

Online Supplementary Material

The impact of worksite wellness programs by size of business: A three-year longitudinal study of participation, health benefits, absenteeism, and presenteeism

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Supplementary Table 1. Variable description

Variable	Question from HRA	Response options for each question	Coding
			Type of variable
ALCOHOL	How many drinks do you have a week? 1 drink = 12 oz. beer, 5 oz. wine, or 1.5 oz. liquor	0 to 5 0 () none 1 () 1-3 2 () 4-7 3 () 8-14 4 () 15-21 5 () 22+	multinomial, ordered
DEPRESSION	Do you have any of the following conditions? If your answer is YES, mark whether you never, previously, or currently receive professional treatment. (Professional treatment is any treatment supervised by a health professional.) If you are unsure if you have a condition, please mark the NO response option. 0=no i don't have this condition 1=yes but i never received professional treatment 2=yes i previously received (but don't currently receive) professional treatment 3=yes and i currently receive professional treatment	0=no condition 1=condition	binary
DIABETES	Do you have any of the following conditions? If your answer is YES, mark whether you never, previously, or currently receive professional treatment. (Professional treatment is any treatment supervised by a health professional.) If you are unsure if you have a condition, please mark the NO response option. 0=no i don't have this condition 1=yes but i never received professional treatment 2=yes i previously received (but don't currently receive) professional treatment 3=yes and i currently receive professional treatment	0=no condition 1=condition	binary

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Variable	Question from HRA	Response options for each question	Coding
			Type of variable
BLOOD PRESSURE	Do you have any of the following conditions? If your answer is YES, mark whether you never, previously, or currently receive professional treatment. (Professional treatment is any treatment supervised by a health professional.) If you are unsure if you have a condition, please mark the NO response option.	0=no condition 1=condition	binary
	0=no i don't have this condition 1=yes but i never received professional treatment 2=yes i previously received (but don't currently receive) professional treatment 3=yes and i currently receive professional treatment		
BMI	Body Mass Index	18.5–24.9: Normal weight 25.0–29.9: Overweight 30.0–39.9: Obese 40.0 and above: Extreme obesity	Continuous
CHOLESTEROL	Do you have any of the following conditions? If your answer is YES, mark whether you never, previously, or currently receive professional treatment. (Professional treatment is any treatment supervised by a health professional.) If you are unsure if you have a condition, please mark the NO response option.	0=no condition 1=condition	binary
	0=no i don't have this condition 1=yes but i never received professional treatment 2=yes i previously received (but don't currently receive) professional treatment 3=yes and i currently receive professional treatment		

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Variable	Question from HRA	Response options for each question	Coding
			Type of variable
JOB HEALTH CULTURE	Rate your organization's interest in employee health and in creating a healthy work place?	1 to 4 1 () excellent 2 () good 3 () fair 4 () poor	multinomial, ordered
FRUITS	Fruits. How many cups do you eat daily? 1 cup equivalents: 1 medium apple, orange, banana; 1 C berries or cut fresh fruit; 1/2 C cooked fruit; 3/4 C (6 oz.) 100% fruit juice	0 to 8 0 () 4+ 1 () 3 1/2 2 () 3 3 () 2 1/2 4 () 2 5 () 1 1/2 6 () 1 7 () 1/2 8 () 0	multinomial, ordered
VEGETABLES	Vegetables. How many cups do you eat daily? 1 C raw or cooked veggies, 2 C salad greens, 1 C (8 oz.) veg. juice	0 to 8 0 () 4+ 1 () 3 1/2 2 () 3 3 () 2 1/2 4 () 2 5 () 1 1/2 6 () 1 7 () 1/2 8 () 0	multinomial, ordered
OVERALL HEALTH RATING	In general would you say it is:	1 to 5 1 () excellent 2 () very good 3 () good 4 () fair 5 () poor	multinomial, ordered

Supplementary Table 1. Variable description

Variable	Question from HRA	Response options for each question	Coding
			Type of variable
PHYSICAL INACTIVITY – Days per week	How many days each week do you get at least 30 minutes of moderate to vigorous physical activity? (e.g., brisk walking, cycling, aerobics, hard physical labor)	0 to 7 0 () 7 1 () 6 2 () 5 3 () 4 4 () 3 5 () 2 6 () 1 7 () none	multinomial, ordered
PHYSICAL INACTIVITY – Hours per week	Time spent exercising each week.	1 to 7 1 () 12+ hours, or run up to 25+ miles weekly 2 () 9 to 11 hours, or run up to 21 to 25 miles weekly 3 () 6 to 8 hours, or run up to 16 to 20 miles weekly 4 () 4 to 5 hours, or run up to 11 to 15 miles weekly 5 () 2 to 3 hours, or run up to 6 to 10 miles weekly 6 () 1 hour, or run up to 5 miles weekly 7 () less than 1 hour per week	multinomial, ordered
SMOKING	Smoking status	0 = never smoked, quit smoking 1 = presently smoke	Binary
STRESS, home	Questions are based on the following definition of stress: "feelings of tension, irritability, and anxiety often resulting in difficulty sleeping." How often do you have feelings of stress at home?	1 to 4 1 () never 2 () sometimes 3 () often 4 () permanent or continual stress	multinomial, ordered

Supplementary Table 1. Variable description

Variable	Question from HRA	Response options for each question	Coding
			Type of variable
STRESS, work	Questions are based on the following definition of stress: "feelings of tension, irritability, and anxiety often resulting in difficulty sleeping." How often do you have feeling of stress at work?	1 to 4 1 () never 2 () sometimes 3 () often 4 () permanent or continual stress	multinomial, ordered
STRESS, finances	Questions are based on the following definition of stress: "feelings of tension, irritability, and anxiety often resulting in difficulty sleeping." How much stress do you feel over finances?	1 to 3 1 () little or none 2 () moderate 3 () high or severe	multinomial, ordered
PRESENTEEISM	Job Performance Past 4 weeks. Using the same 0-to-10 scale, how would you rate your overall job performance on the days you worked during the past 4 weeks (28 days)?	00= top performance 10= worst performance	multinomial, ordered
ABSENTEEISM	Miss Work Health Reason. Again, think of your work experiences over the past 4 weeks (28 days). In the spaces provided below, write the number of hours (00-160) you spent in each of the following work situations. In the past 4 weeks (28 days), how many hours did you... ...miss work because of problems with your own physical or mental health?	0=no sick hours 1=at least 1 sick hour	Binary