

# **Sample Company**

## **Health Risk Appraisal (HPQ)**

### **Summary Report**

**November 2, 2009**

# Executive Summary

**Number of HRA Participants: 227**  
**Participation Rate: N/A**

## **Demographic Information (p. 4)**

Male Participants: 47.6%  
Female Participants: 52.4%

Average Age of Participants: 44.0

**Average Wellness Score (p. 6): 87.2**

## **Risk Status (p. 6)**

Low Risk (0-2 risks): 66.5%  
Medium Risk (3-4 risks): 25.1%  
High Risk (5+ risks): 8.4%  
Average number of risks: 2.0

## **Health Risks Prioritized for an Individual (p. 5)**

The top three prioritized health risks for an individual are:

1. Body Weight, 26.0%
2. Zero Risk Management, 21.6%
3. Physical Activity, 10.6%

## **Health Risks by Prevalence in the Population (p. 5)**

The three most prevalent health risks in the population are:

1. Body Weight, 43.2%
2. Blood Pressure, 24.7%
3. Stress, 20.3%

## **Health Problems Self-Reported (p. 7)**

The three most prevalent health problems reported by participants are:

1. Allergies, 32.6%
2. Back Pain, 22.9%
3. Arthritis, 16.7%

## **Preventive Health Services (p. 8)**

The preventive health services with the least compliance are:

Flu Shot, 51.3%; Colon Cancer Screen, 50.0%; Rectal Exam, 47.3%

## **Health Enhancement Changes (p. 9)**

The top three behaviors participants are planning to change during the next six months are:

1. Increase Physical Activity, 71.8% of the participants
2. Lose Weight, 65.6% of the participants
3. Reduce Fat/Cholesterol Intake, 47.1% of the participants

# Glossary

<b>Wellness Score</b>	The wellness score is generated from three major components: mortality risks, health risks and preventive service compliance. The mortality risks based on age and gender account for 38% - 44% of the score. The modifiable risks (i.e., smoking, physical activity, weight, etc) account for 50% of the score. And, preventive service compliance accounts for 6% - 12% of the score.
<b>Risk Status</b>	The 15 risks are listed in the Risk Profile Table and in the Description of High Risk Cuts. The population goal is to reduce the number of those at high risk and increase the number of low risk.
<b>Health Risks Prioritized for an Individual</b>	The list of prioritized risks ranks the risks by percentage of individuals who have that risk as their number one prioritized risk. The number one prioritized risk for each individual is the risk which most influences that person's overall health and prospective medical costs and utilization. The risk order is influenced by the combination of risks for that individual as well as their age and gender. These are the risks which are recommended to be targeted for each individual.
<b>Health Risks by Prevalence in the Population</b>	Health risks as a percent of the population with risk. These are the risks recommended for population-wide programs.
<b>Health Problems Self-Reported</b>	These health problems are listed in order of prevalence reflecting self-report in Section I of this report.
<b>Health Age Index</b>	This index compares the appraised and the achievable age of a participant. The appraised age is a derived age corresponding to a person's health risk. The achievable age is a derived age calculated by modifying all controllable health risks. If the difference between the appraised age and the achievable age is greater than 4, the person is high risk for a future adverse event.
<b>Zero Risk Management</b>	Intervention recommended for zero risk individuals.

# Description of High Risk Cuts

<b>Alcohol</b>	Male: More than 14 drinks per week. Female: More than 7 drinks per week.
<b>Blood Pressure</b>	Systolic greater than 139 mmHg or diastolic greater than 89 mmHg or self-report have high or currently on blood pressure medication or under medical care
<b>Body Weight</b>	Body Mass Index (BMI) equal or greater than 27.5
<b>Cholesterol</b>	Greater than 239 mg/dL
<b>Existing Medical Conditions</b>	Self-Reported Heart Problems, Cancer, Diabetes, Past Stroke, Chronic Bronchitis/Emphysema
<b>Health Age Index</b>	Greater than 4 – See Glossary for description
<b>Illness Days</b>	More than 5 days in the past year
<b>Job Satisfaction</b>	Disagree or strongly disagree
<b>Life Satisfaction</b>	Partly or not satisfied
<b>Medication/Drug for Relaxation</b>	Almost every day or sometimes
<b>Perceived Health</b>	Fair or poor
<b>Physical Activity</b>	Less than one time per week
<b>Safety Belt Use</b>	Less than 100 percent
<b>Smoking</b>	Current cigarette smoker
<b>Stress</b>	S-scale greater than 20 (based on a composite score from answers to marital status, personal loss, life satisfaction, perception of health, hours of sleep, social ties); or selected "a lot" for effect of stress on personal health; or selected "often" feel tense, anxious, or depressed.

# Section I

## Executive Summary

**TABLE 1.**  
**DEMOGRAPHIC CHARACTERISTICS**

	HRA Participants	
	Number	Percent
<b>Total Eligible for HRA Participation</b>	N/A	
<b>Total HRA Participation</b>	227	N/A
<b>Gender</b>		
Male	108	47.6%
Female	119	52.4%
No response	0	0.0%
<b>Age</b>		
19-34	46	20.3%
35-44	70	30.8%
45-54	74	32.6%
55+	37	16.3%
No response	0	0.0%
<b>Average Age</b>	44.0	

**TABLE 2.**  
**RISK PROFILE**

<b>Health Risks by Prevalence in the Population</b>		<b>Health Risks Prioritized for an Individual</b>	
<b>Rank</b>	<b>Percent</b>	<b>Rank</b>	<b>Percent</b>
<b>Body Weight</b>	43.2%	<b>Body Weight</b>	26.0%
<b>Blood Pressure</b>	24.7%	<b>Zero Risk Management</b>	21.6%
<b>Stress</b>	20.3%	<b>Physical Activity</b>	10.6%
<b>Safety Belt Use</b>	19.4%	<b>Stress</b>	7.5%
<b>Physical Activity</b>	14.5%	<b>Smoking</b>	6.2%
<b>Life Satisfaction</b>	13.7%	<b>Blood Pressure</b>	5.7%
<b>Perceived Health</b>	11.9%	<b>Medication/Drug for Relaxation</b>	5.3%
<b>Medication/Drug for Relaxation</b>	11.5%	<b>Existing Medical Conditions</b>	4.0%
<b>Existing Medical Conditions</b>	7.9%	<b>Perceived Health</b>	4.0%
<b>Job Satisfaction</b>	7.0%	<b>Safety Belt Use</b>	3.1%
<b>Cholesterol</b>	6.6%	<b>Alcohol</b>	1.8%
<b>Smoking</b>	6.2%	<b>Life Satisfaction</b>	1.8%
<b>Illness Days</b>	6.2%	<b>Job Satisfaction</b>	1.3%
<b>Alcohol</b>	4.8%	<b>Illness Days</b>	0.9%
<b>Health Age Index</b>	0.9%	<b>Cholesterol</b>	0.4%
		<b>Health Age Index</b>	0.0%

**TABLE 3.**  
**OVERALL HEALTH STATUS**

	<b>HRA Participants (N=227)</b>	
	<b>Number</b>	<b>Percent</b>
<b>Overall Risks</b>		
0 risk	49	21.6%
1 risk	56	24.7%
2 risks	46	20.3%
3 risks	34	15.0%
4 risks	23	10.1%
5 risks	10	4.4%
6+ risks	9	4.0%
<b>Risk Levels</b>		
Low (0 - 2 risks)	151	66.5%
Medium (3 - 4 risks)	57	25.1%
High (5+ risks)	19	8.4%
<b>Average Number of Risks</b>	2.0	
<b>Average Wellness Score</b>	87.2	

**TABLE 4.**  
**SELF-REPORTED HEALTH PROBLEMS**

	<b>HRA Participants (N=227)</b>	
	<b>Number</b>	<b>Percent</b>
<b>Allergies</b>	74	32.6%
<b>Back Pain</b>	52	22.9%
<b>Arthritis</b>	38	16.7%
<b>High Cholesterol</b>	32	14.1%
<b>High Blood Pressure</b>	29	12.8%
<b>Heartburn/Acid Reflux</b>	22	9.7%
<b>Migraine Headaches</b>	20	8.8%
<b>Chronic Pain</b>	19	8.4%
<b>Asthma</b>	14	6.2%
<b>Sleep Disorder</b>	14	6.2%
<b>Thyroid Disease</b>	12	5.3%
<b>Depression</b>	10	4.4%
<b>Heart Problems</b>	9	4.0%
<b>Other Condition</b>	9	4.0%
<b>Diabetes</b>	6	2.6%
<b>Osteoporosis</b>	3	1.3%
<b>Cancer</b>	2	0.9%
<b>Chronic Bronchitis/Emphysema</b>	2	0.9%
<b>Past Stroke</b>	2	0.9%
<b>Females Only</b>	119	
<b>Menopause</b>	24	20.2%

**TABLE 5.**  
**RECOMMENDED PREVENTIVE SERVICES\***

	HRA Participants (N=227)	
	Number	Percent
<b>Blood Pressure Screen</b>		
Age 19 and older	227	
Screen 3 or more years ago	10	4.4%
<b>Cholesterol Screen</b>		
Male age 35 - 65 years old	84	
Screen 5 or more years ago	3	3.6%
Female age 45 - 65 years old	53	
Screen 5 or more years ago	0	0.0%
<b>Colon Cancer Screen</b>		
Age 50 and older	76	
Screen 3 or more years ago	38	50.0%
<b>Dental Exam</b>		
All ages	227	
Exam 1 or more years ago	32	14.1%
<b>Flu Shot</b>		
Age 50 and older	76	
Flu shot 1 or more years ago	39	51.3%
<b>Rectal Exam</b>		
Age 40 and older	148	
Exam 2 or more years ago	70	47.3%
<b>Tetanus Shot</b>		
All ages	227	
Never or don't know	99	43.6%
<b>Females Only</b>	119	
<b>Mammography Screen</b>		
Female 40 - 69 years old	78	
Screen 2 or more years ago	10	12.8%
<b>Pap Test Screen</b>		
Female 19 - 65 years old	119	
Screen 3 or more years ago	6	5.0%

\*Guide to Clinical Preventive Services, 2005. AHRQ Publication No. 05-0570, June 2005. Agency for Healthcare Research and Quality, Rockville, MD. <http://www.ahrq.gov/clinic/pocketgd.htm>.

**TABLE 6.**  
**HEALTH ENHANCEMENT CHANGES\***

	<b>HRA Participants (N=227)</b>	
	<b>Number</b>	<b>Percent</b>
<b>Plan Changes in Next 6 Months</b>		
<b>Increase Physical Activity</b>	163	71.8%
At risk	33	
At risk and planning to change	25	75.8%
<b>Lose Weight</b>	149	65.6%
At risk	98	
At risk and planning to change	79	80.6%
<b>Reduce Alcohol Use</b>	20	8.8%
At risk	11	
At risk and planning to change	6	54.5%
<b>Quit or Cut Down Smoking</b>	11	4.8%
At risk	14	
At risk and planning to change	10	71.4%
<b>Lower Blood Pressure</b>	45	19.8%
At risk	56	
At risk and planning to change	30	53.6%
<b>Lower Cholesterol Level</b>	64	28.2%
At risk	15	
At risk and planning to change	6	40.0%
<b>Cope Better with Stress</b>	83	36.6%
At risk	46	
At risk and planning to change	26	56.5%
<b>Reduce Fat/Cholesterol Intake</b>	107	47.1%

\*The percent in the “At risk and planning to change” row is out of those “At risk”.

**TABLE 7.**  
**SCREENING AND LAB DATA**

	<b>HRA Participants (N=227)</b>	
	<b>Number</b>	<b>Percent</b>
<b>Blood Pressure</b>	227	
Greater than 139 mmHg systolic and/or 89 mmHg diastolic	34	15.0%
<b>Cholesterol</b>	226	
Greater than 239 mg/dL	15	6.6%
<b>HDL Cholesterol</b>	224	
Less than 40 mg/dL	54	24.1%
<b>LDL Cholesterol</b>	208	
Greater than 159 mg/dL	15	7.2%
<b>Triglycerides</b>	226	
Greater than 199 mg/dL	24	10.6%
<b>Body Fat Percent</b>	220	
Greater than 25%	129	58.6%
<b>Glucose</b>		
Fasting	209	
Greater than 110 mg/dL or less than 70 mg/dL	20	9.6%
Non-fasting	17	
Greater than 159 mg/dL	1	5.9%

## Section II

### Detailed Responses

Note: The Family Medical History table has been removed in compliance with the Genetic Information Nondiscrimination Act (GINA).

**TABLE 1. DEMOGRAPHIC DISTRIBUTION**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Age</b>		
19 - 34	46	20.3%
35 - 44	70	30.8%
45 - 54	74	32.6%
55+	37	16.3%
No response	0	0.0%
<b>2. Sex</b>		
Male	108	47.6%
Female	119	52.4%
No response	0	0.0%
<b>3. Education</b>		
Some high school	0	0.0%
High school graduate	30	13.2%
Some college	62	27.3%
College graduate	100	44.1%
Post graduate/professional	35	15.4%
No response	0	0.0%
<b>4. Marital Status</b>		
Single (never married)	15	6.6%
Separated	4	1.8%
Divorced	21	9.3%
Married	186	81.9%
Widowed	1	0.4%
Other	0	0.0%
No response	0	0.0%
<b>5. Race</b>		
White (non-Hispanic)	220	96.9%
Black (non-Hispanic)	0	0.0%
Hispanic	3	1.3%
Asian or Pacific Islander	0	0.0%
American Indian/Alaskan Native	1	0.4%
Other	1	0.4%
No response	2	0.9%

**TABLE 2. QUALITY OF LIFE INDICATORS**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Life Satisfaction</b>		
Completely satisfied	40	17.6%
Mostly satisfied	155	68.3%
Partly satisfied	30	13.2%
Not satisfied	1	0.4%
No response	1	0.4%
<b>2. Job Satisfaction</b>		
Agree strongly	49	21.6%
Agree	138	60.8%
Disagree	12	5.3%
Disagree strongly	4	1.8%
Does not apply	9	4.0%
No response	15	6.6%
<b>3. Self-Report Physical Health</b>		
Excellent	17	7.5%
Very good	96	42.3%
Good	86	37.9%
Fair	26	11.5%
Poor	1	0.4%
No response	1	0.4%
<b>4. Days of Work Missed Due to Illness</b>		
None	81	35.7%
1 - 2 days	79	34.8%
3 - 5 days	29	12.8%
6 - 10 days	6	2.6%
11 - 15 days	2	0.9%
16 days or more	6	2.6%
Does not apply	8	3.5%
No response	16	7.0%
<b>5. Social Support</b>		
Very strong	114	50.2%
About average	96	42.3%
Weaker than average	16	7.0%
Not sure	0	0.0%
No response	1	0.4%

**TABLE 2. QUALITY OF LIFE INDICATORS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>6. Serious Personal Loss</b>		
Two or more	7	3.1%
One	43	18.9%
No	176	77.5%
No response	1	0.4%
<b>7. Feel Tense, Anxious, Depressed</b>		
Often	15	6.6%
Sometimes	94	41.4%
Rarely	98	43.2%
Never	19	8.4%
No response	1	0.4%
<b>8. Stress Effect on Your Health</b>		
A lot	15	6.6%
Some	82	36.1%
Hardly any	90	39.6%
None	38	16.7%
No response	2	0.9%
<b>9. Sleep</b>		
5 hours or less	13	5.7%
6 hours	52	22.9%
7 hours	98	43.2%
8 hours	63	27.8%
9 hours or more	0	0.0%
No response	1	0.4%

**TABLE 3. HEALTH RELATED BEHAVIORS**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Tobacco Use</b>		
<b>Cigarette Smoking</b>		
Still Smoke	14	6.2%
Average cigarettes per day	10.4	
Used to smoke	59	26.0%
Average quit years	13.0	
Average number of cigarettes		
less than 9	28	47.5%
10 - 15	10	16.9%
16 - 19	8	13.6%
20+	8	13.6%
No response	5	8.5%
Never smoked	153	67.4%
No response	1	0.4%
<b>Cigars</b>	10	4.4%
<b>Pipes</b>	2	0.9%
<b>Smokeless Tobacco</b>	1	0.4%
<b>2. Alcohol Drinks</b>		
<b>Everyone</b>		
0	70	30.8%
1 - 7	132	58.1%
8 - 14	19	8.4%
15 - 21	6	2.6%
22 or greater	0	0.0%
No response	0	0.0%
<b>Male only</b>	108	
0	23	21.3%
1 - 7	66	61.1%
8 - 14	14	13.0%
15 - 21	5	4.6%
22 or greater	0	0.0%
No response	0	0.0%
<b>Female only</b>	119	
0	47	39.5%
1 - 7	66	55.5%
8 - 14	5	4.2%
15 - 21	1	0.8%
22 or greater	0	0.0%
No response	0	0.0%

**TABLE 3. HEALTH RELATED BEHAVIORS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>3. Drive Drunk or Ride with Drunk Driver</b>		
0 time last month	219	96.5%
1 or more time(s) last month	8	3.5%
No response	0	0.0%
<b>4. Medication/Drug for Relaxation</b>		
Almost every day	17	7.5%
Sometimes	9	4.0%
Rarely or never	201	88.5%
No response	0	0.0%
<b>5. Safety Belt Usage</b>		
100%	183	80.6%
90 - 99%	27	11.9%
80 - 89%	7	3.1%
Less than 80%	10	4.4%
No response	0	0.0%
<b>6. Drive Speed</b>		
Within 5 mph of speed limit	141	62.1%
6 - 10 mph over the limit	83	36.6%
More than 10 mph over the limit	2	0.9%
No response	1	0.4%
<b>7. Travel</b>		
Sub-compact or compact car	32	14.1%
Mid-size/full-size car/minivan	105	46.3%
Truck/van/SUV	87	38.3%
Motorcycle	2	0.9%
Other	1	0.4%
No response	0	0.0%
<b>8. Drive (Car, truck or van)</b>		
1 - 1,999 miles	10	4.4%
2,000 - 4,999 miles	15	6.6%
5,000 - 9,999 miles	42	18.5%
10,000 - 14,999 miles	78	34.4%
15,000 - 19,999 miles	37	16.3%
20,000 - 29,999 miles	33	14.5%
30,000 miles or more	12	5.3%
Do not drive or ride	0	0.0%
No response	0	0.0%

**TABLE 3. HEALTH RELATED BEHAVIORS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>9. Ride Motorcycle</b>		
1 - 999 miles	33	14.5%
1,000 - 1,999 miles	7	3.1%
2,000 - 2,999 miles	6	2.6%
3,000 - 3,999 miles	1	0.4%
4,000 - 4,999 miles	5	2.2%
5,000 miles or more	5	2.2%
Do not drive or ride	128	56.4%
No response	42	18.5%
<b>10. Physical Activity</b>		
Less than 1 time/week	33	14.5%
1 or 2 times/week	56	24.7%
3 times/week	68	30.0%
4 or more times/week	68	30.0%
No response	2	0.9%
<b>11. Light/Moderate Physical Activity</b>		
None	5	2.2%
1 day	30	13.2%
2 days	41	18.1%
3 or 4 days	76	33.5%
5 or 6 days	56	24.7%
7 days	18	7.9%
No response	1	0.4%
<b>12. Floss Teeth</b>		
Every day	46	20.3%
Almost every day	67	29.5%
Sometimes	86	37.9%
Rarely or never	26	11.5%
Does not apply	1	0.4%
No response	1	0.4%
<b>13. Sunscreen Use</b>		
All of the time	16	7.0%
Most of the time	73	32.2%
Some of the time	89	39.2%
Rarely or never	48	21.1%
No response	1	0.4%
<b>14. Fiber in Diet</b>		
5 - 6 servings a day	48	21.1%
3 - 4 servings a day	106	46.7%
1 - 2 servings a day	70	30.8%
Rarely/never	3	1.3%
No response	0	0.0%

**TABLE 3. HEALTH RELATED BEHAVIORS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>15. Fat/Cholesterol in Diet</b>		
5 - 6 servings a day	0	0.0%
3 - 4 servings a day	49	21.6%
1 - 2 servings a day	152	67.0%
Rarely/never	25	11.0%
No response	1	0.4%

**TABLE 4. PHYSIOLOGICAL MEASUREMENTS**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Blood Pressure (BP)</b>		
<b>Don't Know BP</b>	0	0.0%
Not sure	0	0.0%
No response	0	0.0%
<b>Know BP</b>	227	100.0%
Systolic		
Less than 120 mmHg	132	58.1%
120 - 139 mmHg	74	32.6%
140 mmHg or above	21	9.3%
Diastolic		
Less than 80 mmHg	132	58.1%
80 - 89 mmHg	73	32.2%
90 mmHg or above	22	9.7%
<b>2. Total Cholesterol</b>		
<b>Don't Know Cholesterol</b>	1	0.4%
Not sure	0	0.0%
No response	1	100.0%
<b>Know Cholesterol</b>	226	99.6%
Less than 200 mg/dL	169	74.8%
200 - 239 mg/dL	42	18.6%
240 mg/dL or greater	15	6.6%
<b>3. HDL Cholesterol</b>		
<b>Don't Know HDL</b>	3	1.3%
Good/normal	0	0.0%
Bad	0	0.0%
Not sure	0	0.0%
No response	3	100.0%
<b>Know HDL</b>	224	98.7%
Less than 40 mg/dL	54	24.1%
40 - 59 mg/dL	118	52.7%
60 mg/dL or above	52	23.2%
<b>4. LDL Cholesterol</b>		
<b>Don't Know LDL</b>	19	
<b>Know LDL</b>	208	
Less than 130 mg/dL	170	81.7%
130 - 159 mg/dL	23	11.1%
160 mg/dL or above	15	7.2%
<b>Fasting (with Value)</b>	208	
Yes	193	92.8%
No	15	7.2%
No response	0	0.0%

**TABLE 4. PHYSIOLOGICAL MEASUREMENTS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>5. Triglycerides</b>		
<b>Don't Know Triglycerides</b>	1	
<b>Know Triglycerides</b>	226	
Less than 150 mg/dL	175	77.4%
150 - 199 mg/dL	27	11.9%
200 mg/dL or above	24	10.6%
<b>Fasting (with Value)</b>	226	
Yes	208	92.0%
No	17	7.5%
No response	1	0.4%
<b>6. Glucose</b>		
<b>Don't Know Glucose</b>	1	
<b>Know Glucose</b>	226	
Fasting	208	
Less than 70 mg/dL	0	0.0%
70 - 110 mg/dL	188	90.4%
Greater than 110 mg/dL	20	9.6%
Non-fasting	17	
less than 159 mg/dL	16	94.1%
160 mg/dL or above	1	5.9%
<b>7. Weight - by Body Mass Index</b>		
<b>Everyone</b>	227	
Not reporting weight or height	1	0.4%
Less than 18.5	0	0.0%
18.5 - 24.9	78	34.4%
25.0 - 27.4	50	22.0%
27.5 - 29.9	43	18.9%
30 - 34.9	41	18.1%
35 - 39.9	13	5.7%
40 or greater	1	0.4%

**TABLE 4. PHYSIOLOGICAL MEASUREMENTS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>7. Weight - by Body Mass Index (Cont'd)</b>		
<b>Males Only</b>	108	
Not reporting weight or height	0	0.0%
Less than 18.5	0	0.0%
18.5 - 24.9	15	13.9%
25.0 - 27.4	36	33.3%
27.5 - 29.9	26	24.1%
30 - 34.9	26	24.1%
35 - 39.9	5	4.6%
40 or greater	0	0.0%
<b>Females Only</b>	119	
Not reporting weight or height	1	0.8%
Less than 18.5	0	0.0%
18.5 - 24.9	63	52.9%
25.0 - 27.4	14	11.8%
27.5 - 29.9	17	14.3%
30 - 34.9	15	12.6%
35 - 39.9	8	6.7%
40 or greater	1	0.8%
<b>Females Only</b>	119	
<b>8. Age at Menarche</b>		
Younger than 12	17	14.3%
12	41	34.5%
13	36	30.3%
14 or older	25	21.0%
No response	0	0.0%
<b>9. Age at First Birth</b>		
Younger than 20	9	7.6%
20 - 24	31	26.1%
25 - 29	44	37.0%
30 or older	17	14.3%
Does not apply	18	15.1%
No response	0	0.0%
<b>10. Pregnant</b>		
Yes	4	3.4%
No	115	96.6%
Does not apply	0	0.0%
No response	0	0.0%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Allergies</b>		
Never	124	54.6%
In the past	24	10.6%
Have currently	60	26.4%
Taking medication	18	7.9%
Under medical care	11	4.8%
No response	5	2.2%
<b>2. Arthritis</b>		
Never	176	77.5%
In the past	7	3.1%
Have currently	35	15.4%
Taking medication	3	1.3%
Under medical care	3	1.3%
No response	6	2.6%
<b>3. Asthma</b>		
Never	192	84.6%
In the past	14	6.2%
Have currently	7	3.1%
Taking medication	4	1.8%
Under medical care	8	3.5%
No response	7	3.1%
<b>4. Back Pain</b>		
Never	89	39.2%
In the past	80	35.2%
Have currently	45	19.8%
Taking medication	2	0.9%
Under medical care	7	3.1%
No response	7	3.1%
<b>5. Cancer</b>		
Never	209	92.1%
In the past	9	4.0%
Have currently	1	0.4%
Taking medication	0	0.0%
Under medical care	2	0.9%
No response	7	3.1%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>6. Chronic Bronchitis/Emphysema</b>		
Never	216	95.2%
In the past	3	1.3%
Have currently	1	0.4%
Taking medication	0	0.0%
Under medical care	1	0.4%
No response	6	2.6%
<b>7. Chronic Pain</b>		
Never	189	83.3%
In the past	13	5.7%
Have currently	15	6.6%
Taking medication	3	1.3%
Under medical care	4	1.8%
No response	6	2.6%
<b>8. Depression</b>		
Never	182	80.2%
In the past	29	12.8%
Have currently	4	1.8%
Taking medication	6	2.6%
Under medical care	2	0.9%
No response	7	3.1%
<b>9. Diabetes</b>		
Never	214	94.3%
In the past	2	0.9%
Have currently	4	1.8%
Taking medication	3	1.3%
Under medical care	1	0.4%
No response	6	2.6%
<b>10. Heart Problems</b>		
Never	211	93.0%
In the past	2	0.9%
Have currently	4	1.8%
Taking medication	4	1.8%
Under medical care	5	2.2%
No response	5	2.2%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>11. Heartburn or Acid Reflux</b>		
Never	160	70.5%
In the past	39	17.2%
Have currently	12	5.3%
Taking medication	11	4.8%
Under medical care	3	1.3%
No response	6	2.6%
<b>12. High Blood Pressure</b>		
Never	180	79.3%
In the past	12	5.3%
Have currently	9	4.0%
Taking medication	22	9.7%
Under medical care	3	1.3%
No response	6	2.6%
<b>13. High Cholesterol</b>		
Never	161	70.9%
In the past	28	12.3%
Have currently	13	5.7%
Taking medication	19	8.4%
Under medical care	2	0.9%
No response	6	2.6%
<b>14. Menopause (Females Only)</b>		
Never	86	72.3%
In the past	7	5.9%
Have currently	22	18.5%
Taking medication	1	0.8%
Under medical care	1	0.8%
No response	2	1.7%
<b>15. Migraine Headaches</b>		
Never	159	70.0%
In the past	41	18.1%
Have currently	15	6.6%
Taking medication	5	2.2%
Under medical care	4	1.8%
No response	7	3.1%

**TABLE 5. HEALTH PROBLEMS SELF-REPORTED  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>16. Osteoporosis</b>		
Never	218	96.0%
In the past	0	0.0%
Have currently	3	1.3%
Taking medication	0	0.0%
Under medical care	0	0.0%
No response	6	2.6%
<b>17. Sleep Disorder</b>		
Never	200	88.1%
In the past	7	3.1%
Have currently	12	5.3%
Taking medication	1	0.4%
Under medical care	1	0.4%
No response	6	2.6%
<b>18. Stroke</b>		
Never	219	96.5%
In the past	0	0.0%
Have currently	1	0.4%
Taking medication	1	0.4%
Under medical care	0	0.0%
No response	7	3.1%
<b>19. Thyroid Disease</b>		
Never	207	91.2%
In the past	0	0.0%
Have currently	1	0.4%
Taking medication	12	5.3%
Under medical care	1	0.4%
No response	8	3.5%
<b>20. Other Condition</b>		
Never	192	84.6%
In the past	3	1.3%
Have currently	5	2.2%
Taking medication	3	1.3%
Under medical care	3	1.3%
No response	23	10.1%

**TABLE 6. PHYSICAL EXAMINATIONS**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Colon Cancer Screen</b>		
Less than 1 year ago	20	8.8%
1 - 2 years ago	17	7.5%
2 - 3 years ago	11	4.8%
3 - 4 years ago	4	1.8%
5 - 6 years ago	8	3.5%
7 or more years ago	4	1.8%
Never	152	67.0%
Don't know	8	3.5%
No response	3	1.3%
<b>2. Rectal Exam</b>		
Less than 1 year ago	55	24.2%
1 - 2 years ago	33	14.5%
2 - 3 years ago	9	4.0%
3 - 4 years ago	7	3.1%
5 - 6 years ago	7	3.1%
7 or more years ago	11	4.8%
Never	92	40.5%
Don't know	10	4.4%
No response	3	1.3%
<b>3. Flu Shot</b>		
Less than 1 year ago	68	30.0%
1 - 2 years ago	42	18.5%
2 - 3 years ago	5	2.2%
3 - 4 years ago	5	2.2%
5 - 6 years ago	5	2.2%
7 or more years ago	15	6.6%
Never	71	31.3%
Don't know	15	6.6%
No response	1	0.4%
<b>4. Tetanus Shot</b>		
Less than 1 year ago	26	11.5%
1 - 2 years ago	25	11.0%
2 - 3 years ago	23	10.1%
3 - 4 years ago	19	8.4%
5 - 6 years ago	31	13.7%
7 or more years ago	40	17.6%
Never	3	1.3%
Don't know	56	24.7%
No response	4	1.8%

**TABLE 6. PHYSICAL EXAMINATIONS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>5. Blood Pressure</b>		
Less than 1 year ago	198	87.2%
1 - 2 years ago	18	7.9%
2 - 3 years ago	0	0.0%
3 - 4 years ago	0	0.0%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	6	2.6%
Don't know	4	1.8%
No response	1	0.4%
<b>6. Cholesterol</b>		
Less than 1 year ago	154	67.8%
1 - 2 years ago	56	24.7%
2 - 3 years ago	1	0.4%
3 - 4 years ago	1	0.4%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	5	2.2%
Don't know	7	3.1%
No response	3	1.3%
<b>7. Dental Exam</b>		
Less than 1 year ago	190	83.7%
1 - 2 years ago	17	7.5%
2 - 3 years ago	6	2.6%
3 - 4 years ago	4	1.8%
5 - 6 years ago	2	0.9%
7 or more years ago	2	0.9%
Never	0	0.0%
Don't know	1	0.4%
No response	5	2.2%

**TABLE 6. PHYSICAL EXAMINATIONS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>Females Only</b>	119	
<b>8. Pap Test</b>		
Less than 1 year ago	77	64.7%
1 - 2 years ago	32	26.9%
2 - 3 years ago	4	3.4%
3 - 4 years ago	3	2.5%
5 - 6 years ago	1	0.8%
7 or more years ago	2	1.7%
Never	0	0.0%
Don't know	0	0.0%
No response	0	0.0%
<b>9. Mammogram</b>		
Less than 1 year ago	52	43.7%
1 - 2 years ago	18	15.1%
2 - 3 years ago	5	4.2%
3 - 4 years ago	3	2.5%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	37	31.1%
Don't know	4	3.4%
No response	0	0.0%
<b>10. Breast Exam by Health Professional</b>		
Less than 1 year ago	81	68.1%
1 - 2 years ago	29	24.4%
2 - 3 years ago	3	2.5%
3 - 4 years ago	3	2.5%
5 - 6 years ago	0	0.0%
7 or more years ago	0	0.0%
Never	2	1.7%
Don't know	0	0.0%
No response	1	0.8%
<b>11. Hysterectomy</b>		
Yes	13	10.9%
No	105	88.2%
I'm not sure	1	0.8%
No response	0	0.0%

**TABLE 6. PHYSICAL EXAMINATIONS  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>12. Breast Self-Exam</b>		
Monthly	29	24.4%
Once every few months	65	54.6%
Rarely/never	25	21.0%
No response	0	0.0%
<b>Males Only</b>	108	
<b>13. Self-Exam Testicles</b>		
Monthly	39	36.1%
Once every few months	30	27.8%
Rarely/never	33	30.6%
No response	6	5.6%
<b>14. Prostate Exam</b>		
Less than 1 year ago	21	19.4%
1 - 2 years ago	13	12.0%
2 - 3 years ago	2	1.9%
3 - 4 years ago	4	3.7%
5 - 6 years ago	2	1.9%
7 or more years ago	3	2.8%
Never	45	41.7%
Don't know	6	5.6%
No response	12	11.1%

**TABLE 7. HEALTH ENHANCEMENT CHANGES**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Plan Changes in Next 6 Months</b>		
<b>Increase Physical Activity</b>		
Yes	163	71.8%
No	21	9.3%
Don't know	10	4.4%
Not needed	21	9.3%
No response	12	5.3%
<b>Lose Weight</b>		
Yes	149	65.6%
No	28	12.3%
Don't know	15	6.6%
Not needed	23	10.1%
No response	12	5.3%
<b>Reduce Alcohol Use</b>		
Yes	20	8.8%
No	66	29.1%
Don't know	11	4.8%
Not needed	117	51.5%
No response	13	5.7%
<b>Quit or Cut Down Smoking</b>		
Yes	11	4.8%
No	22	9.7%
Don't know	1	0.4%
Not needed	179	78.9%
No response	14	6.2%
<b>Reduce Fat/Cholesterol Intake</b>		
Yes	107	47.1%
No	30	13.2%
Don't know	32	14.1%
Not needed	46	20.3%
No response	12	5.3%
<b>Lower Blood Pressure</b>		
Yes	45	19.8%
No	30	13.2%
Don't know	26	11.5%
Not needed	115	50.7%
No response	11	4.8%

**TABLE 7. HEALTH ENHANCEMENT CHANGES  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>Lower Cholesterol Level</b>		
Yes	64	28.2%
No	27	11.9%
Don't know	34	15.0%
Not needed	90	39.6%
No response	12	5.3%
<b>Cope Better With Stress</b>		
Yes	83	36.6%
No	22	9.7%
Don't know	31	13.7%
Not needed	80	35.2%
No response	11	4.8%
<b>2. Participate in Program</b>		
Yes	111	48.9%
No	20	8.8%
I'm not sure	77	33.9%
No response	19	8.4%
<b>3. Follow-up Information</b>		
Yes	26	11.5%
No	169	74.4%
I'm not sure	0	0.0%
No response	32	14.1%

**TABLE 8. WORK PERFORMANCE**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Hours Work Past 7 Days</b>		
0	14	6.2%
1 - 20	18	7.9%
21 - 35	30	13.2%
36 - 45	100	44.1%
46 or more	47	20.7%
No response	18	7.9%
<b>2. Hours Employer Expect to Work</b>		
Less than 20	20	8.8%
20 - 34	26	11.5%
35 - 39	5	2.2%
40 - 49	150	66.1%
50 or more	8	3.5%
No response	18	7.9%
<b>3. Work Days Past 4 Weeks</b>		
<b>Miss entire day due to health</b>		
0	187	82.4%
1 - 2	13	5.7%
3 - 5	2	0.9%
6 - 10	1	0.4%
11 or more	3	1.3%
No response	21	9.3%
<b>Miss entire day other reason</b>		
0	105	46.3%
1 - 2	53	23.3%
3 - 5	34	15.0%
6 - 10	11	4.8%
11 or more	2	0.9%
No response	22	9.7%
<b>Miss part of day due to health</b>		
0	190	83.7%
1 - 2	10	4.4%
3 - 5	3	1.3%
6 - 10	0	0.0%
11 or more	2	0.9%
No response	22	9.7%
<b>Miss part of day other reason</b>		
0	146	64.3%
1 - 2	40	17.6%
3 - 5	12	5.3%
6 - 10	5	2.2%
11 or more	2	0.9%
No response	22	9.7%

**TABLE 8. WORK PERFORMANCE  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>3. Work Days Past 4 Weeks (Cont'd)</b>		
<b>Come early, work late, work on day off</b>		
0	111	48.9%
1 - 2	38	16.7%
3 - 5	27	11.9%
6 - 10	15	6.6%
11 or more	12	5.3%
No response	24	10.6%
<b>4. Hours Worked Past 4 Weeks</b>		
0	11	4.8%
1 - 80	20	8.8%
81 - 140	42	18.5%
141 - 180	91	40.1%
180 or more	43	18.9%
No response	20	8.8%
<b>5. Usual Performance Similar Job</b>		
0 - 3	1	0.4%
4 - 6	17	7.5%
7 - 8	59	26.0%
9 -10	127	55.9%
No response	23	10.1%
<b>6. Usual Performance Past Years</b>		
0 - 3	1	0.4%
4 - 6	4	1.8%
7 - 8	24	10.6%
9 -10	176	77.5%
No response	22	9.7%
<b>7. Overall Performance Past 4 Weeks</b>		
0 - 3	2	0.9%
4 - 6	2	0.9%
7 - 8	19	8.4%
9 -10	177	78.0%
No response	27	11.9%

**TABLE 9. ADDITIONAL INFORMATION**

	HRA Participants (N=227)	
	Number	Percent
<b>1. Visit to Doctor/Clinic (past year)</b>		
0	27	11.9%
1 - 2	132	58.1%
3 - 5	49	21.6%
6 or more	16	7.0%
No response	3	1.3%
<b>2. Visit Emergency Room (past year)</b>		
0	189	83.3%
1 - 2	29	12.8%
3 - 5	2	0.9%
6 or more	1	0.4%
No response	6	2.6%
<b>3. Hospital Overnight (past year)</b>		
0	210	92.5%
1 - 2	10	4.4%
3 - 5	0	0.0%
6 or more	1	0.4%
No response	6	2.6%
<b>4. Health Problems Affect Productivity</b>		
No health problems	111	48.9%
None of the time	51	22.5%
Some of the time	33	14.5%
Most of the time	0	0.0%
All of the time	3	1.3%
Does not apply	14	6.2%
No response	15	6.6%

**TABLE 9. ADDITIONAL INFORMATION  
(Cont'd)**

	HRA Participants (N=227)	
	Number	Percent
<b>5. Family Care</b>		
<b>Children</b>		
0	177	78.0%
1 - 4 hours	9	4.0%
5 - 8 hours	9	4.0%
9 - 16 hours	5	2.2%
17 or more hours	0	0.0%
No response	27	11.9%
<b>Adult</b>		
0	189	83.3%
1 - 4 hours	3	1.3%
5 - 8 hours	3	1.3%
9 - 16 hours	2	0.9%
17 or more hours	1	0.4%
No response	29	12.8%
<b>Elder</b>		
0	194	85.5%
1 - 4 hours	4	1.8%
5 - 8 hours	1	0.4%
9 - 16 hours	0	0.0%
17 or more hours	0	0.0%
No response	28	12.3%