

---

December 2007

---

# ACME My BluePrint Management Report

**9/1/2007 - 12/20/2007 - 67 Assessments**

Company Name: ACME

December 2007

---

## Table of Contents

---

Table of Contents .....	2
Introduction .....	3
Executive Summary .....	4
Population Health Overview .....	7
<b>Medical Risk Factors</b>	
Weight Detail Summary .....	8
Blood Pressure Detail Summary .....	9
Cholesterol Detail Summary .....	11
Depression Detail Summary .....	13
<b>Lifestyle Risk Factors</b>	
Physical Activity Detail Summary .....	14
Nutrition Detail Summary .....	15
Preventative Health Detail Summary .....	16
Lifestyle Risk General Summary .....	18
Sources .....	20

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, preventive health screenings, 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 impact your company?

Employees who take the health assessment have an awareness of the medical and lifestyle risks that impact them. 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.[1] Additionally, as health assessment participation increases, cost savings increase. Completing an assessment 1, 2, or 3 or more times was associated with savings of \$83, \$173, \$543 respectively. Participation in the health assessment and other health promotion activities yielded additional cost savings.[2] For employers, providing a health assessment and resources for employees to encourage healthier lifestyles and management can, over time, impact medical cost trends.

### 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.

**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.

## 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 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:

- 67 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.[3]
- Thirty-six percent of your employees are at high risk with an additional 36.2% classified at medium risk based on their medical conditions and lifestyle risks.
- Ninety-six percent 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[4].

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

### 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

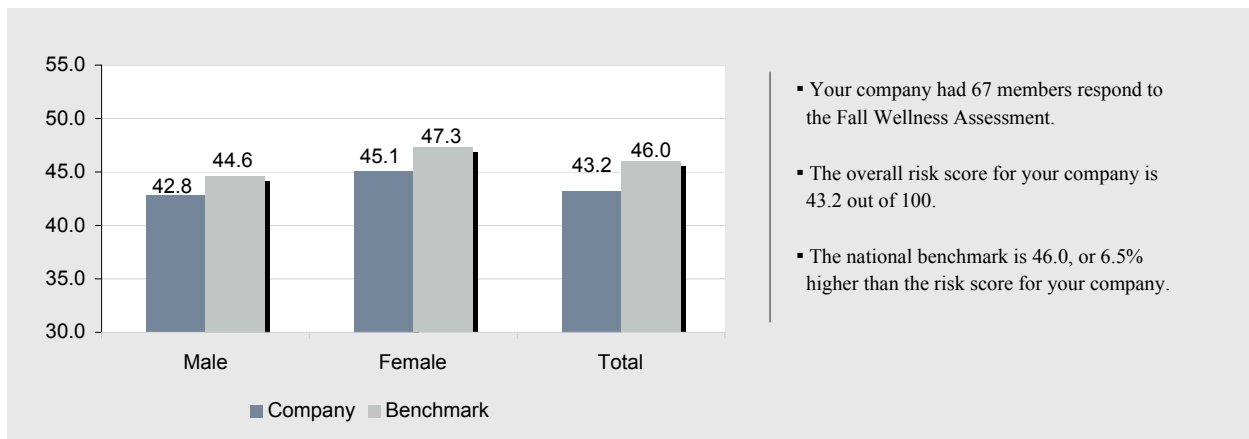
December 2007

## Executive Summary

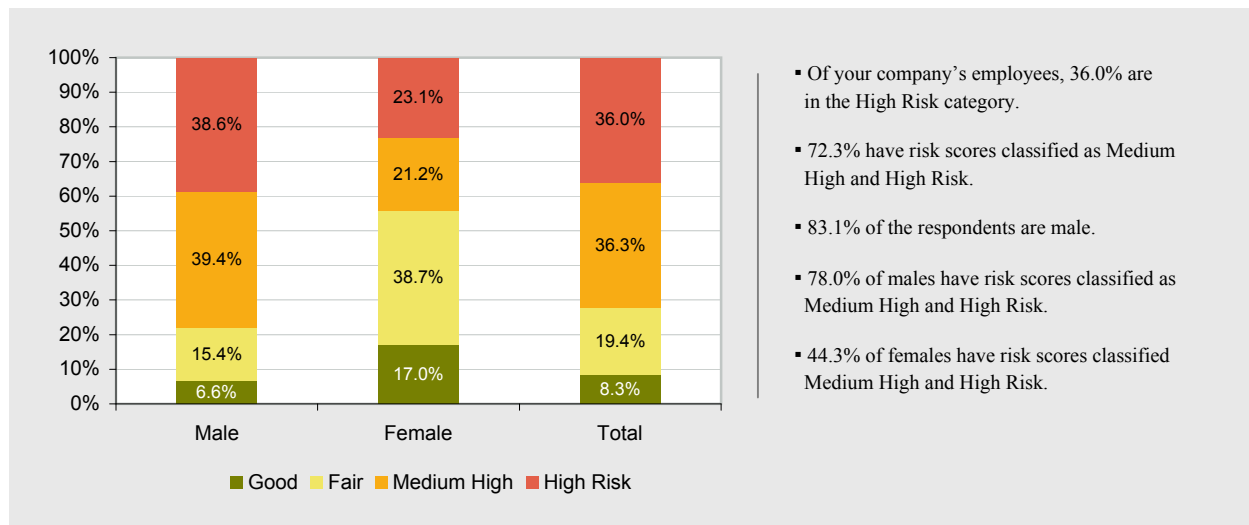
The following is a summary of information collected between 9/07 – 12/07 by the health assessment. This executive summary has been created to provide a quick overview of the health status of the employees,

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



### Employees at Risk By Gender

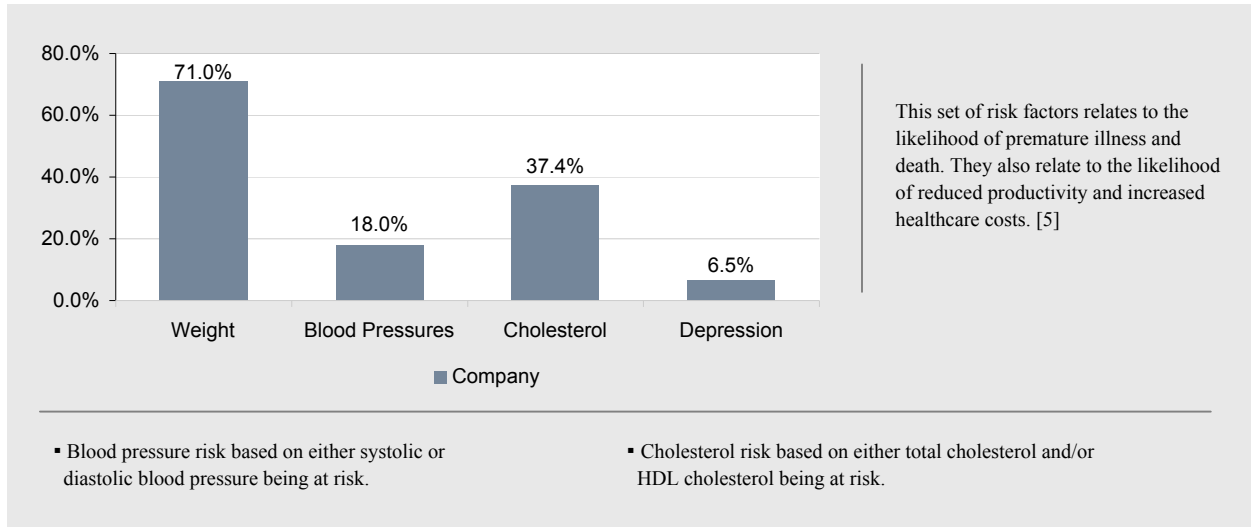


## Population Health Overview

### Medical Risk Factors

This report summarizes the health strengths and risks for the 67 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.

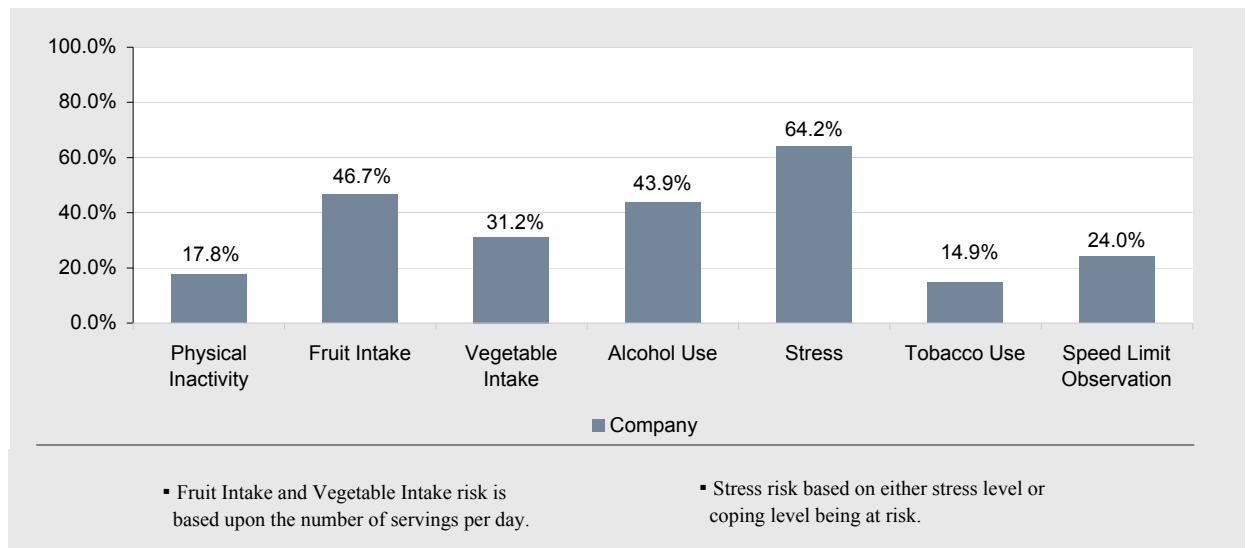
A good way to improve the health and productivity of your employees is to reduce the risk factors in your population and take steps to prevent employees from shifting from low risk to medium or high risk.



### Lifestyle Risk Factors

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.[6]



## Weight Detail Summary

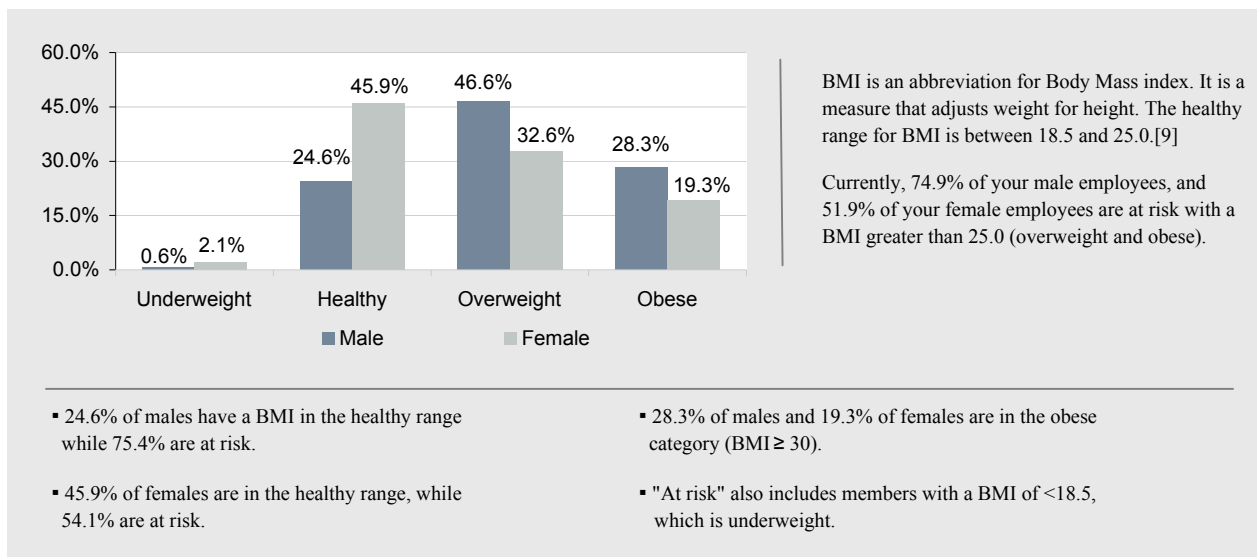
Being overweight is the most common medical risk factor in the United States. According to recent surveys, more than two out of every three Americans are overweight and over 30% of Americans are obese.[7] This nationwide epidemic is the combined result of poor eating habits and - more important - a dramatic 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.[8]

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



### Interventions - Weight Management

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.

## Blood Pressure Detail Summary

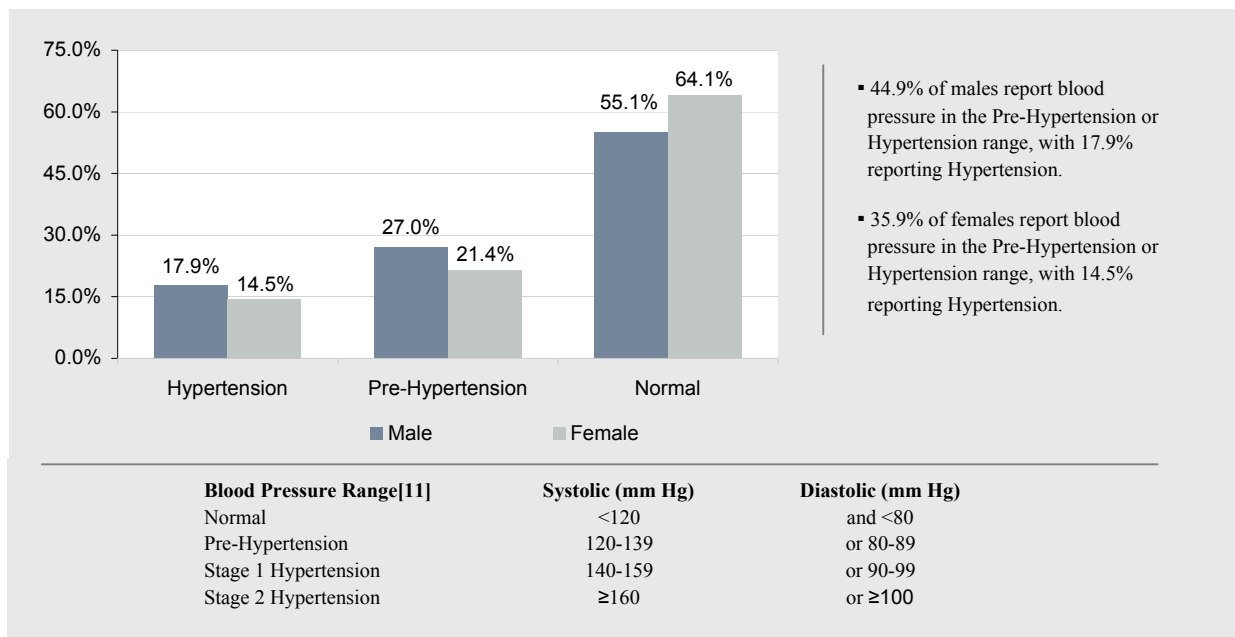
High blood pressure, also called hypertension, is a risk factor for heart disease, stroke, and kidney disease. Almost 65 million adults, and nearly one in three, have high blood pressure.[10] There are no definitive symptoms of high blood pressure, and its cause is not always known. However, it can be easily detected and controlled.

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.

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

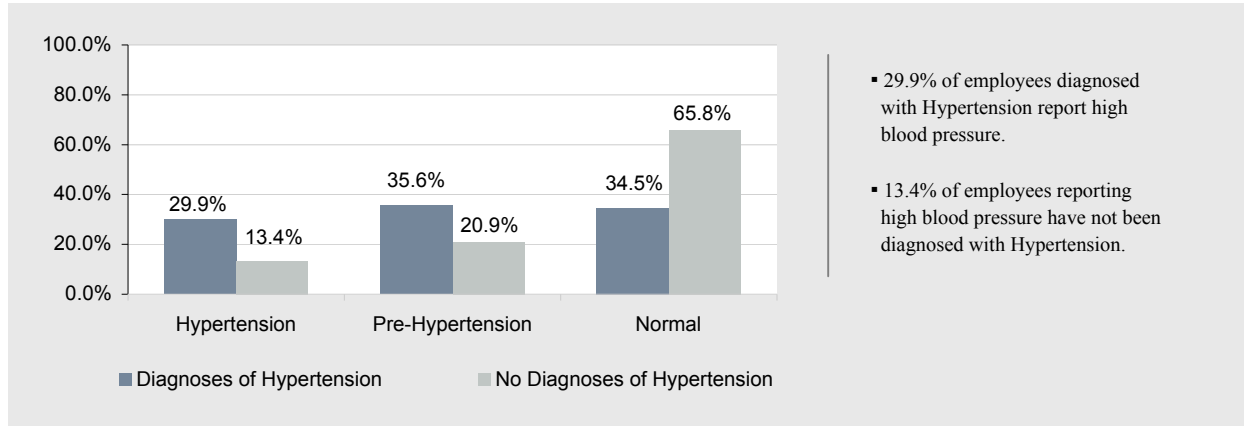
Lifestyle Risks	At Risk Scores
Lack of physical activity	36.2%
Overweight/obesity	71.0%
Tobacco use	14.9%
Low fruit/vegetable intake	84.0%
Excessive use of alcohol	2.2%

### Distribution of Blood Pressure by Gender

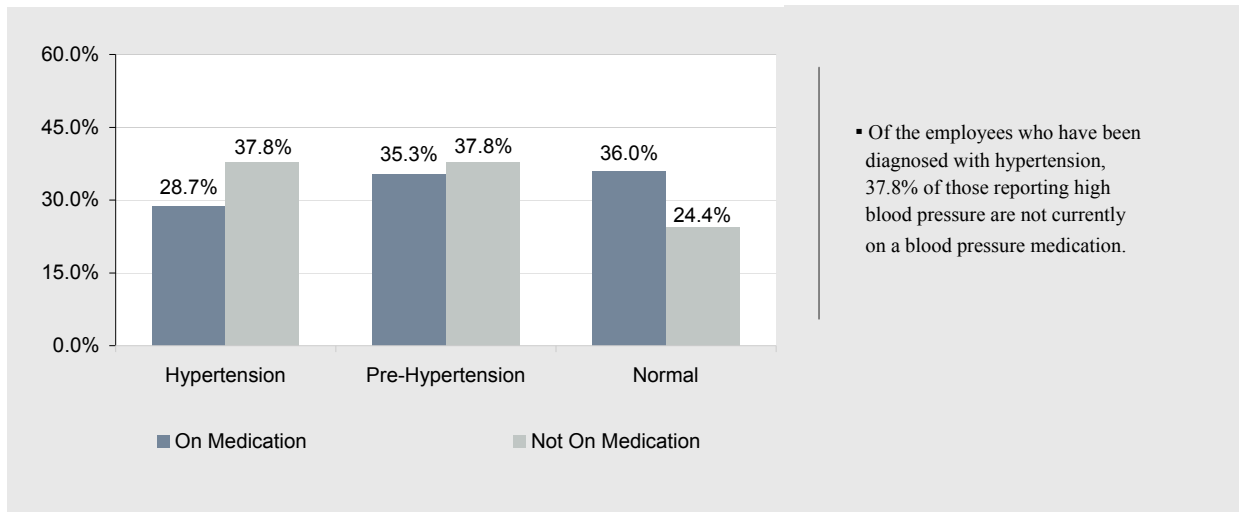


## Blood Pressure Detail Summary

### Blood Pressure for Participants With/Without a Diagnosis of Hypertension



### Blood Pressure Diagnosis / Medication Use



### Interventions - Blood Pressure

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.[12] 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.[13] 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.

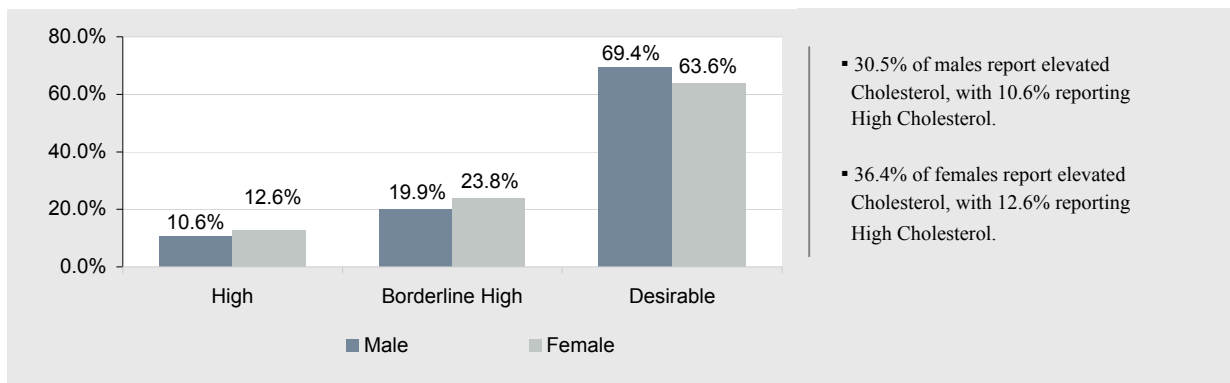
Several lifestyle risk factors relate to cholesterol management. They are listed below along with the percentage of current employees who are at risk.

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%

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



The table[14] below shows cholesterol categories for adults (18 years or older) not taking medication.

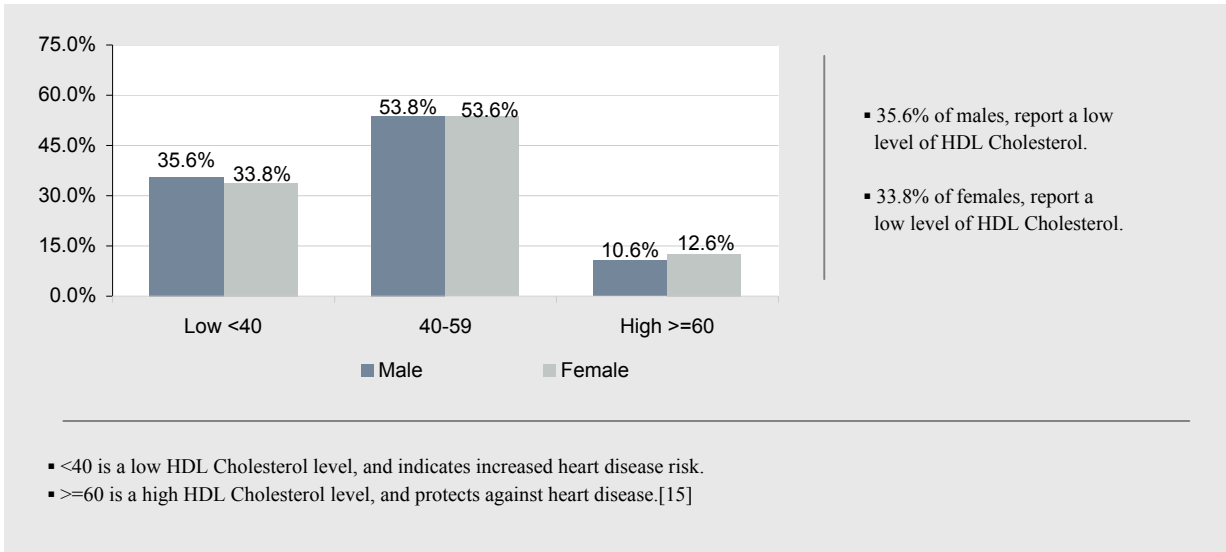
**Total cholesterol range (mg/dL)**  
Desirable <200  
Borderline High 200-239  
High ≥ 240

**HDL cholesterol\* (mg/dL)**  
Low <40  
High ≥ 60

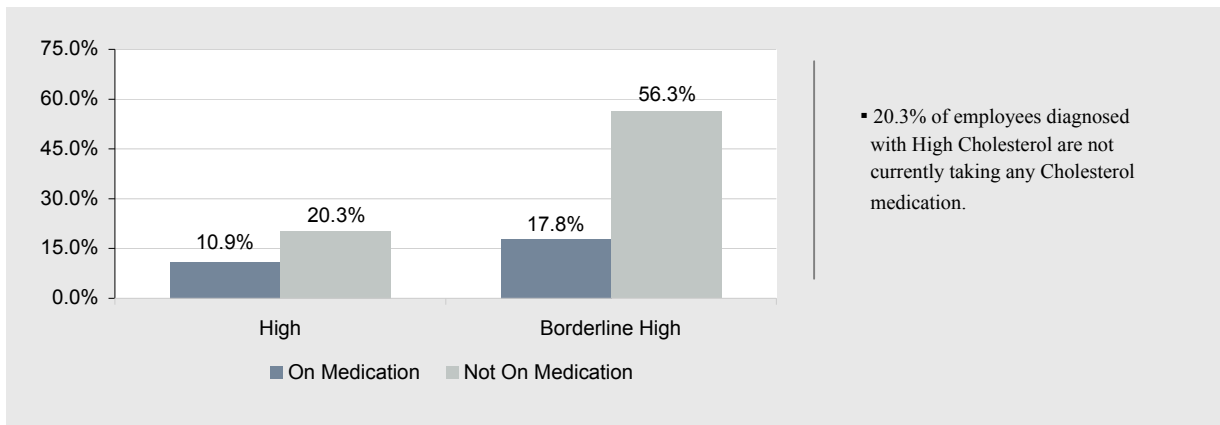
\*High HDL values are protective against heart disease.

## Cholesterol Detail Summary

### Distribution of HDL Cholesterol by Gender



### Medication Use for Employees Diagnosed with Elevated Cholesterol



### Interventions - Cholesterol

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.

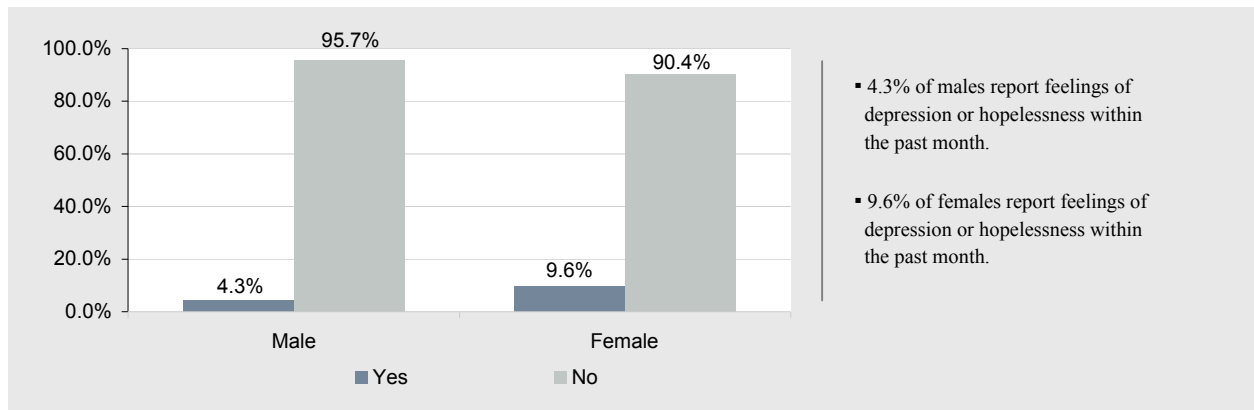
## Depression Detail Summary

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.[16] 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.

Major depression affects approximately twice as many women as men.

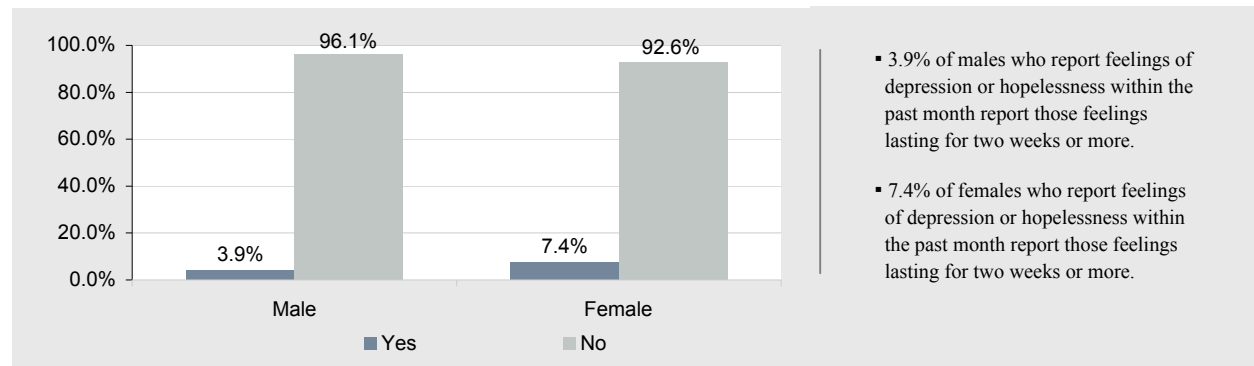
Depression also has a deleterious impact on the economy, costing the United States over \$40 billion each year, both in diminished productivity and in use of health care resources. In the workplace, depression is a leading cause of absenteeism and diminished productivity[17].

### Feelings of Depression by Gender



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

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 offers an online Healthy Living 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.

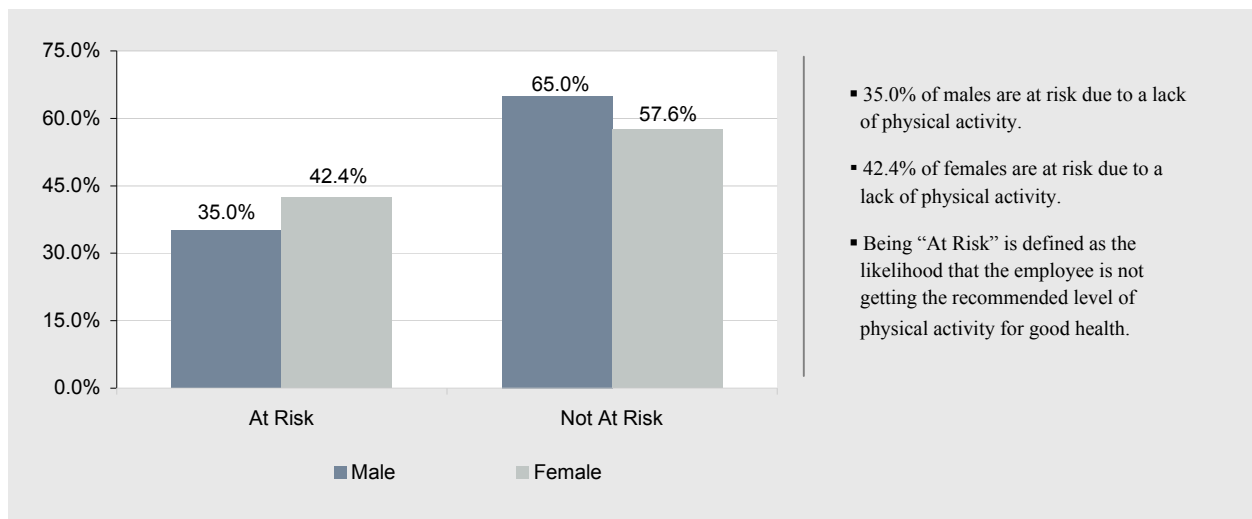
## Physical Activity Detail Summary

Recent surveys indicate that over 75% of Americans lead a sedentary lifestyle[18]. Physical activity improves life expectancy and the quality of life. In fact, recent data suggest that physical activity may be the leading cause of preventable death. It 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.[19]

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.[20]

### Distribution of Physical Activity Risk by Gender



### Interventions - Physical Activity

BCBSAZ can assist you in promoting physical activity. 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.

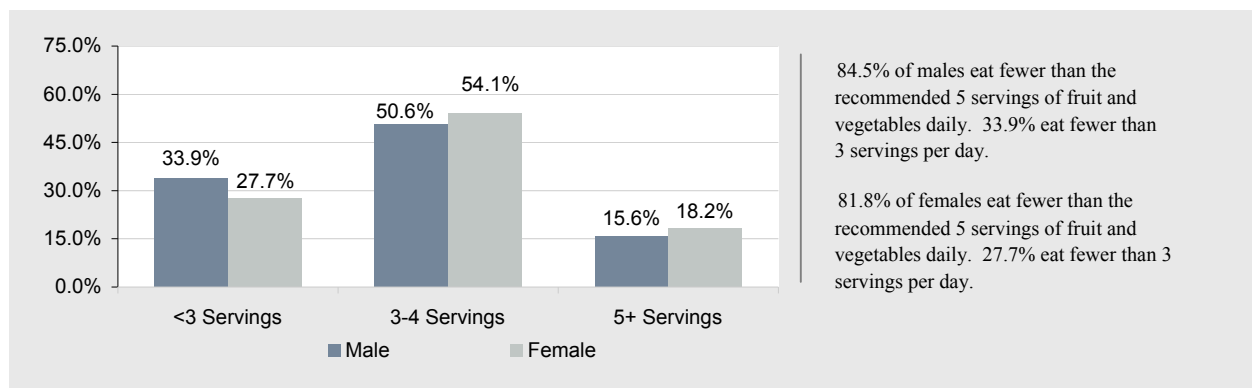
## Nutrition Detail Summary

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[21].

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.

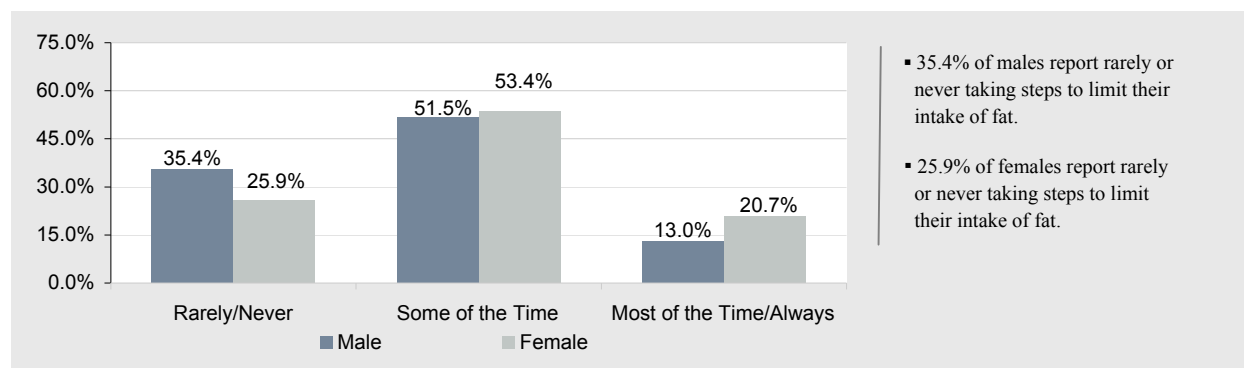
### Daily Servings of Fruits and Vegetables by Gender



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



### Interventions - Nutrition

BCSBAZ can assist you in promoting healthy eating. 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.

BCSBAZ offers several online Healthy Living programs such as Healthier Diet, Easy Start, Health Aging,

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

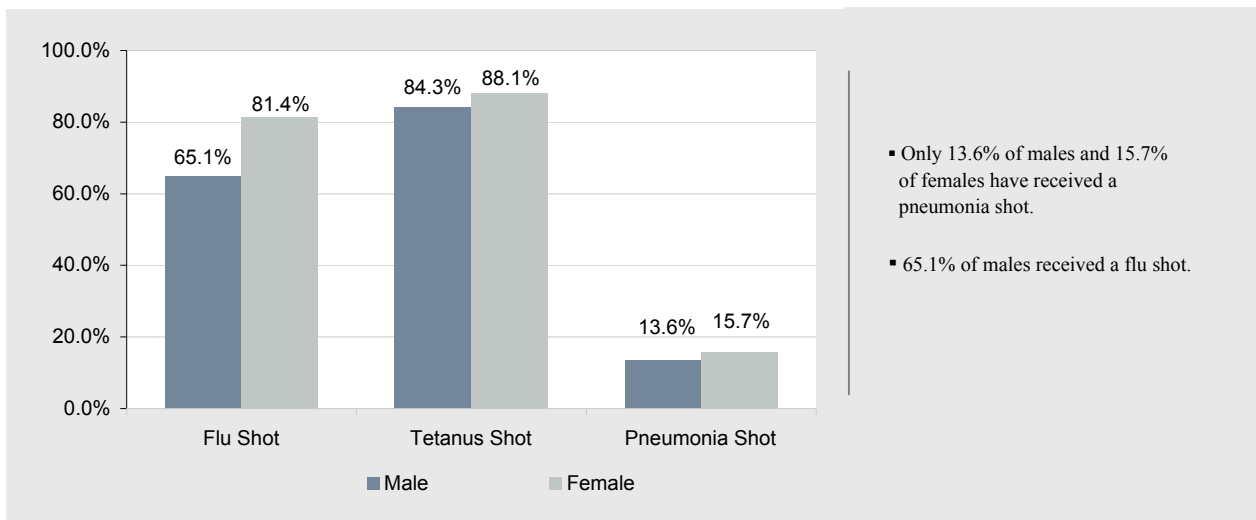
BCSBAZ offers a Nurse On Call program with reliable health information any time day or night, and can also provide a variety of educational materials related to healthy eating and nutrition.

## Preventative Health Detail Summary

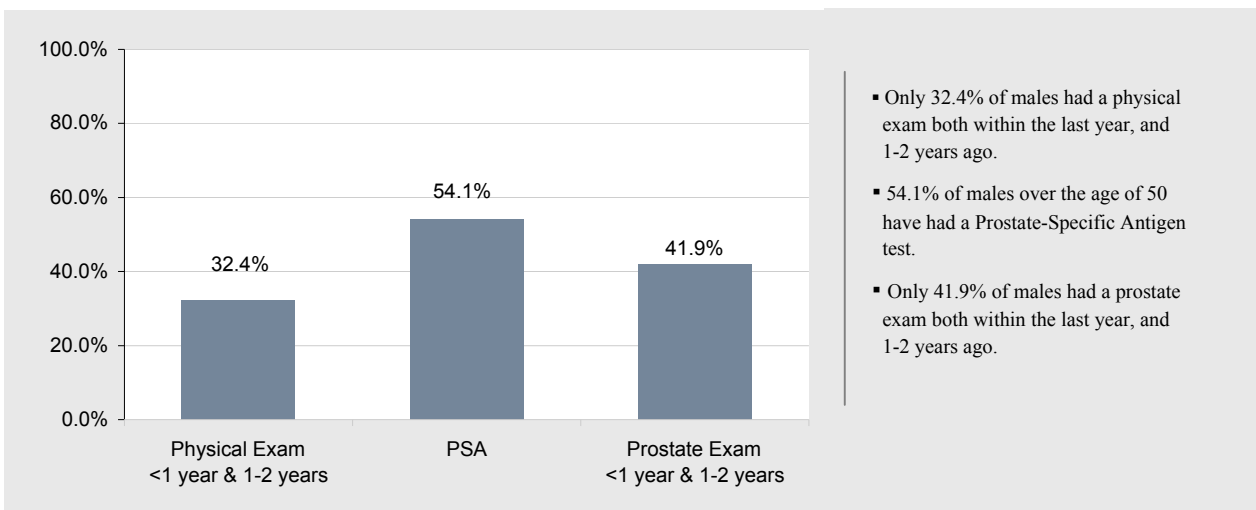
According to the Centers for Disease Control, chronic diseases are the leading cause of death and disability in the United States[22]. Although chronic diseases are among the most common and costly health problems, they can also be the most preventable.

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

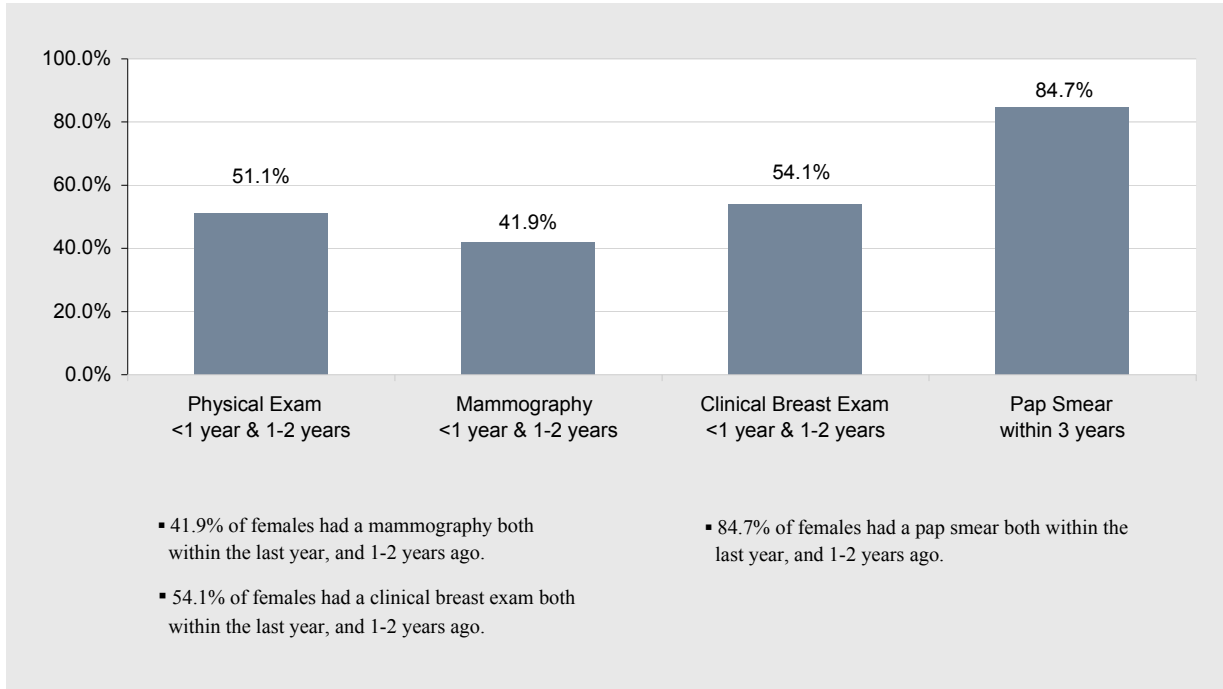


### Preventative Screenings for Men



## Preventative Health Detail Summary

### Preventative Screenings for Women



### Interventions - Preventative Health

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

BCBSAZ offers a customized WellCare Portal 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.

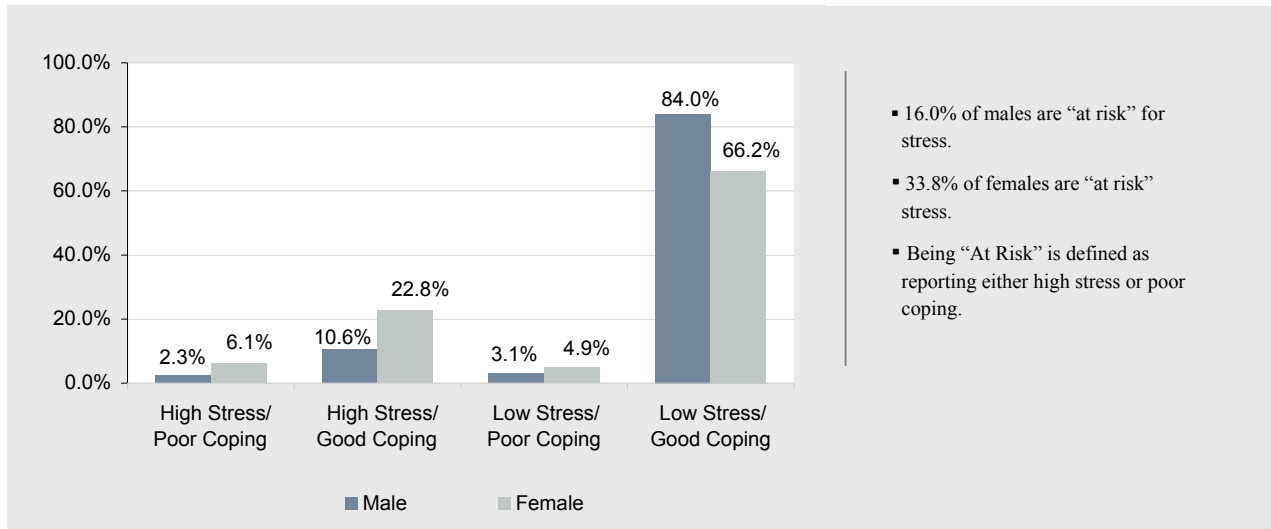
BCBSAZ provides flu shots at no out of pocket cost to members in the community and at worksites

during the months of October – February. Minimum participation requirements may apply to worksites. BCBSAZ provides mammograms at no out of pocket cost to members during the months of September – January at worksites and October – December at Basha’s grocery stores throughout the state. Minimum participation requirements may apply to worksites.

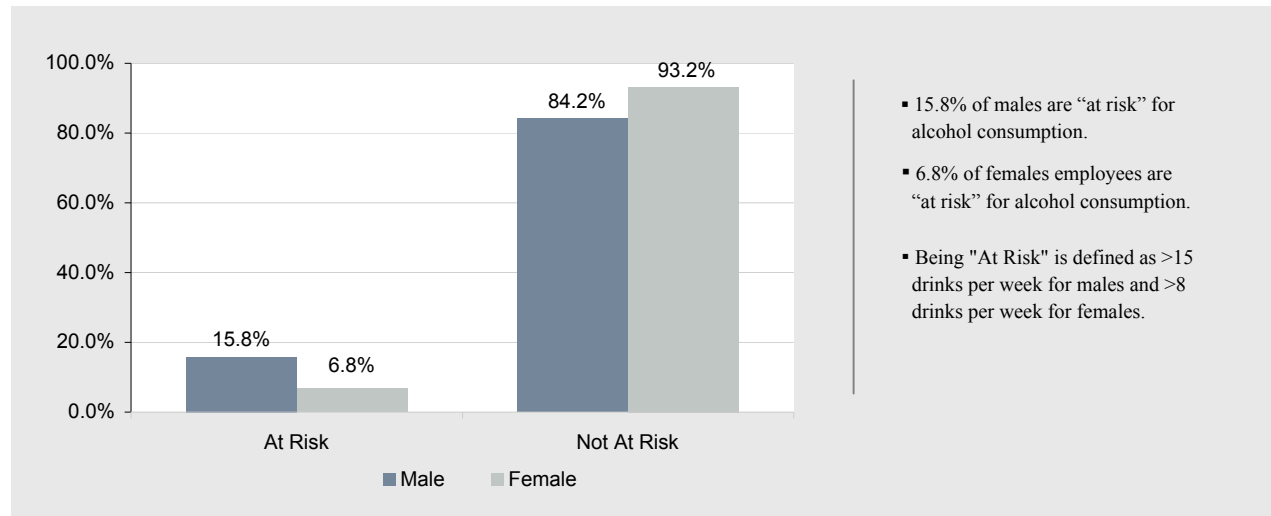
BCBSAZ can also provide general educational material, educational sessions and screenings for preventive health.

## Lifestyle Risk General Summary

### Stress/Coping Summary by Gender

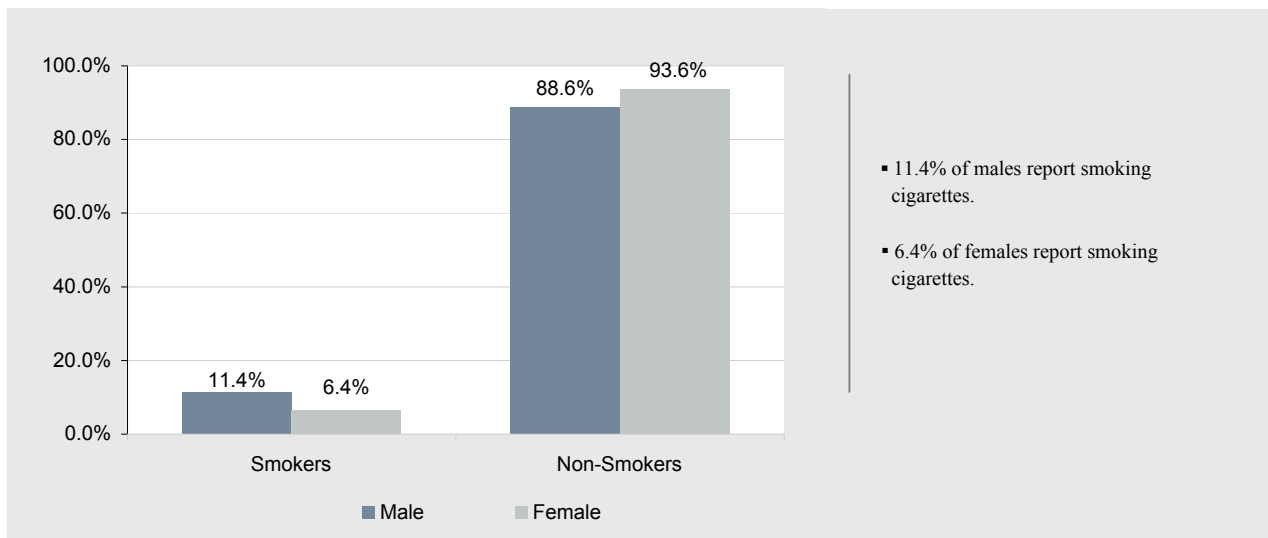


### Alcohol Use Summary by Gender

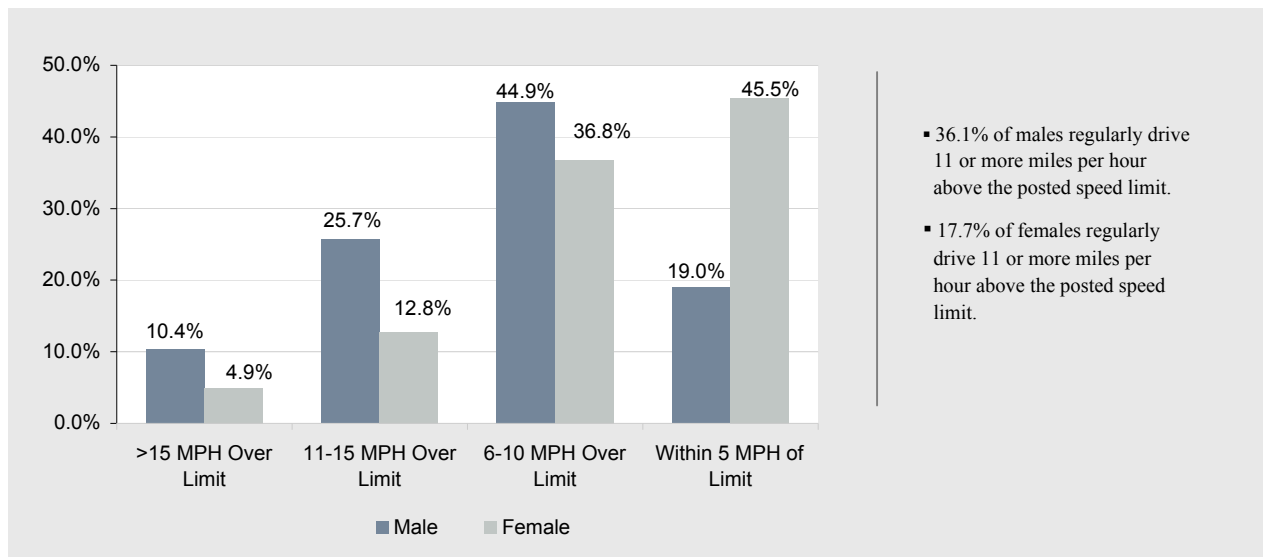


## Lifestyle Risk General Summary

### Tobacco Use Summary by Gender



### Speed Limit Observation by Gender



## 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. Benchmark scores are provided by Matria Healthcare, based on data compiled from it's national book of business.
4. Ibid
5. Source: Matria Healthcare
6. Source: <http://www.cdc.gov/nccdphp/publications/aag/steps.htm>
7. Source: [www.cdc.gov/nchs/products/pubs/pubd/hestats/obese/obse99.htm](http://www.cdc.gov/nchs/products/pubs/pubd/hestats/obese/obse99.htm)
8. Source: [www.nhlbi.nih.gov/health/public/heart/obesity/lose\\_wt/behaviour.htm](http://www.nhlbi.nih.gov/health/public/heart/obesity/lose_wt/behaviour.htm)
9. Source: [www.cdc.gov/nccdphp/dnpa/obesity/faq.htm](http://www.cdc.gov/nccdphp/dnpa/obesity/faq.htm)
10. Source: [www.nhlbi.nih.gov/health/dci/diseases/hbp/HBP\\_WholsAtRisk.html](http://www.nhlbi.nih.gov/health/dci/diseases/hbp/HBP_WholsAtRisk.html)
11. 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>
12. Source: [www.cdc.gov/cholesterol/index.htm](http://www.cdc.gov/cholesterol/index.htm)
13. Source: [www.nhlbi.nih.gov](http://www.nhlbi.nih.gov)
14. Source: The National Cholesterol Education Program Adult Treatment Panel III Report. 2003; [http://www.nhlbi.nih.gov/guidelines/cholesterol/atp\\_iii.pdf](http://www.nhlbi.nih.gov/guidelines/cholesterol/atp_iii.pdf)
15. Source: [www.nhlbi.nih.gov](http://www.nhlbi.nih.gov)
16. Source: [http://www.healthypeople.gov/document/html/uih/uih\\_bw/uih\\_4.htm#mentalhealth](http://www.healthypeople.gov/document/html/uih/uih_bw/uih_4.htm#mentalhealth)
17. 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
18. Source: Matria Healthcare
19. Source: [www.cdc.gov/nccdphp/dnpa/physical/terms/index.htm](http://www.cdc.gov/nccdphp/dnpa/physical/terms/index.htm)
20. Ibid
21. Source: [www.healthypeople.gov/data/midcourse/pdf/FA19.pdf](http://www.healthypeople.gov/data/midcourse/pdf/FA19.pdf)
22. Source: [www.cdc.gov/nccdphp/factsheets/death\\_causes2000\\_access.htm](http://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.