Statement of Support: The 2013 Nebraska Worksite Wellness Survey Report was supported by Cooperative Agreement Number 5U58DP001473-05 REVISED from the U.S. Centers for Disease Control and Prevention (CDC) as part of a grant from the National Center for Chronic Disease Prevention and Health Promotion. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the CDC.

Citation: Casanave, L., Coyle, B., DeVries, D., Ma, J., Rettig. B. Nebraska Department of Health and Human Services, Division of Public Health, Health Promotion Unit. 2013 Nebraska Worksite Wellness Survey Report. December 2014.
2013 NEBRASKA WORKSITE WELLNESS SURVEY REPORT

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# TABLE OF CONTENTS

- **Executive Summary** .......................................................... 1  
- **Introduction** ................................................................. 4  
- **Methods** ........................................................................ 5  
- **Results**  
  - Characteristics of Worksites .................................................. 7  
  - Worksite Wellness ................................................................. 8  
  - Health Issues that Negatively Impact Business ....................... 9  
  - Employee Education, Motivation and Support ....................... 10  
  - Health Insurance Coverage for Employees .......................... 11  
  - Screenings and Health Assessments at the Worksite ............. 12  
  - Tobacco and the Worksite .................................................... 14  
  - Worksite Nutrition .............................................................. 16  
  - Support for Lactating Mothers ............................................. 18  
  - Worksite Physical Activity .................................................. 19  
  - Employee Safety ............................................................... 21  
- **APPENDIX A: Nebraska Worksite Wellness Survey** .............. 22  
- **APPENDIX B: Requesting Data** ........................................ 31  
- **APPENDIX C: Differences among Small, Medium and Large Worksites** ....... 32  
- **APPENDIX D: Additional Tables and Figures** .................... 33
EXECUTIVE SUMMARY

An increase in chronic health conditions among employees can have a profound impact on the productivity and profitability of a business. However, measures that promote healthy employees can help reduce health care costs, increase productivity and decrease absenteeism, and ultimately contribute to the growth of their industry. The promotion of healthy lifestyles among employees can be achieved through implementation of policy and environmental interventions, such as improving access to healthy foods and physical activity opportunities, providing a tobacco-free environment, promoting employee safety, and providing programs such as health screenings/assessments, health insurance and educational opportunities for employees.

Although many businesses promote employee wellness, many businesses lack a comprehensive worksite wellness program. Worksites remain one of the major areas where health promotion and disease prevention interventions can achieve widespread impact.

The Nebraska Worksite Wellness Survey was conducted in 2010 to provide information on worksite wellness policies and practices being implemented in businesses across the state. A follow-up survey was sent out in 2013 to determine current worksite wellness policies and practices and also determine what changes have occurred since 2010. This information will help to identify areas of need related to developing a comprehensive worksite wellness program for Nebraska businesses. A total of 582 small businesses, 510 medium businesses and 260 large businesses participated in the 2013 survey, with a total response rate of 42.1%. Respondents represent a wide variety of sectors across the state.

Measures that promote healthy employees can help reduce health care costs, increase productivity and decrease absenteeism, and ultimately contribute to the growth of their industry.
Highlights from the report include:

- Twenty percent (20%) of worksites had a health promotion or wellness committee and a coordinator that was responsible for employee health promotion or wellness.
- Among health issues which employers noted as having a negative impact on the worksite, stress was listed as the top issue, affecting more than half of the worksites. The next two commonly reported issues were obesity and lack of physical activity/exercise/fitness among employees.
- Almost seventy-five percent (75%) of worksites reported in 2013 that they provided health insurance for employees and of those, more than seventy-five percent had a plan that covered general health and physical screening every year at low or no cost to the employee.
- Blood pressure checks were the most common type of screening and health assessment offered to employees in 2013 and fourteen percent (14%) of worksites had permanent on-site access for an employee to check their blood pressure.
- In 2013, slightly more than a quarter of worksites (27%) had adopted a smoke-free policy for their entire worksite campus. Among worksites which do not have an entirely smoke-free campus, seventy-one percent (71%) had restricted smoking allowing it only in certain places and just over half prohibited it within a certain distance from the entrance of the building.
- Less than twenty percent of worksites had policies or guidelines that encourage healthful food options to be served at staff meetings or company-sponsored events (19% and 17%, respectively).
- Thirty-nine percent (39%) of worksites provided a private, secure lactation room on-site that is not a bathroom and eighteen percent (18%) of worksites had a written policy supporting breastfeeding.
- Almost fifteen percent (15%) of worksites have one or more designated walking routes, though only three percent (3%) utilized signage to promote the use of walking routes.
- Fifty percent (50%) of worksites had a policy that prohibited talking on cellular phones while driving a vehicle on duty, an increase from forty-two percent (42%) in 2010.

Although businesses are to be commended for taking steps to improve employee wellness, results from the Nebraska Worksite Wellness Survey demonstrate that there is room for improvement in terms of establishing policies and programs supportive of employee health in Nebraska. Together, worksites and public health professionals can strive to establish a culture of wellness that benefits all Nebraska employees.
INTRODUCTION

Chronic health conditions, such as cardiovascular disease, cancer, diabetes, and disabilities due to injury can have a significant impact on the performance outcomes of a business, and ultimately, the whole economy. They account for an increasing share of healthcare costs and have an even greater negative impact on productivity due to absenteeism. The majority of adults spend more time during the day at work than anywhere else, thus, worksites can provide substantial opportunities for addressing health behaviors such as nutrition, physical activity, tobacco use, blood pressure control and health screenings.

This report presents the results of the Nebraska Worsite Wellness Survey, which was administered by mail to a random sample of businesses in Nebraska in 2013; an earlier version was conducted in late 2010 early 2011. The survey was conducted to provide information on current worksite wellness policies and practices being implemented in businesses across the state. The information from the first survey was also used to guide the development of the Nebraska Worksite Wellness Toolkit for Nebraska businesses; results from the more recent version will be used to help to evaluate its effectiveness. The toolkit was designed to help businesses improve employee wellness by providing training and resources for implementing health-enhancing policies and environmental changes at their worksite.

For the purpose of this survey, a “worksite” is defined as the combination of an employer (including its wellness policies, programs, etc.) with its specific physical location. “Worksite wellness” (also referred to as “worksite health promotion”) refers to efforts by employers to maximize the physical, emotional, spiritual, intellectual, occupational, and/or social health and well-being of their employees at their place of business.

“Offered wellness programs” include all such efforts that are available through the worksite, whether they are provided free or for a fee.

The Nebraska Worksite Wellness Toolkit is a new online resource for Nebraska businesses wanting to implement employee wellness programs. It was developed by the Nebraska DHHS in partnership with three wellness councils (WorkWell, WELLCOM, and Panhandle Worksite Wellness Council), local health departments, employers and wellness champions. The toolkit is free and takes a step-by-step approach to help employers start or expand wellness programs for their employees. Included in the toolkit are how-to guides, case studies, wellness policies and surveys. The toolkit is on the Nebraska DHHS website at www.worksitewellness.ne.gov.
METHODS

The 2013 Nebraska Worksite Wellness Survey is a follow-up to a previous survey that was conducted in 2010-2011.2

Questionnaire Design

The questionnaire was designed by Nebraska Department of Health and Human Services (NDHHS) in consultation with the Bureau of Sociological Research (BOSR), using the survey questionnaires utilized by NDHHS for its 2010 worksite wellness surveys as templates. Small changes to the content of the survey were made to better serve current data needs; however, changes were kept to a minimum to allow for comparisons to data collected on the previous worksite wellness surveys.

Data Collection

The sample frame for this survey was generated from a list provided by the Nebraska Department of Labor, which included all businesses in the state with 10 or more employees in the third quarter of 2013. The total number of business of all sizes included in the sample was 3,523.

All businesses in the sample (3,523) were mailed a survey (Appendix A), along with a cover letter and postage-paid return envelope. In order to increase the response rate, non-responders were mailed a reminder postcard eight days later. Telephone interviewers called the remaining incompletes to determine the appropriate person at each business (2,212 businesses) and sent out a second survey to those individuals.

A total of 1,352 businesses completed a survey. The overall response rate for the survey, after adjustment for known ineligibles and undeliverable returns, was 42.1 percent.

Data Weights

The survey data have been weighted to account for differences between the overall population (i.e., the sample frame provided by the Department of Labor) and the worksites that participated in the survey. As can be seen in Table 1, a higher proportion of surveys was completed by large businesses (19.2%) than the proportion contained in the sample frame database (3.3%). Similarly, the proportion of small businesses (81.2%) in the sampling frame is much larger than the proportion of small businesses that completed the survey (43.0%). While some of the differences in proportion between the population and the completed surveys may be attributed to a difference in response rates by business size, many of the differences can be attributed to a stratified sample design, which included all large business in the sampling frame and only a small, random selection of the small and medium size businesses (i.e., the sample was not stratified proportionally).

4 Any questions regarding the survey methods can be directed to the Bureau of Sociological Research (BOSR) at the University of Nebraska – Lincoln by calling (402) 472-3672 or email bosr@unl.edu.
Weighting is a statistical procedure that compensates for these differences to make results of the survey more generalizable to the overall group being examined. It may be helpful to keep in mind that when using weighted data it is best to look at proportions (percentages) rather than the number of cases reported because the weights adjust the raw numbers. Weighting adjusts the number of responses to a survey question in order to create the representative proportion based on the population. In other words, the actual number of responses is adjusted in order to make the percentage more closely resemble the population.

Data Analysis

SAS software (version 9.3) was used to manage the survey database and to generate the descriptive statistics (number and percentage of responses, weighted and unweighted) for each survey question. A total of 1,352 businesses completed a survey. The overall response rate for the survey, after adjustment for known ineligibles and undeliverable returns, was 42.1 percent.

<table>
<thead>
<tr>
<th>Business Size</th>
<th>Completed Surveys</th>
<th>Sample Frame (population)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
</tr>
<tr>
<td>Small (10 to 49 employees)</td>
<td>582</td>
<td>43.0%</td>
</tr>
<tr>
<td>Medium (50 to 199 employees)</td>
<td>510</td>
<td>37.7%</td>
</tr>
<tr>
<td>Large (more than 200 employees)</td>
<td>260</td>
<td>19.2%</td>
</tr>
<tr>
<td>Total Surveys Completed</td>
<td>1,352</td>
<td>100%</td>
</tr>
</tbody>
</table>
CHARACTERISTICS OF WORKSITES

Surveys were completed by worksites from a variety of business sectors across the state. The largest sector represented was health care (20% of the sample), followed by manufacturing (11%), education (11%), and retail trade (10%).

Among the 1,352 worksites that completed the survey:

- Forty-three percent (43%) were small businesses (10-49 employees).
- Thirty-eight percent (38%) were medium businesses (50-199 employees).
- Nineteen percent (19%) were large businesses (200 or more employees).

The demographics of the worksites that participated in this survey were:

- Slightly more than one in three worksites (36%) were a subsidiary or branch of a large company.
- A little less than half of worksites (47%) were located in more than one building.
- Among all three sizes of businesses the most likely respondents were human resource representatives.

Other characteristics of businesses interviewed:

- Forty percent (40%) of small and medium businesses responded that they had at least 2/3 of their employee workforce made up of women.
- Small businesses had the highest percentage of part time employees and under the age of 40 years old (17% and 21%, respectively).
WORKSITE WELLNESS

Twenty percent (20%) of worksites had a health promotion or wellness committee and a coordinator that was responsible for employee health promotion or wellness.\(^3\)

Significant changes from 2010 to 2013:\(^4\)

- Having a health promotion or health wellness committee increased by four percent (4%).
- Having a coordinator responsible for employee health promotion or wellness increased by four percent (4%).
- Having a stated mission or goal for the company regarding the improvement of the health status of employees (increased by 2%).

**Figure 1:** Percentage of worksites that indicated the following as barriers to implementing worksite wellness programs

<table>
<thead>
<tr>
<th>Reason</th>
<th>2013 (%)</th>
<th>2010 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time constraints*</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>Worksite/company cost</td>
<td>50%</td>
<td>49%</td>
</tr>
<tr>
<td>Staff to organize worksite wellness*</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>Lack of employee interest</td>
<td>43%</td>
<td>42%</td>
</tr>
<tr>
<td>Lack of participation by high-risk employees</td>
<td>36%</td>
<td>33%</td>
</tr>
<tr>
<td>Lack of management support†</td>
<td>22%</td>
<td>23%</td>
</tr>
</tbody>
</table>

* question not asked 2010
† significant (P value < .05) difference between years

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**Nebraska Worksite Wellness Toolkit**

A new online resource for Nebraska businesses wanting to implement employee wellness programs.

The toolkit is free and takes a step-by-step approach to help employers start or expand wellness programs for their employees. Included in the toolkit are how-to guides, case studies, wellness policies and surveys.

[www.worksitewellness.ne.gov](http://www.worksitewellness.ne.gov)

**Worksite Councils for Nebraska Businesses:**

- Wellness Council of the Midlands (WELLCOM): [http://elevatingwellness.org](http://elevatingwellness.org)
- WorkWell: [https://workwellwellness.org](https://workwellwellness.org)
- Panhandle Worksite Wellness Council: [https://panhandleworksitewellnesscouncil.wildapricot.org/](https://panhandleworksitewellnesscouncil.wildapricot.org/)
HEALTH ISSUES THAT NEGATIVELY IMPACT BUSINESS

› Stress was the health issue most often identified by employers as having a negative impact on their business (60% of employers).
  • Stress was the third most likely “issue” or “factor” to be identified as ‘very severely’ impacting the worksite.

› Obesity and lack of physical activity are the second and third most frequently cited health issues that impact the worksite (Figure 2).

› Alcohol and other drug habits and injuries at the workplace were most likely to be selected as ‘very severely’ impacting the employee’s worksite.

Figure 2: Percentage of worksites that indicated the following employee health issues had a negative impact on their business
EMPLOYEE EDUCATION, MOTIVATION AND SUPPORT

- Fifty-four percent (54%) of all worksites offered at least one employee health or wellness program, support group, counseling sessions or contests.

- Injury prevention and CPR/Basic Life Support training were the most common health or wellness programs, support groups, counseling sessions or contests offered by worksites in the past 12 months.
  - Injury prevention was offered by thirty-five percent (35%) of worksites.
  - CPR/Basic Life support Training was offered by thirty-three percent (33%) of worksites.

- Healthy Eating or Nutrition, Physical Activity or Exercise and stress management saw the largest increases from 2010 to 2013.
  - Healthy Eating/Nutrition went from twenty to twenty-seven percent (20% to 27%) of worksites offered.
  - Physical Activity/Exercise went from twenty-one to twenty-seven percent (21% to 27%) of worksites offered.
  - Stress Management went from fifteen to twenty percent (15% to 20%) of worksites offered.
Almost seventy-five percent (75%) of worksites reported in 2013 that they provided health insurance for employees (similar to 2010 data).

Of those worksites that provided insurance, more than three in four had a plan that covers a general health physical/screening every year at low or no cost to the employee.

About half of worksites provided low- or no-cost coverage for cholesterol tests and medications for the control of high blood pressure and high blood cholesterol.

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**Figure 3: Percentage of worksites that offered the following health insurance options**

<table>
<thead>
<tr>
<th>Health Insurance Option</th>
<th>No Cost to Employee</th>
<th>Low Cost to Employee</th>
<th>Standard Cost to Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan covers general health physicals/screenings on an annual basis</td>
<td>52%</td>
<td>26%</td>
<td>15%</td>
</tr>
<tr>
<td>Plan covers payment for medications that help to control high blood pressure</td>
<td>11%</td>
<td>36%</td>
<td>34%</td>
</tr>
<tr>
<td>Plan covers payment for medications that help to control high cholesterol</td>
<td>11%</td>
<td>36%</td>
<td>34%</td>
</tr>
<tr>
<td>Provides health insurance for diabetes medications and supplies for diabetes management</td>
<td>10%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>Plan covers the cost of cholesterol testing</td>
<td>26%</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>Plan covers disease management for employees diagnosed with heart disease, stroke, or other chronic diseases</td>
<td>23%</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td>Plan covers pharmaco-therapies (e.g. Welbutrine, Zyban, Nicotine patches/gum, chantix) as aids in smoking cessation</td>
<td>13%</td>
<td>20%</td>
<td>16%</td>
</tr>
<tr>
<td>Plan covers visits with a lactation consultation and breast pumps</td>
<td>10%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>Plan covers visits with a Registered Dietitian</td>
<td>4%</td>
<td>10%</td>
<td>13%</td>
</tr>
</tbody>
</table>

---

1. The Patient Protection and Affordable Care Act (ACA) was signed into law March 2010. Due to the timing of delivering the survey and because many components of ACA were not developed, DHHS chose not to ask any questions regarding ACA.
SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE

- Blood pressure checks were the most common type of screening and health assessment offered to employees in 2013 (Figure 4).
- Between ten to fifteen percent (10 - 15%) of worksites reported that they had offered periodic health or physical exams, blood tests to measure blood sugar, cholesterol screening, or healthy body weight screening.

Figure 4: Percent of worksites that offered employees the following health services or screenings in the past year

<table>
<thead>
<tr>
<th>Health Service</th>
<th>2013</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Pressure Checks</td>
<td>21%</td>
<td>20%</td>
</tr>
<tr>
<td>Blood Test to Measure Blood Sugar†</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>Cholesterol Screening†</td>
<td>13%</td>
<td>15%</td>
</tr>
<tr>
<td>Periodic Health or Physical Exams†</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>Body Fat or Healthy Body Weight Screening</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Diet/ Nutrition Evaluation</td>
<td>7%</td>
<td>6%</td>
</tr>
<tr>
<td>Physical Fitness Tests</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Cancer Screening (Skin, Breast, Cervical, Colorectal)</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

CANCER SCREENING

Resources

CEO Cancer Gold Standard Website

Woman to Woman – Increase breast and cervical cancer screening in the workplace:
http://rtips.cancer.gov/rtips/programDetails.do?programId=282964

Project SUNWISE – Promoting sun safety:
http://rtips.cancer.gov/rtips/programDetails.do?programId=33055
Blood pressure control

- Fourteen percent (14%) of worksites had permanent on-site access for an employee to check their blood pressure.
- Only six percent (6%) of worksites provide one-on-one counseling with clinical referral and follow-up for those employees who have high blood pressure or pre-hypertension.

Resources

The American Heart Association High Blood Pressure website:
http://www.heart.org/HEARTORG/Conditions/HighBloodPressure/High-Blood-Pressure-or-Hypertension_UCM_002020_SubHomePage.jsp

The Community Guide is also a valuable resource when designing and implementing certain employee wellness policies and interventions, and can be used as a resource to construct and select health benefit plans for clinical and preventive services.

The National Business Group for Health’s A Purchaser’s Guide to Clinical Preventive Services: Moving Science into Coverage provides benefits package language for clinical screening plus six counseling, treatment, and monitoring sessions per calendar year for employees with diagnosed high blood pressure.

Diabetes

- Worksite programs designed to prevent and control diabetes are relatively rare – only five percent (5%) of worksites offered pre-diabetes and diabetes self-assessments and feedback, counseling and follow-up monitoring for employees who have abnormal blood sugar levels, or diabetes self-management programs.

Resources

For more information on an ongoing series of classes designed to teach and counsel participants on how to make healthy choices to manage their diabetes, please visit the following websites:

- Diabetes Self-Management Programs (DSME)
  American Diabetes Association Recognized Programs
  http://professional.diabetes.org/ERP_List.aspx

- American Association of Diabetes Educators Accredited Programs
  http://www.diabeteseducator.org/ProfessionalResources/accred/Programs.html

- Recognized Diabetes Prevention Programs (DPP)
  http://www.cdc.gov/diabetes/prevention/recognition/states/Nebraska.htm

- National Diabetes Education Program – Diabetes at Work
  https://diabetesatwork.org
TOBACCO AND THE WORKSITE

- Implementation of policies restricting worksite smoking had significantly increased in 2013 compared to 2010.
- In 2013, slightly more than a quarter of worksites (27%) had adopted a smoke-free policy for their entire worksite campus.6
- Among worksites which do not have an entirely smoke-free campus, seventy-one percent (71%) had restricted smoking allowing it only in certain places and just over half prohibited it within a certain distance from the entrance of the building.7

Figure 5: Percent of Nebraska worksites with the following policies and practices in place related to employee tobacco use

<table>
<thead>
<tr>
<th>Policy</th>
<th>2013 (%)</th>
<th>2010 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allows smoking outside only in certain places for non-SF campuses†</td>
<td>62%</td>
<td>71%</td>
</tr>
<tr>
<td>Has adopted a policy that prohibits smoking in all company or agency vehicles†</td>
<td>52%</td>
<td>45%</td>
</tr>
<tr>
<td>Prohibits smoking within a certain distance from the entrance for non-SF campuses†</td>
<td>28%</td>
<td>51%</td>
</tr>
<tr>
<td>Has adopted a policy that prohibits the use of chewing tobacco, snuff, snus, or dip in the workplace†</td>
<td>36%</td>
<td>49%</td>
</tr>
<tr>
<td>Has a policy that prohibits smoking in outdoor work areas†</td>
<td>33%</td>
<td>39%</td>
</tr>
<tr>
<td>Adopted a SF policy for the whole worksite campus</td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>Has adopted a policy that prohibits the use of electronic cigarettes in the workplace*</td>
<td>22%</td>
<td>24%</td>
</tr>
</tbody>
</table>

**SF: Abbreviation for smoke-free

Policy Restricting the Use of Other Tobacco Products in Worksites

- In 2013, almost half of worksites prohibited the use of smokeless tobacco products such as chewing tobacco, snuff, snus, or dip in the workplaces, up from thirty-six percent (36%) in 2010.8
- A new question was asked about restrictions on electronic cigarettes, and twenty-two percent (22%) of worksites reported they had a policy prohibiting electronic or e-cigarette use.9
Tobacco Cessation Program

- Around fifteen percent (15%) of worksites offered incentives to employees to quit smoking or offer cessation programs to help employees to quit using tobacco.\textsuperscript{10}
- Only seven percent (7%) of worksites offered free nicotine replacement therapy (NRT) to employees who used tobacco products to help quit.
- Among worksites offering employee health insurance, one in three (33%) had plans that cover NRT or pharmaco-therapies such Wellbutrin, Zyban, nicotine patches/gums, or Chantix.
  - Large businesses were more likely to have this option in their health insurance plans compared to small- and medium-sized businesses (Figure 9).\textsuperscript{11}

**Figure 6:** Percent of Nebraska worksites with health insurance covering NRT or pharmacotherapies at low cost by business size, 2013

![Bar chart showing percent of Nebraska worksites with health insurance covering NRT or pharmacotherapies at low cost by business size, 2013.]

- Small (10-49 employees): 32%
- Medium (50-199 employees): 33%
- Large (200+ employees): 55%

**Resources**

Visit TobaccoHurtsBusiness.ne.gov for helpful information on establishing tobacco-free policies for your business.

Encourage employees who use tobacco to quit.
Promote the Nebraska Tobacco Quitline as a free and confidential resource: 1-800-QUIT-NOW or QuitNow.ne.gov

Increase health insurance premiums for those who smoke or use other tobacco products and/or offer nicotine replacement therapies (gum, patches, etc.) as a health insurance benefit.
Almost eighty percent (80%) of worksites make kitchen equipment available for employee food storage and cooking.12

Only thirteen percent (13%) of worksites had policies encouraging healthful food/healthier alternatives in vending machines.13

Larger worksites are more likely to offer healthful or healthier food alternatives or beverages than smaller worksites. They are also more likely to have vending machines or cafeterias or snack shops on-site.14

Forty-one percent (41%) of participating worksites had vending machines.

Majority (87%) of the participating worksites did not have a cafeteria or snack shop. Only thirteen percent (13%) were able to answer the cafeteria/snack shop questions.

**Figure 7:** Percentage of worksites with the following food polices

<table>
<thead>
<tr>
<th>Policy</th>
<th>2013</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has policies or guidelines encouraging healthful food options to be served at staff meetings</td>
<td>19%</td>
<td>17%</td>
</tr>
<tr>
<td>Has policies or guidelines encouraging healthful food options to be served at company-sponsored events</td>
<td>17%</td>
<td>16%</td>
</tr>
<tr>
<td>Has policies that require healthy food preparation practices in the cafeteria/snack shop</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>Has policies or guidelines encouraging healthful food/healthier food alternatives in vending machines*</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Offers or promotes an on-site or nearby farmers’ market where fresh fruits and vegetables are sold*</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Has policies or guidelines limiting the sodium content for food and beverages served at company events or in worksite settings*</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>

* question not asked 2010

12 Appendix B, p. 1, Question 4f 
13 Appendix B, p. 1, Question 4c 
14 Appendix B, p.
Figure 8: Percentage of worksites with the following vending machine and cafeteria/snack shop food practices, 2013

- Offers healthful beverage options (100% juices, low-fat milk, or water) 93%
- Offers healthier food alternatives 77%
- Contacted vending companies or food distributors to request an increase in healthful food/beverage options 35%
- Posted signs to promote healthful food/beverage options 49%
- Places labels (e.g. low fat, reduced sodium) on or near healthful food/beverage options 14%
- Has intentionally priced healthful food/beverage options lower than other items 9%
- Snack Shop
- Vending Machine

Resources

National Alliance for Nutrition and Activity, Healthy Meeting Toolkit
Improving the Food Environment through Nutrition Standards:
http://cspinet.org/nutritionpolicy/Healthy-Meeting-Toolkit.pdf

Healthy Beverage Initiative: http://www.healthylincoln.org/initiatives/bevinit/rethinkyourdrink.html

Building Blocks for Success, A Guide for Developing Healthy Beverage Programs:
SUPPORT FOR LACTATING MOTHERS

- Thirty-nine percent (39%) of worksites provided a private, secure lactation room on-site that is not a bathroom.
  - An increase of fifteen percent (15%) since 2010.
- There has been considerable improvement in support for lactating mothers.
- A written policy supporting milk expression and/or written policy supporting breastfeeding has doubled since 2010.

**Figure 9:** Percent of Nebraska worksites with the following support for lactating mothers

<table>
<thead>
<tr>
<th>Support Provided</th>
<th>2013</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides refrigeration for breast milk†</td>
<td>51%</td>
<td>65%</td>
</tr>
<tr>
<td>Allows time in addition to normal breaks for lactating mothers to express breast milk during the workday†</td>
<td>32%</td>
<td>48%</td>
</tr>
<tr>
<td>Provides a private, secure lactation room on-site that is not a bathroom†</td>
<td>24%</td>
<td>39%</td>
</tr>
<tr>
<td>Has a written policy supporting breastfeeding†</td>
<td>18%</td>
<td>10%</td>
</tr>
<tr>
<td>Educates all staff to the breastfeeding support policy*</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Has a written policy supporting milk expression†</td>
<td>14%</td>
<td>7%</td>
</tr>
</tbody>
</table>

* question not asked 2010
† significant (P value < .05) difference between years

**Resources**

Nebraska Department of Labor, Breastfeeding Requirements in the Workplace:  

Workplace Support, United States Breastfeeding Committee:  
WORKSITE PHYSICAL ACTIVITY

- Twenty-five percent (25%) of worksites provided incentives to employees for engaging in physical activity (PA) or had policies supporting employee PA, which is a five percent (5%) improvement since 2010 (Figure 5).
- Seven percent (7%) of worksites have policies encouraging employees to commute to work by walking or biking.
- Only thirty-one percent (31%) have a bicycle infrastructure available and less than one in four (21%) of those sites have shower and changing areas to support these commuter practices.

Figure 10: Percent of Nebraska worksites with the following incentives and policies supporting physical activity among employees

<table>
<thead>
<tr>
<th>Policy Description</th>
<th>2013</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides incentives for engaging in physical activity†</td>
<td>23%</td>
<td>17%</td>
</tr>
<tr>
<td>Has policies allowing flextime for employees to participate in physical activity during work hours</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Has policies allowing time in addition to normal breaks for employees to participate in physical activity during the workday</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Has policies encouraging employees to commute to work by walking or biking†</td>
<td>7%</td>
<td>5%</td>
</tr>
</tbody>
</table>

* question not asked 2010
† significant (P value < .05) difference between years
Almost fifteen percent (15%) of worksites have one or more designated walking routes, though only three percent (3%) utilize signage to promote the use of walking routes.

**Figure 11:** Percent of Nebraska worksites with physical activity options to support physical activity among employees, 2013

<table>
<thead>
<tr>
<th>Physical Activity Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotes the walking route(s) to employees (among those that have walking routes)</td>
<td>54%</td>
</tr>
<tr>
<td>Has a bike rack or other parking for bicycles within two blocks of worksite</td>
<td>31%</td>
</tr>
<tr>
<td>Provides a shower and changing area for employees (among those that have walking routes)</td>
<td>21%</td>
</tr>
<tr>
<td>Posts signs to promote the use of the walking route(s) for employee use</td>
<td>19%</td>
</tr>
<tr>
<td>Has on-site exercise facilities that are open to employees outside of working hours</td>
<td>15%</td>
</tr>
<tr>
<td>Provides organized individual or group physical activity programs for employees (other than the use of an exercise facility)</td>
<td>14%</td>
</tr>
<tr>
<td>Has one or more designated walking route(s) for employees to use</td>
<td>13%</td>
</tr>
<tr>
<td>Has on-site exercise facilities that are open to employees during working hours</td>
<td>12%</td>
</tr>
</tbody>
</table>

**Resources**

EMPLOYEE SAFETY

- Sixty percent (60%) of worksites had a policy that requires employees to wear a seatbelt while driving or riding in a vehicle on company business.\textsuperscript{15}
- Fifty percent (50%) of worksites had a policy that prohibited talking on cellular phones while driving a vehicle on duty, an increase from forty-two percent (42%) in 2010.\textsuperscript{16}
- Fifty-four percent (54%) of worksites had a policy that prohibits texting on cellular phones while driving a vehicle on duty.\textsuperscript{17}

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{Figure12.png}
\caption{Percent of Nebraska worksites with policies concerning driving safety and injury, 2013}
\end{figure}

\textbf{Resources}

Safety at work:
\url{http://www.nsc.org/Pages/At-Work.aspx}

Safety on the road:
\url{http://www.nsc.org/Pages/nsc-on-the-road.aspx}

Safety at home:
\url{http://www.nsc.org/learn/safety-knowledge/Pages/safety-at-home.aspx}
APPENDIX A:
Nebraska Worksite Wellness Survey

The complete 2013 Nebraska Worksite Wellness Survey is included in this appendix. Worksites and public health professionals are welcome to use any or all survey questions for assessment of worksite policies and programs in their own communities.
We greatly appreciate your taking time to complete this survey! Your responses are important in helping the Nebraska Department of Health and Human Services (DHHS) Health Promotion, Chronic Disease Prevention and Management Unit design more effective public health prevention programs. Nebraska DHHS has contracted with the University of Nebraska’s Bureau of Sociological Research (BOSR) to conduct this survey.

1. Is your worksite a subsidiary or branch of a larger company?
   - Yes
   - Answer the survey questions thinking only about your location.
   - No

2. Is there more than one building that makes up your worksite?
   - Yes
   - Answer the survey questions thinking only about the building that you are in.
   - No

3. Are there other companies in the same building as your worksite?
   - Yes
   - Answer the appropriate questions (such as cafeteria, vending, stairways, etc.) thinking about the entire building.
   - No

4. Policies regarding food served
   - Our worksite:
     - Has policies or guidelines encouraging healthful food options (such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products) to be served at staff meetings.
     - Has policies or guidelines encouraging healthful food options (such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products) to be served at sponsored events.
     - Has policies or guidelines encouraging healthful food/healthier food alternatives (such as dried fruits, whole grain snacks or foods that are relatively lower in fat, calorie, sugar, or sodium content) in vending machines.
     - Has policies that require healthy food preparation practices in the cafeteria/snack shop (e.g. steaming, low fat/sodium substitutions, limited frying, etc.).
     - Has policies or guidelines limiting the sodium content for foods and beverages served at company events or in worksite settings (cafeteria, vending machines, snack shop).
     - Makes kitchen equipment (e.g. refrigerators, microwaves) available for employee food storage and cooking.
     - Offers or promotes an on-site or nearby farmers’ market where fresh fruits and vegetables are sold.

5. Vending machine food options
   - Our worksite:
     - Does your worksite have vending machines?
       - Yes
       - No
       - Go to Question 6
     - Offers healthier food alternatives (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in vending machines.
     - Offers healthful beverage options, such as 100% juices, low-fat milk, or water in vending machines.
     - Has contacted any of the vending companies to request an increase in healthful food/beverage options or healthier food alternatives in vending machines in the past 12 months.
     - Has posted signs to promote healthful food/beverage options or healthier food alternatives in vending machines in the past 12 months.
     - Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other items in the vending machines in the past 12 months.
     - Places labels (e.g. “low fat”, “reduced sodium”) on or near healthful food/beverage options or healthier food alternatives in vending machines.
6. Cafeteria/snack shop food options
   a. Does your worksite have cafeteria/snack shop?
      - Yes  [Go to Question 7]
      - No  [Go to Question 7]

   Our worksite:
   - Yes
   - No
   - Not Sure
   - N/A

   b. Sells **healthful food options**, such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products, in the cafeteria/snack shop.
   - Yes
   - No
   - Not Sure
   - N/A

   c. Offers **healthful beverage options**, such as 100% juices, low-fat milk, or water in the cafeteria/snack shop.
   - Yes
   - No
   - Not Sure
   - N/A

   d. Offers **healthier food alternatives** (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in the cafeteria/snack shop.
      - Has contacted any of the food distributors to request an increase in healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop in the past 12 months.
      - Yes
      - No
      - Not Sure
      - N/A

   e. Offers healthful beverage options or healthier food alternatives in the cafeteria/snack shop in the past 12 months.
   - Yes
   - No
   - Not Sure
   - N/A

   f. Has posted signs to promote healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop in the past 12 months.
   - Yes
   - No
   - Not Sure
   - N/A

   g. Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other foods in the cafeteria/snack shop in the past 12 months.
   - Yes
   - No
   - Not Sure
   - N/A

   h. Places labels (e.g. “low fat”, “reduced sodium”) on or near healthful food/beverage options or healthier food alternatives in cafeteria/snack shop.
   - Yes
   - No
   - Not Sure
   - N/A

   i. Provides options for smaller portion sizes in cafeteria/snack shop.
   - Yes
   - No
   - Not Sure
   - N/A

7. In your current position, do you have the ability to be involved in making healthy food choices available at your worksite (i.e. vending machines, cafeteria, snack shop, etc.)?
   - Yes  [Go to Question 8]
   - No

   7a. Why do you not have the ability to be involved in making healthy food choices available at your worksite?

8. Lactation programs, policies, and spaces
   Our worksite:
   - Yes
   - No
   - Not Sure
   - N/A

   a. Has a written policy supporting breastfeeding.
   - Yes
   - No
   - Not Sure
   - N/A

   b. Has a written policy supporting milk expression.
   - Yes
   - No
   - Not Sure
   - N/A

   c. Educates all staff to the breastfeeding support policy.
   - Yes
   - No
   - Not Sure
   - N/A

   d. Provides a private, secure lactation room on-site **that is not a bathroom**.
   - Yes
   - No
   - Not Sure
   - N/A

   e. Allows time in addition to normal breaks for lactating mothers to express breast milk during the workday.
   - Yes
   - No
   - Not Sure
   - N/A

   f. Provides refrigeration for breast milk.
   - Yes
   - No
   - Not Sure
   - N/A

   g. Provides referral information on lactation or lactation supports in the community (e.g. written materials or phone numbers) to employees.
   - Yes
   - No
   - Not Sure
   - N/A

Support for Lactating Mothers
## Worksite Physical Activity

### 9. Policies to support physical activity among employees

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has policies allowing flextime for employees to participate in physical activity during work hours.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Has policies allowing time in addition to normal breaks for employees to participate in physical activity during the workday.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Has policies encouraging employees to commute to work by walking or biking.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d. Has policies supporting employee physical fitness.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Provides incentives for engaging in physical activity.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

### 10. Physical activity options

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has on-site exercise facilities, such as a workout room or basketball court, that are open to employees during working hours.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Has on-site exercise facilities, such as a workout room or basketball court, that are open to employees outside of working hours.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Promotes the exercise facilities to employees (e.g. through signs, emails, etc.).</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d. Provides organized individual or group physical activity programs for employees (other than the use of an exercise facility).</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f. Provides a shower and changing area for employees.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>g. Has a bike rack or other parking for bicycles within 2 blocks of our worksite.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>h. Has one or more designated walking route(s) for employees to use.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>i. Promotes the walking route(s) to employees.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>j. Posts signs to promote the use of walking route(s) for employee use.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>k. Has one or more stairways.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>l. Posts signs to promote the use of stairs within our worksite.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>m. Regularly maintains and keeps the stairwells well-lit.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

## Employee Safety

### 11. Policies regarding driver safety

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has policies that require employees to wear seatbelts while driving a car or operating a moving vehicle while on company business.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Has policies that require employees to wear seatbelts while riding in a car or moving vehicle while on company business.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Has policies that require employees to refrain from talking on cellular phones while driving a car or operating a moving vehicle while on company business.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d. Has a policy/policies that require employees to refrain from texting on cellular phones while driving a car or operating a moving vehicle while on company business.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Promotes off-the-job safety for the employee and their family on topics such as fall prevention, car seat/seatbelt use and/or poisoning prevention.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f. Has a return to work program for injured employees.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>g. Has a worksite safety committee.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
## Tobacco and the Worksite

### 12. Tobacco Cessation Program

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has in the past 12 months, offered incentives to employees to quit tobacco use.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Has in the past 12 months, offered employees who use tobacco products, a quit tobacco program or any other help to quit tobacco.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Has in the past 12 months, offered free nicotine replacement therapy (NRT) to employees who use tobacco products to help quit.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 13. Worksite Tobacco Policies

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has adopted a policy that restricts smoking within a certain distance from the entrance of the building.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Allows smoking outside only in certain places.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Has a policy that prohibits smoking in outdoor work areas.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Has adopted a policy that prohibits smoking on the whole worksite campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Has adopted a policy that prohibits smoking in all company or agency vehicles.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Has adopted a policy that prohibits the use of chewing tobacco, snuff, snus, or dip in the workplace.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Has adopted a policy that prohibits the use of electronic tobacco products such as e-cigarette in the workplace.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Worksite wellness (also known as health promotion) refers to efforts be a worksite or organization to embrace the responsibility of maximizing the physical, emotional, spiritual, intellectual, occupational, and/or social health and wellbeing of their employees. “Offered” wellness programs include all wellness efforts that are available through the worksite whether they are free or for a fee.**

## Employee Education, Motivation and Support

### 14. During the past 12 months, has your worksite offered employees health or wellness programs, support groups, counseling sessions, or contests on the following topics:

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Breastfeeding/Lactation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Cancer Prevention and Treatment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Chronic Disease Self-Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. CPR/ Basic Life Support Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Diabetes or Pre-Diabetes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Healthy Eating or Nutrition</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Heart Disease</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. High Blood Pressure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Injury Prevention</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Physical Activity or Exercise</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Smoking Cessation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Stress Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Stroke</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. Weight Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Chronic disease self-management programs teach people skills and strategies to optimally manage their own health conditions and improve their quality of life.

15. Policies toward employee participation on chronic disease self-management classes

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Has policies allowing flextime for employees to participate in structured chronic disease self-management classes.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Has policies allowing paid time for employees to participate in structured chronic disease self-management classes.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

16. In the past 12 months, did your worksite offer the following health services or screenings to employees (but not as part of the employees’ health insurance or job entrance exam):

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Periodic Health or Physical Exams</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Blood Pressure Checks</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Blood Tests to Measure Blood Sugar</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d. Cholesterol Screening</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Physical Fitness Tests</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f. Diet/Nutrition Evaluation</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>g. Cancer Screening (Skin, Breast, Cervical, Colorectal)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>h. Body Fat or Healthy Body Weight Screening</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

17. Blood pressure control

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Provides one-on-one lifestyle counseling with clinical referral and follow-up provided for employees who were determined to have high blood pressure or pre-hypertension</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Has permanent on-site access for an employee to check their blood pressure</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

18. Diabetes assessment and management

<table>
<thead>
<tr>
<th>Our worksite:</th>
<th>Yes</th>
<th>No</th>
<th>Not Sure</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Provides a free or subsidized program that includes all of the following: pre-diabetes and diabetes risk factor self-assessments and feedback, followed by blood sugar screening and appropriate clinical referral.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Provides one-on-one or group lifestyle counseling and follow-up monitoring for employees who have abnormal blood sugar levels (pre-diabetes or diabetes).</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Provides free or subsidized self-management programs for diabetes control.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
19. Health insurance plan
   a. Does your worksite offer health insurance plans for employees?
      Yes  No  Go to Question 20
   
   Our worksite:
   b. Has a health insurance plan that covers general health physicals/screenings on an annual basis.
   c. Has a health insurance plan that covers disease management for employees who have been diagnosed with heart disease, stroke, or other chronic diseases. (For example, the insurance company will send these members educational materials, cover routine follow-up care, inform their physician of the member’s current health status, etc.).
   d. Has a health insurance plan that covers pharmaco-therapies (e.g. Welbutrine, Zyban, nicotine patches/gum, Chantix) as aids in smoking cessation.
   e. Has a health insurance plan that covers lactation consultant visits and breast pumps.
   f. Has a health insurance plan that covers the cost of cholesterol testing.
   g. Covers payment for medications that help to control high blood pressure.
   h. Covers payment for medications that help to control high cholesterol.
   i. Provides health insurance for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).
   j. Has a health insurance plan that covers visits with a Registered Dietitian.
   k. Covers payment for medications that help to control high blood pressure.
   l. Covers payment for medications that help to control high cholesterol.
   m. Provides health insurance for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).
   n. Has a health insurance plan that covers visits with a Registered Dietitian.
   o. Has a health insurance plan that covers lactation consultant visits and breast pumps.
   p. Has a health insurance plan that covers the cost of cholesterol testing.
   q. Covers payment for medications that help to control high blood pressure.
   r. Covers payment for medications that help to control high cholesterol.
   s. Provides health insurance for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).
   t. Has a health insurance plan that covers visits with a Registered Dietitian.

20. Policies supporting health promotion
   Our worksite:
   a. Has a health promotion or wellness committee.
   b. Has a coordinator that is responsible for employee health promotion or wellness.
   c. Has staff that are responsible for employee health promotion or wellness.
   d. Has included funding for health promotion or wellness in the budget in the past month.
   e. Has written objectives for employee wellness or health.
   f. Has a stated mission or goal for our company regarding the improvement of the health status of employees.
   g. Has senior management actively involved in wellness initiatives.
   h. Has provided a health risk assessment to employees during the past 12 months.
   i. Has collected data or feedback on employee interest in wellness program during the past 12 months.
   j. Has advertised the wellness program to employees during the past 12 months.
   k. Has implemented worksite wellness initiatives in the past 12 months.
   l. Has evaluated our wellness program during the past 12 months.
   m. Has implemented changes to our wellness program based on employee feedback.
20n. For approximately how many years has your worksite's wellness program been in operation? [ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]['][ ]
25. As of today, including management, approximately how many employees, either full or part time, are employed at your worksite?

number of employees at your worksite

26. How many of your employees... (Please use your best estimate)

<table>
<thead>
<tr>
<th></th>
<th>Less than 1/3 of all employees</th>
<th>More than 1/3 but less than 2/3 of all employees</th>
<th>More than 2/3 of all employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Are full-time (35 or more hours/week)?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Are under the age of 40?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. Are female?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. Work at least half of their hours away from the worksite (in delivery, sales, contracted out, telecommuting, etc.)?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. Speak English as their primary language?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

27. Which of the following best describes your position?

○ Owner
○ Location/General Manager
○ Human Resources Representative
○ Wellness Coordinator
○ Other, please specify: 

28. Please use this space to write in any additional comments you may have about the survey or your worksite's wellness activities. Please include comments about activities your workplace may be adding in the near future.

Thank you! That completes our questions. We greatly appreciate the time you have taken to complete this survey.

For your convenience, please use the postage-paid return envelope included in your survey packet to return your questionnaire to the Bureau of Sociological Research.

Questions or requests from this survey can be directed to:

Bureau of Sociological Research
University of Nebraska-Lincoln
P.O. Box 886102
Lincoln, NE 68588-6102
Phone: 800-480-4549 (toll free)
Email: bosr@unl.edu
APPENDIX B: Requesting Data

For some questions a range of responses were used to gauge the effect of a chronic disease on the worksite or the level at which insurance would pay for certain procedures. The ‘n’ indicates the number of responses for a particular survey item. ‘%’ is the weighted percent responding to a particular survey item. See the Methods section (p. 3) for more information on weighting.

If you are interested in the data tables from the 2013 Nebraska Worksite Wellness Survey Report, they are available upon request to DHHS. Please contact Dr. Leah Casanave by phone: 402-471-0162 or by email at: leah.casanave@nebraska.gov.
APPENDIX C:
Differences Among Small, Medium and Large Worksites

Worksites were sampled by number of employees and often this factor makes a considerable difference in responses to the survey questions. In most cases larger worksites are more likely to have policies or programs related to worksite wellness than smaller worksites.

One example of where results differ depending on the size of the worksite is their support for lactating mothers. In response to the question about providing a private, secure lactation room on-site that is not a bathroom, only one-third of small-sized worksites provided such a room, while 3 out of 5 medium-sized worksites and 4 out of 5 large worksites did so (Figure 20).

Support for worksite physical activity was also different by worksite size as well. In response to the question about providing employees with subsidized or reduced rate memberships to health clubs and community recreation centers, only 15 percent of small worksites offered this option while increasing considerably among medium and larger worksites (Figure 20).

Similarly, tobacco policies and programs were influenced by worksite size. When asked whether their worksite “has, in the past 12 months, offered incentives to employees to quit tobacco use,” only about 1 in 10 small worksites reported offering such incentives, compared to 1 in 4 medium-sized worksites and half of large-sized worksites (Figure 20).

Figure 20: Responses to selected questions based on worksite size

<table>
<thead>
<tr>
<th></th>
<th>Small</th>
<th>Medium</th>
<th>Large</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides a private, secure lactation room on-site that is not a bathroom</td>
<td>34%</td>
<td>61%</td>
<td>81%</td>
</tr>
<tr>
<td>Provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers</td>
<td>15%</td>
<td>28%</td>
<td>56%</td>
</tr>
<tr>
<td>Has offered incentives to employees to quit tobacco use (in the past 12 months)</td>
<td>12%</td>
<td>25%</td>
<td>53%</td>
</tr>
</tbody>
</table>
### TABLE 2: COMPLETED SURVEYS BY BUSINESS SIZE COMPARED TO THE SAMPLE FRAME

<table>
<thead>
<tr>
<th>Condition</th>
<th>Small Businesses</th>
<th>Medium Businesses</th>
<th>Large Businesses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidiary/branch of a large company</td>
<td>170 (29%)</td>
<td>200 (39%)</td>
<td>122 (47%)</td>
<td>492 (36%)</td>
</tr>
<tr>
<td>More than one building makes up the worksite</td>
<td>171 (29%)</td>
<td>259 (51%)</td>
<td>200 (77%)</td>
<td>630 (47%)</td>
</tr>
<tr>
<td>Other companies in the same building as the worksite</td>
<td>147 (25%)</td>
<td>140 (27%)</td>
<td>73 (28%)</td>
<td>360 (27%)</td>
</tr>
</tbody>
</table>

**Who Answered Survey:**

<table>
<thead>
<tr>
<th>Role</th>
<th>Small</th>
<th>Medium</th>
<th>Large</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owner</td>
<td>136 (23%)</td>
<td>24 (5%)</td>
<td>0 (0%)</td>
<td>160 (12%)</td>
</tr>
<tr>
<td>Site Manager</td>
<td>185 (32%)</td>
<td>97 (19%)</td>
<td>12 (5%)</td>
<td>294 (22%)</td>
</tr>
<tr>
<td>HR Representative</td>
<td>121 (21%)</td>
<td>249 (49%)</td>
<td>159 (61%)</td>
<td>529 (39%)</td>
</tr>
<tr>
<td>Wellness Coordinator</td>
<td>5 (1%)</td>
<td>13 (3%)</td>
<td>53 (20%)</td>
<td>71 (5%)</td>
</tr>
<tr>
<td>Other</td>
<td>101 (17%)</td>
<td>98 (19%)</td>
<td>18 (7%)</td>
<td>217 (16%)</td>
</tr>
<tr>
<td>Not Answered</td>
<td>34 (6%)</td>
<td>29 (6%)</td>
<td>18 (7%)</td>
<td>81 (6%)</td>
</tr>
<tr>
<td>More than 2/3 of employees not fulltime</td>
<td>112 (17%)</td>
<td>51 (9%)</td>
<td>19 (7%)</td>
<td>182 (12%)</td>
</tr>
<tr>
<td>More than 2/3 of employees under the age of 40</td>
<td>121 (21%)</td>
<td>80 (16%)</td>
<td>33 (13%)</td>
<td>234 (17%)</td>
</tr>
<tr>
<td>More than 2/3 of employees female</td>
<td>239 (41%)</td>
<td>206 (40%)</td>
<td>62 (24%)</td>
<td>507 (38%)</td>
</tr>
<tr>
<td>More than 2/3 of employees work away from the worksite*</td>
<td>61 (10%)</td>
<td>44 (9%)</td>
<td>14 (5%)</td>
<td>119 (9%)</td>
</tr>
<tr>
<td>More than 2/3 of employees not speaking English as a primary language</td>
<td>25 (4%)</td>
<td>14 (3%)</td>
<td>6 (2%)</td>
<td>45 (3%)</td>
</tr>
</tbody>
</table>

**Figure 21:** Percentage of worksites with the following worksite wellness supports

- **Has a stated mission or goal for our company regarding the improvement of the health status of employees†:** 20% in 2013, 9% in 2010
- **Has written objectives for employee wellness or health:** 11% in 2013, 10% in 2010
- **Has provided a health risk assessment to employees during the past 12 months†:** 16% in 2013, 13% in 2010
- **Has a staff that are responsible for employee health promotion or wellness:** 16% in 2013, 13% in 2010
- **Has a coordinator that is responsible for employee health promotion or wellness†:** 20% in 2013, 16% in 2010
- **Has senior management actively involved in wellness initiatives:** 16% in 2013, 18% in 2010
- **Has collected data or feedback on employee interest in wellness program during the past 12 months:** 16% in 2013
- **Has a health promotion or wellness committee†:** 20% in 2013
- **Has evaluated our wellness program during the past 12 months:** 17% in 2013
- **Has a coordinator that is responsible for employee health promotion or wellness:** 16% in 2013
- **Has a stated mission or goal for our company regarding the improvement of the health status of employees†:** 20% in 2013, 9% in 2010
- **Has written objectives for employee wellness or health:** 11% in 2013, 10% in 2010
- **Has provided a health risk assessment to employees during the past 12 months†:** 16% in 2013, 13% in 2010
- **Has a staff that are responsible for employee health promotion or wellness:** 16% in 2013, 13% in 2010
- **Has a coordinator that is responsible for employee health promotion or wellness†:** 20% in 2013, 16% in 2010
- **Has senior management actively involved in wellness initiatives:** 16% in 2013, 18% in 2010
- **Has collected data or feedback on employee interest in wellness program during the past 12 months:** 16% in 2013
- **Has a health promotion or wellness committee†:** 20% in 2013
- **Has evaluated our wellness program during the past 12 months:** 17% in 2013
- **Has a coordinator that is responsible for employee health promotion or wellness:** 16% in 2013, 13% in 2010
- **Has senior management actively involved in wellness initiatives:** 16% in 2013, 18% in 2010
- **Has collected data or feedback on employee interest in wellness program during the past 12 months:** 16% in 2013
- **Has a health promotion or wellness committee†:** 20% in 2013