
December 2007

ACME My BluePrint Management Report

9/1/2007 - 12/20/2007 - 2,537 Assessments

Company Name: **ACME**

December 2007

Table of Contents

Introduction	3
Executive Summary	5
Productivity	8
Population Health Overview	10
Stage of Change	12
Medical Risk Factors	
Weight Detail Summary	13
Blood Pressure Detail Summary	16
Cholesterol Detail Summary	19
Depression Detail Summary	23
Lifestyle Risk Factors	
Physical Activity Detail Summary	25
Nutrition Detail Summary	27
Preventative Health Detail Summary	30
Lifestyle Risk General Summary	32
Sources	34

Company Name: **ACME**

December 2007

Introduction

What is the health assessment?

The health assessment is a series of questions designed to measure your employees' health status. The health assessment measures medical and lifestyle risks, productivity impacts, preventive health screenings, stages of change and biometrics (screening results). The results can assist your employees in making healthy lifestyle choices and reducing risks to lead healthier lives. This information can also assist you in providing health and wellness programs and resources for employees to promote awareness, education and behavior change.

How does employee health and productivity impact your company?

Employer success depends on employee productivity. Employees with health conditions and lifestyle risks impact productivity. Productivity looks at the effect of absenteeism and presenteeism. Absenteeism is the time off from work, including short- and long-term disability, that is related to health risks or conditions. Presenteeism describes the employee who "is present, but not fully accounted for." These employees come to work but are not working effectively as a result of health risks or conditions.

The health assessment report is helpful in understanding your employees' current health status and the impact to healthcare costs and productivity.

Employees who reduce their known health risks have generally shown improvement in productivity, whereas those who increased risks or remained at high risk saw decreases in productivity. Each risk factor that increased was associated with a commensurate loss in productivity of 1.9% with an estimated cost of \$950 per year per risk changed.

Similarly, each risk factor reduced would yield a \$950 savings per year.[1]

Participation in the health assessment has been shown to impact medical claims costs. When compared to non-health assessment participants, those who participate in health assessments have lower medical claims costs.[2] Additionally, as health assessment participation increases, cost savings increase. Completing an assessment 1, 2, or 3 or more times was associated with medical claims costs savings of \$83, \$173, \$543 respectively. Participation in the health assessment and other health promotion activities yielded additional cost savings over time.[3] For employers, providing a health assessment and resources to encourage healthier lifestyles and management for employees can, over time, impact medical cost trends.

As an employer, you can assist employees in reducing health risks and increasing productivity.

Interpretation of Scoring

The health assessment provides a health score that reflects a level of risk based on a variety of factors, including medical and lifestyle indicators, disease progression and modifiable risks. The overall risk score is the average of all of the individual scores.

Scores of 90 -100 are considered low risk. A person in this range may have risks that need attention (typically no more than 2 total and no more than 1 medical risk factor). A person with a pre-existing health condition can score in this range if they are practicing healthy habits.

Company Name: **ACME**

December 2007

Introduction

Scores of 80-90 are considered at moderate risk. This individual has risks that need attention and likely has risks that complicate each other, such as obesity and physical inactivity. The range of multiple risk factors is approximately 2-5. A person with one or more diagnosed conditions who is not managing their condition(s) would also score in this range with fewer risk factors.

A score of 70-80 would be considered high risk. A person in this range has risks that need attention and definitely has risks that complicate each other.

This person has 5-7 elevated risk factors and may also have medical conditions that are not being managed well.

High risk with existing medical conditions would score <70. The person who falls into the high risk category with existing medical conditions is more likely to have one or more serious existing health conditions that are being exacerbated by one or more health habits. These scores reflect 7 or more elevated risk factors.

Company Name: **ACME**

December 2007

Executive Summary

The following is a summary of information collected between 9/07 – 12/07 by the health assessment. This executive summary has been created to provide a quick overview of the health status of employees, and to provide guidance for decisions about actions that can be taken to improve the health and reduce the risks of the population.

What is the health status of your company?

The health assessment measured the overall health status of your company and shows:

- 2,537 employees (81.5% of your employees) took the assessment with an average age of 47.7.
- The overall risk score was 43.2 out of 100 which is below the benchmark of 46.0.[4]
- 36% of your employees are at high risk with an additional 36.2% classified at medium risk based on their medical conditions and lifestyle risks.
- 96% of employees have 2 or more risks with 22.2% having five or more.

The table below shows the risk scores for your employees, compared to a national benchmark[5].

All scores reflect the risk scores for each category based on the responses of your employees. The percent difference represents a comparison between the risk scores for your employees and the risk scores for the benchmark population, in total and for each category.

Top medical conditions and lifestyle risks impacting your employees are:

- back disorders
- arthritis
- anxiety
- migraine
- depression
- cardiac (high cholesterol and high blood pressure)

Lifestyle habits are contributory factors in managing and/or preventing these conditions. Key lifestyle risks that impact your employees are:

- high cholesterol levels
- high blood pressure
- physical inactivity
- overweight and obesity

	Company	Benchmark	%Difference
Overall Risk Score	43.2	46.0	-6.1%
Risk Categories			
Nutrition	34.1	38.2	-10.7%
Physical Inactivity	37.6	43.9	-14.4%
Mental Health	48.9	50.4	-3.0%
Alcohol Use	53.5	54.7	-2.2%
Stress	47.7	49.1	-2.9%
Tobacco Use	71.3	72.1	-1.1%
Safety	51.6	50.4	2.4%

Company Name: **ACME**

December 2007

Executive Summary

Productivity Impacts

The health assessment data demonstrated that the top medical conditions impacted your employee productivity. This impact is represented in both days and dollars lost.[6]

The top medical conditions reported in the assessment accounted for:

- the equivalent of 15,103 days of lost productivity (4,570 days through absenteeism and 10,533 days through presenteeism)
- productivity loss of \$1,855,343 (\$561,732 due to absenteeism and \$1,293,611 due to presenteeism)

Improving employees' overall health risk score by 5% from 43.2 to 45.4 could potentially result in a savings of 15 FTE's or \$806,712.

Interventions

Addressing these medical and lifestyle risks can help employees improve their health status and productivity. BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

Through Blue Cross Blue Shield of Arizona's HealthyBlue program, we can support your efforts to positively impact your employees' health and productivity. We offer you assistance with developing a health promotion initiative at your company that includes resources and programs to assist your employees in leading healthier and productive lives.

The following interventions are based on the results of your employees' health assessments:

Offer BCBSAZ resources and programs for identified health and lifestyle risks.

- Scheduled worksite screenings for blood pressure, cholesterol, and HDL cholesterol

- Education sessions on back care, anxiety and stress, headaches and heart health
- Online Healthy Living behavior change programs such as Weight Loss, Healthier Diet, and Heart Disease
- Promote member benefits such as weight management discounts, Nurse On Call, flu shot program and preventive services

Promote participation in health coaching for lifestyle risks and disease management programs.

Telephonic coaching programs:

- Weight Loss
- Healthy Heart
- Smoke-Free
- Get in Shape
- Stress Relief
- Diabetes-Fighting

Use existing communications to educate and inform employees of health assessment results and available resources to encourage healthier lifestyles

- Payroll stuffers
- Employee newsletters

Consider incentives to motivate employees to participate in ongoing health promotion activities and programs. For example:

- Employer-driven reward program
- Health assessment participation incentive
- Giveaways and raffle drawings

Company Name: **ACME**

December 2007

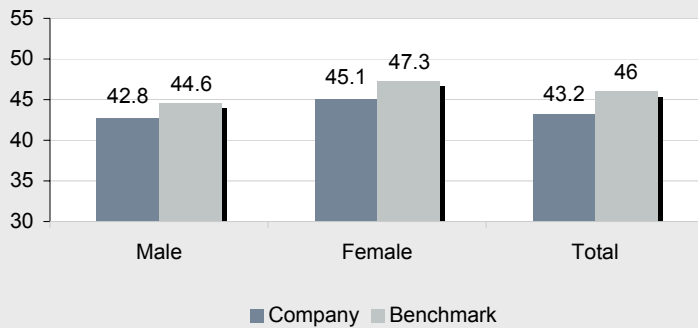
Executive Summary

The following is a summary of information collected between 9/07 – 12/07 by the health assessment.

This executive summary has been created to provide a quick overview of the health status of the employees.

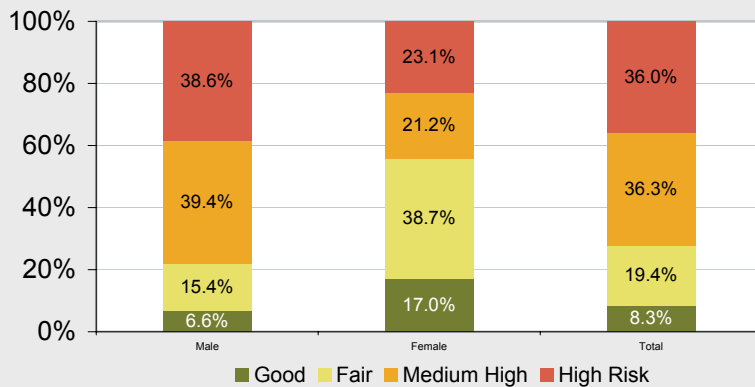
and to provide guidance for decisions about actions that can be taken to help improve the health and reduce the risks of the population.

Overall Risk



- Your company had 2,537 members respond to the Fall Wellness Assessment.
- The overall risk score for your company is 43.2 out of 100.
- The national benchmark is 46.0, or 6.5 higher than the risk score for your company.

Members at Risk By Gender



- Of your company's employees, 36.0% are in the High Risk category.
- 72.3% have risk scores classified as Medium High and High Risk.
- 83.1% of the respondents are male.
- 78.0% of males have risk scores classified as Medium High and High Risk.
- 44.3% of females have risk scores classified Medium High and High Risk.

Company Name: **ACME**

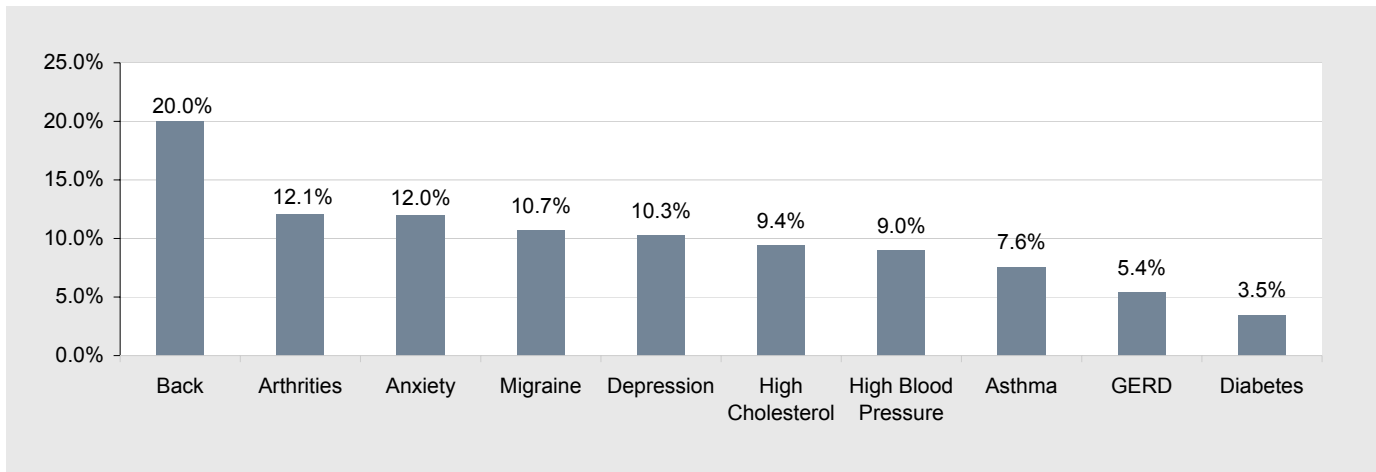
December 2007

Productivity

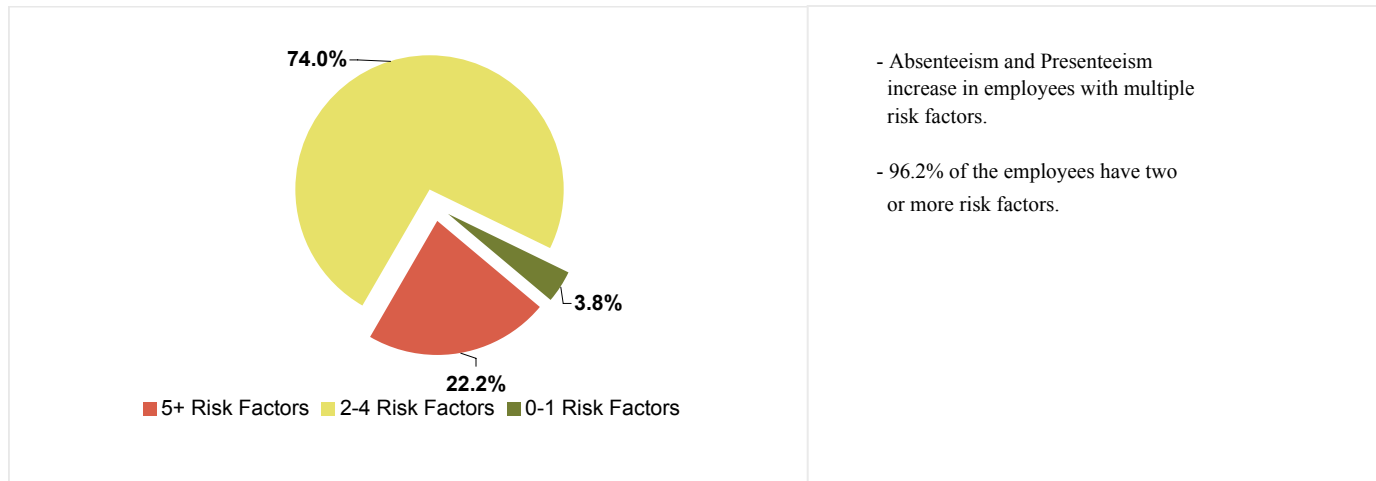
Research has demonstrated a link between wellness and productivity.[7] Employees with higher risk also demonstrate a decline in productivity, when compared to employees with lower risk.[8] This decline manifests itself in two ways – Absenteeism (the employee is absent from their job), and Presenteeism

(the employee is present at their job, but is not fully productive). The chart below reflects the top ten medical conditions reported during the Fall Wellness Assessment. Employees can be in multiple categories.

Top 10 Medical Conditions



Multiple Risk Factor Distribution

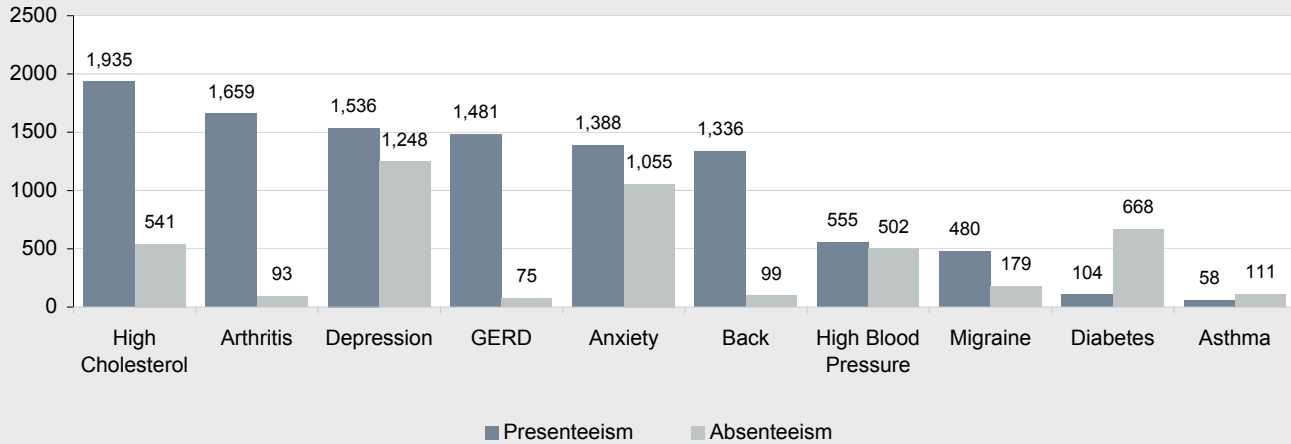


Company Name: **ACME**

December 2007

Productivity

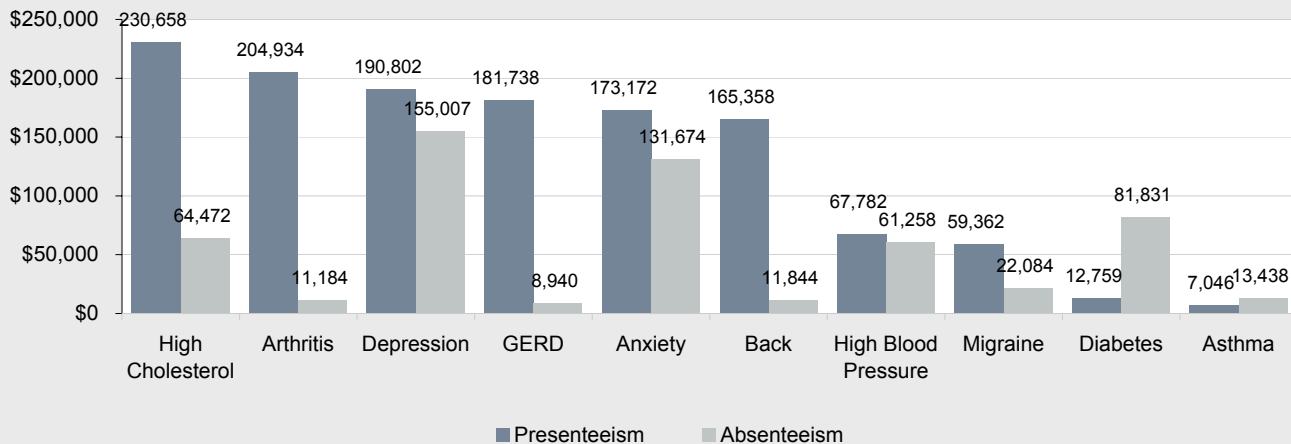
Days Lost



- The top 10 medical conditions accounted for the equivalent of 15,103 days lost per year.[9]

- Total days absent per member per year is 6.8.

Dollars Lost



- The top 10 medical conditions accounted for a loss of \$1,855,343 (\$1,293,611 due to presenteeism and \$561,732 due to absenteeism).[10]

- Improving your employees' overall risk score 5% could potentially result in a savings of 15 FTEs, or \$806,712.[11]

Company Name: **ACME**

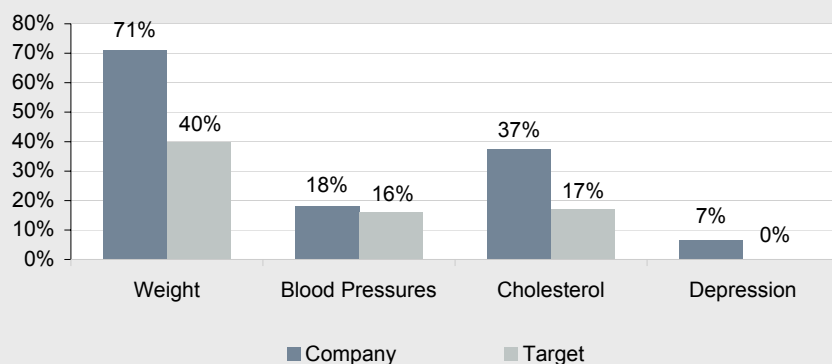
December 2007

Population Health Overview

Medical Risk Factors

This report summarizes the health strengths and risks for the 2,537 employees who completed the wellness assessment. The information below displays the percentage of employees with elevated risk for four medical and seven lifestyle risk factors.

A good way to improve the health and productivity of your employees is to reduce the risk factors in your population and take steps to prevent employees from shifting from low risk to medium or high risk.



- This set of risk factors relates to the likelihood of premature illness and death. They also relate to the likelihood of reduced productivity and increased healthcare costs. [12]

- Blood pressure risk based on either systolic or diastolic blood pressure being at risk.

- Cholesterol risk based on either total cholesterol and/or HDL cholesterol being at risk.

- Targets are given for percentage of population still at risk. "N/A" indicates that a target has not been established.

Company Name: **ACME**

December 2007

Population Health Overview

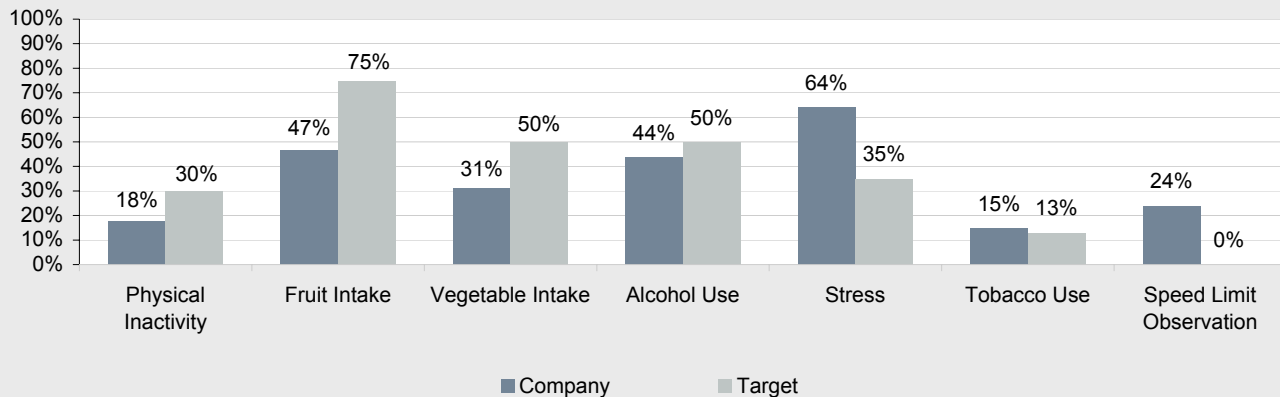
Lifestyle Risk Factors & Healthy People 2010

Lifestyle risk factors are particularly important for the prevention of premature illness. Unhealthy lifestyle behaviors continue to increase in the United States, putting more people at risk for chronic illness.[13]

The 1979 Surgeon General’s Healthy People Report and the Healthy People 2000 report laid the framework of the Healthy People 2010 targets. The

Healthy People 2010 targets create a framework for prevention for the nation. These targets are statements of national health objectives designed to identify the most significant preventable threats to health and to establish national goals to reduce these threats.

In the graph below, and throughout this report, you will see how your employees compare for certain lifestyle risk factors to the Healthy People 2010 targets.



- Targets are given for percentage of population still at risk. The target for stress is based on the Surgeon General target for Healthy People 2000. A new stress target was not included in Healthy People 2010.

- For Physical Inactivity, Fruit Intake, and Vegetable Intake, it is optimal to be at or above the target.

- For Alcohol Use, Stress, and Tobacco Use, it is optimal to be at or below the target.

- Stress risk based on either stress level or coping level being at risk.

- “N/A” indicates that a target has not been established.

Company Name: **ACME**

December 2007

Stage of Change

Identifying risk factors within a population is not enough to develop successful intervention strategies. This is because not all individuals are ready to make healthy lifestyle changes – even if these changes are in their best interest. In fact, research has shown that there is a natural behavioral progression associated with making any change.[14] In this process, an individual moves from not being aware of the need for change (Precontemplation) to considering change (Contemplation) to getting ready to change (Preparation) to attempting change (Action) to maintaining change (Maintenance).

The continuum consists of five stages[15]:

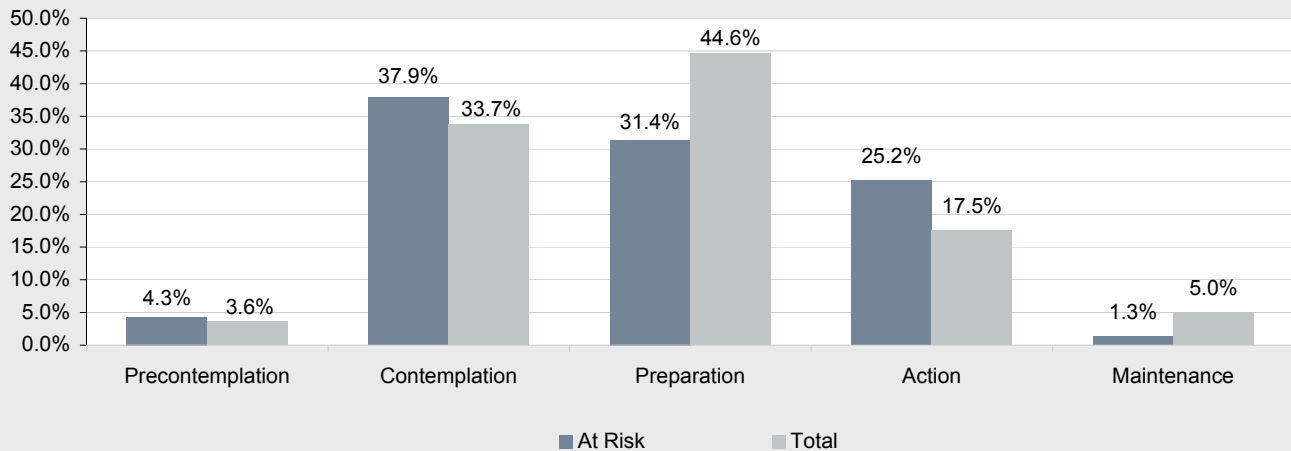
Precontemplation: Not seriously thinking about making a change in the next 6 months

Contemplation: Seriously thinking about making a change in the next 6 months

Preparation: Planning to make a change within the next 30 days

Action: Recently engaged in making changes, but for less than 6 months

Maintenance: Made changes 6 months ago or more and engaged in maintaining those changes



- The average stage of change for all employees is Preparation.

- The average stage of change for at-risk employees is Contemplation.

Company Name: **ACME**

December 2007

Weight Detail Summary

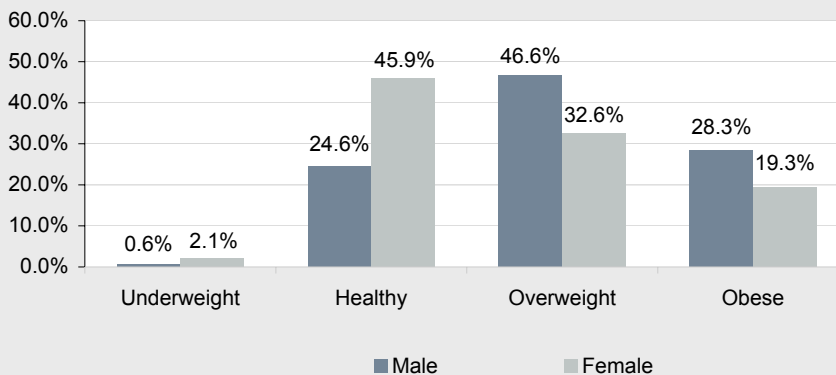
Being overweight is the most common medical risk factor in the United States. According to recent surveys, more than two out of every three Americans are overweight and over 30% of Americans are obese.[16] This nationwide epidemic is the combined result of poor eating habits and – more importantly – a dramatic decline in lifestyle and work-related physical activity. Overweight/obesity also contributes to increased healthcare costs and decreased worker productivity.

Being obese has serious long-term health consequences for most people. These include increased risk for heart disease, stroke, diabetes, and certain cancers. However, losing even 5-10% of initial body weight can produce health benefits.[17]

Several lifestyle risk factors relate to the successful management of weight. They are listed along with the percentage of the current participants at risk.

Lifestyle Risks	At Risk Scores
High dietary fat intake	85.7%
Low fruit/vegetable intake	84.0%
Lack of physical activity	36.2%
Stress	64.2%

Distribution of Body Mass Index by Gender



BMI is an abbreviation for Body Mass Index. It is a measure that adjusts weight for height. The healthy range for BMI is between 18.5 and 25.0.[18] Currently, 74.9% of your male employees, and 51.9% of your female employees are at risk with a BMI greater than 25.0 (overweight and obese).

- 24.6% of males have a BMI in the healthy range while 75.4% are at risk.

- 45.9% of females are in the healthy range, while 54.1% are at risk.

- 28.3% of males and 19.3% of females are in the obese category (BMI ≥ 30).

- "At risk" also includes members with a BMI of <18.5, which is underweight.

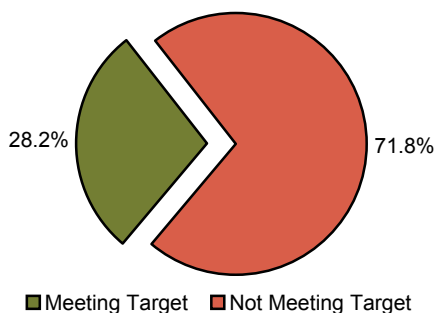
Company Name: ACME

December 2007

Weight Detail Summary

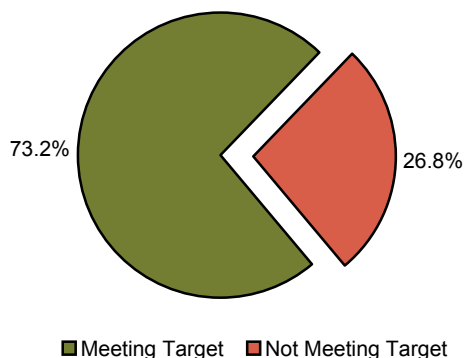
Percentage of Participants Meeting the Surgeon General Targets for 2010

Increase to 60% the number of adults who are maintaining their weight in a healthy range (BMI > 18.5 & BMI < 25.0)



- The Surgeon General target for 2010 is to have 60% of adults in the healthy weight range. Only 28.2% of your employees have a weight in the healthy range.

Decrease to no more than 15% the number of adults who are obese (BMI > 29.9)

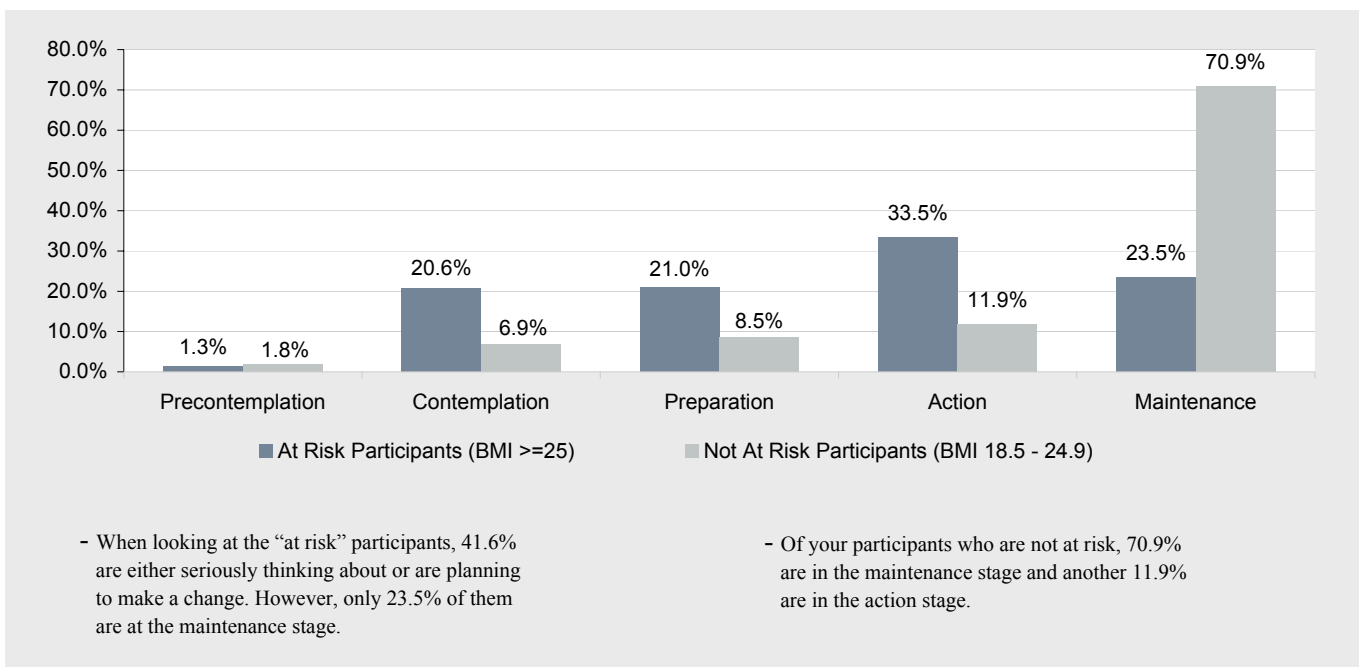


- Approximately 26.8% of your company's employees are obese. The Surgeon General's target for 2010 is to decrease to no more than 15% the number of adults who are obese.

Company Name: **ACME**

December 2007

Stage of Change - Weight



Interventions - Weight Management

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

Weight management interventions should include both nutrition education and an emphasis on increased daily physical activity. Programs should focus on helping participants establish healthy eating habits including decreased consumption of dietary fat and increased consumption of fruits, vegetables, and whole grain products. In addition, programs should help individuals set modest weight loss goals. Ongoing support for weight loss maintenance is vital for long-term success.

BCBSAZ offers two online Healthy Living programs for weight loss: Get In Shape and Healthier Diet. In addition, weight management discounts for certain nationally recognized programs are available for employees. BCBSAZ offers its Nurse On Call program with health information any time day or night. BCBSAZ can also provide educational materials on a variety of topics relating to weight management.

Company Name: **ACME**

December 2007

Blood Pressure Detail Summary

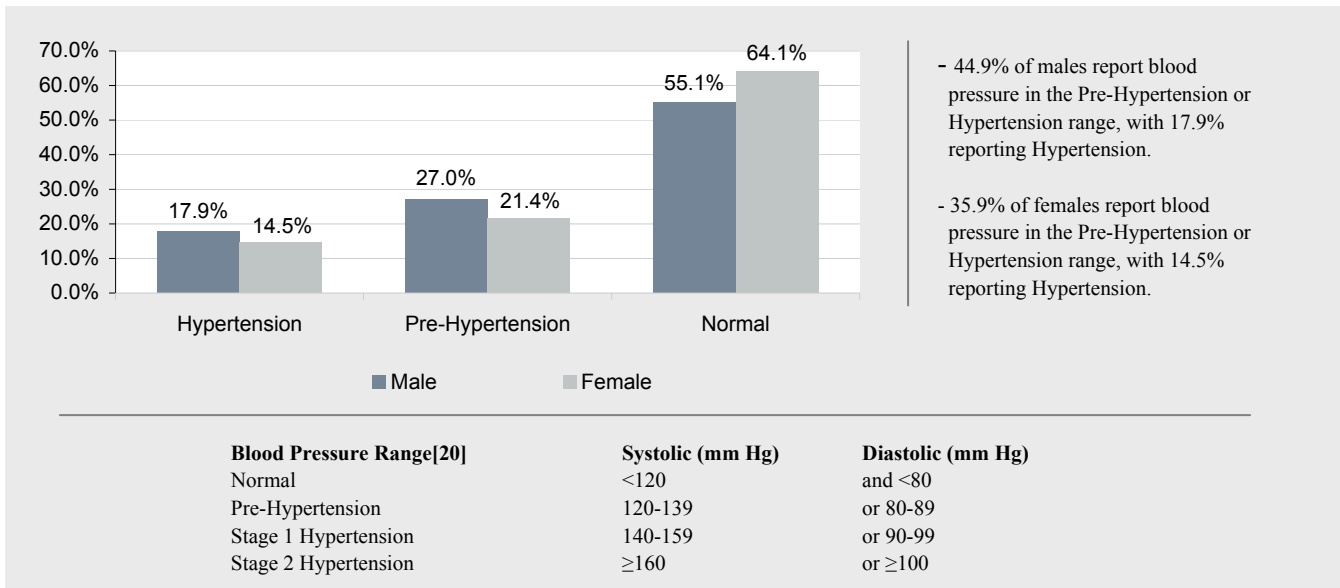
High blood pressure, also called hypertension, is a risk factor for heart disease, stroke, and kidney disease. About 65 million Americans, and nearly one in three adults, have high blood pressure.[19] There are no definitive symptoms of high blood pressure, and its cause is not always known. However, it can be easily detected and controlled.

Several lifestyle risk factors relate to blood pressure control. They are listed along with the percentage of current participants who are at risk.

The following graphs and tables show the blood pressure management status of current participants. Hypertension is diagnosed after a series of blood pressure readings taken by the physician. Only a physician can diagnose high blood pressure and determine the proper treatment, including whether medication is needed.

Lifestyle Risks	At Risk Scores
Lack of physical activity	36.2%
Overweight/obesity	71.0%
Tobacco use	14.9%
Low fruit/vegetable intake	84.0%
Excessive use of alcohol	2.2%

Distribution of Blood Pressure by Gender

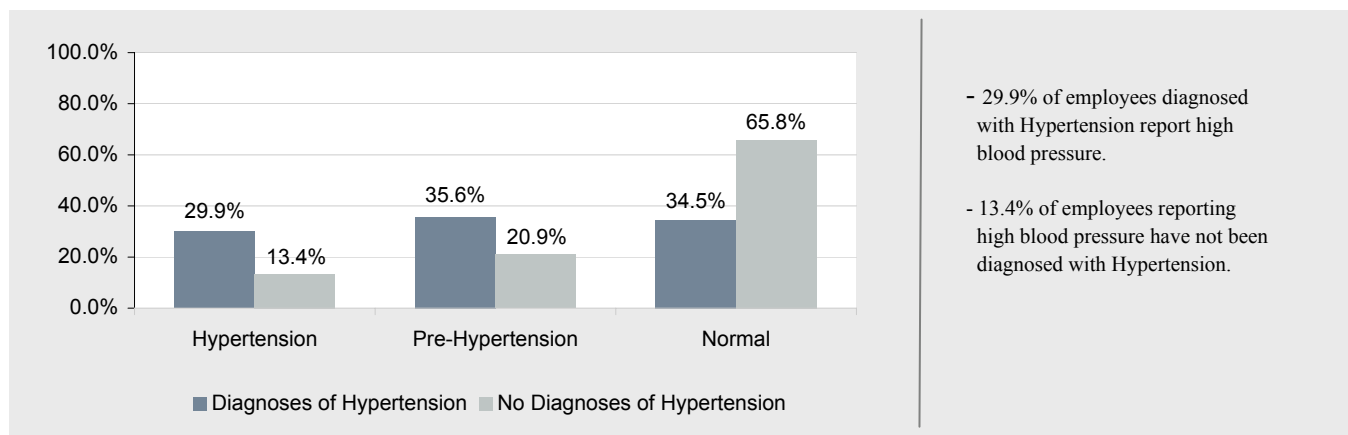


Company Name: **ACME**

December 2007

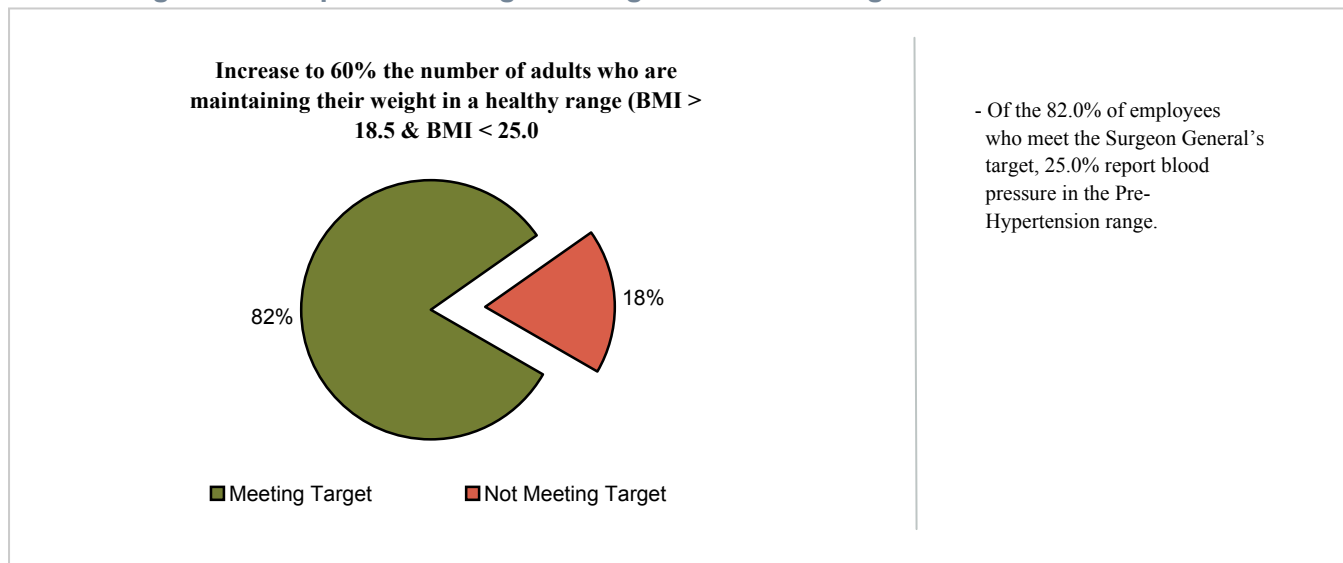
Blood Pressure Detail Summary

Blood Pressure for Participants With/Without a Diagnosis of Hypertension



- 29.9% of employees diagnosed with Hypertension report high blood pressure.
- 13.4% of employees reporting high blood pressure have not been diagnosed with Hypertension.

Percentage of Participants Meeting the Surgeon General Target for 2010



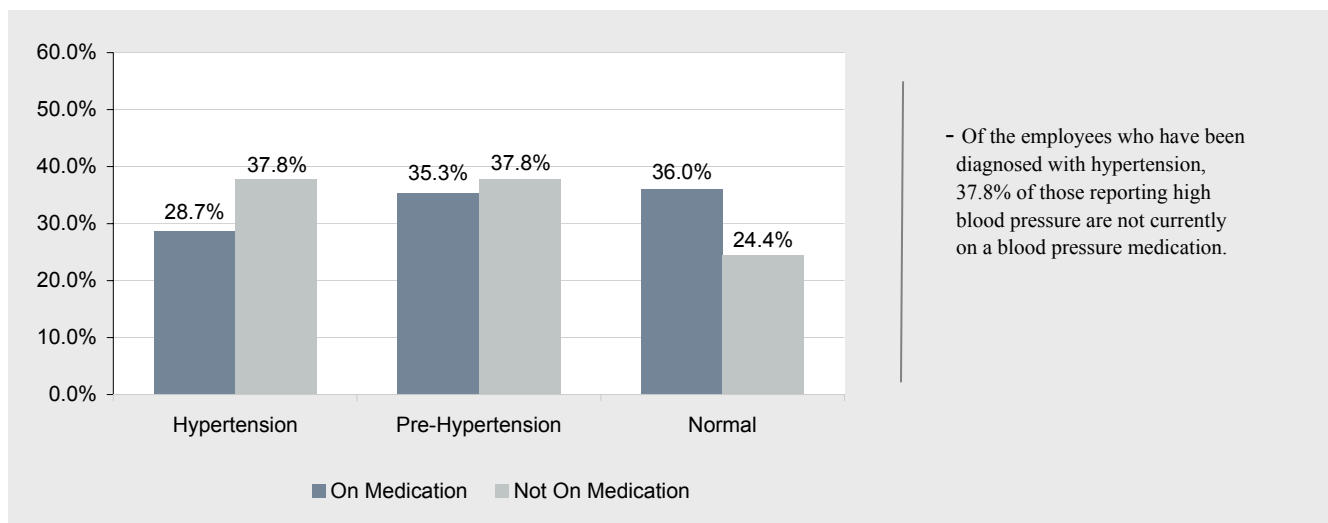
- Of the 82.0% of employees who meet the Surgeon General's target, 25.0% report blood pressure in the Pre-Hypertension range.

Company Name: **ACME**

December 2007

Blood Pressure Detail Summary

Blood Pressure Diagnosis / Medication Use



Interventions - Blood Pressure

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

The content of blood pressure interventions should include education and resources to address multiple lifestyle factors. These factors include education on high blood pressure, heart disease, nutrition, physical activity, stress and smoking cessation to promote lifestyle changes.

BCBSAZ offers a Healthy Living online disease fighting program focusing on heart disease to reduce disease risk. BCBSAZ offers its Nurse On Call program with health information any time day or night, and can also provide educational materials related to blood pressure.

Company Name: **ACME**

December 2007

Cholesterol Detail Summary

According to the Centers for Disease Control, 17% of Americans have elevated blood cholesterol levels.[21] Total cholesterol is made up of several types of lipoproteins. There are two types of lipoproteins, LDL cholesterol and HDL cholesterol. LDL is the major type of lipoprotein that carries cholesterol in the blood stream to the body and is considered the "bad cholesterol." LDL is the type that can lead to a buildup of cholesterol in arteries and lead to heart disease. HDL carries cholesterol to the liver to be removed from the body and is considered "good cholesterol". Cholesterol is important for good body function; however, having high cholesterol is considered a risk factor for heart disease.

While some people may be genetically predisposed to have higher cholesterol levels, blood cholesterol

levels are influenced by other lifestyle risk factors, including weight, diet, physical inactivity, and smoking.[22] Depending on the individual, it may be possible to favorably influence TC, LDL and HDL levels by maintaining a healthy weight; choosing a diet that is low in saturated fat diet and high in fruits, vegetables, and whole grains; getting regular exercise; and not smoking. Medications are also available to reduce cholesterol levels for those individuals at high risk.

Several lifestyle risk factors relate to cholesterol management. They are listed below along with the percentage of current employees who are at risk.

Lifestyle Risks	At Risk Scores
Overweight/obesity	71.0%
High dietary fat intake	85.7%
Low fruit/vegetable intake	84.0%
Lack of physical activity	36.2%
Tobacco use	14.9%

Company Name: **ACME**

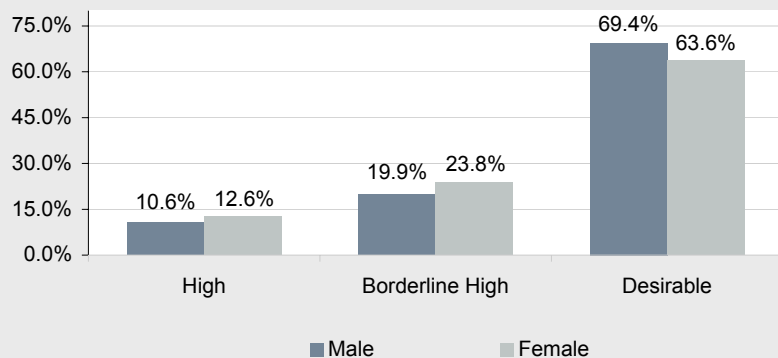
December 2007

Cholesterol Detail Summary

The following graphs show the cholesterol management status of current employees. All individuals with elevated TC or with low HDL cholesterol levels at screening should be referred

to their doctor for reevaluation. Only a physician can confirm a diagnosis of high cholesterol and determine the proper treatment, including whether medication is needed.

Distribution of Total Cholesterol by Gender



- 30.5% of males report elevated Cholesterol, with 10.6% reporting High Cholesterol.

- 36.4% of females report elevated Cholesterol, with 12.6% reporting High Cholesterol.

The table[23] below shows cholesterol categories for adults (18 years or older) not taking medication.

Total cholesterol range (mg/dL)

Desirable <200
Borderline High 200-239
High ≥ 240

HDL cholesterol* (mg/dL)

Low <40
High ≥ 60

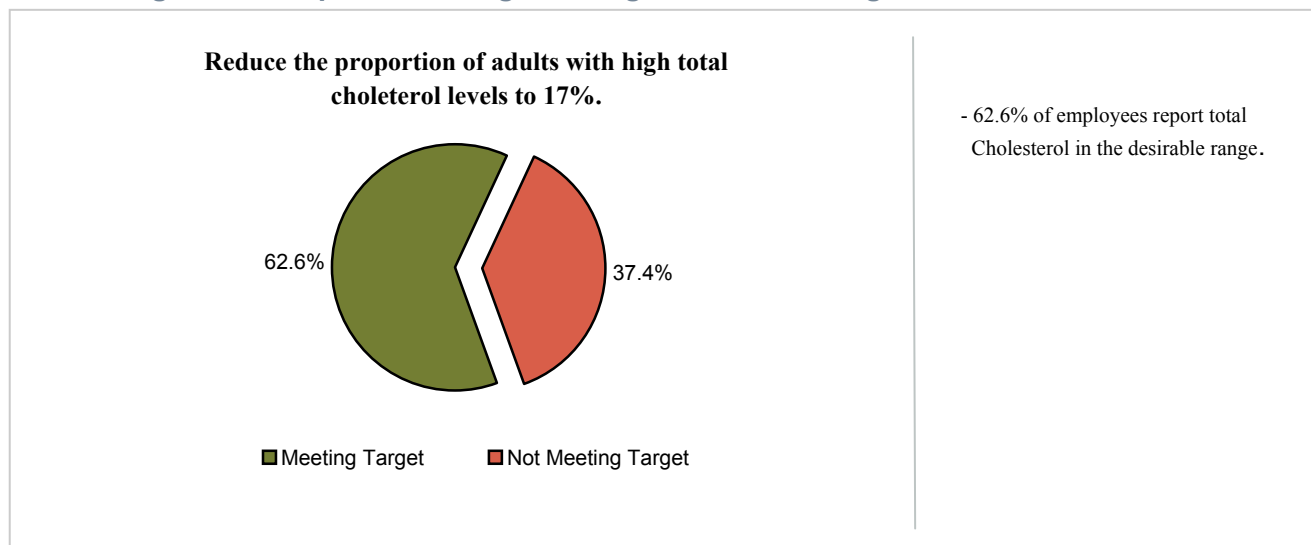
*High HDL values are protective against heart disease.

Company Name: **ACME**

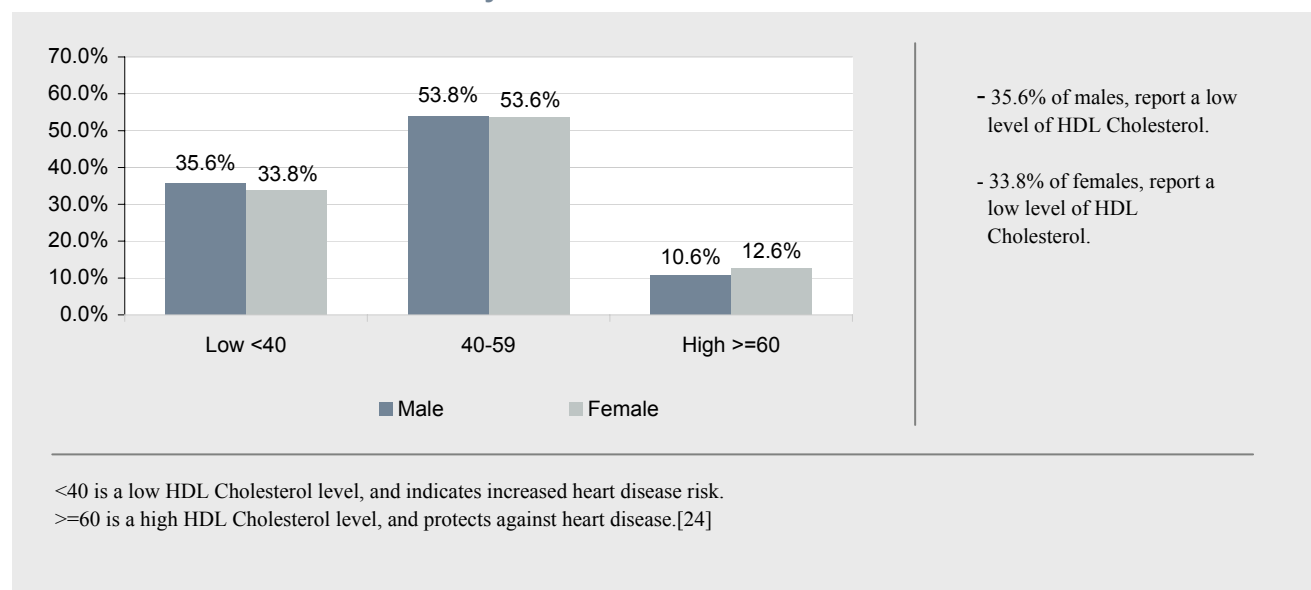
December 2007

Cholesterol Detail Summary

Percentage of Participants Meeting the Surgeon General Target for 2010



Distribution of HDL Cholesterol by Gender

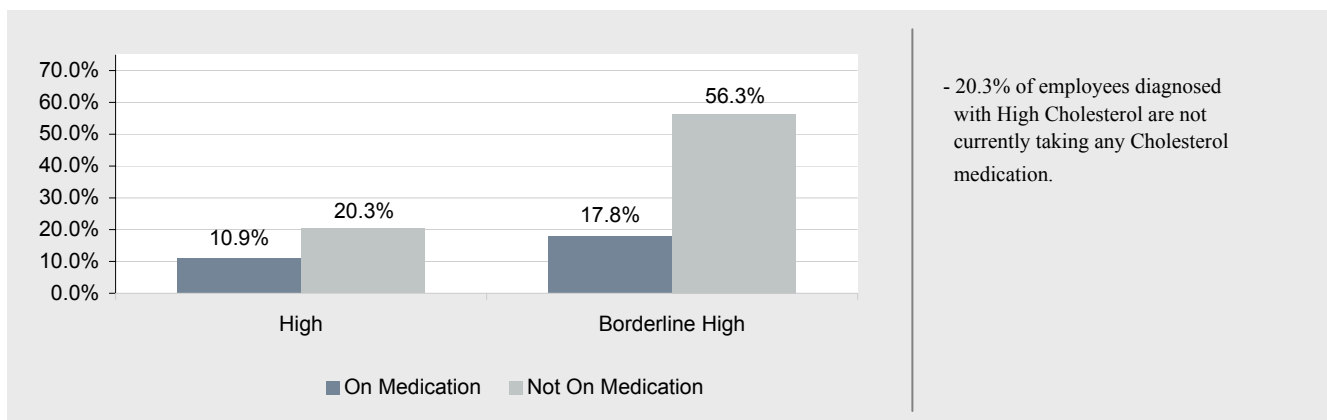


Company Name: **ACME**

December 2007

Cholesterol Detail Summary

Medication Use for Employees Diagnosed with Elevated Cholesterol



Interventions - Cholesterol

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

BCBSAZ can support your employees' efforts to decrease heart disease risk. Education that assists in understanding heart disease and cholesterol, and promotes adoption of lifestyle changes that include a healthy diet, regular physical activity and smoking cessation, may be helpful for your employees.

BCBSAZ offers a Healthy Living online disease fighting program focusing on heart disease to reduce disease risk. BCBSAZ offers its NurseOn Call program with health information any time day or night, and can also provide educational materials related to cholesterol.

Company Name: **ACME**

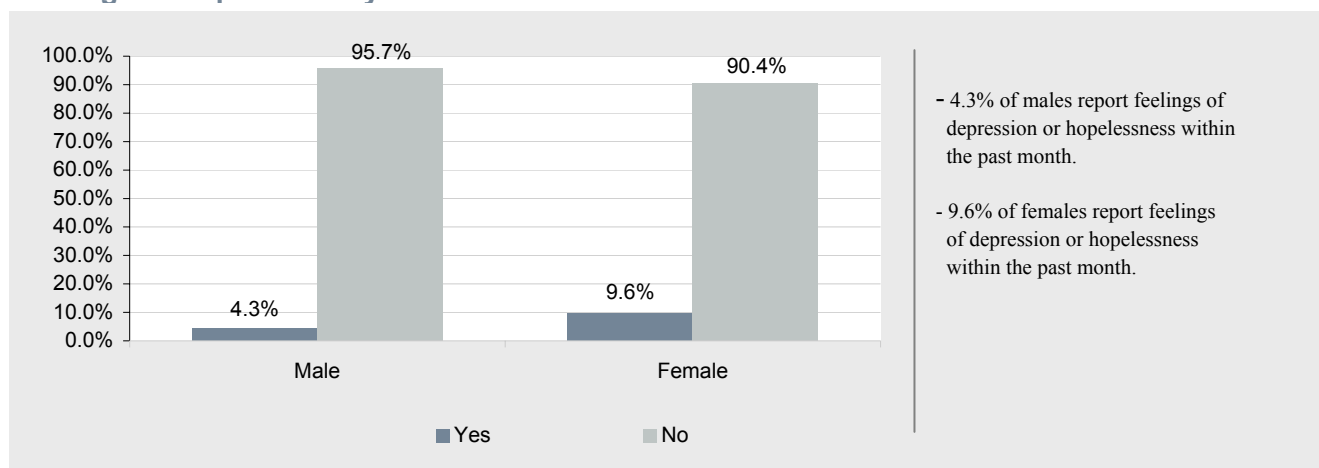
December 2007

Depression Detail Summary

Depression is associated with other medical conditions, such as heart disease, cancer, and diabetes, as well as anxiety and eating disorders. Depression is treatable. Approximately 20 percent of the U.S. population is affected by mental illness during a given year.[25] Of all mental illnesses, depression is the most common disorder. More than 19 million adults in the United States suffer from depression. Major depression affects approximately twice as many women as men.

Depression also has a deleterious impact on the economy, costing the United States over \$40 billion each year, both in diminished productivity and in use of health care resources. In the workplace, depression is a leading cause of absenteeism and diminished productivity[26].

Feelings of Depression by Gender



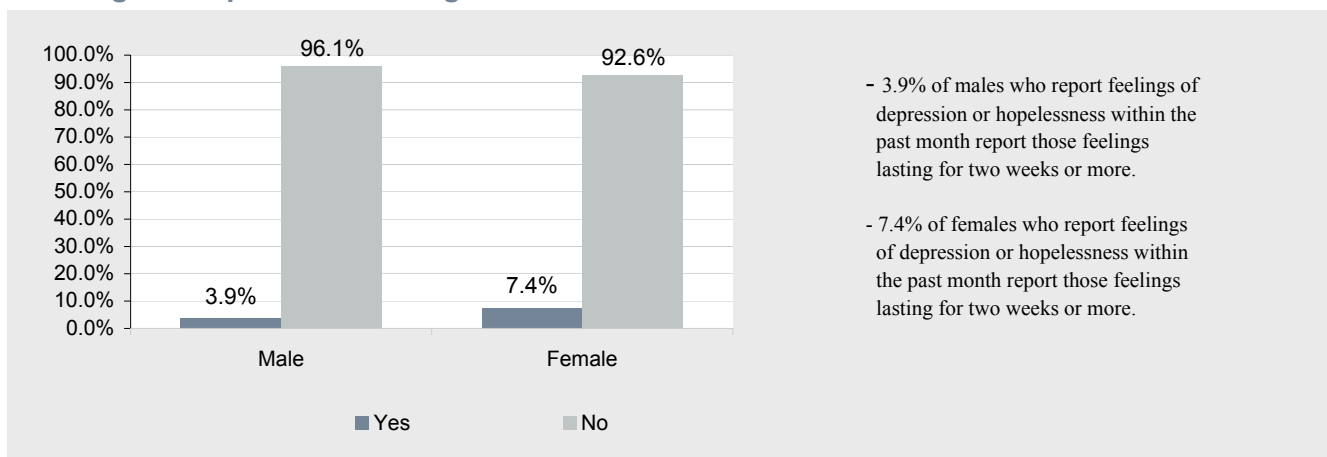
Company Name: **ACME**

December 2007

Depression Detail Summary

The chart below is based on the employees who responded that they have had feelings of depression within the past month.

Feelings of Depression Lasting For Two Weeks



Interventions - Depression

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

Many companies offer individual counseling and referral for stress or depression through their Employee Assistance Program (EAP). Employees with depression should seek the assistance of a mental health professional.

BCBSAZ can assist you with educational materials, education sessions and depression screenings. In addition, BCBSAZ offers a telephonic or online health coaching program called Stress-Relief, which may help employees experiencing stress or depression. BCBSAZ offers its Nurse On Call program with health information any time day or night.

Company Name: **ACME**

December 2007

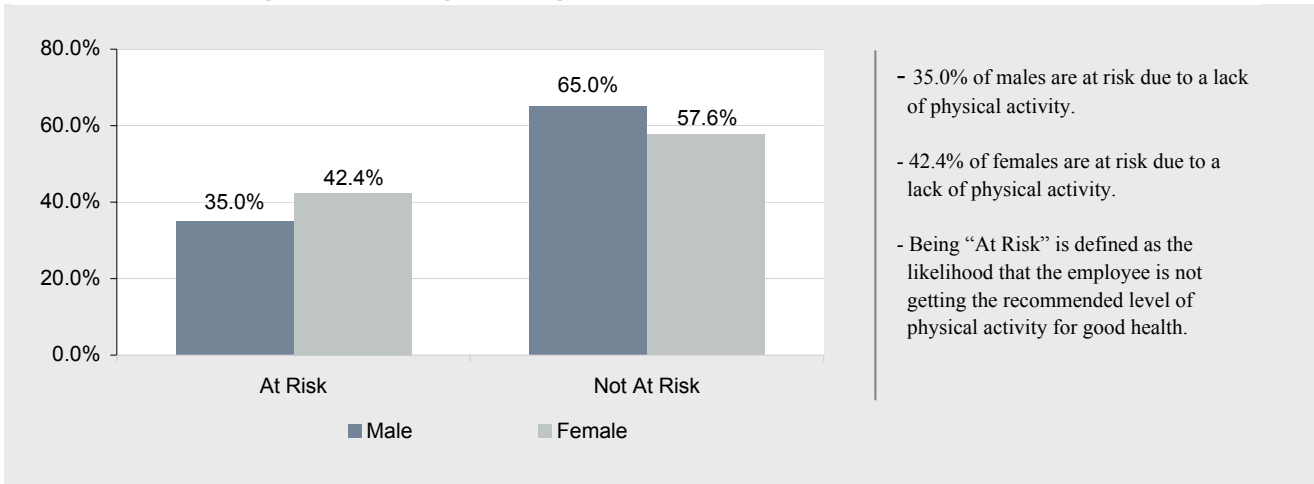
Physical Activity Detail Summary

Recent surveys indicate that over 75% of Americans lead a sedentary lifestyle[27]. Physical activity improves life expectancy and the quality of life. In fact, recent data suggest that low physical activity may be the leading cause of preventable death. Physical activity reduces risks for heart disease, certain cancers, diabetes, obesity, and osteoporosis. It also improves mental health and reduces stress. For these reasons, health experts recommend that all adults accumulate at least 30 minutes of moderate intensity exercise on most days of the week, preferably daily. The best example of a moderate activity that most people can fit into their daily routine is walking at a 3-4 mile/hour pace.[28]

High intensity activities include many sports (particularly ones that require frequent or continuous motion), jogging or running, swimming laps, cycling, and stair climbing. Research has shown that the majority of health benefits result from moving from a sedentary lifestyle to one that includes regular, preferably daily, moderate intensity activity.

For physical activity to be beneficial for health, it does not necessarily have to be done all at once. For example, research has shown that three 10-minute activity sessions per day are equivalent to one 30-minute session in terms of overall health protection.[29]

Distribution of Physical Activity Risk by Gender

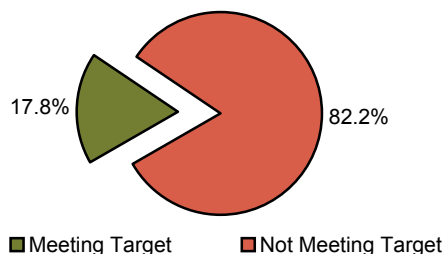


Company Name: ACME

December 2007

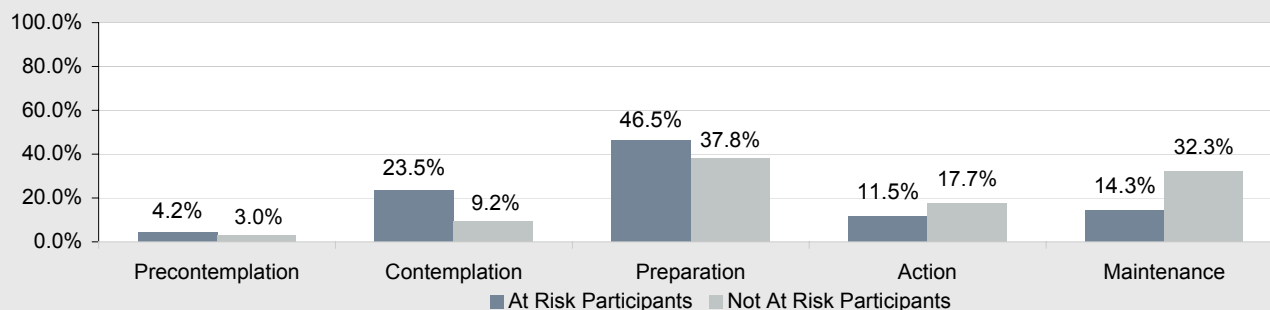
Physical Activity Detail Summary

Increase to 30% the proportion of adults who engage regularly, preferably daily, in moderate physical activity for at least 30 minutes/day.



- 17.8% of employees report engaging in moderate physical activity for at least 30 minutes each day.
- The Surgeon General has established a number of interrelated goals for the country for increasing physical activity and fitness. A complete list of these goals may be found at <http://web.health.gov/healthypeople>.

Stage of Change - Physical Activity



- Of the "at risk" employees, 70.0% are either seriously thinking about making a change, or are planning to make a change.

- 14.3% of the "at risk" employees are at the maintenance stage.

Interventions - Physical Activity

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

Education that supports how physical activity can affect many risk factors may assist employees in adopting healthy lifestyle changes. Regular physical activity can be helpful for your employees.

BCBSAZ offers several online Healthy Living programs such as Get in Shape, Easy Start, Weight Loss and Healthier Diet

that can assist your employees in making positive lifestyle changes.

Another online program is WalkingWorks. This is an interactive program where employees can log minutes of activity and earn incentives along the way. BCBSAZ offers its Nurse On Call program with health information any time day or night, and can also provide a variety of educational materials related to physical activity.

Company Name: **ACME**

December 2007

Nutrition Detail Summary

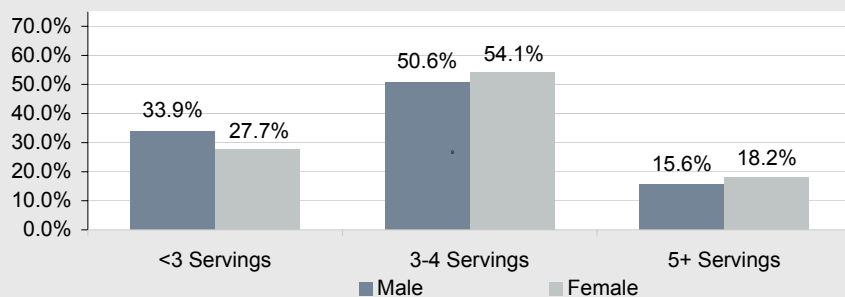
Dietary factors are associated with four of the ten leading causes of death: coronary heart disease, some types of cancer, stroke and diabetes. Dietary factors are linked to high blood pressure, osteoporosis, being overweight and obesity, which are also associated with the leading causes of death identified above[30].

For the majority of adults, diet is one of the most important controllable risk factors affecting long term health.

Eating plenty of fruits and vegetables of different kinds every day is an important step people can take to prevent a variety of health problems.

Research shows that eating plenty of fruits and vegetables daily contributes to better control of blood pressure, weight, and diabetes. In addition, a diet rich in fruits and vegetables may provide protection against heart disease and some cancers.

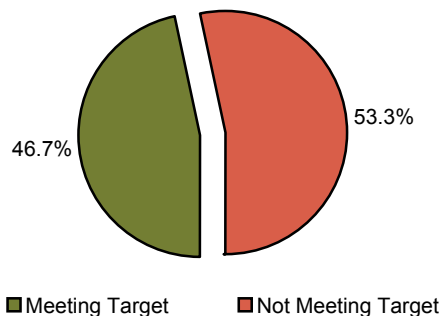
Daily Servings of Fruits and Vegetables by Gender



- 84.5% of males eat fewer than the recommended 5 servings of fruit and vegetables daily. 33.9% eat fewer than 3 servings per day.
- 81.8% of females eat fewer than the recommended 5 servings of fruit and vegetables daily. 27.7% eat fewer than 3 servings per day.

Percentage of Participants Meeting the Surgeon General Target for 2010 - Fruit

Increase to 75% the number of adults who eat at least two daily servings of fruit.



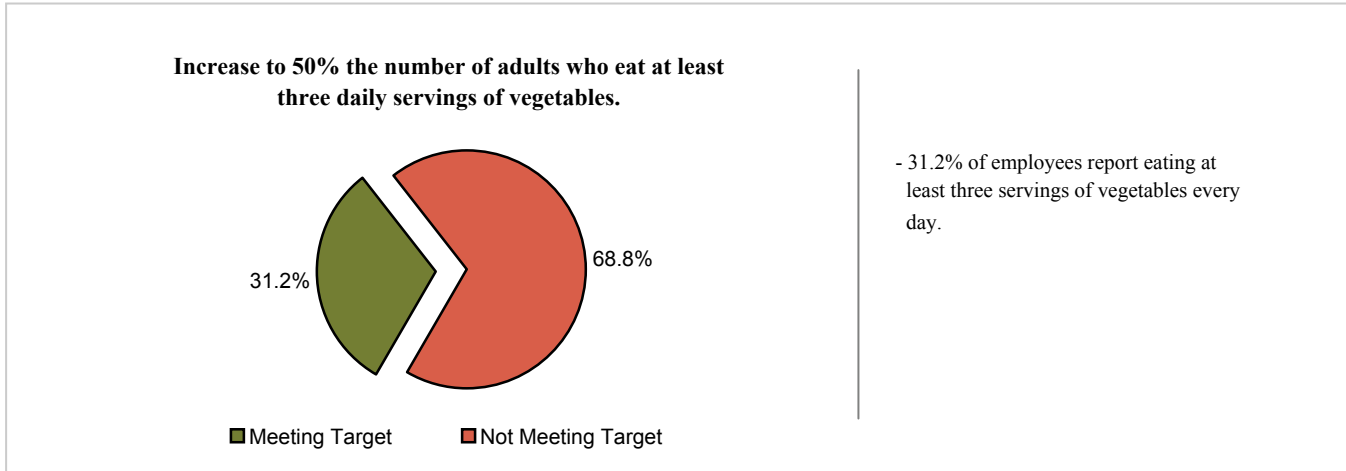
- Currently, 46.7% of employees meet the Surgeon General's Healthy People 2010 target of eating at least two servings of fruit per day.

Company Name: **ACME**

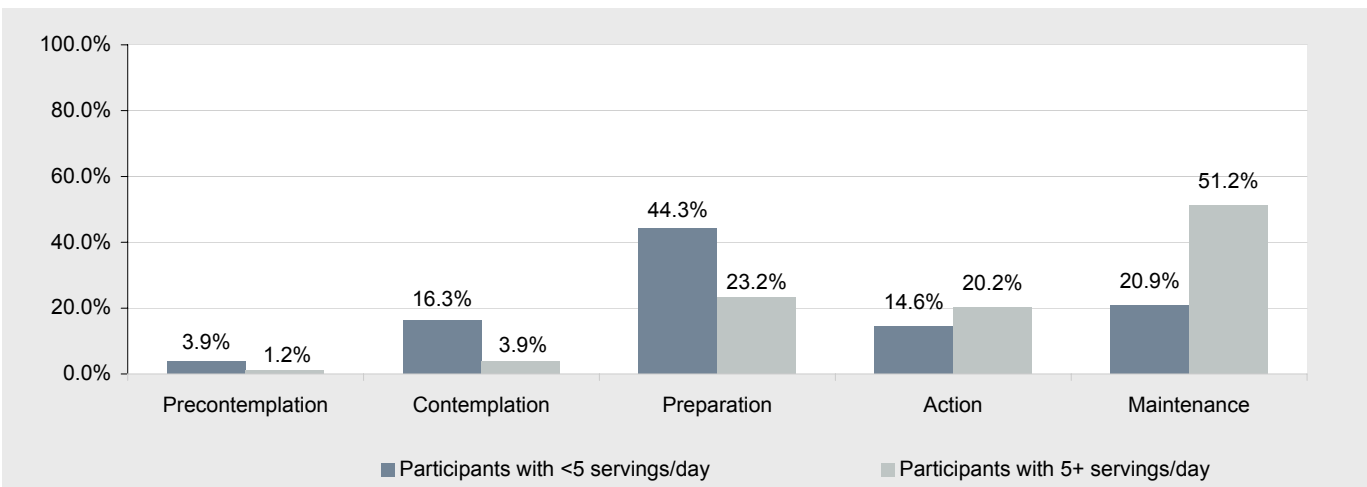
December 2007

Nutrition Detail Summary

Percentage of Participants Meeting the Surgeon General Target for 2010 - Vegetables



Stage of Change - Fruits and Vegetables



Of those eating less than the recommended servings:

- 60.6% are either seriously thinking about, or are planning to make a change.

- 14.6% of employees report recently making changes.

- 20.9% of employees are maintaining the changes they made more than 6 months ago.

Company Name: **ACME**

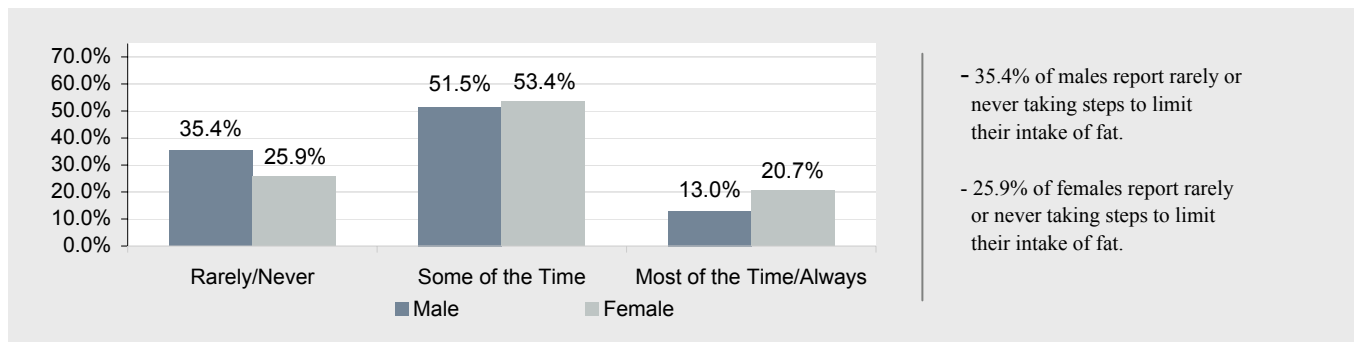
December 2007

Nutrition Detail Summary

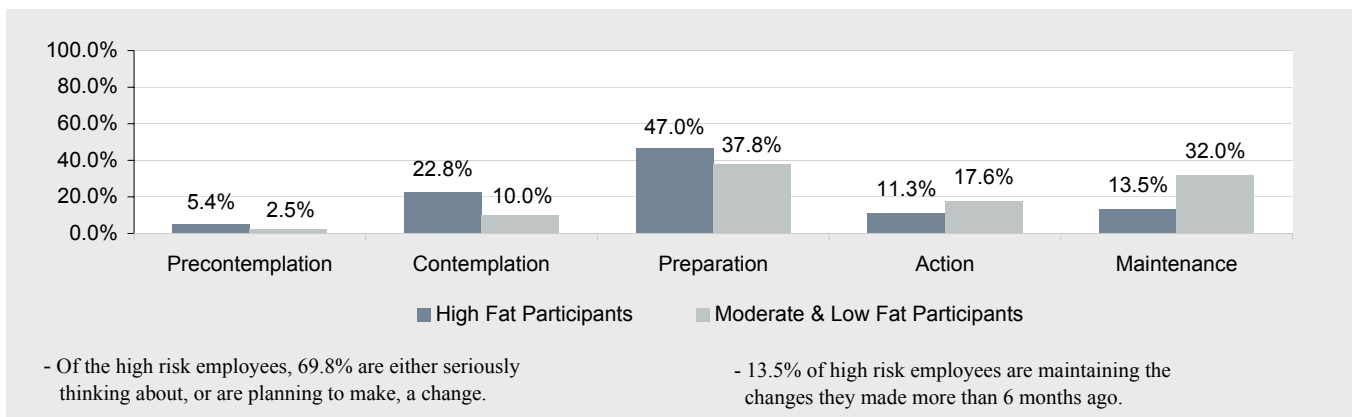
Dietary fat, in moderation, is necessary for good health, but in excess it can contribute to many health problems. In particular, these problems include obesity and elevated cholesterol (especially LDL cholesterol).

In this way, excess dietary fat intake also contributes significantly to increased risk for heart disease, diabetes, and certain cancers.

Total Population - Limiting Fat Intake by Gender



Stage of Change - Limiting Fat Intake



Interventions - Nutrition

Education that supports how eating according to the recommended daily servings of the five food groups, and decreasing dietary fat can assist employees in reducing risk factors that contribute to health issues.

BCBSAZ offers several online Healthy Living programs such as Healthier Diet, Easy Start, Healthy Aging, Weight

Loss and Get in Shape to promote healthy food choices and assist employees in making positive lifestyle changes.

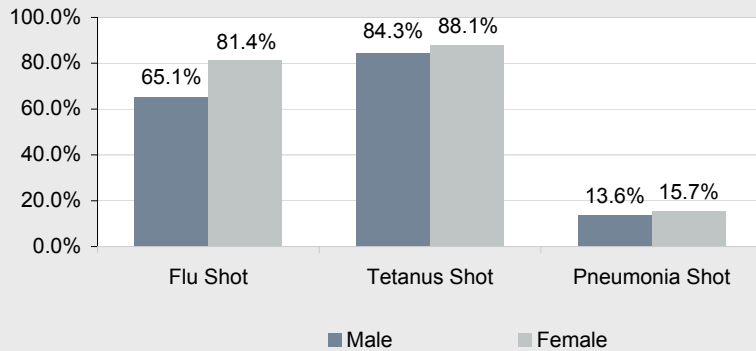
BCBSAZ offers its Nurse On Call program with health information any time day or night, and can also provide a variety of educational materials related to healthy eating and nutrition.

Preventative Health Detail Summary

According to the Centers for Disease Control, chronic diseases are the leading cause of death and disability in the United States[31]. Although chronic diseases are among the most common and costly health problems, they can also be the most preventable.

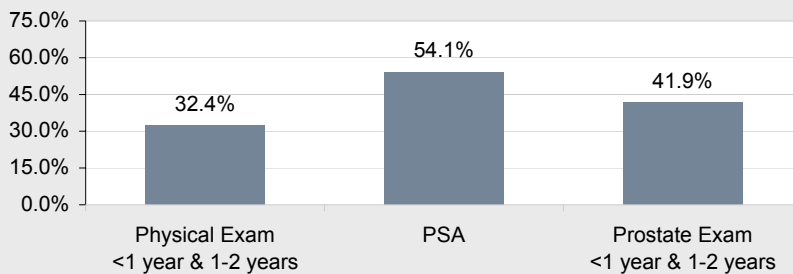
Getting routine preventive screenings can raise awareness for certain chronic conditions or diseases, allowing for earlier treatment and/or prevention. Also, adopting healthy lifestyle behaviors can reduce your risk for chronic diseases.

Immunizations by Gender



- Only 13.6% of males and 15.7% of females have received a pneumonia shot.
- 65.1% of males received a flu shot.

Preventative Screenings for Men



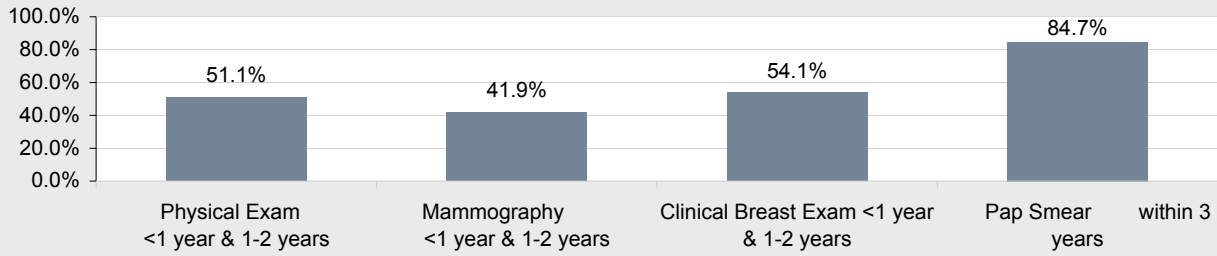
- Only 32.4% of males had a physical exam both within the last year, and 1-2 years ago.
- 54.1% of males over the age of 50 have had a Prostate-Specific Antigen test.
- Only 41.9% of males had a prostate exam both within the last year, and 1-2 years ago.

Company Name: **ACME**

December 2007

Preventative Health Detail Summary

Preventative Screenings for Women



- 41.9% of females had a mammography both within the last year, and 1-2 years ago.
- 54.1% of females had a clinical breast exam both within the last year, and 1-2 years ago.

- 84.7% of females had a pap smear both within the last year, and 1-2 years ago.

Interventions - Preventative Health

BCBSAZ can assist you with educational materials, education sessions and related screenings for your employees.

BCBSAZ offers a personal home page on the BCBSAZ website that employees can customize to include preventive health reminders, along with many other interactive tools and resources. There are several online Healthy Living programs, such as Healthy Aging and Easy Start, to assist employees in learning about preventive care.

BCBSAZ offers flu shots at no out of pocket cost to members in the community and at worksites during the months of October - February. Standard benefits and cost-sharing apply at other times. Minimum

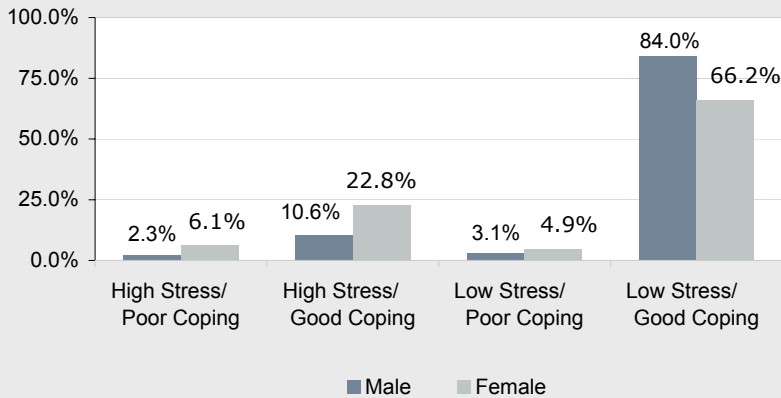
participation requirements may apply to worksites. BCBSAZ also offers mammograms at no out of pocket cost to members during the months of September through January at worksites and October through December at Bashas' grocery store locations throughout the state. Standard benefits and cost-sharing apply at other times. Minimum participation requirements may apply to worksites. (Federal Employee Program, Medicare, other federal and state health care program members and out of state Blue Cross and/or Blue Shield plan members are not eligible for these flu shot and mammogram offers.)

Company Name: **ACME**

December 2007

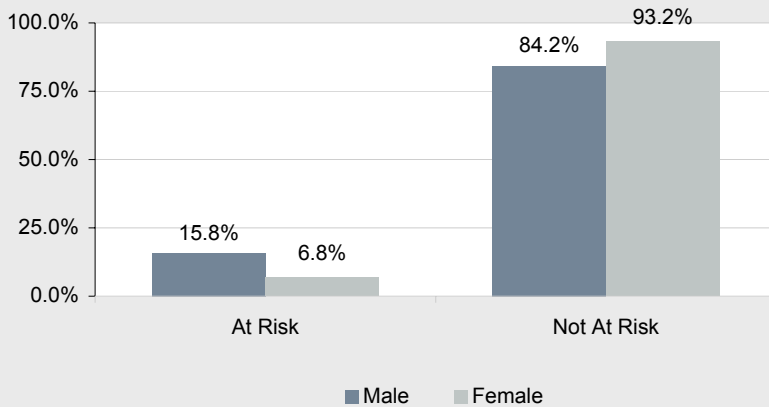
Lifestyle Risk General Summary

Stress/Coping Summary by Gender



- 16.0% of males are "at risk" for stress.
- 33.8% of females are "at risk" for stress.
- Being "At Risk" is defined as reporting either high stress or poor coping.

Alcohol Use Summary by Gender



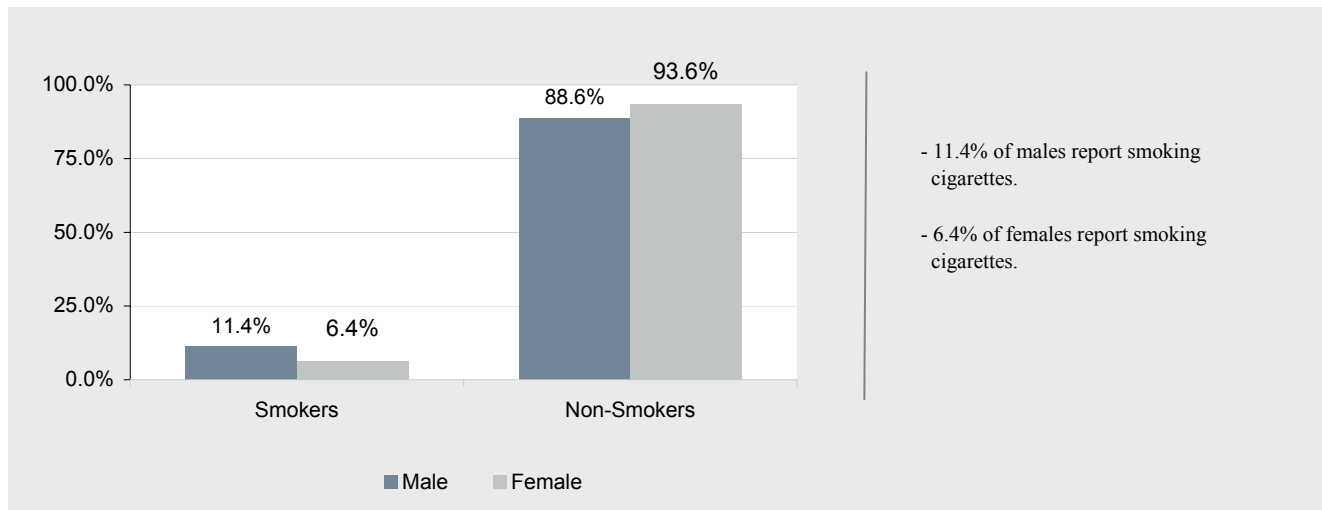
- 15.8% of males are "At Risk" for alcohol consumption.
- 6.8% of females employees are "At Risk" for alcohol consumption.
- Being "At Risk" is defined as >15 drinks per week for males and >8 drinks per week for females.

Company Name: **ACME**

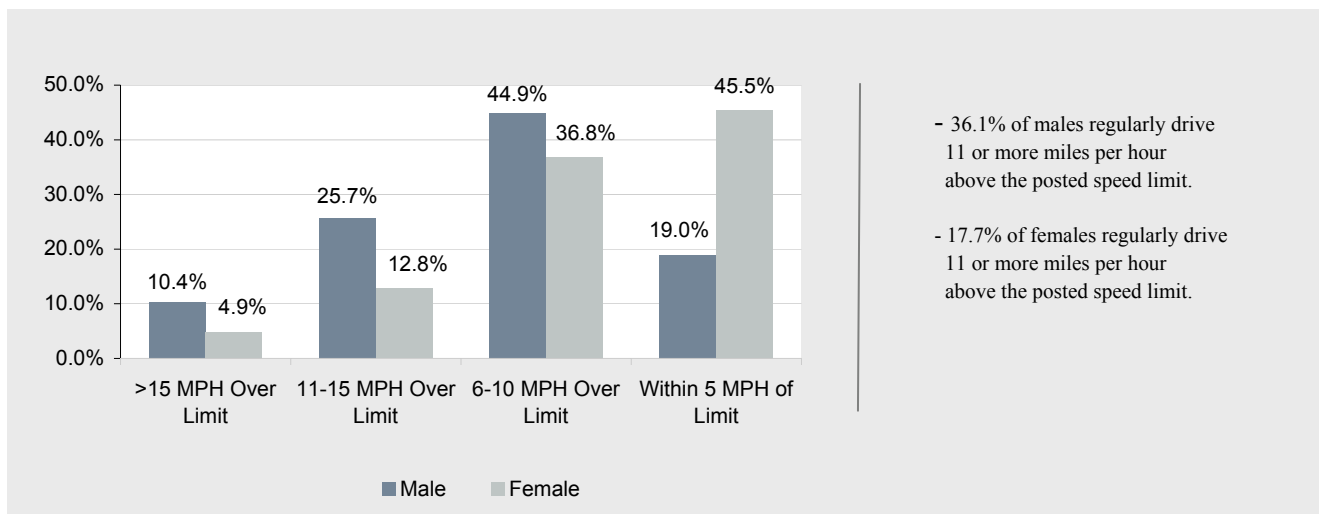
December 2007

Lifestyle Risk General Summary

Tobacco Use Summary by Gender



Speed Limit Observation by Gender



Company Name: **ACME**

December 2007

Sources

1. Burton, et al, (March 2006). The Association Between Health Risk Change and Presenteeism Change JOEM,48 (3), 252-263 (\$950 productivity cost was calculated using an average salary and benefits of \$50,000)
2. Serxner,S, Gold, D, Grossmeier J, Anderson D., (November 2003). The Relationship Between Health Promotion Program Participation and Medical Costs: A Dose Response. JOEM,45 (11),1196-1200
3. Ibid
4. Benchmark scores are provided by Matria Healthcare, based on data compiled from its national book of business and/or organizations such as the Centers for Disease Control and the National Highway and Traffic Safety Administration.
5. Ibid
6. Days lost to absenteeism and presenteeism are self-reported, and provided to BCBSAZ for each group by Matria Healthcare. Dollars lost are based on the self-reported days lost multiplied by the group's average salary including benefits, if provided to BCBSAZ. If not provided, BCBSAZ uses the most current data available from the Dept of Labor. The potential improvement for this sample report is based on factors for presenteeism and absenteeism provided by Matria Healthcare.
7. Burton, et al, (March 2006). The Association Between Health Risk change and presenteeism change JOEM,48 (3), 252-263
8. Ibid
9. Days lost to absenteeism and presenteeism are self-reported, and provided to BCBSAZ for each group by Matria Healthcare. Dollars lost are based on the self-reported days lost multiplied by the group's average salary including benefits, if provided to BCBSAZ. If not provided, BCBSAZ uses the most current data available from the Dept of Labor. The potential improvement for this sample report is based on factors for presenteeism and absenteeism provided by Matria Healthcare.
10. Ibid
11. Ibid
12. Source: Matria Healthcare
- 13 Source: <http://www.cdc.gov/nccdphp/publications/aag/steps.htm>
14. Prochaska JO, Norcross JC, DiClemente CC. Changing for Good. A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward. New York, NY:Avon Books, 1995.
15. Ibid
16. Source: www.cdc.gov/nchs/products/pubs/pubd/hestats/obese/obse99.htm
17. Source: www.nhlbi.nih.gov/health/public/heart/obesity/lose_wt/behaviour.htm
18. Source: www.cdc.gov/nccdphp/dnpa/obesity/faq.htm
19. Source: www.nhlbi.nih.gov/health/dci/diseases/hbp/HBP_WhoIsAtRisk.html
20. The Seventh Report of the Joint National Committee on Prevention, Detection, Evaluation and Treatment of High Blood Pressure. <http://www.nhlbi.nih.gov/guidelines/hypertension/jnc7full.pdf>
22. Source: www.cdc.gov/cholesterol/index.htm
22. Source: www.nhlbi.nih.gov
23. Source: The National Cholesterol Education Program Adult Treatment Panel III Report. 2003; http://www.nhlbi.nih.gov/guidelines/cholesterol/atp_iii.pdf
24. Source: www.nhlbi.nih.gov
25. Source: http://www.healthypeople.gov/document/html/uih/uih_bw/uih_4.htm#mentalhealth
26. Greenberg, P.E.; Stiglin, L.E.; Finkelstein, S.N.; et al. The Economic Burden of Depression. Journal of Clinical Psychiatry 54:425-426, 1993. PubMed; PMID 8270583
27. Source: Matria Healthcare
28. Source: www.cdc.gov/nccdphp/dnpa/physical/terms/index.htm
29. Ibid
30. Source: www.healthypeople.gov/data/midcourse/pdf/FA19.pdf
31. Source: www.cdc.gov/nccdphp/factsheets/death_causes2000_access.htm

Company Name: **ACME**

December 2007

Important Information

This report is for informational purposes only. Certain data and benchmarking factors are provided by Matria Healthcare, a health enhancement company, an independent contractor of BCBSAZ. The information contained in this report is not intended to direct an employer or member regarding medical care or treatment as recommendations,

advice, services or online resources are not a substitute for the advice, opinion or recommendation of a members' physician or health care provider. All logos, photos, illustrations, word marks, trademarks and service marks are property of their respective owners.

© 2007 Blue Cross Blue Shield of Arizona.