

Supplemental table 1. Data dictionary

Variable	Definition	Description
HRF VARIABLES		
Alcohol, excessive	Excessive alcohol consumption. Males \geq 15 drinks and Females \geq 8 drinks per week	0=No, 1=Yes
Anxiety, chronic	Existence of Chronic nervousness, worry or anxiety	0=No, 1=Yes
Arthritis, yes	Existence of arthritis	0=No, 1=Yes
Asthma, yes	Existence of asthma	0=No, 1=Yes
Back pain, yes	Existence of chronic neck or back pain	0=No, 1=Yes
Blood pressure, high	Existence of high blood pressure or hypertension	0=No, 1=Yes
BMI, abnormal	Overweight or obese (BMI \geq 25.0)	0=No, 1=Yes
Cancer, yes	Existence of any kind of cancer	0=No, 1=Yes
Cholesterol, high	Existence of high blood cholesterol	0=No, 1=Yes
Dental exam, No	Not getting a dental exam within the past 1 year	0=No, 1=Yes
Depression, yes	Existence of depression	0=No, 1=Yes
Diabetes, yes	Existence of diabetes	0=No, 1=Yes
Digestive conditions, yes	Existence of at least 1 of these conditions Ulcers, heartburn, GERD	0=No, 1=Yes
Drinking and driving, yes	At least 1 instance of drinking and driving themselves or with someone else driving	0=No, 1=Yes
Exercise, inadequate	Poor exercise practices per week ($<$ 3 days per week doing least 30 minutes of moderate to vigorous physical activity).	0=No, 1=Yes
Fatigue, chronic	Existence of chronic fatigue	0=No, 1=Yes
Fruits/Vegetables, poor	Inadequate consumption of fruit and/or vegetables per day ($<$ 2.5 cups fruit + $<$ 2.5 cups vegies total)	0=No, 1=Yes
Headaches, severe	Existence of migraines or severe headaches	0=No, 1=Yes
Heart disease, yes	Existence of coronary heart disease	0=No, 1=Yes
Helmet, no	Not always wearing helmet	0=No, 1=Yes
Irritable bowel disorder, yes	Existence of irritable bowel disorder	0=No, 1=Yes
Job health culture	Rating of company's interest in employee health and creating a healthy workplace	Continuous 1-4, 4 being the poorest

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Lung disease, yes	Existence of at least 1 of these conditions bronchitis, COPD, other lung disease	0=No, 1=Yes
Osteoporosis, yes	Existence of osteoporosis	0=No, 1=Yes
Overall health rating, poor	Rating of overall health	Continuous 1-5, 5 being the poorest
Physical exam, no	Not getting a physical exam within the last 1-2 years	0=No, 1=Yes
Safe lifting, no	Only using proper lifting techniques sometimes or never using it	0=No, 1=Yes
Seat belt, no	<100% of time wear seat belt	0=No, 1=Yes
Second hand smoke, yes	Exposure to second hand smoke at work or at home	0=No, 1=Yes
Sleep, yes	Inadequate sleep per night (<8 hours)	0=No, 1=Yes
Smoker, currently	Current smoker	0=No, 1=Yes
Stress at home, yes	Often having feelings of stress at home	0=No, 1=Yes
Stress at work, yes	Often having feelings of stress at work	0=No, 1=Yes
Stress over finances, yes	Moderate stress related to finances	0=No, 1=Yes
Stroke, yes	Existence of a stroke or restricted blood flow to head or legs	0=No, 1=Yes

DEMOGRAPHIC VARIABLES

Age	Years	Continuous, Number of years
Gender	Male/female	1=Female, 2=Male
Income	Self-reported income bracket	Continuous, 1-34, 34 being the highest income bracket
Employee size	Number of employees	1= <=99, 2= 100-499, 3 = 500+
Education	Level of education	1=No high school diploma, 2=High school diploma, 3=Some college, 4=College or higher education degree (REF)
Employment type	Whether or not they are part time	0=No, 1=Yes

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Variable	Definition	Description
Hourly Industry	Whether or not they are hourly Based on SIC groupings	0=No, 1=Yes 1=Agriculture, 2=Mining/construction, 3=Manufacturing, 4=Trans/Comm/Elc/Gas/Sa n, 5= Wholesale trade, 6=Retail, 7=Financial services, 8=Services (REF), 9=Public Administration
Occupation	Based on category options	1=Executive (REF), 2= Professional, 3=Technical support, 4=Sales, 5=Clerical, 6=Service, 7=Precision production and crafts worker, 8=Chemical/production operator, 9=Laborer

WORKERS' COMPENSATION VARIABLES

Total cost	All costs incurred throughout the claim's life (1.53 years limit)	Continuous, \$
Medical cost	All costs incurred throughout the claim's life (1.53 years limit)	Continuous, \$
Claim	Existence of a non-zero total cost claim 1 year after the baseline HRA	0=No, 1=Yes

Note. HRA = Health risk assessment, SIC = Standard industry codes, BMI = Body mass index, COPD = Chronic obstructive pulmonary disease. All HRFs that are described as "existence of..." represent employee responses indicating that they have the condition but never received treatment, they have the condition but do not currently receive treatment, or they have the condition and they are currently being treated for the condition. All other HRF definitions are self-explanatory.