

2010-2011 Nebraska Worksite Wellness Survey Report



June 2011

2010-2011 NEBRASKA WORKSITE WELLNESS SURVEY REPORT

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EXECUTIVE SUMMARY

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

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

The Nebraska Worksite Wellness Survey was conducted to provide important information on current worksite wellness policies and practices being implemented in businesses across the state. This information will help to identify areas of need related to developing a comprehensive worksite wellness program for Nebraska businesses. A total of 574 small businesses, 695 medium businesses and 243 large businesses participated in the survey, with a total response rate of 47.4%. Respondents represent a wide variety of sectors across the state.

Highlights from the report include:

- Only 1 in 6 worksites have policies or guidelines that encourage healthful food options to be served at company-sponsored events or staff meetings.
- About 1 in 4 worksites provides a private, secure lactation room on-site that is not a bathroom, and fewer than 1 in 10 worksites have a written policy supporting breastfeeding.
- Fewer than 1 in 5 worksites provide incentives to employees for engaging in physical activity (PA) or have policies supporting employee physical fitness.
- Nearly half have policies that require employees to refrain from talking on cellular phones while driving a car on company business.
- Approximately 1 in 4 worksites has adopted a smoke-free policy that prohibits smoking on the whole worksite campus, while 1 in 3 worksites has adopted a smoke-free policy for outdoor work areas.
- Approximately 1 in 5 worksites has, in the past 12 months, offered structured education on how to recognize the signs and symptoms of heart attack and/or stroke.

- Slightly more than 1 in 5 worksites have one or more automatic external defibrillators (AEDs) at the worksite; however, only 1 in 10 worksites requires that someone with AED training be on-site at all times.
- One in five worksites has offered blood pressure checks to employees in the past 12 months; however, only 1 in 20 worksites provides one-on-one counseling with clinical referral and follow up for those employees who have high blood pressure or pre-hypertension.
- Slightly more than 3 in 4 worksites reported providing health insurance for their employees.
- Approximately 1 in 6 worksites has a health promotion or wellness committee and a coordinator that is responsible for employee health promotion or wellness.
- Worksites most commonly reported cost as a barrier to implementing successful worksite wellness programs and practices, followed by lack of employee interest.

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

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INTRODUCTION

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

The 2010-2011 Nebraska Worksite Wellness Survey was administered by mail to a random sample of businesses in Nebraska from November 2010 to February 2011. The survey was conducted to provide important information on current worksite wellness policies and practices being implemented in businesses across the state. This information will be used to guide the development of, and eventually help to evaluate, a Nebraska worksite wellness toolkit. This toolkit will support businesses by providing training and resources for implementing policy and environmental changes at their worksite in order to improve employee wellness.

For the purpose of this survey, a “worksite” was defined as a combination of one’s employer (and their policies, programs, etc.) and a specific worksite location. “Worksite wellness” (also commonly referred to as “worksite 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 well being of their employees. “Offered wellness programs” include all wellness efforts that are available through the worksite, whether they are free or for a fee.

METHODS

The 2010-2011 worksite wellness survey is a follow-up to an initial survey that was conducted in 2004-2005 (results not published). Any questions regarding survey methods can be directed to the Bureau of Sociological Research (BOSR) at the University of Nebraska-Lincoln by calling (402) 472-3672 or by sending an email to bosr@unl.edu.

Questionnaire Design

The questionnaire was designed by the Nebraska Department of Health and Human Services (NDHHS), Division of Public Health in consultation with the BOSR and with reference to the 2004 Worksite Wellness Survey. The survey was programmed by BOSR in Cardiff Teleform software to provide quality formatting, as well as allow for the option of scannable data entry. As part of the survey development process, the BOSR conducted a small pilot of the survey instrument with four worksites randomly selected from the sample. BOSR staff called the selected businesses, sent the survey, and followed up with a second phone call designed to gather information about the questions and survey process. Pilot interviews were completed with two large, one medium and one small business. No major issues were discovered in the pilot process and only small changes to the survey instrument were made as a result of the pilot. The completed pilot surveys were included in the final data set.

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 third quarter of 2009. In order to ensure businesses 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). The sample was not stratified proportionally, rather all large businesses with an in-state address were included (N=503), and a random sample of small and medium sized businesses with an in-state address were also included (N=1500 each). The total number of businesses of all sizes originally sampled was 3,503. During the data collection process, several businesses contacted BOSR with concerns that their companies received multiple copies of the survey, indicating that there were duplicate listings in the sample frame. In response, BOSR identified 74 businesses that appeared (based on name and address) to be a duplicate. These 74 duplicates were removed from the sample, leaving a total final sample of 3,429 (1475 small, 1466 medium, and 488 large).

Data Collection

Respondents were mailed an initial survey on September 10, 2010. This mailing included a cover letter, the survey, and a postage-paid envelope. Two different versions of the cover letter, one for smaller businesses and one for medium and large businesses, were created to help gain survey cooperation from a variety of businesses. A copy of the mail survey can be found in Appendix A. In order to increase the response rate, non-responders were mailed a reminder postcard on October 13, 2010. As a way to increase response and better ensure that the survey was being passed on to the appropriate person at each business, BOSR telephone interviewers called non-responding businesses with available phone numbers to request completion and a name to include on follow-up correspondence. A total of 2,265 businesses were called. After the phone calls, a second paper survey and cover letter was mailed to non-responding businesses in two batches on November 23, 2010 and December 9, 2010. Data collection concluded February 11, 2011.

Response Rate

A total of 1,512 businesses completed a survey. Twelve businesses from the final sample were determined to be ineligible because they had merged with another business or were closed. The overall response rate for this survey, calculated using the American Association for Public Opinion Research (AAPOR) standard definition for response rate (which removes known ineligible cases from the total sample N), is 43.3%. 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 298 surveys were returned as undeliverable with no forwarding address available or with only an out-of-state address. The overall response rate, after adjusting for both known ineligibles and undeliverable returns is 47.4%.

Data Processing

Data entry was completed by professional data entry staff. Many of the data entry workers had previous experience in data entry using version 6 of Epi Info™ (Epi6) on other mail survey projects. The data entry staff was supervised by permanent BOSR project staff. Data entry was completed in two steps. First, one data entry worker would enter responses from a single survey. Second, another data entry worker would re-key the survey and be alerted to any discrepancies with the first entry. Supervisory staff members were available to answer questions about discrepancies or illegible responses. The data entry staff is paid by the hour, not by the number of surveys entered. This method of payment is used to ensure the high quality of the data collected by staff. The NDHHS requested recoding was done to correct the most obvious errors/inconsistencies in the data. 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, may still exist in the data due to item non-response.

Data Weights

The Nebraska Worksite Wellness Survey data has been weighted to account for differences between the overall population (sample frame provided by the Department of Labor) and the worksites that responded as part of this study (completed interviews). As can be seen in Table 1, a higher proportion of surveys were completed with large businesses (18.1%) than the proportion contained in the sample frame database (3.2%). Similarly, the proportion of small businesses (81.2%) in the sampling frame is much larger than the proportion of small businesses that completed the survey (43.1%). 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 (i.e. the sample was not stratified proportionally).

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 doing “X” 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.

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

Business Size	Completed Interviews		Sample Frame (population)	
	Number	Percent	Number	Percent
Small (10 to 49 employees)	651	43.1%	12893	81.2%
Medium (50 to 199 employees)	587	38.8%	2470	15.6%
Large (more than 200 employees)	274	18.1%	511	3.2%
Total Interviews Completed	1512	100%	15874	100%

CHARACTERISTICS OF WORKSITES

Surveys were completed by worksites from a variety of sectors. The largest sector represented was health care, followed by manufacturing, retail, and education (Table 2). The distribution of worksites that completed a survey was similar to the distribution of worksites across Nebraska, from which the sample was drawn.

Table 2: Completed surveys by business sector

Sector	Percent of total
Health Care	17%
Manufacturing	11%
Retail	11%
Education	10%
Other	9%
Accommodation/Food Services	7%
Government	7%
Construction	6%
Finance/Insurance	5%
Wholesale	5%
Administrative Support/Waste Management	4%
Professional/Scientific/Technical Services	4%
Transportation/Utilities	4%

Among respondents, nearly 40% were small businesses (10-49 employees), approximately 45% were medium businesses (50-199 employees), and about 15% were large businesses (200+ employees). On the other hand, nearly half of non-respondents were small businesses. To adjust for these slight differences, weights were used to adjust the survey results to make them more reflective of worksites overall.

RESULTS: WORKSITE NUTRITION



Approximately 4 in 5 worksites make kitchen equipment available for employee food storage and cooking (Figure 1). However, only 1 in 6 worksites have policies or guidelines that encourage healthful food options to be served at company-sponsored events or staff meetings.

Slightly more than half of worksites reported having no control over the nutritional choices available at their worksites (Appendix B).

Figure 1: Percentages of worksites with the following policies regarding food served

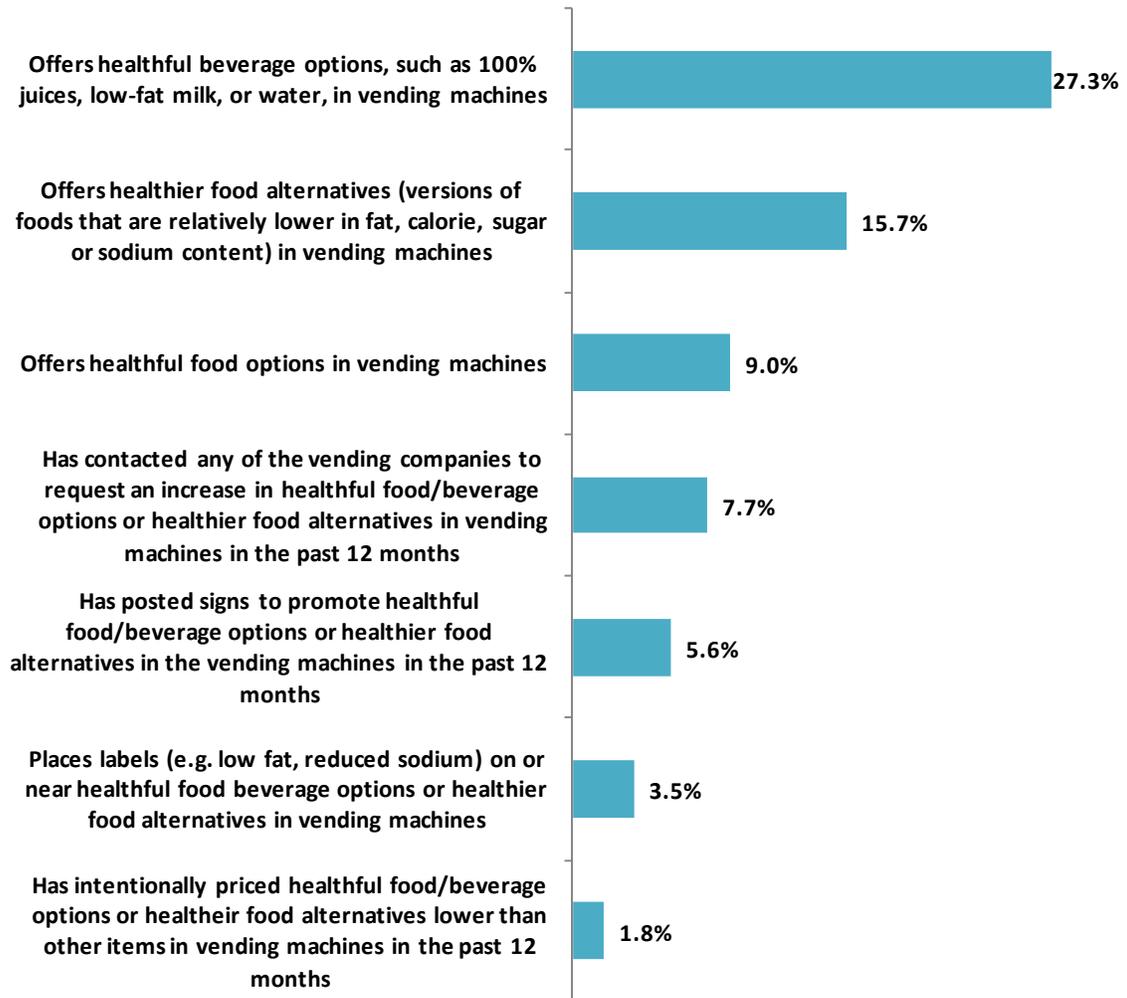


Approximately 1 in 4 worksites offers healthful beverage options, such as 100% juices, low-fat milk, or water, in vending machines (Figure 2). Relatively fewer offer healthful food options or healthier food alternatives in vending machines.

Fewer than 1 in 20 worksites have posted signs, used pricing strategies, or placed labels to promote healthful food or beverage options or healthier food or beverage alternatives in vending machines (Figure 3).

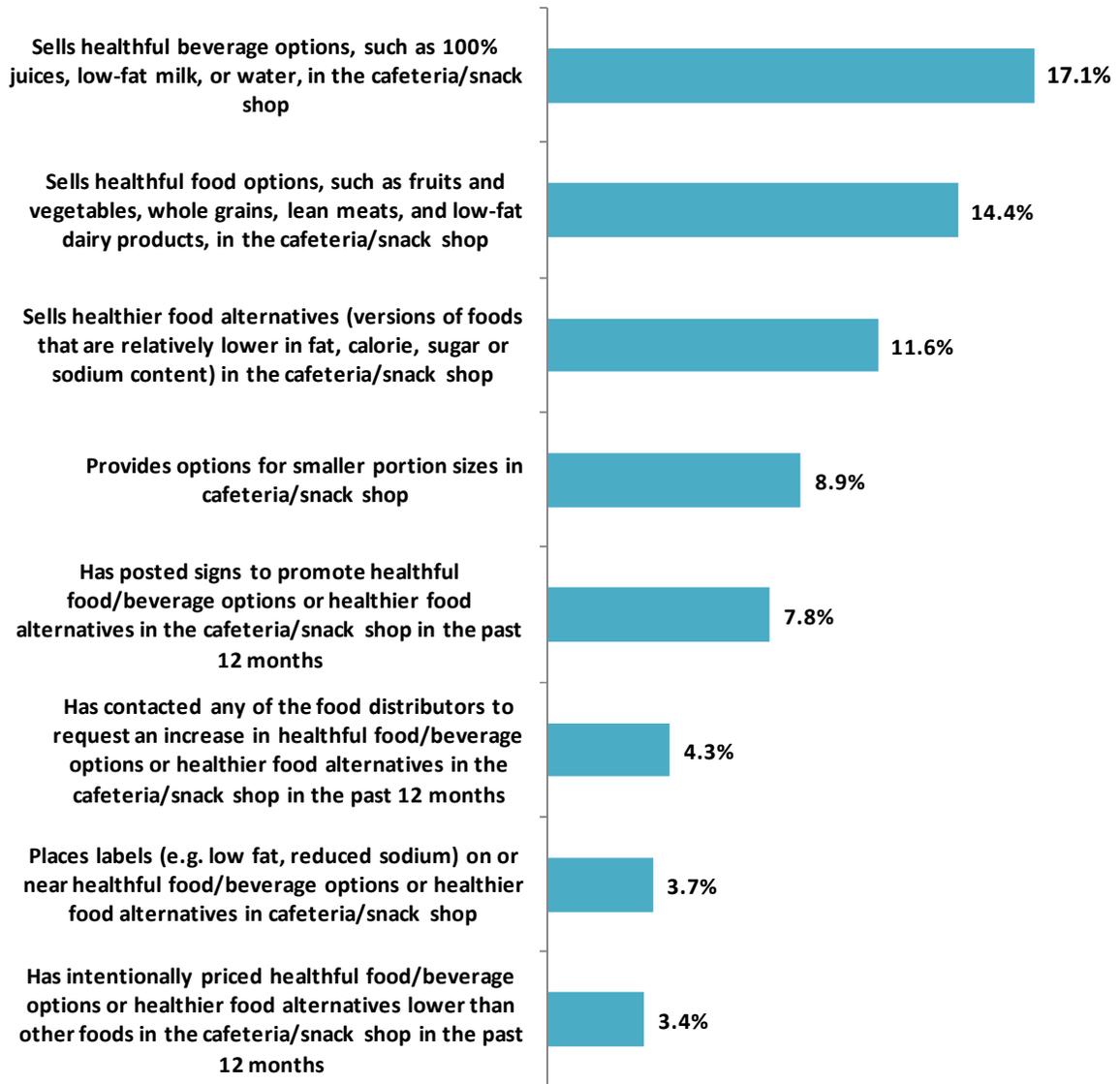


Figure 2: Percentages of worksites with the following vending machine food practices



Very few worksites reported having policies or practices in place that encourage healthful cafeteria/snack shop food options (Figure 3). However, it is important to note that more than two-thirds of worksites did not have cafeteria/snack shops on-site (i.e. survey items were identified as “not applicable”) (Appendix B).

Figure 3: Percentages of worksites with the following cafeteria/snack shop food practices



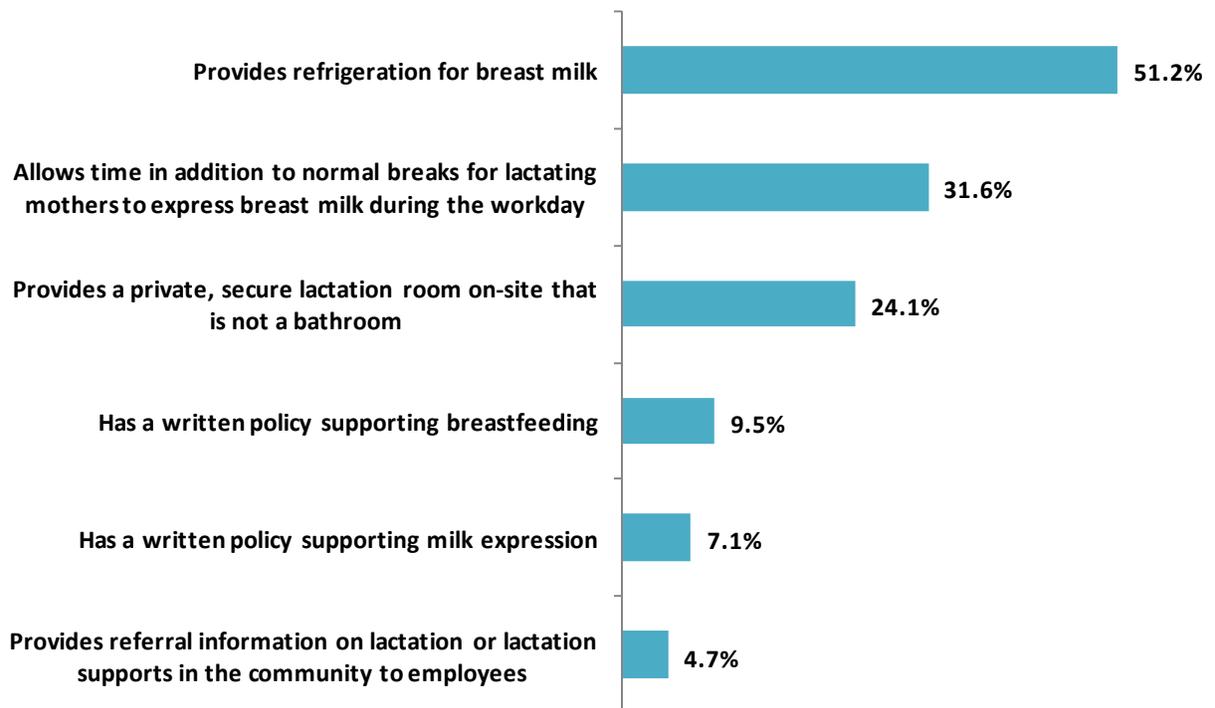
RESULTS: SUPPORT FOR LACTATING MOTHERS



About 1 in 4 worksites provides a private, secure lactation room on-site that is not a bathroom, and fewer than 1 in 10 worksites have a written policy supporting breastfeeding (Figure 4).

Approximately 1 in 3 worksites indicated that survey items related to support for lactating mothers were “not applicable” to their worksite (Appendix B).

Figure 4: Percentages of worksites with the following supports for lactating mothers

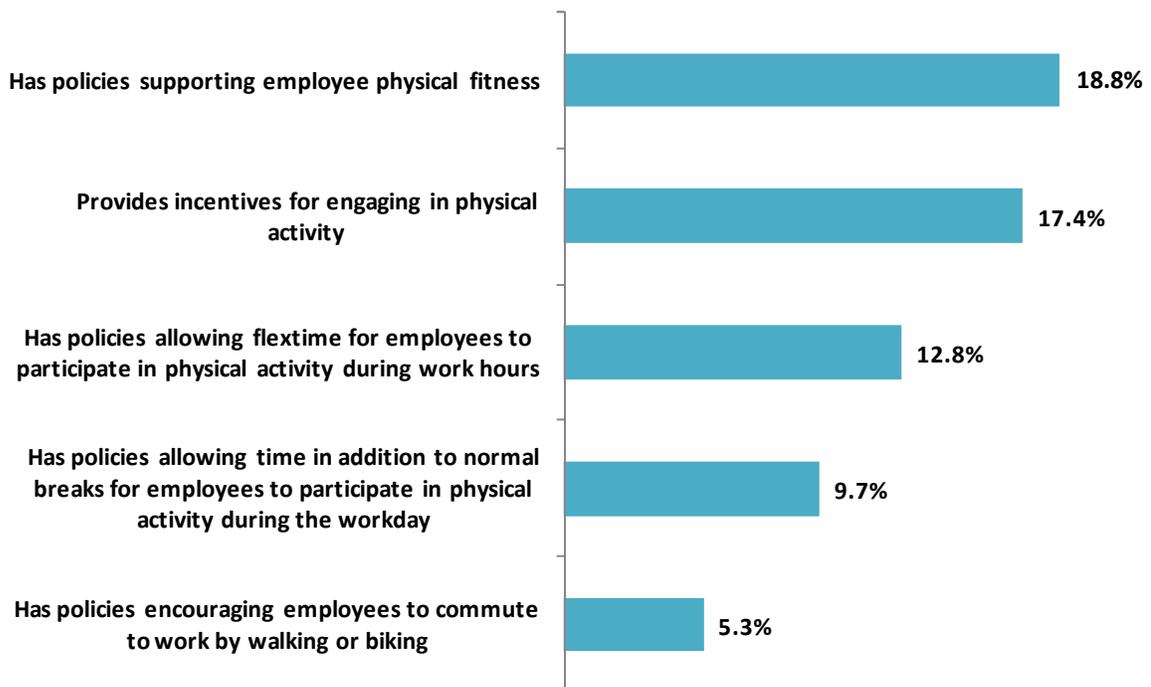


RESULTS: WORKSITE PHYSICAL ACTIVITY

Fewer than 1 in 5 worksites provide incentives to employees for engaging in physical activity (PA) or have policies supporting employee physical fitness (Figure 5). Even fewer have policies allowing time in addition to normal breaks for employees to participate in PA during the workday or allowing flextime for employees to participate in PA during work hours.



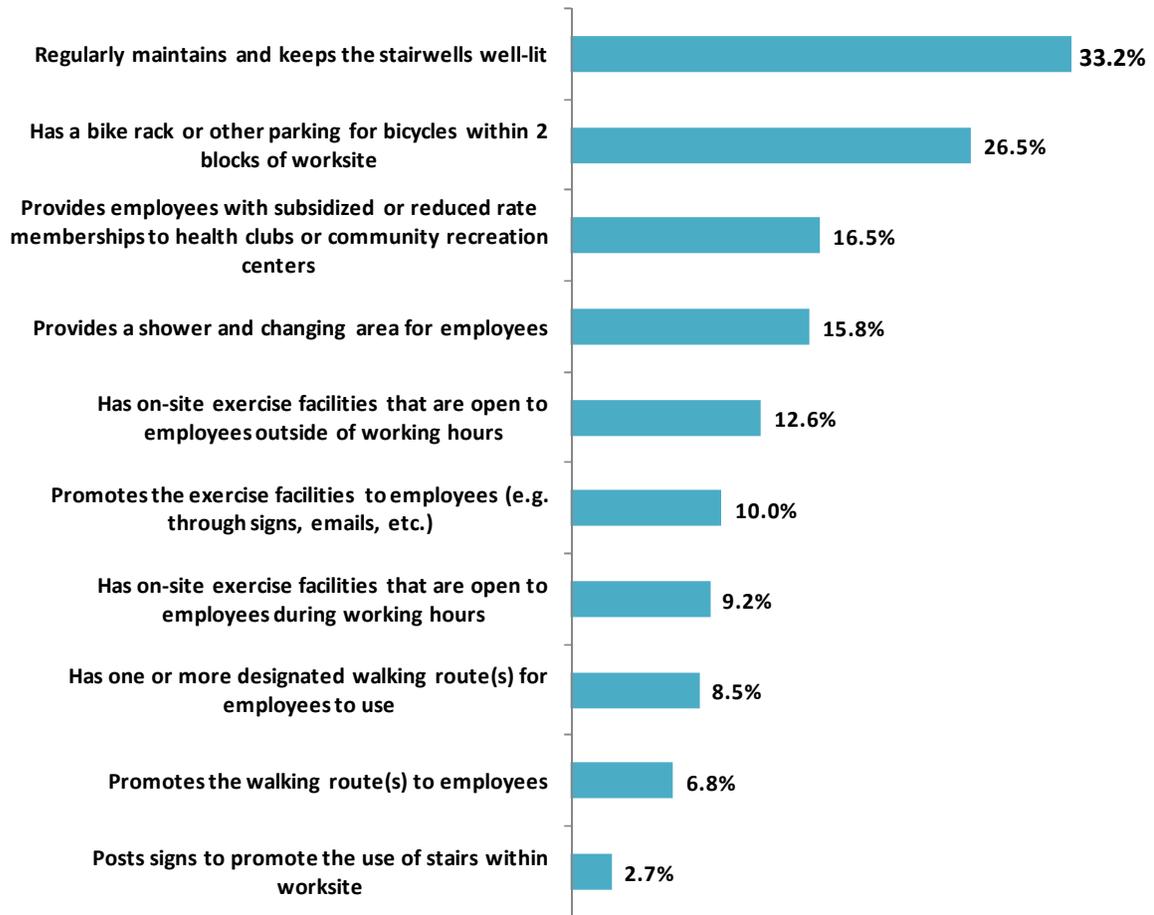
Figure 5: Percentages of worksites with the following incentives and policies supporting physical activity among employees



Although 1 in 3 worksites regularly maintains and keeps stairwells well-lit, fewer than 1 in 30 posts signs to promote the use of stairs within the worksite (Figure 6).

Approximately 1 in 10 worksites has an on-site exercise facility available for employees to use during and outside of worksite hours, and fewer than 1 in 10 worksites has a designated walking route for employees to use.

Figure 6: Percentages of worksites with the following incentives and policies supporting physical activity among employees

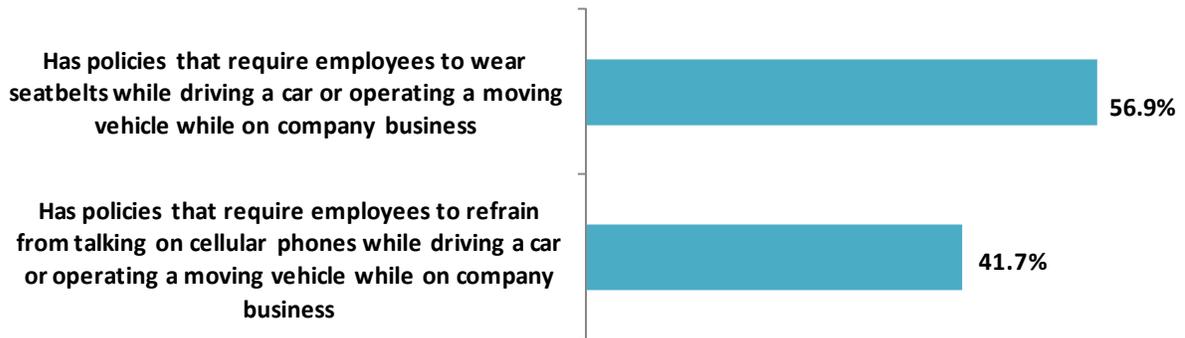


RESULTS: EMPLOYEE DRIVER SAFETY

Slightly more than half of worksites have policies that require employees to wear seatbelts while driving a car on company business, while approximately 2 in 5 worksites have policies that require employees to refrain from talking on cellular phones while driving a car on company business (Figure 7).



Figure 7: Percentages of worksites with the following policies supporting employee driver safety



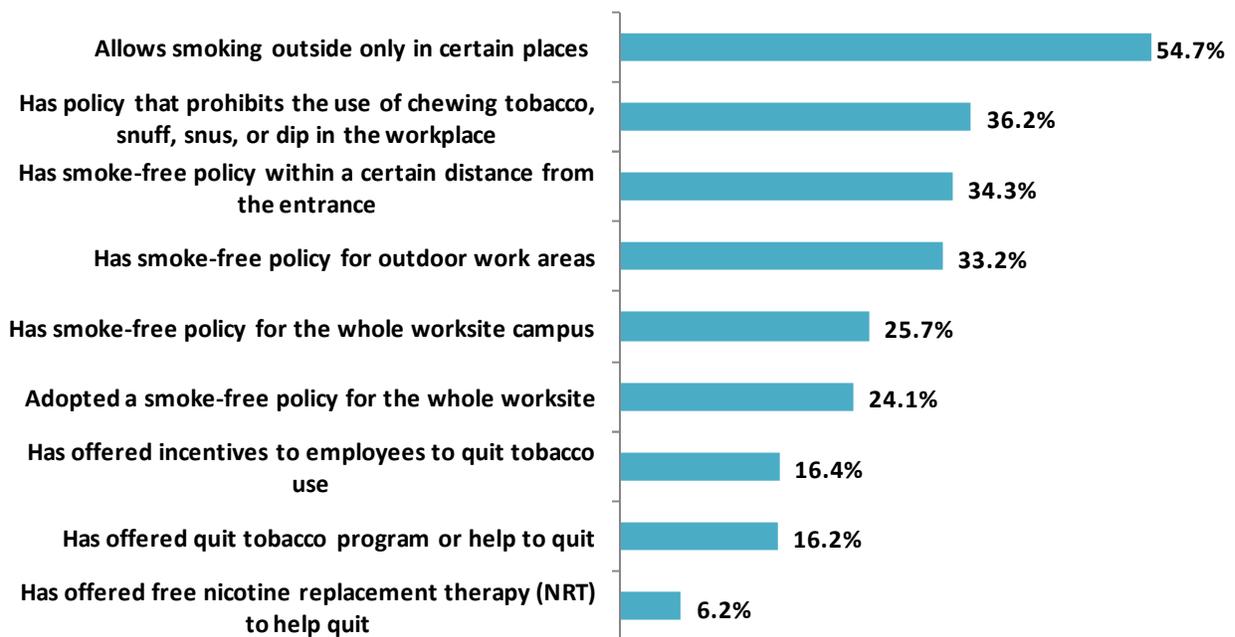
RESULTS: TOBACCO AND THE WORKSITE

Approximately 1 in 4 worksites has adopted a smoke-free policy that prohibits smoking on the whole worksite campus, while 1 in 3 worksites have adopted a smoke-free policy for outdoor work areas (Figure 8). On the other hand, slightly more than half of worksites allow smoking outside only in certain places.



About 1 in 3 worksites has adopted a smoke-free policy that restricts smoking within a certain distance from the entrance of the building. Slightly more than 1 in 3 has adopted a policy that prohibits the use of chewing tobacco, snuff, or dip in the workplace.

Figure 8: Percentage of worksites with the following policies and practices in place related to employee tobacco use



About 1 in 6 worksites offers incentives or quit tobacco programs to employees to quit using tobacco. Only about 1 in 20 worksites offers free nicotine replacement therapy (NRT) to tobacco users to help quit.

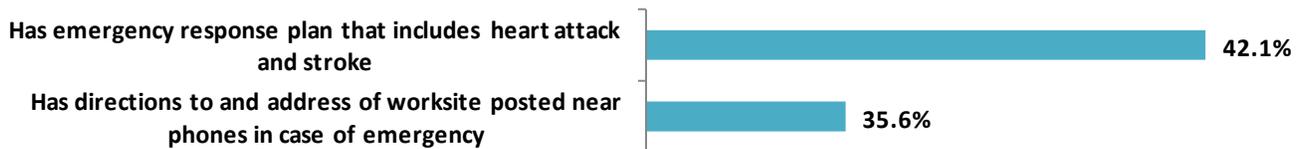
RESULTS: HEART ATTACK AND STROKE RESPONSE/EDUCATION

Policies concerning emergency response plan



Approximately 2 in 5 worksites have an emergency plan that includes heart attack and stroke, while slightly more than 1 in 3 worksites have directions to the worksite and the address of the worksite posted near the phones in case of an emergency (Figure 9).

Figure 9: Percentage of worksites with policies concerning emergency response plan



Large worksites are more likely to have an emergency work plan that includes heart attack and stroke (Appendix B).

Education on signs and symptoms of heart attack and stroke

Approximately 1 in 5 worksites has, in the past 12 months, offered structured education on how to recognize the signs and symptoms of heart attack and/or stroke (Figure 10).

Figure 10: Percentage of worksites that provide education on signs and symptoms of heart attack and stroke

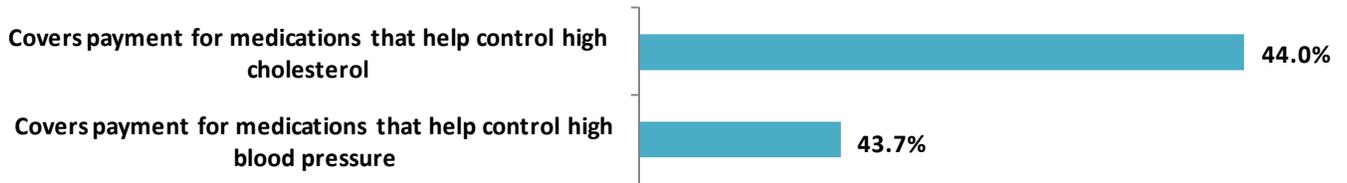


Large worksites are more likely to offer structured education on how to recognize the signs and symptoms of heart attack and/or stroke (Appendix B).

High blood pressure/cholesterol control

Slightly more than 2 in 5 worksites cover payment for medications to control high blood pressure and/or cholesterol (Figure 11).

Figure 11: Percentage of worksites that cover payment for medications that help to control high blood pressure and high cholesterol



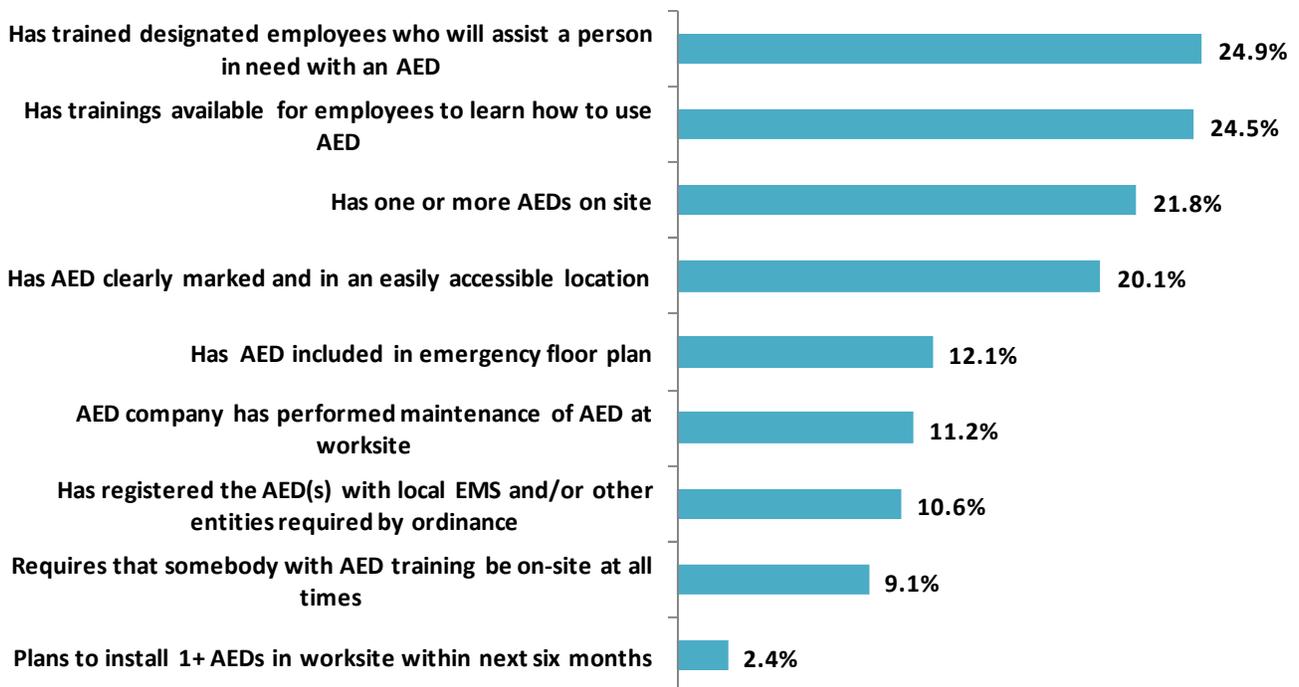
Large worksites are more likely than small and medium size worksites to cover payment for medication to control high blood pressure and/or cholesterol (Appendix B).

RESULTS: AUTOMATIC EXTERNAL DEFIBRILLATORS AT THE WORKSITE



Slightly more than 1 in 5 worksites have one or more automatic external defibrillators (AEDs) at the worksite (Figure 12). About 1 in 4 worksites have trainings available for employees to learn how to use the AED or have designated trained employees who can assist a person in need with an AED. However, only 1 in 10 worksites require that someone with AED training be on-site at all times.

Figure 12: Percentage of worksites with the following policies and practices in place related to automatic external defibrillators (AEDs) at the worksite



Large worksites are more likely to have policies and practices in place related to AEDs at the worksites, including having AEDs on site, as well trainings and designated employees who will assisting a person in need with an AED (Appendix B).

RESULTS: EMPLOYEE EDUCATION, MOTIVATION AND SUPPORT

Injury prevention and CPR/Basic Life Support training were the most common health or wellness programs, support groups, counseling sessions, or contests offered by worksites in the past 12 months (Figure 13).



Figure 13: Percentage of worksites that offered employees health or wellness programs, support groups, counseling sessions, or contests related to the following topics

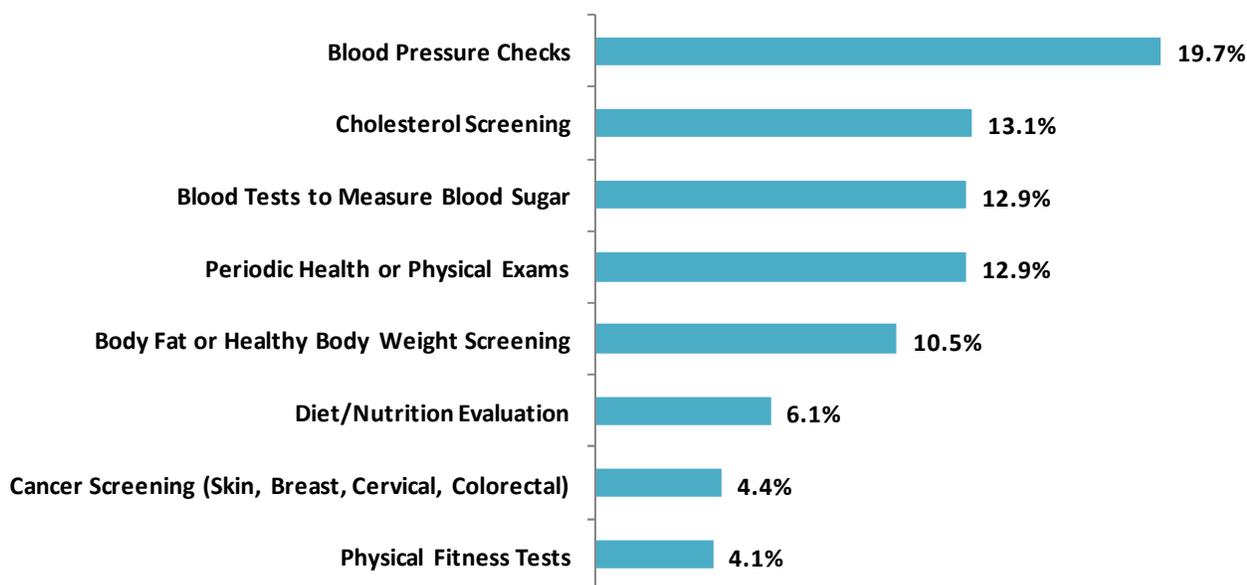


RESULTS: SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE



One in five worksites has offered blood pressure checks to employees in the past 12 months (Figure 14). Only about 1 in 10 worksites offered periodic health or physical exams, blood tests to measure blood sugar, cholesterol screening, or healthy body fat weight screening.

Figure 14: Percentage of worksites that offered employees the following health services or screenings in the past 12 months



Larger worksites are more likely to offer blood pressure checks, blood tests to measure blood sugar, cholesterol screening, and healthy body weight screening (Appendix B).

Blood pressure control

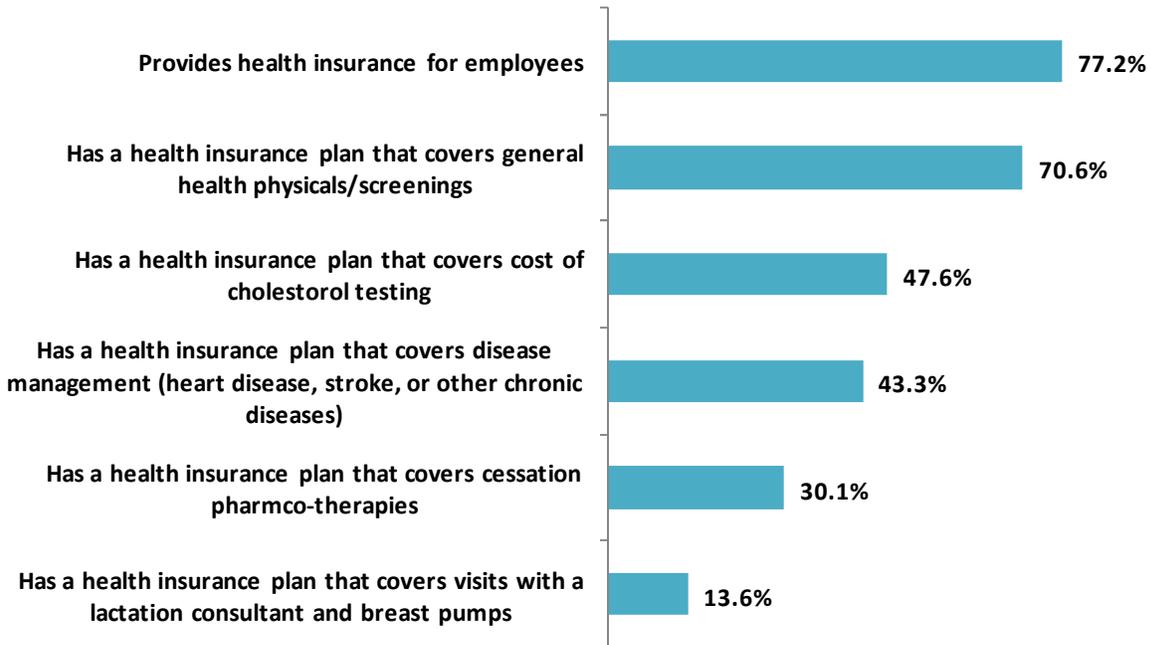
Approximately 1 in 10 worksites has permanent on-site access for an employee to check their blood pressure, however only 1 in 20 worksites provide one-on-one counseling with clinical referral and follow up for those employees who have high blood pressure or pre-hypertension.

RESULTS: HEALTH INSURANCE COVERAGE FOR EMPLOYEES



Slightly more than 3 in 4 worksites reported providing health insurance for their employees (Figure 15). In addition, about 2 in 3 worksites provide an insurance plan to cover general health physicals/screening. Nearly half provide a health insurance plan for disease management (heart disease, stroke, or other chronic diseases).

Figure 15: Percentage of worksites that offer the following health insurance coverage options for employees



Slightly fewer than half of worksites provide a health insurance plan that covers the cost of cholesterol testing, and nearly 1 in 3 provides health insurance plans which cover cessation pharmco-therapies. Only 1 in 7 worksites provides health insurance coverage for visits with lactation consultants and breast pumps.

RESULTS: WORKSITE WELLNESS

Approximately 1 in 6 worksites has a health promotion or wellness committee and a coordinator that is responsible for employee health promotion or wellness (Figure 16). Large worksites are significantly more likely to have such worksite wellness support compared to small or medium size worksites (Appendix B).



Figure 16: Percentage of worksites with the following worksite wellness supports



Nearly 1 in 4 worksites uses local health departments resources for health promotion or wellness information, while nearly 1 in 6 uses state government or federal government resources (Figure 17).



Worksites most commonly reported cost as a barrier to implementing successful worksite wellness programs and practices, followed by lack of employee interest (Figure 18). Responses were fairly similar across business size (Appendix B).

Figure 17: Percentage of worksites that use the following sources for health promotion or wellness information

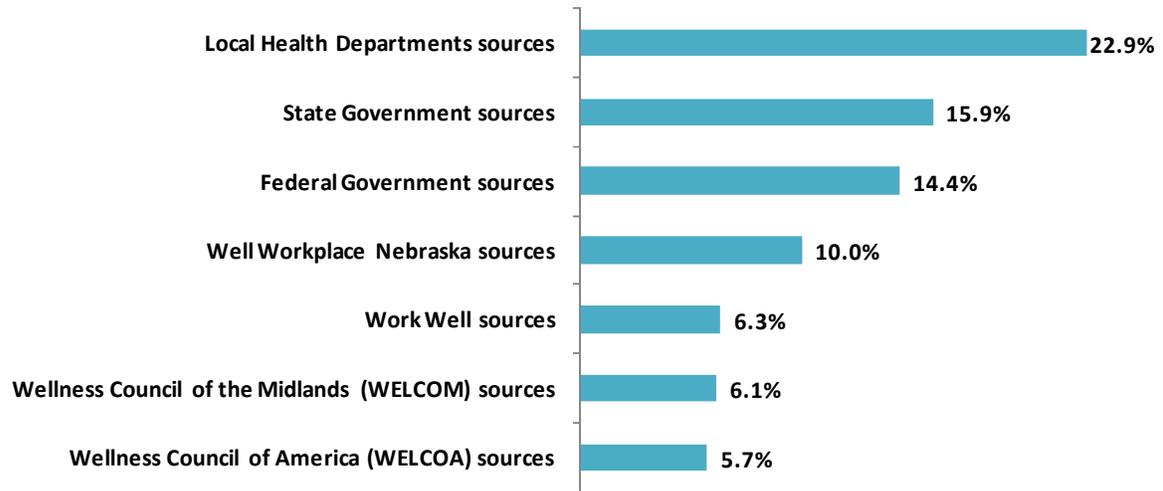
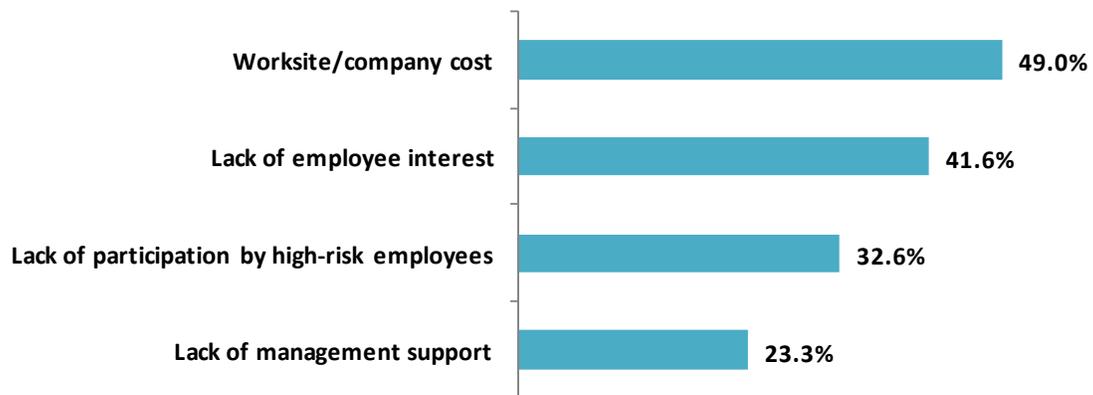


Figure 18: Percentage of worksites that indicated the following are barriers to successful worksite wellness at their worksite

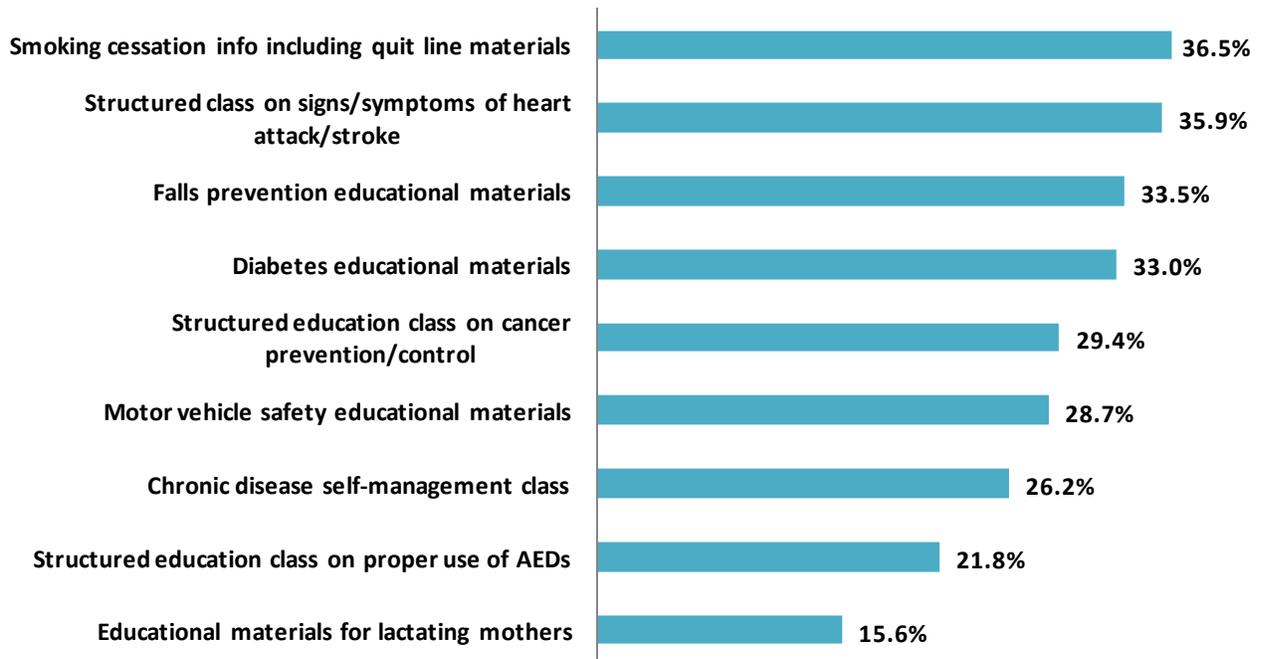


RESULTS: EDUCATIONAL OPPORTUNITIES



Approximately 1 in 3 worksites is interested in the following educational opportunities: a structured education class on how to recognize the signs/symptoms of heart attack and stroke, falls prevention educational materials, diabetes educational materials and smoking cessation information (Figure 19).

Figure 19: Percentage of worksites that were interested in receiving or participating in the following materials or educational opportunities



Medium and large worksites are more likely to be interested in education on cancer control, chronic disease self-management class, diabetes educational materials, smoking cessation information and educational material for lactating mothers than small worksites (Appendix B).

APPENDIX A: NEBRASKA WORKSITE WELLNESS SURVEY

The complete Nebraska Worksite Wellness Survey is included in the following pages. Worksites and public health professionals are welcome to use any or all survey questions for assessment of worksite policies and programs in their own communities.

Nebraska Worksite Wellness Survey

We greatly appreciate your taking the time to complete this survey! Your responses are important in helping the 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 company-sponsored events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 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"/>
d. 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"/>

5. Vending machine food options

Our worksite:	Yes	No	Not Sure	N/A
a. Offers healthful food options , such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products, in vending machines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 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"/>



Our worksite:	Yes	No	Not Sure	N/A
c. 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"/>
d. 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	<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 the 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 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

Our worksite:	Yes	No	Not Sure	N/A
a. 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"/>
b. Sells 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"/>
c. Sells 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"/>
d. 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"/>
e. 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"/>
f. 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"/>
g. 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"/>
h. Provides options for smaller portion sizes in cafeteria/snack shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. How much control do you have over the nutritional choices available at your worksite?

- A lot
- A little
- None

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. Has a written policy supporting milk expression	<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"/>



Our worksite:	Yes	No	Not Sure	N/A
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. What incentives for engaging in physical activity does your worksite offer?				
11. Physical activity options				
Our worksite:	Yes	No	Not Sure	N/A
a. Has on-site exercise facilities, such as a workout room or basketball court, that are open to employees during working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has on-site exercise facilities, such as a workout room or basketball court, that are open to employees outside of working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Promotes the exercise facilities to employees (e.g. through signs, emails, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 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"/>
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. Provides a shower and changing area for employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Posts signs to promote the use of stairs within our worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Regularly maintains and keeps the stairwells well-lit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. 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"/>

EMPLOYEE DRIVER SAFETY

12. Policies regarding driver 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 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"/>



TOBACCO AND THE WORKSITE

13. Policies and programs regarding tobacco and tobacco cessation

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"/>
d. Has a policy that prohibits smoking in outdoor work areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Allows smoking outside only in certain places	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has adopted a policy that prohibits smoking on the whole worksite campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 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"/>
h. Has adopted a smoke-free policy for the whole worksite campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 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"/>
j. 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"/>

HEART ATTACK AND STROKE RESPONSE/EDUCATION

14. Policies concerning emergency response plan

Our worksite:	Yes	No	Not Sure	N/A
a. Has an emergency response plan that includes heart attack and stroke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has directions to the worksite and address of the worksite posted near the phones in case of an emergency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Education on signs and symptoms of heart attack and stroke

Our worksite:	Yes	No	Not Sure	N/A
a. Has, <i>in the past 12 months</i> , offered structured education (such as classroom instruction, lectures, or scheduled videos) on how to recognize the signs and symptoms of heart attack	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has, <i>in the past 12 months</i> , offered structured education (such as classroom instruction, lectures, or scheduled videos) on how to recognize the signs and symptoms of stroke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. High blood pressure/cholesterol control

Our worksite:	Yes	No	Not Sure	N/A
a. Covers payment for medications that help to control high blood pressure (via company provided insurance and/or direct company services)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Covers payment for medications that help to control high cholesterol (via company provided insurance and/or direct company services)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



AUTOMATIC EXTERNAL DEFIBRILLATORS (AED's) AT THE WORKSITE

17.

Our worksite:	Yes	No	Not Sure	N/A
a. Has one or more AED's on site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has trainings available for employees to learn how to use the AED	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has trained designated employees who will assist a person in need with an AED	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Requires that somebody with AED training be on-site at all times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has registered the AED(s) with our local Emergency Medical Service (EMS) and/or other entities required by ordinance, such as a local city AED registry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has the AED clearly marked and in an easily accessible location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has the AED included in our emergency floor plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Has the AED company perform maintenance of the AED(s) at our worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Plans to install one or more AEDs in the worksite <i>within the next six months</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Worksite wellness (also known as worksite 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 well being 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

18. 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. Healthy Eating or Nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Heart Disease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. High Blood Pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Injury Prevention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Physical Activity or Exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Smoking Cessation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Stress Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Stroke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Weight Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE

19. 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"/>

20. 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"/>

HEALTH INSURANCE COVERAGE FOR EMPLOYEES

21. Health insurance plan

Our worksite:	Yes	No	Not Sure	N/A
a. Provides health insurance for employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>
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"/>
d. Has a health insurance plan that covers pharmaco-therapies (e.g. Welbutrine, Zyban, Nicotine patches/gum, chantix) as aids in smoking cessation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has a health insurance plan that covers visits with a lactation consultant and breast pumps	<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"/>

22. Including management, approximately what **percent** of the employees (full and part-time) at your worksite are eligible for health insurance through your company?



WORKSITE WELLNESS

23. 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"/>

24. Sources where worksite receives health promotion or wellness information

Our worksite uses:	Yes	No	Not Sure	N/A
a. Federal Government sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. State Government sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Local Health Departments sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Well Workplace Nebraska sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Work Well sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Wellness Council of the Midlands (WELCOM) sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Wellness Council of America (WELCOA) sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. 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"/>

EDUCATIONAL OPPORTUNITIES

26. Would your worksite be interested in receiving or participating in the following materials or educational opportunities:

	Yes	No
a. A structured education class on the proper use of AED's	<input type="radio"/>	<input type="radio"/>
b. A structured education class on how to recognize the signs and symptoms of heart attack and stroke	<input type="radio"/>	<input type="radio"/>
c. A structured education class on cancer prevention and control	<input type="radio"/>	<input type="radio"/>
d. A chronic disease self-management class to enable adults to improve their ability to control symptoms and manage chronic illnesses	<input type="radio"/>	<input type="radio"/>
e. Motor vehicle safety educational materials	<input type="radio"/>	<input type="radio"/>
f. Falls prevention educational materials	<input type="radio"/>	<input type="radio"/>
g. Diabetes educational materials	<input type="radio"/>	<input type="radio"/>
h. Smoking cessation information including quit line materials	<input type="radio"/>	<input type="radio"/>
i. Educational materials for lactating mothers	<input type="radio"/>	<input type="radio"/>



EMPLOYEE CHARACTERISTICS

27. As of today, including management, **approximately** how many employees, either full or part time, are employed at your worksite?

 employees

28. **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 2nd or 3rd shift?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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"/>

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

30. 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
 Phone: 800-480-4549 (toll free)
 E-mail: bosr@unl.edu



APPENDIX B: DATA TABLES

The following data tables summarize survey results overall, and by business size. Response options include Yes, No, Not Sure, and N/A (not applicable). 'n' indicates the number of responses for a particular survey item. '%' is the weighted percent responding to a particular survey item. See the Methods section (p. 4) for more information on weighting.

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		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	327	16.6	821	51.8	31	2.0	315	29.6
	Small	92	14.3	323	50.2	13	2.0	215	33.4
	Medium	144	24.8	343	59.1	10	1.7	83	14.3
	Large	91	33.6	155	57.2	8	3.0	17	6.3
Q4B	Has policies or guidelines encouraging healthful food options to be served at company-sponsored events	326	16.4	847	53.7	42	3.0	280	27.0
	Small	91	14.1	335	52.0	20	3.1	198	30.8
	Medium	141	24.4	357	61.7	12	2.1	69	11.9
	Large	94	34.6	155	57.0	10	3.7	13	4.8
Q4C	Has policies that require healthy food preparation practices in the cafeteria/snack shop	274	13.3	549	35.1	50	2.8	620	48.8
	Small	72	11.2	222	34.5	17	2.6	333	51.7
	Medium	122	21.2	213	37.0	20	3.5	221	38.4
	Large	80	29.3	114	41.8	13	4.8	66	24.2
Q4D	Makes kitchen equipment available for employee food storage and cooking	1266	80.7	97	7.5	5	0.4	118	11.4
	Small	500	78.7	50	7.9	3	0.5	82	12.9
	Medium	507	87.9	38	6.6	1	0.2	31	5.4
	Large	259	94.5	9	3.3	1	0.4	5	1.8
Q5A	Offers healthful food options in vending machines	274	9.0	621	37.0	30	1.2	566	52.8
	Small	35	5.5	218	34.1	6	0.9	380	59.5
	Medium	113	19.5	302	52.0	11	1.9	155	26.7
	Large	126	46.5	101	37.3	13	4.8	31	11.4
Q5B	Offers healthful beverage options, such as 100% juices, low-fat milk, or water, in vending machines	651	27.3	393	28.8	15	1.0	434	42.9
	Small	130	20.3	189	29.5	6	0.9	316	49.3
	Medium	310	53.5	164	28.3	6	1.0	100	17.2
	Large	211	77.6	40	14.7	3	1.1	18	6.6
Q5C	Offers healthier food alternatives (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in vending machines	400	15.7	452	30.7	47	2.2	532	51.4
	Small	66	10.7	184	29.8	11	1.8	356	57.7
	Medium	182	32.9	200	36.2	22	4.0	149	26.9
	Large	152	58.2	68	26.1	14	5.4	27	10.3

Note: n= number of respondents; %=weighted percent

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		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
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	7.7	502	33.6	171	6.8	530	51.9
	Small	28	4.6	198	32.2	28	4.6	361	58.7
	Medium	97	17.4	236	42.4	82	14.7	142	25.5
	Large	106	40.5	68	26.0	61	23.3	27	10.3
Q5E	Has posted signs to promote healthful food/beverage options or healthier food alternatives in the vending machines in the past 12 months	162	5.6	739	43.7	42	1.7	493	49.0
	Small	23	3.7	243	39.5	7	1.1	343	55.7
	Medium	57	10.2	353	63.3	20	3.6	128	22.9
	Large	82	31.3	143	54.6	15	5.7	22	8.4
Q5F	Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other items in vending machines in the past 12 months	47	1.8	753	41.3	74	3.4	560	53.5
	Small	8	1.3	222	36.0	17	2.8	370	60.0
	Medium	14	2.5	353	63.5	30	5.4	159	28.6
	Large	25	9.6	178	68.2	27	10.3	31	11.9
Q5G	Places labels (e.g. low fat, reduced sodium) on or near healthful food beverage options or healthier food alternatives in vending machines	119	3.5	721	41.4	40	1.5	553	53.7
	Small	12	2.0	226	36.8	6	1.0	371	60.3
	Medium	37	6.7	346	62.2	17	3.1	156	28.1
	Large	70	26.7	149	56.9	17	6.5	26	9.9
Q6A	Sells healthful food options, such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products, in the cafeteria/snack shop	322	14.4	176	13.2	5	0.3	917	72.1
	Small	69	11.3	82	13.4	2	0.3	459	75.0
	Medium	133	24.3	70	12.8	2	0.4	342	62.5
	Large	120	46.0	24	9.2	1	0.4	116	44.4
Q6B	Sells healthful beverage options, such as 100% juices, low-fat milk, or water, in the cafeteria/snack shop	366	17.1	141	10.9	5	0.5	910	71.5
	Small	84	13.7	69	11.3	3	0.5	456	74.5
	Medium	155	28.2	55	10.0	2	0.4	337	61.4
	Large	127	48.7	17	6.5	0	0.0	117	44.8

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q6C	Sells healthier food alternatives (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in the cafeteria/snack shop	284	11.6	191	14.5	22	1.5	924	72.4
	Small	51	8.4	91	14.9	9	1.5	460	75.3
	Medium	120	21.9	71	13.0	11	2.0	346	63.1
	Large	113	43.1	29	11.1	2	0.8	118	45.0
Q6D	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	114	4.3	254	18.0	119	4.5	934	73.2
	Small	19	3.1	109	17.8	18	3.0	465	76.1
	Medium	39	7.1	107	19.5	56	10.2	347	63.2
	Large	56	21.5	38	14.6	45	17.2	122	46.7
Q6E	Has posted signs to promote healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop in the past 12 months	185	7.8	294	19.5	37	1.5	906	71.2
	Small	36	5.9	115	18.9	7	1.2	452	74.1
	Medium	74	13.5	125	22.7	13	2.4	338	61.5
	Large	75	28.6	54	20.6	17	6.5	116	44.3
Q6F	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	62	3.4	362	20.6	52	2.1	946	74.0
	Small	19	3.1	113	18.5	9	1.5	470	76.9
	Medium	18	3.3	156	28.4	22	4.0	353	64.3
	Large	25	9.5	93	35.5	21	8.0	123	47.0
Q6G	Places labels (e.g. low fat, reduced sodium) on or near healthful food/beverage options or healthier food alternatives in cafeteria/snack shop	103	3.7	359	21.7	35	1.8	924	72.9
	Small	16	2.6	121	19.9	9	1.5	463	76.0
	Medium	27	4.9	167	30.4	14	2.6	342	62.2
	Large	60	22.9	71	27.1	12	4.6	119	45.4
Q6H	Provides options for smaller portion sizes in cafeteria/snack shop	192	8.9	258	16.5	41	1.7	926	72.9
	Small	43	7.1	96	15.8	7	1.2	463	76.0
	Medium	85	15.5	103	18.8	19	3.5	342	62.3
	Large	64	24.7	59	22.8	15	5.8	121	46.7
Q7	How much control do you have over the nutritional choices available at your worksite	A lot		A little		None			
		214	16.8	474	29.6	571	53.6		
	Small	88	16.7	136	25.9	302	57.4		
	Medium	83	17.1	213	43.8	190	39.1		
	Large	43	17.4	125	50.6	79	32.0		

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
SUPPORT FOR LACTATING MOTHERS									
Q8A	Has a written policy supporting breastfeeding	219	9.5	779	52.6	145	8.8	283	29.1
	Small	45	7.3	315	51.2	51	8.3	204	33.2
	Medium	91	16.6	330	60.1	58	10.6	70	12.8
	Large	83	31.7	134	51.2	36	13.7	9	3.4
Q8B	Has a written policy supporting milk expression	172	7.1	802	53.8	166	9.6	286	29.5
	Small	32	5.2	322	52.3	54	8.8	208	33.8
	Medium	74	13.5	340	62.0	66	12.0	68	12.4
	Large	66	25.2	140	53.4	46	17.6	10	3.8
Q8C	Provides a private, secure lactation room on-site that is not a bathroom	521	24.1	549	41.8	75	4.8	282	29.3
	Small	117	19.0	264	42.9	28	4.6	207	33.6
	Medium	233	42.6	216	39.5	30	5.5	68	12.4
	Large	171	64.8	69	26.1	17	6.4	7	2.7
Q8D	Allows time in addition to normal breaks for lactating mothers to express breast milk during the workday	611	31.6	363	27.5	132	7.6	321	33.3
	Small	166	26.9	174	28.2	43	7.0	235	38.0
	Medium	269	49.4	144	26.4	54	9.9	78	14.3
	Large	176	66.7	45	17.1	35	13.3	8	3.0
Q8E	Provides refrigeration for breast milk	833	51.2	228	16.2	99	4.9	263	27.7
	Small	292	47.7	100	16.3	25	4.1	195	31.9
	Medium	364	66.2	84	15.3	41	7.5	61	11.1
	Large	177	67.8	44	16.9	33	12.6	7	2.7
Q8F	Provides referral information on lactation or lactation supports in the community to employees	116	4.7	864	55.7	154	9.4	293	30.3
	Small	22	3.6	326	53.0	54	8.8	213	34.6
	Medium	39	7.1	374	68.1	66	12.0	70	12.8
	Large	55	20.9	164	62.4	34	12.9	10	3.8
WORKSITE PHYSICAL ACTIVITY									
Q9A	Has policies allowing flextime for employees to participate in physical activity during work hours	207	12.8	1069	71.9	32	2.5	130	12.9
	Small	77	12.4	438	70.4	16	2.6	91	14.6
	Medium	69	12.5	436	79.0	14	2.5	33	6.0
	Large	61	23.1	195	73.9	2	0.8	6	2.3
Q9B	Has policies allowing time in addition to normal breaks for employees to participate in physical activity during the workday	144	9.7	1141	75.5	29	2.3	124	12.4
	Small	61	9.8	458	73.6	15	2.4	88	14.2
	Medium	46	8.3	464	84.1	12	2.2	30	5.4
	Large	37	14.0	219	83.0	2	0.8	6	2.3

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q9C	Has policies encouraging employees to commute to work by walking or biking	89	5.3	1166	77.5	45	3.2	138	14.1
	Small	32	5.1	470	75.6	20	3.2	100	16.1
	Medium	25	4.5	478	86.3	19	3.4	32	5.8
	Large	32	12.2	218	83.2	6	2.3	6	2.3
Q9D	Has policies supporting employee physical fitness	361	18.8	910	65.0	42	3.5	124	12.7
	Small	102	16.4	407	65.4	23	3.7	90	14.5
	Medium	146	26.5	360	65.2	16	2.9	30	5.4
	Large	113	43.0	143	54.4	3	1.1	4	1.5
Q9E	Provides incentives for engaging in physical activity	372	17.4	906	67.9	31	2.4	118	12.2
	Small	89	14.5	424	69.1	15	2.4	86	14.0
	Medium	136	24.6	373	67.6	15	2.7	28	5.1
	Large	147	56.3	109	41.8	1	0.4	4	1.5
Q10	What incentives for engaging in physical activity does your worksite offer	data available upon request							
Q11A	Has on-site exercise facilities that are open to employees during working hours	221	9.2	1084	76.7	2	0.3	129	13.8
	Small	42	6.8	475	76.9	2	0.3	99	16.0
	Medium	93	16.8	433	78.2	0	0.0	28	5.1
	Large	86	32.6	176	66.7	0	0.0	2	0.8
Q11B	Has on-site exercise facilities that are open to employees outside of working hours	269	12.6	1043	73.6	3	0.4	126	13.3
	Small	64	10.3	460	73.8	3	0.5	96	15.4
	Medium	114	20.6	412	74.4	0	0.0	28	5.1
	Large	91	34.5	171	64.8	0	0.0	2	0.8
Q11C	Promotes the exercise facilities to employees (e.g. through signs, emails, etc.)	263	10.0	858	64.9	19	1.4	294	23.6
	Small	42	6.8	413	66.7	9	1.5	155	25.0
	Medium	114	20.7	332	60.3	6	1.1	99	18.0
	Large	107	40.5	113	42.8	4	1.5	40	15.2
Q11D	Provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers	378	16.5	907	68.3	23	1.6	132	13.6
	Small	78	12.5	438	70.3	10	1.6	97	15.6
	Medium	167	30.2	345	62.4	10	1.8	31	5.6
	Large	133	50.4	124	47.0	3	1.1	4	1.5
Q11E	Has one or more designated walking route(s) for employees to use	234	8.5	1044	75.7	19	1.3	143	14.6
	Small	37	5.9	475	76.1	8	1.3	104	16.7
	Medium	78	14.1	432	78.1	6	1.1	37	6.7
	Large	119	45.3	137	52.1	5	1.9	2	0.8

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q11F	Promotes the walking route(s) to employees	194	6.8	992	72.3	22	1.2	227	19.7
	Small	29	4.7	453	73.0	7	1.1	132	21.3
	Medium	60	10.9	405	73.5	7	1.3	79	14.3
	Large	105	39.9	134	51.0	8	3.0	16	6.1
Q11G	Provides a shower and changing area for employees	316	15.8	979	70.6	9	0.7	127	13.0
	Small	82	13.4	437	71.2	4	0.7	91	14.8
	Medium	130	23.5	386	69.8	4	0.7	33	6.0
	Large	104	39.4	156	59.1	1	0.4	3	1.1
Q11H	Posts signs to promote the use of stairs within worksite	72	2.7	975	66.4	11	0.7	363	30.2
	Small	12	2.0	399	65.4	4	0.7	195	32.0
	Medium	24	4.4	384	70.1	4	0.7	136	24.8
	Large	36	13.7	192	73.0	3	1.1	32	12.2
Q11I	Regularly maintains and keeps the stairwells well-lit	643	33.2	278	24.7	9	0.8	489	41.3
	Small	173	28.3	165	27.0	5	0.8	269	44.0
	Medium	276	50.6	87	15.9	3	0.6	180	33.0
	Large	194	74.3	26	10.0	1	0.4	40	15.3
Q11J	Has a bike rack or other parking for bicycles within 2 blocks of worksite	530	26.5	725	56.2	30	1.6	152	15.7
	Small	140	22.5	361	58.0	9	1.5	112	18.0
	Medium	218	39.4	286	51.7	13	2.4	36	6.5
	Large	172	65.7	78	29.8	8	3.1	4	1.5
EMPLOYEE DRIVER SAFETY									
Q12A	Has policies that require employees to wear seatbelts while driving a car or operating a moving vehicle while on company business	901	56.9	344	27.8	87	5.1	101	10.3
	Small	339	54.4	182	29.2	29	4.7	73	11.7
	Medium	365	66.5	128	22.8	36	6.6	23	4.2
	Large	197	75.5	37	14.2	22	8.4	5	1.9
Q12B	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	680	41.7	527	40.4	122	7.5	104	10.4
	Small	244	39.1	261	41.8	45	7.2	74	11.9
	Medium	286	52.2	194	35.4	42	7.7	26	4.7
	Large	150	57.5	72	27.6	35	13.4	4	1.5

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
TOBACCO AND THE WORKSITE									
Q13A	Has, in the past 12 months, offered incentives to employees to quit tobacco use	354	16.4	1033	74.1	36	2.7	65	6.9
	Small	87	13.7	480	75.5	18	2.8	51	8.0
	Medium	138	23.9	415	71.8	12	2.1	13	2.3
	Large	129	47.1	138	50.4	6	2.2	1	0.4
Q13B	Has, in the past 12 months, offered employees who use tobacco products, a quit tobacco program or any other help to quit tobacco	389	16.2	993	73.8	40	2.9	68	7.1
	Small	80	12.6	485	76.1	19	3.0	53	8.3
	Medium	156	26.9	395	68.2	14	2.4	14	2.4
	Large	153	55.8	113	41.2	7	2.6	1	0.4
Q13C	Has, in the past 12 months, offered free nicotine replacements therapy (NRT) to employees who use tobacco products to help quit	168	6.2	1193	82.3	57	4.2	71	7.3
	Small	27	4.2	529	82.9	28	4.4	54	8.5
	Medium	71	12.3	471	81.6	19	3.3	16	2.8
	Large	70	25.6	193	70.4	10	3.7	1	3.7
Q13D	Has a policy that prohibits smoking in outdoor work areas	630	33.2	721	55.0	25	2.1	110	9.7
	Small	185	29.1	367	57.8	14	2.2	69	10.9
	Medium	283	49.1	256	44.4	9	1.6	29	5.0
	Large	162	59.1	98	35.8	2	0.7	12	4.4
Q13E	Allows smoking outside only in certain areas	859	54.7	531	37.4	15	1.0	77	6.9
	Small	338	53.3	241	38.0	6	1.0	49	7.7
	Medium	346	60.0	206	35.7	7	1.2	18	3.1
	Large	175	64.6	84	31.0	2	0.7	10	3.7
Q13F	Has adopted a policy that prohibits smoking within a certain distance from the building	437	24.1	970	68.5	14	1.3	60	6.2
	Small	135	21.4	442	70.1	9	1.4	45	7.1
	Medium	203	35.2	354	61.4	5	0.9	15	2.6
	Large	99	36.3	174	63.7	0	0.0	0	0.0
Q13G	Has adopted a policy that restricts smoking within a certain distance from the entrance to the building	599	34.3	767	56.7	23	1.6	97	7.5
	Small	201	31.7	373	58.8	10	1.6	50	7.9
	Medium	250	43.2	284	49.1	10	1.7	35	6.0
	Large	148	54.2	110	40.3	3	1.1	12	4.4

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q13H	Has adopted a smoke-free policy for the whole worksite campus	458	25.7	948	66.7	12	1.0	65	6.6
	Small	147	23.2	433	68.2	7	1.1	48	7.6
	Medium	208	36.1	346	60.1	5	0.9	17	3.0
	Large	103	37.9	169	62.1	0	0.0	0	0.0
Q13I	Has adopted a policy that prohibits the use of chewing tobacco, snuff, snus, or dip, in the workplace	686	36.2	689	53.9	49	3.6	62	6.3
	Small	202	31.7	365	57.3	24	3.8	46	7.2
	Medium	310	53.6	237	41.0	15	2.6	16	2.8
	Large	174	64.2	87	32.1	10	3.7	0	0.0
Q13J	Has adopted a policy that prohibits smoking in all company or agency vehicles	825	45.5	420	35.1	71	4.0	166	15.4
	Small	258	40.8	242	38.2	24	3.8	109	17.2
	Medium	371	64.2	133	23.0	23	4.0	51	8.8
	Large	196	72.3	45	16.6	24	8.9	6	2.2
HEART ATTACK AND STROKE RESPONSE/EDUCATION									
Q14A	Has an emergency response plan that includes heart attack and stroke	756	42.1	573	47.2	111	6.9	39	3.8
	Small	240	38.2	319	50.8	42	6.7	27	4.3
	Medium	322	55.8	202	35.1	41	6.9	12	2.2
	Large	194	70.8	52	18.8	28	10.4	0	0.0
Q14B	Has directions to the worksite and address of the worksite posted near the phones in case of an emergency	576	35.6	762	54.1	70	4.1	71	6.2
	Small	216	34.3	347	55.1	24	3.8	43	6.8
	Medium	231	40.1	298	51.3	29	5.2	21	3.4
	Large	129	47.9	117	43.8	17	6.3	7	2.1
Q15A	Has, in the past 12 months, offered structured education (Such as classroom instruction, lectures, or scheduled videos) on how to recognize the signs and symptoms of heart attack	406	21.7	984	70.9	52	2.6	47	4.7
	Small	124	19.5	464	73.0	14	2.2	34	5.3
	Medium	170	29.3	372	64.2	26	4.3	13	2.2
	Large	112	41.7	148	54.2	12	4.2	0	0.0
Q15B	Has, in the past 12 months, offered structured education (Such as classroom instruction, lectures, or scheduled videos) on how to recognize the signs and symptoms of stroke	369	19.4	1020	73.4	53	2.8	45	4.4
	Small	109	17.2	479	77.5	15	2.3	32	5.0
	Medium	156	27.2	385	66.4	26	4.3	13	2.2
	Large	104	37.5	156	58.3	12	4.2	0	0.0

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q16A	Covers payment for medications that help to control high blood pressure (via company provided insurance and/or direct company services)	792	43.7	505	42.2	131	8.3	57	5.9
	Small	252	39.7	289	45.6	50	7.9	43	6.8
	Medium	331	57.1	175	30.0	60	10.3	14	2.6
	Large	209	77.1	41	14.6	21	8.3	0	0.0
Q16B	Covers payment for medications that help to control high cholesterol (via company provided insurance and/or direct company services)	793	44.0	501	41.7	135	8.5	56	5.8
	Small	255	40.2	286	45.1	51	8.0	43	6.8
	Medium	331	57.1	174	30.0	62	10.7	13	2.1
	Large	207	77.1	41	14.6	22	8.3	0	0.0
Q17A	Has one or more AEDs on site	543	21.8	848	70.7	45	2.3	53	5.1
	Small	101	15.8	489	76.3	13	2.1	37	5.8
	Medium	249	43.3	293	50.6	20	3.5	15	2.6
	Large	193	70.8	66	25.0	12	4.2	1	0.0
Q17B	Has trainings available for employees to learn how to use the AED	546	24.5	702	59.3	66	3.7	157	12.6
	Small	120	19.0	405	64.4	21	3.4	83	13.2
	Medium	250	43.9	230	40.4	27	4.8	63	11.0
	Large	176	64.6	67	25.0	18	6.3	11	4.2
Q17C	Has trained designated employees who will assist a person in need with an AED	565	24.9	683	58.0	64	3.6	168	13.5
	Small	123	19.4	400	63.1	21	3.3	90	14.2
	Medium	254	44.2	226	39.4	27	4.8	67	11.7
	Large	188	68.8	57	20.8	16	6.3	11	4.2
Q17D	Requires that somebody with AED training be on-site at all times	245	9.1	951	72.5	117	5.2	158	13.2
	Small	38	6.0	478	75.7	26	4.1	89	14.1
	Medium	110	19.2	351	61.6	52	9.2	58	10.0
	Large	97	35.4	122	45.8	39	14.6	11	4.2
Q17E	Has registered the AED(s) with local Emergency Medical Services (EMS) and/or other entities required by ordinance, such as local city AED registry	284	10.6	715	59.7	220	9.7	253	20.0
	Small	45	7.1	407	64.4	48	7.6	132	20.9
	Medium	127	22.4	243	42.5	98	17.1	102	18.0
	Large	112	41.7	65	25.0	74	27.1	19	6.3

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q17F	Has the AED clearly marked and in an easily accessible location	493	20.1	642	55.0	63	2.6	279	22.4
	Small	93	14.6	380	59.8	12	1.9	150	23.6
	Medium	222	38.9	212	37.1	30	5.2	107	18.8
	Large	178	65.3	50	18.4	21	8.2	22	8.2
Q17G	Has the AED included in our emergency floor plan	317	12.1	721	59.0	157	6.6	279	22.4
	Small	54	8.5	401	63.1	30	4.8	150	23.6
	Medium	133	23.2	249	43.9	79	14.0	107	18.9
	Large	130	46.9	71	26.5	48	18.4	22	8.2
Q17H	Has the AED company perform maintenance of the AED(s) at worksite	292	11.2	699	57.6	186	8.0	296	23.2
	Small	50	7.9	391	61.8	38	6.0	154	24.4
	Medium	120	21.1	247	43.4	85	14.9	117	20.6
	Large	122	45.8	61	22.9	63	22.9	25	8.3
Q17I	Plans to install one or more AEDs in the worksite within the next six months	59	2.4	879	67.2	277	15.4	255	15.0
	Small	11	1.8	446	70.1	89	14.0	90	14.2
	Medium	26	4.4	327	58.0	113	19.9	100	17.7
	Large	22	8.3	106	39.6	75	27.1	65	25.0
EMPLOYEE EDUCATION, MOTIVATION, AND SUPPORT									
Q18	During the past 12 months, has your worksite offered employees health or wellness programs, support groups, counseling sessions, or contests on the following topics:								
Q18A	Breastfeeding/ Lactation	96	3.3	1248	84.2	49	3.0	90	9.5
	Small	14	2.2	534	83.8	18	2.4	71	11.2
	Medium	36	6.3	503	87.5	19	3.3	17	3.0
	Large	46	17.0	211	77.9	12	4.4	2	0.7
Q18B	Cancer Prevention and Treatment	197	7.9	1169	83.0	55	2.9	61	6.1
	Small	39	6.1	538	84.3	16	2.5	45	7.1
	Medium	71	12.4	461	80.5	28	4.9	13	2.3
	Large	87	32.1	170	62.7	11	4.1	3	1.1
Q18C	Chronic Disease Self-Management	170	6.8	1181	84.0	65	3.1	61	6.2
	Small	33	5.2	542	85.2	16	2.5	45	7.1
	Medium	63	11.0	467	81.5	29	5.1	14	2.4
	Large	74	27.6	172	64.2	20	7.5	2	0.8

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q18D	CPR/ Basic Life Support Training	643	31.3	746	61.2	36	2.0	56	5.5
	Small	166	26.1	419	65.9	11	1.7	40	6.3
	Medium	287	50.1	253	44.2	19	3.3	14	2.4
	Large	190	69.9	74	27.2	6	2.2	2	0.7
Q18E	Diabetes	260	10.5	1115	80.8	48	2.5	61	6.1
	Small	51	8.0	527	82.7	14	2.2	45	7.1
	Medium	100	17.4	439	76.2	23	4.0	14	2.4
	Large	109	40.2	149	55.0	11	4.1	2	0.7
Q18F	Healthy Eating Nutrition	463	19.9	926	71.6	37	2.4	60	6.1
	Small	99	15.5	479	75.1	15	2.4	45	7.1
	Medium	197	34.2	350	60.8	16	2.8	13	2.3
	Large	167	61.4	97	35.7	6	2.2	2	0.7
Q18G	Heart Disease	265	11.0	1107	80.2	51	2.7	61	6.1
	Small	53	8.3	524	82.3	15	2.4	45	7.1
	Medium	110	19.1	430	74.7	22	3.8	14	2.4
	Large	102	37.6	153	56.5	14	5.2	2	0.7
Q18H	High Blood Pressure	268	11.1	1105	80.3	50	2.4	61	6.1
	Small	56	8.8	524	82.1	13	2.0	45	7.1
	Medium	98	17.0	442	76.7	22	3.8	14	2.4
	Large	114	42.2	139	51.5	15	5.6	2	0.7
Q18I	Injury Prevention	642	36.7	735	55.8	44	1.9	55	5.6
	Small	215	33.8	371	58.3	9	1.4	41	6.5
	Medium	270	47.2	269	47.0	21	3.7	12	2.1
	Large	157	58.6	95	35.5	14	5.2	2	0.8
Q18J	Physical Activity or Exercise	476	20.6	908	80.9	38	2.3	61	6.2
	Small	103	16.1	476	74.5	14	2.2	46	7.2
	Medium	199	34.7	343	59.9	17	3.0	14	2.4
	Large	174	64.2	89	32.8	7	2.6	1	0.4
Q18K	Smoking Cessation	320	13.2	1060	78.5	38	2.2	61	6.2
	Small	64	10.1	514	80.8	13	2.0	45	7.1
	Medium	128	22.4	414	72.4	16	2.8	14	2.5
	Large	128	47.2	132	48.7	9	3.3	2	0.7
Q18L	Stress Management	343	15.4	1035	76.3	45	2.2	60	6.0
	Small	80	12.5	502	78.7	12	1.9	44	6.9
	Medium	140	24.4	400	69.6	21	3.7	14	2.4
	Large	123	45.6	133	49.3	12	4.4	2	0.7

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q18M	Stroke	196	9.5	1169	81.7	55	2.8	61	6.1
	Small	53	8.3	524	82.4	15	2.4	44	6.9
	Medium	69	12.0	467	81.2	24	4.2	15	2.6
	Large	74	27.4	178	65.9	16	5.9	2	0.7
Q18N	Weight Management	430	17.3	965	74.7	32	2.1	59	5.9
	Small	83	13.0	499	78.2	13	2.0	43	6.7
	Medium	173	30.0	375	65.1	14	2.4	14	2.4
	Large	174	64.0	91	33.5	5	1.8	2	0.7
SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE									
In the past 12 months, did your worksite offer the following health services or screenings to employees (not as part of the employees' health insurance or job entrance exam)									
Q19									
Q19A	Periodic Health or Physical Exams	257	12.9	1121	80.1	16	1.1	59	5.9
	Small	71	11.4	505	80.8	7	1.1	42	6.7
	Medium	91	16.0	448	80.0	6	0.9	17	3.1
	Large	95	35.4	168	62.5	3	2.1	0	0.0
Q19B	Blood Pressure Checks	457	19.7	924	73.3	15	1.1	59	5.9
	Small	97	15.5	481	76.7	7	1.1	42	6.7
	Medium	177	31.6	361	64.4	6	0.9	17	3.1
	Large	183	68.8	82	31.3	2	0.0	0	0.0
Q19C	Blood Test to Measure Blood Sugar	315	12.9	1058	79.7	22	1.5	59	5.9
	Small	62	9.9	512	81.8	10	1.6	42	6.7
	Medium	113	20.0	426	76.0	5	0.9	17	3.1
	Large	140	53.2	120	44.7	7	2.1	0	
Q19D	Cholesterol Screening	320	13.1	1062	80.2	14	0.8	59	5.9
	Small	63	10.1	517	82.6	5	0.8	42	6.7
	Medium	115	20.4	424	75.6	5	0.9	17	3.1
	Large	142	53.2	121	44.7	4	2.1	0	0.0
Q19E	Physical Fitness Tests	105	4.1	1267	88.2	22	1.7	61	6.1
	Small	20	3.2	553	88.2	11	1.8	43	6.8
	Medium	32	5.8	506	89.8	7	1.3	17	3.1
	Large	53	19.1	208	78.7	4	2.1	1	
Q19F	Diet/ Nutrition Evaluation	172	6.1	1201	86.3	21	1.5	61	6.1
	Small	25	4.0	549	87.6	10	1.6	43	6.8
	Medium	70	12.4	469	83.6	6	0.9	17	3.1
	Large	77	29.2	183	68.8	5	2.1	1	0.0

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q19G	Cancer Screening (Skin, Breast, Cervical, Colorectal)	98	4.4	1275	88.3	20	1.4	59	5.9
	Small	24	3.8	552	88.1	9	1.4	42	6.7
	Medium	23	4.0	515	92.0	6	0.9	17	3.1
	Large	51	19.1	208	78.7	5	2.1	0	0.0
Q19H	Body Fat or Healthy Body Weight Screening	289	10.5	1088	82.0	18	1.5	60	6.0
	Small	45	7.2	529	84.4	10	1.6	43	6.8
	Medium	109	19.5	431	76.5	5	0.9	17	3.1
	Large	135	50.0	128	47.9	3	2.1	0	0.0
Q20A	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	137	5.6	1204	85.6	43	2.4	62	6.3
	Small	27	4.3	538	86.2	14	2.2	45	7.2
	Medium	50	9.0	476	85.7	14	2.7	16	2.7
	Large	60	22.9	190	70.8	15	6.3	1	0.0
Q20B	Has permanent on-site access for an employee to check their blood pressure	309	12.1	1066	81.0	11	0.7	60	6.3
	Small	52	8.3	522	83.8	4	0.7	45	7.2
	Medium	139	25.0	400	71.4	4	0.9	15	2.7
	Large	118	43.8	144	54.2	3	2.1	0	
HEALTH INSURANCE COVERAGE FOR EMPLOYEES									
Q21A	Provides health insurance for employees	1241	77.2	191	20.7	6	0.6	12	1.6
	Small	457	73.4	150	24.1	4	0.6	12	1.9
	Medium	518	92.5	41	7.3	1	0.2	0	0.0
	Large	266	99.6	0	0.0	1	0.4	0	0.0
Q21B	Has a health insurance plan that covers general health physicals/screenings on an annual basis	1157	70.6	205	21.6	49	4.2	31	3.6
	Small	410	66.3	154	24.9	28	4.5	26	4.2
	Medium	486	87.1	48	8.6	19	3.4	5	0.9
	Large	261	98.1	3	1.1	2	0.8	0	0.0
Q21C	Has a health insurance plan that covers disease management for employees who have been diagnosed with heart disease, stroke, or other chronic diseases	762	43.3	325	28.7	322	24.3	35	3.7
	Small	244	39.3	196	31.6	154	24.8	27	4.4
	Medium	321	57.7	95	17.1	133	23.9	7	1.3
	Large	197	73.8	34	12.7	35	13.1	1	0.4

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q21D	Has a health insurance plan that covers pharmacotherapies (e.g. Welbutrine, Zyban, Nicotine patches/gum, chantix) as aids in smoking cessation	581	30.1	382	32.6	441	33.4	37	3.9
	Small	159	25.7	219	35.4	213	34.4	28	4.5
	Medium	256	46.0	119	21.4	172	30.9	9	1.6
	Large	166	62.4	44	16.5	56	21.1	0	0.0
Q21E	Has a health insurance plan that covers visits with a lactation consultation and breast pumps	261	13.6	431	35.5	694	45.1	52	5.7
	Small	73	11.9	234	38.1	267	43.4	41	6.7
	Medium	107	19.2	142	25.5	297	53.3	11	2.0
	Large	81	30.5	55	20.7	130	48.9	0	0.0
Q21F	Has a health insurance plan that covers the cost of cholesterol testing	848	47.6	251	25.2	311	23.5	35	3.8
	Small	265	42.7	178	28.7	151	24.3	27	4.2
	Medium	370	66.4	64	11.5	115	20.7	8	1.4
	Large	213	79.8	9	3.4	45	16.9	0	0.0
Q22	Including management, approximately what percent of the employees (full and part-time) at your worksite are eligible for health insurance through your company?	data available upon request							
WORKSITE WELLNESS									
Q23A	Has a health promotion or wellness committee	419	16.2	964	77.4	24	1.5	45	4.8
	Small	71	11.4	510	81.6	9	1.4	35	5.6
	Medium	177	31.5	364	64.8	12	2.1	9	1.6
	Large	171	64.5	90	34.0	3	1.1	1	0.4
Q23B	Has a coordinator that is responsible for employee health promotion or wellness	404	15.6	975	77.4	26	2.0	46	4.9
	Small	69	11.0	507	81.1	13	2.1	36	5.8
	Medium	167	29.8	373	66.6	11	2.0	9	1.6
	Large	168	63.2	95	35.7	2	0.8	1	0.4
Q23C	Has a staff that are responsible for employee health promotion or wellness	333	12.6	1042	80.1	31	2.5	46	4.9
	Small	55	8.8	519	82.9	16	2.6	36	5.8
	Medium	131	23.4	408	72.7	13	2.3	9	1.6
	Large	147	55.5	115	43.4	2	0.8	1	0.4
Q23D	Has included funding for health promotion or wellness in the budget in the past month	314	11.2	1025	79.5	62	4.2	50	5.2
	Small	47	7.5	515	82.4	25	4.0	38	6.1
	Medium	115	20.5	407	72.6	29	5.2	10	1.8
	Large	152	57.4	103	38.9	8	3.0	2	0.8

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q23E	Has written objectives for employee wellness or health	267	10.1	1062	80.4	73	4.6	48	5.0
	Small	45	7.2	516	82.7	27	4.3	36	5.8
	Medium	96	17.1	423	75.3	32	5.7	11	2.0
	Large	126	47.7	123	46.6	14	5.3	1	0.4
Q23F	Has a stated mission or goal for our company regarding the improvement of the health status of employees	247	9.2	1084	81.7	70	4.2	47	5.0
	Small	41	6.6	521	83.8	24	3.9	36	5.8
	Medium	85	15.2	436	77.7	30	5.4	10	1.8
	Large	121	45.7	127	47.9	16	6.0	1	0.4
Q24A	Uses Federal Government sources	294	14.4	727	54.8	219	15.3	167	15.6
	Small	73	11.9	340	55.6	94	15.4	105	17.2
	Medium	118	22.0	293	54.7	76	14.2	49	9.1
	Large	103	39.8	94	36.3	49	18.9	13	5.0
Q24B	Our worksite uses State Government sources	309	15.9	718	53.8	212	14.8	167	15.5
	Small	83	13.5	335	54.6	91	14.8	105	17.1
	Medium	130	24.4	279	52.4	76	14.3	48	9.0
	Large	96	37.1	104	40.2	45	17.4	14	5.4
Q24C	Uses Local Health Departments sources	431	22.9	623	48.0	191	13.7	165	15.4
	Small	121	19.7	303	49.4	85	13.8	105	17.1
	Medium	186	34.8	233	43.6	70	13.1	46	8.6
	Large	124	47.5	87	33.3	36	13.8	14	5.4
Q24D	Uses Well Workplace Nebraska sources	233	10.0	762	57.1	245	17.0	170	15.9
	Small	47	7.7	355	57.8	104	16.9	108	17.6
	Medium	90	16.8	308	57.5	90	16.8	48	9.0
	Large	96	36.9	99	38.1	54	19.6	14	5.4
Q24E	Uses Work Well sources	164	6.3	796	59.3	277	18.7	170	15.8
	Small	27	4.4	368	59.9	112	18.2	107	17.4
	Medium	60	11.2	318	59.6	107	20.0	49	9.2
	Large	77	29.7	110	42.5	58	22.4	14	5.4
Q24F	Uses Wellness Council of the Midlands (WELCOM) sources	174	6.1	795	59.9	271	18.2	170	15.9
	Small	24	3.9	374	60.7	110	17.9	108	17.5
	Medium	64	12.0	320	59.8	103	19.3	48	9.0
	Large	86	33.2	101	39.0	58	22.4	14	5.4
Q24G	Uses Wellness Council of America (WELCOA) sources	178	5.7	787	59.9	277	18.6	169	15.8
	Small	21	3.4	374	60.9	112	18.2	107	17.4
	Medium	61	11.4	320	59.7	107	20.0	48	9.0
	Large	96	36.8	93	35.6	58	22.2	14	5.4

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q25A	Barriers to successful worksite wellness at your worksite: Lack of employee interest	636	41.6	339	22.5	332	24.2	121	11.7
	Small	248	40.3	137	22.3	149	24.2	81	13.2
	Medium	255	46.3	122	22.1	140	25.4	34	6.2
	Large	133	50.8	80	30.5	43	16.4	6	2.3
Q25B	Barriers to successful worksite wellness at your worksite: Lack of participation by high-risk employees	574	32.6	325	24.9	374	27.7	146	14.8
	Small	179	29.3	157	25.7	171	28.0	103	16.9
	Medium	239	43.8	119	21.8	152	27.8	36	6.6
	Large	156	59.3	49	18.6	51	19.4	7	2.7
Q25C	Barriers to successful worksite wellness at your worksite: Worksite/company cost	717	49.0	333	21.0	264	19.3	111	10.7
	Small	297	48.3	125	20.3	119	19.4	74	12.0
	Medium	286	52.0	119	21.6	114	20.7	31	5.6
	Large	134	51.5	89	34.2	31	11.9	6	2.3
Q25D	Barriers to successful worksite wellness at your worksite: Lack of management support	361	23.3	643	42.2	297	22.4	125	12.2
	Small	136	22.3	252	41.2	139	22.8	84	13.8
	Medium	151	27.4	241	43.7	124	22.5	35	6.4
	Large	74	28.0	150	56.8	34	12.9	6	2.3
EDUCATIONAL OPPORTUNITIES									
Would your worksite be interested in receiving or participating in the following materials or educational opportunities:									
Q26A	A structured education class on the proper use of AEDs	331	21.8	1054	78.0	0	0.0	0.1	0.3
	Small	125	20.9	471	78.7	0	0.0	0.3	0.4
	Medium	131	24.9	398	75.1	0	0.0	0	0.0
	Large	75	28.3	185	71.7	0	0.0	0	0.0
Q26B	A structured education class on how to recognize the signs and symptoms of heart attack and stroke	558	35.9	827	63.8	0	0.0	0.1	0.3
	Small	205	34.1	394	65.5	0	0.0	0.3	0.4
	Medium	226	42.7	304	57.3	0	0.0	0	0.0
	Large	127	50.0	129	50.0	0	0.0	0	0.0
Q26C	A structured education class on cancer prevention and control	513	29.4	871	70.3	0	0.0	0.1	0.3
	Small	157	26.1	442	73.5	0	0.0	0.3	0.4
	Medium	222	42.0	308	58.0	0	0.0	0	0.0
	Large	134	53.3	120	46.7	0	0.0	0	0.0

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
Q26D	A chronic disease self-management class to enable adults to improve their ability to control symptoms and manage chronic disease	465	26.2	915	73.6	0	0.0	0.1	0.3
	Small	139	23.2	458	76.5	0	0.0	0.3	0.4
	Medium	192	36.3	336	63.7	0	0.0	0	0.0
	Large	134	53.3	121	46.7	0	0.0	0	0.0
Q26E	Motor vehicle safety educational materials	439	28.7	947	71.0	0	0.0	0.1	0.3
	Small	165	27.5	433	72.2	0	0.0	0.3	0.4
	Medium	178	33.3	354	66.7	0	0.0	0	0.0
	Large	96	37.8	160	62.2	0	0.0	0	0.0
Q26F	Falls prevention educational materials	530	33.5	850	66.2	0	0.0	0.1	0.3
	Small	186	31.2	408	68.4	0	0.0	0.3	0.4
	Medium	228	42.9	302	57.1	0	0.0	0	0.0
	Large	116	45.7	140	54.3	0	0.0	0	0.0
Q26G	Diabetes educational materials	561	33.0	821	66.7	0	0.0	0.1	0.3
	Small	179	29.9	419	69.8	0	0.0	0.3	0.4
	Medium	238	44.8	292	55.2	0	0.0	0	0.0
	Large	144	56.5	110	43.5	0	0.0	0	0.0
Q26H	Smoking cessation information including quit line materials	589	36.5	793	63.2	0	0.0	0.1	0.3
	Small	203	34.0	393	65.7	0	0.0	0.3	0.4
	Medium	244	46.0	288	54.0	0	0.0	0	0.0
	Large	142	55.6	112	44.4	0	0.0	0	0.0
Q26I	Educational materials for lactating mothers	310	15.6	1071	84.2	0	0.0	0.1	0.3
	Small	78	13.0	518	86.6	0	0.0	0.3	0.4
	Medium	123	23.1	407	76.9	0	0.0	0	0.0
	Large	109	42.2	146	57.8	0	0.0	0	0.0
Q27	As of today, including management, approximately how many employees, either full or part time, are employed at your worksite?	data available upon request							
Q28	How many of your employees (please use your best estimate):	Less than 1/3		1/3 -2/3		More than 2/3			
		n	%	n	%	n	%		
Q28A	Are full-time (35 or more hours/week)	182	15.9	253	15.0	1043	69.1		
	Small	112	17.6	88	13.8	436	68.6		
	Medium	51	8.9	117	20.5	404	70.6		
	Large	19	7.0	48	17.8	203	75.2		

Note: n= number of respondents; %=weighted percent

2010-2011 Nebraska Worksite Wellness Survey Report - Results - Overall and by Business Size

		Yes		No		Not Sure		N/A	
		n	%	n	%	n	%	n	%
		Less than 1/3		1/3 -2/3		More than 2/3			
		n	%	n	%	n	%		
Q28B	Are under the age of 40?	428	35.7	803	45.0	229	19.3		
	Small	246	38.7	255	40.2	134	21.1		
	Medium	129	22.7	373	65.6	67	11.8		
	Large	53	20.7	175	68.4	28	10.9		
Q28C	Are female	477	38.4	465	26.8	507	34.8		
	Small	257	40.9	155	24.7	216	34.4		
	Medium	159	28.3	193	34.3	210	37.4		
	Large	61	23.6	117	45.2	81	31.3		
Q28D	Work 2nd or 3rd shift	947	79.7	275	16.9	43	3.5		
	Small	419	82.0	74	14.5	18	3.3		
	Medium	353	71.0	128	25.8	16	3.2		
	Large	175	68.1	73	28.4	9	3.5		
Q28E	Work at least half their hours away from the worksite (in delivery, sales, contracted out, telecommuting, etc.)	1110	79.5	94	9.1	123	11.5		
	Small	436	77.7	56	10.0	69	12.3		
	Medium	436	85.5	27	5.3	47	9.2		
	Large	238	93.0	11	4.3	7	2.7		

Note: n= number of respondents; %=weighted percent