Executive Summary
for
HCA Demo

Provided by:

H2U

3/10/2011

demo version

HCA Demo

Executive Summary

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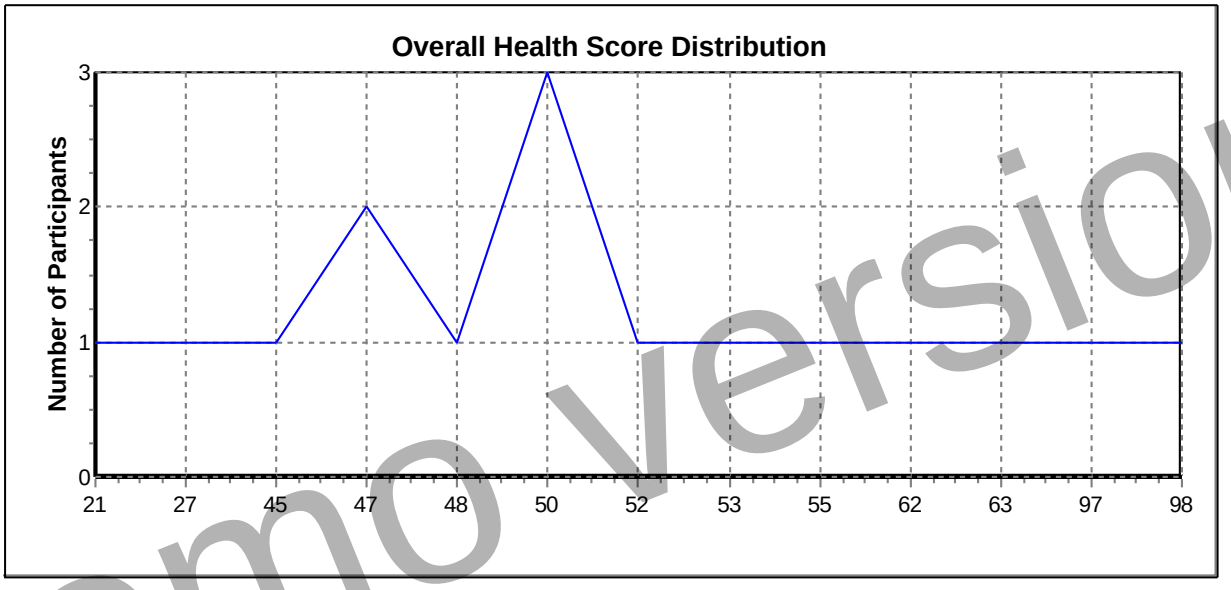
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Executive Summary

for HCA Demo

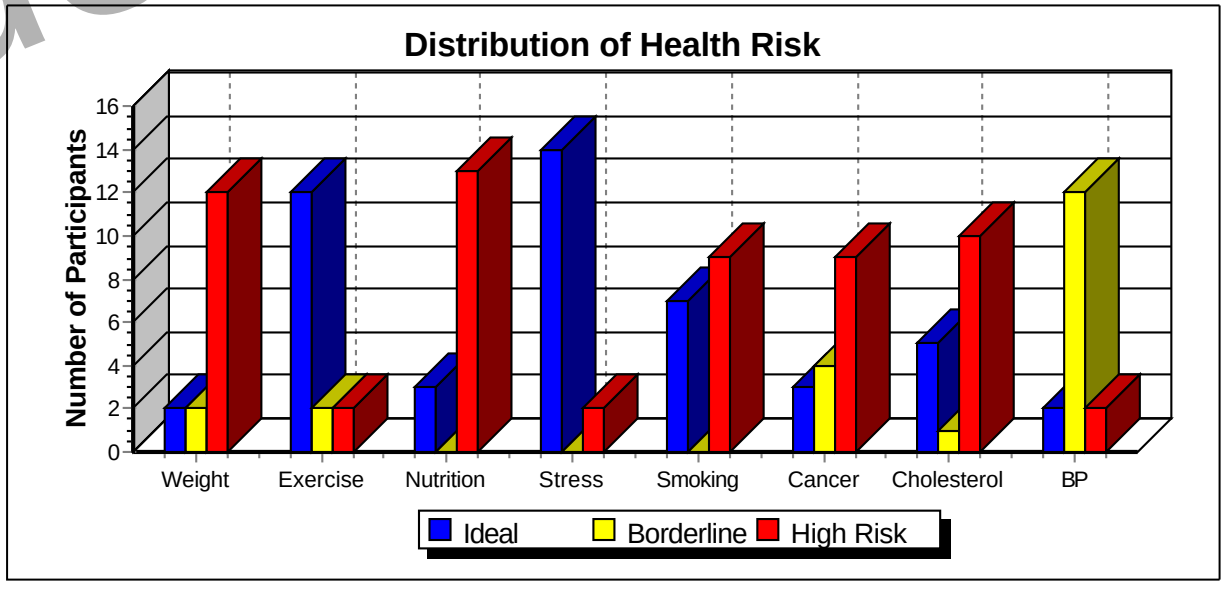
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The Personal Health Assessment was administered for HCA Demo from January 1, 2010 through December 31, 2010. In this period, 0% of the eligible members participated based upon 5,000 members in the eligible population and 16 actual participants. Due to missing/invalid gender or date of birth answers, 0 participants were excluded from this report. The average overall wellness score was 54 and the range was 21 - 98. This score is an indicator of wellness that takes into account all behaviors surveyed in the assessment. A score below 80 indicates an elevated likelihood that individuals will develop certain medical conditions.



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Overall Wellness



Risk Areas

The top four risk areas for HCA Demo in terms of prevalence are as follows:

Risk Area	Number	Percentage
Nutrition	13	81.2
Weight	12	75.0
Cholesterol	10	62.5
Smoking	9	56.2

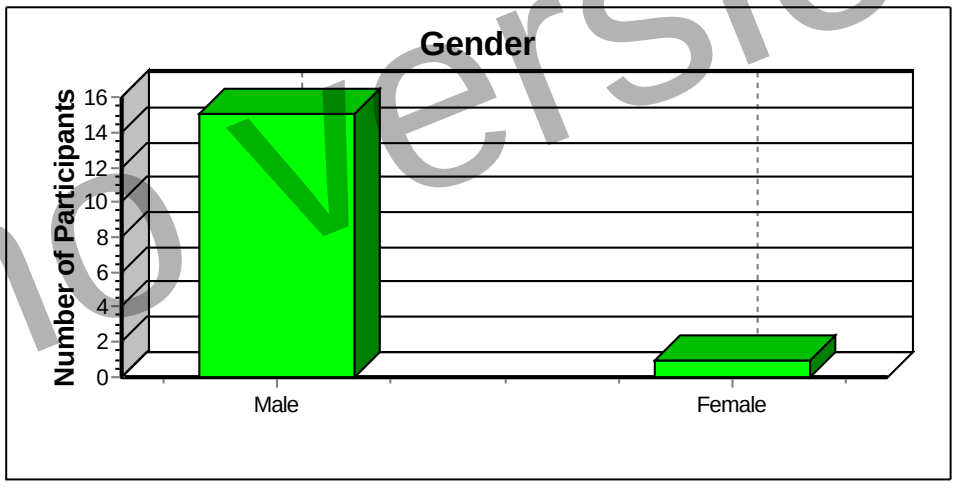
Demographics

Demographic information from participants in the Personal Health Assessment for HCA Demo is as follows:

Total Responses: 16

# of Males: 15

# of Females: 1

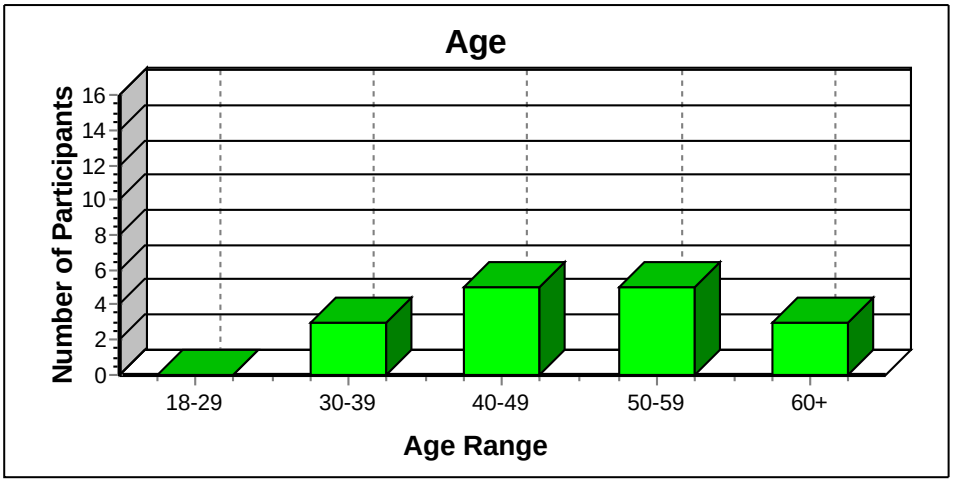


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Total Responses: 16

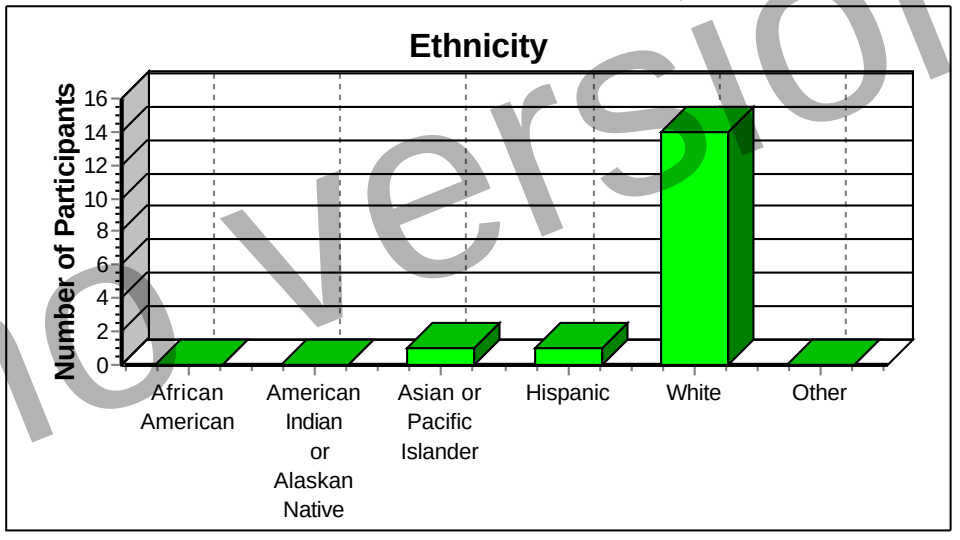
Ages:

18-29:	0
30-39:	3
40-49:	5
50-59:	5
60+:	3



Total Responses: 16

African American:	0
American Indian / Alaska Native:	0
Asian or Pacific Islander:	1
Hispanic:	1
White:	14
Other:	0



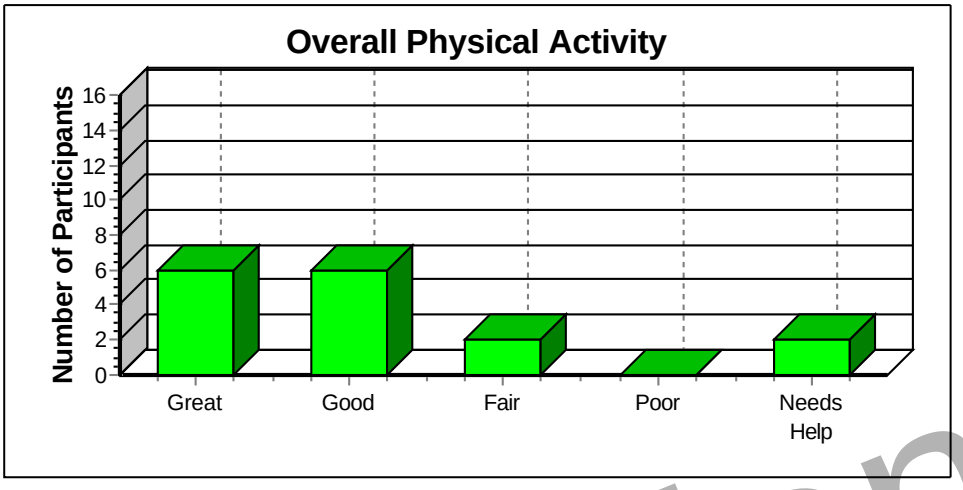
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Physical Activity

Physical activity levels were determined by assessing HCA Demo's amount of vigorous exercise and general physical activity. HCA Demo has an overall physical activity score of 60. Participants were also assessed on their readiness to change their physical activity levels.

Total Responses: 16

Great:	6
Good:	6
Fair:	2
Poor:	0
Needs Help:	2

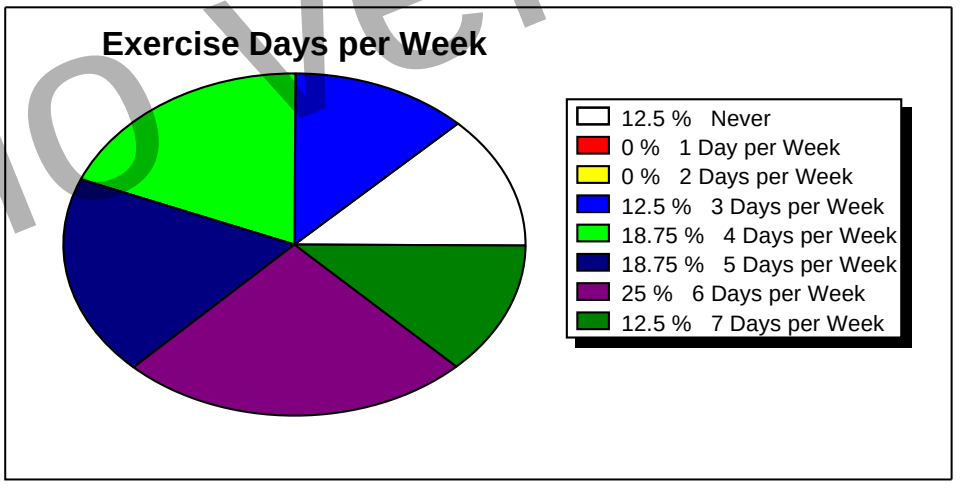


Specifics

Regular physical activity has been a lifestyle habit proven to improve overall health and well-being while decreasing risk for several illnesses and diseases. The graph below shows HCA Demo participant's regular exercise activity (by the number of days a week) they exercised for at least 20 minutes.

Total Responses: 16

Never:	2
1 Day per Week:	0
2 Days per Week:	0
3 Days per Week:	2
4 Days per Week:	3
5 Days per Week:	3
6 Days per Week:	4
7 Days per Week:	2



Stages of Change

Individuals are more likely to improve health habits if they believe there is a need to change, and are thinking about doing so. Stages of Change was assessed based on the individual's reported level of interest in making a behavior change. These categories are:

- Healthy habits are being maintained = Maintenance of the positive behavior
- Behavior change was recently made = Action has occurred to improve health behavior
- Planning a behavior change within 30 days = Preparation is occurring for the behavior change
- Wanting to change behavior within the next 6 months = Contemplation is occurring for making a positive behavior change
- Those not interested in making changes = Precontemplation: no desire to change behavior

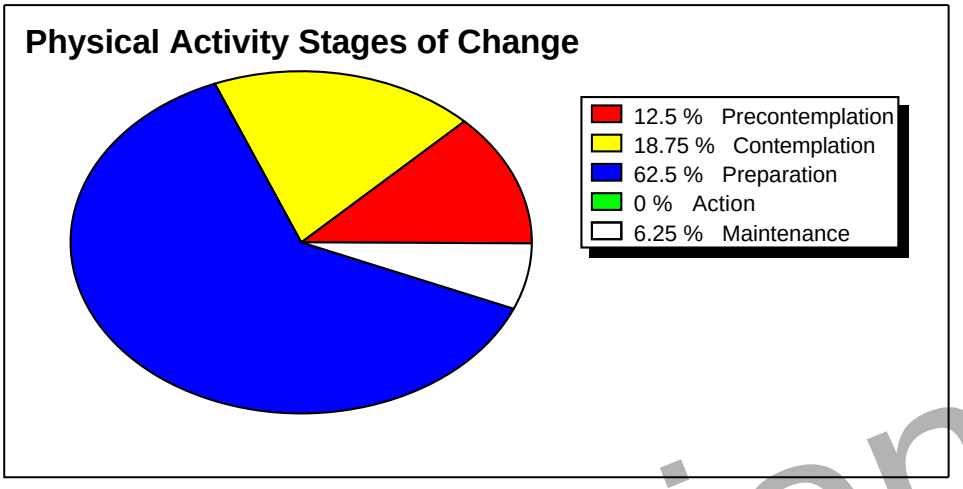
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Stages of Change - Exercise and Weight Management

The Personal Health Assessment assessed participants on their readiness to improve their physical activity levels.

Number of participants in the following stages:

Precontemplation:	2
Contemplation:	3
Preparation:	10
Action:	0
Maintenance:	1



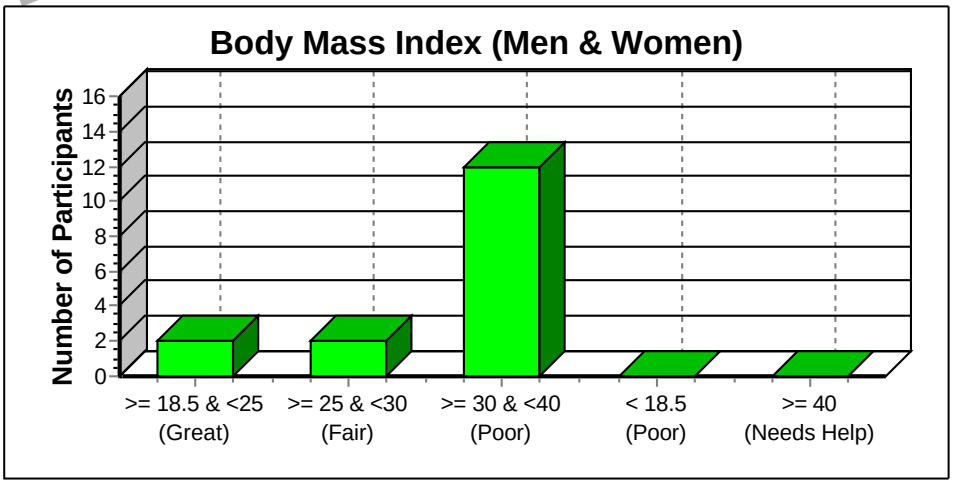
Also assessed and related to physical activity levels were Body Mass Index and the desire to maintain a healthy, stable weight.

Body Mass Index

The average Body Mass Index for HCA Demo is 19.1 for women and 33.4 for men. This is over the desired range for females and over the desired range for males. Body Mass index is used to determine a person's body mass based on height and weight. Generally, the lower the body mass index, the less likely a person is to suffer from the diseases associated with excess weight, such as heart disease, diabetes, and cancer.

Total Responses: 16

Great:	2
Fair:	2
Poor (Overweight):	12
Poor (Underweight):	0
Needs Help:	0



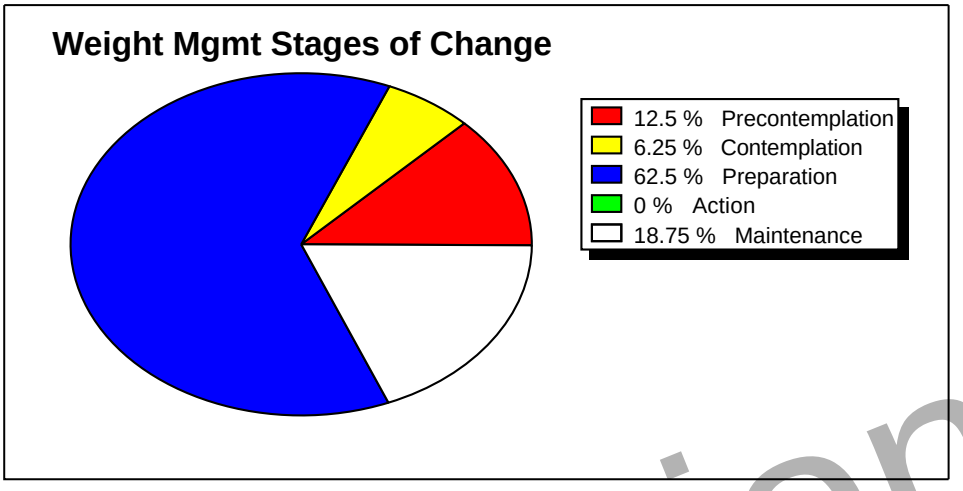
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Weight Management

Participants were assessed on their willingness to achieve or maintain a healthy, stable weight.

Number of participants in the following stages:

Precontemplation:	2
Contemplation:	1
Preparation:	10
Action:	0
Maintenance:	3



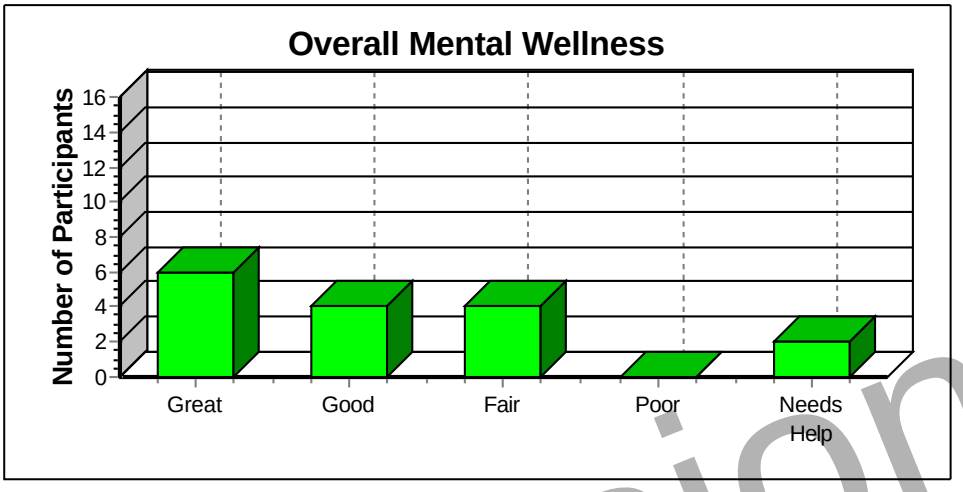
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Mental Wellness

Mental wellness scores are calculated using questions based on stress levels and depression. HCA Demo's overall mental wellness score is 74.

Total Responses: 16

Great:	6
Good:	4
Fair:	4
Poor:	0
Needs Help:	2



Specifics

High levels of stress and/or depression increase risk factors for major illness or diseases such as high blood pressure, heart disease, and stroke.

Of HCA Demo's participants, 14 have an ideal level of stress: 0 borderline and 2 at high risk for developing complications related to stress.

HCA Demo employees were also assessed for depression. Of those assessed, 6 are in an ideal category for depression: 8 borderline and 2 at high risk of suffering from depression.

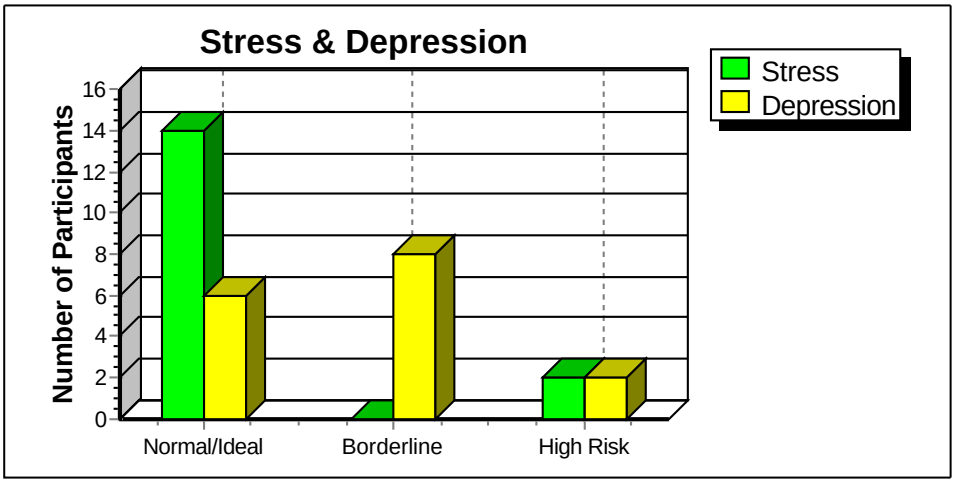
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Total Stress Responses: 16

Normal/Ideal:	14
Borderline:	0
High Risk:	2

Total Depression Responses: 16

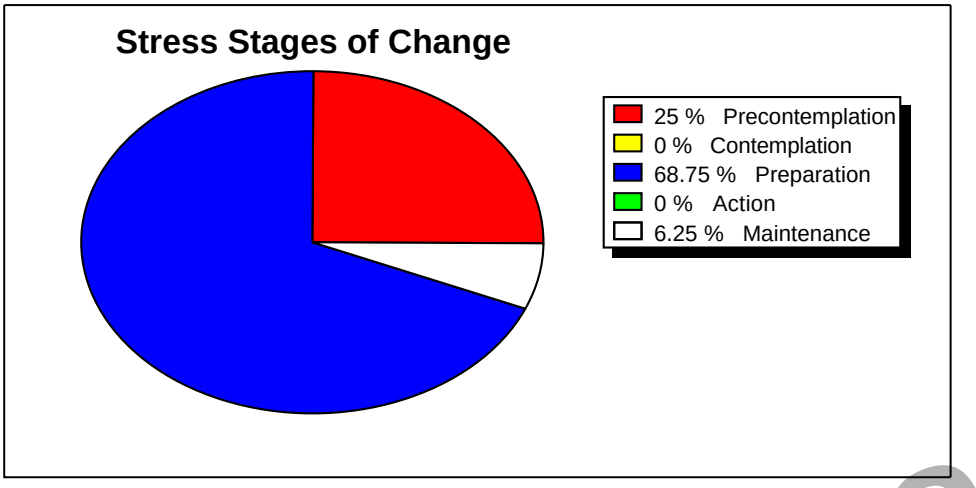
Normal/Ideal:	6
Borderline:	8
High Risk:	2



Stage of Change - Stress

Number of participants in the following stages:

Precontemplation:	4
Contemplation:	0
Preparation:	11
Action:	0
Maintenance:	1

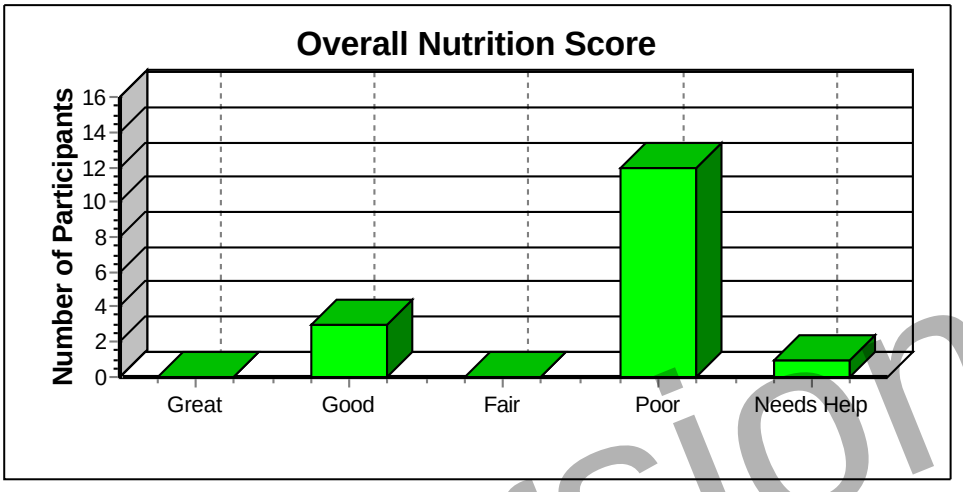


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Nutrition

Based on a compilation of questions about nutrition habits, HCA Demo participants have an overall nutrition score of 46. Nutrition scores were based on questions about fat, fiber, fruit and vegetable consumption. Participants were also asked about their readiness to improve their nutritional behaviors.

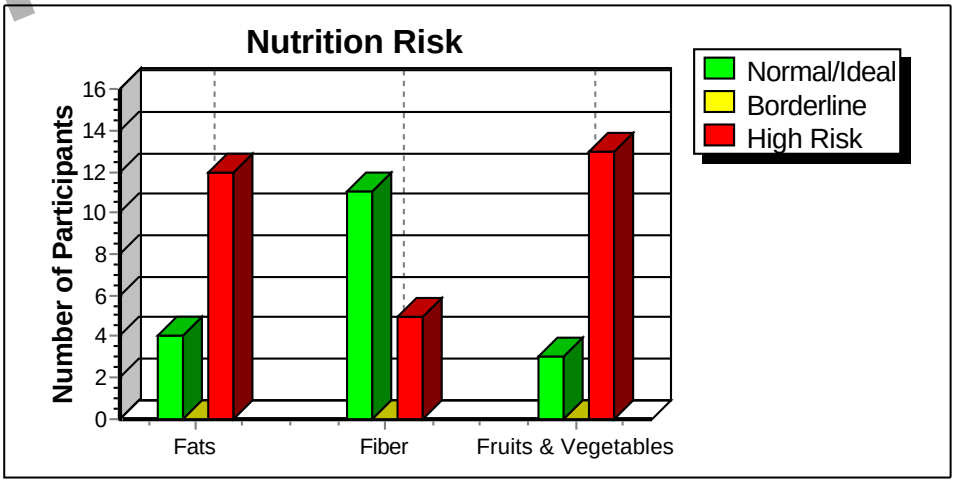
Total Responses:	16
Great:	0
Good:	3
Fair:	0
Poor:	12
Needs Help:	1



Specifics

Proper nutrition improves overall health and well-being and decreases risk for several illnesses and diseases. Participants responded to ten nutrition questions based on frequency of consumption of certain foods. Based on those results, 18.8% of participants have ideal nutrition levels, 0% have borderline nutrition levels, and 81.2% are high risk based on nutrition practices.

Total Fats Responses:	16
Normal/Ideal:	4
Borderline:	0
High Risk:	12
Total Fiber Responses:	16
Normal/Ideal:	11
Borderline:	0
High Risk:	5
Total Fruits & Vegetables Responses:	16
Normal/Ideal:	3
Borderline:	0
High Risk:	13

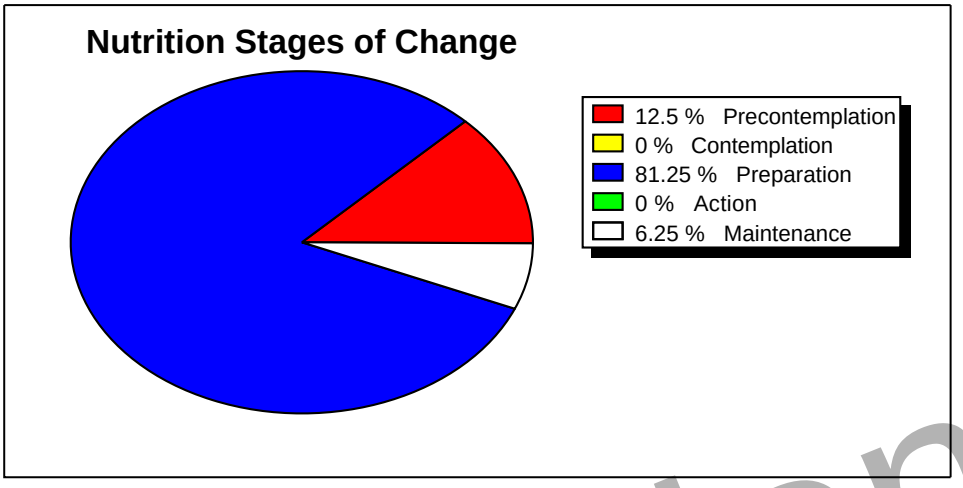


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Stage of Change - Nutrition

Participants were assessed on their willingness to achieve or maintain healthy nutritional values.

Number of participants in the following stages:	
Precontemplation:	2
Contemplation:	0
Preparation:	13
Action:	0
Maintenance:	1

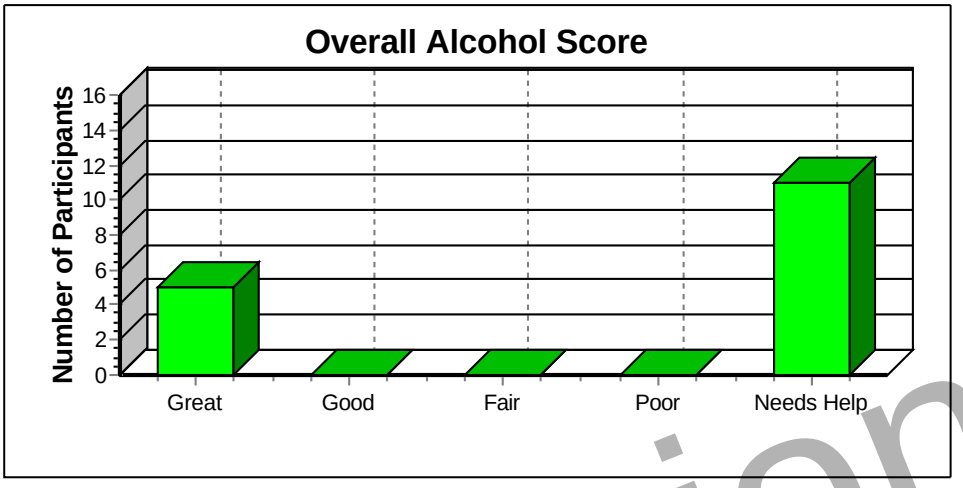


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Alcohol

Based on response to questions regarding alcohol use, the overall results show HCA Demo to have an alcohol score of 45. These results were calculated based on the participant's drinks per day and per week.

Total Responses:	16
Great:	5
Good:	0
Fair:	0
Poor:	0
Needs Help:	11



High levels of alcohol consumption can lead to an increased risk for alcoholism and alcohol related diseases, increased absenteeism, depression and increased risk to personal safety especially as it pertains to motor vehicle safety.

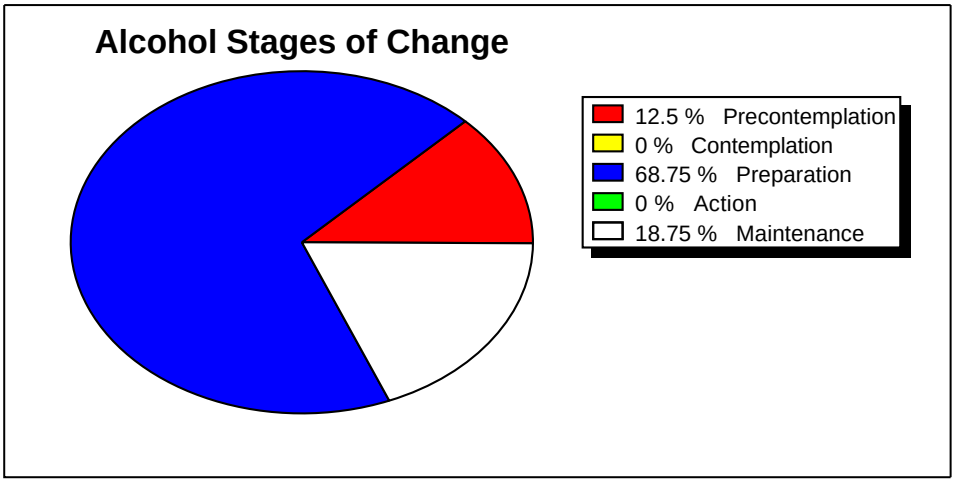
Based on a calculation of the number of alcoholic beverages consumed during an average week and whether more than five drinks are consumed at any one time, 68.8% of participants scored as high risk, 0% borderline, and 31.2% low risk for alcoholism or alcohol related diseases.

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Stage of Change - Alcohol

Number of participants in the following stages:

Precontemplation:	2
Contemplation:	0
Preparation:	11
Action:	0
Maintenance:	3



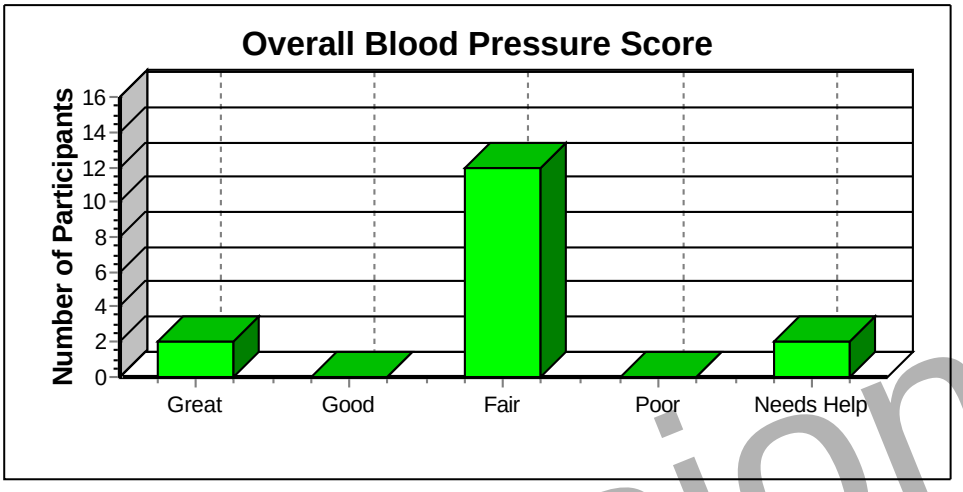
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Blood Pressure

HCA Demo has a blood pressure score of 60. Blood pressure risk was calculated based on blood pressure results.

Total Responses: 16

Great:	2
Good:	0
Fair:	12
Poor:	0
Needs Help:	2

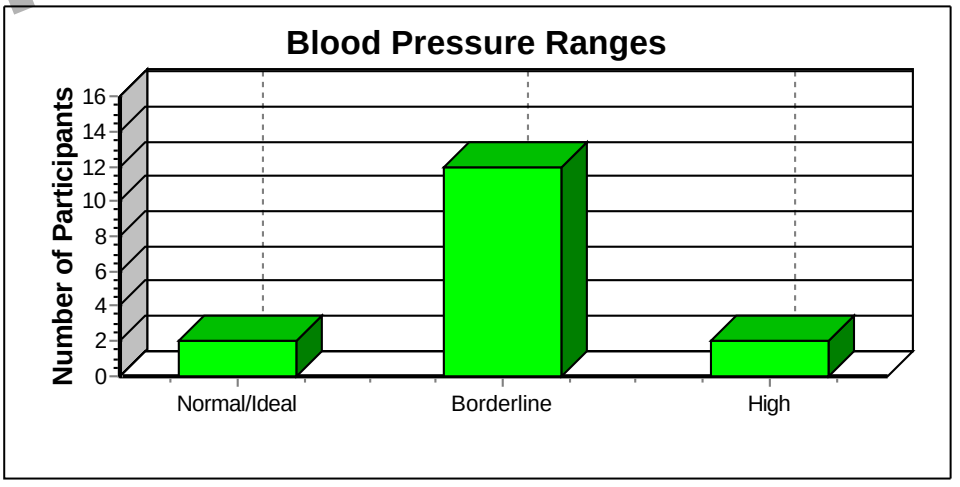


Specifics

High blood pressure, also known as hypertension, is often referred to as a silent killer because it is generally a condition with no symptoms. Regular, elevated blood pressure can lead to a heart attack, stroke, heart failure, or kidney failure. Blood pressure is reported by systolic over diastolic pressure. Normal/Ideal blood pressure is less than 120/80. Controllable lifestyle factors that affect blood pressure include diet, alcohol use, exercise, and tobacco use. The following charts indicated the various risk ranges for blood pressure and HCA Demo's results.

Total Responses: 16

Normal/Ideal:	2
Borderline:	12
High:	2



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Cancer

Cancer risk is affected by various controllable and uncontrollable factors. In addition, there are numerous types of cancer, all of which have several known and unknown risk factors. Because of this, it is not possible to exactly determine specific cancer risks in the assessment. Yet, an overview of known factors that were assessed in the Personal Health Assessment is as follows.

Total Weight Responses: 16

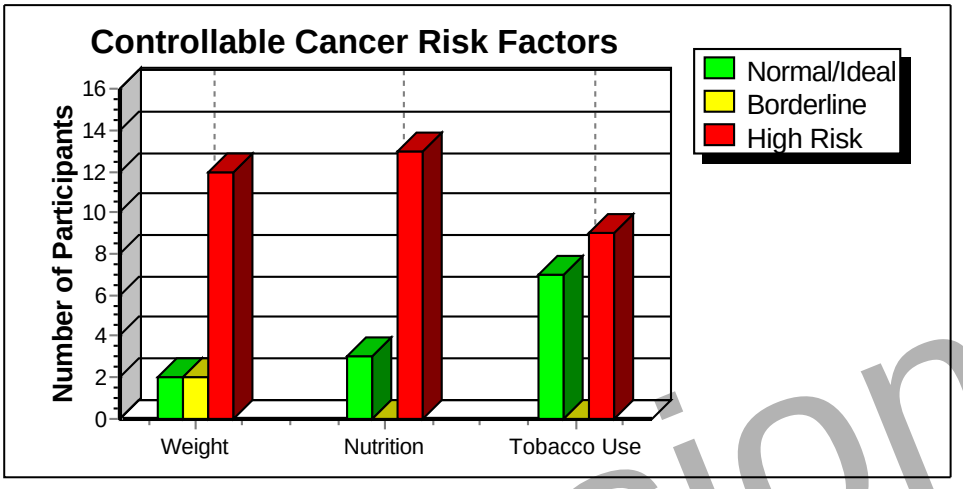
Normal/Ideal:	2
Borderline:	2
High Risk:	12

Total Nutrition Responses: 16

Normal/Ideal:	3
Borderline:	0
High Risk:	13

Total Tobacco Use Responses: 16

Normal/Ideal:	7
Borderline:	0
High Risk:	9



Uncontrollable factors that can affect cancer risk are family history, age, race, and sex. For almost all cancers, risk increases with age. Certain cancers are more prevalent in certain races. The same is true with gender. For many types of cancer, a family history of that cancer type increases risk for development of the disease.

HCA Demo's overall cancer score is 48. This took into account the uncontrollable factors listed above, as well as a person's personal history. Some forms of cancer have directly affected 12.5% of HCA Demo's population.

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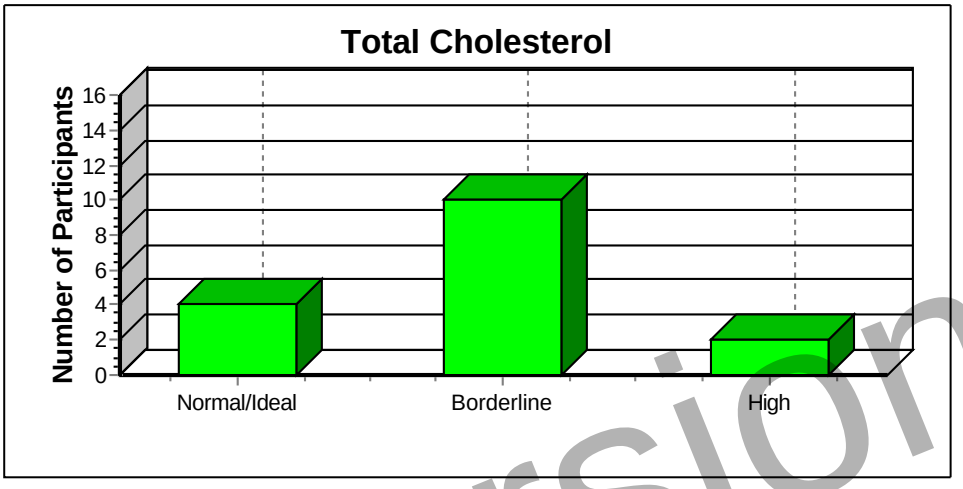
Cholesterol

Based on participants' responses to their current cholesterol levels, HCA Demo has a cholesterol score of 68. The average cholesterol ratio for HCA Demo participants is 4.21. Any ratio less than 4.5 can be considered an ideal cholesterol ratio.

The following chart depicts the ranges for total cholesterol levels for HCA Demo employees.

Total Responses: 16

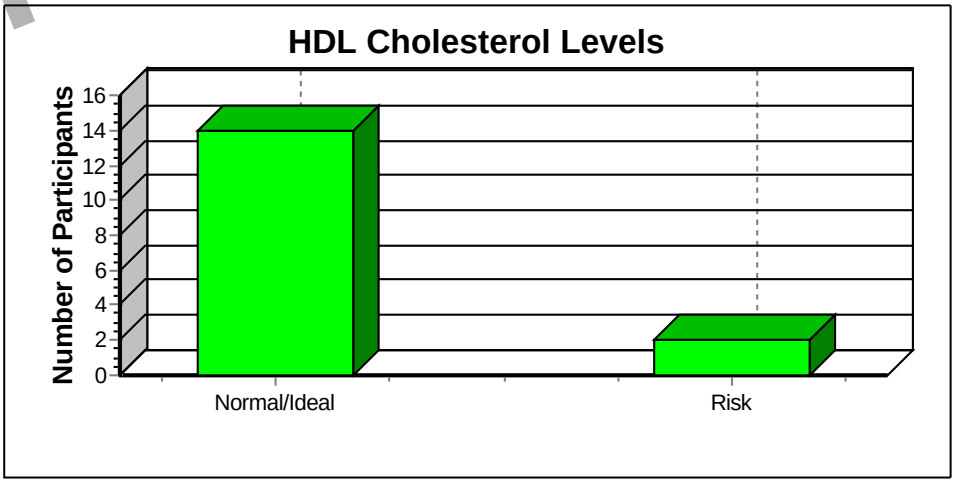
Normal/Ideal:	4
Borderline:	10
High:	2
Don't Know:	0



High cholesterol is a key risk factor for heart disease. Cholesterol is made up of various components. Low-density-lipoproteins (LDL) can join with cells and fats in the blood and build up on the inner walls of the arteries, which can be dangerous. High-density-lipoproteins (HDL) help remove LDL from the arteries and helps protect from heart attacks. Therefore, knowing overall cholesterol numbers is important, but it is best to know levels of HDL as well. Ideal HDL levels (over 59 mg/dL) are reported in 87.5% of participants and 12.5% report to have high-risk HDL levels (below 40 mg/dL).

Total Responses: 16

Normal/Ideal:	14
Risk:	2
Don't Know:	0



Various lifestyle behaviors, such as diet and exercise, can help improve HDL levels.

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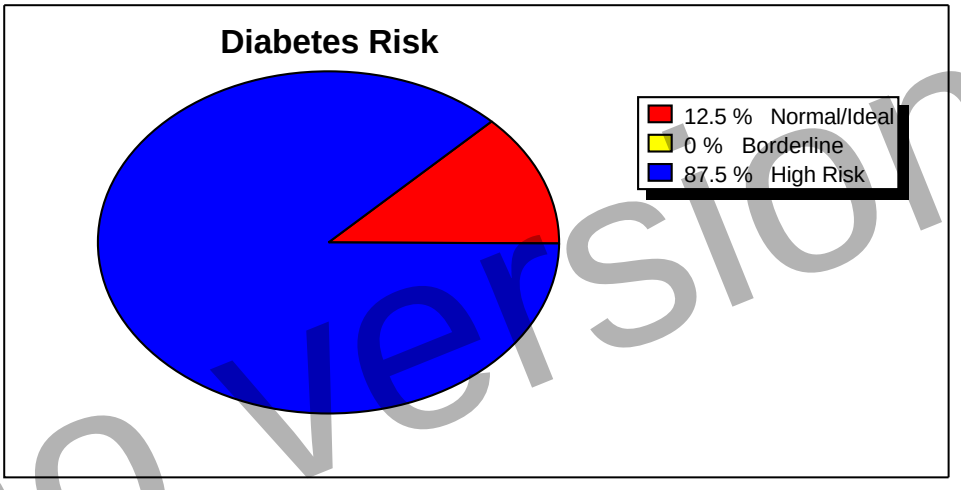
Diabetes

HCA Demo has an overall diabetes score of 30. Participants' age, diet, activity levels, weight and family history were included in calculating risk for diabetes.

Diabetes is a disease in which body cells do not absorb enough insulin, and if uncontrolled, diabetes can cause several life-threatening conditions as well as numerous illnesses and disabilities. HCA Demo has 87.5% of participants at high risk for diabetes based on lifestyle behaviors. Only 12.5% of the HCA Demo participants self-reported having diabetes.

The following chart depicts participants' overall diabetes risk.

Total Responses:	16
Ideal:	2
Borderline:	0
High Risk:	14

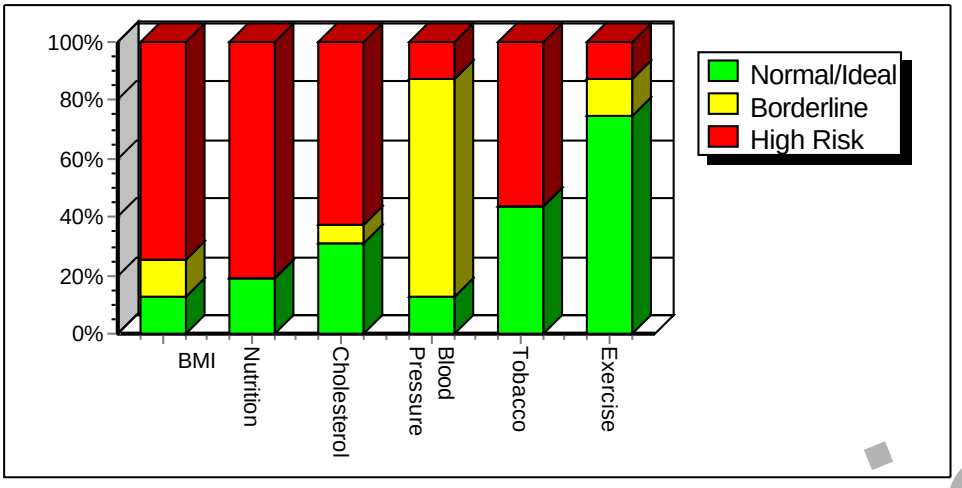


With proper lifestyle changes, individuals at risk for diabetes can decrease their risk level for developing the disease. These lifestyle changes include better nutrition, exercise, and smoking cessation.

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Heart Health

Heart health is affected by numerous controllable and uncontrollable factors. The following are the controllable factors and the risk levels for HCA Demo's participants.



Uncontrollable Factors

Uncontrollable risk factors for heart disease include age, gender, race and family history. Although participants cannot change these factors, it is important to understand all areas that impact heart disease.

As age increases, so does an individual's risk for heart disease. Women are at a slightly higher risk of developing heart disease than men, although it usually does not occur in women until after menopause. Of those that participated in the Personal Health Assessment, 6% were women. For unknown reasons, certain races are considered to be at higher risk for heart disease. Even though it is not clear as to why this is true, lifestyle habits among different groups are considered contributing factors.

HCA Demo's population contains 12.5% of employees have been directly affected by some form of heart problem.

A family history of heart disease is another uncontrollable risk factor. Often, first-degree blood relatives are considered the strongest link for family history risk.

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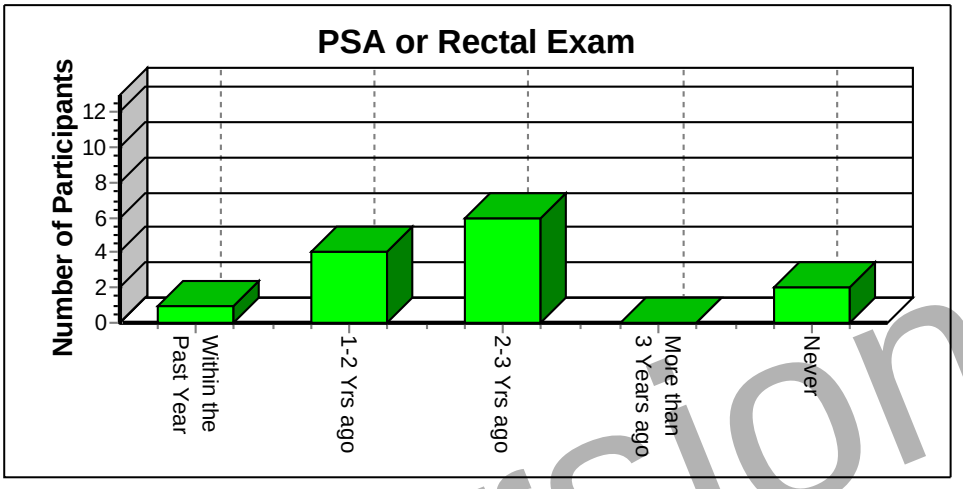
Men's Health

Men live, on average, seven fewer years than women, possibly because some men refuse to visit their local physician. Many diseases and conditions could be prevented or cured if caught in the early stages. Heart disease is the number one killer of men, but cancer also contributes to many deaths.

Of the 13 male participants over the age of 40 in this assessment, 7.7% have had a rectal exam or Prostate-Specific Antigen (PSA) test within the past year.

Total Responses: 11

Within the past year:	1
1-2 Yrs ago:	4
2-3 Yrs ago:	6
More than 3 Yrs ago:	0
Never:	2



Rectal exams are used to check for early signs of colorectal and/or prostate abnormalities, including cancer. Colorectal cancer can often be attributed to poor lifestyle habits such as low fruit and vegetable intake and a diet high in fat.

PSA blood tests are used to detect prostate abnormalities, including cancer. Prostate cancer affects one in five men, taking the lives of nearly 300,000 men each year. Prostate cancer is highest among African American men. The cause of this cancer is unknown.

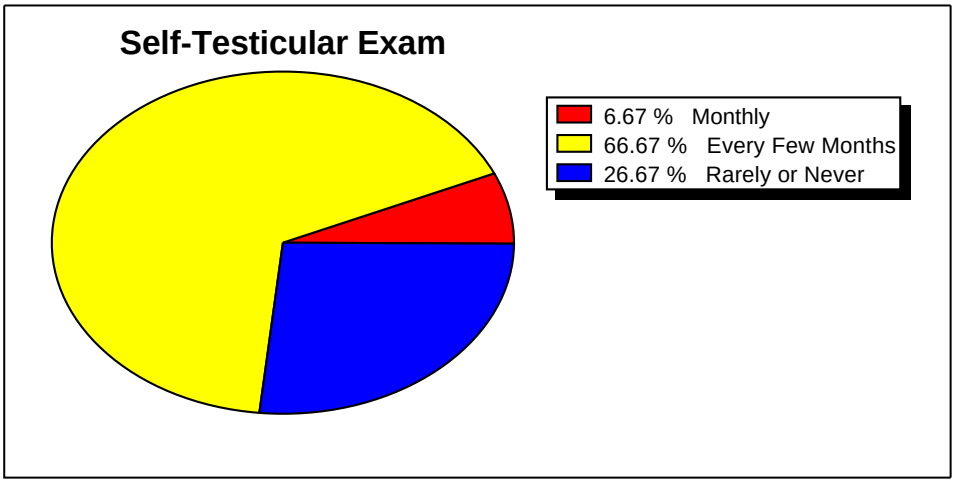
Self-Testicular Exam

HCA Demo's male population were assessed for their administration of self-testicular exam. A monthly exam is administered by 6.7% of this population and 66.7% report doing an exam once every few months. The rest of the population does a self-exam rarely or never.

Self-testicular exams may allow for earlier detection and treatment.

Total Responses: 15

Monthly:	1
Every Few Months:	10
Rarely or Never:	4



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Women's Health

The number one killer among women is heart disease; however, it usually does not occur until after menopause. Many types of cancer also affect women.

Of the 1 female participants in this assessment, 0% have had a Pap smear within the past 3 years. Adult women should have annual pap smears, which are the leading screening tool for cervical cancer.

Women over the age of 40 were assessed for their last mammogram. A mammogram has been administered within the last two years in 0% of this population. Presently, it is not recommended that women under the age of 40 get mammograms unless they are considered high risk for breast cancer; in which case, a mammogram schedule should be established with a physician. Annual mammograms are recommended for women over the age of 40 to detect breast tumors or problems that could indicate breast cancer.

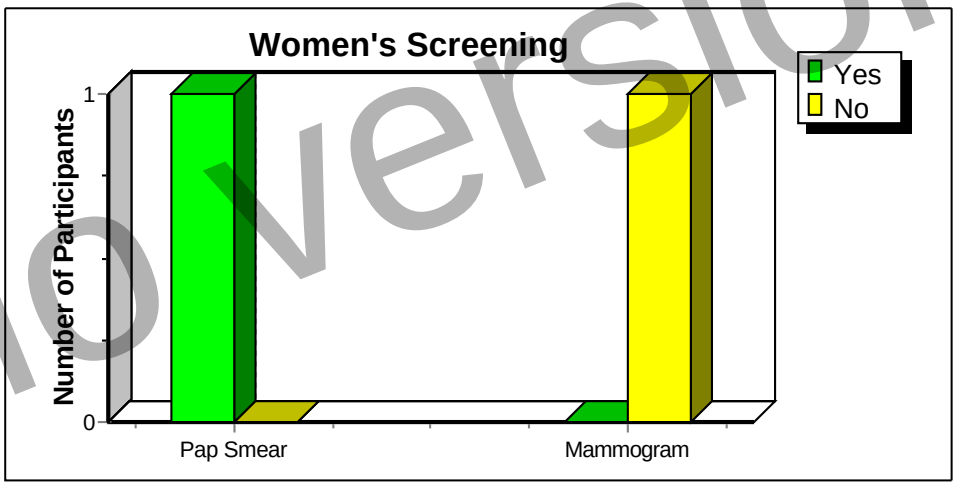
The following is a chart with those who have had a particular screening within the past two years versus those who have not.

Total Pap Smear Responses: 1

Yes:	1
No:	0

Total Mammogram Responses: 1

Yes:	0
No:	1



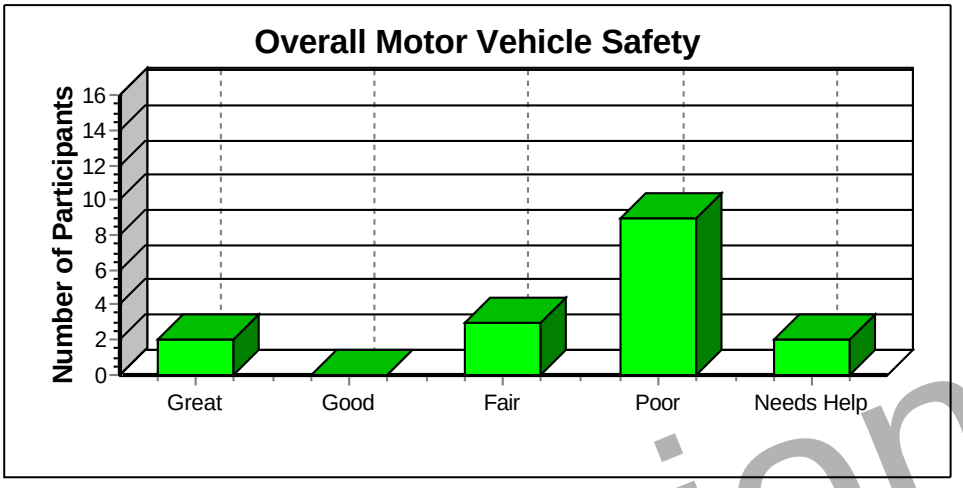
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Motor Vehicle Safety

Motor vehicle safety was calculated based on safety belt use, speeding and drinking and driving. HCA Demo has an overall motor vehicle safety score of 49.

Total Responses: 16

Great:	2
Good:	0
Fair:	3
Poor:	9
Needs Help:	2



The overall score was calculated based on results in the following categories

Total Safety Belt Responses: 16

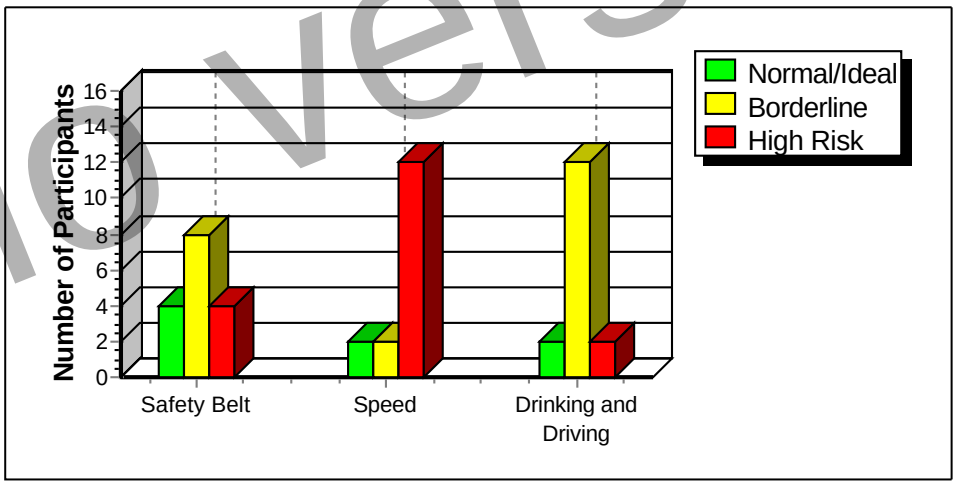
Normal/Ideal:	4
Borderline:	8
High Risk:	4

Total Speed Responses: 16

Normal/Ideal:	2
Borderline:	2
High Risk:	12

Total Drinking & Driving Responses: 16

Normal/Ideal:	2
Borderline:	12
High Risk:	2



demo version

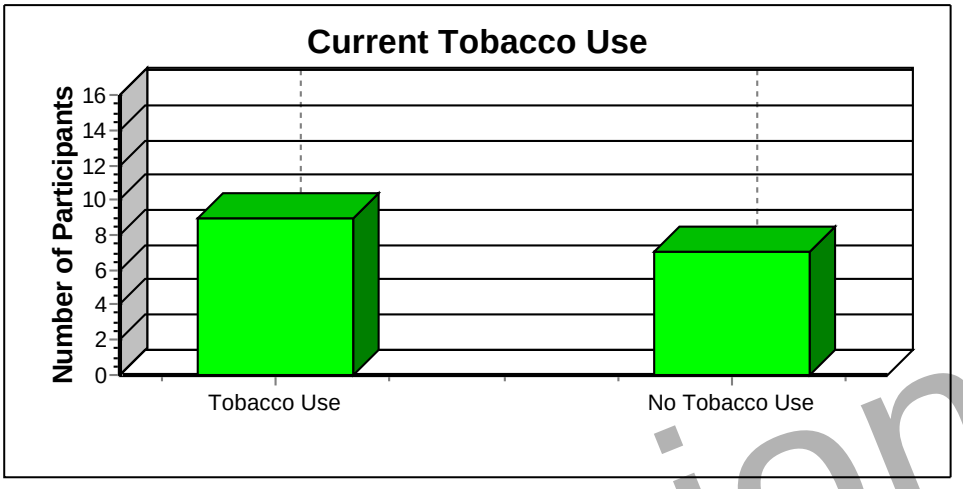
In the year 2000, over 6 million traffic crashes occurred in the United States in which more than 30% of them resulted in injuries or fatalities.

Tobacco

Tobacco scores are based on participants' use of cigarettes, cigars, pipes, or smokeless tobacco. Of HCA Demo participants, 56.2% use at least one form of tobacco product. Those currently and previously using cigarettes were also assessed on their readiness to change the behavior.

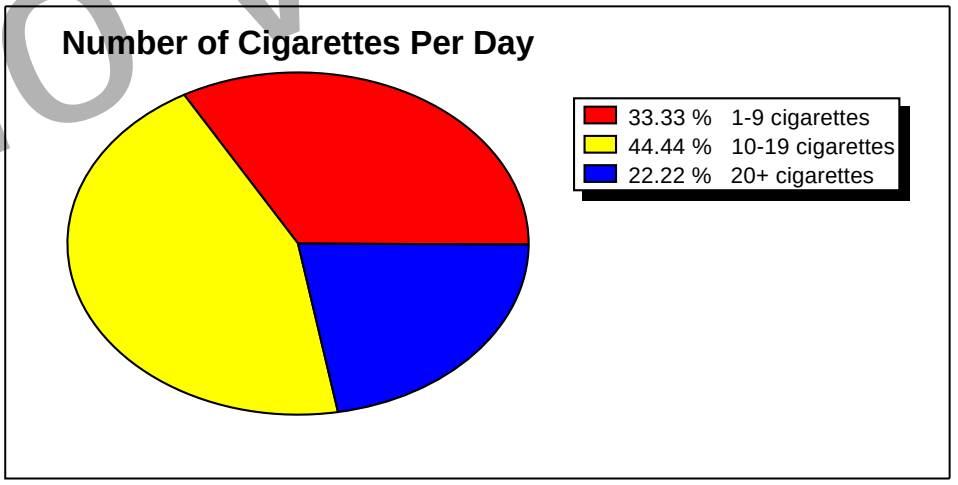
Total Responses: 16

Tobacco Use: 9
No Tobacco Use: 7



All forms of tobacco use are directly connected with several types of cancer. Because cigarette smoking is the most common form of tobacco use and is related to numerous types of cancer, smokers were further assessed on the quantity of cigarettes smoked each day.

1-9 cigarettes per day: 3
10-19 cigarettes per day: 4
20+ cigarettes per day: 2



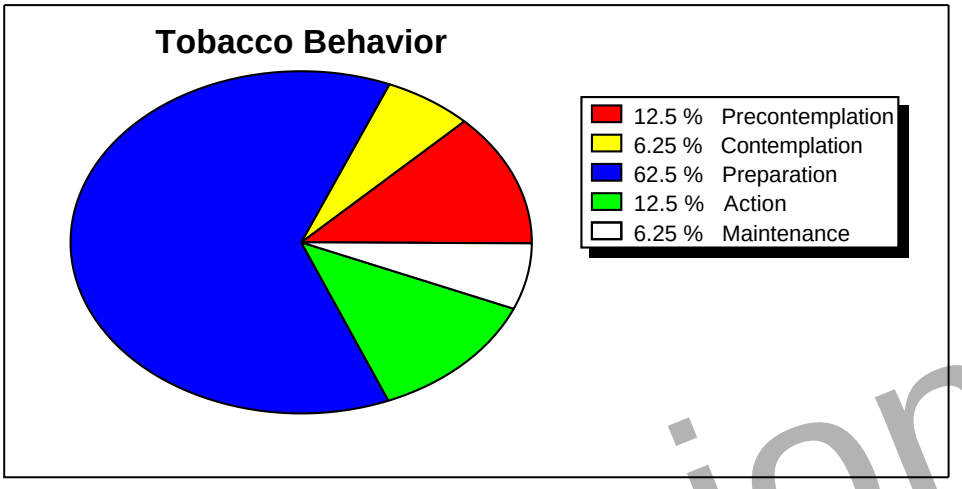
demo version

Stages of Change-Tobacco Use

Tobacco users at HCA Demo were assessed on their readiness to change their practices.

Number responses:
16

Precontemplation:	2
Contemplation:	1
Preparation:	10
Action:	2
Maintenance:	1



demo version

Conclusion

This Executive Report summarized areas of potential health risks and stages of change for the participants from HCA Demo. While this is not a complete analysis of the participants' health status, it identifies high-risk areas of the assessed population. Depending on your specific goals, there are different approaches HCA Demo can take.

Target Behavior Change

Focusing on the areas of greatest risk can help reduce absenteeism, lower health risk and reduce healthcare costs. Providing onsite lifestyle and condition management programs, health education materials, and information regarding specific health risks can provide individuals with resources and support needed to make positive changes and reduce health risks.

Lifestyle management programs are designed to support workers in changing unhealthy behavior. Examples of lifestyle management programs include nutrition education, stress management, back care, walking/exercise and smoking cessation programs.

Health awareness programs and campaigns are key tools in helping individuals better understand health risks and conditions. Providing clear, easy to understand and updated information encourages individuals to either maintain their healthy status or to take the next steps to change their attitudes and behaviors. Examples of awareness programs/campaigns include educational flyers and posters, newsletter articles, health tips and statistics placed on the company intranet site, as well as healthy email updates for the eligible population.

Enhance Participation

The greater the number of employees who participate in a health and wellness program, the more potential healthcare cost savings. The goal of increasing program and personal health assessment (PHA) participation should include engaging those that fall outside of the healthiest segment of the population. Typically, the healthy people are the ones eager to participate and show interest in health, wellness and proactive prevention. Higher participation rates from all employees is achievable by monitoring and adjusting the following program aspects as needed to meet employer goals.

Incentives

One component of corporate health and wellness programs that can encourage both participation and positive behavior is the use of incentives. The greater the level of incentive, the greater the program participation. High participation rates increase the chances of success in modifying unhealthy behaviors and reducing healthcare costs.

Determining the best incentive to get the desired participation rate is often difficult for various populations. Some examples of common incentives include trinkets and t-shirts, merchandise, cash and premium reductions. Creative incentive approaches have also been effective, such as enrolling employees in lotteries and team competitions. However, benefits integration and financial incentives typically see the highest level of participation.

Communication

Employees need to be kept current on health trends, specific health topics, and information about their corporate health and wellness program. Information regarding the program details, eligibility, participation expectations, incentives, deadlines and benefits of participation need to be communicated on a regular basis using multiple modalities, such as email, intranet, print, telephone, face-to-face, etc.

Corporate Culture

The company culture can establish expectations for healthy behavior and lifestyle choices and can therefore impact the participation in employee wellness initiatives. A supportive corporate environment encompasses everything from corporate policies and procedures, peer support, social expectations, the physical environment, management endorsement and creating a corporate culture that supports outstanding health practices. Creating a corporate culture that values and encourages healthy lifestyles is one more strategy that can increase productivity, decrease absenteeism, enhance morale, and control healthcare costs.

Key to these efforts is the recognition that the worksite is the place that can be conducive to good health. Implementing and enhancing health and wellness initiatives could have a huge impact on the quality of life and the cost of health care. Companies cannot afford not to increase efforts to build a healthier and more productive work force.

demo version