
	% of Participants		0.0%	0.0%	0.0%	70.0%	73.7%
Optimal (25-30 points)	# of Participants		0	0	0	6	3
	% of Participants		0.0%	0.0%	0.0%	7.5%	3.9%
Total Participants			0	0	0	80	76
Average Points (out of 30)			0.0	0.0	0.0	17.9	18.1



Are your employees ready to...

Practice good eating habits

of Participants
% of Participants

Yes, Thinking about it. Yes, I'm ready. Yes, I Started. Already in a Healthy Habit. Not Interested.

8	16	30	21	1
11%	21%	39%	28%	1%



Your employees want to learn more about...

21.1% How to Reduce Risk from Disease with Nutrition.

LIFESTYLE

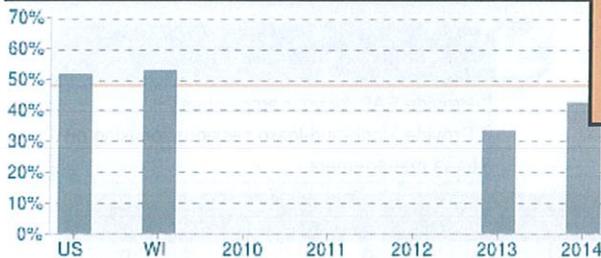
Physical Activity

Optimal Physical Activity is defined as:

- 30 minutes of moderately intense physical activity 5 or more days per week. OR
- 20 minutes of vigorously intense physical activity 3 or more days per week.
- AND
- Strength-training exercises 2 or more days per week.



Participants with Optimal Physical Activity



GOAL: ≥ 48% based on Healthy People 2020 report



TIPS:

- * Provide financial reimbursement to employees that utilize a fitness center.
- * Allow flexible work schedules so employees can take time to exercise.
- * Create accessible walking trails and bike routes.

Physical Activity Rating			2010	2011	2012	2013	2014
Unhealthy (0-14 points)	# of Participants		0	0	0	32	24
	% of Participants		0.0%	0.0%	0.0%	40.0%	31.6%
Needs Improvement (15-24 points)	# of Participants		0	0	0	21	20
	% of Participants		0.0%	0.0%	0.0%	26.3%	26.3%
Optimal (25-30 points)	# of Participants		0	0	0	27	32
	% of Participants		0.0%	0.0%	0.0%	33.8%	42.1%
Total Participants			0	0	0	80	76
Average Points (out of 30)			0.0	0.0	0.0	16.9	19.1

?		Are your employees ready to...	Yes, Thinking about it.	Yes, I'm ready.	Yes, I Started.	Already in a Healthy Habit.	Not Interested.
Be Physically Active?	# of Participants		12	12	29	22	1
	% of Participants		16%	16%	38%	29%	1%

i		Your employees want to learn more about...
		47% Increasing Energy.
		32% Making Physical Activity Work for Me.

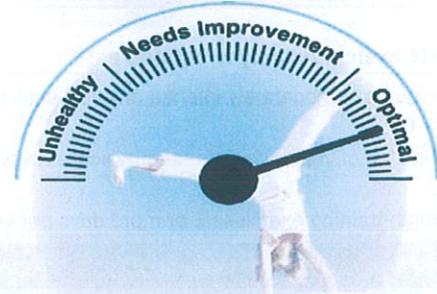
LIFESTYLE

Stress and Depression

The Impact of Lifestyle on Stress Levels:

Lifestyle choices can impact our capacity to handle the stressors we face in our lives - be they stressors originating away from or at work - and are therefore important factors in the management of stress.

The Healthy People 2020 Report states that on average, businesses spend \$7,500 annually per employee due to stress and stress related conditions.



TIPS:

- * Provide EAP for your employees.
- * Provide lunch-and-learn sessions focusing on stress management.

Stress and Depression Rating			2010	2011	2012	2013	2014
Unhealthy (0-9 points)	# of Participants		0	0	0	2	0
	% of Participants		0.0%	0.0%	0.0%	2.5%	0.0%
Needs Improvement (10-17 points)	# of Participants		0	0	0	18	18
	% of Participants		0.0%	0.0%	0.0%	22.5%	23.7%
Optimal (18-24 points)	# of Participants		0	0	0	60	58
	% of Participants		0.0%	0.0%	0.0%	75.0%	76.3%
Total Participants			0	0	0	80	76
Average Points (out of 30)			0.0	0.0	0.0	19.4	19.6

Affects of Stress:		2010	2011	2012	2013	2014
How much has stress affected your ability to function in these areas of your life?						
Work (# of Participants)	None	0	0	0	34	28
	A Little	0	0	0	32	38
	Some	0	0	0	9	7
	A Lot	0	0	0	5	3
Home (# of Participants)	None	0	0	0	32	30
	A Little	0	0	0	31	32
	Some	0	0	0	12	11
	A Lot	0	0	0	5	3

?		Yes, Thinking about it.	Yes, I'm ready.	Yes, I Started.	Already in a Healthy Habit.	Not Interested.
Handle Stress Well?	# of Participants	3	15	19	36	3
	% of Participants	4%	20%	25%	47%	4%

i Your employees want to learn more about...

33% How to Manage Stress.

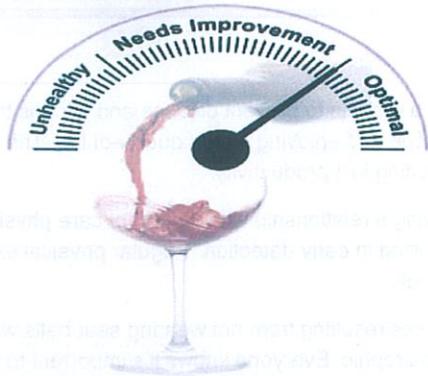
LIFESTYLE

Alcohol Consumption

The Connection between Stress and Alcohol Consumption

Research and population surveys have shown that stressed people drink more alcohol, smoke more, and eat less nutritious foods than non-stressed individuals. Many people report drinking alcohol in response to various types of stress, and the amount of drinking in response to stress is related to the severity of the life stressors and the individuals' lack of social support networks.

*Binge Drinking is defined as consuming 5 or more drinks at one occasion.



TIPS:

- * Provide EAP for your employees.
- * Provide drug and alcohol education to supervisors to counteract "enabling" behaviors.
- * Establish worksite alcohol and drug policies.

Binge Drinking Rating			2010	2011	2012	2013	2014
Unhealthy	(0-2 points)	# of Participants	0	0	0	3	2
		% of Participants	0.0%	0.0%	0.0%	3.8%	2.6%
Needs Improvement	(3-7 points)	# of Participants	0	0	0	6	10
		% of Participants	0.0%	0.0%	0.0%	7.5%	13.2%
Optimal	(8 points)	# of Participants	0	0	0	71	64
		% of Participants	0.0%	0.0%	0.0%	88.8%	84.2%
Total Participants			0	0	0	80	76
Average Points (out of 8)			0.0	0.0	0.0	7.5	7.3

Daily Drinking Rating			2010	2011	2012	2013	2014
Unhealthy	(0-2 points)	# of Participants	0	0	0	1	3
		% of Participants	0.0%	0.0%	0.0%	1.3%	3.9%
Needs Improvement	(3-7 points)	# of Participants	0	0	0	3	3
		% of Participants	0.0%	0.0%	0.0%	3.8%	3.9%
Optimal	(8 points)	# of Participants	0	0	0	76	70
		% of Participants	0.0%	0.0%	0.0%	95.0%	92.1%
Total Participants			0	0	0	80	76
Average Points (out of 8)			0.0	0.0	0.0	7.8	7.6



Are your employees ready to...

		Yes, Thinking about it.	Yes, I'm ready.	Yes, I Started.	Already in a Healthy Habit.	Not Interested.
Avoid Alcohol or Drink in Moderation?	# of Participants	4	3	4	60	5
	% of Participants	5%	4%	5%	79%	7%

Health Screenings & Safety.....

It is a win-win to prevent disease and injuries than to treat them after the fact. The individual wins because they are leading a healthy lifestyle and enjoying a high quality of life. The employer wins because they are not bearing the cost to medically treat that individual including lost productivity.

Having a relationship with a primary care physician or other provider helps to ensure that the appropriate health screening are done resulting in early detection. Regular physical examinations and dental cleanings are simple things everyone can do for himself or herself.

Injuries resulting from not wearing seat belts when in a vehicle or helmets when riding a bicycle or motorcycle are tragic and often catastrophic. Everyone knows it's important to follow safety precautions, but sometimes we all need reminding.

Do you have a primary care provider (physician), nurse practitioner, or physician assistant?	2010	2011	2012	2013	2014
No	0	0	0	1	2
Yes	0	0	0	79	74
Have you seen your physician, nurse practitioner, or physician assistant for any reason in the last 2 years?					
No	0	0	0	5	7
Yes	0	0	0	75	69
How often do you wear a helmet when riding a bike?					
Occasionally (11% - 50%)	0	0	0	2	7
Rarely (1% - 10%)	0	0	0	24	20
I don't ride a bike.	0	0	0	30	24
Frequently (51% - 99%)	0	0	0	10	9
Always (100%)	0	0	0	14	16
How often are you wearing your safety belt when either driving or riding in a vehicle?					
Occasionally (11% - 50%)	0	0	0	4	1
Rarely (1% - 10%)	0	0	0	2	1
Frequently (51% - 99%)	0	0	0	5	11
Always (100%)	0	0	0	69	63



References

www.healthypeople.gov

Clinical goals are derived from the Healthy People 2020 Report - Leading Health Indicators.

www.cdc.gov/BRFSS

Data for US and Adults is from the National Center for Chronic Disease Prevention and Health Promotion as of 2007: The Behavioral Risk Factor Surveillance System (BRFSS) is the worlds largest, on-going health survey system, tracking conditions and risk behaviors in the United States since 1984.