

# **2008 Survey of Employer Cardiovascular Health Resources, Policies and Programs**

**Prepared for the  
Heart Disease and Stroke Prevention Section  
Chronic Disease Branch  
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**Survey Research Center  
Institute of Government  
University of Arkansas at Little Rock  
2801 South University Avenue  
Little Rock, Arkansas 72204  
501.569.8561**

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Resources, Policies and Programs  
UALR/IOG Survey Research Center  
August 2008**

In 2002 the Arkansas Department of Health (ADH) conducted a telephone survey of employers in Arkansas to obtain information concerning the health programs, resources, and incentives provided by Arkansas organizations to their employees. Since 2002, many new worksite health initiatives have been put in place. As a result, the ADH contracted with the UALR Institute of Government Survey Research Center (SRC) to conduct a 6-year follow-up survey of employers in Arkansas to inform policy makers and public health professionals as they continue their work with the state's employers and citizens to encourage a healthier workforce.

The following is a description of the major findings from the telephone survey conducted between January 23, 2008 and June 6, 2008 with representatives from small (50 to 100 employees), medium (100 to 249 employees) and large (250 or more employees) located in all five ADH regions (Central, Northeast, Northwest, Southeast, and Southwest). Statistical analyses were performed using the ANOVA and chi-square tests. A probability value of less than 0.05 was considered statistically significant.

## **SUMMARY OF FINDINGS**

### **Employer Health And Wellness Actions**

The results show that the majority of the organizations surveyed have instituted measures to improve employee health and wellness. Approximately two-thirds of small to medium sized organizations have taken action. Larger organizations are even more likely to have done so, with 81 percent stating they have taken steps to improve employee health and wellness. (p.7)

When asked what prompted these actions, three main reasons emerged. Nearly half of all respondents (42 percent) say that they have implemented these measures for the benefit of their employees. Respondents report that health and wellness policies made their employees healthier and safer, educated them about improving and maintaining health, and helped to boost employee morale. Approximately one-third (29 percent) cited rising health costs as their primary motivation. Around one (1) in 10 organizations have been mandated to improve health and wellness as a result of corporate policy, or at the request of their employees. (p.8)

## **Food And Nutrition**

The vast majority of organizations report that their employees could obtain food or snacks at work, and this was true of larger and smaller organizations. (p.9) The most common sources of food are break rooms / kitchens and vending machines. However, the presence of vending machines showed a marked decline when compared with the 2002 report. In 2002, 85 percent of organizations reported having a vending machine on site, in 2008, only 52 percent report that this is the case. Break rooms / kitchens are now the most likely on-site source for the organizations surveyed. (p.10)

At least half of the all the organizations offer their employees healthier food options such as fresh salads, fresh fruit and skimmed milk. (p. 11) Many organizations (around 40 percent) offer their employees these kinds of foods for free. (p.12)

Respondents were also asked if they provide their employees with nutritional information about the food on offer, such as caloric value, and fat and sugar content. Around one-third of organizations report that they do provide their employees with this information. (p.13)

Although many organizations do supply healthier, fresh food, they are far less likely to extend this policy to catering for meetings. Only around one (1) in 10 organizations have any kind of written policies or guidelines to ensure healthier foods are served at catered meetings. (p.14)

Virtually all the organizations surveyed provide their employees with a place to refrigerate and heat food. (p.15)

As mentioned above, there has been a decrease in the number of organizations who have vending machines installed in the work place. In 2002, 91 percent of organizations had vending machines, compared to 84 percent in 2008. (p.16) Although the majority of organizations do have vending machines, there has been a large increase in the inclusion of healthier selections available from them. Over 80 percent of machines stock water, and over 70 percent stock granola bars. However, there has been no correlative decline in less healthy options, practically all machines sell soda, and the vast majority sell candy, chips or cookies. (p.17)

## **Health And Wellness Programs**

The results show that there has been a dramatic increase (16 percentage points) in the number of employers offering nutrition or weight control programs over the past six years. This increase means that around one-third of employers now offer programs of this kind. (p.18)

There has been a similar rise (15 percentage points) in the numbers of employers who offer reimbursement or discounts for participation in dietary counseling programs. Employees are recompensed either via health insurance or direct subsidy. (p.19)

Similarly dramatic growth between 2002 and 2008 can be observed in the number of organization offering smoking cessation programs. Overall, four (4) out of ten employers provide cessation schemes. (p.20)

Again, the number of employers who recompense their staff for participation in these programs has risen sharply, from 15 percent in 2002 to 29 percent in 2008. There is however some regional variation in this practice, with employers in the Southeast region being least likely to recompense their employees for enrolling in quitting programs. (p.21)

Although there has been a large increase in workplace health management programs, there has been little increase over the past 6 years in the number of employers who seek to educate their staff about health related issues. (p.22)

Despite the progress in terms of health management programs and health awareness promotion overall, more than half of all organizations do not offer any health screening services. Blood pressure screening is the most common form of health screening offered by those who do provide screening. (p.23)

### **Employer Commitment To Employee Health**

Results show that employers are more likely to allow paid work time for participation in health management or education activities than they were six years ago. (p.24)

There has been no change in the numbers of employers who have a written flextime policy. Central Arkansas is still the region with the highest percentage of organizations that do have a policy of this kind in place. (p.25)

The number of organizations participating in an Employee Assistance Program has not changed over the course of the last six years. Organizations with 250+ employees are most likely to participate in such a scheme, with 68 percent of large organizations participating overall. (p.26)

Organizations with the largest number of employees (250+) were more likely to have asked for their staff's opinion on types of health programs and services that would be beneficial than small or medium sized organizations. (p.27)

Employers were asked about the allocation of human resources – did they have a designated person, group or committee who held responsibility for employee health programs? Around one-third of small organizations do have personnel specifically charged with health program management. Around two-thirds of large organizations have designated personnel. (p.29)

Employers were asked if they offer their staff family-leave if they needed to take time off to attend to sick relatives, apart from that provided by the FMLA. The results indicate that employers are less willing to permit their staff family sick leave than they were six years ago, with a decrease of 12 percentage points in the number of organizations offering this benefit. (p.30)

Employers were asked if they felt that the executive management at their organizations is supportive, neutral, or not supportive in terms of promoting cardiovascular health in the workplace. Given that the majority of organizations have sought to improve employee health and wellness over the past five years (see above), it is unsurprising to see that employers report that there has been an increase of 16 percentage points in the number of organizations whose management actively supports the promotion of cardiovascular health. (p.31)

### **Exercise Facilities And Access**

Employers were asked if they had a designated area where their employees could go for a walk. Approximately one-third of all organizations, large and small, report that their employees do have access to such an area. (p.32)

When asked if they had an indoor exercise facility, the numbers are lower, with one (1) in five (5) organizations reporting that they have an indoor facility. Again, there are few differences to be found between smaller and larger organizations. (p.33) Of the organizations that do have an indoor exercise facility, most report that they have aerobic and strength training equipment. (p.34)

Results indicate, however, that these facilities are underused, with an average of 17 percent of employees using the indoor exercise facilities. (p.35) Employers also estimate that a low percentage of their employees take the stairs as a means of being physically active. (p.36)

Also included were several questions related to shift work, to see if working hours impact access to health programs or facilities. The percentages of single shift and multi-shift organizations have not changed between 2002 and 2008, and organizations are still more likely to be multi-shift than single shift. (p.37) The majority of employers estimate that multi-shift workers do have the same degree of access to resources such as a cafeteria, health screenings, vending machines and so on. (p.38) However, one (1) in four multi-shift organizations report that not all their employees have equal access to resources for physical activity. (p.39)

## **Health Insurance, Incentives And Subsidies**

The vast majority of organizations, large and small, provide their employees with health insurance coverage to which the employer contributes. However, five (5) percent of small organizations offer no health insurance at all. (p.40)

Of all the organizations that do provide health insurance coverage, around 60 percent offer no health insurance discounts for participation in health improvement programs such as smoking cessation, wellness programs, and health screenings. (p.41)

There has however been an increase of nine (9) percentage points in the number of organizations that contribute toward employee membership of off site exercise facilities, though still only one (1) in five (5) employers do so. (p.42) There has also been an increase in the number of organizations who provide formal programs that offer incentives and rewards to physically active employees, from 10 percent in 2002 to 18 percent in 2008. (p.43)

## **Employee And Organizational Demographics**

There have been few changes in basic employee demographics between 2002 and 2008. The minority worker population has remained consistent, as have the averages of full-time and part-time workers.

The organizations that participated in this study are made up equally of public / governmental or private sector workplaces. They are located throughout all five health regions, with 60 percent of all the organizations being located in the most heavily populated areas, the Central and Northwest regions.

## **METHODOLOGY**

The SRC conducted interviews between January 23, 2008 and June 6, 2008 with representatives from small (50 to 100 employees), medium (100 to 249 employees) and large (250 or more employees) organizations located in all five ADH regions (Central, Northeast, Northwest, Southeast, and Southwest).

Organizational contact information was obtained from a purchased database from Marketing Systems Group. The database consisted of all Arkansas businesses, non-profit, and governmental organizations with 50 or more employees. According to these criteria, the list included 2,876 organizations. Likewise, the database included employers from all Industrial Classification Major Industry Groups. The IOG researchers then classified units in the sampling frame according to their size as determined by the number of employees for these purposes and

region. Regions were defined on the basis of a list of counties and their corresponding designation into public health regions provided by the Arkansas Department of Health.

Twelve attempts were made to contact all 2,876 organizations to invite a representative to participate in the study. The SRC continued making attempts throughout the calling period in an attempt to reach the appropriate person. The SRC continued calling until we received a firm refusal or the interviewing period ended. In some instances, a letter was mailed to the organization representative from the ADH explaining the project and inviting them to participate. Table 1 shows the final disposition of the 2,876 total eligible organizations.

Table 1  
Disposition of Phone Numbers

<b>Eligible Organizations</b>	<b>2,876</b>
Not-In-Service	184
Never Available	902
<b>Contacted Organizations</b>	<b>1,790</b>
Completed Interviews	1,266
Refusals	524

With a total of 2,876 eligible organizations and 1,266 interviews completed, one can say with 95 percent confidence that the margin of sampling error is  $\pm 3$  percentage points. The Response Rate for the survey is 44%. This rate represents the number of Completed Interviews expressed as a percentage of all Eligible Organizations. (RR1) The Cooperation Rate is 71%. This rate represents the number of Completed Interviews expressed as a percentage of all Contacted Organizations. (COOP1)

## Representativeness and Comparability

Table 2 shows both the Population distribution and Sample completion percentages for organizations with 50 or more employees by region. The table illustrates the extent to which the sample was similar to the actual geographic distribution of eligible employers. There was very little variance in our sample and the population.

Table 2  
Distribution of Eligible Organizations By Region

	Eligible Orgs Count	Eligible Orgs Percentage	Responding Orgs Count	Responding Orgs Percentage
Central	943	33%	374	30%
Northeast	481	17%	228	18%
Northwest	892	31%	384	30%
Southeast	258	9%	139	11%
Southwest	302	11%	141	11%
TOTAL	2876	100%	1266	100%

Table 3 shows both the Population and Sample distributions of organizations with 50 or more employees by organizational size (Small = 50-99 employees, Medium=100-249 employees, Large=250 or more employees).

Table 3  
Distribution of Eligible Organizations By Organizational Size

	Eligible Orgs Count	Eligible Orgs Percentage	Responding Orgs Count	Responding Orgs Percentage
Small orgs (50-99 emp)	1632	57%	548	43%
Medium orgs (100 - 249 emp)	856	30%	443	35%
Large orgs (205+ emp)	388	13%	275	22%
TOTAL	2876	100%	1266	100%

Small organizations represent 43 percent of all the participating organizations, however, readers should still be aware of the potential effects of an under representation of "Small Organizations" in the sample. The percentages in Table 3 show that there is a lesser percentage of "Small Organizations" in the sample (43%) than there is in the overall count of all "Small Organizations" in Arkansas (57%). This pattern can be attributed to several issues. First, smaller organizations often do not have a designated person available to answer questions pertaining to employee benefits. Second, not only did smaller organizations often lack a designated representative, but also personnel consistently mentioned that they did not feel the questions were appropriate to their organization because they were too small. Thus, feeling that they had nothing to offer was an impediment to their participation.

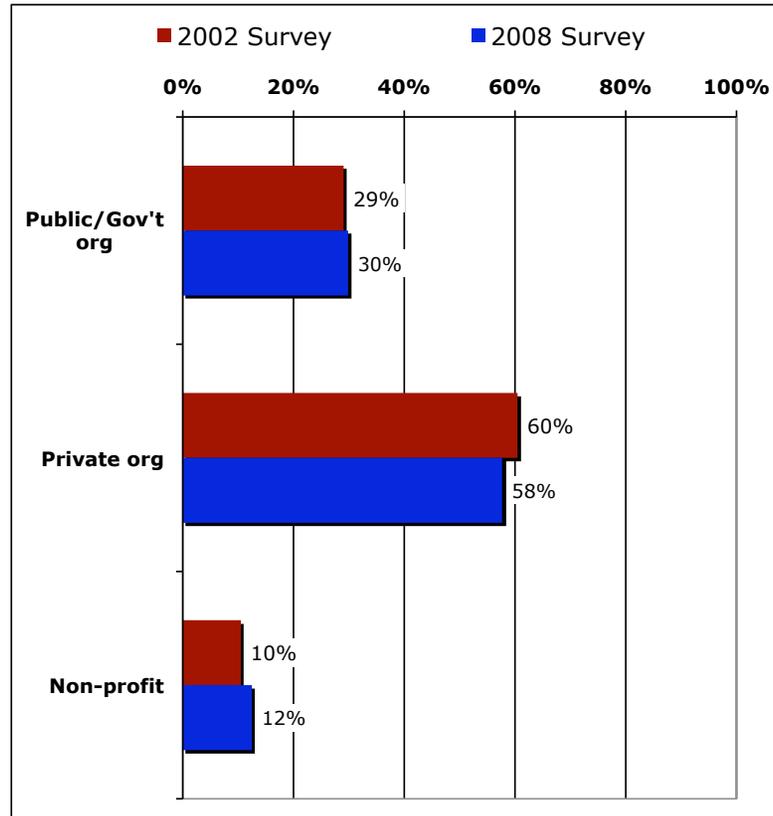
Any changes to the sample design or methodology can dramatically affect comparability between the 2002 and 2008 findings. To that end, the SRC took several steps to enhance comparability. The Arkansas business databases used for both studies were purchased from the same vendor. In addition, the calling protocols used in data collection were identical in both study years. Analysis of the 2002 and 2008 data reveals no significant differences between the two samples with respect to the following independent variables: Organizational Type, Health Region Location, Number of Employees, and Number of Full-time, Part-time, and Minority Employees. Since no differences in any of the characteristic variables are noted, then the determination is made that the two samples are comparable based on the tests conducted.

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## Organization Type

### Type of Organization



### Highlights

There are no significant differences in the Organization Type percentages between the two study years.

	n=1487	n=1266
	2002 Survey	2008 Survey
Public/Gov't org	29%	30%
Private org	60%	58%
Non-profit	10%	12%
Don't Know/Refused	0%	0%

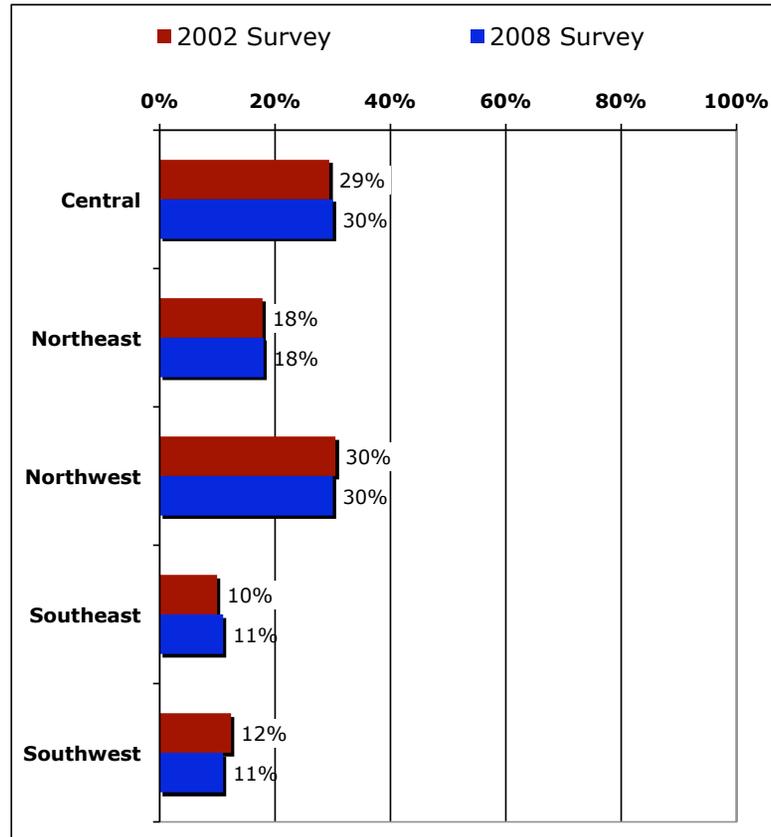
	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
Public/Gov't org	34%	23%	33%
Private org	55%	67%	48%
Non-profit	11%	10%	19%

Significant difference between Medium Orgs and other two organization groups

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Public/Gov't org	35%	27%	24%	38%	28%
Private org	55%	59%	63%	47%	61%
Non-profit	10%	14%	13%	14%	11%

## Health Region Location

### Organization Location in Health Region



### Highlights

There are no significant differences in the Health Region percentages between the two study years.

	n=1487	n=1266
	2002 Survey	2008 Survey
Central	29%	30%
Northeast	18%	18%
Northwest	30%	30%
Southeast	10%	11%
Southwest	12%	11%

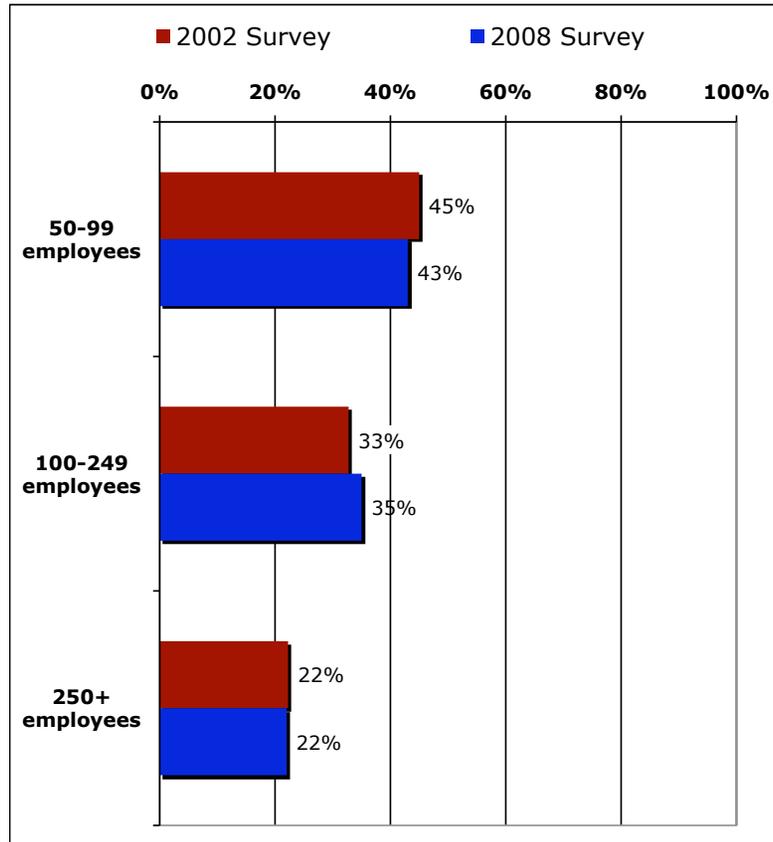
	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
Central	29%	30%	31%
Northeast	18%	21%	13%
Northwest	30%	27%	36%
Southeast	11%	10%	12%
Southwest	12%	12%	8%

Significant difference between "Large Orgs" and the other two organization groups for "Northeast".

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Central	100%				
Northeast		100%			
Northwest			100%		
Southeast				100%	
Southwest					100%

## Number of Employees

### Employee Size



### Highlights

*There are no significant differences in the Employee Size percentages between the two study years.*

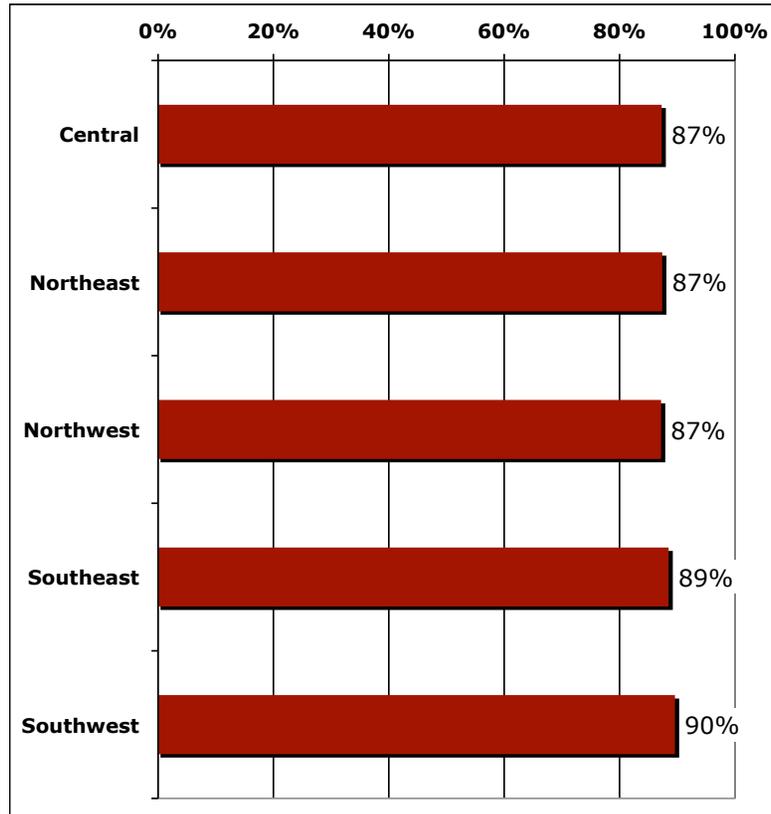
	n=1487	n=1266
	2002 Survey	2008 Survey
50-99 employees	45%	43%
100-249 employees	33%	35%
250+ employees	22%	22%

	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
50-99 employees	100%		
100-249 employees		100%	
250+ employees			100%

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
50-99 employees	42%	43%	43%	43%	46%
100-249 employees	35%	41%	31%	33%	37%
250+ employees	23%	16%	26%	23%	16%

## Full-time Employees

What percentage of your employees are full-time?



## Highlights

There is no significant difference between the average percentage of employees reported as full-time between the two survey years.

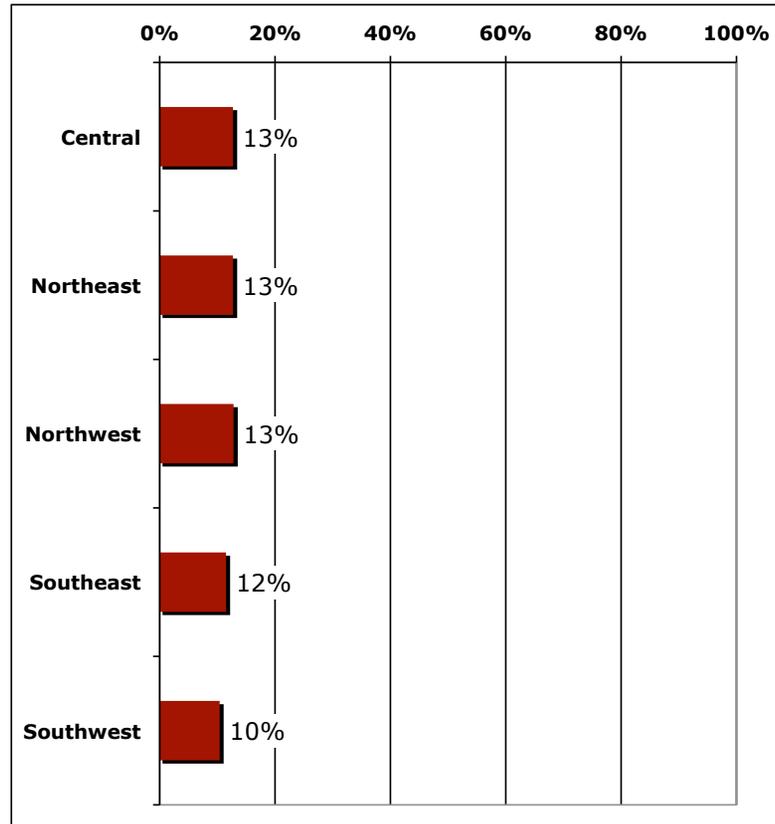
	n=1487	n=1266
	2002 Survey	2008 Survey
Average percent	89%	88%

	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
Average percent	88%	88%	88%

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Average percent	87%	87%	87%	89%	90%

## Part-time Employees

What percentage of your employees are part-time?



## Highlights

There is no significant difference between the average percentage of employees reported as part-time between the two survey years.

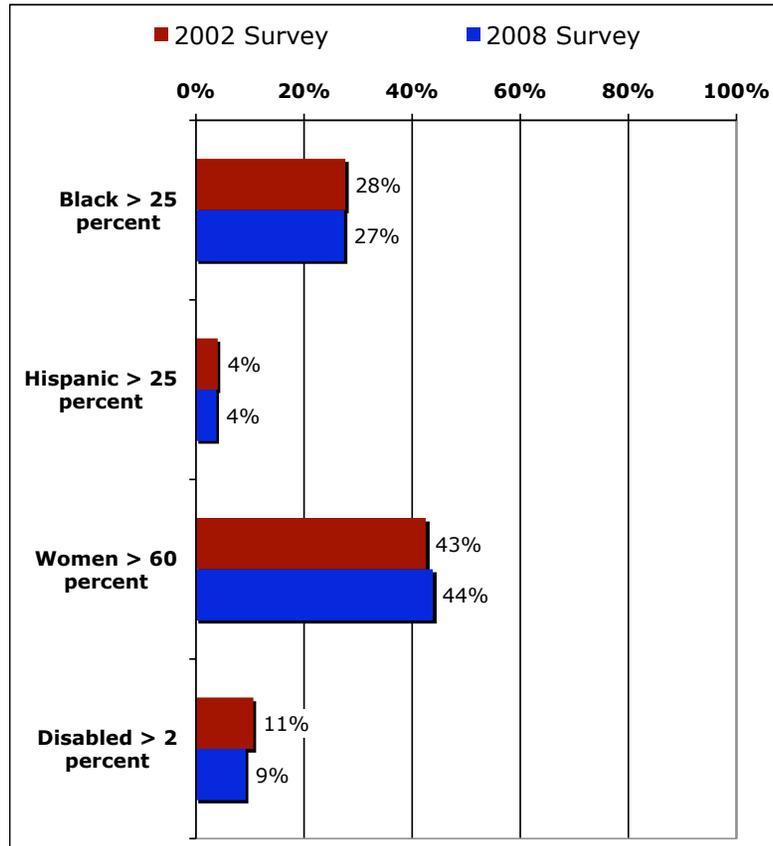
	n=1487	n=1266
	2002 Survey	2008 Survey
Mean percent	11%	12%

	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
Mean percent	12%	12%	12%

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Mean percent	13%	13%	13%	12%	10%

## Minority Employee Percentages

Organizations with more than 2 percent minorities



## Highlights

There are no significant differences in the Minority Employee percentages between the two study years.

	n=1487	n=1266
	2002 Survey	2008 Survey
Black > 25 percent	28%	27%
Hispanic > 25 percent	4%	4%
Women > 60 percent	43%	44%
Disabled > 2 percent	11%	9%

	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
Black > 25 percent	27%	28%	27%
Hispanic > 25 percent	3%	4%	5%
Women > 60 percent	52%	41%	33%
Disabled > 2 percent	7%	8%	16%

Significant difference between all org groups for "Women > 60 percent".

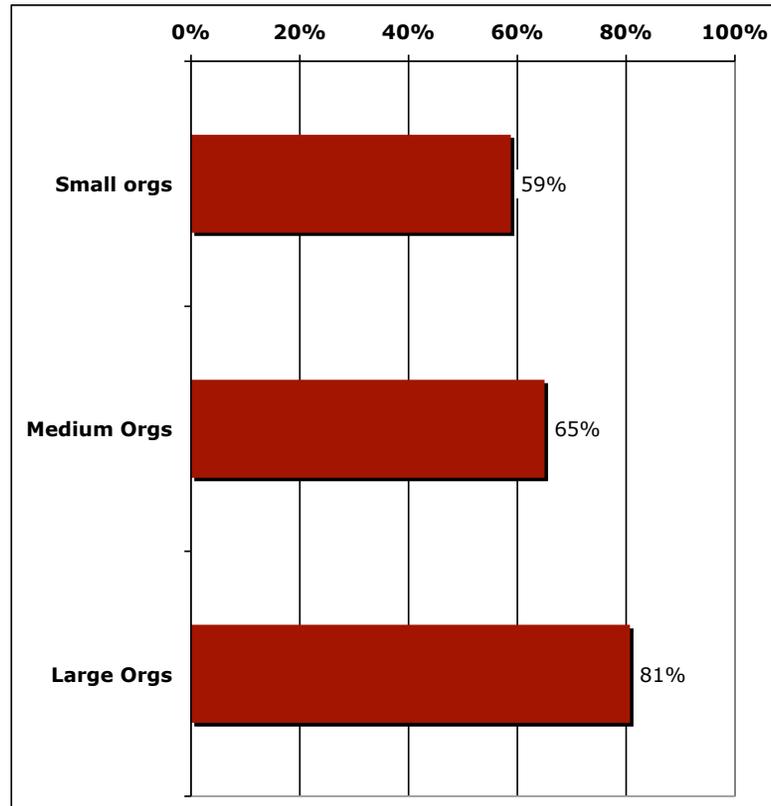
Significant difference between "Large Orgs" and other org groups for "Disabled > 2 percent".

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Black > 25 percent	38%	20%	2%	64%	46%
Hispanic > 25 percent	2%	2%	9%	1%	9%
Women > 60 percent	40%	49%	39%	55%	45%
Disabled > 2 percent	11%	5%	12%	7%	5%

Significant difference between these regions

## Employee Health Improvements

Over the past 5 years, has your organization taken any actions to develop and improve your employee health and wellness?



## Highlights

A majority of all organizations surveyed have taken actions to improve employee health in the past five years.

Eighty percent of the large-employee organizations have taken actions to improve employee health.

	n=1266	
	2002 Survey	2008 Survey
Yes	n/a	66%
No	n/a	30%
Don't Know/Refused	n/a	4%

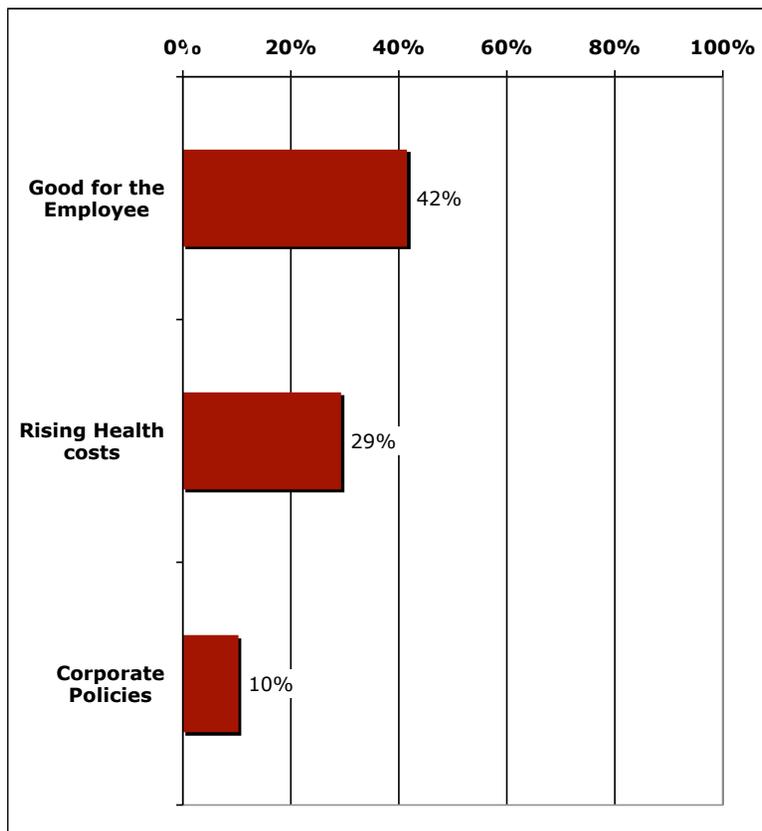
	n=548	n=443	n=275
	Small Orgs	Medium Orgs	Large Orgs
Yes	59%	65%	81%
No	37%	31%	15%
Don't Know/Refused	4%	4%	4%

Significant difference between all three organization groups

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
Yes	66%	66%	68%	60%	65%
No	29%	31%	28%	35%	32%
Don't Know/Refused	5%	3%	4%	5%	3%

## Reasons for Actions

What is the primary motivating reason for taking these actions?



## Highlights

The three main reasons offered for taking actions to improve employee health were "Good for the Employee", "Rising Health Costs" and "New Corporate Policies".

	n=832	
	2002 Survey	2008 Survey
Good for the Employee	n/a	42%
Rising Health costs	n/a	29%
New Corporate Policies	n/a	10%
Good for company	n/a	9%
Insurance benefits	n/a	3%
New Workplace laws	n/a	3%
Healthy Arkansas Initiative	n/a	2%
Blue Cross	n/a	1%

	n=322	n=288	n=222
	Small Orgs	Medium Orgs	Large Orgs
Good for the Employee	39%	44%	42%
Rising Health costs	25%	28%	37%
Corporate Policies	12%	10%	8%
Good for company	10%	8%	7%
Insurance benefits	4%	3%	3%
Healthy Arkansas Initiative	2%	3%	1%
New Workplace laws	5%	2%	1%
Blue Cross	1%	1%	1%

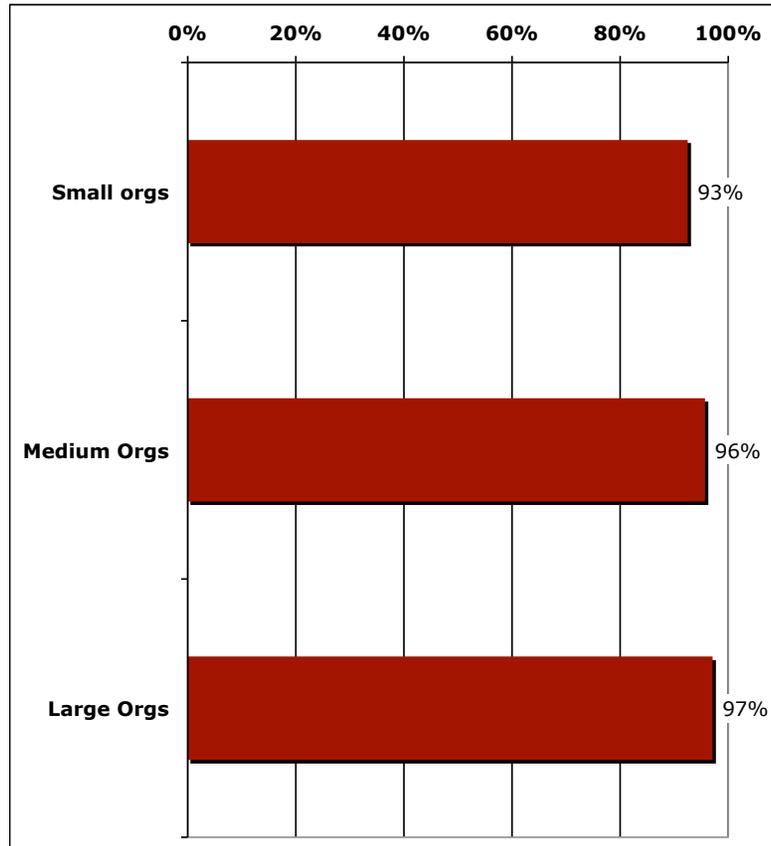
Significant difference between "Large Orgs" and other groups for "Rising Health Costs"

	n=246	n=151	n=260	n=83	n=92
	Central	Northeast	Northwest	Southeast	Southwest
Good for the Employee	44%	47%	37%	34%	46%
Rising Health costs	29%	27%	35%	21%	27%
Corporate Policies	9%	8%	9%	21%	11%
Good for company	9%	8%	10%	8%	4%
Healthy Arkansas Initiative	3%	1%	1%	6%	1%
Insurance benefits	2%	4%	5%	0%	2%
New Workplace laws	2%	3%	2%	4%	5%
Blue Cross	0%	1%	0%	4%	1%

Significant difference between the "SE" and "NE" regions for "Good for Employees"

## Food in the Workplace

Can employees in your organization obtain food or snacks at the workplace?



### Highlights

Almost all organizations indicated that their employees can obtain food at the workplace.

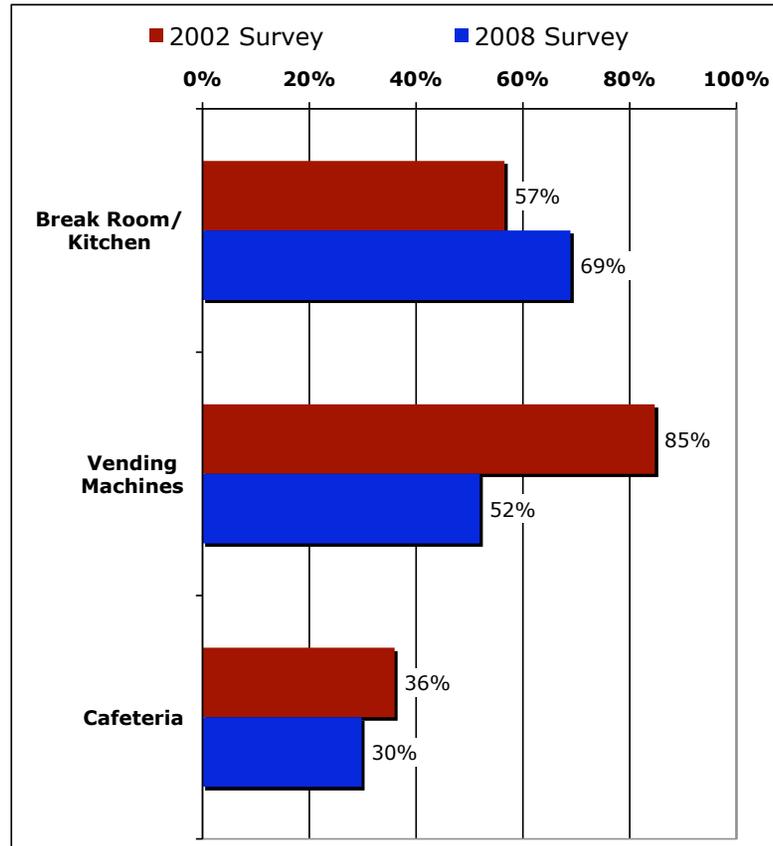
	n=1487 2002 Survey	n=1266 2008 Survey
Yes	94%	95%
No	5%	5%
Total	100%	100%

	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	93%	96%	97%
No	7%	4%	3%
Don't Know/Ref	0%	0%	0%
Total	100%	100%	100%

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	96%	94%	93%	97%	94%
No	4%	6%	7%	3%	6%
Don't Know/Ref	0%	0%	1%	0%	0%
Total	100%	100%	100%	100%	100%

## Location for Food

Where are the food and snacks offered? (multiple responses)



## Highlights

Between the two sampling years, there was a decrease of 23 percentage points in the number of organizations reporting "Vending Machines" as a source for food and snacks.

	n=1404 2002 Survey	n=1201 2008 Survey
Break Room/Kitchen	57%	69%
Vending Machines	85%	52%
Cafeteria	36%	30%
Business location	3%	6%
Other	10%	5%
Caterer	3%	1%

Significant difference between 2002 and 2008 totals for "Break Room", "Vending" & "Cafeteria"

	n=507 Small orgs	n=426 Medium Orgs	n=268 Large Orgs
Break Room/Kitchen	68%	73%	66%
Vending Machines	49%	52%	58%
Cafeteria	27%	27%	40%
Business location	8%	5%	5%
Other	5%	3%	6%
Caterer	0%	1%	3%

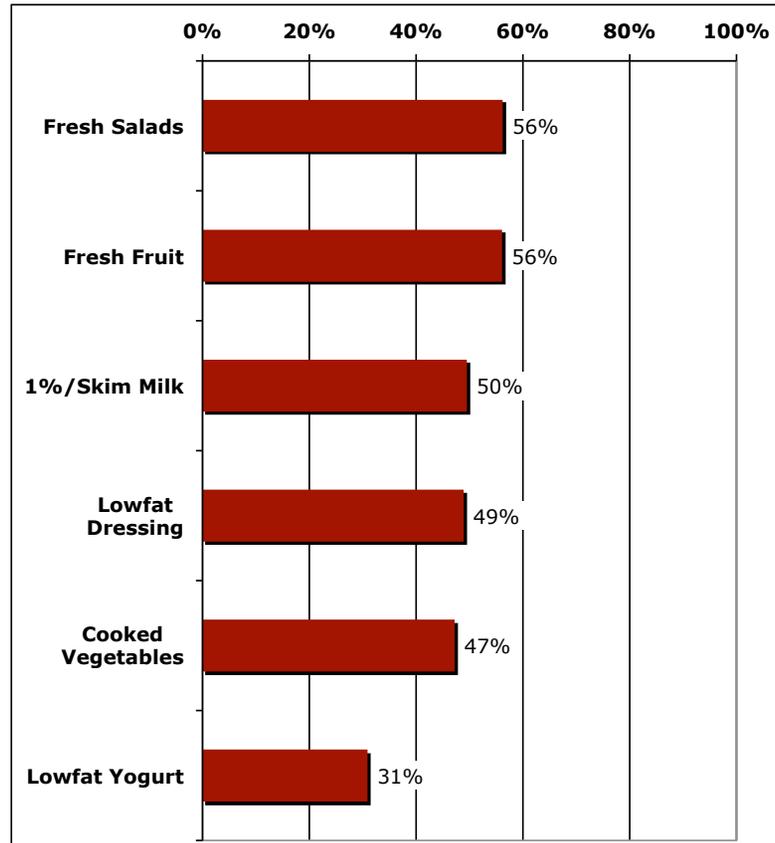
Significant difference between "Large Orgs" and other org groups for "Cafeteria" and "Vending"

	n=362 Central	n=214 Northeast	n=358 Northwest	n=135 Southeast	n=132 Southwest
Break Room/Kitchen	69%	73%	68%	70%	65%
Vending Machines	50%	54%	53%	51%	53%
Cafeteria	27%	33%	27%	33%	36%
Business location	7%	6%	7%	7%	0%
Other	7%	6%	4%	3%	4%
Caterer	1%	0%	2%	2%	3%

Significant difference between SW region and the Central and NW regions for "Cafeteria"

## Types of Food

Can your employees obtain any of the following foods in the workplace?



## Highlights

Fresh salads, fresh fruits, and 1% milk are available to employees in at least 50 percent of all organizations.

	n=1404 2002 Survey	n=1201 2008 Survey
Fresh Salads	54%	56%
Fresh Fruit	53%	56%
1%/Skim Milk	45%	50%
Lowfat Dressing	47%	49%
Cooked Vegetables	48%	47%
Lowfat Yogurt	27%	31%

	n=507 Small Orgs	n=426 Medium Orgs	n=268 Large Orgs
Fresh Fruit	50%	55%	71%
Fresh Salads	51%	54%	70%
1%/Skim Milk	44%	49%	62%
Lowfat Dressing	45%	46%	61%
Cooked Vegetables	45%	43%	58%
Lowfat Yogurt	25%	28%	47%

Significant difference between "Large Orgs" and other org groups for all types of foods

	n=362 Central	n=214 Northeast	n=358 Northwest	n=135 Southeast	n=132 Southwest
Fresh Fruit	54%	62%	59%	49%	54%
Fresh Salads	53%	63%	58%	53%	53%
Lowfat Dressing	46%	53%	49%	47%	51%
1%/Skim Milk	44%	56%	52%	46%	50%
Cooked Vegetables	43%	51%	49%	46%	49%
Lowfat Yogurt	28%	33%	34%	24%	32%

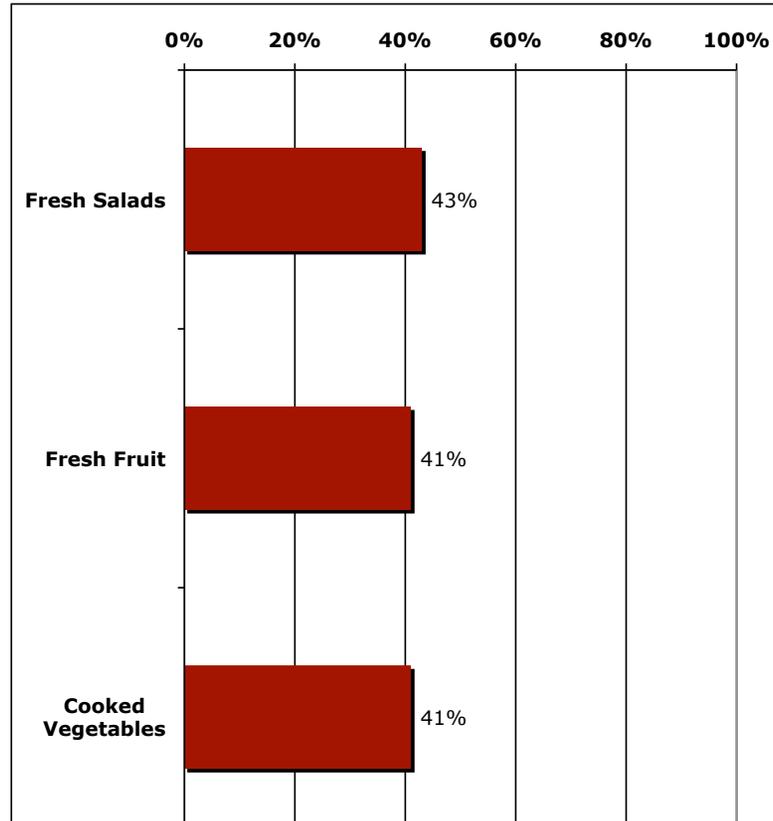
Significant difference between the NE region and the SE region for "Fruits"

Significant difference between the NE region and all other regions for "Salads"

Significant difference between the NE region and the Central and SE regions for "Milk"

## Types of Free Food

Are any of the following foods available free to employees?



## Highlights

Vegetables, fresh salads, and fresh fruits are available to employees in at least 40 percent of all organizations.

	n=1404 2002 Survey	n=1201 2008 Survey
Fresh Salads	30%	43%
Fresh Fruit	30%	41%
Cooked Vegetables	31%	41%
Lowfat Dressing	24%	37%
1%/Skim Milk	15%	22%
Lowfat Yogurt	9%	18%

Significant increase between 2002 and 2008 totals for all foods

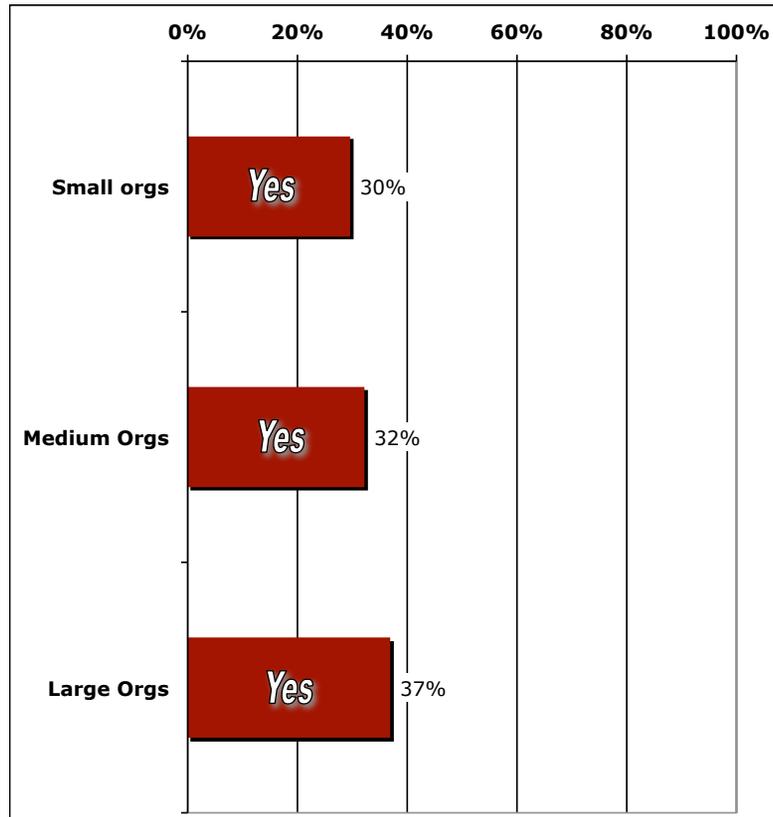
	n=507 Small orgs	n=426 Medium Orgs	n=268 Large Orgs
Cooked Vegetables	37%	45%	43%
Fresh Salads	41%	47%	41%
Fresh Fruit	37%	46%	40%
Lowfat Dressing	38%	41%	33%
1%/Skim Milk	19%	24%	24%
Lowfat Yogurt	15%	18%	20%

Significant difference between org groups for "Vegetables", "Fruits", and "Dressing"

	n=362 Central	n=214 Northeast	n=358 Northwest	n=135 Southeast	n=132 Southwest
Fresh Salads	41%	45%	49%	33%	40%
Fresh Fruit	40%	48%	43%	33%	36%
Cooked Vegetables	37%	45%	47%	29%	42%
Lowfat Dressing	34%	40%	41%	30%	34%
1%/Skim Milk	19%	25%	22%	22%	23%

## Nutritional Information

Does the cafeteria or canteen truck display nutritional analysis of the foods it provides, for example information on calories, fat, or sugar content?



## Highlights

Approximately one-third of the organizations reported that they have nutritional information available at the workplace.

There has been a significant increase in the number of organizations having nutritional information available at the workplace.

	n=1404 2002 Survey	n=1201 2008 Survey
Yes	20%	32%
No	75%	65%
Don't Know/Refused	5%	3%

Significant difference between 2002 and 2008 totals

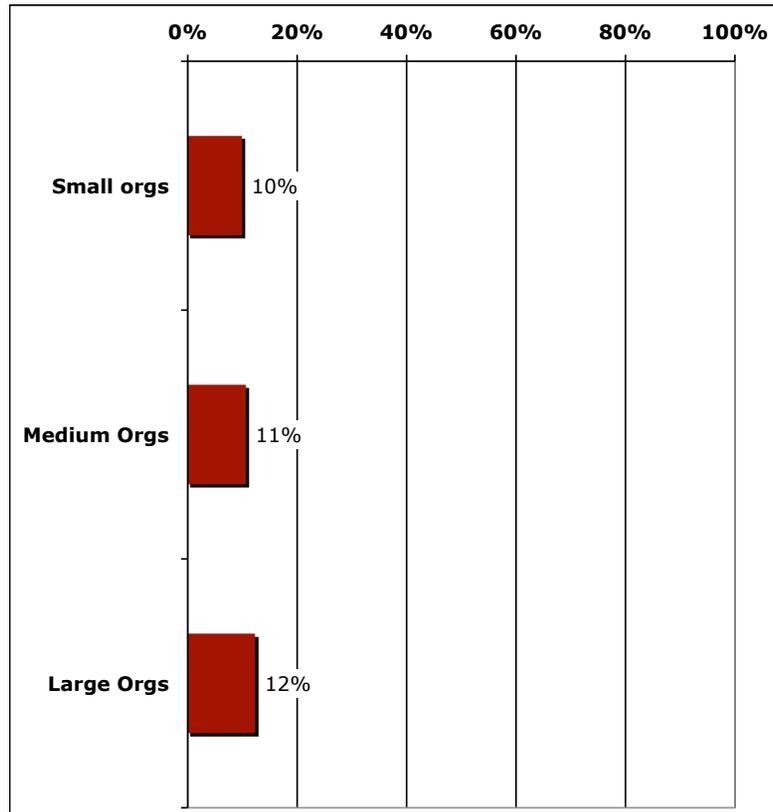
	n=507 Small Orgs	n=426 Medium Orgs	n=268 Large Orgs
Yes	30%	32%	37%
No	67%	65%	59%
Don't Know/Refused	4%	3%	4%

Significant difference between "Large Orgs" and the other two organization groups

	n=362 Central	n=214 Northeast	n=358 Northwest	n=135 Southeast	n=132 Southwest
Yes	30%	38%	32%	30%	30%
No	67%	59%	64%	66%	68%
Don't Know/Refused	3%	3%	4%	4%	2%

## Catered Meetings Nutrition

*Does your organization have written policies or guidelines to ensure that fruit, vegetables and salads are offered at catered meetings?*



## Highlights

*Only 1 out of 10 organizations reported that they have policies to ensure healthy options are offered at catered meetings.*

*There has been no change in these percentages over the past 6 years.*

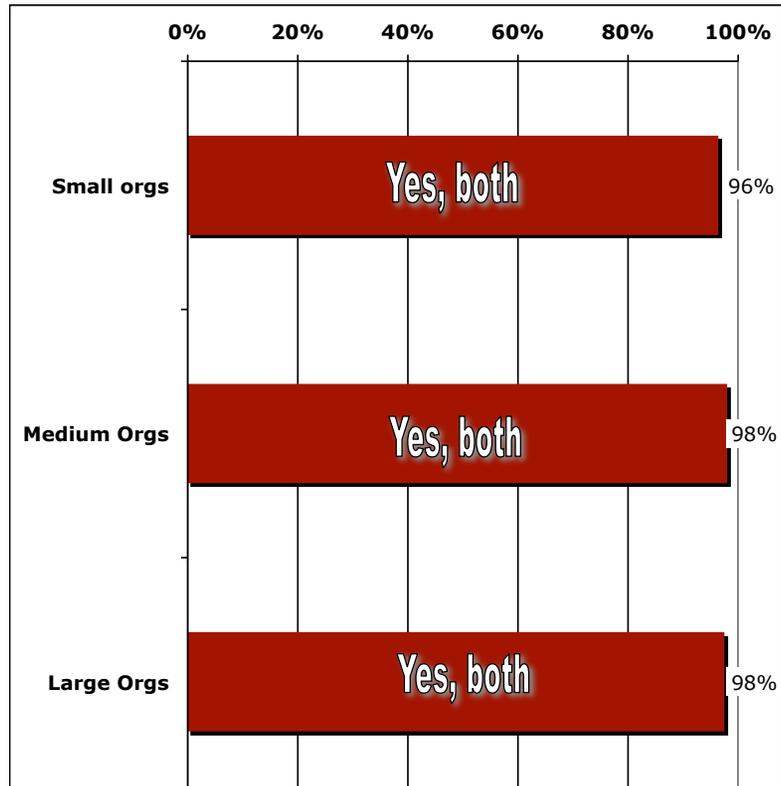
	n=1487 2002 Survey	n=1266 2008 Survey
Yes	10%	11%
No	84%	83%
Don't Know/Refused	6%	7%

	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	10%	11%	12%
No	84%	84%	77%
Don't Know/Refused	6%	6%	10%

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	10%	15%	10%	10%	10%
No	84%	79%	82%	86%	82%
Don't Know/Refused	6%	5%	9%	5%	8%

## Refrigerate/Heat Meals

Does your organization have a place where employees can refrigerate and heat meals?



## Highlights

Nearly all of the organizations have a place for employees to refrigerate and heat meals

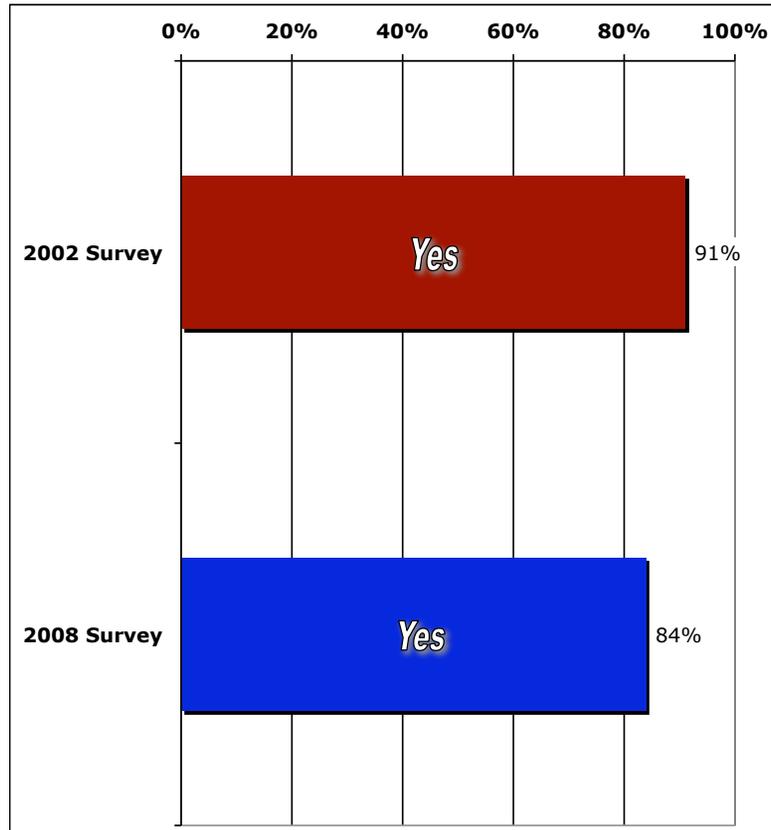
	n=1487 2002 Survey	n=1266 2008 Survey
Yes, both	96%	97%
Refrigerate only	0%	0%
Heat Only	2%	1%
No	2%	1%

	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes, both	96%	98%	98%
Refrigerate only	0%	0%	0%
Heat Only	1%	0%	2%
No	2%	1%	0%

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes, both	99%	96%	97%	94%	98%
Refrigerate only	0%	0%	0%	0%	0%
Heat Only	0%	1%	1%	3%	1%

## Vending Machines

Does your organization have vending machines?



### Highlights

Over the past 6 years, there has been a decrease in the number of organizations reporting to have vending machines in the workplace.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	91%	84%
No	9%	15%
Don't Know/Refused	0%	1%

Significant decrease between 2002 and 2008 totals

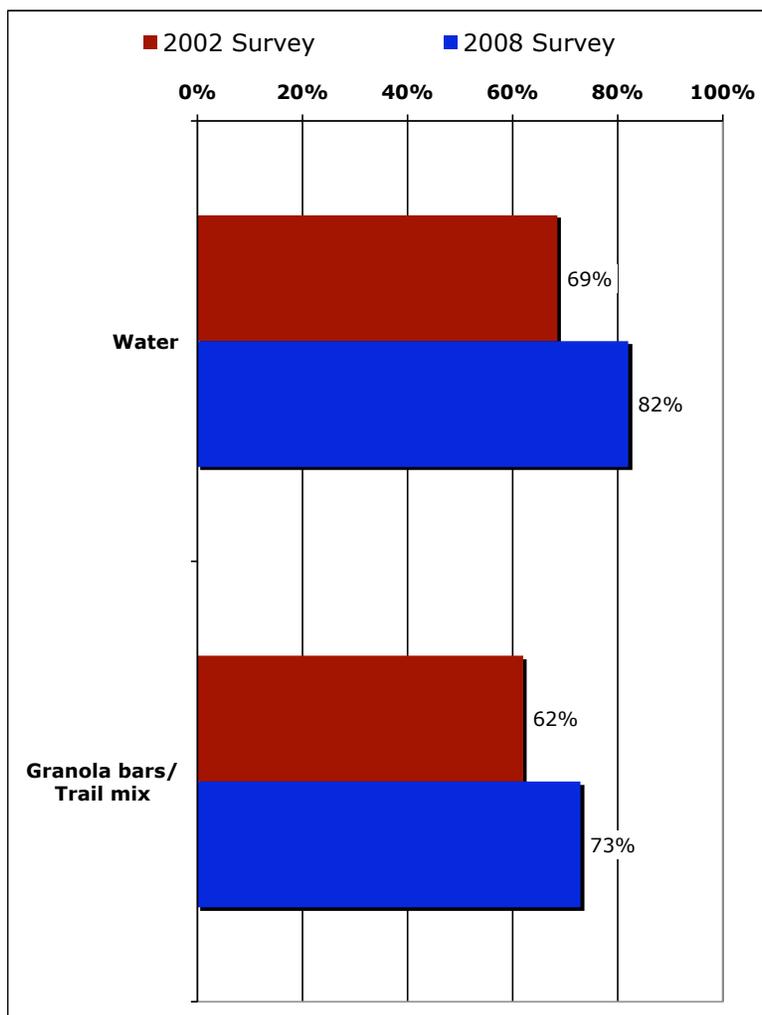
	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	77%	88%	92%
No	23%	11%	7%
Don't Know/Refused	0%	2%	1%

Significant difference between "Small Orgs" and the other two organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	83%	83%	84%	86%	86%
No	17%	17%	15%	12%	14%
Don't Know/Refused	0%	1%	2%	2%	1%

## Vending Selection

Are the following types of food available through the vending machines?



## Highlights

Over the past 6 years, there has been a large increase in the number of organizations that offer water and granola bars in their vending machines.

	n=1353	n=1062
	2002 Survey	2008 Survey
Soda	99%	99%
Candy, chips or cookies	90%	90%
Pretzels	82%	83%
Water	69%	82%
Granola bars/Trail mix	62%	73%
100% fruit juice	45%	45%
Fruit	17%	17%
1% or skim milk	17%	17%
Salads	15%	15%
Yogurt	11%	10%
Fresh vegetables	6%	7%

Significant increase between 2002 and 2008 totals for "Water" and "Granola Bars"

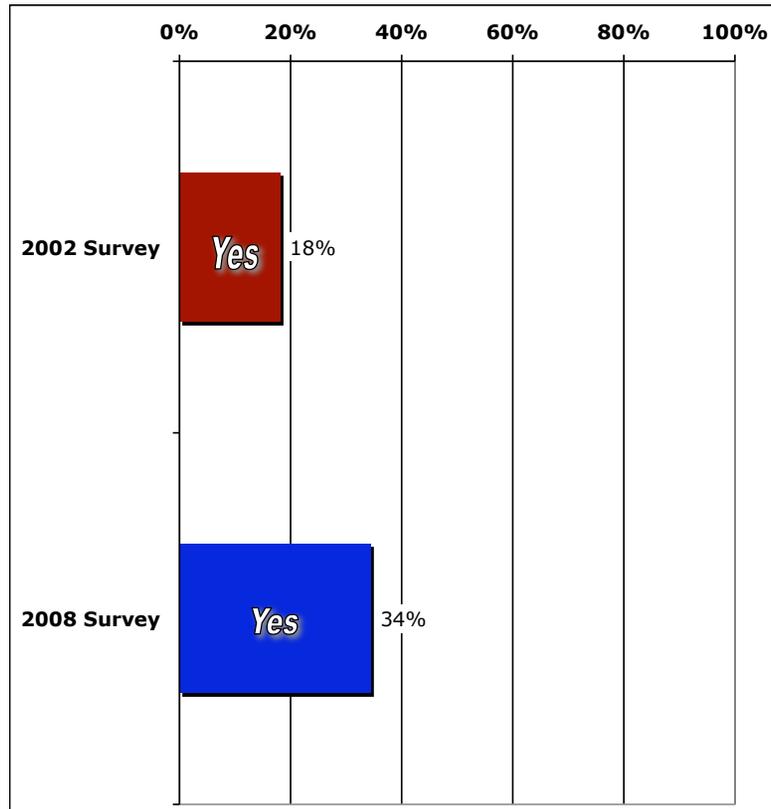
	n=419	n=389	n=254
	Small orgs	Medium Orgs	Large Orgs
Soda	99%	98%	98%
Candy, chips or cookies	84%	93%	97%
Pretzels	75%	85%	95%
Water	75%	84%	91%
Granola bars/Trail mix	64%	77%	82%
100% fruit juice	32%	50%	59%
Fruit	7%	19%	31%
1% or skim milk	7%	19%	30%
Salads	6%	18%	22%
Yogurt	4%	12%	19%
Fresh vegetables	2%	8%	11%

Significant difference between organization groups for all foods except "Soda"

	n=312	n=188	n=321	n=120	n=121
	Central	Northeast	Northwest	Southeast	Southwest
Soda	99%	99%	98%	98%	98%
Candy, chips or cookies	91%	91%	90%	88%	90%
Pretzels	83%	84%	85%	85%	79%
Water	80%	85%	82%	81%	84%
Granola bars/Trail mix	75%	68%	77%	72%	66%
100% fruit juice	44%	45%	45%	47%	43%
Fruit	14%	23%	19%	13%	15%
1% or skim milk	14%	19%	20%	13%	14%
Salads	12%	19%	19%	9%	9%
Yogurt	10%	10%	13%	8%	8%
Fresh vegetables	5%	9%	9%	4%	4%

## Weight Control Programs

Does your organization offer nutrition or weight control programs to your employees?



## Highlights

There has been a dramatic increase in these percentages over the past 6 years with 16 percentage points more organizations having these employee programs.

Overall, one-third of all organizations offer nutrition/weight control programs to their employees.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	18%	34%
No	81%	64%
Don't Know/Refused	1%	1%

Significant increase between 2002 and 2008 totals

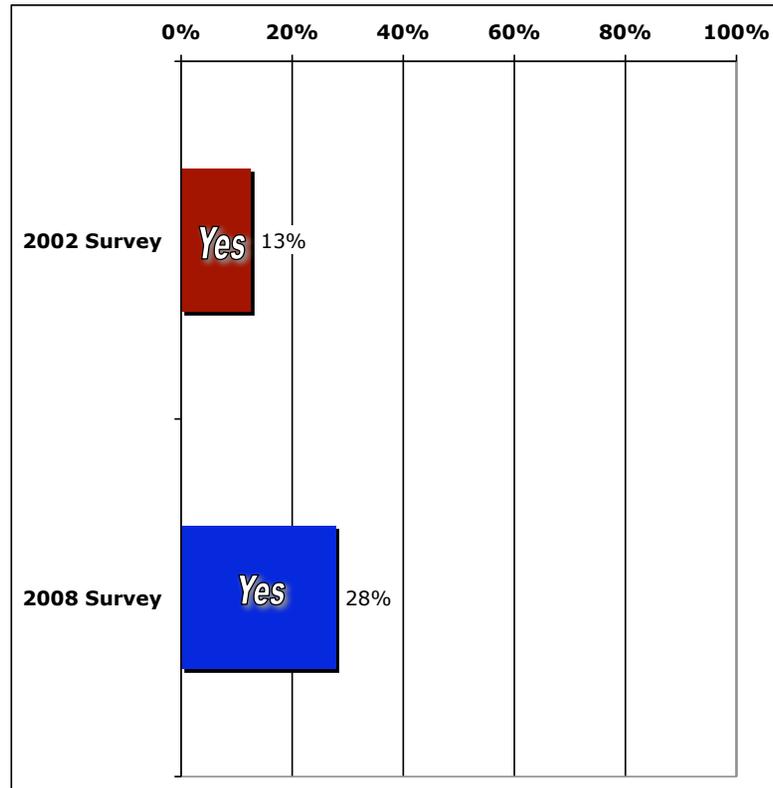
	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	27%	31%	55%
No	72%	67%	44%
Don't Know/Refused	1%	2%	2%

Significant difference between "Large Orgs" and the other two organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	39%	36%	33%	32%	28%
No	59%	63%	66%	67%	71%
Don't Know/Refused	2%	1%	2%	2%	1%

## Dietary Counseling

Does your organization offer reimbursement or discounts for dietary counseling, whether through health insurance or direct subsidy?



### Highlights

There has been an increase over the past 6 years in the number of organizations offering discounts for dietary counseling.

Overall, approximately one quarter of all organizations offer discounts for dietary counseling programs to their employees.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	13%	28%
No	80%	61%
Don't Know/Refused	7%	11%

Significant difference between 2002 and 2008 totals

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	23%	27%	39%
No	66%	63%	51%
Don't Know/Refused	11%	10%	10%

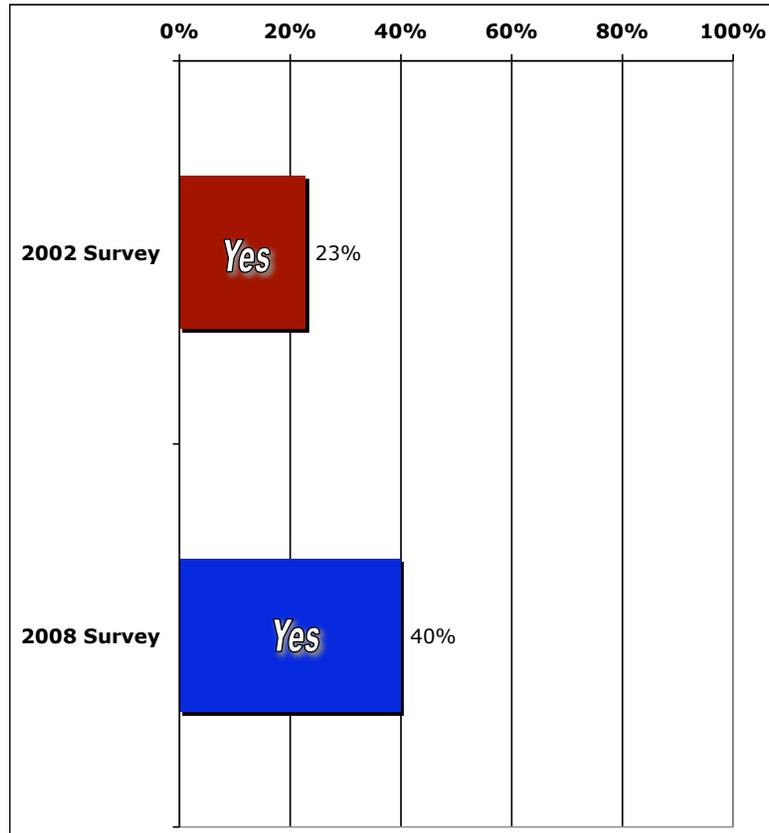
Significant difference between "Large Orgs" and the other organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	33%	22%	31%	21%	20%
No	57%	65%	59%	68%	66%
Don't Know/Refused	9%	12%	11%	11%	14%

Significant difference between the Central and NW regions and the other three regions

## Smoking Cessation Programs

Do you offer programs to help employees quit smoking?



### Highlights

Over the past 6 years, there has been a dramatic increase in the number of organizations offering smoking cessation programs.

Overall, 4 out of 10 organizations offer smoking cessation programs to their employees.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	23%	40%
No	75%	58%
Don't Know/Refused	2%	2%

Significant increase between 2002 and 2008 totals

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	31%	39%	59%
No	67%	59%	38%
Don't Know/Refused	2%	2%	3%

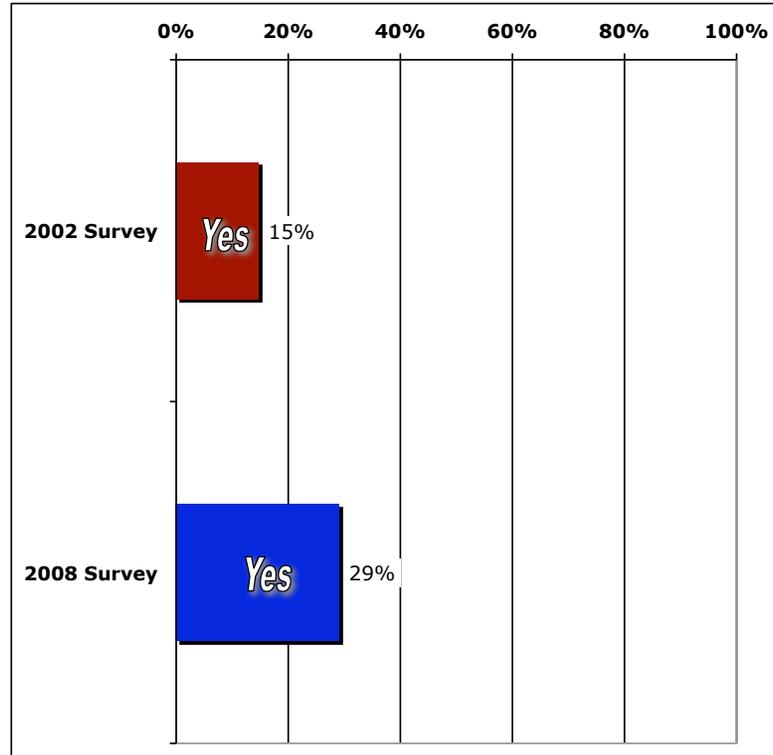
Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	40%	41%	42%	32%	38%
No	58%	58%	54%	66%	62%
Don't Know/Refused	2%	0%	4%	3%	1%

Significant difference between the SE and SW regions and the other three regions

## Health Program Discounts

Does your organization offer reimbursement or discounts to employees who enroll in programs to quit smoking, whether through health insurance or direct subsidy?



## Highlights

Over the past 6 years, there has been an increase in the number of organizations offering discounts to employees enrolling in smoking cessation programs.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	15%	29%
No	81%	62%
Don't Know/Refused	4%	9%

Significant difference between 2002 and 2008 totals

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	21%	30%	44%
No	69%	63%	48%
Don't Know/Refused	10%	8%	8%

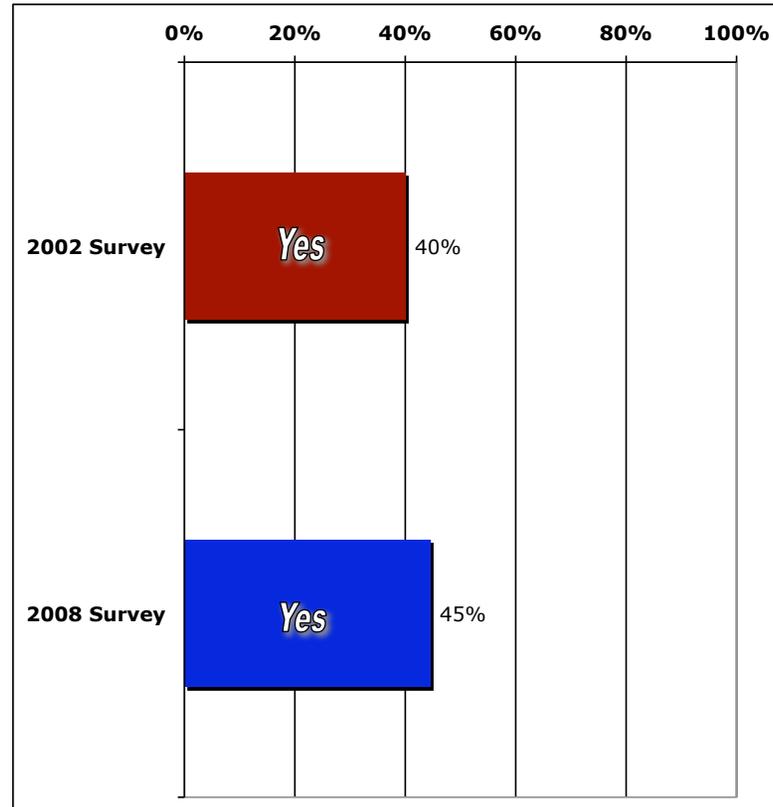
Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	32%	29%	32%	19%	23%
No	61%	62%	57%	73%	68%
Don't Know/Refused	6%	8%	12%	8%	10%

Significant difference between SE and SW regions and the other three regions

## Health Education Classes

In the past 12 months, has your organization offered employees any health education classes, workshops, lectures or special events?



## Highlights

Over the past 6 years, there has been an increase in the number of organizations offering health education classes.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	40%	45%
No	58%	53%
Don't Know/Refused	2%	3%

Significant difference between 2002 and 2008 totals

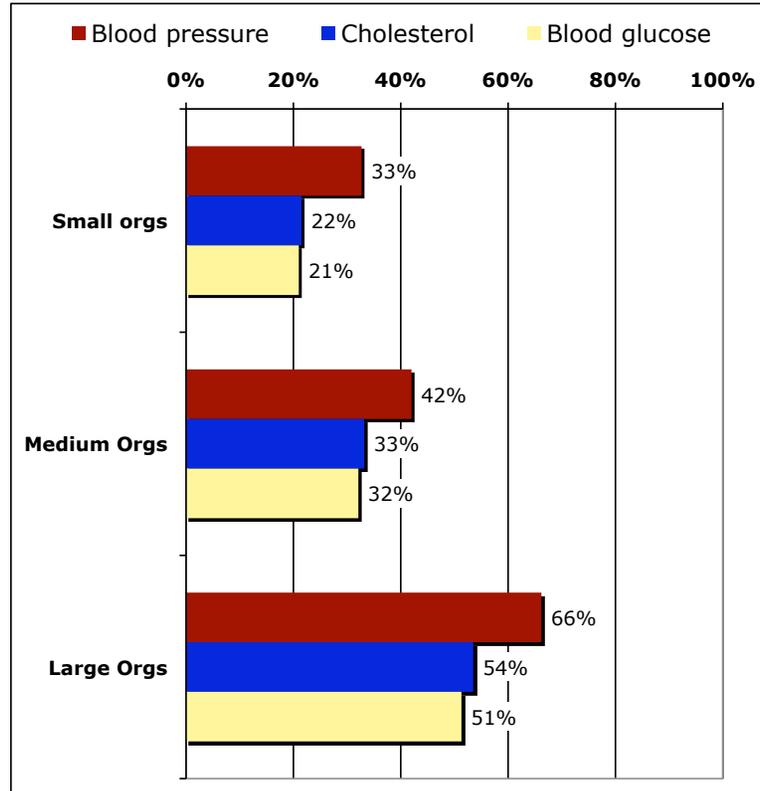
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	38%	42%	63%
No	61%	55%	34%
Don't Know/Refused	2%	3%	3%

Significant difference "Large Orgs" and other two organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	44%	46%	45%	45%	43%
No	53%	51%	53%	54%	55%
Don't Know/Refused	3%	4%	3%	1%	2%

## Health Screening Services

In the past 12 months, has your company offered any of the following health screening services?



## Highlights

Blood pressure screenings are the most popular screenings offered by organizations with larger organizations more likely to offer health screening services.

More than half of all organizations do not offer any health screening services.

	n=1487 2002 Survey	n=1266 2008 Survey
Blood pressure	40%	43%
Cholesterol/blood sugar	27%	35%
Other	4%	1%
None	56%	53%

Significant difference between 2002 and 2008 totals for "Cholesterol" screenings

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Blood pressure	33%	42%	66%
Cholesterol	22%	33%	54%
Blood glucose	21%	32%	51%
None	65%	51%	32%

Significant difference between all organization groups for all services

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Blood pressure	37%	55%	41%	48%	40%
Cholesterol	29%	42%	30%	37%	29%
Blood glucose	27%	43%	29%	36%	28%
Other	1%	1%	2%	2%	1%
None	59%	43%	53%	50%	57%

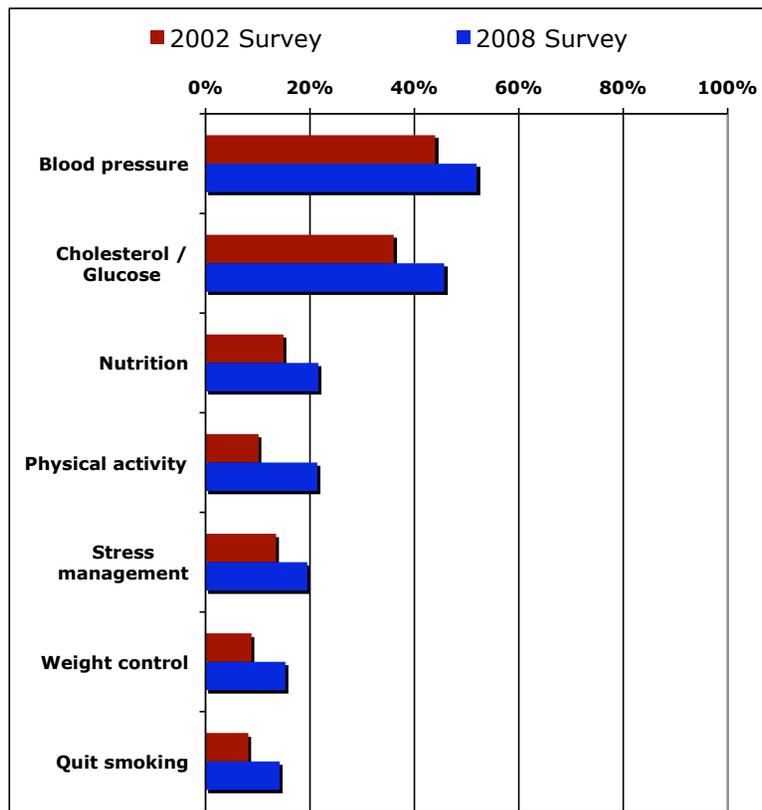
Significant difference between Central region and the SE and NE regions for "Blood Pressure"

Significant difference between NE region and the Central, NW and SW regions for "Cholesterol"

Significant difference between NE region and the Central, NW and SW regions for "Blood Glucose"

## Paid Work Time Activities

Are employees allowed to use paid work time to participate in the following activities?



## Highlights

Since 2002 there has been an increase in the number of organizations offering paid work time for health activities.

	n=1487 2002 Survey	n=1266 2008 Survey
Blood pressure	44%	52%
Cholesterol /Glucose	36%	46%
Nutrition	15%	22%
Physical activity	10%	21%
Stress management	14%	20%
Weight control	9%	15%
Quit smoking	8%	14%
None	49%	39%

Significant difference between 2002 and 2008 totals for all activities

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Blood pressure	45%	52%	67%
Cholesterol /Glucose	38%	45%	62%
Physical activity	20%	21%	24%
Nutrition	19%	20%	30%
Stress management	17%	19%	26%
Quit smoking	10%	15%	23%
Weight control	14%	14%	21%
None	47%	38%	25%

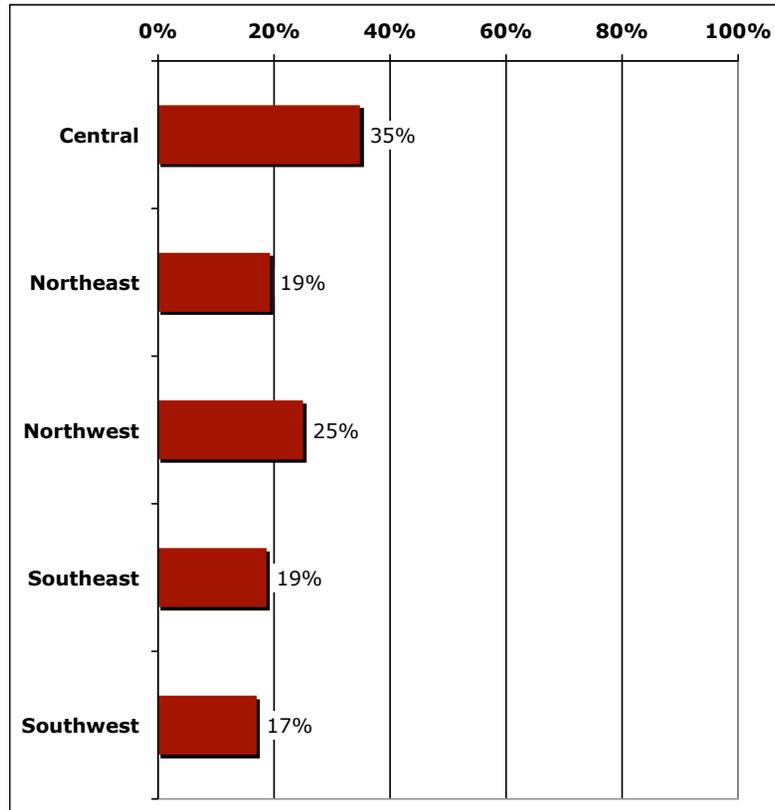
Significant difference between "Large Orgs" and other two organization groups for all activities except "Physical Activity"

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Blood pressure	48%	54%	51%	57%	55%
Cholesterol /Glucose	43%	47%	44%	52%	49%
Nutrition	23%	25%	18%	29%	18%
Physical activity	24%	19%	20%	24%	23%
Stress management	24%	18%	16%	22%	16%
Weight control	17%	15%	15%	17%	12%
Quit smoking	16%	11%	15%	15%	13%
None	41%	40%	38%	36%	38%

Significant difference between SE region and the NW and SW regions for "Nutrition"

## Flextime Policy

Does your organization have a written flextime policy, which allows for employees to have control in adjusting their work hours?



## Highlights

The Central region has the highest percentage of organizations that have a written flextime policy.

There has been no significant change in the number of organizations that have a written flextime policy in the past 6 years.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	22%	25%
No	75%	72%
Don't Know/Refused	3%	3%

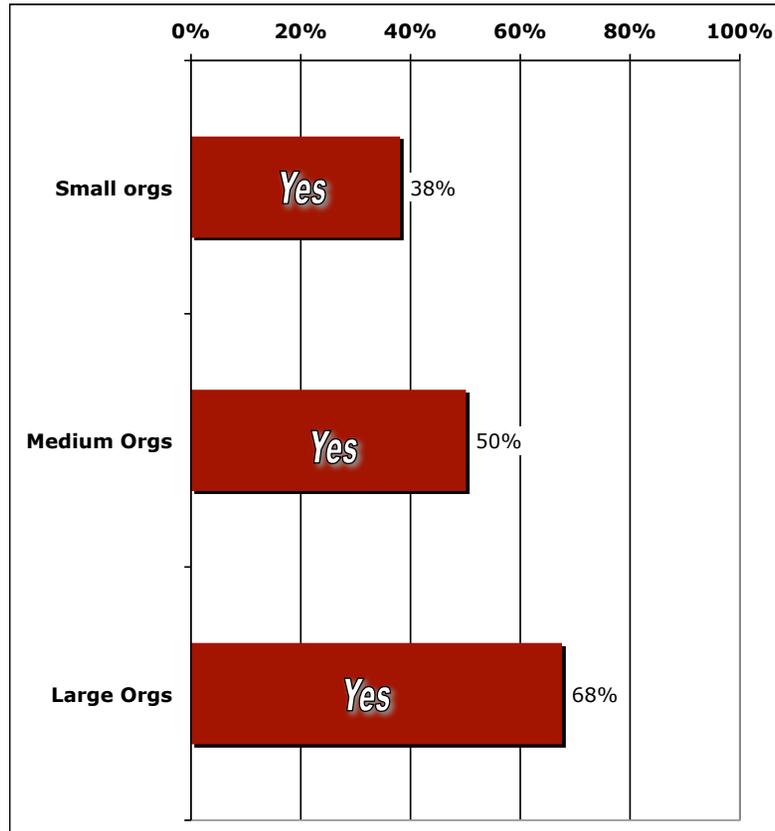
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	26%	25%	26%
No	71%	73%	71%
Don't Know/Refused	3%	2%	4%

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	35%	19%	25%	19%	17%
No	62%	79%	72%	77%	82%
Don't Know/Refused	3%	2%	3%	4%	1%

Significant difference between Central region and all other regions

## Employee Assistance Program

Does your organization participate in an Employee Assistance Program?



### Highlights

More than two-thirds of large-employee organizations report offering an Employee Assistance Program.

There has been no change in the number of organizations that offer an Employee Assistance Program over the past 6 years.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	48%	49%
No	48%	46%
Don't Know/Refused	4%	5%

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	38%	50%	68%
No	57%	44%	30%
Don't Know/Refused	5%	6%	2%

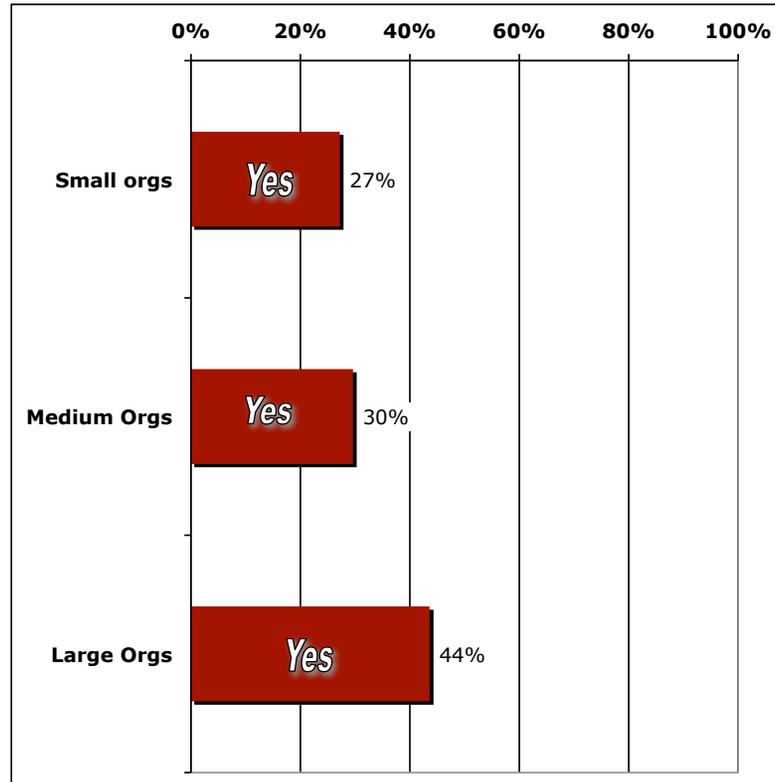
Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	56%	45%	50%	37%	43%
No	40%	50%	46%	56%	51%
Don't Know/Refused	4%	5%	5%	6%	6%

Significant difference between Central region and the NE, SW and SE regions

## Solicit Employee Feedback

*In the past 12 months, has your organization solicited feedback from employees on what types of health programs and services would be beneficial to them?*



## Highlights

*Large-employee organizations are more likely to solicit feedback from employees concerning health programs than small-employee organizations.*

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	28%	32%
No	68%	64%
Don't Know/Refused	4%	4%

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	27%	30%	44%
No	68%	66%	53%
Don't Know/Refused	5%	5%	4%

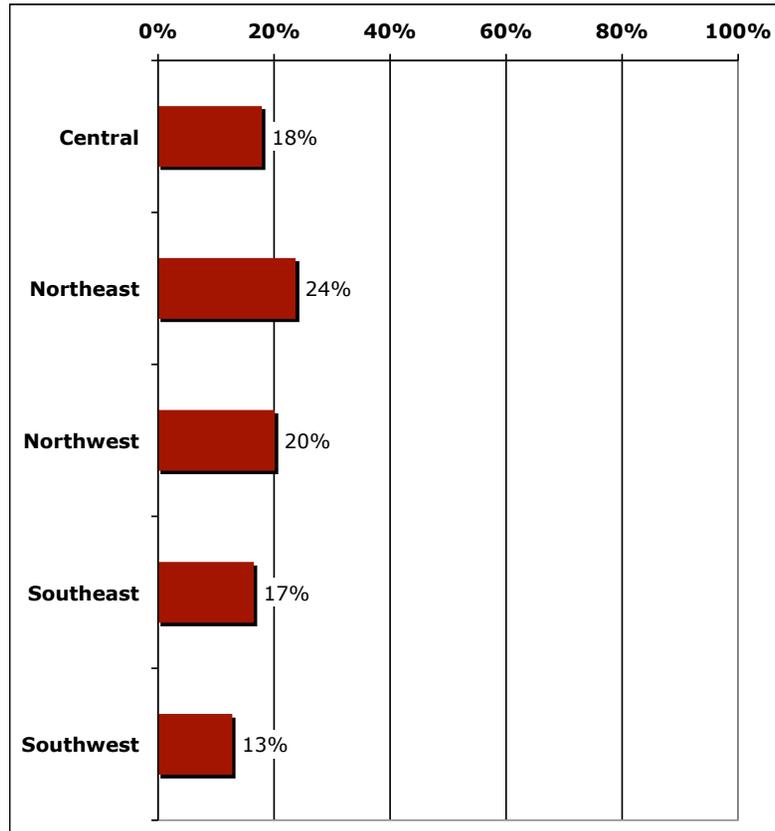
*Significant difference between "Large Orgs" and the other two organization groups.*

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	34%	29%	32%	33%	26%
No	60%	67%	63%	63%	72%
Don't Know/Refused	6%	3%	5%	3%	2%

*Significant difference between the SW region and the Central region*

## Health Promotion Budget

Does your organization have a budget for health promotion?



## Highlights

There has been no change in the number of organizations that have a budget for health promotion.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	19%	19%
No	72%	70%
Don't Know/Refused	9%	11%

	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	11%	19%	35%
No	80%	68%	53%
Don't Know/Refused	8%	13%	12%

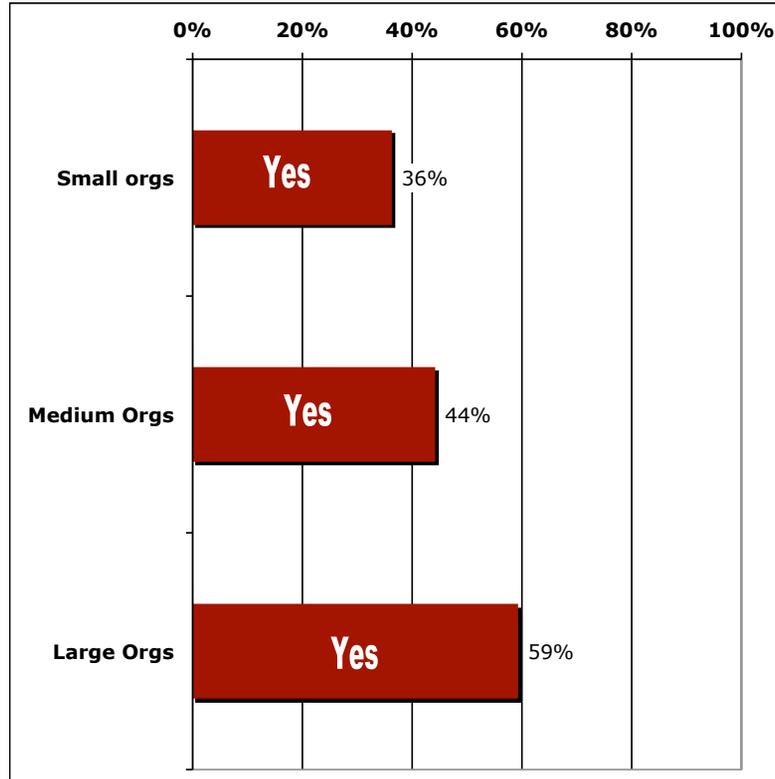
Significant difference between all three organizational groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	18%	24%	20%	17%	13%
No	70%	67%	69%	73%	77%
Don't Know/Refused	12%	9%	11%	10%	10%

Significant difference between the SW and NE regions

## Designated Health Personnel

Is there a designated person, group or committee within your organization who is responsible for employee health programs?



## Highlights

One-third of the small-employee organizations have designated personnel for employee health programs. Two-thirds of large organizations have designated personnel.

There is a significant difference in the number of organizations reporting to have designated personnel in 2002 and 2008.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	39%	44%
No	57%	52%
Don't Know/Refused	4%	3%

Significant difference between 2002 and 2008 totals

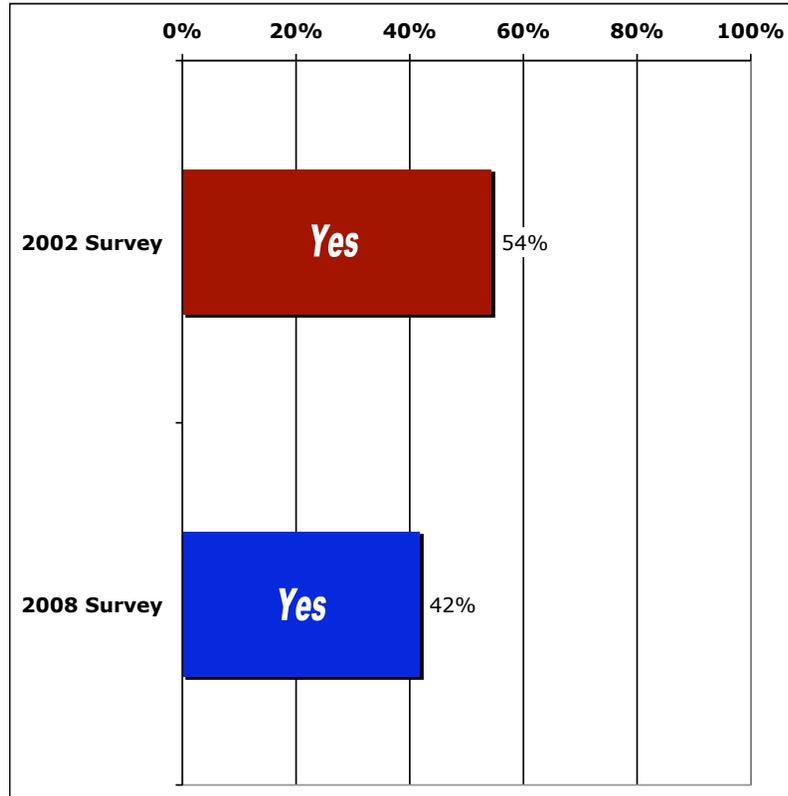
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	36%	44%	59%
No	60%	52%	38%
Don't Know/Refused	5%	3%	3%

Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	43%	45%	45%	48%	40%
No	55%	50%	52%	48%	54%
Don't Know/Refused	2%	5%	3%	4%	6%

## Family Leave

Does your organization offer family leave for employees to care for sick family members other than the FMLA?



## Highlights

There has been a decrease of 12 percentage points in the number of organizations offering employee family leave between 2002 and 2008.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	54%	42%
No	43%	55%
Don't Know/Refused	3%	3%

Significant difference between 2002 and 2008 totals

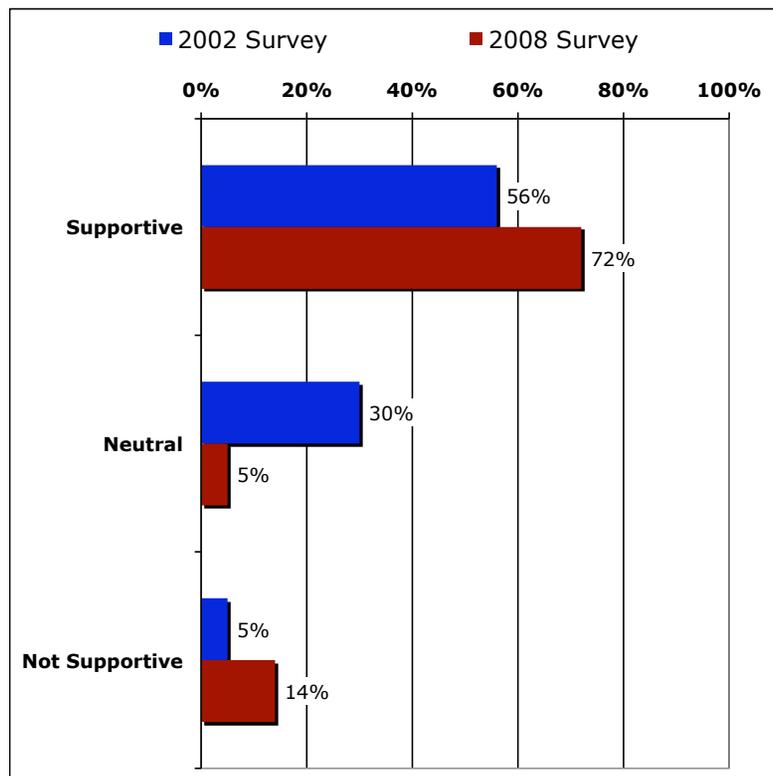
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	37%	40%	53%
No	58%	56%	45%
Don't Know/Refused	6%	4%	2%

Significant difference between "Large Orgs" and the other two organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	41%	41%	45%	39%	39%
No	55%	56%	51%	55%	59%
Don't Know/Refused	5%	3%	4%	6%	2%

## Management Attitude

How would you describe the attitude of your organization's executive management towards promotion of cardiovascular health among your employees?



## Highlights

Between 2002 and 2008 there has been an increase of 16 percentage points in the number of organizations who support cardiovascular health among their employees.

	n=1487 2002 Survey	n=1266 2008 Survey
Supportive	56%	72%
Neutral	30%	5%
Not Supportive	5%	14%
Don't Know/Refused	9%	9%

Significant difference between 2002 and 2008 totals

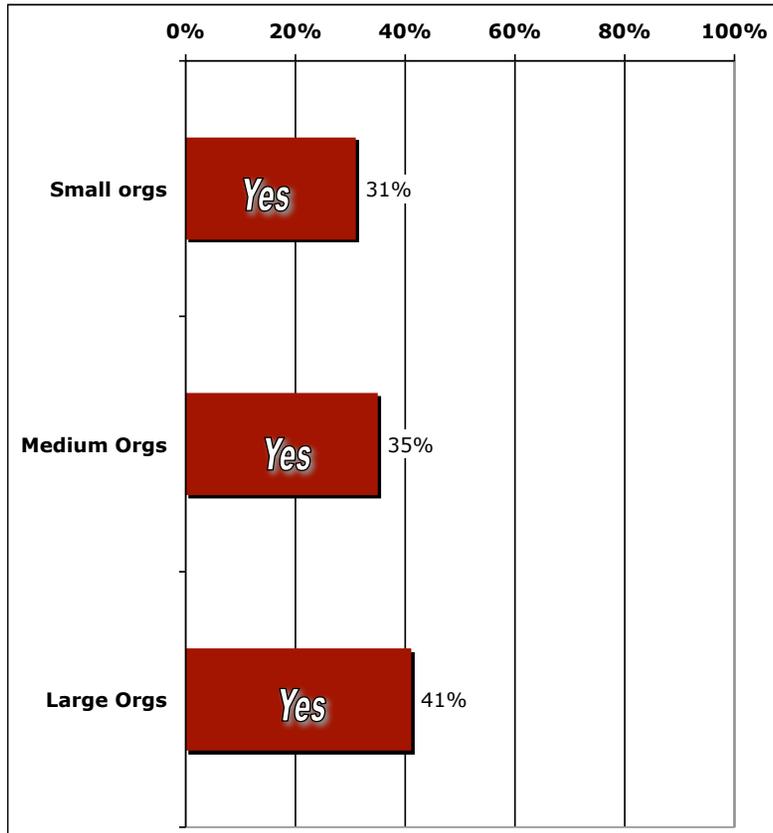
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Supportive	65%	73%	81%
Neutral	6%	5%	5%
Not Supportive	19%	13%	7%
Don't Know/Refused	10%	10%	8%

Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Supportive	69%	71%	73%	76%	72%
Neutral	8%	4%	4%	1%	6%
Not Supportive	14%	18%	15%	9%	14%
Don't Know/Refused	9%	7%	8%	14%	9%

## Place to Walk

Does your company have a designated place for employees to go for a walk?



## Highlights

Approximately one-third of all organizations report that employees have a place to go for a walk.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	28%	35%
No	72%	64%
Don't Know/Refused	0%	2%

Significant difference between 2002 and 2008 totals

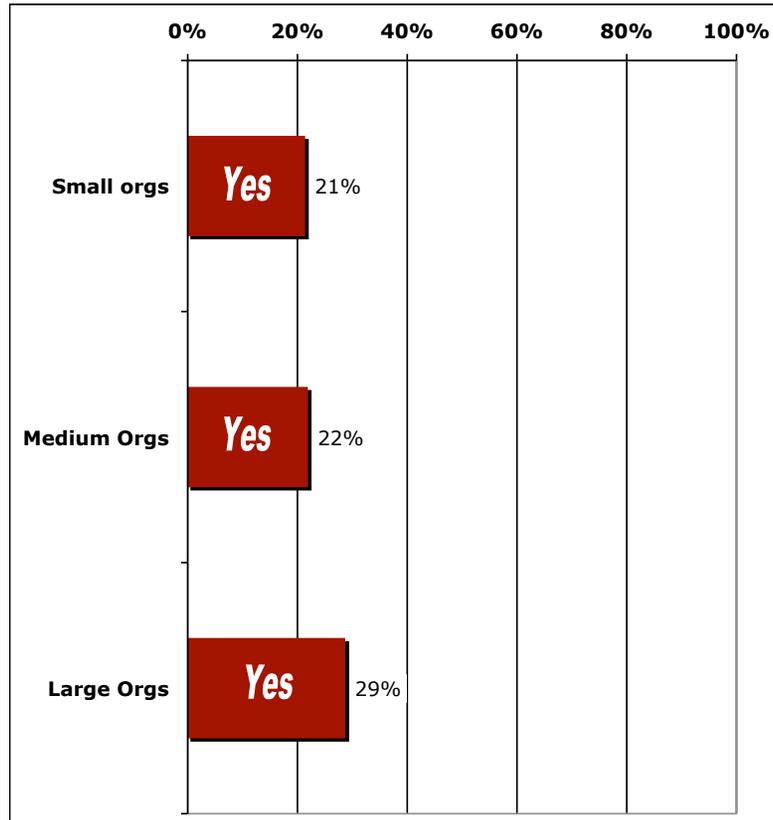
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	31%	35%	41%
No	67%	63%	58%
Don't Know/Refused	2%	2%	0%

Significant difference between "Small Orgs" and "Large Orgs"

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	35%	36%	34%	35%	32%
No	63%	62%	65%	63%	65%
Don't Know/Refused	1%	1%	1%	2%	3%

## Indoor Exercise Facility

Does your organization have an indoor exercise facility?



## Highlights

Approximately 1 out of 5 organizations have indoor exercise facilities.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	20%	23%
No	80%	75%
Don't Know/Refused	0%	2%

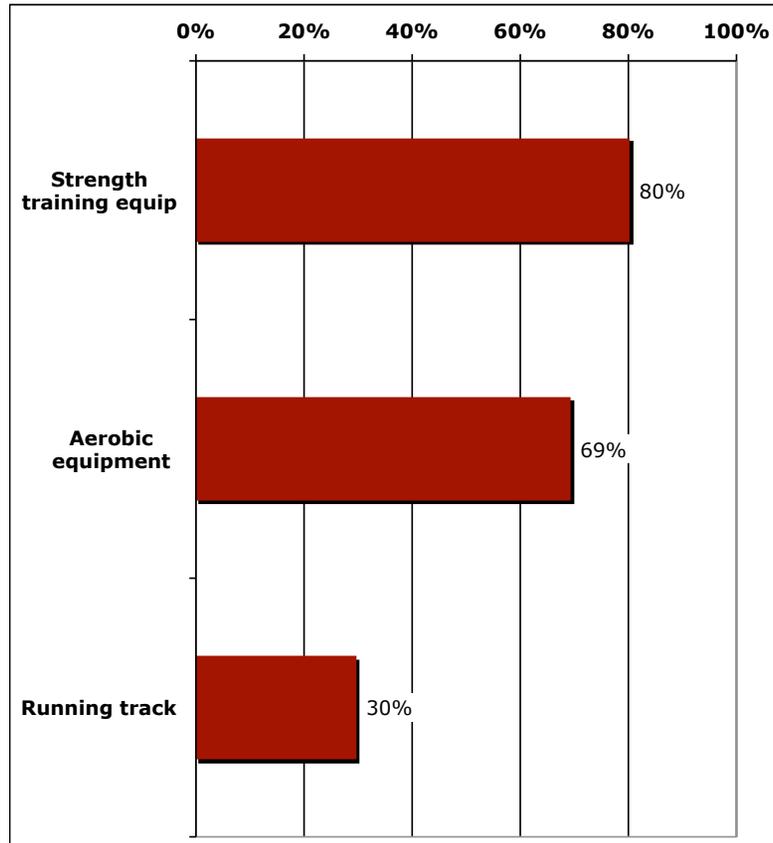
	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	21%	22%	29%
No	77%	76%	71%
Don't Know/Refused	2%	2%	0%

Significant difference between "Small Orgs" and "Large Orgs"

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	25%	22%	22%	27%	19%
No	74%	76%	77%	71%	78%
Don't Know/Refused	1%	1%	1%	2%	3%

## Indoor Exercise Features

Does the facility provide . . .



## Highlights

*Aerobic equipment and strength training equipment are the two most popular items provided in indoor exercise facilities.*

	n=301	n=293
	2002 Survey	2008 Survey
Strength training equip	79%	80%
Aerobic equipment	65%	69%
Running track	31%	30%
Don't Know/Refused	0%	8%

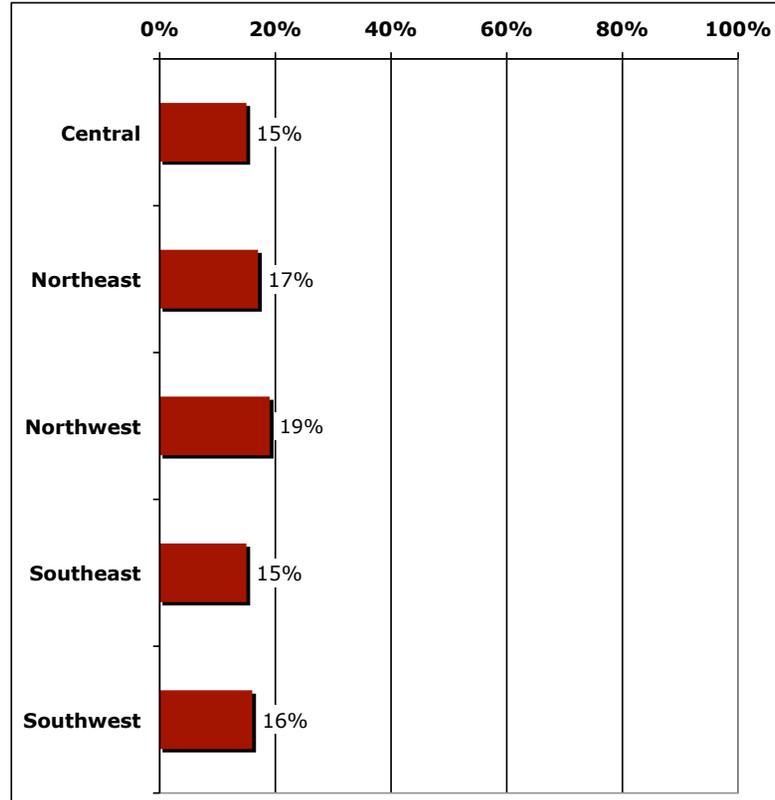
	n=117	n=97	n=79
	Small orgs	Medium Orgs	Large Orgs
Strength training equip	72%	83%	90%
Aerobic equipment	56%	70%	87%
Running track	33%	23%	33%
Don't Know/Refused	13%	6%	3%

*Significant difference between organization groups for "Strength & Aerobic Equipment"*

	n=93	n=51	n=85	n=37	n=27
	Central	Northeast	Northwest	Southeast	Southwest
Strength training equip	76%	77%	85%	76%	93%
Aerobic equipment	72%	67%	75%	57%	63%
Running track	26%	41%	25%	30%	37%
Don't Know/Refused	13%	4%	6%	11%	0%

## Indoor Facility Employee Use

What percentage would you estimate of your employees use any of these exercise facilities?



## Highlights

For those organizations that have indoor exercise facilities, an average of 17 percent of employees use the facilities.

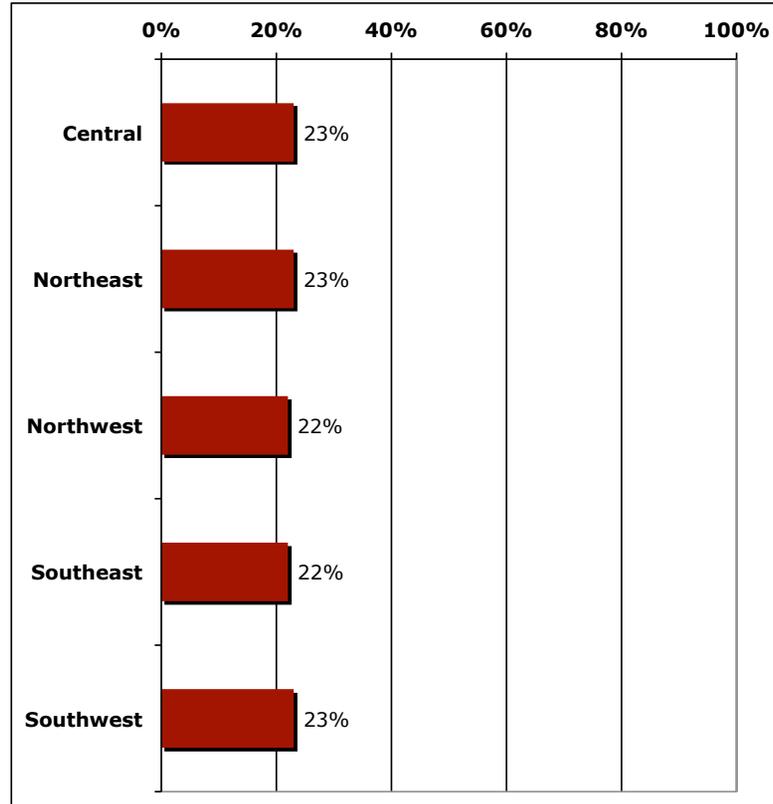
	n=243	
	2002 Survey	2008 Survey
Average percent	n/a	17%

	n=103	n=84	n=56
	Small orgs	Medium Orgs	Large Orgs
Average percent	13%	18%	20%

	n=76	n=39	n=74	n=32	n=22
	Central	Northeast	Northwest	Southeast	Southwest
Average percent	15%	17%	19%	15%	16%

## Stairs for Physical Activity

What percentage would you estimate of your employees use the stairs for physical activity?



## Highlights

For those organizations that have stairs, an average of 22 percent of employees use the stairs for physical activity

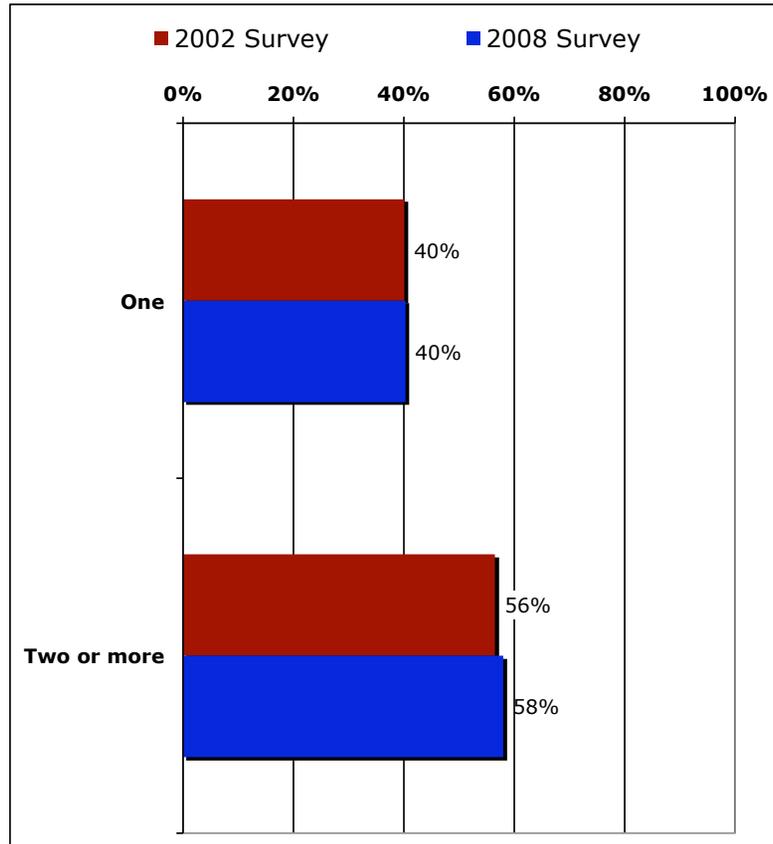
	n=512	
	2002 Survey	2008 Survey
Average percent	n/a	22%

	n=195	n=178	n=139
	Small orgs	Medium Orgs	Large Orgs
Average percent	25%	23%	19%

	n=187	n=67	n=159	n=39	n=60
	Central	Northeast	Northwest	Southeast	Southwest
Average percent	23%	23%	22%	22%	23%

## Work Shifts

How many shifts of work occur at your worksite?



## Highlights

The percentages of single shift and multi-shift organizations remain the same between 2002 and 2008.

	n=1487	n=1266
	2002 Survey	2008 Survey
One	40%	40%
Two or more	56%	58%
Don't Know/Refused	3%	2%

	n=548	n=443	n=275
	Small orgs	Medium Orgs	Large Orgs
One	55%	35%	20%
Two or more	43%	63%	79%
Don't Know/Refused	2%	2%	0%

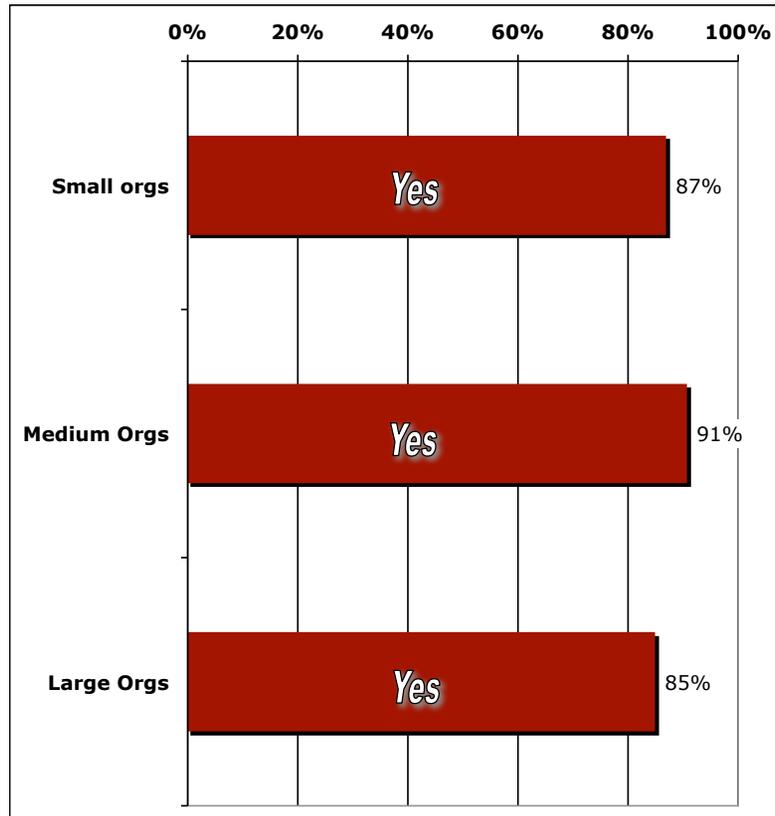
Significant difference between all three organization groups

	n=374	n=228	n=384	n=139	n=141
	Central	Northeast	Northwest	Southeast	Southwest
One	48%	36%	34%	47%	40%
Two or more	51%	63%	65%	50%	57%
Don't Know/Refused	2%	1%	1%	3%	3%

Significant difference between the Central region and NE and NW regions

## Equal Access to Resources

Do employees in all shifts have equal access to resources such as the cafeteria, health screenings, vending machines etc.?



## Highlights

Most all multi-shift organizations report employees having equal access to resources.

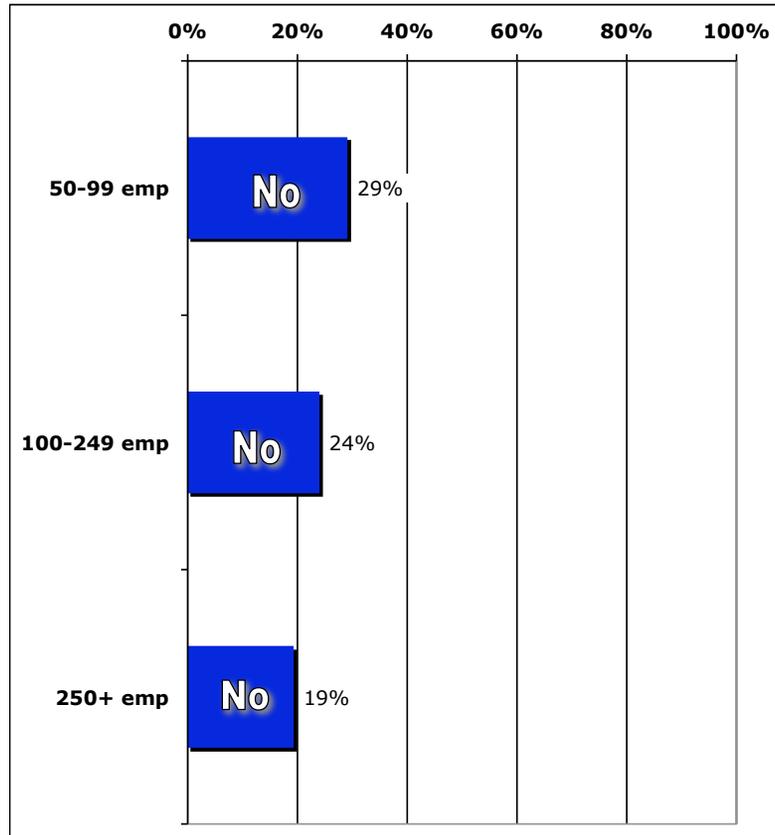
	n=891 2002 Survey	n=734 2008 Survey
Yes	88%	88%
No	11%	12%
Don't Know/Refused	1%	0%

	n=237 Small orgs	n=279 Medium Orgs	n=218 Large Orgs
Yes	87%	91%	85%
No	12%	9%	14%
Don't Know/Refused	0%	0%	1%

	n=189 Central	n=144 Northeast	n=250 Northwest	n=70 Southeast	n=81 Southwest
Yes	88%	88%	89%	84%	84%
No	11%	11%	10%	16%	15%
Don't Know/Refused	1%	1%	0%	0%	1%

## Equal Access to Physical Activity

Do employees on all shifts have equal access to resources for physical activity?



## Highlights

One out of four multi-shift organizations report employees do not have equal access to resources for physical activity.

Since 2002, there has been a decrease in the number of organizations reporting all shifts to have equal access to resources.

	n=891	n=734
	2002 Survey	2008 Survey
Yes	81%	73%
No	16%	24%
Don't Know/Refused	2%	3%

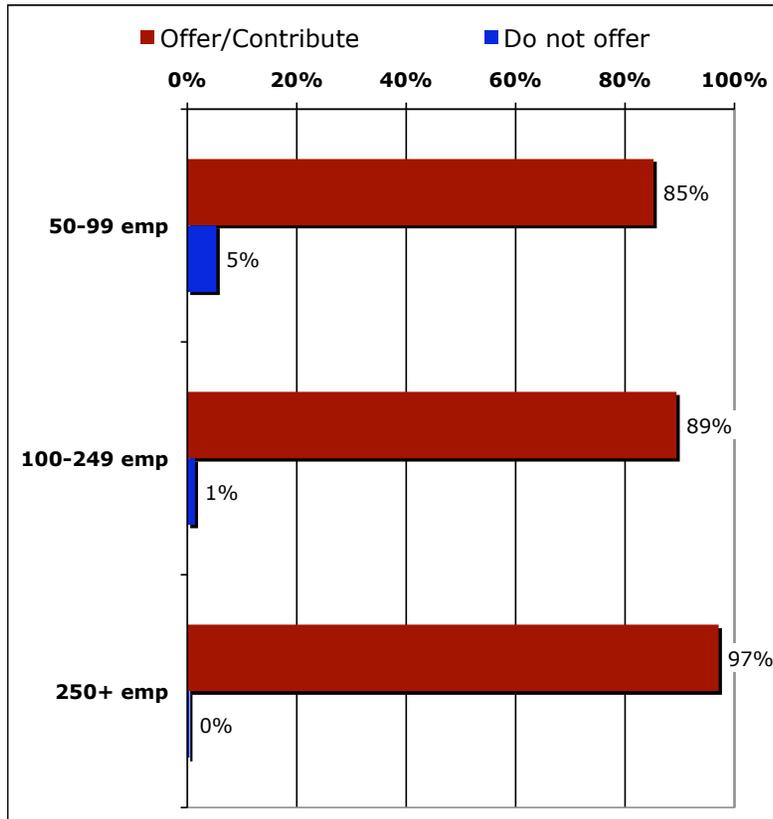
Significant difference between 2002 and 2008 totals

	n=237	n=279	n=218
	Small orgs	Medium Orgs	Large Orgs
Yes	69%	73%	78%
No	29%	24%	19%
Don't Know/Refused	2%	3%	3%

	n=189	n=144	n=250	n=70	n=81
	Central	Northeast	Northwest	Southeast	Southwest
Yes	74%	76%	72%	66%	75%
No	24%	22%	25%	33%	19%
Don't Know/Refused	2%	2%	3%	1%	6%

## Health Insurance Benefits

Which of the following statements best describes your organization's health insurance benefit?



## Highlights

The vast majority of all organizations interviewed offer employee health insurance and contribute towards the cost.

Five percent of the small-employee organizations do not offer health insurance.

	n=1487 2002 Survey	n=1266 2008 Survey
Do not offer	2%	3%
Offer/Do not contribute	4%	5%
Offer/Contribute	93%	89%
Don't Know/Refused	1%	3%

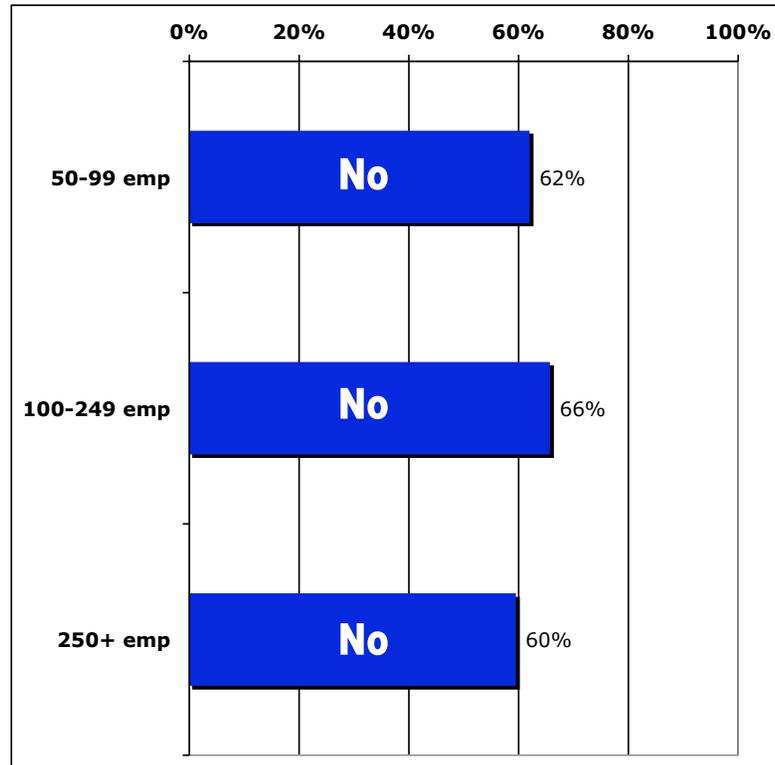
	n=548 Small Orgs	n=443 Medium Orgs	n=275 Large Orgs
Do not offer	5%	1%	0%
Offer/Do not contribute	6%	5%	2%
Offer/Contribute	85%	89%	97%
Don't Know/Refused	4%	4%	1%

Significant difference between "Small Orgs" and "Large Orgs"

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Do not offer	1%	4%	4%	5%	1%
Offer/Do not contribute	4%	3%	5%	5%	8%
Offer/Contribute	91%	91%	89%	86%	87%
Don't Know/Refused	4%	2%	3%	4%	4%

## Insurance Premium Discounts

Does your organization offer health insurance premium discounts for participation in health improvement programs such as smoking cessation, wellness programs, and health screenings?



## Highlights

A total of 63 percent of the organizations that offer health insurance do not offer discounts for participation in improvement programs.

	n=1230	
	2002 Survey	2008 Survey
Yes	n/a	30%
No	n/a	63%
Don't Know/Refused	n/a	8%

	n=519	n=437	n=274
	Small orgs	Medium Orgs	Large Orgs
Yes	30%	25%	38%
No	62%	66%	60%
Don't Know/Refused	8%	9%	3%

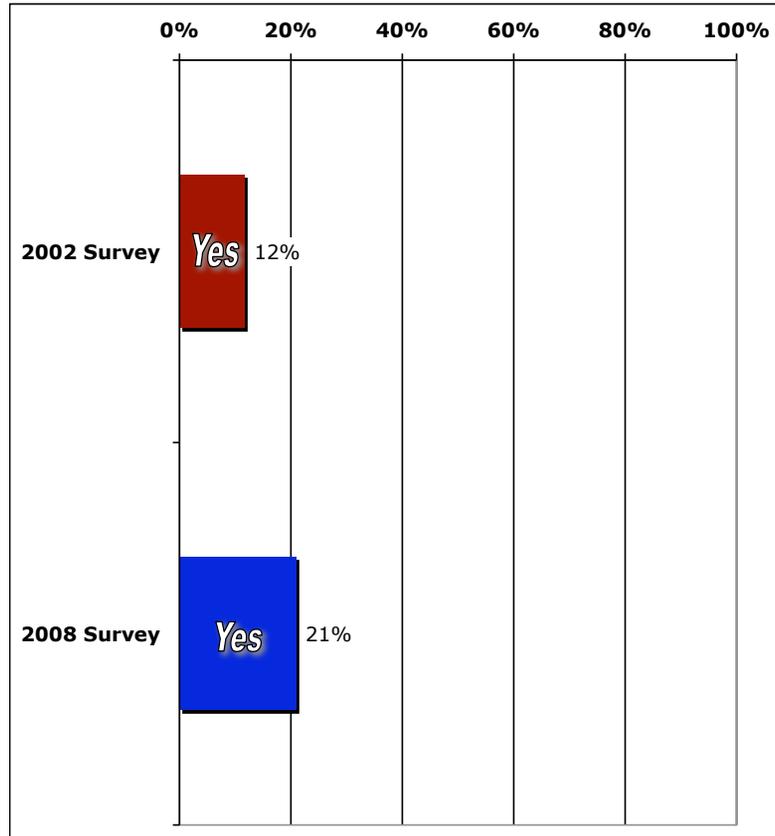
Significant difference between "Large Orgs" and the other two organization types

	n=370	n=220	n=369	n=132	n=139
	Central	Northeast	Northwest	Southeast	Southwest
Yes	33%	28%	30%	24%	30%
No	62%	63%	63%	65%	62%
Don't Know/Refused	5%	8%	7%	11%	8%

Significant difference between the Central and SE region

## Exercise Facility Memberships

Does your organization subsidize memberships to off site exercise facilities?



### Highlights

Over the past 6 years the number of organizations subsidizing exercise facility membership increased 9 percentage points.

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	12%	21%
No	85%	75%
Don't Know/Refused	3%	4%

Significant increase between 2002 and 2008 totals

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	16%	21%	29%
No	80%	74%	68%
Don't Know/Refused	4%	5%	4%

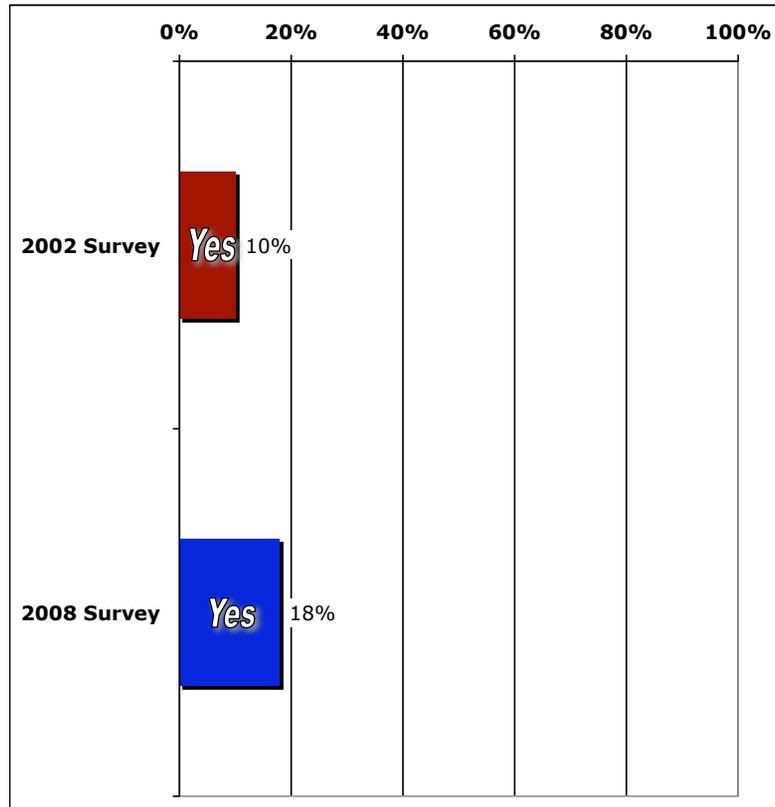
Significant difference between all three organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	23%	19%	22%	12%	24%
No	73%	78%	75%	83%	71%
Don't Know/Refused	5%	2%	3%	5%	5%

Significant difference between the SE and all other regions

## Rewards for Physical Activity

Does your organization provide any formal program through which you offer incentives or rewards to employees who are physically active?



## Highlights

Over the past 6 years the number of organizations providing incentives to physically active employees increased by 8 percentage points

	n=1487 2002 Survey	n=1266 2008 Survey
Yes	10%	18%
No	89%	79%
Don't Know/Refused	1%	4%

Significant difference between 2002 and 2008 totals

	n=548 Small orgs	n=443 Medium Orgs	n=275 Large Orgs
Yes	14%	16%	29%
No	83%	80%	70%
Don't Know/Refused	3%	5%	2%

Significant difference between "Large Orgs" and the other two organization groups

	n=374 Central	n=228 Northeast	n=384 Northwest	n=139 Southeast	n=141 Southwest
Yes	21%	21%	15%	16%	14%
No	76%	76%	81%	80%	84%
Don't Know/Refused	3%	4%	4%	4%	3%