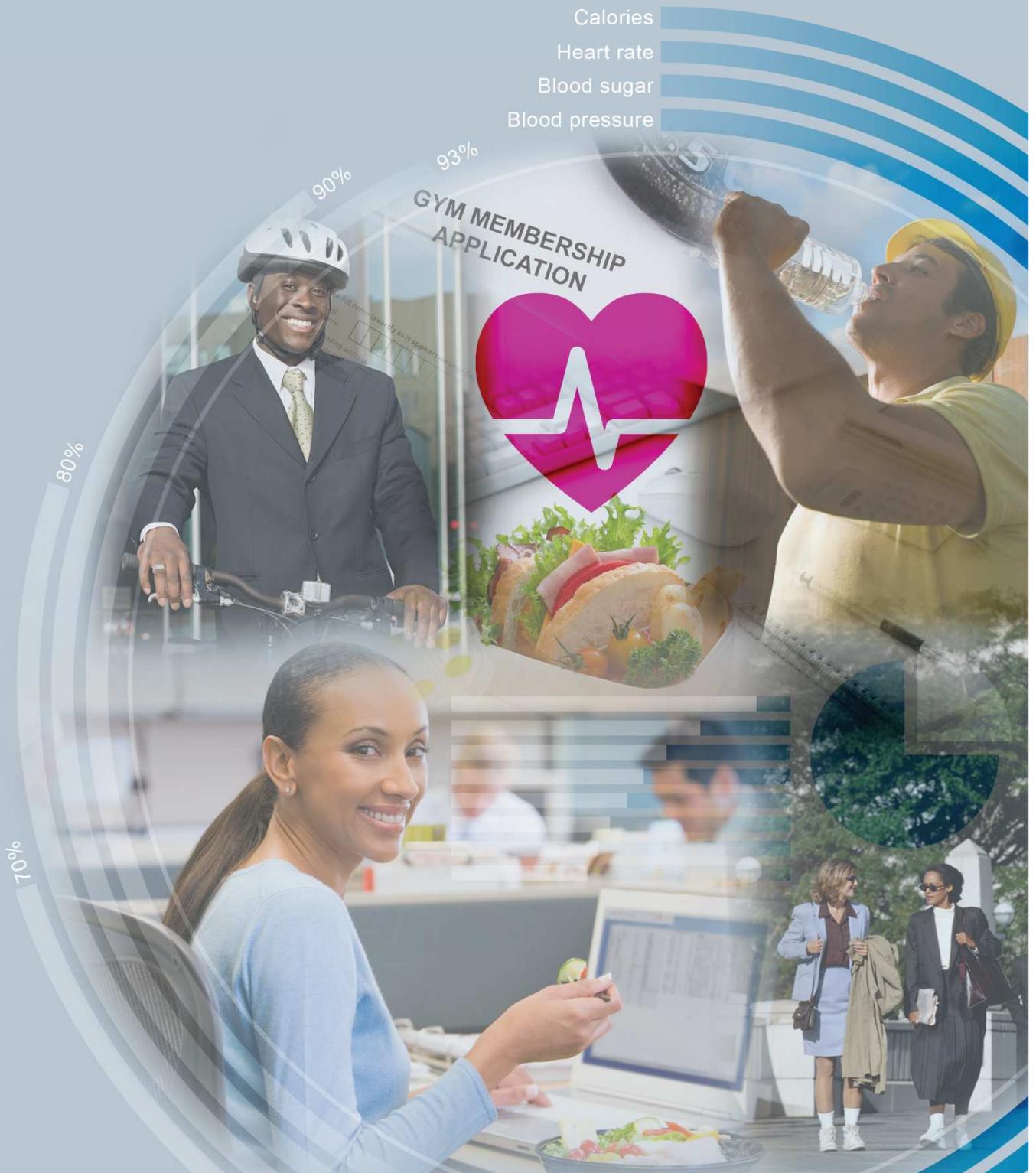


March 2017

2016 Nebraska Worksite Wellness Survey Report

Calories
Heart rate
Blood sugar
Blood pressure





Statement of Support: This report was supported by Cooperative Agreement Numbers, 2B01OT00936, 5 NU58DP004819-03, and 5U60OH010897-02, funded by the Centers for Disease Control and Prevention. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the Centers for Disease Control and Prevention or the Department of Health and Human Services.

This report was supported by the Nebraska Department of Health and Human Services Tobacco Free Nebraska Program as a result of the Tobacco Master Settlement Agreement.

Suggested Citation: Sedani, A., Coyle, B., Horne, K., Stover, D., Nebraska Department of Health and Human Services, Division of Public Health. 2016 Nebraska Worksite Wellness Survey Report. Mar 2017.



2016 NEBRASKA WORKSITE WELLNESS SURVEY REPORT

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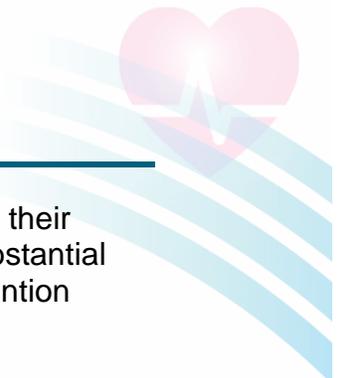
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NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES

EXECUTIVE SUMMARY



The average American working full-time spends more than one-third of their day, five days per week at work; therefore, businesses can provide substantial opportunities for health protection, health promotion and disease prevention programs.

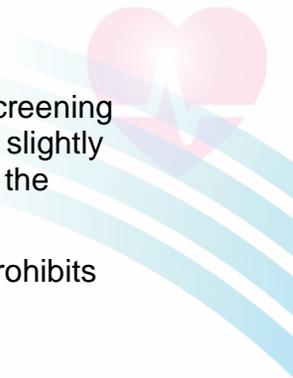
Workplace health programs have the potential to positively impact an employee's individual health and well-being. Measures that promote healthy behaviors among employees can also help reduce health care costs, increase productivity, decrease absenteeism and ultimately contribute to the growth of the business.

The Nebraska Worksite Wellness Survey was conducted in 2010 to guide the development of the Nebraska Worksite Wellness Toolkit. The purpose of the Toolkit is to help businesses improve employee wellness by providing training and resources for implementing health-enhancing policies and environmental changes at worksites. The 2013 and 2016 Nebraska Worksite Wellness Surveys were adjusted to evaluate the effectiveness of the Toolkit as well as to provide information on current worksite wellness policies and practices being implemented in businesses across the state.

In 2016, a total of 881 small businesses (10-49 employees), 839 medium businesses (50-200 employees) and 200 large businesses (more than 200 employees) participated in the survey, yielding a total response rate of 38.6%. Respondents of the survey represent a wide variety of sectors across the state.

Highlights from the report include:

- Around 1 in 5 worksites (22%) have a coordinator who is responsible for employee health promotion or wellness. Similarly, 21% of worksites have a health promotion or wellness committee.
- Among health issues which employers noted as having a negative impact on business, stress was listed as the top issue, affecting more than half of worksites; however, only 20% of worksites offered health or wellness programs, support groups, counseling sessions or contests in the past 12 months on the topic of stress.
- Of the health or wellness programs, support groups, counseling sessions or contests offered by worksites in the past 12 months, Injury Prevention (33%) and CPR/Basic Life Support Training (34%) continue to be the most common topics.
- Seventy-four percent (74%) of worksites reported that they offered health insurance plans for employees. Of the worksites that offered health insurance, more than half (55%) had a plan that covered general health physicals/screening on an annual basis at no cost to the employee.

- 
- Blood pressure checks continue to be the most common type of screening and health assessment offered to employees (for all 3 years), with slightly less than 1 in 4 worksites (24%) offering blood pressure checks at the worksite in the last 12 months.
 - Forty-two percent (42%) of worksites have adopted a policy that prohibits the use of electronic cigarettes in the workplace.
 - Among worksites with vending machines, more than half (57%) of worksites offer healthier food alternatives (42% in 2013). Additionally, 1 in 4 (27%) worksites have policies or guidelines encouraging healthful food/healthier food alternatives in vending machines.
 - One in two (50%) worksites allow time in addition to normal breaks for lactating mothers to express breast milk during the workday and 43% of worksites provide a private, secure lactation room on-site that's not a bathroom.
 - Twenty-three percent (23%) of worksites have policies supporting employee physical fitness and twenty-four percent (24%) of worksites provide incentives for employees engaging in physical activity.
 - Fifty-nine percent (59%) of worksites have a policy that requires employees to wear a seatbelt while driving or riding in a vehicle. Additionally half of worksites (55%) have a workplace safety committee.

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

General Recommendations:

- Businesses would benefit in multiple ways by shifting to more upstream interventions (prevention and control).
- Community resources can be important to address worksite wellness and can often offset direct costs and responsibility of the business.
- Since organizations vary significantly, there is a need to have flexibility in creating a customized, effective health and wellness program.

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INTRODUCTION

The average American working full-time spends more than one-third of their day, five days per week at work; therefore, businesses can provide substantial opportunities for health protection, health promotion and disease prevention programs. Workplace health programs have the potential to positively impact an employee's individual health and well-being. Additionally, research suggests that maintaining a healthier workforce can lower direct costs to the business (insurance premiums and workers' compensation claims) as well as indirect costs (absenteeism and worker productivity).

Although many businesses promote employee wellness, most lack a comprehensive worksite wellness program. To improve the overall health and well-being of their employees, businesses can create a wellness culture that: is employee-centered, provides supportive environments where safety is ensured and health can emerge, and provides access and opportunities for their employers to engage in a variety of workplace health programs¹. 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 guide the development of the Nebraska Worksite Wellness Toolkit. The purpose of the Toolkit was to help businesses improve employee wellness by providing training and resources for implementing health-enhancing policies and environmental changes at worksites². The 2013 and 2016 Nebraska Worksite Wellness Surveys were adjusted to evaluate the effectiveness of the Toolkit as well as to provide information on current worksite wellness policies and practices being implemented in businesses across the state.

This report represents the results of the Nebraska Worksite Wellness Survey, which was administered to a random sample of businesses in 2016. Earlier versions of the survey were conducted in late 2010/early 2011 and again in 2013. Differences in the 2016 survey compared to previous versions include:

- Administration of the survey by both email and U.S. mail in an attempt to increase the response rates from businesses by removing the burden of a paper survey and adapting to the increase in technology usage.
- Small changes to survey content were made to better serve current data needs; however, this was done carefully as to allow for comparisons to previous Worksite Wellness data.
- An oversample was completed for two key business sectors ('construction', 'transportation and warehousing') due to their low response rate in previous surveys. The oversample was designed to better capture a representation of worksite wellness statewide.

¹ CDC (2016) Workplace Health Promotion retrieved from: <https://www.cdc.gov/workplacehealthpromotion/model/index.html>

² The toolkit is on the Nebraska DHHS website at www.worksitewellness.ne.gov.

METHODS



Questionnaire Design

The questionnaire was designed by Nebraska Department of Health and Human Services (NDHHS) in consultation with the Bureau of Sociological Research (BOSR) and with reference to the 2013 Nebraska Worksite Wellness Survey³. As part of the survey development process, NDHHS and BOSR utilized responses from the 2013 administration to revise the survey. Small changes to survey content were made to better serve current data needs; however, this was done carefully as to allow for comparisons to previous Worksite Surveys.

Sample

The sample frame for this survey was generated from a list provided by the Nebraska Department of Labor. The sampling frame included all businesses in the state with 10 or more employees in the second quarter of 2015. In order to ensure business of all sizes were represented in the survey data, the sample was stratified by business size: small (10 to 49 employees), medium (50 to 199 employees) and large (200 or more employees). Two priority industry sectors with low responses in the 2013 survey, 'construction' and 'transportation and warehousing', were oversampled. Disproportionate stratification was used to allow for the oversamples. All large businesses with an in-state address were included (525), and a random sample of small (2,010) and medium (2,010) sized businesses with an in-state address were also included. Each oversample included a sample of 500 businesses each. The total number of business sampled was 5,545 (Table 1).

Data Collection

Data were collected between March 4, 2016 and June 22, 2016. The initial mailing included a cover letter, the survey (Appendix B), and a postage-paid envelope. A reminder postcard was sent to all non-responding businesses about one week after the initial mailing. As a way to increase response and better ensure that the survey is passed on to the appropriate person at each business, BOSR telephone interviewers called non-responding businesses with an available phone number to request completion and a name to include on follow-up correspondence. If respondents indicated that it would be more convenient for them to complete the survey online and provided their email address, a link to access a version of the survey online was sent to them through email. After the phone calls, a second paper survey and cover letter was mailed to all remaining non-responding businesses on May 16, 2016. A total of 1,920 businesses completed or partially completed the survey. It should be noted that due to the primary mode of data collection (mail), it is uncertain if surveys reached the entire sample. In fact, a total of 516 surveys were returned as undeliverable (9.3%).

³ 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).

The overall response rate, after adjusting for both known ineligible and undeliverable returns is 38.6%.

Data Weights

The Nebraska Worksite Wellness Survey data has been weighted to account for differences between the overall population (sample frame provided by the Nebraska Department of Labor) and the worksites that responded as part of this research (completed interviews). As can be seen in Table 1, a higher proportion of surveys were completed by large businesses (10.4%) than the proportion contained in the sampling frame database (3.2%). 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, much 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. It should be noted that due to the nature of mail surveys, respondents do not always follow the instructions for skip patterns within the survey. Inconsistencies, which are common in mail surveys, will still exist in the data due to item non-response.

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 9.4) was used to manage the survey database and to generate the descriptive statistics for each survey question.

Table 1. Completed surveys by business size compared to the sample frame

Strata	Completed Surveys		Sample (Mailed Surveys)		Sampling Frame (Population)	
	Number	Percent	Number	Percent	Number	Percent
Large (more than 200 employees)	200	10.4%	525	9.5%	525	3.2%
Construction Oversample	173	9.0%	500	9.0%	1197	7.3%
Transportation and Warehousing Oversample	139	7.2%	500	9.0%	559	3.4%
Medium, Non-Oversample (50 to 199 employees)	785	40.9%	2010	36.2%	2296	14.1%
Small, Non-Oversample (10 to 49 employees)	623	32.4%	2010	36.2%	11722	71.9%
Total Surveys Completed	1920	100.0%	5545	100.0%	16299	100.0%

CHARACTERISTICS OF WORKSITES

Among the 1,920 worksites that completed the survey, 46% were small businesses (10-49 employees), 44% were medium businesses (50-199 employees), and 10% were large businesses (200 or more employees). Surveys were completed by worksites from a variety of industry sectors across the state. The largest sector represented was health care and social assistance (18%).

Table 2. Completed surveys by industry sector⁴

Industry Sector ⁴	Percent
Health Care and Social Assistance	18%
Wholesale and Retail Trade	14%
Information, Finance, and Management Services	12%
Other Services	11%
Educational Services	10%
Construction	9%
Manufacturing	9%
Public Administration	7%
Transportation and Warehousing	7%
All Other Sectors	2%

Characteristics of the worksites that participated in this survey are summarized below, and characteristics by business size are provided in Appendix A.

- About one in three worksites (32%) were a subsidiary or branch of a large company.
- An owner or general manager was most likely to answer the survey among small businesses, while a human resources representative was most likely to answer the survey among medium and large businesses.
- Small businesses were most likely to report the majority of their employees were under the age of 40 years old (22%) and were part-time workers (16%).
- Thirty-eight percent (38%) of medium businesses reported more than 2/3 of their employees were women, followed by small businesses (30%) and large businesses (20%).

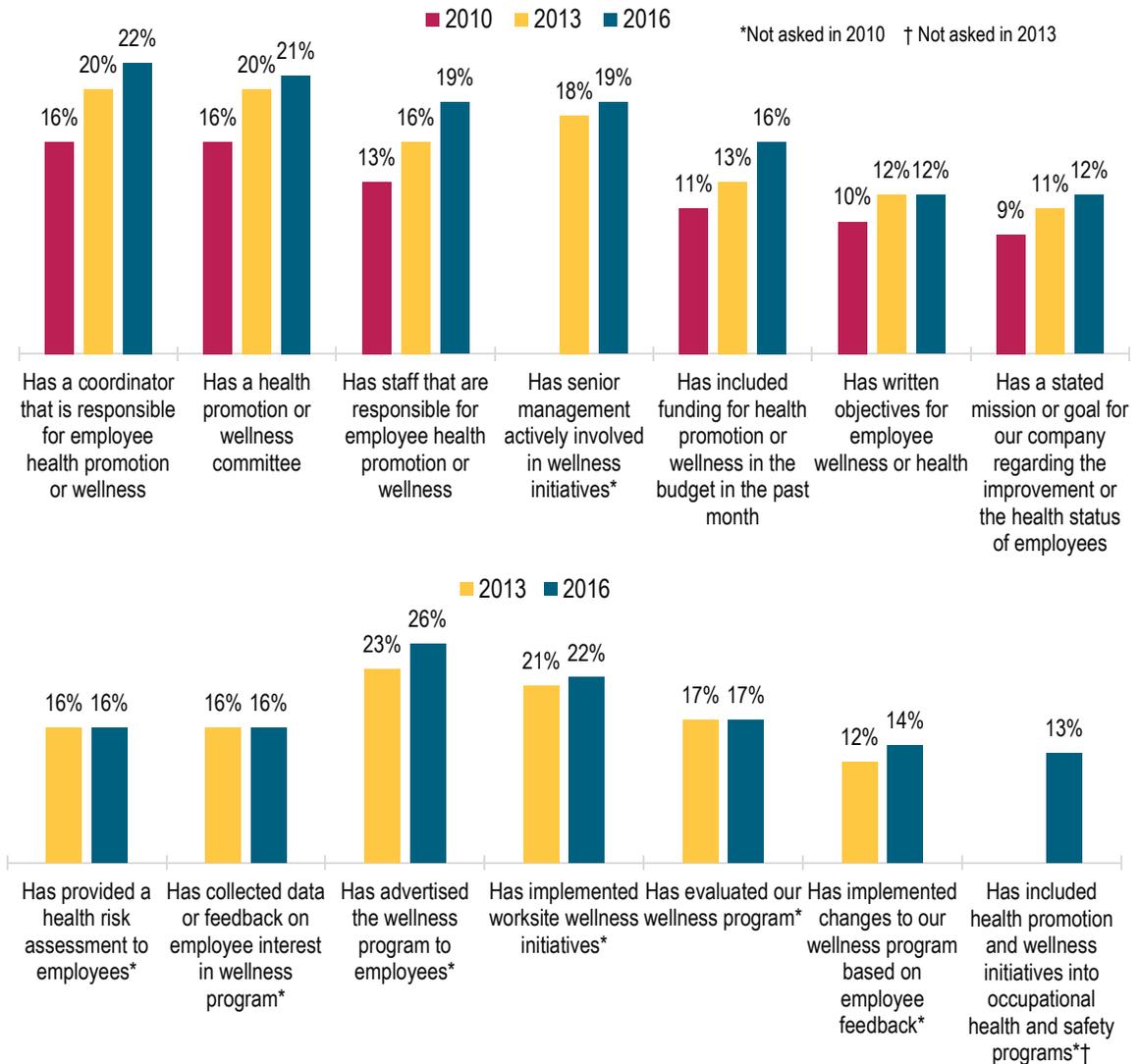
⁴ Classified and grouped by NAICS 2-digit sector codes: Health Care and Social Assistance: 62; Wholesale and Retail Trade: 42, 44-45; Information, Finance, and Management Services: 51-55; Other Services: 56, 71, 72, 81; Educational Services: 61; Construction: 23; Manufacturing: 31-33; Public Administration: 92; Transportation and Warehousing: 48-49; All Other Sectors: 11, 21, 22.

WORKSITE WELLNESS

Policies Supporting Health Promotion

- Around 1 in 5 worksites have a coordinator who is responsible for employee health promotion or wellness. Similarly, 21% of worksites have a health promotion or wellness committee.
- More than 1 in 4 worksites advertised their wellness program to employees.
- There has been an increase in worksites that included funding for health promotion or wellness in the budget in the past month. This increase could potentially be related to the decrease in percentage of worksites that considered worksite/company cost a barrier to successful worksite wellness.

Figure 1. Percentage of Nebraska worksites with wellness initiatives, by survey year



Worksite Councils

- Approximately 7% of worksites are members of one of the following councils:
 - Wellness Council of the Midlands (WELLCOM)
 - WorkWell, a division of Nebraska’s Safety Council
 - Panhandle Worksite Wellness Council

Barriers

- Worksites most commonly reported time constraints as a barrier to implementing successful worksite wellness programs and practices; however, there was a decrease in the number of worksites reporting time constraints as a barrier.
- There was an increase in businesses that identified employees being out of office/not in central location as a barrier.
- Large businesses were least likely to identify staff to organize worksite wellness as a barrier (4%). While small businesses were least likely to identify lack of management support as a barrier (18%).

Figure 2. Percentage of Nebraska worksites that indicated the following as barriers to implementing worksite wellness programs, by survey year

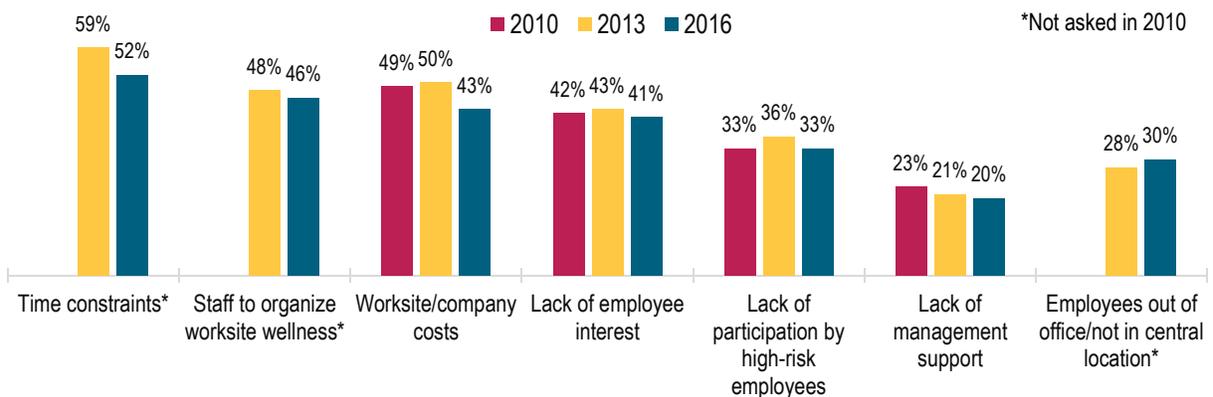
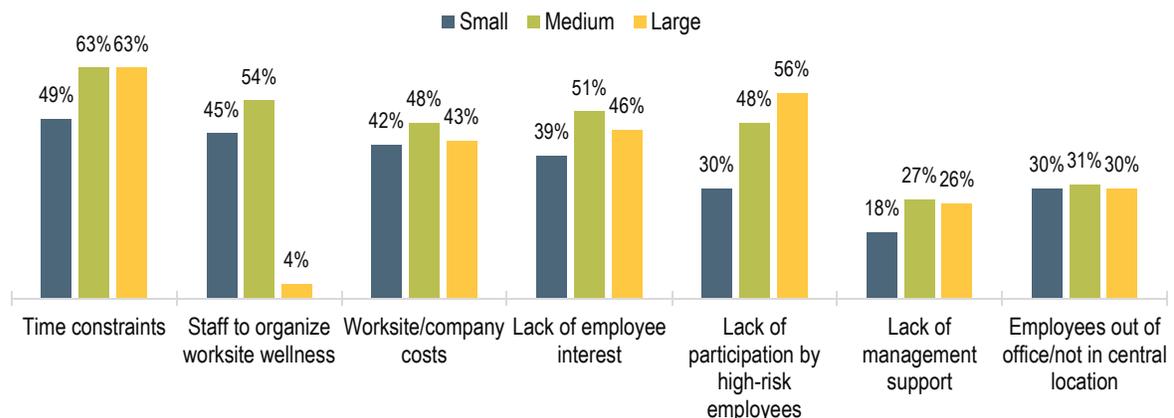


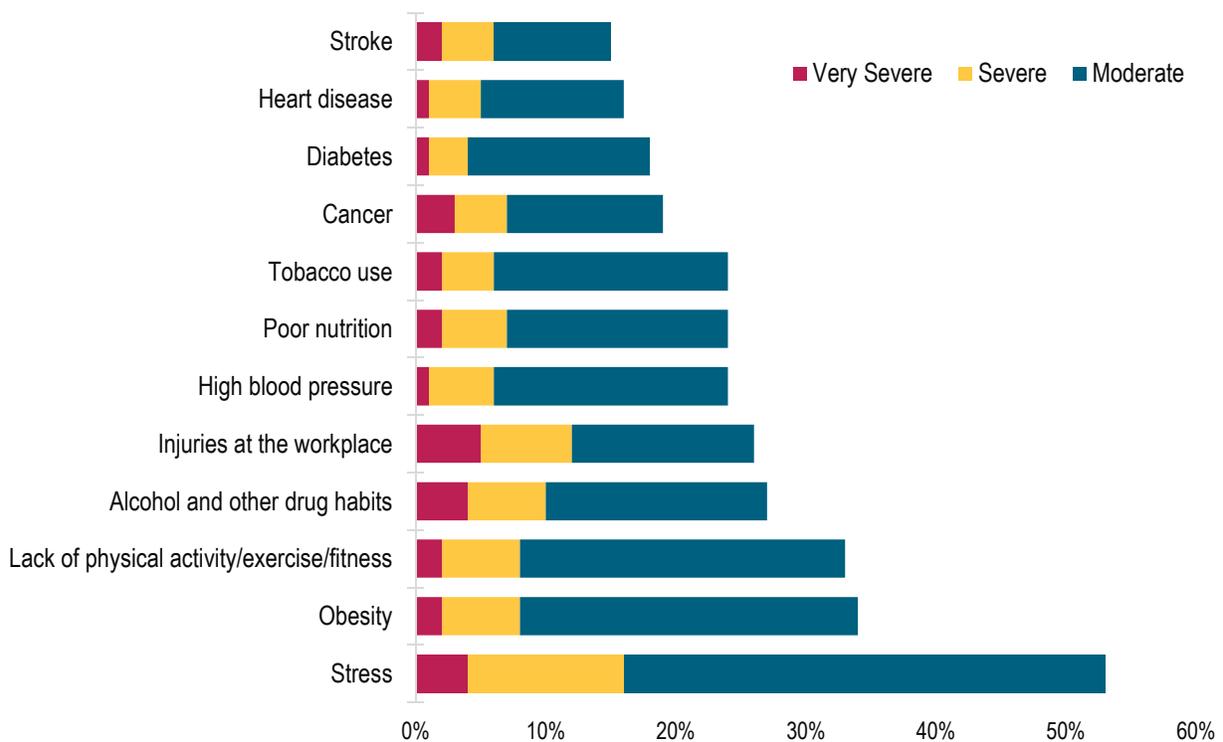
Figure 3. Percentage of Nebraska worksites that indicated the following are barriers to successful worksite wellness, by business size, 2016



HEALTH ISSUES THAT NEGATIVELY IMPACT BUSINESS

- Among health issues which employers noted as having a negative impact on the worksite, stress (53%) was listed as the top issue to “very severely,” “severely,” or “moderately” affect business; however, this is an overall decrease from 2013 (60%).
- Obesity (34%) and lack of physical activity/exercise (33%) are the second and third most frequently cited health issues that overall negatively impact business, which is similar to 2013 results.
- Injuries at the workplace was most likely to be selected by businesses as “very severely” impacting business (5%), followed by stress (4%) and alcohol/other drug habits (4%).
- Health issues that negatively impact business “very severely” varied by business size. Small businesses were most likely to identify stress as “very severely” impacting them, while large businesses were most likely to identify injuries at the workplace as “very severely” impacting them.

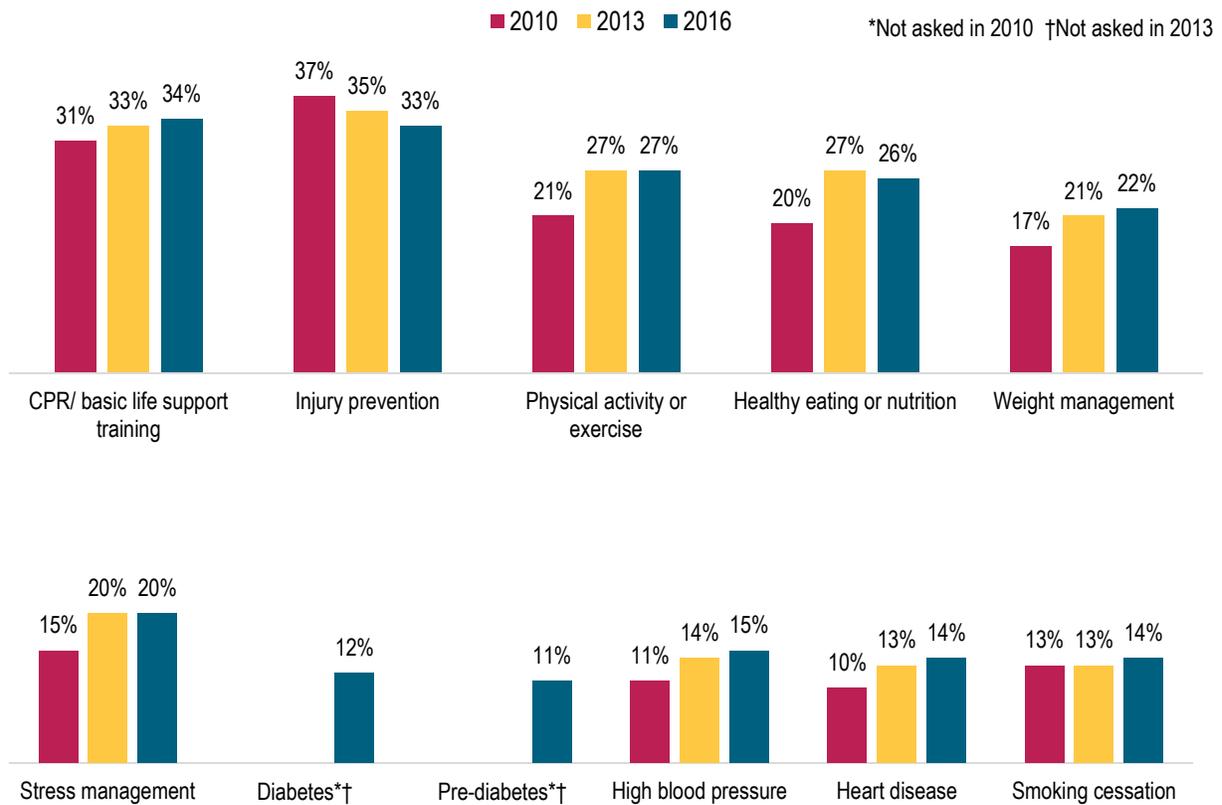
Figure 4. Percentage of Nebraska worksites that indicated employee health issues having a negative impact on business, 2016



EMPLOYEE EDUCATION, MOTIVATION, AND SUPPORT

- Injury prevention (33%) and CPR/basic life support training (34%) continue to be the most common health or wellness programs, support groups, counseling sessions or contests topics offered by worksites in the past 12 months⁵. Injury prevention has decreased each year. Conversely CPR/Basic Life Support Training has been increasing each year.
- Although stress was reported as the top issue to negatively affect business, only 20% of worksites offered health or wellness programs, support groups, counseling sessions or contests in the past 12 months related to stress management.
- Only 11% of worksites offered pre-diabetes and 12% offered diabetes health or wellness programs, support groups, counseling sessions or contests in the past 12 months.

Figure 5. Percentage of Nebraska worksites that offered employees health or wellness programs, support groups, counseling sessions or contests in the past 12 months, by survey year

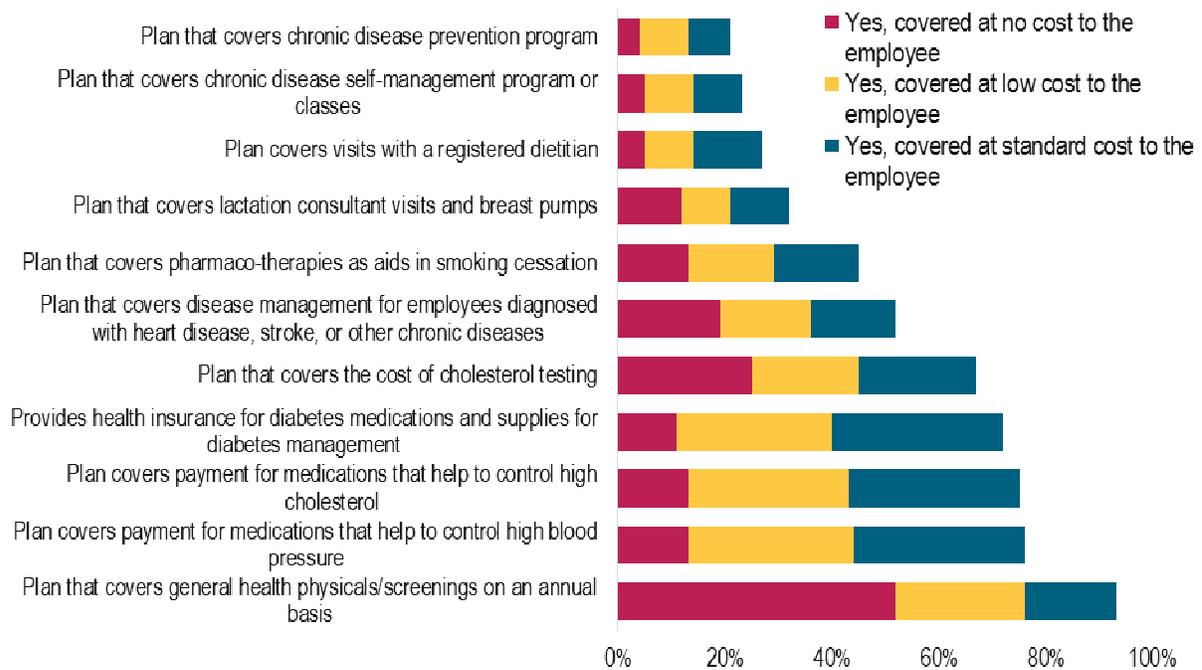


⁵ "Offered" wellness programs* include all wellness efforts that are available through the worksite whether they are free or for a fee.

HEALTH INSURANCE COVERAGE FOR EMPLOYEES

- Seventy-four percent (74%) of worksites reported that they offered health insurance plans for employees, and of those, more than half (55%) had a plan that covered general health physicals/screening on an annual basis at no cost to the employee.
- More businesses continue to cover chronic disease treatment (medication) and very few cover prevention and control of chronic diseases.
 - Between 72–75% of worksites cover payment for medication that helps to control high cholesterol, high blood pressure and/or diabetes medication and supplies for diabetes management. However, only 21–52% of worksites cover chronic disease prevention programs, visits with registered dietitian, chronic disease self-management program or classes and/or disease management for employees who have been diagnosed with heart disease, stroke, or other chronic diseases.
- There was an increase in the percent of worksites offering plans that cover lactation consultant visits and breast pumps at no cost to the employees, compared to 2013 (10% of worksites).

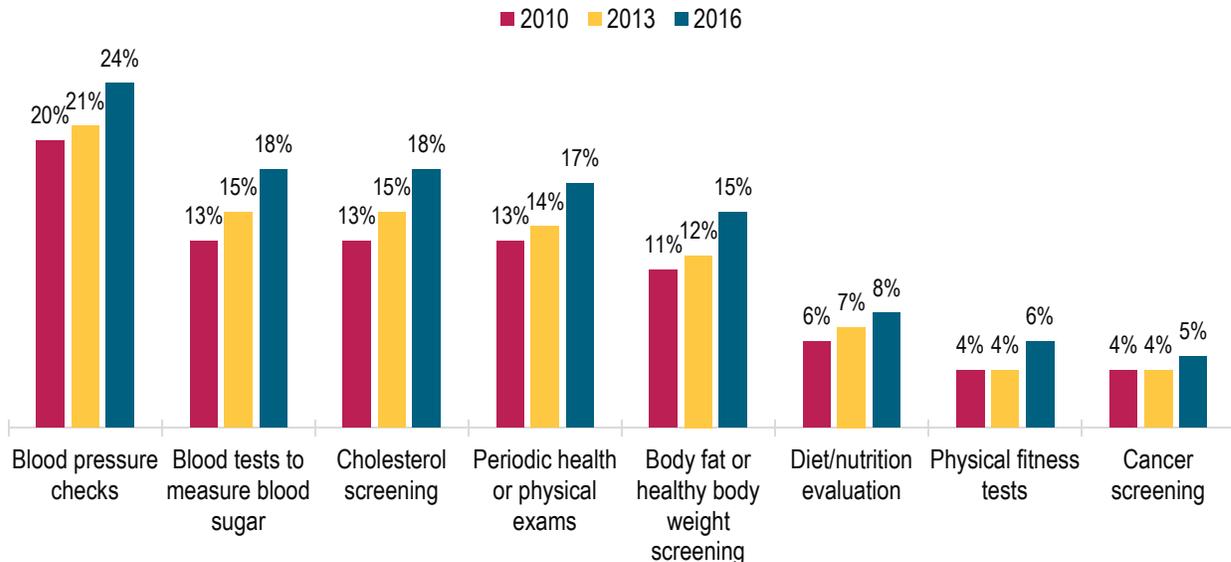
Figure 6. Percentage of Nebraska worksites that offered the following health insurance options, 2016



Screenings and Health Assessments⁶

- Blood pressure checks remain the most common type of screening and health assessment offered to employees (for all three years), with 1 in 4 worksites offering blood pressure checks at the worksite in the past year (Figure 7).
 - Approximately 15% of worksites have a permanent on-site access for an employee to check their blood pressure; however, only 6% of worksites provide one-on-one lifestyle counseling with clinical referral and follow-up for employees who were determined to have high blood pressure or pre-hypertension (Figure 8).
- Slightly fewer than 1 in 5 worksites (18%) offered blood tests to measure blood sugar in the past year (Figure 7).
 - Worksite programs designed to prevent and control diabetes remain relatively rare, with only 4% of worksites offering diabetes assessment and management (Figure 9).
- Only 7% of worksites reported having policies allowing flextime for employees to participate in structured chronic disease self-management classes (Figure 9).

Figure 7. Percentage of Nebraska worksites that offered employees the following health services or screenings in the past year, by survey year



⁶ Chronic disease prevention and/or self-management question 15 was removed due to the concern with the validity of the answers.

Figure 8. Percentage of Nebraska worksites that offered blood pressure control services or screenings, 2016



Figure 9. Percentage of Nebraska worksites that offered diabetes assessment and management services or screenings, 2016

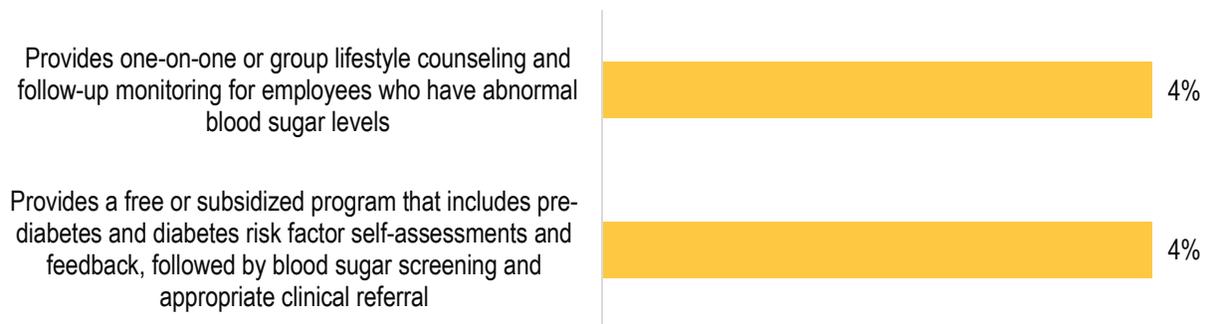
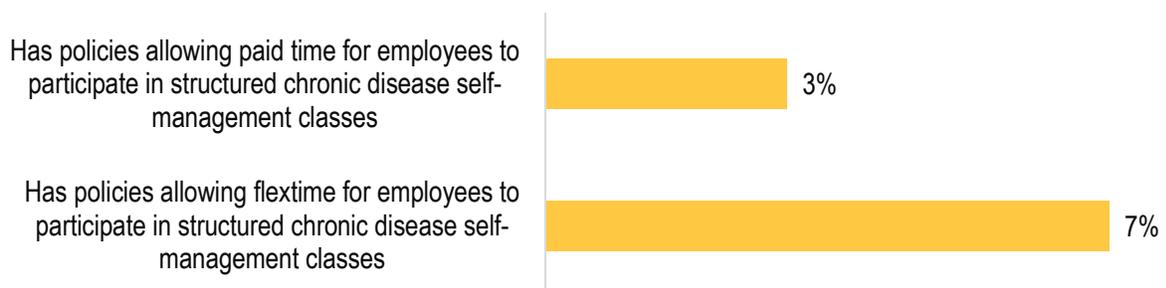


Figure 10. Percentage of Nebraska worksites that offered chronic disease prevention and self-management classes/programs, 2016

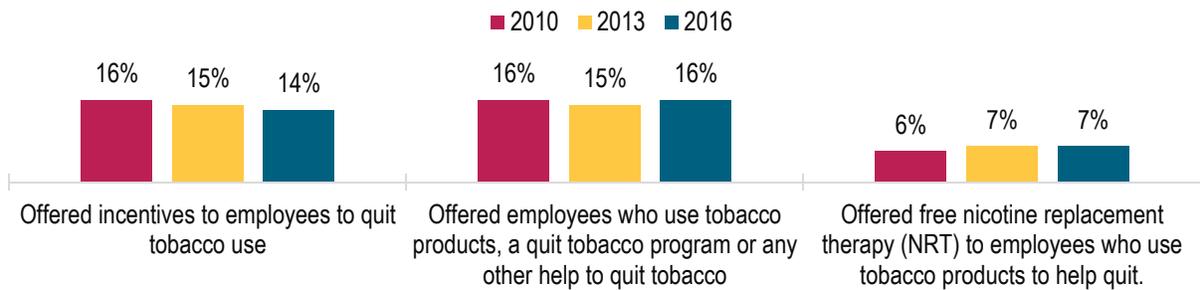


TOBACCO CESSATION PROGRAM AND POLICIES

Tobacco Cessation Program

- Despite cessation program effectiveness, only 16% of employers offered a cessation program and 14% offered an incentive to eliminate tobacco products.

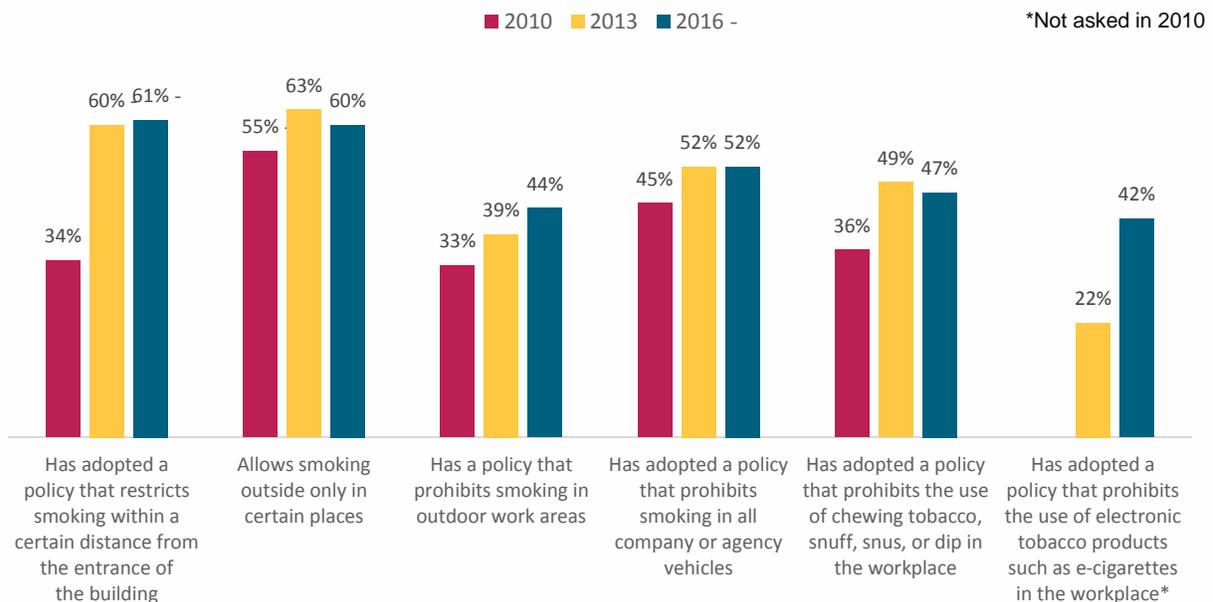
Figure 11. Percentage of Nebraska worksites to offer cessation program in the past 12 months, by survey year



Tobacco Policies

- More than half of worksites (61%) have adopted a policy that restricts smoking within a certain distance from the entrance of the building.
- There has been a large increase in the number of worksites that have adopted a policy that prohibits the use of electronic tobacco products such as e-cigarettes in the workplace.

Figure 12. Percentage of Nebraska worksites with tobacco policies, by survey year



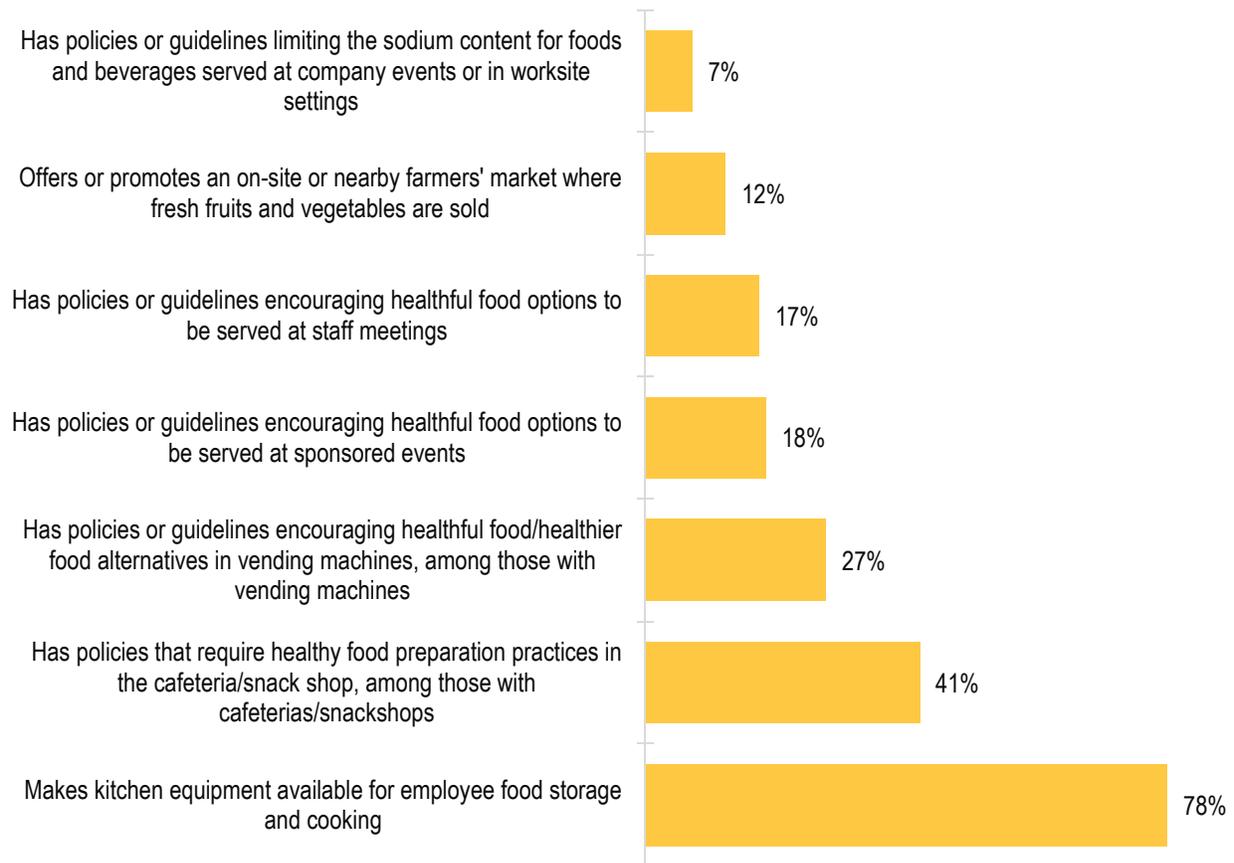


WORKSITE NUTRITION

Worksite Nutrition Policies

- Approximately 78% of participating worksites make kitchen equipment (refrigerators, microwaves) available for employee food storage and cooking
- More than 1 in 4 of worksites with a vending machine have policies or guidelines encouraging healthful food/healthier food alternatives in vending machines⁷.

Figure 13. Percentage of Nebraska worksites with the following food policies, 2016



⁸ Healthful food options: fruits, vegetables, whole grains, lean meats, and low-fat dairy products; Healthy food preparation practices: steaming, low fat/sodium substitutions, limited frying, etc; Work settings: cafeteria, vending machines, snack shop.



Businesses were more likely to have a vending machine than a cafeteria/snack shop. Only 34% of the participating worksites have vending machines and even fewer worksites (14% of worksites) have cafeteria/snack shops.

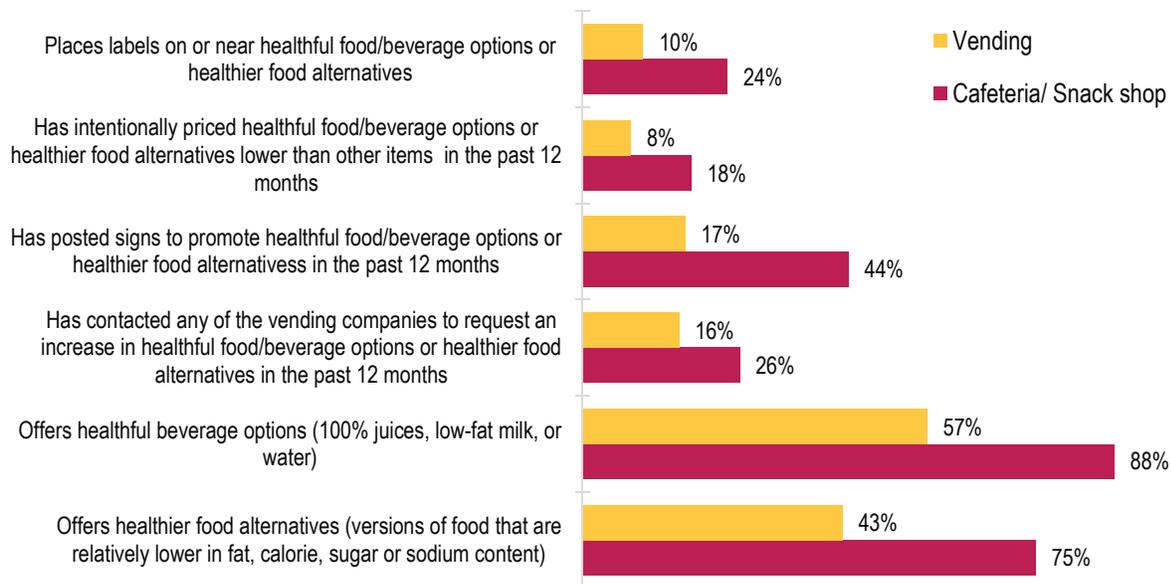
Vending

- There has been an increase in the number of worksites that offer healthier food alternatives in vending machines (42% of those with vending machines in 2013 to 57% in 2016), among those with vending machines; however, there has been a decrease in the number of worksites that offer healthful beverage options in vending machines (54% in 2013 to 43% in 2016).

Cafeteria/Snack Shop

- Of those with cafeterias or snack shops, 75% of worksites sell healthful food options in the cafeteria/snack shop, and 88% of worksites offer healthful beverage options in the cafeteria/snack shop.
- More than half (55%) of the worksites provide options for smaller portion sizes in the cafeteria/snack shop.
- Medium sized businesses were most likely to have intentionally priced healthful food/beverage options or healthier food alternatives lower than other foods in the cafeteria/snack shop in the past 12 months and provide options for smaller portion sizes in the cafeteria/snack shop.

Figure 14. Percentage of Nebraska worksites with the following vending machine and cafeteria/snack shop food practices, 2016

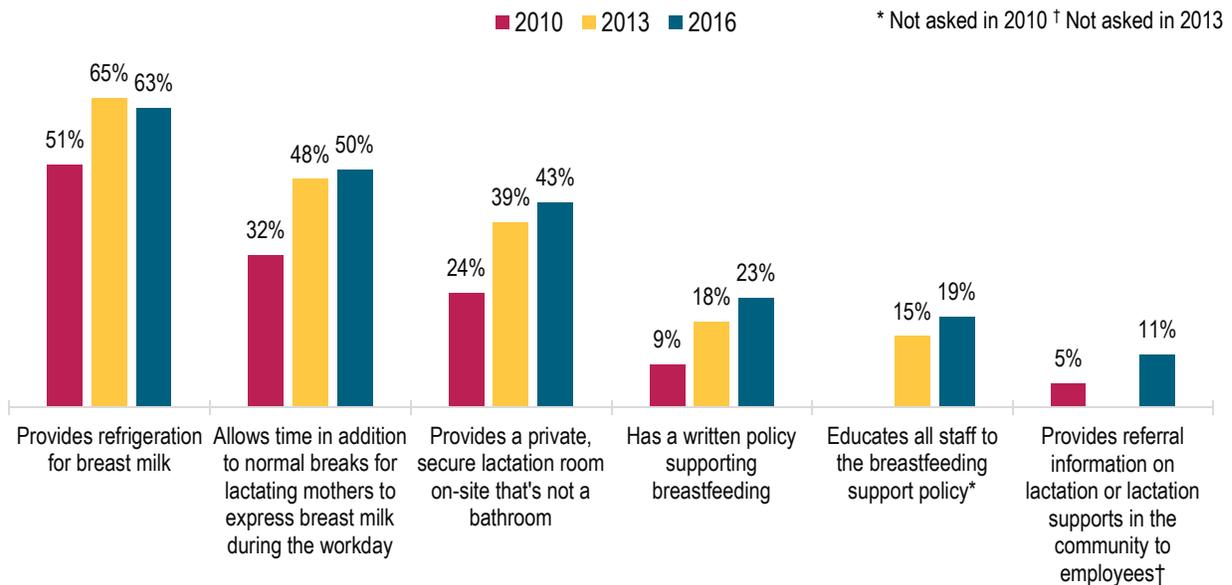


SUPPORT FOR LACTATING MOTHERS

CDC's 2015 Maternal Practices in Infant Nutrition & Care (mPINC) ranked Nebraska 50th out of 53 states and territories for breastfeeding practices⁸. Additionally, as of March 2010, federal law requires employers to provide break time and a place for most hourly wage-earning and some salaried employees (nonexempt workers) to express breast milk at work⁹.

- Half of worksites allow time in addition to normal breaks for lactating mothers to express breast milk during the workday.
- There was an increase in the percentage of participating worksites that provide a private, secure lactation room on-site that's not a bathroom.
- There was an increase in the number of worksites that have a written policy supporting breastfeeding.

Figure 15. Percentage of Nebraska worksites with support for lactating mothers, by survey year



⁸ Centers for Disease Control and Prevention. Nebraska 2015 Report, CDC Survey of Maternity Practices in Infant Nutrition and Care. Atlanta, GA. September 2016.

⁹ The law states that employers must provide a "reasonable" amount of time and that they must provide a private space other than a bathroom. They are required to provide this until the employee's baby turns one year old. This law is part of Section 4207 of the Patient Protection and Affordable Care Act under the Fair Labor Standards Act (FLSA) of 2011.

WORKSITE PHYSICAL ACTIVITY

Worksite Activity Policies

- Slightly fewer than 1 in 3 worksites has at least one physical activity policy, with 24% of worksites providing incentives for employees engaging in physical activity.
- Almost 1 in 4 worksites has policies either allowing flextime and/or time in addition to normal breaks to participate in physical activity during work hours or the workday.
- Smaller businesses were more likely to report having policies allowing flextime for employees to participate in physical activity, while larger businesses were more likely to report allowing time in addition to normal breaks for employees to participate in physical activity.

Figure 16. Percentage of Nebraska worksites with policies to support physical activity among employees, by survey year

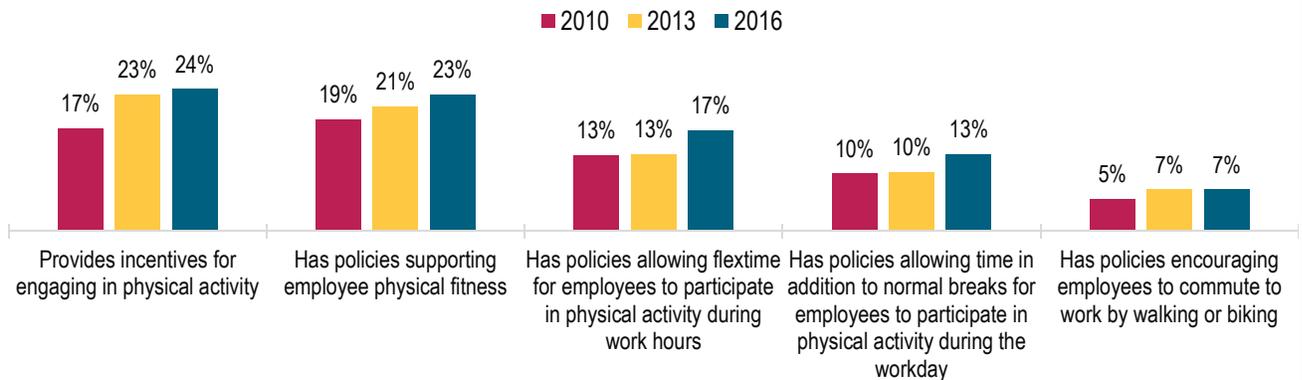
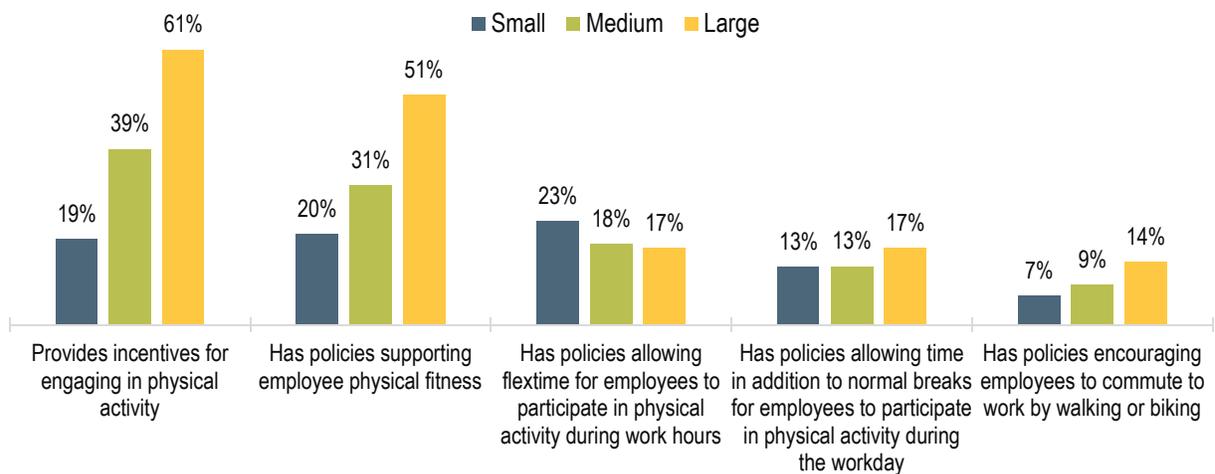


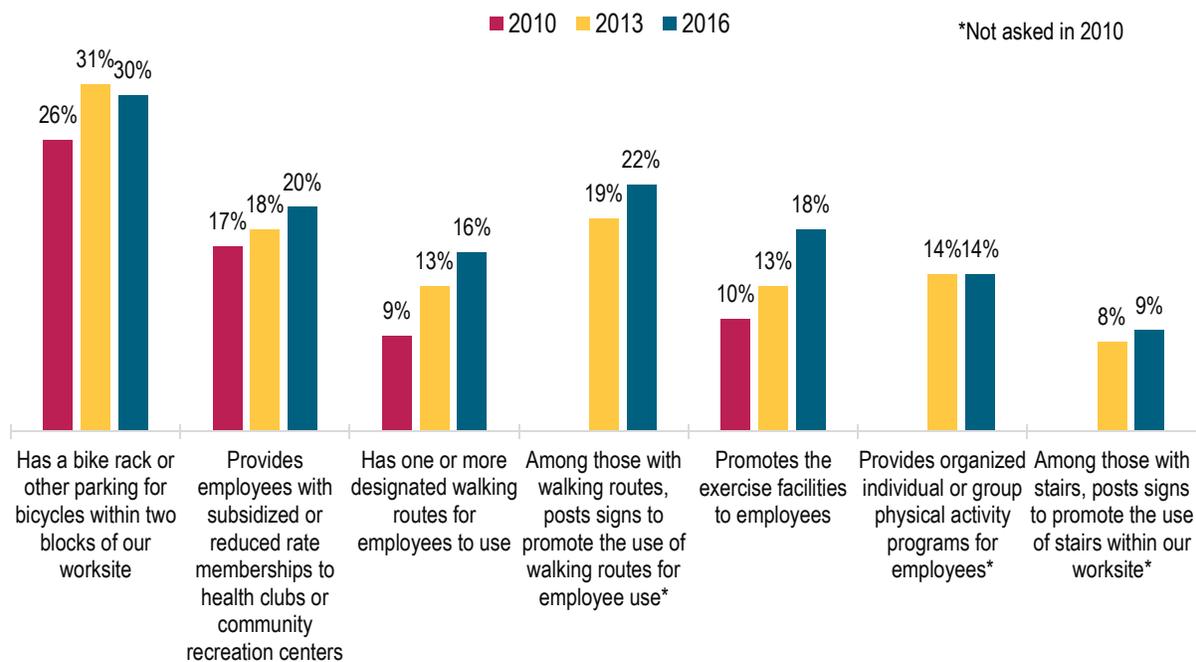
Figure 17. Percentage of Nebraska worksites with policies to support physical activity among employees by business size, 2016



Worksite Activity Options¹⁰

- More than 1 in 4 worksites have a bike rack or other parking for bicycles within two blocks of their worksite.
- There was an increase in worksites that have one or more designated walking routes for employees to use. Additionally, among those with walking routes, 1 in 2 (51%) worksites promote the walking routes to employees, with 22% of worksites using signage.
- Only 9% of worksites with stairs post signs to promote the use of stairs within their worksite.

Figure 18. Percentage of Nebraska worksites providing physical activity options, by survey year



¹⁰ Physical activity options, question 10H, was removed from the graph since the question is more about infrastructure than about wellness issues in which the business can control, question 10H was asked for analysis of 10I. Additionally, 10F was also removed from the graph due to its similarity to 10G.

EMPLOYEE SAFETY

- Fifty-nine percent (59%) of worksites have a policy requiring employees to wear a seatbelt while driving or riding in a vehicle on company business.
- Half of worksites (51%) have a policy prohibiting talking on cellular phones while driving a vehicle on company business, and 55% of worksites had a policy prohibiting texting while driving.
- One-third of workplaces promote off-the job safety for the employee and their family on topics such as fall prevention, car seat/seat belt use, and/or poisoning prevention.
- More than half of worksites have a return to work program (55%). Additionally, 62% of worksites have a worksite safety committee.

Figure 19. Percentage of Nebraska worksites with driving safety policies, by survey year

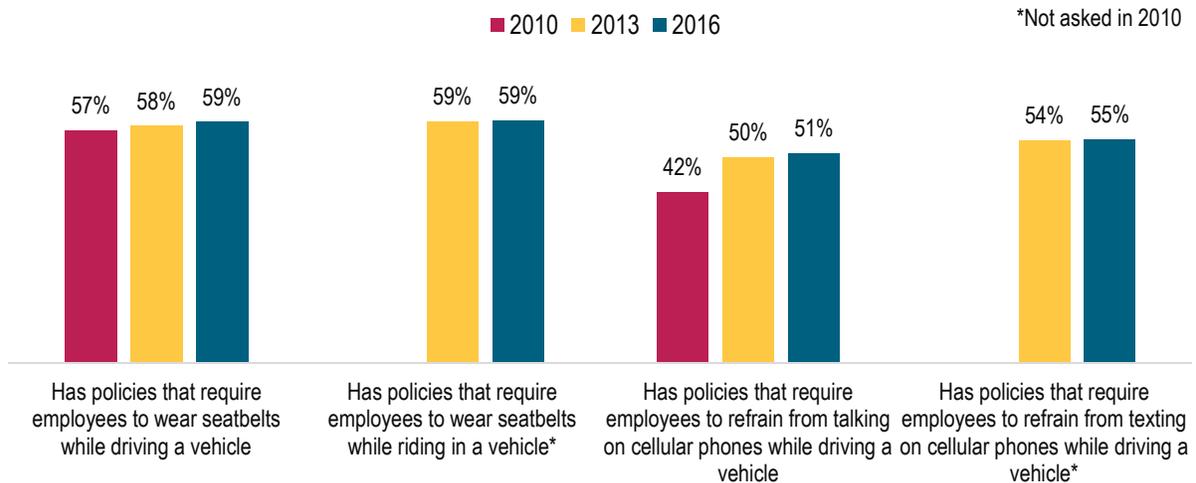
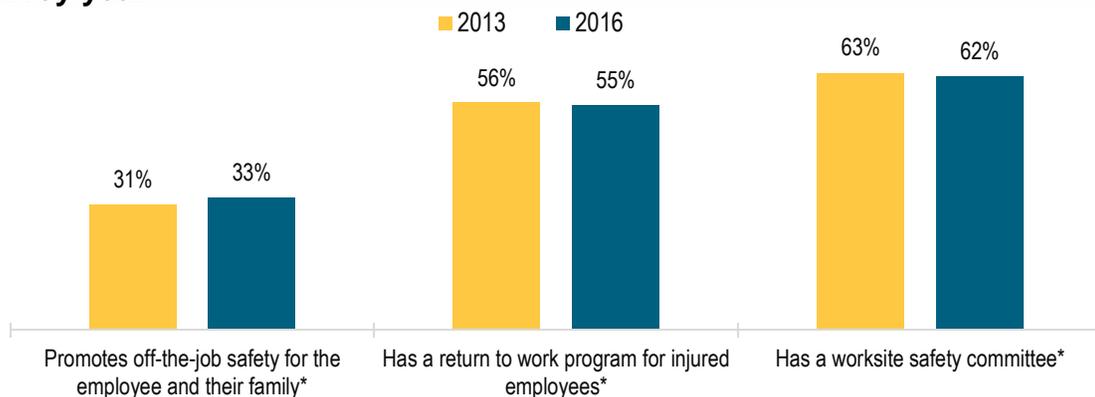


Figure 20. Percentage of Nebraska worksites with safety initiatives, by survey year



OPPORTUNITIES FOR IMPROVEMENT

A comprehensive approach to employee wellness is key to effectively changing policies and environments to help influence healthy behaviors. Businesses that utilize the evidence-based model for wellness (Build, Assess, Plan, Implement and Evaluate) are more likely to have comprehensive diverse programming that meets the needs and desires of employees¹¹.

Based on the data collected in the 2016 administration, there are several opportunities for a greater impact and long term sustainability of programming.

Effective Programing/General Recommendations

Emphasis should be placed on providing resources, education and programming that helps to reduce the burden of the top three negative impacts on businesses today: stress, obesity, and lack of physical activity. Additionally, alcohol and drug use, and injuries at the work place were also found to negatively impact businesses.

More than half of businesses stated that time constraints were a barrier to successful worksite wellness at their worksite. Having a coordinator who is responsible for employee health promotion or wellness would be ideal to address time constraints as a barrier; however, where this is not possible, having a health promotion or wellness committee can help alleviate the time burden from being placed on just one employee. Additionally, developing a wellness committee helps to provide a platform for employee engagement and collaboration to drive effective worksite wellness planning and implementation efforts.

Businesses would benefit in multiple ways by shifting to more upstream interventions (prevention and control). Currently the majority of businesses are focusing efforts on a downstream approach, such as having contests to encourage employees to lose weight. An upstream approach would consist of environmental changes before excess weight becomes an issue.

Community resources can be important to address worksite wellness and can often offset direct costs and responsibility of the business. Furthermore since organizations vary significantly, there is a need to have flexibility in creating a customized, effective health and wellness program.

- The Nebraska Worksite Wellness Toolkit helps guide businesses through the evidence-based process¹².
- For more direct technical assistance for comprehensive employee wellness efforts, there are three worksite wellness councils in Nebraska:
 - Wellness Council of the Midlands (WELLCOM):
<http://elevatingwellness.org>

¹¹ See Nebraska Worksite Wellness Toolkit for more information on the evidence-based model: www.worksitewellness.ne.gov

- 
- WorkWell: <https://www.nesafetycouncil.org/index.php/workwell-home>
 - Panhandle Worksite Wellness Council: <https://panhandleworksitewellnesscouncil.wildapricot.org/>

Specific Programming Recommendations for Worksites

Health promotion does not target a single risk factor or disease, but it tries to enhance each person's ability to improve their own health.

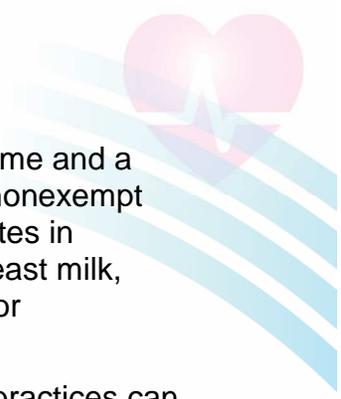
Chronic Disease Prevention and Management

- Businesses should consider opportunities to provide coverage (partial or full) which helps to offset the cost of self-management and disease prevention programs. This type of coverage helps to promote key programs but also reduce the burden of cost to participants who enroll in those programs.
- Worksite screenings/health assessments efforts are currently focused on blood pressure, blood sugar and cholesterol; however, many businesses fail to provide resources or follow-up for employees after screenings and health assessments.
- Consider program offerings which include self-management and disease prevention programs for chronic disease such as:
 - Stanford's Chronic Disease or Diabetes Self-Management Programs (CDSMP and DSMP), which are known in Nebraska as Living Well and Living Well with Diabetes¹².
 - Diabetes Self-Management Education(DSME), for a current list of DSME sites: <https://www.diabeteseducator.org/patient-resources/find-a-diabetes-educator>
 - CDC National Diabetes Prevention Program (National DPP), for a current list of National DPP sites¹³: https://nccd.cdc.gov/DDT_DPRP/Registry.aspx?STATE=NE

Nutrition

- Nutritional behavior change can be directly influenced by resources available in the workplace. For worksites with vending machines and/or cafeterias/snack shops, consider: having icons denoting healthier options, placement of healthier options in prime locations, or increasing the price of unhealthy options and decreasing the price of healthy options¹³.
- Worksites without vending machines or cafeterias can encourage healthy eating by offering or promoting an onsite or nearby farmers' market where fresh fruits and vegetables are sold.

¹² Contact NE DHHS Chronic Disease Prevention and Control Program for more information.



Support for Lactating Mothers

- As of March 2010, federal law requires employers to provide break time and a place for most hourly wage-earning and some salaried employees (nonexempt workers) to express breast milk at work; however, only half of worksites in Nebraska provide space and time for nursing mothers to express breast milk, despite federal regulations; therefore, this is an area that has room for improvement.
- Several guides and toolkits with information about different types of practices can be used to support breastfeeding women in the workplace.
 - Lactation Support at the Worksite (WorkWell Toolkit): <https://www.nesafetycouncil.org/index.php/program-resources/lactation-support>
 - Nebraska Breastfeeding Coalition: <http://nebreastfeeding.org/>

Physical Activity

- Although 59% of worksites reported lack of physical activity having a negative impact on business, only 27% of worksites provide employee education, motivation, and/or support on the topic of physical activity¹³.
- Consider having a bike rack or other parking for bicycles within two blocks of the worksite to encourage employees to get to work by active means.
- For worksites with stairs, adding signage to encourage employees to use the stairs is an inexpensive way to promote physical activity at the worksite.
- Flex time or additional break time could be an additional way to increase physical activity at worksites.

Tobacco Cessation

- Tobacco costs Nebraska businesses millions each year in lost productivity due to smoking.
 - To learn more about how tobacco use can affect your business and steps you can take to minimize the impact: www.TobaccoHurtsBusiness.ne.gov
- Develop a comprehensive tobacco-free campus policy, work with your Human Resources department to review employee insurance options, update the prescription drug plan for tobacco cessation medication as needed, and determine tobacco cessation options for your employees.
 - For a current list of Nebraska Tobacco Cessation programs: <http://dhhs.ne.gov/publichealth/TFN%20Docs/NETobaccoCessationPrograms.pdf>
 - For additional tobacco cessation resources: www.QuitNow.ne.gov

Employee Safety

- Implement seat belt and cell phone use policies to protect employees while on the road in a vehicle on company business.
- Create a worksite safety committee that works to recognize hazards, prevent injuries and create a safe workplace. Most businesses in Nebraska are required to have a safety committee in place¹³.
- Recognize that safety doesn't stop when employees leave the worksite. Promote off-the-job-safety such as home and motor vehicle safety to help reduce absenteeism, injuries and healthcare costs.

Measuring Program Results

Evaluation is a necessary part of a wellness program. In order to reduce the possibility of spending unnecessary costs, it is important to evaluate the overall wellness program regularly to understand where there are areas for improvement as well as areas that should be maintained. Decision-makers who fund the program need to be updated on the performance of the program. Evaluation will provide necessary data to maintain and expand the program and convince management to continue to support the program.

¹³ http://www.sos.ne.gov/rules-and-regs/regsearch/Rules/Labor_Dept_of/Title-230/Chapter-6.pdf

APPENDIX A:

NEBRASKA WORKSITE CHARACTERISTICS

Table 1. Characteristics of worksites surveyed by business size

	Small Businesses	Medium Businesses	Large Businesses	Total
Subsidiary/branch of a large company	236 (27%)	283 (34%)	98 (32%)	617 (32%)
More than one building makes up the worksite	296 (34%)	456 (54%)	134 (67%)	886 (46%)
Other companies in the same building as the worksite	203 (23%)	212 (25%)	64 (32%)	479 (25%)
Who Answered Survey:				
Owner	232 (26%)	45 (5%)	0 (0%)	277 (14%)
Location/general manager	232 (26%)	156 (19%)	5 (3%)	393 (20%)
HR Representative	175 (20%)	385 (46%)	126 (63%)	686 (36%)
Wellness Coordinator	7 (1%)	59 (7%)	31 (16%)	97 (5%)
Other	177 (20%)	142 (17%)	21 (11%)	340 (18%)
Not Answered	58 (7%)	52 (6%)	17 (9%)	127 (7%)
More than 2/3 of employees not fulltime	144 (16%)	59 (7%)	13 (7%)	216 (11%)
More than 2/3 of employees under the age of 40	194 (22%)	112 (13%)	19 (10%)	325 (17%)
More than 2/3 of employees female	261 (30%)	319 (38%)	39 (20%)	619 (32%)
More than 2/3 of employees work away from the worksite	201 (23%)	66 (8%)	10 (5%)	277 (14%)

APPENDIX B:



NEBRASKA WORKSITE WELLNESS SURVEY

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

WORKSITE NUTRITION

4. Policies regarding food served

Our worksite:	Yes	No	Not Sure	N/A
a. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has policies that require healthy food preparation practices in the cafeteria/snack shop (e.g. steaming, low fat/sodium substitutions, limited frying, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes kitchen equipment (e.g. refrigerators, microwaves) available for employee food storage and cooking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Offers or promotes an on-site or nearby farmers' market where fresh fruits and vegetables are sold.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Vending machine food options

a. Does your worksite have vending machines?

- Yes
- No → **Go to Question 6**

Our worksite:	Yes	No	Not Sure	N/A
b. Offers healthier food alternatives (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Offers healthful beverage options , such as 100% juices, low-fat milk, or water in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has contacted any of the vending companies to request an increase in healthful food/beverage options or healthier food alternatives in vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has posted signs to promote healthful food/beverage options or healthier food alternatives in vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other items in the vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Places labels (e.g. "low fat", "reduced sodium") on or near healthful food/beverage options or healthier food alternatives in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Cafeteria/snack shop food options

a. Does your worksite have cafeteria/snack shop?

- Yes
- 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Offers healthful beverage options , such as 100% juices, low-fat milk, or water in the cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Offers healthier food alternatives (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in the cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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 <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has posted signs to promote healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other foods in the cafeteria/snack shop <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Places labels (e.g. "low fat", "reduced sodium") on or near healthful food/beverage options or healthier food alternatives in cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Provides options for smaller portion sizes in cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

SUPPORT FOR LACTATING MOTHERS

8. Lactation programs, policies, and spaces

Our worksite:

	Yes	No	Not Sure	N/A
a. Has a written policy supporting breastfeeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Educates all staff to the breastfeeding support policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Provides a private, secure lactation room on-site that is not a bathroom .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Allows time in addition to normal breaks for lactating mothers to express breast milk during the workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Provides refrigeration for breast milk.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Provides referral information on lactation or lactation supports in the community (e.g. written materials or phone numbers) to employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

WORKSITE PHYSICAL ACTIVITY

9. Policies to support physical activity among employees

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

10. Physical activity options

Our worksite:		Yes	No	Not Sure	N/A
a.	Promotes the exercise facilities to employees (e.g. through signs, emails, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Provides organized individual or group physical activity programs for employees (other than the use of an exercise facility).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	Provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	Has a bike rack or other parking for bicycles within 2 blocks of our worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	Has one or more designated walking route(s) for employees to use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	Promotes the walking route(s) to employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	Posts signs to promote the use of walking route(s) for employee use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h.	Has one or more stairways.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i.	Posts signs to promote the use of stairs within our worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

EMPLOYEE SAFETY

11. Policies regarding worker safety

Our worksite:		Yes	No	Not Sure	N/A
a.	Has policies that require employees to wear seatbelts while driving a car or operating a moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Has policies that require employees to wear seatbelts while riding in a car or moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	Has a return to work program for injured employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	Has a worksite safety committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TOBACCO CESSATION PROGRAM AND POLICIES

12. Tobacco Cessation Program

Our worksite:	Yes	No	Not Sure	N/A
a. Has <i>in the past 12 months</i> , offered incentives to employees to quit tobacco use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has <i>in the past 12 months</i> , offered employees who use tobacco products, a quit tobacco program or any other help to quit tobacco.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has <i>in the past 12 months</i> , offered free nicotine replacement therapy (NRT) to employees who use tobacco products to help quit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Worksite Tobacco Policies

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

Worksite wellness (also known as health promotion) refers to efforts by 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:

	Yes	No	Not Sure	N/A
a. Breastfeeding/Lactation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Cancer Prevention and Treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Chronic Disease Self-Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. CPR/ Basic Life Support Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Diabetes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Pre-Diabetes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Healthy Eating or Nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Heart Disease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. High Blood Pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Injury Prevention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Physical Activity or Exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Smoking Cessation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Stress Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Stroke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Weight Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CHRONIC DISEASE PREVENTION AND MANAGEMENT

Chronic disease prevention and management programs teach people the skills and strategies to improve their health and reduce their risk of chronic diseases.

15. In the past 12 months, did your worksite offer the following prevention and/or self-management programs:

	Yes	No	Not Sure	N/A
a. Living Well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. National Diabetes Prevention Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Diabetes Self-Management Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Tai Chi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Taking Off Pounds Sensibly (TOPS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Weight Watchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Tomando Control de su Salud (Spanish Chronic Disease Self-Management Program)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Chronic Disease Self-Management Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Road to Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other: <input style="width: 300px;" type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Policies toward employee participation on chronic disease prevention and self-management classes/programs

Our worksite:

	Yes	No	Not Sure	N/A
a. Has policies allowing <i>flextime</i> for employees to participate in structured chronic disease self-management classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has policies allowing <i>paid time</i> for employees to participate in structured chronic disease self-management classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE

17. 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):

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

18. Blood pressure control

Our worksite:

	Yes	No	Not Sure	N/A
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has permanent on-site access for an employee to check their blood pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Diabetes assessment and management

Our worksite:

	Yes	No	Not Sure	N/A
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Provides free or subsidized self-management programs for diabetes control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HEALTH INSURANCE COVERAGE FOR EMPLOYEES

20. Health insurance plan

a. Does your worksite offer health insurance plans for employees?

- Yes
 No **—————> Go to Question 20**

Our worksite:	Yes, covered at no cost to the employee	Yes, covered at low cost to the employee	Yes, covered at standard cost to the employee	Not covered	Not Sure	N/A
b. Has a health insurance plan that covers general health physicals/screenings on an annual basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has a health insurance plan that covers pharmaco-therapies (e.g. Wellbutrin, Zyban, nicotine patches/gum, Chantix) as aids in smoking cessation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has a health insurance plan that covers lactation consultant visits and breast pumps.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has a health insurance plan that covers the cost of cholesterol testing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Covers payment for medications that help to control high blood pressure .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Covers payment for medications that help to control high cholesterol .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Provides health insurance for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Has a health insurance plan that covers visits with a Registered Dietitian.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Has a health insurance plan that covers chronic disease prevention program (i.e. National Diabetes Prevention Program (NDPP), Weight Watchers, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Has a health insurance plan that covers chronic disease self-management program or classes (i.e. Diabetes Self-Management Education (DSME), Living Well, Chronic Disease Self-Management Program, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

WORKSITE WELLNESS

21. Policies supporting health promotion

Our worksite:

	Yes	No	Not Sure	N/A
a. Has a health promotion or wellness committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has a coordinator that is responsible for employee health promotion or wellness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has staff that are responsible for employee health promotion or wellness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has included funding for health promotion or wellness in the budget <i>in the past month</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has written objectives for employee wellness or health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has a stated mission or goal for our company regarding the improvement of the health status of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has senior management actively involved in wellness initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Has provided a health risk assessment to employees <i>during the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Our worksite:

	Yes	No	Not Sure	N/A
i. Has collected data or feedback on employee interest in wellness program <i>during the past 12 months.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Has advertised the wellness program to employees <i>during the past 12 months.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Has implemented worksite wellness initiatives <i>in the past 12 months.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Has evaluated our wellness program <i>during the past 12 months.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Has implemented changes to our wellness program based on employee feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Has coordinated programs for occupational health and safety with program for health promotion and wellness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. For approximately how many years has your worksite's wellness program been in operation?

Years

23. Are you a member of any of the following worksite councils:

	Yes	No	Not Sure	N/A
a. Wellness Council of the Midlands (WELLCOM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. WorkWell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Panhandle Worksite Wellness Council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Which of the following are barriers to successful worksite wellness at your worksite:

	Yes	No	Not Sure	N/A
a. Lack of employee interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of participation by high-risk employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Worksite/company cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Lack of management support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Staff to organize worksite wellness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Employees out of office/not in central location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Please use this space to comment about any barriers to implementing wellness policies and/or activities at your work place.

26. To what extent does each of the following employee health issues negatively impact your business?

	No impact	Mild impact	Moderate impact	Severe impact	Very severe impact	Not Sure
a. Stress	<input type="radio"/>					
b. Tobacco use	<input type="radio"/>					
c. Obesity	<input type="radio"/>					
d. Lack of physical activity/exercise/fitness	<input type="radio"/>					
e. High blood pressure	<input type="radio"/>					
f. Diabetes	<input type="radio"/>					
g. Heart disease	<input type="radio"/>					
h. Stroke	<input type="radio"/>					
i. Cancer	<input type="radio"/>					
j. Alcohol and other drug habits	<input type="radio"/>					
k. Poor nutrition	<input type="radio"/>					
l. Injuries at the workplace	<input type="radio"/>					

27. Please specify any other employee health issues negatively affecting your business in the space below.

28. 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

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

	Less than 1/3 of all employees	More than 1/3 but less than 2/3 of all employees	More than 2/3 of all employees
a. Are full-time (35 or more hours/week)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Are under the age of 40?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are female?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Work at least half of their hours away from the worksite (in delivery, sales, contracted out, telecommuting, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Which of the following best describes your position?

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

31. 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 880325
Lincoln, NE 68588-0325
Phone: 800-480-4549 (toll free)
Email: bosr@unl.edu

APPENDIX C:



DATA TABLES

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Worksite Nutrition:									
Q4A	Has policies or guidelines encouraging healthful food options to be served at staff meetings	401	17%	1009	54%	48	2%	439	26%
	Small	116	15%	446	54%	15	2%	288	29%
	Medium	216	25%	461	56%	23	3%	133	16%
	Large	69	35%	102	51%	10	5%	18	9%
Q4B	Has policies or guidelines encouraging healthful food options to be served at sponsored events	386	18%	975	51%	55	2%	479	29%
	Small	125	16%	414	50%	13	2%	309	32%
	Medium	194	23%	461	55%	25	3%	155	19%
	Large	67	34%	100	50%	17	9%	15	8%
Q4C	Has policies or guidelines encouraging healthful food/healthier food alternatives in vending machines	381	13%	798	42%	56	2%	656	43%
	Small	68	9%	345	41%	12	1%	433	48%
	Medium	224	26%	381	46%	31	4%	198	24%
	Large	89	45%	72	36%	13	7%	25	13%
Q4D	Has policies that require healthy food preparation practices in the cafeteria/snack shop	282	11%	614	33%	67	2%	925	54%
	Small	67	10%	276	33%	9	1%	508	57%
	Medium	173	20%	270	33%	40	5%	348	42%
	Large	42	21%	68	35%	18	9%	69	35%
Q4E	Has policies or guidelines limiting the sodium content for foods and beverages served at company events or in worksite settings	199	7%	1058	54%	84	3%	551	36%
	Small	40	6%	434	52%	17	2%	369	40%
	Medium	133	15%	504	61%	39	5%	157	19%
	Large	26	13%	120	60%	28	14%	25	13%
Q4F	Makes kitchen equipment available for employee food storage and cooking	1522	78%	143	7%	5	0%	224	21%
	Small	639	77%	70	8%	1	0%	157	16%
	Medium	707	85%	54	6%	4	0%	64	8%
	Large	176	89%	19	10%	0	0%	3	2%
Q4G	Offers or promotes an on-site or nearby farmers' market where fresh fruits and vegetables are sold	258	12%	1152	59%	40	2%	440	27%
	Small	74	11%	490	58%	13	2%	284	30%
	Medium	126	15%	539	65%	21	2%	144	18%
	Large	58	29%	123	62%	6	3%	12	6%
Q5A	Does your worksite have vending machines	959	34%	925	66%				
	Small	206	25%	660	75%				
	Medium	590	71%	236	29%				
	Large	163	85%	29	15%				
Q5B	Offers healthier food alternatives in vending machines	616	57%	271	37%	30	4%	11	1%
	Small	65	33%	96	51%	15	7%	18	8%
	Medium	312	54%	201	36%	31	5%	31	5%
	Large	110	70%	35	22%	9	6%	4	3%
Q5C	Offers healthful beverage options in vending machines	487	43%	332	44%	55	6%	53	7%
	Small	90	46%	90	46%	11	6%	3	2%
	Medium	396	69%	156	27%	16	3%	8	1%
	Large	130	82%	25	16%	3	2%	0	0%
Q5D	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	231	16%	448	59%	203	19%	44	6%
	Small	16	8%	133	69%	28	16%	14	8%
	Medium	154	26%	263	47%	136	23%	23	4%
	Large	61	38%	52	33%	39	25%	7	4%

DATA TABLES

Q5E	Has posted signs to promote healthful food/beverage options or healthier food alternatives in vending machines in the past 12 months	219	17%	629	74%	55	5%	25	3%
	Small	21	11%	154	80%	9	5%	9	4%
	Medium	139	24%	389	68%	33	6%	15	3%
	Large	59	37%	86	54%	13	8%	1	1%
Q5F	Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other items in the vending machines in the past 12 months	94	8%	661	73%	108	10%	64	9%
	Small	9	5%	144	75%	14	8%	25	12%
	Medium	61	10%	409	71%	71	12%	35	6%
	Large	24	15%	108	68%	23	15%	4	3%
Q5G	Places labels on or near healthful food/beverage options or healthier food alternatives in vending machines	133	10%	656	73%	80	8%	58	9%
	Small	10	5%	143	75%	13	7%	26	13%
	Medium	77	13%	422	73%	50	9%	27	5%
	Large	46	29%	91	57%	17	11%	5	3%
Q6A	Does your worksite have cafeteria/snack shop	366	14%	1468	86%				
	Small	69	8%	772	92%				
	Medium	211	26%	595	74%				
	Large	86	46%	101	54%				
Q6B	Sells healthful food options in the cafeteria/snack shop	300	75%	39	18%	7	3%	10	3%
	Small	20	49%	13	30%	3	7%	7	13%
	Medium	145	76%	25	13%	4	2%	13	8%
	Large	77	90%	5	6%	0	.	4	5%
Q6C	Offers healthful beverage options in the cafeteria/snack shop	328	88%	17	8%	6	2%	5	2%
	Small	26	65%	8	19%	2	5%	6	11%
	Medium	156	84%	11	6%	6	3%	11	8%
	Large	81	96%	1	1%	0	.	2	2%
Q6D	Offers healthier food alternatives in the cafeteria/snack shop	276	72%	46	18%	26	7%	7	3%
	Small	20	52%	10	24%	4	10%	7	14%
	Medium	135	73%	22	12%	13	7%	12	8%
	Large	68	81%	10	12%	3	4%	3	4%
Q6E	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	120	26%	100	34%	112	28%	25	12%
	Small	8	21%	14	35%	11	28%	8	17%
	Medium	63	34%	45	24%	57	30%	18	12%
	Large	30	36%	20	24%	29	35%	5	6%
Q6F	Has posted signs to promote healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop in the past 12 months	180	44%	136	45%	31	7%	10	4%
	Small	14	36%	17	42%	1	3%	9	19%
	Medium	89	48%	64	35%	16	9%	14	9%
	Large	46	55%	28	33%	7	8%	3	4%
Q6G	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	78	18%	183	54%	64	14%	32	13%
	Small	6	16%	20	50%	5	13%	10	22%
	Medium	46	25%	89	48%	30	16%	17	12%
	Large	13	16%	44	52%	22	29%	5	6%

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Q6H	Places labels on or near healthful food/beverage options or healthier food alternatives in cafeteria/snack shop	96	24%	195	56%	44	11%	20	8%
	Small	9	23%	18	45%	4	10%	10	22%
	Medium	43	24%	104	56%	23	12%	12	8%
	Large	30	37%	37	45%	13	16%	2	2%
Q6I	Provides options for smaller portion sizes in cafeteria/snack shop	195	55%	109	29%	31	8%	18	7%
	Small	16	41%	10	24%	5	13%	10	22%
	Medium	101	55%	52	28%	13	7%	15	10%
	Large	37	45%	28	34%	12	15%	5	6%
Q7A	In your current position do you have the ability to be involved in making healthy food choices available at your worksite?	1113	58%	716	42%				
	Small	436	56%	398	44%				
	Medium	546	68%	258	32%				
	Large	131	69%	60	31%				
Q7B	Why do you not have the ability to be involved in making healthy food choices available at your work?	data available upon request							
Support for Lactating Mothers									
Q8A	Our worksite has a written policy supporting breastfeeding	553	23%	828	51%	180	8%	261	17%
	Small	134	19%	431	53%	55	7%	208	21%
	Medium	322	39%	328	42%	103	13%	50	6%
	Large	97	51%	69	36%	22	12%	3	2%
Q8B	Our worksite educates all staff to the breastfeeding support policy	418	19%	788	47%	200	7%	409	27%
	Small	119	17%	386	48%	43	6%	278	30%
	Medium	223	27%	336	42%	123	15%	117	15%
	Large	76	40%	66	35%	34	18%	14	7%
Q8C	Our worksite provides a private, secure lactation room on-site that's not a bathroom	943	43%	473	32%	95	4%	307	21%
	Small	268	37%	284	35%	31	4%	239	25%
	Medium	515	63%	169	22%	55	7%	65	8%
	Large	160	83%	20	10%	9	5%	3	2%
Q8D	Our worksite allows time in addition to normal breaks for lactating mothers to express breast milk during the workday	1039	50%	270	17%	144	7%	379	26%
	Small	339	46%	159	18%	52	6%	284	29%
	Medium	553	68%	92	12%	74	9%	87	11%
	Large	147	77%	19	10%	18	9%	8	4%
Q8E	Our worksite provides refrigeration for breast milk	1233	63%	188	12%	104	4%	306	21%
	Small	455	60%	112	13%	26	3%	237	24%
	Medium	622	77%	60	8%	64	8%	63	8%
	Large	156	81%	16	8%	14	7%	6	3%
Q8F	Our worksite provides referral information on lactation or lactation supports in the community to employees	250	11%	990	56%	250	10%	341	23%
	Small	66	10%	443	56%	67	8%	257	26%
	Medium	122	15%	470	59%	139	17%	76	10%
	Large	62	33%	77	40%	44	23%	8	4%
Worksite Physical Activity									
Q9A	Our worksite has policies allowing flextime for employees to participate in physical activity during work hours	329	17%	1315	71%	60	3%	146	9%
	Small	135	17%	580	70%	21	3%	110	11%
	Medium	151	18%	600	74%	29	4%	31	4%
	Large	44	23%	135	70%	10	5%	5	3%

DATA TABLES

Q9B	Our worksite has policies allowing time in addition to normal breaks for employees to participate in physical activity during the workday	249	13%	1402	75%	53	2%	147	10%
	Small	109	13%	602	73%	20	2%	112	11%
	Medium	107	13%	656	80%	21	3%	30	4%
	Large	33	17%	144	72%	12	6%	5	3%
Q9C	Our worksite has policies encouraging employees to commute to work by walking or biking	152	7%	1462	79%	71	3%	164	10%
	Small	53	7%	647	79%	26	3%	116	11%
	Medium	72	9%	662	82%	36	4%	43	5%
	Large	27	14%	152	79%	9	5%	5	3%
Q9D	Our worksite has policies supporting employee physical fitness	525	23%	1121	65%	65	3%	141	9%
	Small	164	20%	551	66%	21	3%	109	11%
	Medium	263	31%	486	61%	35	4%	29	4%
	Large	98	51%	84	43%	9	5%	3	2%
Q9E	Our worksite provides incentives for engaging in physical activity	591	24%	1087	65%	35	2%	136	9%
	Small	147	20%	576	68%	14	2%	106	10%
	Medium	324	39%	444	55%	17	2%	27	4%
	Large	120	62%	67	35%	4	2%	3	2%
Q10A	Our worksite promotes the exercise facilities to employees	493	18%	948	57%	23	1%	378	22%
	Small	110	14%	501	60%	10	1%	223	25%
	Medium	275	33%	395	50%	8	1%	129	16%
	Large	108	57%	52	27%	5	3%	26	14%
Q10B	Our worksite provides organized individual or group physical activity programs for employees	387	14%	1229	71%	30	1%	199	13%
	Small	81	11%	609	74%	10	1%	142	15%
	Medium	211	25%	536	67%	14	2%	50	6%
	Large	95	50%	84	44%	6	3%	7	4%
Q10C	Our worksite provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers	508	20%	1133	66%	46	3%	161	11%
	Small	127	16%	573	68%	21	3%	123	13%
	Medium	278	33%	481	60%	17	2%	36	4%
	Large	103	54%	79	41%	8	4%	2	1%
Q10D	Our worksite has a bike rack or other parking for bicycles within 2 blocks of our worksite	669	30%	965	58%	72	2%	144	10%
	Small	203	27%	513	61%	13	2%	114	11%
	Medium	344	41%	396	50%	46	5%	27	3%
	Large	122	63%	56	29%	13	7%	3	2%
Q10E	Our worksite has one or more designated walking routes for employees to use	386	16%	1235	70%	43	2%	180	12%
	Small	101	13%	591	72%	10	1%	138	14%
	Medium	192	23%	555	69%	26	3%	38	5%
	Large	93	48%	89	46%	7	4%	4	2%
Q10F	Among those with walking routes, Our worksite promotes the walking routes to employees, among those with walking routes	217	51%	143	43%	20	4%	5	2%
	Small	47	47%	47	47%	4	3%	3	3%
	Medium	106	56%	74	39%	10	5%	1	1%
	Large	64	69%	22	24%	6	6%	1	1%
Q10G	Our worksite posts signs to promote the use of walking routes for employee use, among those with walking routes	99	22%	254	72%	21	2%	10	4%
	Small	16	18%	79	76%	1	0%	5	5%
	Medium	48	25%	126	67%	13	7%	3	2%
	Large	35	38%	49	53%	7	8%	2	2%
Q10H	Our worksite has one or more stairways	972	45%	693	42%	9	1%	167	12%
	Small	324	41%	383	45%	4	1%	128	14%
	Medium	496	61%	272	34%	3	0%	37	5%

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	Large	152	78%	38	20%	2	1%	2	1%
Q10I	posts signs to promote the use of stairs within our worksite, among those with stairs	218	9%	788	83%	16	1%	49	6%
	Small	23	8%	274	85%	4	1%	22	6%
	Medium	55	11%	409	83%	9	2%	23	5%
	Large	40	26%	105	69%	3	2%	4	3%
Employee Safety									
Q11A	Our worksite has policies that require employees to wear seatbelts while driving a car or operating a moving vehicle while on company business	1307	59%	325	23%	85	4%	136	11%
	Small	546	58%	185	25%	29	4%	89	13%
	Medium	610	76%	115	14%	43	5%	44	5%
	Large	151	79%	25	13%	13	7%	3	5%
Q11B	Our worksite has policies that require employees to wear seatbelts while riding in a car or moving vehicle while on company business	1251	59%	351	24%	120	6%	135	11%
	Small	522	56%	198	26%	44	5%	88	13%
	Medium	585	73%	130	15%	53	6%	44	5%
	Large	144	75%	23	12%	23	12%	3	5%
Q11C	Our worksite 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	1108	51%	487	32%	376	6%	336	11%
	Small	453	48%	274	35%	43	5%	86	12%
	Medium	528	66%	173	20%	69	8%	44	5%
	Large	127	65%	40	21%	25	13%	2	5%
Q11D	Our worksite has policies that require employees to refrain from texting on cellular phones while driving a car or operating a moving vehicle while on company business	1173	55%	428	29%	130	5%	131	11%
	Small	490	51%	240	32%	37	4%	87	12%
	Medium	546	68%	154	18%	71	8%	43	5%
	Large	137	71%	34	18%	22	11%	1	5%
Q11E	Our worksite promotes off-the-job safety for the employee and their family on topics such as fall prevention, car seat/seat belt use and or/poisoning prevention	729	33%	881	53%	132	6%	116	9%
	Small	273	29%	452	55%	45	5%	84	11%
	Medium	342	43%	369	45%	71	9%	29	4%
	Large	114	59%	60	31%	16	8%	3	4%
Q11F	Our worksite has a return to work program for injured employees	1218	55%	398	28%	160	9%	83	7%
	Small	466	51%	255	32%	72	9%	63	9%
	Medium	598	74%	125	15%	68	8%	19	2%
	Large	154	80%	18	9%	20	10%	1	2%
Q11G	Our worksite has a worksite safety committee	1364	62%	359	28%	74	4%	65	6%
	Small	517	57%	249	32%	38	4%	52	7%
	Medium	676	84%	95	12%	28	3%	13	2%
	Large	171	88%	15	8%	8	4%	0	2%
Tobacco									
Q12A	Our worksite has in the past 12 months offered incentives to employees to quit tobacco use	401	16%	1315	77%	64	4%	108	10%
	Small	88	11%	666	77%	24	3%	79	9%
	Medium	214	25%	559	68%	34	4%	25	3%
	Large	99	50%	90	45%	6	3%	4	2%
Q12B	Our worksite has in the past 12 months offered employees who use tobacco products, a quit tobacco program or any other help to quit tobacco	441	18%	1264	75%	74	5%	111	10%
	Small	101	12%	648	75%	28	4%	82	9%
	Medium	227	27%	539	65%	41	5%	25	3%
	Large	113	57%	77	39%	5	3%	4	2%

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Q12C	Our worksite has in the past 12 months offered free nicotine replacement therapy to employees who use tobacco products to help quit	233	9%	1421	81%	118	7%	114	10%
	Small	40	5%	693	80%	42	6%	81	9%
	Medium	121	14%	629	76%	54	6%	27	3%
	Large	72	36%	99	50%	22	11%	6	3%
Q13A	Our worksite has adopted a policy that restricts smoking within a certain distance from the entrance of the building	1256	64%	522	35%	38	2%	69	6%
	Small	478	58%	317	35%	15	1%	49	5%
	Medium	620	74%	174	22%	18	2%	16	2%
	Large	158	80%	31	16%	5	3%	4	2%
Q13B	Our worksite allows smoking outside only in certain places	1148	63%	618	35%	38	3%	81	7%
	Small	511	60%	273	31%	21	3%	54	6%
	Medium	506	62%	287	34%	14	2%	20	2%
	Large	131	66%	58	29%	3	2%	7	4%
Q13C	Our worksite has a policy that prohibits smoking in outdoor work areas	882	42%	714	47%	68	4%	211	16%
	Small	290	35%	424	47%	27	3%	115	14%
	Medium	458	55%	251	31%	32	4%	81	10%
	Large	134	68%	39	20%	9	5%	15	8%
Q13D	Our worksite has adopted a policy that prohibits smoking on the whole worksite campus	651	31%	1090	66%	50	3%	92	8%
	Small	204	25%	561	65%	20	2%	70	8%
	Medium	352	41%	433	54%	25	3%	19	2%
	Large	95	48%	96	48%	5	3%	3	2%
Q13E	Our worksite has adopted a policy that prohibits smoking in all company or agency vehicles	1151	55%	409	29%	94	6%	225	19%
	Small	402	47%	278	29%	37	5%	139	19%
	Medium	593	72%	109	14%	45	5%	79	9%
	Large	156	79%	22	11%	12	6%	7	4%
Q13F	Our worksite has adopted a policy that prohibits the use of chewing tobacco, snuff, snus, or dip in the workplace	1041	51%	689	46%	95	6%	64	6%
	Small	339	43%	430	47%	39	4%	52	6%
	Medium	547	65%	231	29%	44	5%	10	1%
	Large	155	79%	28	14%	12	6%	2	1%
Q13G	Our worksite has adopted a policy that prohibits the use of electronic tobacco products such as e-cigarettes in the workplace	922	45%	736	49%	154	8%	73	7%
	Small	298	38%	451	50%	47	6%	60	7%
	Medium	478	56%	253	56%	88	32%	12	1%
	Large	146	74%	32	16%	19	10%	1	1%
Employee Education/ motivation/ support									
Q14A	Breastfeeding/lactation	184	7%	1432	78%	106	5%	157	11%
	Small	40	5%	661	78%	33	4%	121	1%
	Medium	87	10%	648	79%	58	7%	33	1%
	Large	57	29%	123	62%	15	2%	3	1%
Q14B	Cancer prevention and treatment	297	11%	1381	77%	106	5%	98	7%
	Small	72	9%	677	79%	33	4%	75	8%
	Medium	149	18%	603	73%	55	6%	21	3%
	Large	76	39%	101	51%	18	9%	2	1%
Q14C	Chronic disease self-management	307	11%	1369	77%	106	5%	98	7%
	Small	60	8%	686	80%	34	5%	76	8%
	Medium	167	20%	586	72%	53	6%	20	2%
	Large	80	40%	97	49%	19	10%	2	1%
Q14D	CPR/ basic life support training	840	34%	898	56%	65	3%	81	6%
	Small	230	29%	537	61%	25	3%	64	7%
	Medium	471	56%	314	39%	30	4%	15	2%
	Large	139	70%	47	24%	10	5%	2	1%
Q14E	Diabetes	355	12%	1346	77%	87	4%	92	7%

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	Small	69	9%	685	79%	31	4%	72	8%
	Medium	186	22%	575	70%	46	5%	18	2%
	Large	100	51%	86	43%	10	5%	2	1%
Q14F	Pre-Diabetes	314	11%	1374	77%	99	4%	93	7%
	Small	66	9%	687	80%	32	4%	73	8%
	Medium	168	20%	587	72%	51	6%	18	2%
	Large	80	40%	100	51%	16	8%	2	1%
Q14G	Healthy eating or nutrition	660	26%	1071	65%	65	3%	87	6%
	Small	163	21%	607	69%	20	3%	68	7%
	Medium	357	42%	416	52%	38	5%	17	2%
	Large	140	71%	48	24%	7	4%	2	1%
Q14H	Heart disease	375	14%	1325	75%	87	4%	94	7%
	Small	83	11%	676	78%	27	3%	72	8%
	Medium	197	24%	559	69%	49	6%	19	2%
	Large	95	48%	90	45%	11	6%	3	2%
Q14I	High blood pressure	421	15%	1283	74%	83	4%	92	7%
	Small	93	12%	668	77%	26	3%	71	8%
	Medium	225	27%	534	66%	45	5%	18	2%
	Large	103	52%	81	41%	12	6%	3	2%
Q14J	Injury prevention	793	33%	929	58%	76	3%	81	6%
	Small	265	28%	506	62%	21	3%	62	7%
	Medium	412	51%	357	43%	41	5%	16	2%
	Large	116	58%	66	33%	14	7%	3	2%
Q14K	Physical activity or exercise	690	27%	1034	63%	64	3%	89	7%
	Small	171	22%	594	68%	21	3%	70	8%
	Medium	372	44%	397	50%	37	4%	16	2%
	Large	147	74%	43	22%	6	3%	3	2%
Q14L	Smoking cessation	385	14%	1316	75%	79	3%	98	7%
	Small	88	11%	668	78%	24	3%	75	8%
	Medium	194	23%	564	69%	46	5%	20	2%
	Large	103	52%	84	42%	9	5%	3	2%
Q14M	Stress management	532	20%	1186	70%	72	3%	90	6%
	Small	127	16%	640	73%	21	3%	69	8%
	Medium	291	34%	474	59%	41	5%	18	2%
	Large	114	57%	72	36%	10	5%	3	2%
Q14N	Stroke	258	9%	1417	79%	111	5%	93	7%
	Small	55	7%	701	81%	29	4%	72	8%
	Medium	134	16%	611	75%	61	7%	18	2%
	Large	69	35%	105	53%	21	11%	3	2%
Q14O	Weight management	574	22%	1147	68%	70	2%	90	7%
	Small	128	17%	635	72%	24	3%	71	8%
	Medium	319	38%	453	56%	36	4%	16	2%
	Large	127	64%	59	30%	10	5%	3	2%
Chronic Disease Prevention and Management									
Q15A	Living Well	337	14%	1374	76%	81	3%	86	6%
	Small	91	11%	681	78%	21	3%	65	7%
	Medium	180	22%	580	71%	43	5%	18	2%
	Large	66	33%	113	57%	17	9%	3	2%
Q15B	NDPP	101	4%	1588	86%	103	4%	89	6%
	Small	22	3%	745	86%	26	3%	66	7%
	Medium	53	6%	697	85%	55	7%	19	2%
	Large	26	13%	146	74%	22	11%	4	2%
Q15C	Diabetes self management education	125	4%	1561	85%	106	4%	89	6%
	Small	21	3%	744	86%	27	3%	66	8%
	Medium	67	8%	686	84%	53	6%	19	2%
	Large	37	19%	131	66%	26	13%	4	2%
Q15D	Tai Chi	37	2%	1664	88%	87	3%	93	7%
	Small	12	2%	755	88%	24	3%	68	8%
	Medium	18	2%	739	90%	46	6%	21	3%
	Large	7	4%	170	86%	17	9%	4	2%
Q15E	Taking Pounds Off Sensibly	41	2%	1663	88%	88	3%	91	7%
	Small	9	1%	760	88%	23	3%	67	8%

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	Medium	24	3%	734	89%	47	6%	20	2%
	Large	8	4%	169	85%	18	9%	4	2%
Q15F	Weight Watchers	106	4%	1603	87%	82	3%	90	6%
	Small	19	2%	753	87%	21	3%	66	7%
	Medium	49	6%	710	86%	46	5%	20	2%
	Large	38	19%	140	71%	15	8%	4	2%
Q15G	Tomando Control de su salud	22	1%	1650	87%	97	4%	109	7%
	Small	7	1%	748	87%	28	4%	74	8%
	Medium	12	1%	731	89%	53	6%	28	3%
	Large	3	2%	171	87%	16	8%	7	4%
Q15H	Chronic disease self management program	87	3%	1600	87%	100	4%	93	7%
	Small	14	2%	753	87%	24	3%	67	8%
	Medium	42	5%	709	86%	52	6%	20	2%
	Large	31	16%	138	70%	24	12%	5	3%
Q16I	Road to Health	55	2%	1630	88%	97	4%	92	7%
	Small	10	1%	755	88%	25	3%	67	8%
	Medium	30	4%	720	88%	51	6%	20	2%
	Large	15	8%	155	79%	21	11%	5	3%
Q15J	Other	110	6%	737	75%	47	3%	171	16%
	Small	17	4%	412	78%	11	2%	87	16%
	Medium	67	14%	292	65%	28	6%	70	16%
	Large	26	32%	33	41%	8	10%	14	17%
Q16A	Our worksite has policies allowing flextime for employees to participate in structured chronic disease self-management classes	140	7%	1425	76%	163	7%	140	9%
	Small	55	7%	652	76%	51	6%	90	10%
	Medium	58	7%	637	78%	85	10%	43	5%
	Large	27	14%	136	69%	27	14%	7	4%
Q16B	Our worksite has policies allowing paid time for employees to participate in structured chronic disease self-management classes	79	3%	1518	81%	136	6%	135	9%
	Small	24	3%	686	81%	49	6%	88	10%
	Medium	39	5%	683	83%	62	7%	40	5%
	Large	16	8%	149	76%	25	13%	7	4%
Screening/Health Assessments									
Q17A	Periodic health or physical exams	392	17%	1386	75%	29	1%	76	6%
	Small	132	16%	654	76%	11	2%	59	7%
	Medium	185	22%	614	75%	14	2%	15	2%
	Large	75	38%	118	59%	4	2%	2	1%
Q17B	Blood pressure checks	614	24%	1172	69%	21	1%	77	6%
	Small	155	20%	632	72%	10	1%	59	6%
	Medium	326	38%	477	59%	10	1%	16	2%
	Large	133	67%	63	32%	1	1%	2	1%
Q17C	Blood tests to measure blood sugar	453	18%	1320	75%	31	2%	79	6%
	Small	112	14%	670	77%	13	2%	61	7%
	Medium	229	27%	568	69%	15	2%	16	2%
	Large	112	56%	82	41%	3	2%	2	1%
Q17D	Cholesterol screening	467	18%	1311	75%	27	1%	79	6%
	Small	107	14%	676	78%	12	1%	61	7%
	Medium	244	29%	556	77%	13	2%	16	2%
	Large	116	58%	79	40%	2	1%	2	1%
Q17E	Physical fitness tests	146	6%	1615	86%	44	2%	78	6%
	Small	41	5%	741	87%	14	2%	60	7%
	Medium	68	8%	722	87%	23	3%	16	2%
	Large	37	19%	152	77%	7	4%	2	1%
Q17F	diet/nutrition evaluation	239	8%	1521	84%	39	2%	80	6%
	Small	40	6%	740	86%	12	1%	62	7%
	Medium	135	16%	656	80%	21	3%	16	2%
	Large	64	33%	125	63%	6	3%	2	1%
Q17G	Cancer screening	120	5%	1631	87%	47	2%	81	6%
	Small	29	4%	749	88%	13	2%	63	7%
	Medium	55	7%	727	88%	29	3%	16	2%

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	Large	36	18%	155	78%	5	3%	2	1%				
Q17H	body fat or healthy body weight screening	402	15%	1368	78%	31	1%	81	6%				
	Small	83	11%	698	81%	11	1%	63	7%				
	Medium	225	27%	573	70%	15	2%	16	2%				
	Large	94	48%	97	49%	5	3%	2	1%				
Q18A	Our worksite 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	182	6%	1540	85%	72	3%	87	6%				
	Small	35	4%	737	86%	18	2%	66	7%				
	Medium	83	10%	682	83%	43	5%	19	2%				
	Large	64	32%	121	61%	11	6%	2	1%				
Q18B	Our worksite has permanent on-site access for an employee to check their blood pressure	388	15%	1382	78%	32	1%	80	6%				
	Small	82	11%	704	81%	9	1%	62	7%				
	Medium	219	25%	574	71%	18	2%	16	2%				
	Large	87	44%	104	53%	5	3%	2	1%				
Q19A	Our worksite 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	128	4%	1579	86%	91	4%	86	6%				
	Small	22	3%	748	87%	23	3%	65	7%				
	Medium	60	7%	702	85%	48	6%	18	2%				
	Large	46	23%	129	65%	20	10%	3	2%				
Q19B	Our worksite provides one-on-one or group lifestyle counseling and follow-up monitoring for employees who have abnormal blood sugar levels	128	4%	1584	87%	84	3%	85	6%				
	Small	19	2%	752	88%	21	3%	64	7%				
	Medium	58	7%	705	86%	46	5%	18	2%				
	Large	51	26%	127	64%	17	9%	3	2%				
Q19C	Our worksite provides free or subsidized self-management programs for diabetes control	118	4%	1592	87%	89	4%	85	6%				
	Small	21	3%	749	88%	24	3%	64	7%				
	Medium	52	6%	711	86%	47	6%	18	2%				
	Large	45	23%	132	67%	18	9%	3	2%				
Health Insurance Coverage													
Q20A	Does your worksite offer health insurance plans for employees	1498	77%	290	29%								
	Small	557	69%	263	31%								
	Medium	755	97%	26	3%								
	Large	186	100%	1	1%								
		Yes, covered at		Yes, covered at		Yes, covered at		Not covered		Not sure		N/A	
		n	%	n	%	n	%	n	%	n	%	n	%
Q20B	Our worksite has a health insurance plan that covers general health physicals/screenings on an annual basis	883	51%	313	23%	206	16%	26	3%	83	6%	6	1%
	Small	253	48%	133	25%	99	19%	8	1%	33	6%	1	0%
	Medium	450	62%	136	20%	88	12%	3	0%	43	6%	1	0%
	Large	133	75%	31	18%	9	5%	0	.	4	2%	0	.
Q20C	Our worksite has a health insurance plan that covers disease management for employees who have been diagnosed with heart disease, stroke, or other chronic diseases	326	19%	263	17%	247	16%	98	7%	559	39%	15	2%
	Small	99	18%	91	17%	83	16%	35	6%	210	41%	6	1%
	Medium	162	22%	125	18%	127	18%	38	5%	265	36%	2	0%
	Large	45	26%	34	19%	23	13%	9	5%	65	37%	0	.
Q20D	Our worksite has a health insurance plan that covers pharmaco-therapies as aids in smoking cessation	249	13%	263	16%	259	16%	116	8%	607	45%	16	2%
	Small	56	11%	80	15%	90	16%	46	8%	247	49%	8	2%
	Medium	125	17%	122	18%	124	17%	49	7%	295	40%	2	0%

DATA TABLES

	Large	54	30%	49	28%	30	17%	4	2%	41	23%	0	0%
Q20E	Our worksite has a health insurance plan that covers lactation consultant visits and breast pumps	227	12%	166	9%	186	11%	125	8%	780	56%	32	300%
	Small	50	10%	44	8%	57	11%	41	7%	318	62%	18	3%
	Medium	122	17%	80	11%	89	13%	60	8%	365	50%	7	1%
	Large	45	25%	28	16%	28	16%	10	6%	66	37%	0	0%
Q20F	Our worksite has a health insurance plan that covers the cost of cholesterol testing	446	25%	306	19%	307	4%	46	19%	380	2%	16	62%
	Small	114	22%	106	19%	118	22%	19	4%	159	32%	8	1%
	Medium	227	31%	145	21%	152	22%	13	2%	174	24%	2	0%
	Large	82	46%	39	22%	24	14%	2	1%	30	17%	0	.
Q20G	Our worksite covers payment for medications that help to control high blood pressure	202	13%	484	31%	497	31%	31	3%	277	21%	14	2%
	Small	66	13%	164	31%	166	31%	11	2%	111	22%	6	1%
	Medium	89	12%	236	34%	251	35%	8	1%	132	18%	1	0%
	Large	34	19%	65	37%	59	33%	1	1%	18	10%	0	.
Q20H	Our worksite covers payment for medications that help to control high cholesterol	193	13%	480	30%	508	32%	32	3%	285	21%	14	2%
	Small	67	13%	159	29%	171	32%	11	2%	114	22%	6	1%
	Medium	82	11%	234	33%	255	36%	9	1%	138	19%	1	0%
	Large	33	19%	65	37%	60	34%	1	1%	18	10%	0	.
Q20I	Our worksite provides health insurance for diabetes medications and supplies for diabetes management	181	11%	453	29%	510	31%	30	3%	322	24%	14	2%
	Small	56	11%	157	29%	163	31%	10	2%	135	27%	6	1%
	Medium	82	11%	210	29%	267	38%	9	1%	149	21%	1	0%
	Large	33	19%	63	36%	58	33%	0	0%	23	3%	0	0%
Q20J	Our worksite has a health insurance plan that covers visits with a registered dietitian	88	5%	169	9%	224	13%	191	12%	804	58%	32	3%
	Small	24	5%	45	8%	64	12%	60	11%	319	62%	14	3%
	Medium	44	6%	84	12%	113	16%	87	12%	378	52%	10	1%
	Large	18	10%	29	16%	29	16%	26	15%	76	43%	0	0%
Q20K	Our worksite has a health insurance plan that covers chronic disease prevention program	74	4%	137	9%	151	8%	356	23%	762	53%	31	3%
	Small	21	4%	46	9%	42	8%	112	21%	291	56%	14	3%
	Medium	37	5%	60	8%	78	11%	181	25%	353	49%	11	2%
	Large	12	7%	24	14%	17	10%	43	24%	82	46%	0	0%
Q20L	Our worksite has a health insurance plan that covers chronic disease self-management program or classes	82	5%	152	9%	164	9%	275	18%	812	56%	27	3%
	Small	26	5%	49	9%	48	8%	83	17%	310	59%	11	2%
	Medium	41	6%	73	10%	84	12%	141	20%	372	51%	8	1%
	Large	12	7%	22	12%	20	11%	30	17%	93	52%	1	1%
				Yes		No		Not Sure		N/A			
		n	%	n	%	n	%	n	%	n	%		
Worksite Wellness													
Q21A	Our worksite has a health promotion or wellness committee	588	21%	1161	71%	42	2%	70	5%				
	Small	121	16%	650	76%	18	2%	58	6%				
	Medium	332	39%	454	57%	22	3%	11	1%				
	Large	135	69%	57	29%	2	1%	1	1%				
Q21B	Our worksite has a coordinator that is responsible for employee health promotion or wellness	590	22%	1153	71%	43	2%	73	6%				
	Small	127	16%	640	75%	19	2%	61	7%				
	Medium	318	38%	464	58%	23	3%	12	2%				
	Large	145	74%	49	25%	1	1%	0	0%				
Q21C	Our worksite has staff that are responsible for employee health promotion or wellness	515	19%	1221	73%	45	2%	74	6%				
	Small	102	14%	662	77%	21	2%	62	7%				
	Medium	288	34%	494	62%	21	3%	12	2%				

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	Large	125	66%	65	34%	3	2%	0	0%
Q21D	Our worksite has included funding for health promotion or wellness in the budget in the past month	431	16%	1247	73%	100	5%	77	6%
	Small	86	12%	661	77%	37	5%	63	7%
	Medium	238	29%	516	64%	47	6%	13	2%
	Large	107	55%	70	36%	16	8%	1	1%
Q21E	Our worksite has written objectives for employee wellness or health	363	12%	1313	77%	109	5%	71	5%
	Small	65	8%	686	80%	38	5%	59	7%
	Medium	202	25%	545	68%	55	7%	12	2%
	Large	96	50%	82	42%	16	8%	0	0%
Q21F	Our worksite has a stated mission or goal for our company regarding the improvement or the health status of employees	333	12%	1323	77%	125	5%	77	6%
	Small	68	9%	678	80%	39	5%	63	7%
	Medium	177	21%	565	70%	62	7%	12	2%
	Large	88	45%	80	41%	24	12%	2	1%
Q21G	Our worksite has senior management actively involved in wellness initiatives	492	19%	1196	71%	94	5%	75	6%
	Small	113	15%	634	74%	38	4%	63	7%
	Medium	269	32%	492	61%	42	5%	12	2%
	Large	110	57%	70	36%	14	7%	0	0%
Q21H	Our worksite has provided a health risk assessment to employees during the past 12 months	426	16%	1260	73%	96	5%	79	6%
	Small	107	14%	651	76%	26	3%	61	7%
	Medium	290	35%	484	60%	29	4%	14	2%
	Large	118	61%	67	35%	8	4%	1	1%
Q21I	Our worksite has collected data or feedback on employee interest in wellness program during the past 12 months	426	16%	1260	73%	96	5%	79	6%
	Small	94	13%	656	76%	37	4%	63	7%
	Medium	240	29%	518	64%	44	5%	15	2%
	Large	92	47%	86	44%	15	8%	1	1%
Q21J	Our worksite has advertised the wellness program to employees during the past 12 months	683	26%	1009	64%	46	2%	119	8%
	Small	157	21%	595	69%	20	2%	77	9%
	Medium	379	45%	373	47%	20	2%	42	5%
	Large	147	76%	41	21%	6	3%	0	0%
Q21K	Our worksite has implemented worksite wellness initiatives in the past 12 months	587	22%	1128	69%	59	3%	85	6%
	Small	129	17%	628	73%	27	3%	64	7%
	Medium	323	38%	451	56%	24	3%	20	3%
	Large	135	70%	49	25%	8	4%	1	1%
Q21L	Our worksite has evaluated our wellness program during the past 12 months	475	17%	1167	70%	94	5%	118	8%
	Small	101	13%	629	74%	40	5%	77	9%
	Medium	267	32%	471	59%	35	4%	40	5%
	Large	107	55%	67	35%	19	10%	1	1%
Q21M	Our worksite has implemented changes to our wellness program based on employee feedback	391	14%	1189	70%	126	7%	146	9%
	Small	77	11%	637	74%	49	6%	86	9%
	Medium	220	27%	476	59%	55	7%	58	7%
	Large	94	48%	76	39%	22	11%	2	1%
Q21N	Our worksite has included health promotion and wellness initiatives into occupational health and safety programs during the last 12 months	369	13%	1242	73%	138	6%	109	7%
	Small	89	10%	635	76%	47	6%	76	8%
	Medium	186	22%	529	66%	70	8%	32	4%
	Large	94	48%	78	40%	21	11%	1	1%

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Q22	For approximately how many years has your worksites wellness program been in operation?	data available upon request											
Q23A	Wellness Council of the Midlands (WELLCOM)	95	3%	1583	88%	95	4%	75	5%				
	Small	11	2%	751	89%	28	4%	55	6%				
	Medium	54	6%	692	86%	44	5%	19	2%				
	Large	30	15%	140	72%	23	12%	1	1%				
Q23B	WorkWell	98	3%	1580	87%	91	4%	75	5%				
	Small	18	2%	744	88%	25	3%	55	6%				
	Medium	54	7%	689	86%	47	6%	19	2%				
	Large	26	14%	147	76%	19	10%	1	1%				
Q23C	Panhandle Worksite Wellness Council	25	1%	1659	89%	83	4%	79	6%				
	Small	8	1%	753	89%	25	3%	58	6%				
	Medium	13	2%	735	91%	42	5%	20	2%				
	Large	4	2%	171	89%	16	8%	1	1%				
Q24A	Lack of employee interest	812	41%	422	22%	413	25%	155	11%				
	Small	324	39%	165	22%	222	26%	108	13%				
	Medium	400	52%	190	23%	161	20%	40	5%				
	Large	88	46%	67	35%	30	16%	7	4%				
Q24B	Lack of participation by high-risk employees	724	33%	399	24%	474	28%	194	14%				
	Small	241	30%	196	25%	235	29%	135	16%				
	Medium	374	48%	163	20%	201	25%	52	6%				
	Large	109	56%	40	21%	38	20%	7	4%				
Q24C	Worksite/company cost	814	43%	502	25%	326	20%	168	12%				
	Small	343	42%	190	24%	171	21%	115	14%				
	Medium	388	48%	233	30%	131	17%	45	6%				
	Large	83	43%	79	41%	24	12%	8	4%				
Q24D	Lack of management support	412	20%	871	47%	329	20%	173	13%				
	Small	152	18%	365	46%	168	21%	120	15%				
	Medium	210	27%	397	51%	133	17%	46	6%				
	Large	50	26%	109	56%	28	14%	7	4%				
Q24E	Time constraints	1036	52%	362	20%	261	16%	155	12%				
	Small	411	49%	156	20%	136	17%	113	14%				
	Medium	502	63%	161	20%	105	13%	36	4%				
	Large	123	63%	45	23%	20	10%	6	3%				
Q24F	Staff to organize worksite wellness	878	46%	506	25%	261	16%	159	12%				
	Small	365	45%	192	24%	140	17%	116	14%				
	Medium	426	54%	235	29%	101	15%	37	5%				
	Large	87	45%	79	41%	20	10%	6	3%				
Q24G	Employees out of office/not in central location	581	30%	746	38%	234	15%	233	17%				
	Small	291	30%	264	36%	118	15%	144	19%				
	Medium	233	31%	375	47%	96	12%	80	10%				
	Large	57	30%	107	55%	20	10%	9	5%				
Q25	Comment about any barriers to implementing wellness policies and/or activities at your work	data available upon request											
		Very Severe		Severe Impact		Moderate Impact		Mild Impact		No impact		Not sure	
		n	%	n	%	n	%	n	%	n	%	n	%
Q26A	To what extent does each of the following employee health issues negatively impact your business: Stress	73	4%	250	12%	740	37%	382	25%	114	9%	264	14%
	Small	92	10%	221	27%	282	34%	83	11%	32	4%	116	14%
	Medium	20	3%	137	17%	366	46%	131	16%	33	4%	117	15%
	Large	2	1%	24	12%	92	48%	36	19%	8	4%	31	16%
Q26B	tobacco use	42	2%	100	4%	396	18%	555	29%	466	33%	269	13%
	Small	12	2%	44	4%	149	17%	231	28%	286	37%	109	13%
	Medium	27	3%	43	6%	195	25%	258	32%	155	19%	126	16%
	Large	3	2%	13	7%	52	27%	66	34%	25	13%	34	18%
Q26C	obesity	54	2%	157	7%	552	26%	458	27%	345	25%	257	13%
	Small	10	1%	57	6%	195	24%	220	28%	241	29%	105	13%
	Medium	36	4%	72	9%	273	34%	205	26%	93	11%	123	15%
	Large	8	4%	28	15%	84	44%	33	17%	11	6%	29	15%
Q26D	lack of physical activity/exercise/fitness	45	2%	152	6%	555	25%	444	26%	347	25%	282	15%
	Small	12	1%	48	5%	186	24%	216	27%	251	29%	119	15%

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	Medium	29	4%	76	10%	283	35%	195	24%	86	11%	131	16%
	Large	4	2%	28	15%	86	45%	33	17%	10	5%	32	17%
Q26E	high blood pressure	20	1%	127	5%	393	18%	432	23%	355	27%	502	26%
	Small	9	1%	38	4%	132	16%	191	23%	258	31%	205	25%
	Medium	8	1%	66	9%	201	25%	199	25%	87	11%	242	30%
	Large	3	2%	23	12%	60	31%	42	22%	10	5%	55	29%
Q26F	diabetes	37	1%	65	3%	304	14%	472	24%	449	33%	501	25%
	Small	8	1%	24	2%	103	12%	188	23%	315	38%	193	23%
	Medium	22	3%	30	4%	149	19%	236	29%	120	15%	247	31%
	Large	7	4%	11	6%	52	27%	48	25%	14	7%	61	32%
Q26G	heart disease	25	1%	87	4%	280	11%	432	22%	459	34%	544	28%
	Small	13	1%	33	4%	85	9%	171	21%	315	39%	215	27%
	Medium	8	1%	44	5%	143	18%	211	26%	129	16%	268	33%
	Large	4	2%	10	5%	52	27%	50	26%	15	8%	61	32%
Q26H	stroke	40	1%	75	4%	205	9%	344	16%	629	42%	536	27%
	Small	24	3%	37	4%	62	7%	121	15%	385	47%	203	25%
	Medium	11	2%	33	4%	109	14%	167	21%	217	26%	267	33%
	Large	5	3%	5	3%	34	18%	56	29%	27	14%	66	34%
Q26I	cancer	46	3%	105	4%	295	12%	429	21%	486	35%	467	24%
	Small	26	3%	41	4%	86	10%	160	20%	336	40%	184	23%
	Medium	15	2%	48	6%	163	21%	212	26%	140	17%	225	28%
	Large	5	3%	16	8%	46	24%	57	30%	10	5%	58	30%
Q26J	alcohol and other drug habits	69	4%	129	6%	331	17%	442	22%	417	29%	441	22%
	Small	44	4%	58	6%	135	16%	182	22%	252	32%	163	20%
	Medium	20	3%	58	8%	153	19%	203	25%	151	18%	219	27%
	Large	5	3%	13	7%	43	23%	57	30%	14	7%	59	31%
Q26K	poor nutrition	42	2%	108	5%	384	17%	434	24%	424	20%	424	22%
	Small	12	1%	36	4%	127	15%	197	24%	284	34%	177	21%
	Medium	26	3%	52	6%	196	25%	192	24%	132	16%	204	26%
	Large	4	2%	20	11%	61	32%	45	26%	8	4%	53	28%
Q26L	injuries at the workplace	91	5%	149	7%	312	14%	587	29%	463	33%	226	12%
	Small	49	5%	62	7%	108	12%	228	27%	291	37%	94	12%
	Medium	33	5%	66	9%	165	21%	288	35%	149	18%	102	13%
	Large	9	5%	21	11%	39	20%	71	37%	23	12%	30	16%
Q27	Specify any other employee health issues negatively affecting your business in the space below.	data available upon request											
		n	%										
Q28	# of employees at worksite												
	Small	881	81%										
	Medium	839	16%										
	Large	200	3%										
		Less than 1/3		More than 1/3		More than 2/3							
		n	%	n	%	n	%						
Q29A	How many of your employees are full-time (35 or more hours a week)?	216	17%	277	14%	1367	69%						
	Small	144	20%	100	13%	612	67%						
	Medium	59	7%	149	18%	606	75%						
	Large	13	7%	28	15%	149	78%						
Q29B	under the age of 40	480	30%	1030	48%	325	22%						
	Small	285	32%	369	44%	194	24%						
	Medium	168	21%	520	65%	112	14%						
	Large	27	14%	141	75%	19	10%						
Q29C	female	640	35%	539	27%	619	38%						
	Small	394	37%	171	24%	261	38%						
	Medium	206	29%	264	32%	319	39%						
	Large	40	22%	104	57%	39	21%						
Q29D	work at least half of their hours away from the worksite	1362	76%	163	10%	277	14%						
	Small	537	74%	89	10%	201	16%						
	Medium	662	82%	69	8%	66	10%						
	Large	163	87%	15	8%	10	5%						

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		Owner		location/general		Human		wellness		Other	
		n	%	n	%	n	%	n	%	n	%
Q30	Which of the following best describes your position?	277	24%	393	27%	686	27%	97	3%	340	20%
	Small	232	28%	232	29%	175	21%	7	1%	177	21%
	Medium	45	6%	156	20%	385	50%	59	7%	142	18%
	Large	0	0%	5	3%	126	69%	31	17%	21	12%
Q31	additional comments	data available upon request									