|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 1a. Business Systems Supporting Workplace Health and Safety by Size within whose Assessments Completed by Executive (n=117) (2013-2017)** | | | | | | |
| **Program component** | Micro  2-10  (N=43) | Small  11-50  (N=49) | Medium  51-200 (N=13) | Large  >200  (N=12) | Total (N=117) | Chi-square/Fisher’s p-value |
| **Organizational Supports** |  |  |  |  |  |  |
| Companywide Communications | 20 (47%) | 34 (69%) | 12 (92%) | 9 (75%) | 75 (64%) | 0.009 |
| Offer Health insurance coverage to its employees | 17 (40%) | 38 (78%) | 12 (92%) | 11 (92%) | 78 (67%) | <0.001 |
| Have worker’s compensation insurance coverage | 28 (65%) | 44 (90%) | 13 (100%) | 11 (92%) | 96 (82%) | 0.004 |
| **Wellness champions** |  |  |  |  |  |  |
| Senior executive (CEO, CFO, COO) | 30 (70%) | 29 (59%) | 8 (62%) | 9 (75%) | 76 (65%) | 0.65 |
| Manager | 14 (33%) | 30 (61%) | 11 (85%) | 9 (75%) | 64 (55%) | 0.001 |
| Employee | 10 (23%) | 25 (51%) | 9 (69%) | 5 (42%) | 49 (42%) | 0.007 |
| **Workplace Assessment** |  |  |  |  |  |  |
| Employee survey | 7 (16%) | 20 (41%) | 9 (69%) | 5 (42%) | 41 (35%) | 0.002 |
| Health risk assessment (HRA) | 4 (9%) | 13 (27%) | 8 (62%) | 10 (83%) | 35 (30%) | <0.001 |
| Physical worksite assessment | 9 (21%) | 15 (31%) | 7 (54%) | 6 (50%) | 37 (32%) | 0.07 |
| Causes of job absence | 5 (12%) | 4 (8%) | 4 (31%) | 3 (25%) | 16 (14%) | 0.10 |
| Disability claims & costs | 5 (12%) | 10 (20%) | 6 (46%) | 7 (58%) | 28 (24%) | 0.002 |
| Health care claims & costs | 6 (14%) | 10 (20%) | 6 (46%) | 8 (67%) | 30 (26%) | 0.001 |
| Workers’ compensation claims & costs | 4 (9%) | 13 (27%) | 3 (23%) | 5 (42%) | 25 (21%) | 0.04 |
| **Engagement** |  |  |  |  |  |  |
| Consider ethnicity, language, reading levels, age, gender or diversity of employees\* | 18 (42%) | 19 (39%) | 11 (85%) | 8 (67%) | 56 (48%) | 0.08 |
| Include off-site employees’ wellness\*\* | 8 (19%) | 15 (31%) | 9 (69%) | 8 (67%) | 40 (34%) | 0.006 |
| **Incentive** |  |  |  |  |  |  |
| Awards | 7 (16%) | 16 (33%) | 9 (69%) | 6 (50%) | 38 (32%) | 0.002 |
| Cash | 5 (12%) | 14 (29%) | 9 (69%) | 5 (42%) | 33 (28%) | 0.0004 |
| Health insurance premiums discount | 5 (12%) | 9 (18%) | 0 (0%) | 5 (42%) | 19 (16%) | 0.03 |
| Contributions or discounts for health activities, gear, equipment | 6 (14%) | 7 (14%) | 5 (38%) | 5 (42%) | 23 (20%) | 0.04 |
| **Impact** |  |  |  |  |  |  |
| **Health and safety program has positive impact on** |  |  |  |  |  |  |
| Productivity | 15 (35%) | 34 (69%) | 11 (85%) | 10 (83%) | 70 (60%) | 0.0002 |
| Employee job satisfaction | 18 (42%) | 36 (73%) | 11 (85%) | 10 (83%) | 75 (64%) | 0.002 |
| Health insurance claims & costs | 17 (40%) | 33 (67%) | 11 (85%) | 10 (83%) | 71 (61%) | 0.002 |
| Workers’ compensation claims & costs | 15 (35%) | 29 (59%) | 9 (69%) | 9 (75%) | 62 (53%) | 0.02 |
| \* 29 businesses indicated they did not have to tailor their programs.  \*\* 12 businesses indicated that they did not have off-site employees. | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 1b. Business Systems Supporting Workplace Health and Safety by Size within whose Assessments Completed by Health and Safety Professionals (n=63) (2013-2017)** | | | | | | |
| **Program component** | Micro  2-10  (N=6) | Small  11-50  (N=14) | Medium  51-200 (N=8) | Large  >200  (N=35) | Total (N=63) | Chi-square/ Fisher’s test p-value |
| **Organizational Supports** |  |  |  |  |  |  |
| Companywide Communications | 2 (33%) | 7 (50%) | 4 (50%) | 28 (80%) | 41 (65%) | 0.03 |
| Offer Health insurance coverage to its employees | 6 (100%) | 14 (100%) | 7 (88%) | 35 (100%) | 62 (98%) | 0.22 |
| Have worker’s compensation insurance coverage | 6 (100%) | 14 (100%) | 7 (88%) | 35 (100%) | 62 (98%) | 0.22 |
| **Wellness champions** |  |  |  |  |  |  |
| Senior executive (CEO, CFO, COO) | 1 (17%) | 4 (29%) | 3 (38%) | 15 (43%) | 23 (37%) | 0.62 |
| Manager | 4 (67%) | 9 (64%) | 4 (50%) | 25 (71%) | 42 (67%) | 0.67 |
| Employee | 5 (83%) | 9 (64%) | 4 (50%) | 31 (89%) | 49 (78%) | 0.04 |
| **Workplace Assessment** |  |  |  |  |  |  |
| Employee survey | 0 (0%) | 4 (29%) | 3 (38%) | 29 (83%) | 36 (57%) | <0.0001 |
| Health risk assessment (HRA) | 3 (50%) | 4 (29%) | 2 (25%) | 28 (80%) | 37 (59%) | 0.0007 |
| Physical worksite assessment | 1 (17%) | 6 (43%) | 2 (25%) | 20 (57%) | 29 (46%) | 0.17 |
| Causes of job absence | 1 (17%) | 4 (29%) | 1 (13%) | 11 (31%) | 17 (27%) | 0.78 |
| Disability claims & costs | 3 (50%) | 4 (29%) | 3 (38%) | 14 (40%) | 24 (38%) | 0.82 |
| Health care claims & costs | 3 (50%) | 7 (50%) | 4 (50%) | 28 (80%) | 42 (67%) | 0.08 |
| Workers’ compensation claims & costs | 2 (33%) | 4 (29%) | 4 (50%) | 18 (51%) | 28 (44%) | 0.48 |
| **Engagement** |  |  |  |  |  |  |
| Consider ethnicity, language, reading levels, age, gender or diversity of employees\* | 1 (17%) | 6 (43%) | 5 (63%) | 33 (94%) | 45 (71%) | <0.0001 |
| Include off-site employees’ wellness\*\* | 3 (50%) | 6 (43%) | 4 (50%) | 24 (69%) | 37 (59%) | 0.08 |
| **Incentive** |  |  |  |  |  |  |
| Awards | 1 (17%) | 3 (21%) | 3 (38%) | 26 (74%) | 33 (52%) | 0.0006 |
| Cash | 0 (0%) | 3 (21%) | 1 (13%) | 22 (63%) | 26 (41%) | 0.0008 |
| Health insurance premiums discount | 4 (67%) | 3 (21%) | 3 (38%) | 11 (31%) | 21 (33%) | 0.29 |
| Contributions or discounts for health activities, gear, equipment | 0 (0%) | 3 (21%) | 1 (13%) | 13 (37%) | 17 (27%) | 0.22 |
| **Impact** |  |  |  |  |  |  |
| **Health and safety program has positive impact on** |  |  |  |  |  |  |
| Productivity | 2 (33%) | 12 (86%) | 7 (88%) | 24 (69%) | 45 (71%) | 0.09 |
| Employee job satisfaction | 3 (50%) | 12 (86%) | 7 (88%) | 23 (66%) | 45 (71%) | 0.27 |
| Health insurance claims & costs | 2 (33%) | 13 (93%) | 7 (88%) | 23 (66%) | 45 (71%) | 0.03 |
| Workers’ compensation claims & costs | 2 (33%) | 11 (79%) | 7 (88%) | 22 (63%) | 42 (67%) | 0.15 |
| \* 6 businesses indicated they did not have to tailor their programs.  \*\* 6 businesses indicated that they did not have off-site employees. | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 1c. Business Systems Supporting Workplace Health and Safety by Size within whose Assessments Completed by Other Positions (n=117) (2013-2017)** | | | | | | |
| **Program component** | Micro  2-10  (N=29) | Small  11-50  (N=53) | Medium  51-200 (N=25) | Large  >200  (N=10) | Total (N=117) | Chi-square/ Fisher’s test p-value |
| **Organizational Supports** |  |  |  |  |  |  |
| Companywide Communications | 18 (62%) | 31 (58%) | 17 (68%) | 8 (80%) | 74 (63%) | 0.61 |
| Offer Health insurance coverage to its employees | 21 (72%) | 44 (83%) | 24 (96%) | 10 (100%) | 99 (85%) | 0.06 |
| Have worker’s compensation insurance coverage | 20 (69%) | 49 (92%) | 24 (96%) | 10 (100%) | 103 (88%) | 0.008 |
| **Wellness champions** |  |  |  |  |  |  |
| Senior executive (CEO, CFO, COO) | 9 (31%) | 18 (34%) | 13 (52%) | 5 (50%) | 45 (38%) | 0.30 |
| Manager | 7 (24%) | 21 (40%) | 14 (56%) | 8 (80%) | 50 (43%) | 0.008 |
| Employee | 12 (41%) | 26 (49%) | 17 (68%) | 8 (80%) | 63 (54%) | 0.07 |
| **Workplace Assessment** |  |  |  |  |  |  |
| Employee survey | 5 (17%) | 16 (30%) | 13 (52%) | 8 (80%) | 42 (36%) | 0.001 |
| Health risk assessment (HRA) | 6 (21%) | 10 (19%) | 11 (44%) | 7 (70%) | 34 (29%) | 0.002 |
| Physical worksite assessment | 2 (7%) | 13 (25%) | 4 (16%) | 6 (60%) | 25 (21%) | 0.006 |
| Causes of job absence | 2 (7%) | 8 (15%) | 1 (4%) | 5 (50%) | 16 (14%) | 0.007 |
| Disability claims & costs | 0 (0%) | 8 (15%) | 3 (12%) | 5 (50%) | 16 (14%) | 0.007 |
| Health care claims & costs | 0 (0%) | 11 (21%) | 9 (36%) | 7 (70%) | 27 (23%) | <0.0001 |
| Workers’ compensation claims & costs | 0 (0%) | 14 (26%) | 5 (20%) | 5 (50%) | 24 (21%) | 0.0007 |
| **Engagement** |  |  |  |  |  |  |
| Consider ethnicity, language, reading levels, age, gender or diversity of employees\* | 8 (28%) | 26 (49%) | 17 (68%) | 5 (50%) | 56 (48%) | 0.05 |
| Include off-site employees’ wellness\*\* | 6 (21%) | 15 (28%) | 12 (48%) | 6 (60%) | 39 (33%) | 0.09 |
| **Incentive** |  |  |  |  |  |  |
| Awards | 0 (0%) | 12 (23%) | 13 (52%) | 6 (60%) | 31 (27%) | <0.0001 |
| Cash | 1 (3%) | 9 (17%) | 12 (48%) | 7 (70%) | 29 (25%) | <0.0001 |
| Health insurance premiums discount | 5 (17%) | 15 (28%) | 5 (20%) | 5 (50%) | 30 (26%) | 0.21 |
| Contributions or discounts for health activities, gear, equipment | 3 (10%) | 10 (19%) | 10 (40%) | 4 (40%) | 27 (23%) | 0.03 |
| **Impact** |  |  |  |  |  |  |
| **Health and safety program has positive impact on** |  |  |  |  |  |  |
| Productivity | 16 (55%) | 33 (62%) | 13 (52%) | 8 (80%) | 70 (60%) | 0.44 |
| Employee job satisfaction | 18 (62%) | 34 (64%) | 12 (48%) | 8 (80%) | 72 (62%) | 0.32 |
| Health insurance claims & costs | 15 (52%) | 28 (53%) | 15 (60%) | 8 (80%) | 66 (56%) | 0.40 |
| Workers’ compensation claims & costs | 12 (41%) | 23 (43%) | 15 (60%) | 8 (80%) | 58 (50%) | 0.10 |
| \* 22 businesses indicated they did not have to tailor their programs.  \*\* 9 businesses indicated that they did not have off-site employees. | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 2a. Business Workplace Health and Safety Policies and Programs by Size within whose Assessments Completed by Executive (n=117) (2013-2017)** | | | | | | |
| **Assessment Component** | Micro  2-10  (N=43) | Small  11-50  (N=49) | Medium  51-200 (N=13) | Large  >200  (N=12) | Total (N=117) | Chi-square/Fisher’s  p-value |
| **Safety** |  |  |  |  |  |  |
| Changed the way we work to reduce injuries | 15 (35%) | 23 (47%) | 10 (77%) | 10 (83%) | 58 (50%) | 0.004 |
| Engineering controls | 16 (37%) | 22 (45%) | 9 (69%) | 7 (58%) | 54 (46%) | 0.18 |
| Administrative controls | 23 (53%) | 28 (57%) | 11 (85%) | 9 (75%) | 71 (61%) | 0.15 |
| Provided Personal Protective Equipment | 11 (26%) | 19 (39%) | 61 (62%) | 10 (83%) | 48 (41%) | 0.001 |
| Written accident prevention plan | 3 (7%) | 14 (29%) | 7 (54%) | 9 (75%) | 33 (28%) | <0.0001 |
| Conducted ergonomic assessment | 7 (16%) | 16 (33%) | 4 (31%) | 8 (67%) | 35 (30%) | 0.01 |
| Limited amount of time workers perform repetitive tasks | 11 (26%) | 8 (16%) | 6 (46%) | 3 (25%) | 28 (24%) | 0.17 |
| Modified workstations or work tasks | 10 (23%) | 15 (31%) | 10 (77%) | 4 (33%) | 39 (33%) | 0.005 |
| Plan for disaster and emergency preparedness | 13 (30%) | 29 (59%) | 7 (54%) | 12 (100%) | 61(52%) | <0.0001 |
| **Health** | | | | |  |  |
| **Tobacco Control** | 8 (19%) | 16 (33%) | 4 (31%) | 10 (83%) | 38 (32%) | 0.0006 |
| Written policy | 4 (9%) | 11 (22%) | 3 (23%) | 3 (25%) | 21 (18%) | 0.26 |
| Ban tobacco use | 3 (7%) | 6 (12%) | 3 (23%) | 4 (33%) | 16 (14%) | 0.07 |
| Education | 1 (2%) | 4 (8%) | 2 (15%) | 8 (67%) | 15 (13%) | <0.0001 |
| Refer employees to quit lines | 3 (7%) | 7 (14%) | 2 (15%) | 8 (67%) | 20 (17%) | <0.0001 |
|  |  |  |  |  |  |  |
| **Nutrition** | 11 (26%) | 21 (43%) | 11 (85%) | 7 (58%) | 50 (43%) | 0.001 |
| Written policy | 1 (2%) | 4 (8%) | 6 (46%) | 5 (42%) | 16 (14%) | <0.0001 |
| Provide nutritional info | 5 (12%) | 13 (27%) | 9 (69%) | 7 (58%) | 34 (29%) | <0.0001 |
| Healthy vending options | 6 (14%) | 11 (22%) | 9 (69%) | 4 (33%) | 30 (26%) | 0.001 |
| Provide education | 7 (16%) | 12 (24%) | 9 (69%) | 3 (25%) | 31 (27%) | 0.004 |
|  |  |  |  |  |  |  |
| **Mental Health** | 7 (16%) | 16 (33%) | 7 (54%) | 9 (75%) | 39 (33%) | 0.0005 |
| Free or subsidized clinical screening | 1 (2%) | 1 (2%) | 5 (38%) | 6 (50%) | 13 (11%) | <0.0001 |
| Self-assessment tools | 1 (2%) | 2 (4%) | 3 (23%) | 4 (33%) | 10 (9%) | 0.002 |
| Provide educational materials | 3 (7%) | 7 (14%) | 5 (38%) | 6 (50%) | 21 (18%) | 0.001 |
| Free or subsidized counseling | 4 (9%) | 7 (14%) | 4 (31%) | 8 (67%) | 23 (20%) | 0.0003 |
|  |  |  |  |  |  |  |
| **Physical Activity** | 17 (40%) | 30 (61%) | 13 (100%) | 9 (75%) | 69 (59%) | 0.0002 |
| Free or subsidized cost of off-site | 4 (9%) | 11 (22%) | 7 (54%) | 8 (67%) | 30 (26%) | <0.0001 |
| Group programs | 9 (21%) | 19 (39%) | 7 (54%) | 7 (58%) | 42 (36%) | 0.03 |
|  |  |  |  |  |  |  |
| **Stress Management** | 11 (26%) | 23 (47%) | 10 (77%) | 11 (92%) | 55 (47%) | <0.0001 |
| Stress relief therapies (yoga, message, therapists) | 7 (16%) | 12 (24%) | 7 (54%) | 4 (33%) | 30 (26%) | 0.05 |
| Financial advising | 3 (7%) | 9 (18%) | 6 (46%) | 6 (50%) | 24 (21%) | 0.001 |
| Family counseling | 1 (2%) | 7 (14%) | 7 (54%) | 9 (75%) | 24 (21%) | <0.0001 |
|  |  |  |  |  |  |  |
| **Disease Prevention** | 5 (12%) | 15 (31%) | 6 (46%) | 9 (75%) | 35 (30%) | 0.0001 |
| Provide communication and education | 2 (5%) | 11 (22%) | 2 (15%) | 7 (58%) | 22 (19%) | 0.0004 |
| Provide free or subsidized health screening | 3 (7%) | 11 (22%) | 3 (23%) | 8 (67%) | 25 (21%) | 0.0003 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 2b. Business Workplace Health and Safety Policies and Programs by Size within whose Assessments Completed by Health and Safety Professionals (n=63) (2013-2017)** | | | | | | |
| **Assessment Component** | Micro  2-10  (N=6) | Small  11-50  (N=14) | Medium  51-200 (N=8) | Large  >200  (N=35) | Total (N=63) | Chi-square/ Fisher’s test p-value |
| **Safety** |  |  |  |  |  |  |
| Changed the way we work to reduce injuries | 2 (33%) | 5 (36%) | 1 (13%) | 30 (86%) | 38 (60%) | <0.0001 |
| Engineering controls | 4 (67%) | 8 (57%) | 4 (50%) | 32 (91%) | 48 (76%) | 0.007 |
| Administrative controls | 3 (50%) | 5 (36%) | 5 (63%) | 30 (86%) | 43 (68%) | 0.003 |
| Provided Personal Protective Equipment | 3 (50%) | 4 (29%) | 5 (63%) | 35 (100%) | 47 (75%) | <0.0001 |
| Written accident prevention plan | 3 (50%) | 4 (29%) | 3 (38%) | 20 (57%) | 30 (48%) | 0.30 |
| Conducted ergonomic assessment | 2 (33%) | 3 (21%) | 4 (50%) | 29 (83%) | 38 (60%) | 0.0001 |
| Limited amount of time workers perform repetitive tasks | 2 (33%) | 2 (14%) | 0 (0%) | 17 (49%) | 21 (33%) | 0.01 |
| Modified workstations or work tasks | 3 (50%) | 5 (36%) | 3 (38%) | 28 (80%) | 39 (62%) | 0.007 |
| Plan for disaster and emergency preparedness | 4 (67%) | 9 (64%) | 7 (88%) | 35 (100%) | 55 (87%) | 0.0008 |
| **Health** | | | | |  |  |
| **Tobacco Control** | 3 (50%) | 8 (57%) | 4 (50%) | 30 (86%) | 45 (71%) | 0.03 |
| Written policy | 2 (33%) | 6 (43%) | 3 (38%) | 21 (60%) | 32 (51%) | 0.47 |
| Ban tobacco use | 2 (33%) | 5 (36%) | 2 (25%) | 12 (34%) | 21 (33%) | >0.99 |
| Education | 2 (33%) | 3 (21%) | 4 (50%) | 26 (74%) | 35 (56%) | 0.003 |
| Refer employees to quit lines | 2 (33%) | 5 (36%) | 3 (38%) | 27 (77%) | 37 (59%) | 0.008 |
|  |  |  |  |  |  |  |
| **Nutrition** | 4 (67%) | 7 (50%) | 4 (50%) | 29 (83%) | 44 (70%) | 0.05 |
| Written policy | 1 (17%) | 0 (0%) | 0 (0%) | 10 (29%) | 11 (17%) | 0.05 |
| Provide nutritional info | 3 (50%) | 3 (21%) | 1 (13%) | 20 (57%) | 27 (43%) | 0.03 |
| Healthy vending options | 1 (17%) | 2 (14%) | 2 (25%) | 20 (57%) | 25 (40%) | 0.02 |
| Provide education | 1 (17%) | 6 (43%) | 2 (25%) | 24 (69%) | 33 (52%) | 0.02 |
|  |  |  |  |  |  |  |
| **Mental Health** | 3 (50%) | 8 (57%) | 5 (63%) | 33 (94%) | 49 (78%) | 0.002 |
| Free or subsidized clinical screening | 0 (0%) | 2 (14%) | 4 (50%) | 21 (60%) | 27 (43%) | 0.002 |
| Self-assessment tools | 0 (0%) | 1 (7%) | 3 (38%) | 19 (54%) | 23 (37%) | 0.002 |
| Provide educational materials | 2 (33%) | 2 (14%) | 4 (50%) | 26 (74%) | 34 (54%) | 0.0006 |
| Free or subsidized counseling | 1 (17%) | 4 (29%) | 4 (50%) | 26 (74%) | 35 (56%) | 0.003 |
|  |  |  |  |  |  |  |
| **Physical Activity** | 3 (50%) | 11 (79%) | 6 (75%) | 31 (89%) | 51 (81%) | 0.12 |
| Free or subsidized cost of off-site | 3 (50%) | 6 (43%) | 4 (50%) | 25 (71%) | 38 (60%) | 0.24 |
| Group programs | 3 (50%) | 4 (29%) | 4 (50%) | 26 (74%) | 37 (59%) | 0.02 |
|  |  |  |  |  |  |  |
| **Stress Management** | 4 (67%) | 8 (57%) | 5 (63%) | 33 (94%) | 50 (79%) | 0.005 |
| Stress relief therapies (yoga, message, therapists) | 3 (50%) | 3 (21%) | 4 (50%) | 26 (74%) | 36 (57%) | 0.006 |
| Financial advising | 3 (50%) | 5 (36%) | 4 (50%) | 25 (71%) | 37 (59%) | 0.11 |
| Family counseling | 2 (33%) | 3 (21%) | 3 (38%) | 23 (66%) | 31 (49%) | 0.02 |
|  |  |  |  |  |  |  |
| **Disease Prevention** | 3 (50%) | 5 (36%) | 5 (63%) | 28 (80%) | 41 (65%) | 0.02 |
| Provide communication and education | 1 (17%) | 3 (21%) | 3 (38%) | 22 (63%) | 29 (46%) | 0.02 |
| Provide free or subsidized health screening | 2 (33%) | 4 (29%) | 4 (50%) | 26 (74%) | 36 (57%) | 0.01 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental TABLE 2c. Business Workplace Health and Safety Policies and Programs within whose Assessments Completed by Other Positions (n=117) (2013-2017)** | | | | | | |
| **Assessment Component** | Micro  2-10  (N=29) | Small  11-50  (N=53) | Medium  51-200 (N=25) | Large  >200  (N=10) | Total (N=117) | Chi-square/Fisher’s  p-value |
| **Safety** |  |  |  |  |  |  |
| Changed the way we work to reduce injuries | 9 (31%) | 26 (49%) | 17 (68%) | 6 (60%) | 58 (50%) | 0.05 |
| Engineering controls | 7 (24%) | 29 (55%) | 19 (76%) | 7 (70%) | 62 (53%) | 0.0008 |
| Administrative controls | 8 (28%) | 24 (45%) | 12 (48%) | 8 (80%) | 52 (44%) | 0.04 |
| Provided Personal Protective Equipment | 5 (17%) | 30 (57%) | 18 (72%) | 10 (100%) | 63 (54%) | <0.0001 |
| Written accident prevention plan | 4 (14%) | 28 (53%) | 13 (52%) | 7 (70%) | 52 (44%) | 0.0007 |
| Conducted ergonomic assessment | 5 (17%) | 11 (21%) | 10 (40%) | 6 (60%) | 32 (27%) | 0.02 |
| Limited amount of time workers perform repetitive tasks | 1 (3%) | 8 (15%) | 6 (24%) | 2 (20%) | 17 (15%) | 0.12 |
| Modified workstations or work tasks | 1 (3%) | 16 (30%) | 12 (48%) | 6 (60%) | 35 (30%) | 0.0001 |
| Plan for disaster and emergency preparedness | 13 (45%) | 35 (66%) | 20 (80%) | 10 (100%) | 78 (67%) | 0.003 |
| **Health** | | | | |  |  |
| **Tobacco Control** | 3 (10%) | 18 (34%) | 15 (60%) | 7 (70%) | 43 (37%) | 0.0002 |
| Written policy | 3 (10%) | 12 (23%) | 6 (24%) | 5 (50%) | 26 (22%) | 0.08 |
| Ban tobacco use | 3 (10%) | 8 (15%) | 6 (24%) | 2 (20%) | 19 (16%) | 0.54 |
| Education | 1 (3%) | 7 (13%) | 6 (24%) | 4 (40%) | 18 (15%) | 0.02 |
| Refer employees to quit lines | 1 (3%) | 7 (13%) | 8 (32%) | 3 (30%) | 19 (16%) | 0.02 |
|  |  |  |  |  |  |  |
| **Nutrition** | 4 (14%) | 17 (32%) | 15 (60%) | 7 (70%) | 43 (37%) | 0.0005 |
| Written policy | 1 (3%) | 1 (2%) | 4 (16%) | 2 (20%) | 8 (7%) | 0.02 |
| Provide nutritional info | 3 (10%) | 9 (17%) | 8 (32%) | 3 (30%) | 23 (20%) | 0.16 |
| Healthy vending options | 2 (7%) | 8 (15%) | 8 (32%) | 3 (30%) | 21 (18%) | 0.06 |
| Provide education | 1 (3%) | 7 (13%) | 11 (44%) | 5 (50%) | 24 (21%) | 0.0001 |
|  |  |  |  |  |  |  |
| **Mental Health** | 5 (17%) | 17 (32%) | 16 (64%) | 7 (70%) | 45 (38%) | 0.0006 |
| Free or subsidized clinical screening | 2 (7%) | 7 (13%) | 4 (16%) | 1 (10%) | 14 (12%) | 0.78 |
| Self-assessment tools | 1 (3%) | 4 (8%) | 5 (20%) | 1 (10%) | 11 (9%) | 0.21 |
| Provide educational materials | 1 (3%) | 8 (15%) | 6 (24%) | 4 (40%) | 19 (16%) | 0.02 |
| Free or subsidized counseling | 3 (10%) | 5 (9%) | 8 (32%) | 6 (60%) | 22 (19%) | 0.0007 |
|  |  |  |  |  |  |  |
| **Physical Activity** | 4 (14%) | 22 (42%) | 18 (72%) | 7 (70%) | 51 (44%) | <0.0001 |
| Free or subsidized cost of off-site | 1 (3%) | 13 (25%) | 15 (60%) | 4 (40%) | 33 (28%) | <0.0001 |
| Group programs | 3 (10%) | 13 (25%) | 13 (52%) | 5 (50%) | 34 (29%) | 0.003 |
|  |  |  |  |  |  |  |
| **Stress Management** | 7 (24%) | 17 (32%) | 15 (60%) | 7 (70%) | 46 (39%) | 0.006 |
| Stress relief therapies (yoga, message, therapists) | 3 (10%) | 5 (9%) | 8 (32%) | 3 (30%) | 19 (16%) | 0.03 |
| Financial advising | 3 (10%) | 6 (11%) | 13 (52%) | 6 (60%) | 28 (24%) | <0.0001 |
| Family counseling | 3 (10%) | 5 (9%) | 8 (32%) | 5 (50%) | 21 (18%) | 0.004 |
|  |  |  |  |  |  |  |
| **Disease Prevention** | 4 (14%) | 12 (23%) | 16 (64%) | 5 (50%) | 37 (32%) | 0.0002 |
| Provide communication and education | 2 (7%) | 7 (13%) | 5 (20%) | 3 (30%) | 17 (15%) | 0.23 |
| Provide free or subsidized health screening | 0 (0%) | 6 (11%) | 14 (56%) | 4 (40%) | 24 (21%) | <0.0001 |