

Executive Summary Report



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Introduction

The effectiveness of any organization is dependent upon the health and productivity of its employees. Taking steps to protect and improve their health is good business and pays real dividends in:

- Lower healthcare costs
- Less sickness and work-loss time
- Improved productivity
- Improved morale



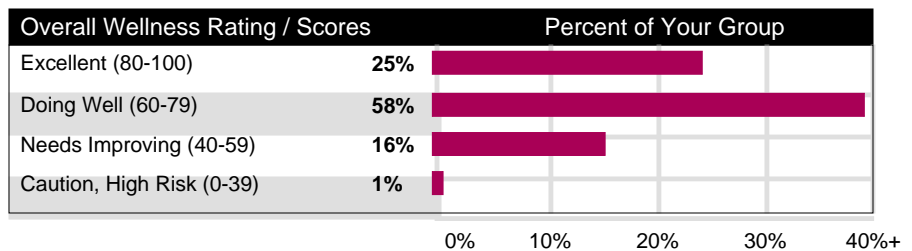
Participation Rates

A critical factor in the success of any wellness program is to achieve a high participation rate. Organizations desiring to significantly lower their healthcare costs should aim for participation rates of 85% or higher.¹ Your participation results are listed below:

Number of eligible employees	Number who participated	Percent participation	Recommended Goal
8500	7531	89%	85% +

Overall Wellness Rating and Scores

Research has identified specific health risks linked to chronic disease, high healthcare costs, decreased productivity, and decreased life span. The presence or absence of these health risks determines an overall wellness score (0-100). The higher the score, the higher the wellness rating and health of your employees. High wellness scores are also linked to lower healthcare costs. Here is how your organization scored:



The average wellness score for your organization is 71 out of a possible 100 points. Your organization's rating is "Good."

Health Age

Each person's "health age" was determined by their health practices. People who live healthfully may be physically or biologically younger than their actual age. People with poor health practices may be older than their chronological age. Here are the results in your organization:

- 49% had a "health age" younger than their actual age.
- 37% of employees had a "health age" older than their actual age.
- The average person could add 7 years to their life by adopting a healthier lifestyle as recommended in their personal report.

Priority Health Recommendations

When planning your worksite wellness program, consider these important factors:

- Which health risks are most prevalent?
- What do employees want to change?
- How ready are they to make changes?
- Which health problems are the most costly?
- What can make the greatest health impact?

Most of these questions can be answered by reviewing this Executive Summary and the companion Productivity and Economic Benefits Report. From the list below, check priorities you want to address first in your organization.



Fitness Promotion

Physical activity helps prevent obesity, high blood pressure, diabetes, heart disease, and depression. In your organization, 973 people (13%) get no regular exercise, and another 5136 (68%) get less than recommended for good health. Physical activity interventions are among the most effective worksite wellness programs for improving health.

Sleep

A lack of adequate sleep (7-8 hours per night) increases a person's risk for weight gain, high blood pressure, stress and depression, and early death. It also decreases productivity. In your organization, 3892 people (52%) get inadequate sleep. Encourage your employees to get 7-8 hours of sleep on a regular basis.

Osteoporosis

Osteoporosis affects 44 million Americans and is a major cause of fractures and high healthcare costs. Healthy eating, regular physical activity, and not smoking can largely prevent this problem, especially if started early in life. In your organization, 3792 people (59%) have 2-3 risk factors, and 340 (5%) have 4 or more risks for osteoporosis.

Weight Management

Excess weight is one of our nation's most common health problems. In your organization, 1968 people (31%) are overweight (BMI 25 - 29.99), and another 1784 (28%) are obese (BMI 30+) or at high risk. Weight management helps prevent more serious health problems in the future, curtails high healthcare costs, and improves productivity in the work force.

Blood Pressure Reduction

High blood pressure is a common health problem and a marker for high healthcare costs. Untreated it increases a person's risk for heart disease, stroke, dementia, kidney failure, and eye disease. In your organization, 1810 people (24%) have prehypertension (120/80+), and 472 (6%) already have high blood pressure (140/90+).

Improve Safety

Improved safety at work and home can reduce injury, disability, and associated healthcare costs. Accidents are the leading cause of disability and death under age 40. In your organization, 1752 people (27%) engage in 3 or more unsafe practices. Also, 344 people (5%) report driving soon after drinking alcohol, or riding with someone who does.

Coronary Risk

Keeping the heart in good condition is critical for any worksite wellness program. The key to heart health is to actively eliminate any known risk factors. If you wait for symptoms to occur before taking action, your first symptom may be a fatal heart attack! Large population studies show that 70-80% of heart disease is linked to modifiable risks.²



Coronary risks found in your organization are listed below. Note coronary risks you want to target in your worksite wellness program.

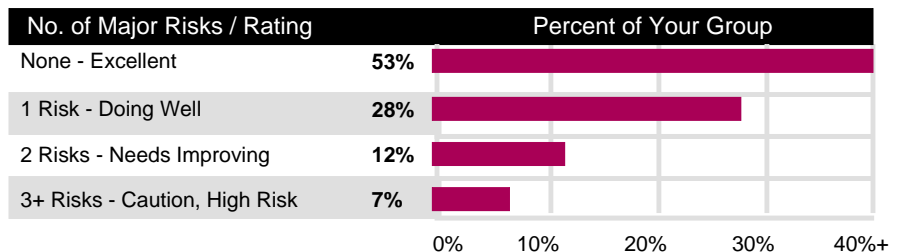
Modifiable Risks

Coronary Risk Factors:	Your Results		National Norms ⁴
	Number	(%)	
Existing heart disease	64	1	7%
Elevated cholesterol (LDL-C 130-159)	121	2	32%
High cholesterol* (LDL-C 160+)	56	1	17%
Low HDL cholesterol* (HDL <40)	235	3	17%
Elevated BP (120-139/80-89)	1810	24	16%
▶ High BP* (140/90+)	472	6	32%
Prediabetes* glucose 100-125 Fasting, 140-199 Non-Fasting	97	1	28%
Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting	395	5	10%
Current smokers*	199	3	21%
Overweight (BMI 25-29.9)	1968	31	34%
▶ Obese* (BMI 30+)	1784	28	32%
Elevated triglycerides (150-199 mg/dL)	107	1	14%
High triglycerides (200+ mg/dL)	101	2	13%
Stress levels continually high	998	16	16%
Low physical activity (1-4 days/wk)	5136	68	29%
▶ No regular physical activity*	973	13	40%
Metabolic syndrome (3+ indicators)	276	4	23%
Low fruit/vegetables (<5 Cups/day)	4644	72	72%
Low whole-grain intake (<3 serv/day)	3614	56	56%
High saturated fat intake	1752	27	27%

* Major Risks

▶ Top three major coronary risks in your organization

Overall Coronary Risk



Cancer Risk

Cancer is the second leading cause of death overall and the leading cause of death for persons of working age. The good news is that at least two-thirds of all cancer deaths can be prevented according to a report by the American Cancer Society.³

There are two key strategies to reduce cancer: (1) eliminate any known cancer risks, and (2) get the proper cancer checkups as recommended for a person's age and gender.

Modifiable cancer risks found in your organization are listed below. Note cancer risks you want to target in your worksite wellness program.



Modifiable Risks

Cancer Risk Factors:	Your Results		National Norms ⁴
	Number	(%)	
A personal history of cancer	155	2	7%
Current smokers*	199	3	21%
▶ Excessive weight* (BMI 30+)	1784	28	32%
Low fruit/vegetable intake (<5C/day)	4644	72	72%
High red meat/saturated fat intake	2251	30	30%
▶ Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting	395	5	8%
Low whole-grain intake (<3 serv/day)	3614	56	56%
▶ No or low physical activity* (<5 d/week)	6109	81	81%
High alcohol intake (women 8+ drinks/week, men 15+ drinks/week)	69	1	8%
Excess sun exposure	4460	59	6%

* Major Risks

▶ Top three major cancer risks in your organization

Cancer Screenings

A proven way to lower a person's risk of death from cancer is to get the cancer checkups recommended for the person's age and gender. Compliance rates for people in your organization are shown below:

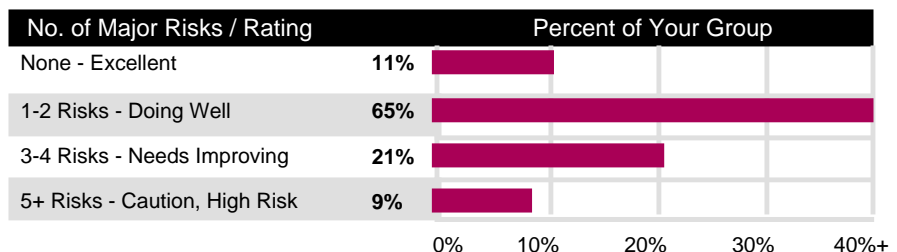
Mammograms - 79% of women are current on exams; 21% are not.

PAP tests - 84% of women are current on exams; 16% are not.

Prostate check - 56% of men are current on exam; 44% are not.

Colon screening - 68% of men and women are current on exam; 32% are not.

Overall Cancer Risk



Diabetes

About 24 million Americans (1 in 10 adults) currently have diabetes.⁵ One third of these don't even know they have diabetes. Another 54 million Americans have prediabetes. Diabetes is increasing rapidly and is now the 6th leading cause of death in America. It is projected that 1 out of 3 persons born today will develop diabetes in their lifetime.



The good news is that type 2 diabetes is largely preventable.⁶ The NIH Diabetes Prevention Trial⁷ showed a 58% decrease in risk of developing diabetes in people with prediabetes as they improved their diet and activity levels. Modifiable risks for diabetes in your organization are listed below:

Modifiable Risks

Diabetes Risk Factors:	Your Results		National Norms ⁴
	Number	(%)	
Diabetes* or glucose 126+ Fasting, 200+ Non-Fasting	395	5	8%
Prediabetes* glucose 100-125 Fasting, 140-199 Non-Fasting	97	1	28%
Current smoker*	199	3	21%
Overweight (BMI 25-29.9)	1968	31	34%
▶ Obese* (BMI 30+)	1784	28	32%
▶ Nutrition factors linked to diabetes*	3765	59	59%
▶ Low physical activity* (<3 days/week)	3313	44	44%
High triglycerides (250+ mg/dL)	50	1	7%
Low HDL cholesterol* (HDL <40)	235	3	17%
High blood pressure* (140/90+)	472	6	32%
A1C high in nondiabetics (5.0%+)	0	0	25%

* Major Risks

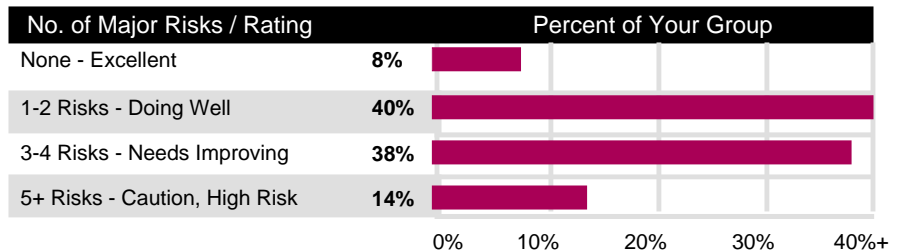
▶ Top three major diabetes risks in your organization

Diabetes Screenings

Anyone 45 years or older should be tested for diabetes. Persons younger than 45 who are obese (BMI 30+) and have one or more other risk factors should also be tested using a blood glucose test.⁸

Number of people in your organization who need screening: **4832**
 Number of people in your organization getting screened: **1188** **25%**

Overall Diabetes Risk



Osteoporosis

Keeping bones strong and healthy is essential for preventing fractures and the costly medical care following a spine or hip fracture. Osteoporosis, or porous bone, leads to bone fragility and fractures. The National Osteoporosis Foundation (NOF) estimates that 44 million Americans (55% of persons 50 or older) have weakened bones (low bone mass).



By living an active lifestyle, eating nutritiously, and eliminating known risks, osteoporosis is a largely preventable disease, especially when a bone-healthy lifestyle is practiced over a lifetime. Modifiable risks for your organization are listed below:

Modifiable Risks

Osteoporosis Risk Factors:	Your Results		National Norms ⁴
	Number	(%)	
▶ No regular physical activity*	973	13	40%
Low physical activity (1-2 days/week)	2340	31	44%
Current smoker*	199	3	21%
Underweight (BMI <18.5)	292	5	20%
Low dairy or calcium intake	1206	19	19%
▶ Low fruit/vegetable intake* (<5C/day)	4644	72	72%
High alcohol intake (women 8+ drinks/week, men 15+ drinks/week)	69	1	8%
Elevated blood pressure (120-139/80-89+)	1810	24	16%
▶ High blood pressure* (140/90+)	472	6	32%

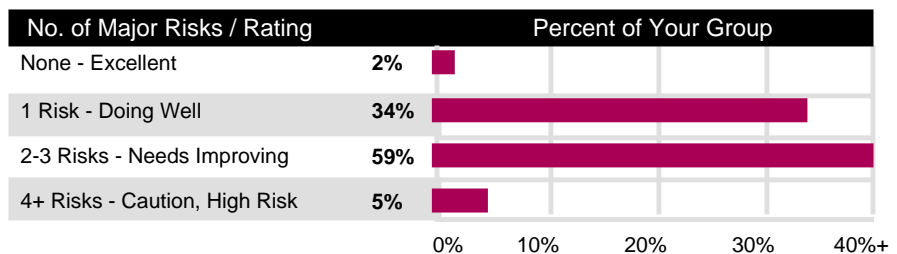
* Major Risks ▶ Top three major osteoporosis risks in your organization

Recommendations

Key recommendations of the National Osteoporosis Foundation:⁹

- Get recommended levels of calcium and vitamin D daily.
- Engage in daily weight-bearing exercise.
- Avoid smoking and excess alcohol intake.
- Encourage people to talk with their doctor about bone health, and get a bone density test (recommended for all women after age 65 and any person at high risk).

Overall Risk



Nutrition

Good nutrition is vital for energy, good health, and prevention of disease. Poor eating habits lead to obesity, diabetes, high blood pressure, cancer, coronary heart disease, and stroke.

Listed below are nutritional risk indicators that are linked to early disease. The number and percentage of employees in your organization who need improvement in these areas are listed below. Choosing nutritious foods plays an important role in keeping employees healthy and productive.



Modifiable Risks

Nutrition Risk Indicators:	Your Results		National Norms ⁴
	Number	(%)	
▶ Low in whole grains (<3 serv/day)	3614	56	56%
▶ Low fruit/vegetable intake (<5C/day)	4644	72	72%
High intake of saturated fats	1752	27	27%
High-fat meats (eaten most days)	1163	15	15%
Chooses primarily unhealthy fats	1504	20	20%
Chooses mostly high sat. fat proteins	1163	15	15%
▶ Seldom eats nuts (<3 times/wk)	5397	72	72%
Low dairy or calcium intake (< 2 serv/day)	1206	19	19%
High sweets intake (3+ serv/day)	2036	27	27%
Food intake high in sodium (salt)	927	12	12%
Skipping breakfast often	1047	14	14%
Low intake of water (<5 cups daily)	3171	42	42%
Excess calorie intake (BMI 30+)	1784	28	32%

▶ Top three major nutrition needs in your organization

Dietary Guidelines

Key Dietary Guidelines:¹⁰

- Eat a variety of fresh fruits and vegetables - 5-9 servings daily.
- Eat primarily whole-grain breads and cereals - 3+ servings daily.
- Limit animal/saturated fats. Use vegetable oils in their place.
- Limit sugar/sweets, desserts, and other refined carbohydrates.
- Balance weight with lower calorie foods and regular activity.
- Limit sodium (salt) in the diet to less than 2,300 mg per day.

Overall Risk

No. of Major Risks / Rating	Percent of Your Group
None - Excellent ---%	
3-5 - Doing Well ---%	
6-9 - Needs Improving ---%	
10-13 - Caution, High Risk ---%	

0% 10% 20% 30% 40%+

Fitness

Regular physical activity keeps the muscles, bones, and waistline in better shape. Exercise has also been shown to decrease the risk for high blood pressure, heart disease, diabetes, certain cancers, and stroke.

Fit people are also sick less often, require less healthcare, are happier, and are more productive employees. Regular physical activity is a key element in any organization's employee wellness program. Exercise programs pay good dividends for both the employee and for the organization.



Modifiable Risks

Fitness Indicators:	Your Results		National Norms ⁴
	Number	(%)	
▶ Low physical activity (2-4 days/wk)	4101	54	54%
▶ No regular physical activity (<2 d/wk)	2008	27	27%
▶ No regular strength training (<2 d/wk)	4822	64	64%
▶ No regular stretching regime (<2 d/wk)	5198	69	69%

▶ Top 3 fitness needs in your organization

Recommendations

Suggestions for Physical Activity Interventions:

- Pedometer program - Set a goal of 8,000-10,000 steps daily.
- Walking program - Recommend 30 minutes, 5+ times per week.
- Running program - Aim for 20-30+ minutes, 3-5 days/week.
- Encourage employees to walk or bike to work if they are able.
- Assist with gym memberships for employees/family members.
- Initiate an online exercise logging system

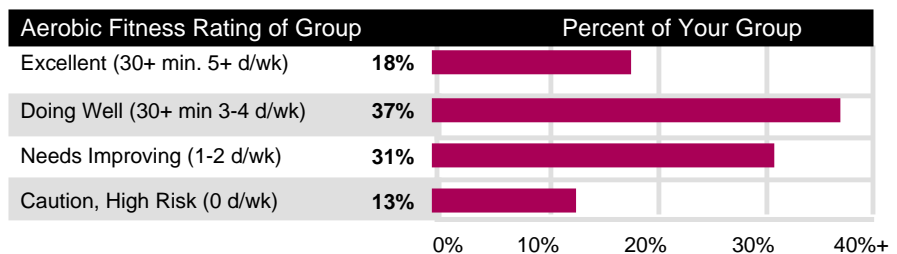
Exercise Guidelines

All healthy adults need 30 minutes of moderate-intensity aerobic activity 5 or more days a week, or vigorous activity for 20+ minutes 3 or more days a week.¹¹ Combinations of moderate and vigorous activity can meet this goal.

To further improve personal fitness, reduce risks for chronic diseases, or to help prevent weight gain, the recommendation is 45-60 minutes a day.

In addition, do muscular strength and stretching activities 2 days a week.

Overall Risk



Stress & Coping

High levels of stress and poor coping ability are significant causes of high healthcare claims, impaired productivity, and low job satisfaction. They also contribute to depression, anxiety, and other chronic health conditions.

In this report, stress is defined as "feelings of tension, irritability, and anxiety often resulting in difficulty sleeping." See below how stress is affecting people in your organization.



Modifiable Risks

Stress Indicators:	Your Results		National Norms ⁴
	Number	(%)	
▶ High levels of stress at home	1741	23	3%
▶ High levels of stress at work	2399	32	4%
High levels of financial stress	940	12	12%
▶ 1+ major life events causing stress	4095	54	54%
Feelings of little or no control over life	205	3	1%
Negative outlook on the future	148	2	2%
Depressed mood - feeling down, unhappy, or hopeless	1336	18	18%

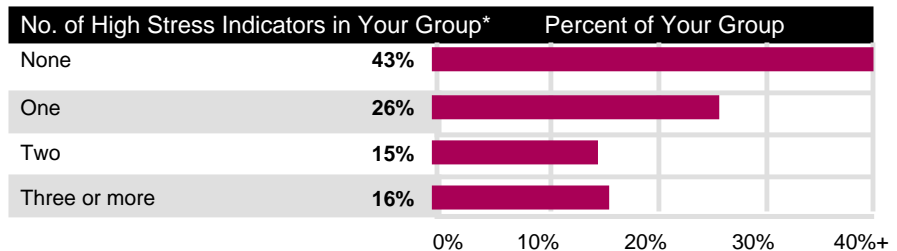
▶ Top 3 stress indicators needing attention in your organization

Recommendations

Suggestions for Stress-Reduction Interventions:

- Hold a class on improving coping skills.
- Provide an online intervention for stress reduction.
- Make available a self-study guide on reducing stress.
- Refer persons needing help to an employee assistance program.
- Promote regular physical activity - a great stress reducer.
- Provide a financial planning program for employees.
- Provide job training as needed for new employees.
- Develop a corporate culture and management practices that help create a stress-free work environment.

Overall Risk



* Even one high stress indicator can have a negative impact on health and productivity.

Safety

Promoting safety at work and home is an excellent way to reduce high healthcare costs due to accidents, injuries, and disability. For persons under 40, accidents are the leading cause of disability and injury

The report below identifies unsafe practices by people in your organization that need attention. Make safety a major goal and value for your employees. Remember, most accidents can be prevented!



Modifiable Risks

Safety Factors:

	Your Results		National Norms ⁴
	Number	(%)	
▶ Not always wearing their safety belt	1488	20	20%
Exposed to high miles driven yearly	1352	18	18%
▶ Not always using good lifting technique	3399	45	3%
Not always wearing a helmet when needed	1391	18	18%
Without smoke detectors at home	392	5	5%
Driving soon after drinking alcohol (or riding with someone who has)	344	5	5%
Not using child seats when needed	69	1	1%
▶ Excessive sun exposure	4460	59	24%

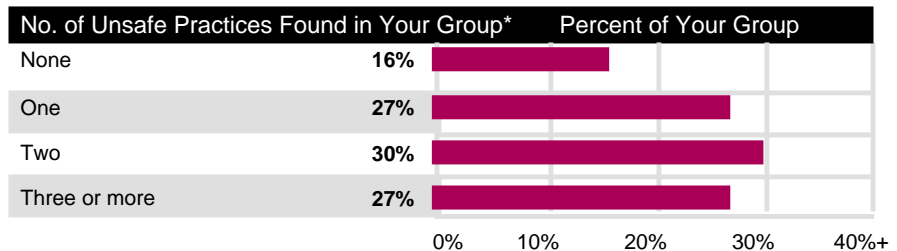
▶ Top 3 safety needs in your organization

Recommendations

Suggestions for Improving Safety:

- Have a safety committee in your organization.
- Provide awards for plants or departments with good safety records.
- Conduct safety campaigns yearly to highlight safety needs.
- Display posters on safety throughout the year.

Overall Risk



Weight

Excess body weight is one of the most common health conditions linked to chronic disease and higher healthcare costs. Excess body weight increases a person's risk for high blood pressure, diabetes, coronary heart disease, stroke, depression, and disability, and is a major cause of high healthcare costs.



The prevalence of overweight and obesity in your organization is shown below. Taking steps to prevent and deal with excess weight needs to be an important component of every employee wellness program.

Modifiable Risks

Weight/Body Composition:	Your Results		National
	Number	(%)	Norms ⁴
Underweight (BMI <18.5)	292	5	5%
Healthy weight range (BMI 18.5-24.9)	2378	37	33%
Overweight (BMI 25-29.9)	1968	31	34%
Obese, high risk (BMI 30-34.9)	989	15	20%
Very obese, very high risk (BMI 35+)	795	12	12%
High waist circumference (men 40+ inches, women 35+ inches)	1590	21	21%
Obese and no exercise (<2 days/wk)*	683	9	9%

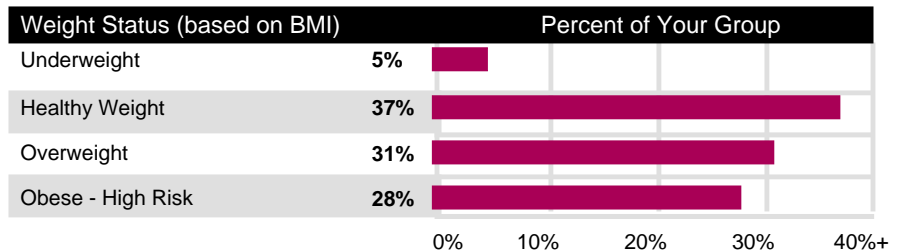
* Regular physical activity helps offset many of the health risks of obesity.

Recommendations

Suggestions for Managing Excess Body Weight:

- Provide an onsite weight-loss support group.
- Make available self-study guides for weight loss.
- Promote physical activity programs, such as walking and using pedometers, biking to work, and gym memberships.
- Provide periodic nutrition programs featuring low-calorie meals.
- Provide incentives for those who are overweight to exercise regularly. Research shows that people who exercise have reduced healthcare costs, even if they don't lose weight.¹²

Overall Risk



Chronic Health Conditions

A major factor driving healthcare costs in any organization is the number of chronic health conditions present. Persons with high blood pressure, asthma, diabetes, and other chronic conditions have significantly higher medical claims. It is important that these people get good medical care and help managing their condition to prevent future problems and complications. It also helps minimize healthcare costs in the future.



Common chronic conditions found in your organization are listed below:

Modifiable Risks

Chronic Health Conditions:	Your Results		National Norms ⁴
	Number	(%)	
▶ Allergies	2272	30	30%
▶ Asthma	825	11	11%
Arthritis	609	8	8%
Chronic back pain	471	6	6%
Chronic lung disease (COPD)	21	0	7%
Chronic sinus problem	340	5	5%
Coronary heart disease	64	1	25%
Cancer	155	2	7%
Diabetes	395	5	6%
Stroke	44	1	3%
Broken bones in last 10 yrs	468	6	6%
High Blood Pressure (140/90+)	472	6	32%
▶ Depressed mood for 2 or more wks	1336	18	18%

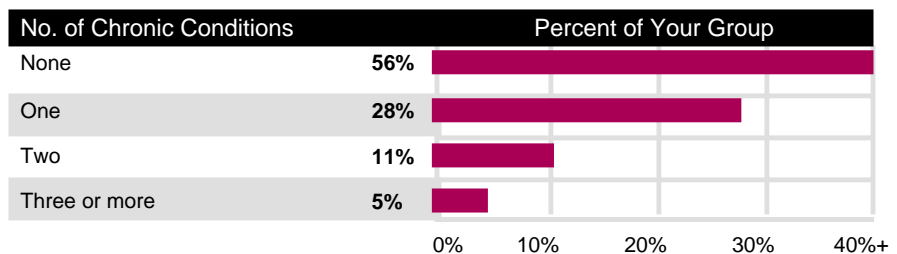
▶ Top three chronic health conditions in your organization

Recommendations

Suggestions for Managing Chronic Conditions

- Encourage people with health problems to get regular medical care. This can help prevent more serious complications in the future. This is especially important for diabetics and people with high blood pressure.
- Make available self-study guides for their health problem.
- Offer help from a health coach to assist them in managing their health problems and reducing their risks.

Overall Risk



Health Interests

When planning your wellness program, it is important to know the health needs and interests of your employees. The following table lists health topics your employees requested to be notified of when available:



Prevalence

Health Interests:	Your Results		National Norms ⁴
	Number	(%)	
▶ Nutrition/healthy eating	3725	49	49%
▶ Weight management	3474	46	46%
Group fitness class	1560	21	21%
Walking group	1149	15	15%
Cholesterol reduction	1316	17	17%
Blood pressure reduction	835	11	11%
Reducing diabetes risk	894	12	12%
Men's health issues	1044	14	14%
Reducing coronary risk	778	10	10%
Reducing cancer risk	891	12	12%
Alcohol/drug help	71	1	1%
Medical self-care	894	12	12%
Healthy back	1187	16	16%
▶ Stress reduction	2350	31	31%
Women's health issues	2235	30	30%
Dealing with depression	1090	14	14%

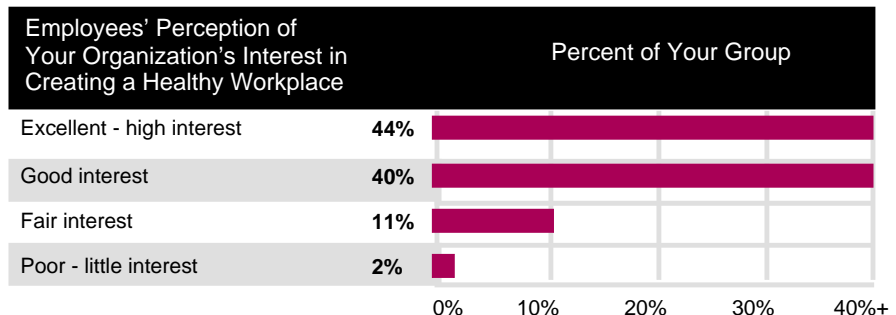
▶ Top 3 health interests in your organization

Recommendations

Suggestions for Providing Health Programs:

- Invite knowledgeable health, fitness, or nutrition professionals to come and talk on specific health topics of interest.
- Make available self-study guides for topics of interest.
- Offer health coaching to assist employees in managing changes.
- Provide online interventions.
- If you don't offer help in some areas, refer employees to helpful programs in the local community.

Health Culture



Demographics

Age, gender and race are important considerations in assessing risk and planning interventions. Many health conditions are more prevalent in certain ethnic groups. Increasing age is a strong indicator of healthcare costs. Planning age/gender/race-specific interventions can help improve participation and effectiveness of corporate wellness programs. Key demographic indicators for your organization are listed below.



Percentages

Gender	Your Results	
	Number	(%)
Men	2673	36
Women	4836	64
Total number of people in the group	7531	

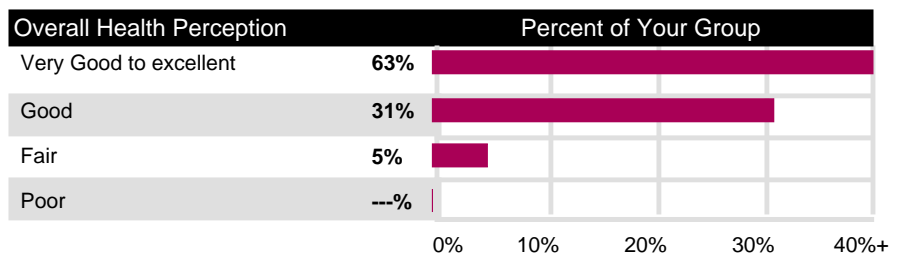
Age	Your Results	
	Number	(%)
<20 years	543	7
20-29	2226	30
30-39	1938	26
40-49	1440	19
50-59	1162	15
60+	222	3

Race/Ethnicity	Your Results	
	Number	(%)*
White/Caucasian	7016	94
African American	29	0
Hispanic/Latino	204	3
Asian	115	2
Native American	24	0
Other	86	1

* based on responses

Health perception

In general, I would say my health is....



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