

Heritage Products Inc Aggregate Outcome Analysis Report

Know Your Numbers - Worksite Wellness Screening Event

April 22, 2010

Prepared by UnitedHealthcare

May 10, 2010

Heritage Products Inc 2010 Health Screening Outcome Analysis

Executive Synopsis

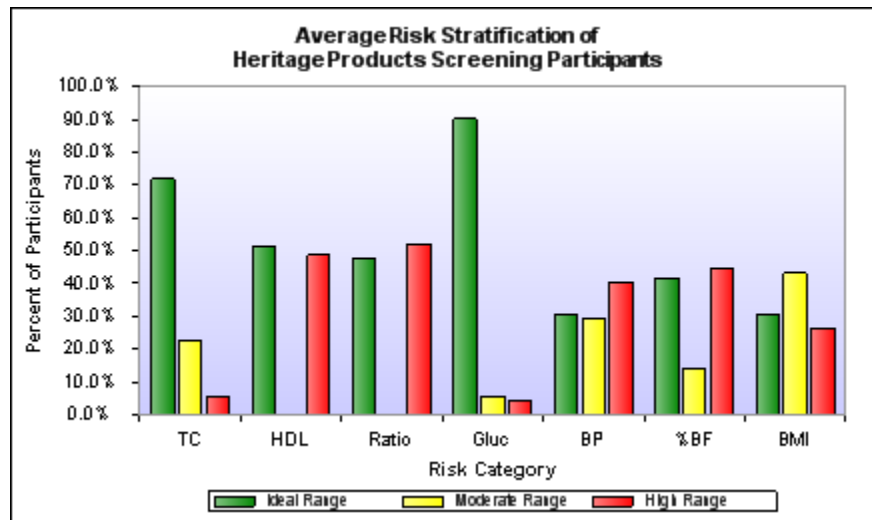
Heritage Products Inc (Heritage Products) hosted a "Know Your Numbers" (KYN) Health Screening Event for their employees through internal worksite wellness programs.

Event	Projected Participation	Actual Participation	Participation Rate
KYN Biometric Screenings	90	72	80.0%
Normative Values – Industry Specifics			Participation Averages
Not-for-Profit Organizations/Municipalities/Universities			20-40%
For-Profit Private Organizations			30-60%

Health Risk Overview for Total Population

Biometric	Low Risk	Moderate Risk	High Risk
Total Cholesterol	71.8%	22.5%	5.6%
HDL Cholesterol	51.4%	N/A	48.6%
TC/HDL Ratio	47.8%	N/A	52.2%
Glucose	90.1%	5.6%	4.2%
Blood Pressure	30.6%	29.2%	40.3%
Body Composition	41.7%	13.9%	44.4%
Body Mass Index (BMI)	30.6%	43.1%	26.4%

Heritage Products Risk Stratification



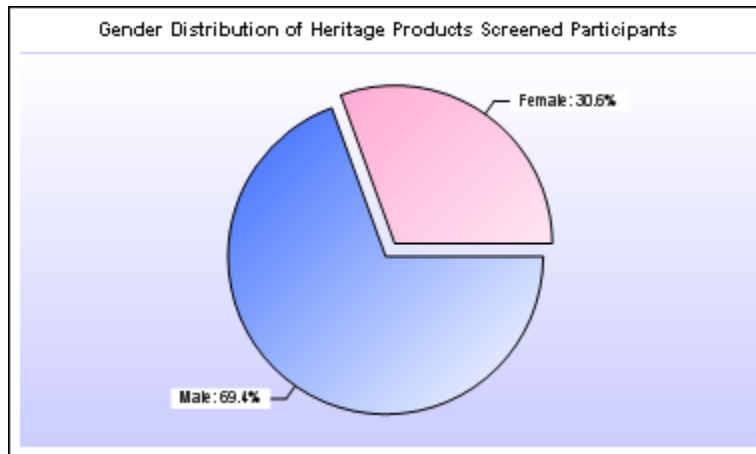
Heritage Products Inc 2010 Health Screening Outcome Analysis

Demographics

The average age for the total client population screened is 44.7.

Age Groups	Number of Screened Participants within Age Group	Percentage of Screened Participants within Age Group
18-24	N/A*	N/A*
25-34	N/A*	N/A*
35-44	N/A*	N/A*
45-54	N/A*	N/A*
55-64	N/A*	N/A*
65+	N/A*	N/A*
Unknown	N/A*	N/A*

* To ensure the privacy of the screened participants, age breakdowns are only provided if there are more than five participants in every age group. In addition, the by-age data and reporting on the following pages only represents those age groups with more than five participants.



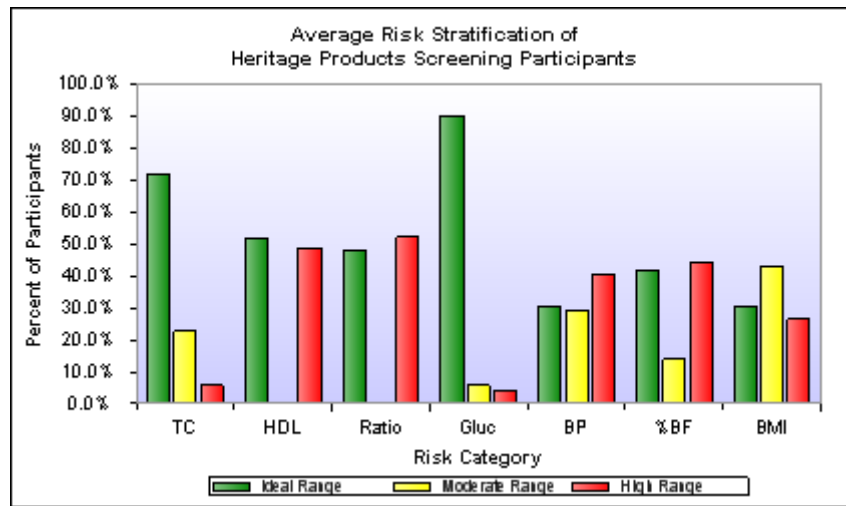
Gender	Number of Screened Participants within Gender	Percentage of Screened Participants within Gender
Male	50	69.4%
Female	22	30.6%
Unknown	0	0.0%
Total	72	
Number of Participants with Unique Identifiers	72	

Heritage Products Inc 2010 Health Screening Outcome Analysis

The greatest economic impact for an organization comes from keeping employees currently in a low risk category from moving into the moderate or high risk categories. Further benefit comes from ensuring that those employees within a moderate (borderline) or high risk category move into the low (ideal) risk group by implementing healthy behavior changes.

The areas that indicate over 30.0% of the Heritage Products screening population at increased risk are:

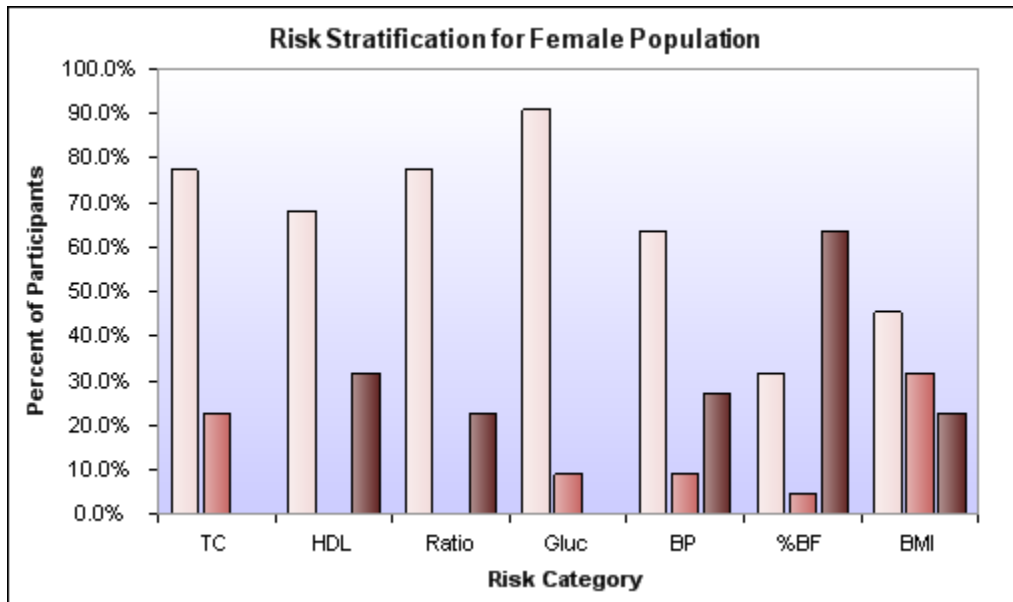
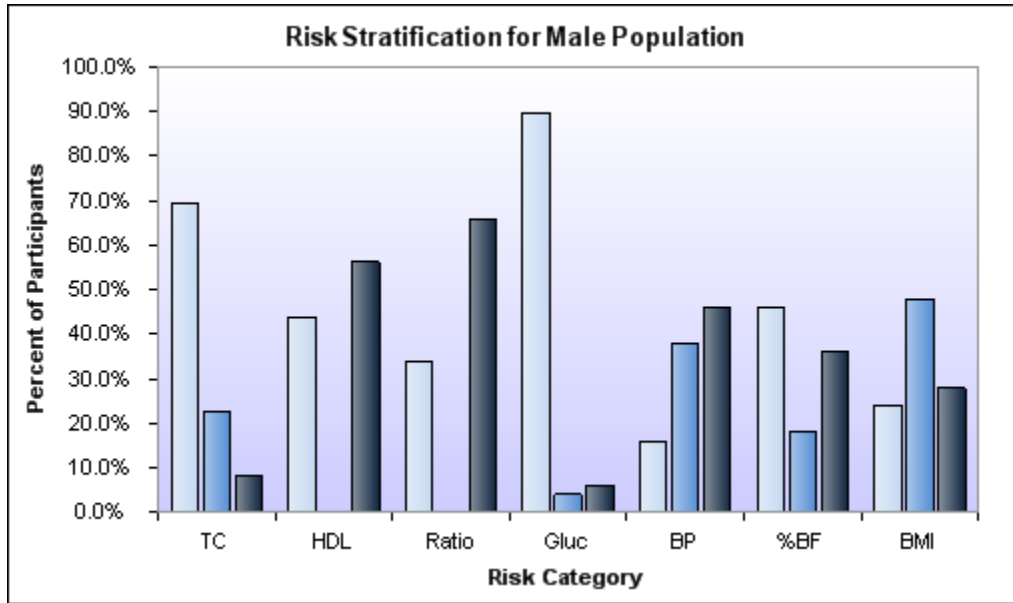
- HDL Cholesterol - 48.6% at risk
- TC/HDL Ratio - 52.2% at risk
- Blood Pressure - 69.4% at risk
- Body Composition - 58.3% at risk
- Body Mass Index (BMI) - 69.4% at risk



Biometric	Ideal Risk	Moderate Risk	High Risk	Average Value
Total Cholesterol	71.8%	22.5%	5.6%	180.8
Number of employees at risk	51	16	4	
HDL Cholesterol	51.4%	N/A	48.6%	45.2
Number of employees at risk	36	N/A	34	
TC/HDL Ratio	47.8%	N/A	52.2%	4.8
Number of employees at risk	33	N/A	36	
Glucose	90.1%	5.6%	4.2%	106.7
Number of employees at risk	64	4	3	
Blood Pressure	30.6%	29.2%	40.3%	126.1 / 82.2
Number of employees at risk	22	21	29	
Body Composition	41.7%	13.9%	44.4%	25.4%
Number of employees at risk	30	10	32	
Body Mass Index (BMI)	30.6%	43.1%	26.4%	27.4
Number of employees at risk	22	31	19	

Heritage Products Inc
2010 Health Screening Outcome Analysis

Risk Stratification by Gender



Heritage Products Inc 2010 Health Screening Outcome Analysis

Biometric Average Values

The average biometric values for the total, male, and female screening populations can be found below.

Heritage Products Health Screening Analysis			
Overall Screening Averages	2010 Participants	2011 Participants	Variance
Average Age	44.7	TBD	TBD
Average Total Cholesterol	180.8	TBD	TBD
Average HDL Cholesterol	45.2	TBD	TBD
Average TC/HDL Ratio	4.8	TBD	TBD
Average Glucose	106.7	TBD	TBD
Average Systolic Blood Pressure	126.1	TBD	TBD
Average Diastolic Blood Pressure	82.2	TBD	TBD
Average Body Composition	25.4	TBD	TBD
Average Body Mass Index (BMI)	27.4	TBD	TBD

Male Screening Averages	2010 Participants	2011 Participants	Variance
Number Screened	50	TBD	TBD
Average Age	43.9	TBD	TBD
Average Male Total Cholesterol	180.7	TBD	TBD
Average Male HDL Cholesterol	40.4	TBD	TBD
Average Male TC/HDL Ratio	5.4	TBD	TBD
Average Male Glucose	109.3	TBD	TBD
Average Male Systolic Blood Pressure	128.9	TBD	TBD
Average Male Diastolic Blood Pressure	83.8	TBD	TBD
Average Male Body Composition	22.2	TBD	TBD
Average Male Body Mass Index (BMI)	27.7	TBD	TBD

Female Screening Averages	2010 Participants	2011 Participants	Variance
Number Screened	22	TBD	TBD
Average Age	46.5	TBD	TBD
Average Female Total Cholesterol	181.0	TBD	TBD
Average Female HDL Cholesterol	55.5	TBD	TBD
Average Female TC/HDL Ratio	3.4	TBD	TBD
Average Female Glucose	100.9	TBD	TBD
Average Female Systolic Blood Pressure	119.7	TBD	TBD
Average Female Diastolic Blood Pressure	78.5	TBD	TBD
Average Female Body Composition	32.9	TBD	TBD
Average Female Body Mass Index (BMI)	26.7	TBD	TBD

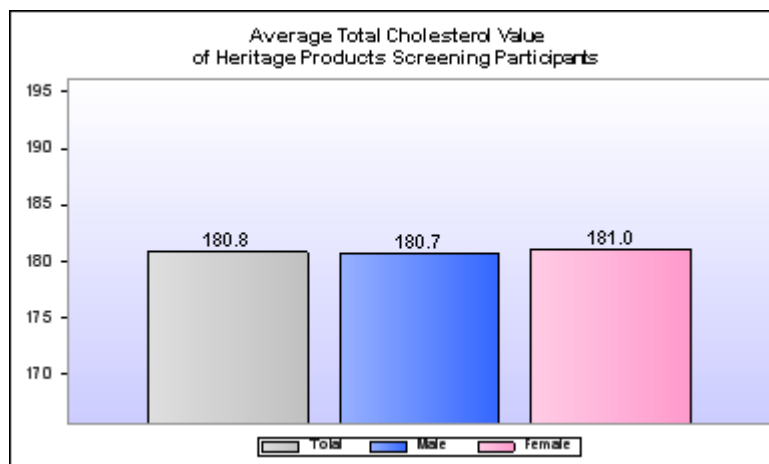
Heritage Products Inc 2010 Health Screening Outcome Analysis

Total Cholesterol

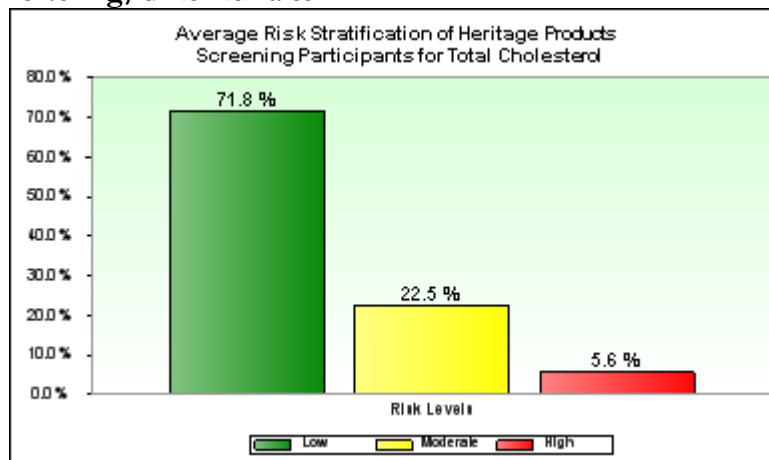
Cholesterol is an essential fatty substance produced by the body used to create bile, hormones and vitamin D. High levels of circulating cholesterol may form deposits in artery walls leading to narrowing and hardening of the arteries and heart disease. Cholesterol does not dissolve in water and is combined with lipoproteins to assist in its transportation in the blood. High levels of cholesterol is not a disease but is a health factor that contributes to certain chronic conditions such as cardiovascular disease. The National Health, Lung and Blood Institute in conjunction with the United States Preventive Screening Task Force (USPSTF) recommends that individuals strive to maintain a cholesterol level of less than 200mg/dl to prevent or delay the onset of cardiovascular disease.¹

Risk Ranges for Total Cholesterol

Low Risk	Moderate Risk	High Risk
Less than 200mg/dl	200 – 239mg/dl	240mg/dl and above



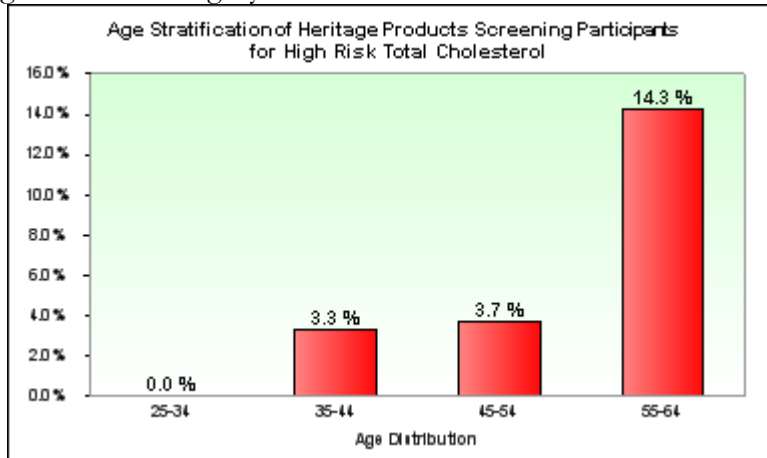
The average value for the total population was **180.8 mg/dl**. The average was **180.7 mg/dl** for males and the average was **181.0 mg/dl** for females.



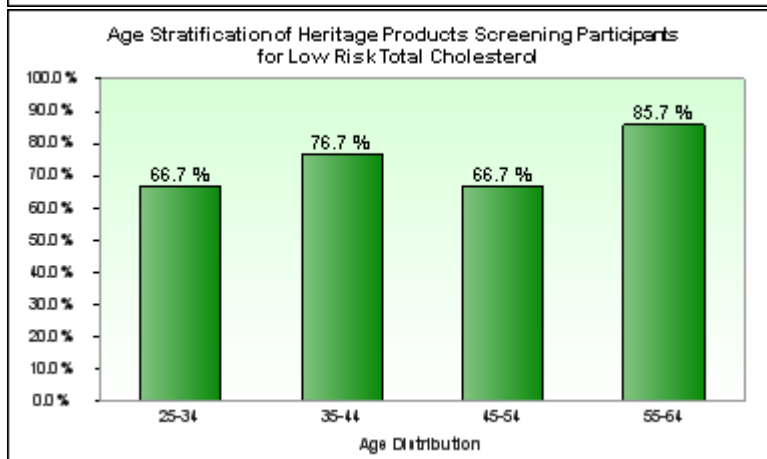
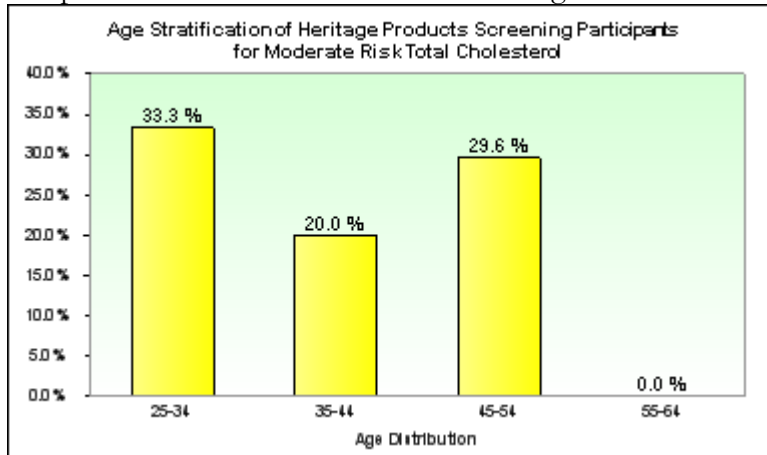
In general, **71.8%** of the screened employees had Total Cholesterol levels within the **low** risk range, while **22.5%** had levels within the **moderate** risk category and **5.6%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk Total Cholesterol shows that the 55-64 age group has the highest at-risk category.

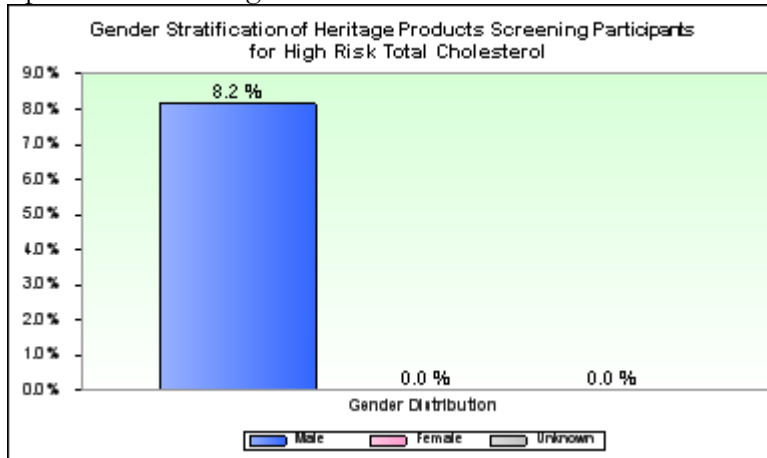


The following data charts indicate that the 25-34 age group has the highest number of screened participants that are at moderate risk Total Cholesterol, while the 55-64 age group has a high number of screened employees that presented with Total Cholesterol readings within the low risk category.

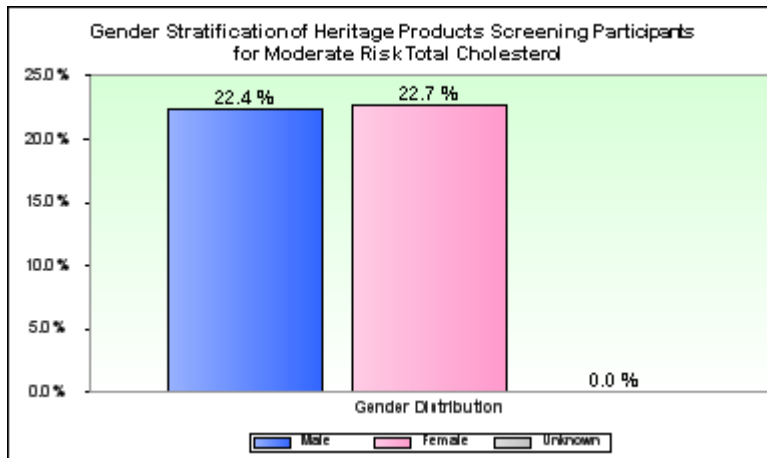


Heritage Products Inc 2010 Health Screening Outcome Analysis

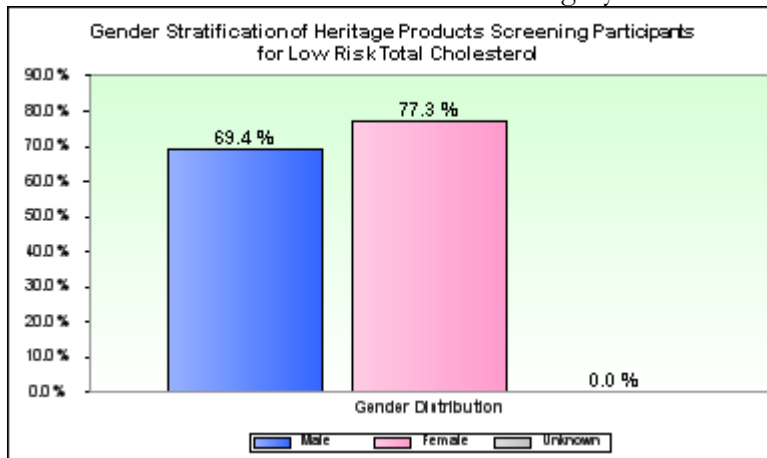
Gender distribution data indicates that **8.2%** of the screened males, **0.0%** of females and **0.0%** of the unknown gender group stratified into high risk for Total Cholesterol.



22.4% of the screened males, **22.7%** of females and **0.0%** of the unknown gender group were identified as moderate risk Total Cholesterol.



69.4% of the screened males, **77.3%** of females and **0.0%** of the unknown gender group presented with Total Cholesterol values that stratified them into the low risk category.



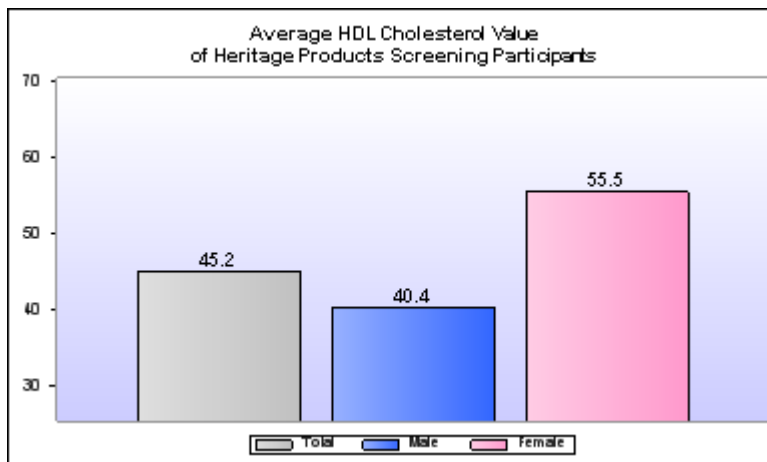
Heritage Products Inc 2010 Health Screening Outcome Analysis

HDL Cholesterol

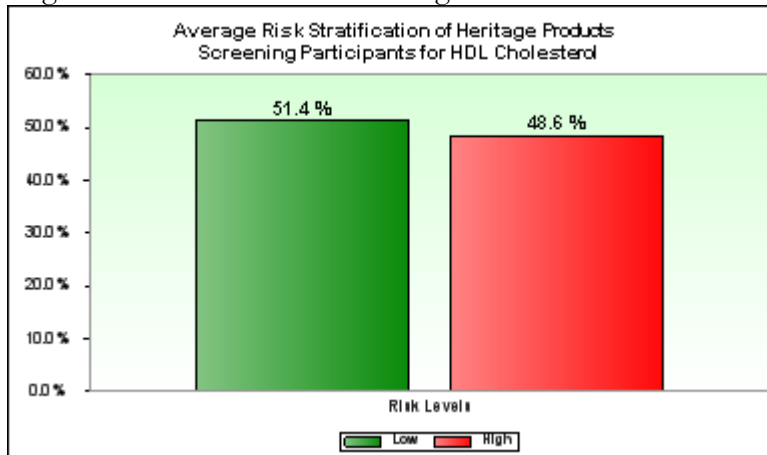
HDL cholesterol, also referred to as the “good cholesterol”, assists the body in preventing the Low Density Lipoprotein (LDL or “bad cholesterol”) from forming plaque along the artery walls that has the potential to lead to significant cardiac disease. The National Health, Lung and Blood Institute in conjunction with the United States Preventive Screening Task Force (USPSTF) recommends that individuals strive to maintain an ideal range for HDL that is higher than 40mg/dl in men and higher than 50mg/dl in women to prevent or delay the onset of cardiovascular disease and associated cardiac health risks. ²

Risk Ranges for HDL Cholesterol

Risk	Female	Male
Low	Higher than 50 mg/dL	Higher than 40 mg/dL
High	50 mg/dL or Lower	40 mg/dL or Lower



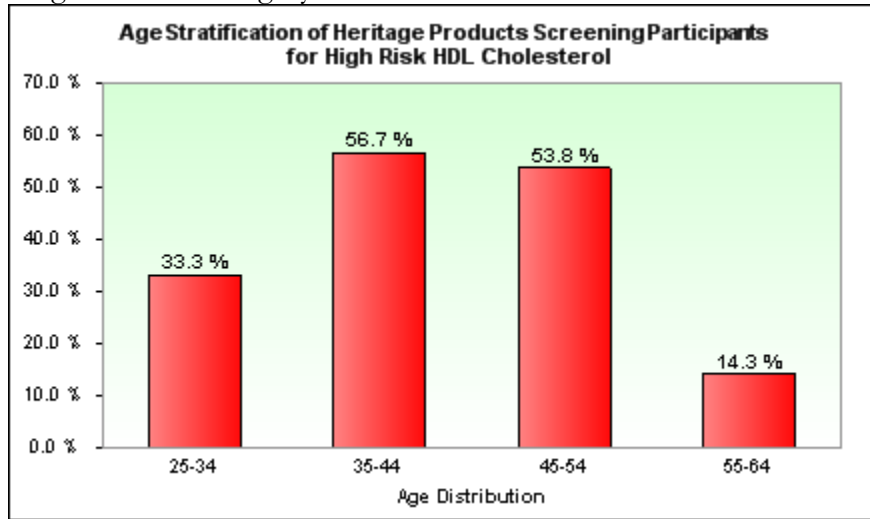
The average value for the total population was **45.2 mg/dl**. The average value for the male population was **40.4 mg/dl**, placing them within the **ideal** risk range; the average value for the female population was **55.5 mg/dl**, placing them within the **ideal** risk range.



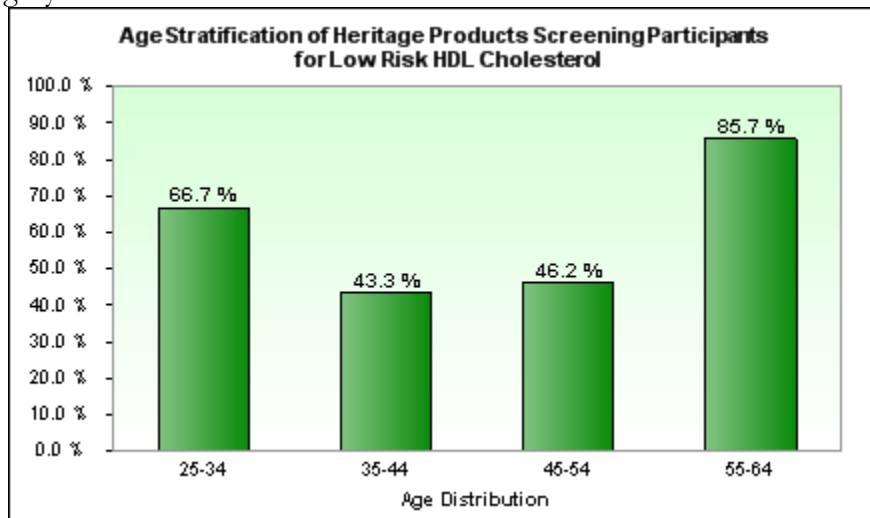
In general, **51.4%** of the screened employees had HDL Cholesterol levels within the **low** risk range, while **48.6%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk HDL Cholesterol shows that the 35-44 age group has the highest at-risk category.

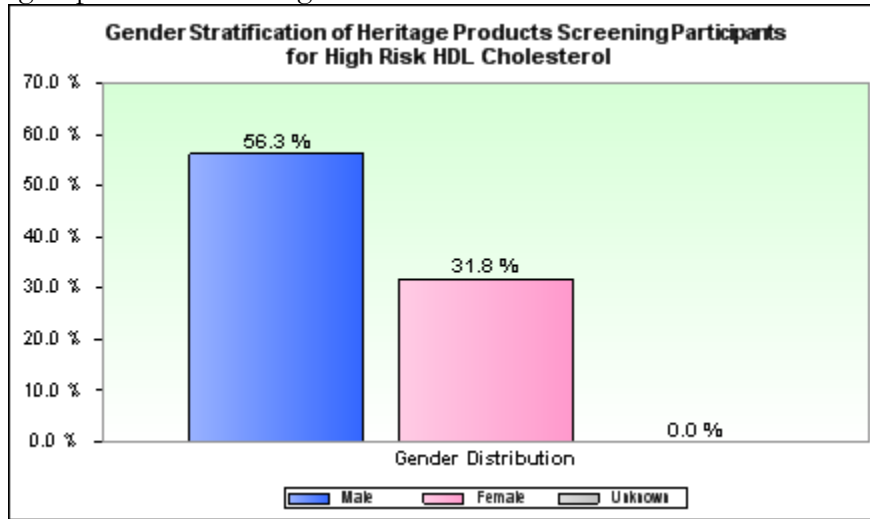


The 55-64 age group has the highest number of screening participants with HDL Cholesterol within the low risk category.

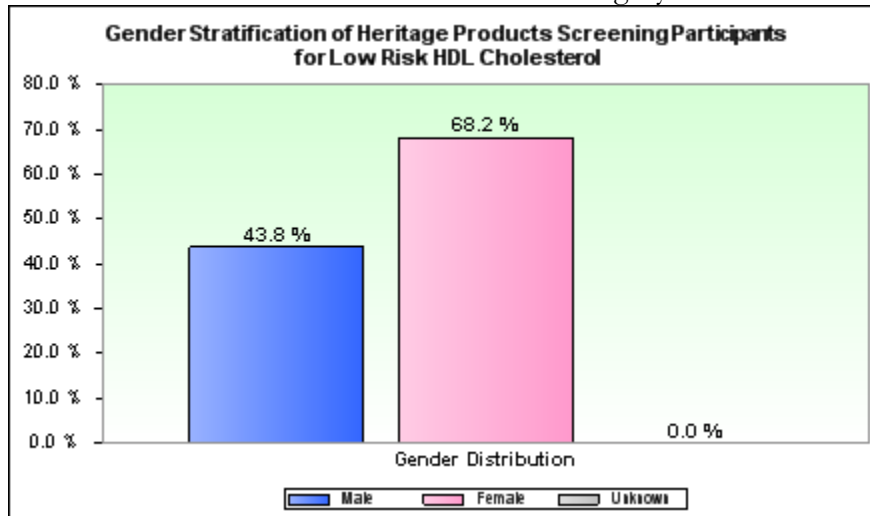


Heritage Products Inc 2010 Health Screening Outcome Analysis

Gender distribution data indicates that **56.3%** of the screened males, **31.8%** of females and **0.0%** of the unknown gender group stratified into high risk for HDL Cholesterol.



43.8% of the screened males, **68.2%** of females and **0.0%** of the unknown gender group presented with HDL Cholesterol values that stratified them into the low risk category.



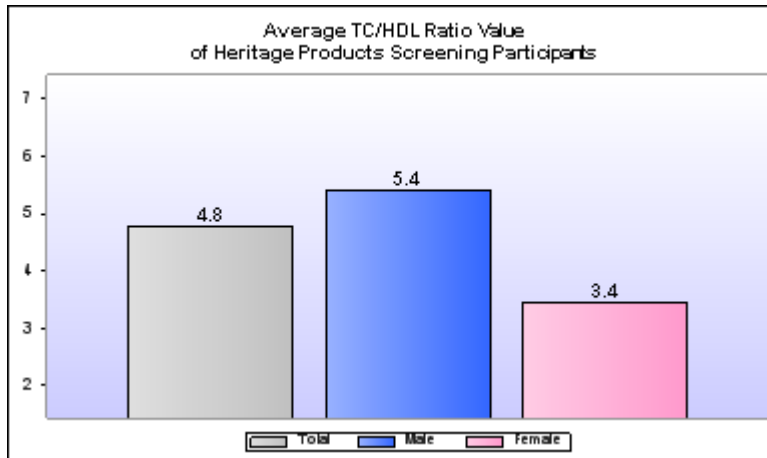
Heritage Products Inc 2010 Health Screening Outcome Analysis

TC/HDL Ratio

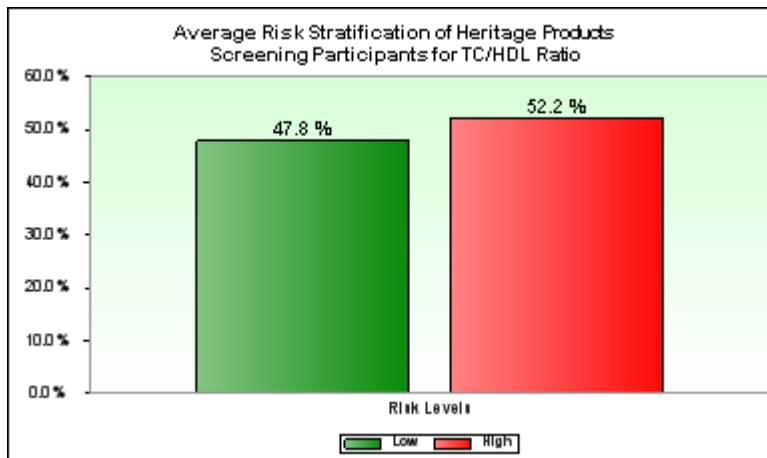
This ratio is highly affected by physical activity and proper nutrition. According to the National Health, Lung and Blood Institute individuals who achieve a cardiac risk ratio less than 4.0 are more or less likely to develop cardiovascular disease. ²

Risk Ranges for TC/HDL Ratio

Low Risk	High Risk
4.0 or below	Above 4.0



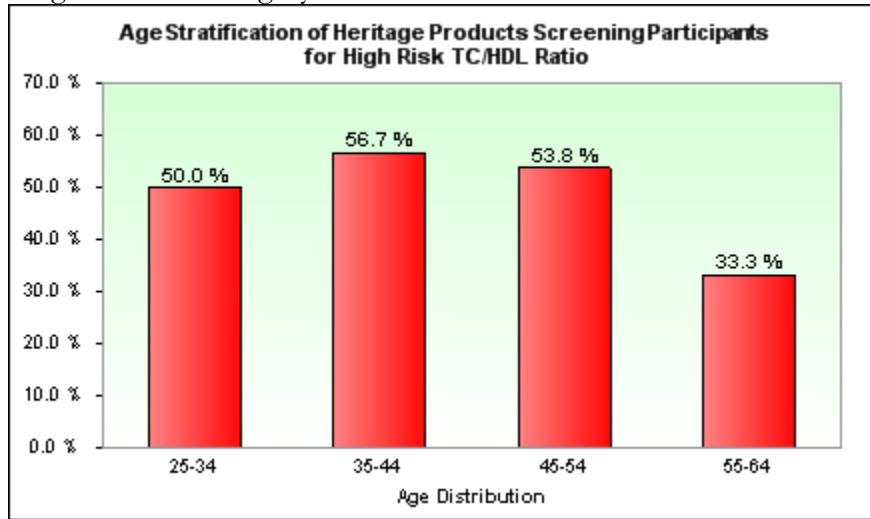
The average value for the total population was **4.8**. The average was **5.4** for males and the average was **3.4** for females.



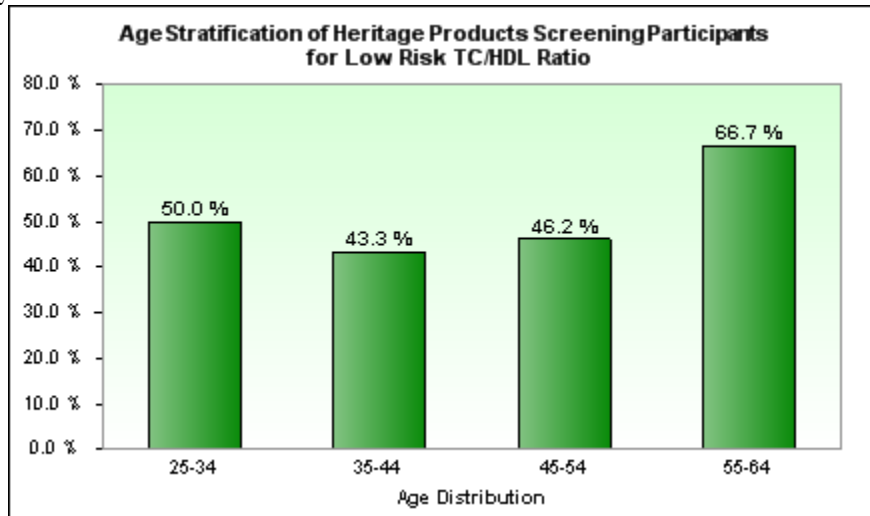
In general, **47.8%** of the screened employees had TC/HDL Ratio levels within the **low** risk range, while **52.2%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk TC/HDL Ratio shows that the 35-44 age group has the highest at-risk category.

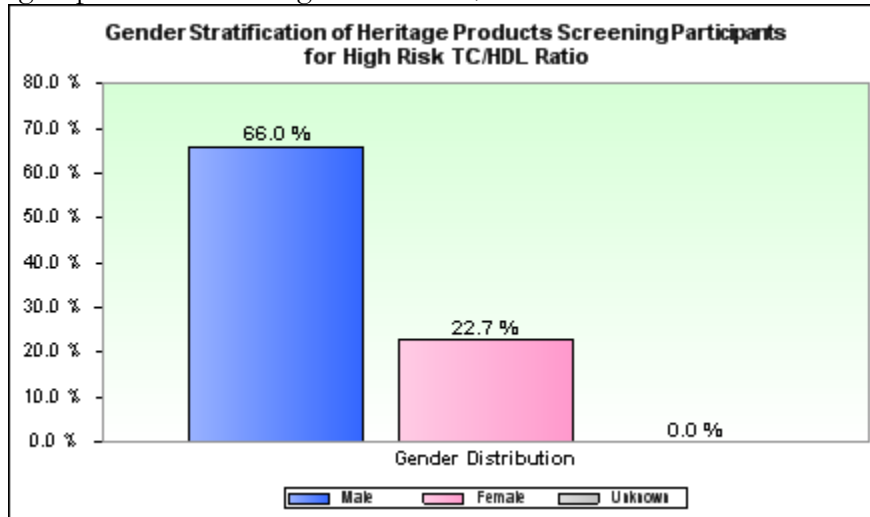


The 55-64 age group has the highest number of screening participants with TC/HDL Ratio within the low risk category.

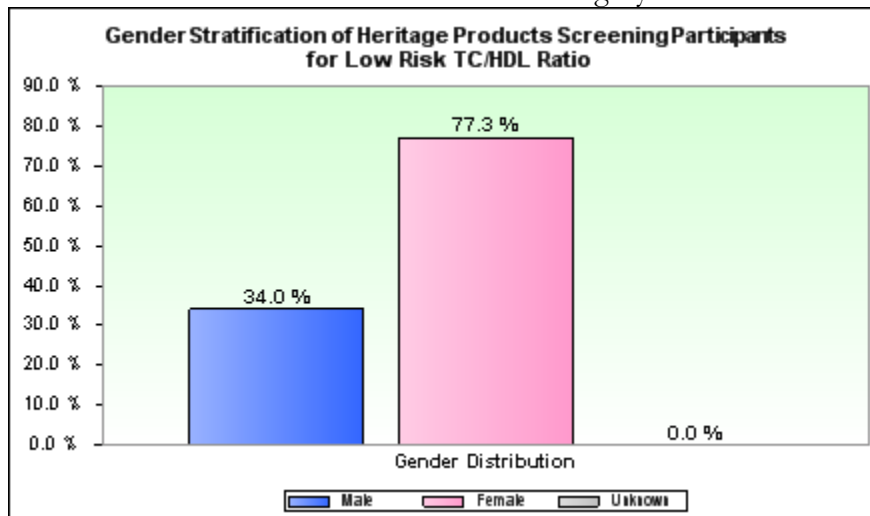


Heritage Products Inc 2010 Health Screening Outcome Analysis

Gender distribution data indicates that **66.0%** of the screened males, **22.7%** of females and **0.0%** of the unknown gender group stratified into high risk for TC/HDL Ratio.



34.0% of the screened males, **77.3%** of females and **0.0%** of the unknown gender group presented with TC/HDL Ratio values that stratified them into the low risk category.



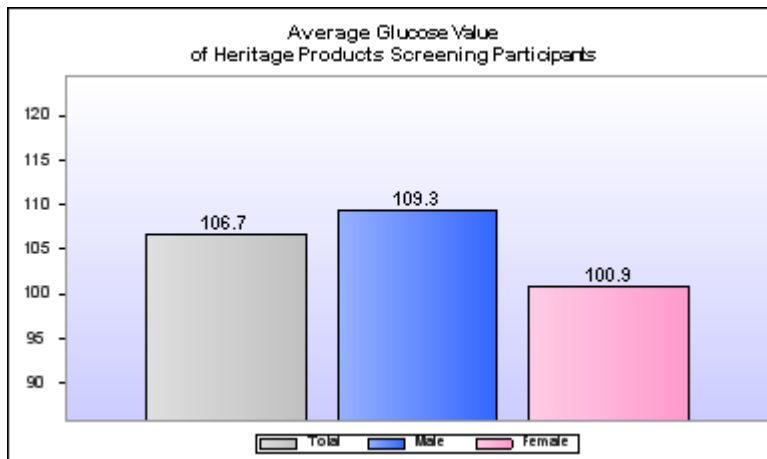
Heritage Products Inc 2010 Health Screening Outcome Analysis

Glucose

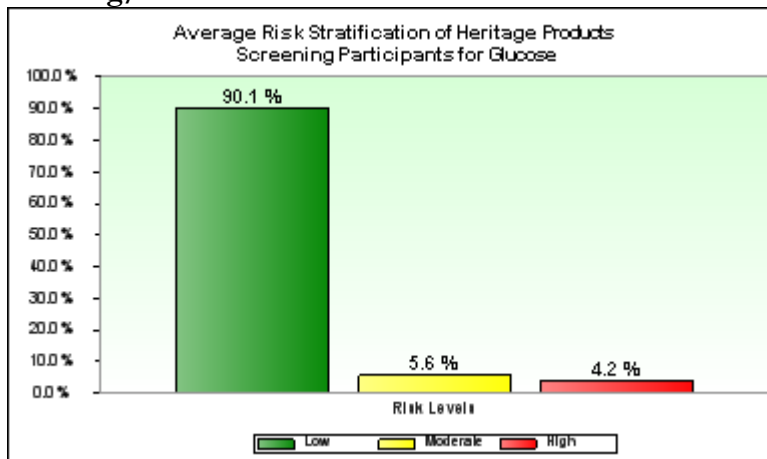
Elevated blood glucose (a.k.a. “blood sugar”), is a precursor for Type 2 diabetes, which can lead to additional risk for other chronic disease such as heart disease, neuropathy, kidney disease and eye damage. The National Health, Lung and Blood Institute recommends that individuals strive to maintain a blood glucose level of less than 100 mg/dl and non-fasting levels are less than 130 mg/dl to prevent the onset of type 2 diabetes. ^{1,3} Furthermore, the USPSTF recommends that individuals with a family history of diabetes or those who are overweight or obese be screened periodically to identify risk migration into a pre-diabetic state.

Risk Ranges for Glucose

Low Risk	Moderate Risk	High Risk
130mg/dl and below	131-174mg/dl	175mg/dl and above



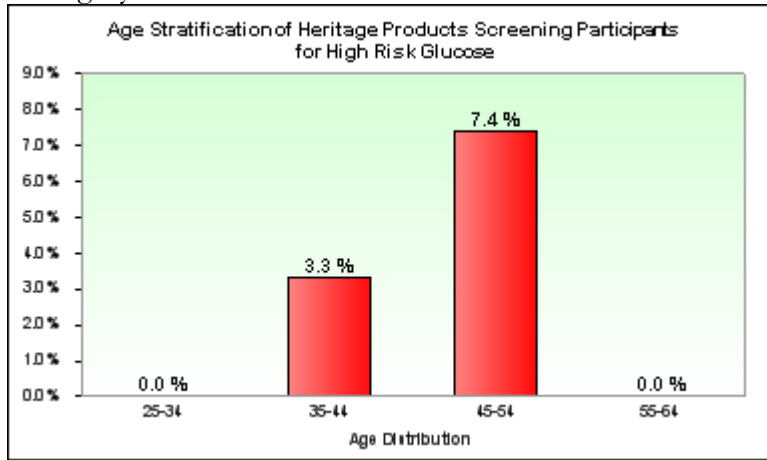
The average value for the total population was **106.7 mg/dl**. The average was **109.3 mg/dl** for males and the average was **100.9 mg/dl** for females.



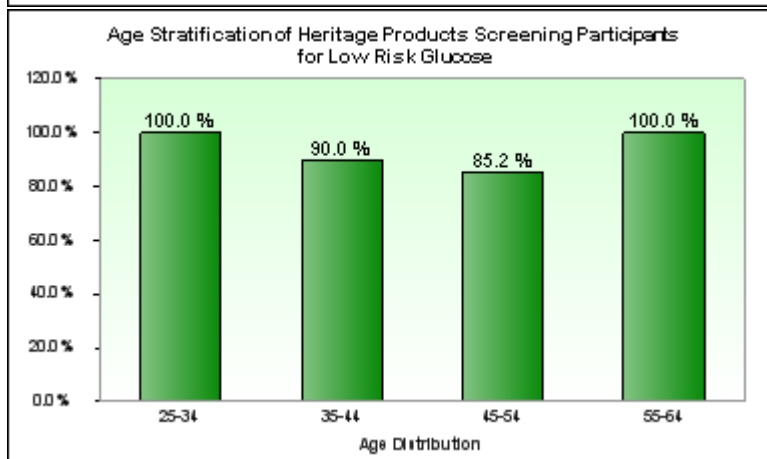
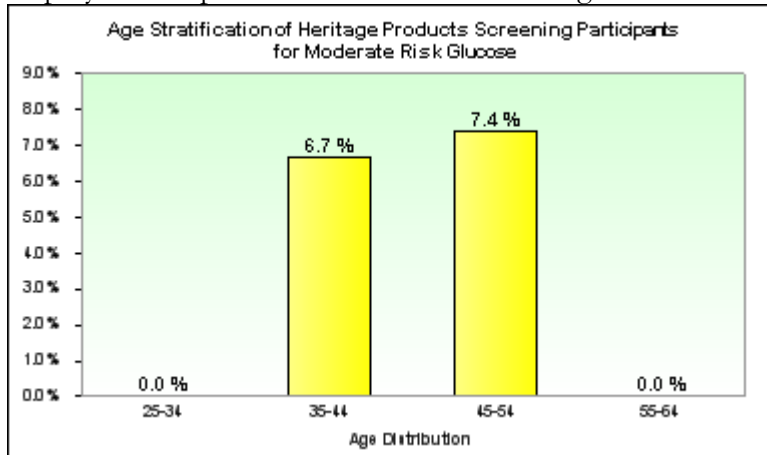
In general, **90.1%** of the screened employees had Glucose levels within the **low** risk range, while **5.6%** had levels within the **moderate** risk category and **4.2%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk Glucose shows that the 45-54 age group has the highest at-risk category.

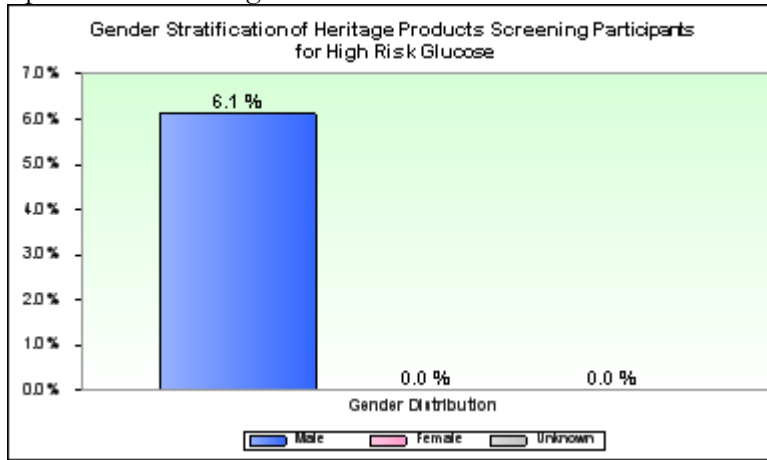


The following data charts indicate that the 45-54 age group has the highest number of screened participants that are at moderate risk Glucose, while the 25-34 and 55-64 age groups have a high number of screened employees that presented with Glucose readings within the low risk category.

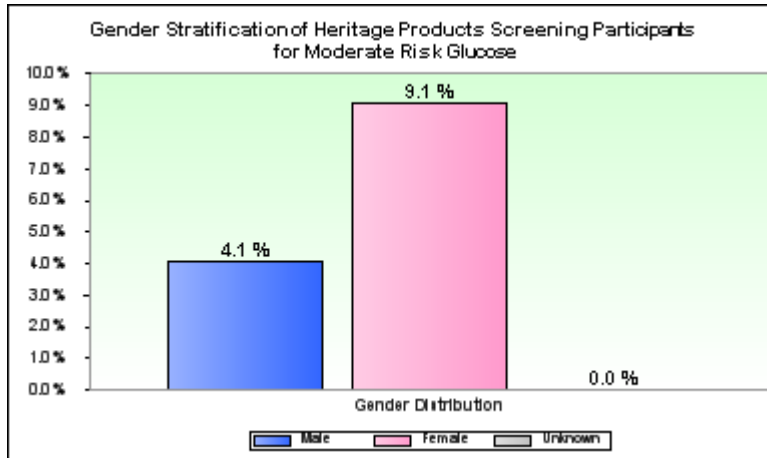


Heritage Products Inc 2010 Health Screening Outcome Analysis

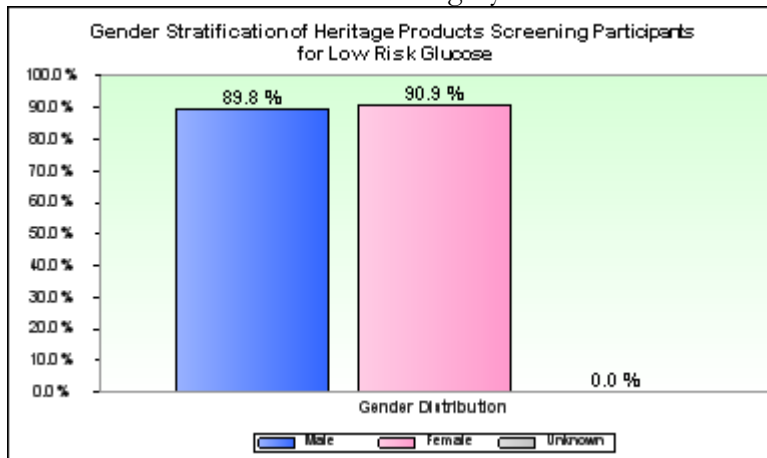
Gender distribution data indicates that **6.1%** of the screened males, **0.0%** of females and **0.0%** of the unknown gender group stratified into high risk for Glucose.



4.1% of the screened males, **9.1%** of females and **0.0%** of the unknown gender group were identified as moderate risk Glucose.



89.8% of the screened males, **90.9%** of females and **0.0%** of the unknown gender group presented with Glucose values that stratified them into the low risk category.



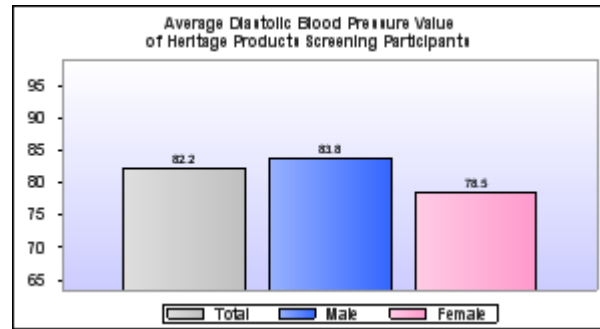
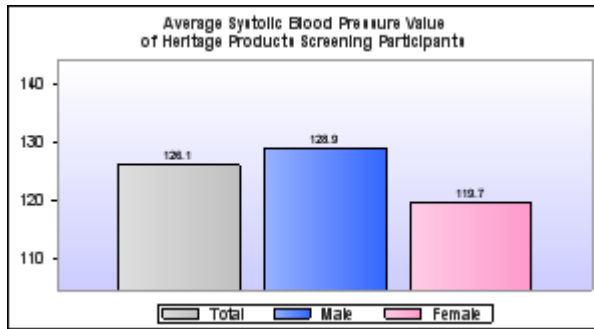
Heritage Products Inc 2010 Health Screening Outcome Analysis

Blood Pressure

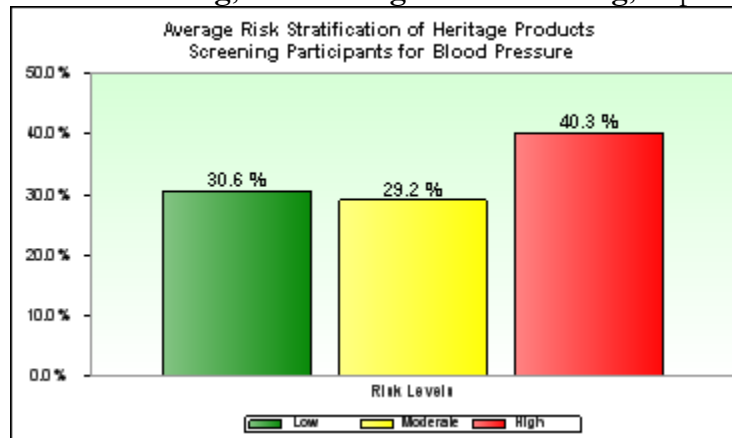
Blood pressure is comprised of systolic and diastolic measurements and is an indicator of the pressure of blood against the arterial walls. Systolic blood pressure measures the pressure in blood vessel walls when the heart contracts. Diastolic blood pressure measures the pressure in blood vessel walls when the heart is between beats. The National Health, Lung and Blood Institute recommends an ideal blood pressure reading below 120/80 mmHg. Individuals with sustained high blood pressure readings place strain on the heart, causing long term damage which can enlarge the heart making it have to work harder . Uncontrolled and untreated high blood pressure can lead to stroke.⁴

Risk Ranges for Blood Pressure

Low Risk	Moderate Risk	High Risk
Below 121mmHg systolic and below 81mmHg diastolic	121-139mmHg systolic or 81-89mmHg diastolic	140mmHg and above systolic or 90mmHg and above diastolic



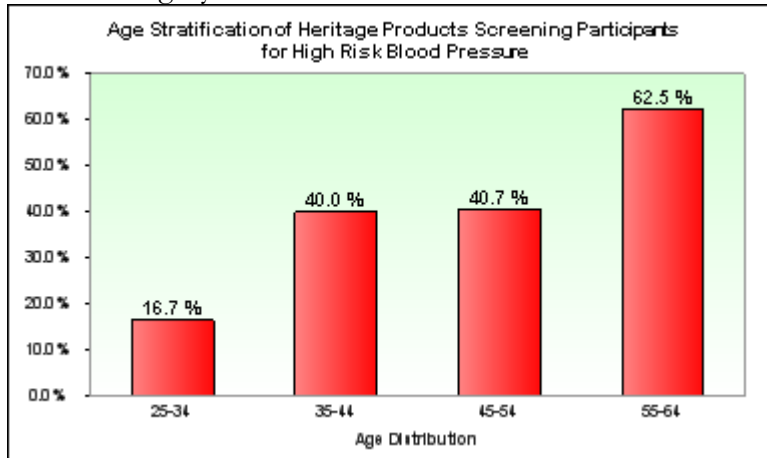
Some of the Heritage Products screened participants presented with slightly high readings, however, high use of caffeine can cause a somewhat elevated level. The average systolic blood pressure readings for the total, male and female screened populations were **126.1 mmHg**, **128.9 mmHg** and **119.7 mmHg**, respectively. The average diastolic blood pressure readings for the total, male and female screened populations were **82.2 mmHg**, **83.8 mmHg** and **78.5 mmHg**, respectively.



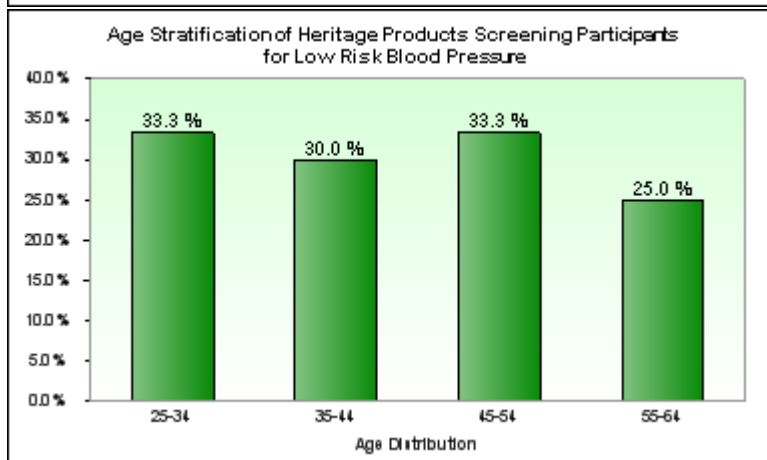
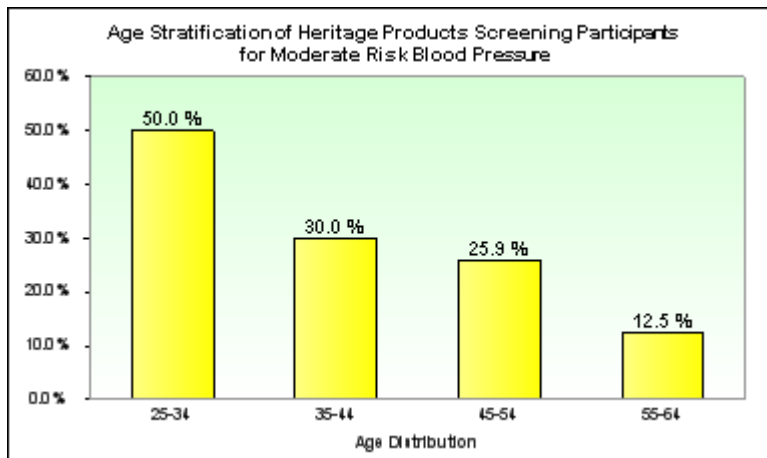
In general, **30.6%** of the screened employees had Blood Pressure levels within the **low** risk range, while **29.2%** had levels within the **moderate** risk category and **40.3%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk Blood Pressure shows that the 55-64 age group has the highest at-risk category.

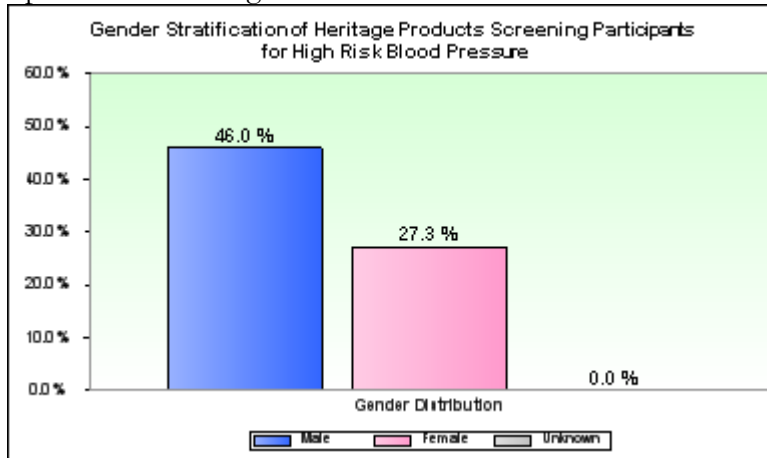


The following data charts indicate that the 25-34 age group has the highest number of screened participants that are at moderate risk Blood Pressure, while the 25-34 and 45-54 age groups have a high number of screened employees that presented with Blood Pressure readings within the low risk category.

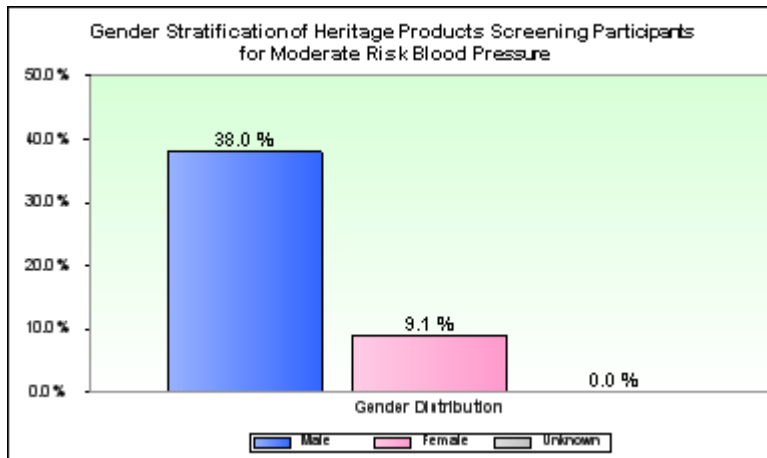


Heritage Products Inc 2010 Health Screening Outcome Analysis

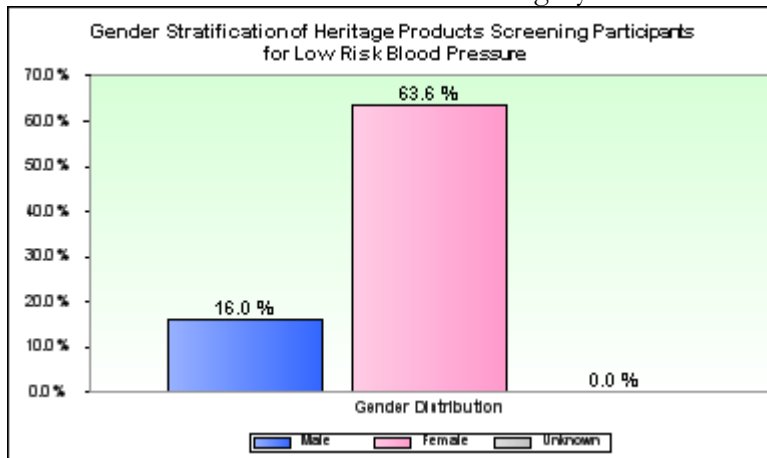
Gender distribution data indicates that **46.0%** of the screened males, **27.3%** of females and **0.0%** of the unknown gender group stratified into high risk for Blood Pressure.



38.0% of the screened males, **9.1%** of females and **0.0%** of the unknown gender group were identified as moderate risk Blood Pressure.



16.0% of the screened males, **63.6%** of females and **0.0%** of the unknown gender group presented with Blood Pressure values that stratified them into the low risk category.



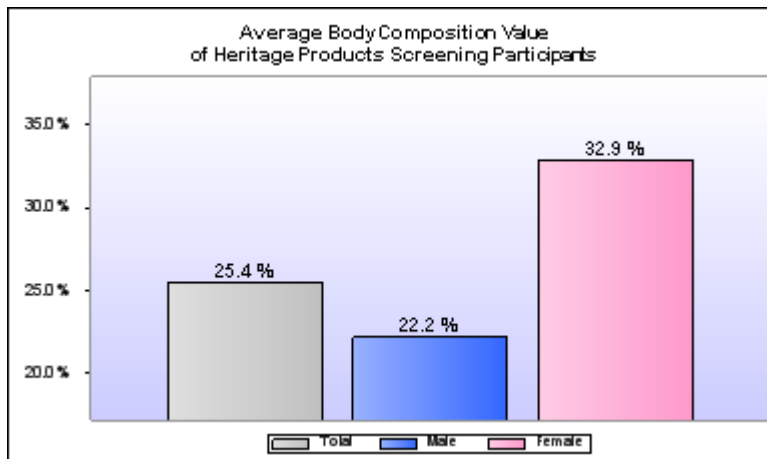
Heritage Products Inc 2010 Health Screening Outcome Analysis

Body Composition

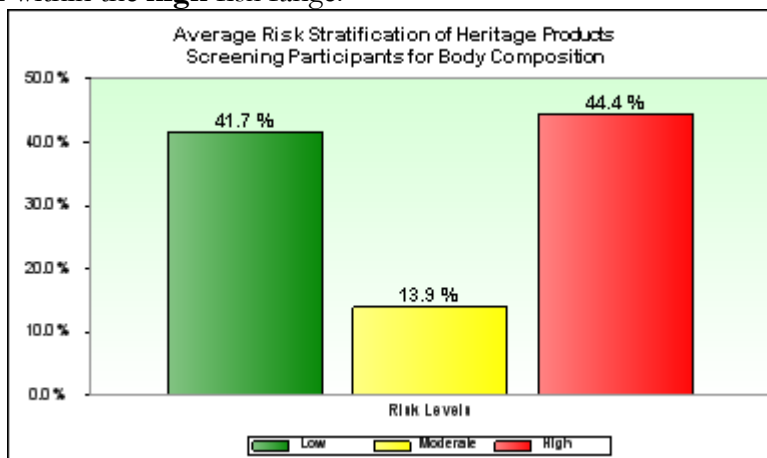
Body composition is an indicator of lean muscle composition compared to fat tissue within an individual. An elevated body fat percentage may increase the risk of certain chronic diseases as well as predispose individuals to become overweight and/or obese. Obesity leads to additional chronic health conditions such as Type 2 diabetes, heart disease, hypertension, hypercholesterolemia, kidney disease, and more. Body fat readings are dependent upon an individual's age and gender. The National Health, Lung and Blood Institute recommends that individuals strive to maintain the following ideal body fat percentage according to their personal age and gender category:⁵

Risk Ranges for Body Composition

Age	Female	Male
18-39	14-23%	7-19%
40-59	18-30%	14-23%
60+	21-31%	15-24%



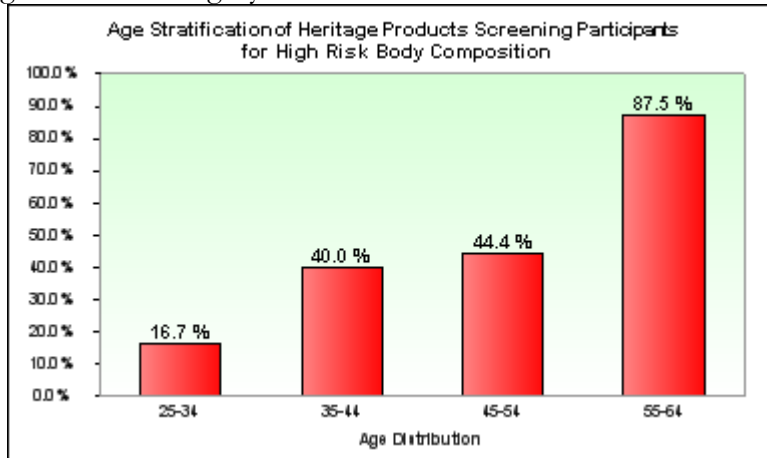
The average value for the total population was **25.4%**. The average value for the male population was **22.2%**, placing them within the **ideal** risk range; the average value for the female population was **32.9%**, placing them within the **high** risk range.



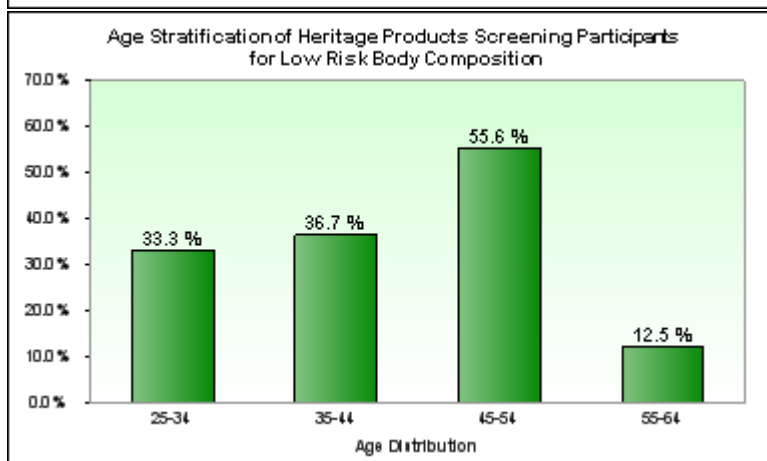
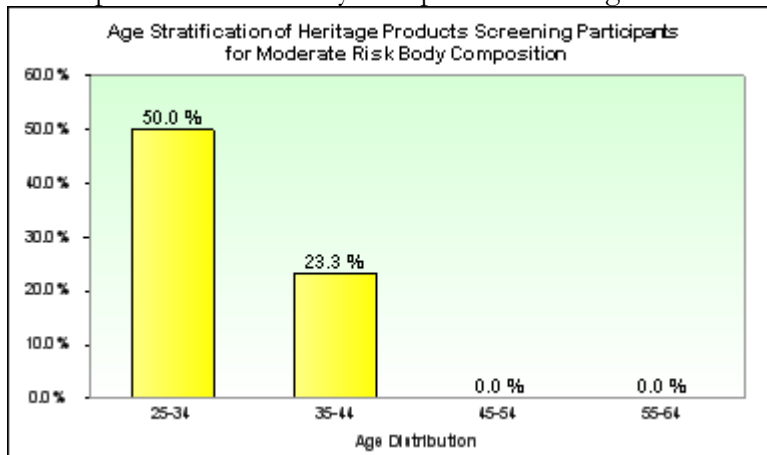
In general, **41.7%** of the screened employees had Body Composition levels within the **low** risk range, while **13.9%** had levels within the **moderate** risk category and **44.4%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk Body Composition shows that the 55-64 age group has the highest at-risk category.

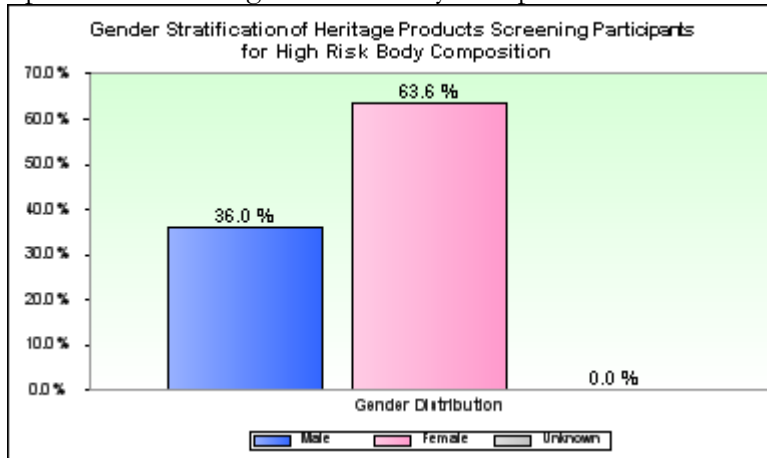


The following data charts indicate that the 25-34 age group has the highest number of screened participants that are at moderate risk Body Composition, while the 45-54 age group has a high number of screened employees that presented with Body Composition readings within the low risk category.

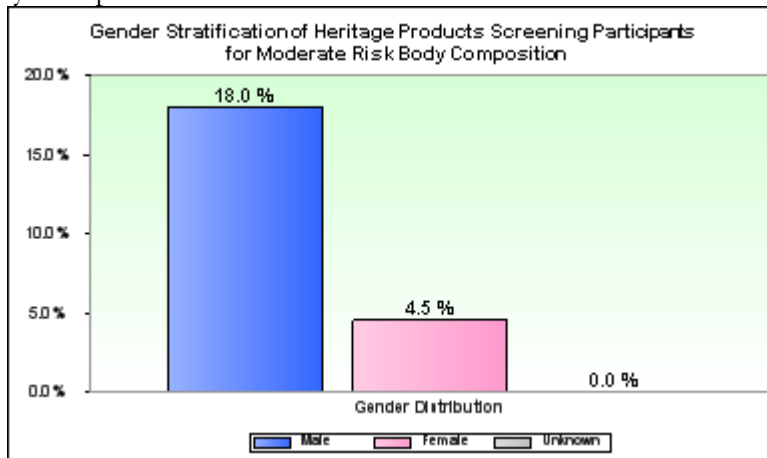


Heritage Products Inc 2010 Health Screening Outcome Analysis

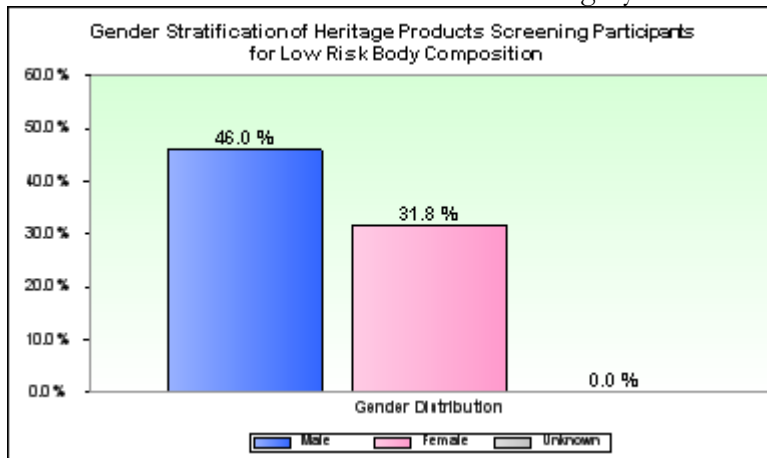
Gender distribution data indicates that **36.0%** of the screened males, **63.6%** of females and **0.0%** of the unknown gender group stratified into high risk for Body Composition.



18.0% of the screened males, **4.5%** of females and **0.0%** of the unknown gender group were identified as moderate risk Body Composition.



46.0% of the screened males, **31.8%** of females and **0.0%** of the unknown gender group presented with Body Composition values that stratified them into the low risk category.



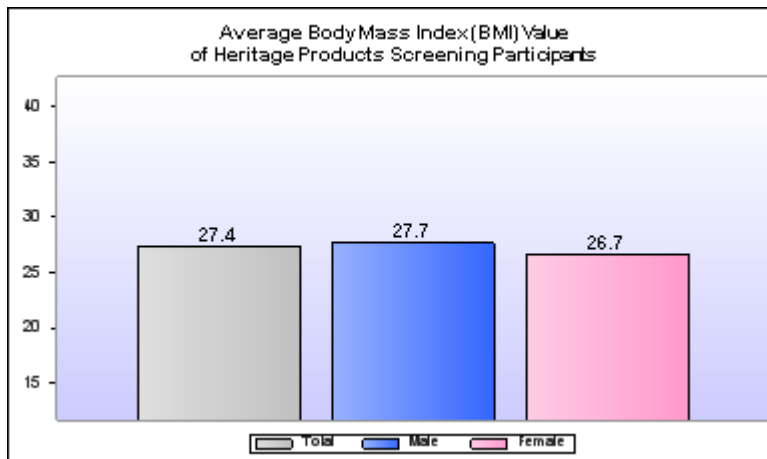
Heritage Products Inc 2010 Health Screening Outcome Analysis

Body Mass Index (BMI)

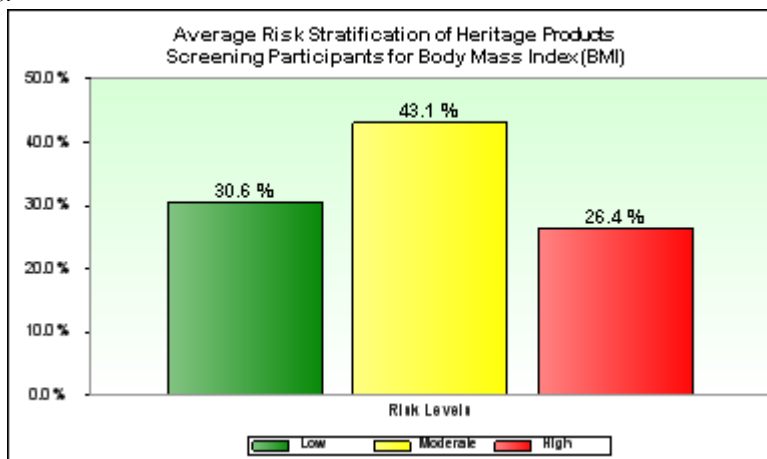
Body Mass Index (BMI) is determined applying a mathematical formula from an individual's height and weight. A BMI score over 25 increases an individual's risk for certain chronic disease conditions such as type 2 diabetes, heart disease, hypertension, hypercholesterolemia, kidney disease, and other health related issues associated with overweight and obesity. The National Health, Lung and Blood Institute recommends that individuals strive to maintain a BMI score of 18.5-24.9.⁵

Risk Ranges for Body Mass Index (BMI)

Ideal Risk	Moderate Risk	High Risk
18.5 – 24.9	below 18.5 or 25.0 - 29.9	30.0 and above or less than 18.5



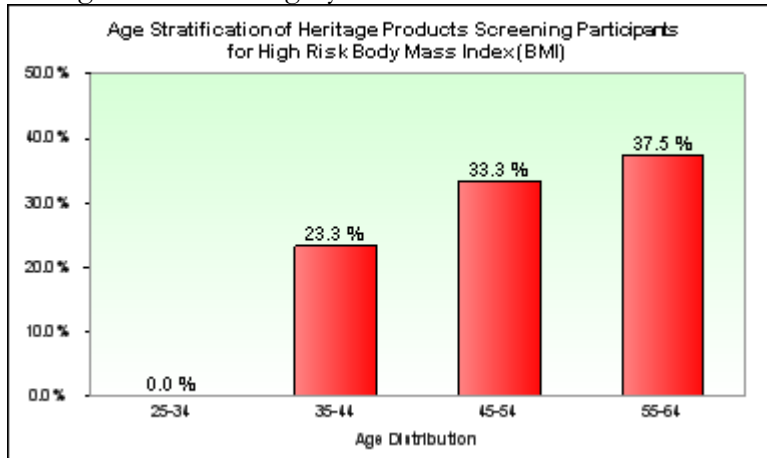
The average value for the total population was **27.4**. The average was **27.7** for males and the average was **26.7** for females.



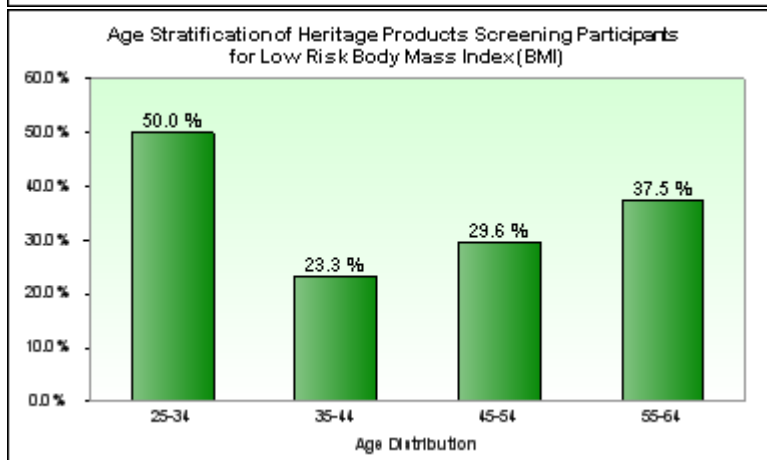
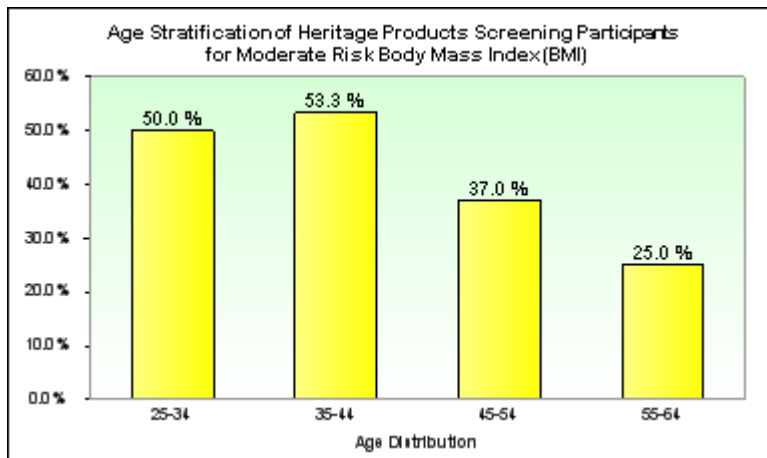
In general, **30.6%** of the screened employees had Body Mass Index (BMI) levels within the **low** risk range, while **43.1%** had levels within the **moderate** risk category and **26.4%** had readings within a **high** risk level. Employees presenting within the moderate and high risk categories were referred to their primary care provider.

Heritage Products Inc 2010 Health Screening Outcome Analysis

The age distribution of the total client population for high risk Body Mass Index (BMI) shows that the 55-64 age group has the highest at-risk category.

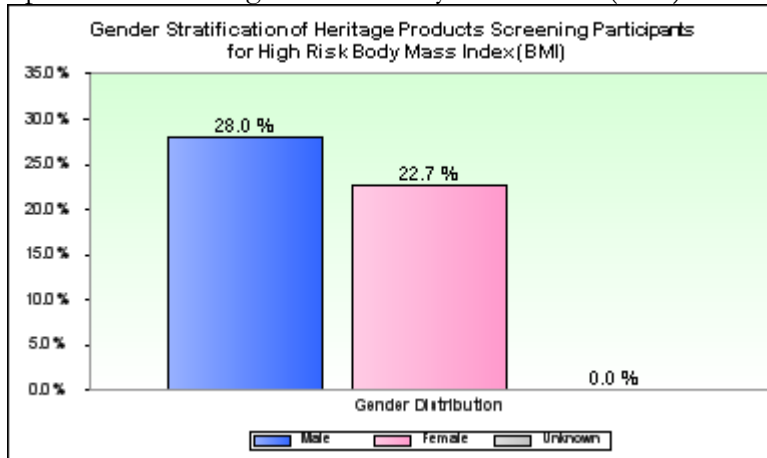


The following data charts indicate that the 35-44 age group has the highest number of screened participants that are at moderate risk Body Mass Index (BMI), while the 25-34 age group has a high number of screened employees that presented with Body Mass Index (BMI) readings within the low risk category.

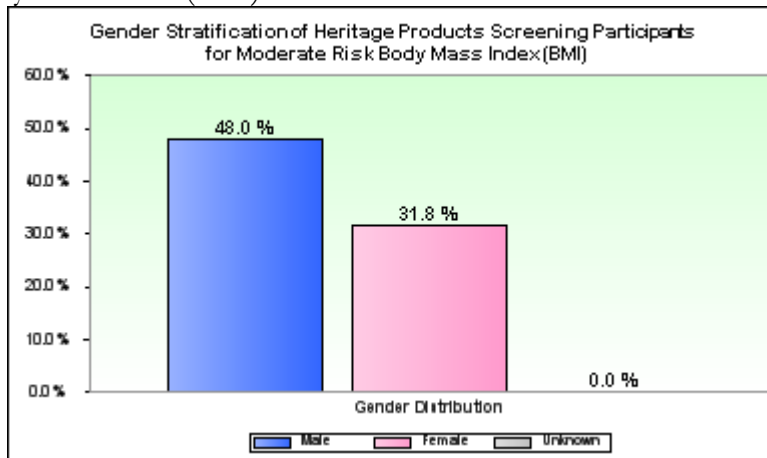


Heritage Products Inc 2010 Health Screening Outcome Analysis

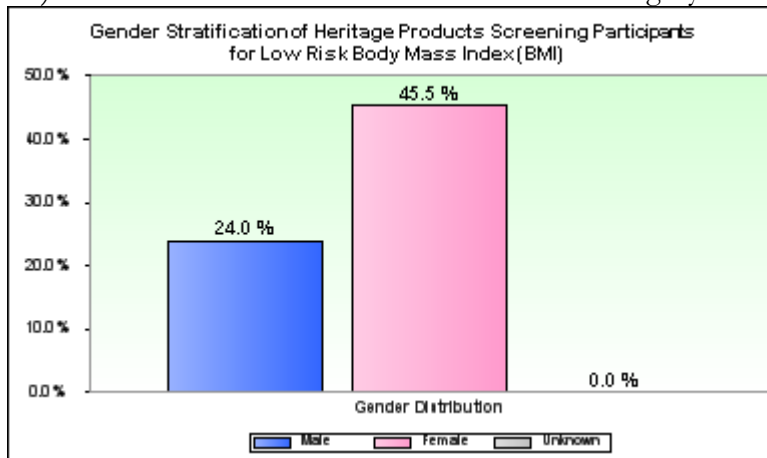
Gender distribution data indicates that **28.0%** of the screened males, **22.7%** of females and **0.0%** of the unknown gender group stratified into high risk for Body Mass Index (BMI).



48.0% of the screened males, **31.8%** of females and **0.0%** of the unknown gender group were identified as moderate risk Body Mass Index (BMI).



24.0% of the screened males, **45.5%** of females and **0.0%** of the unknown gender group presented with Body Mass Index (BMI) values that stratified them into the low risk category.



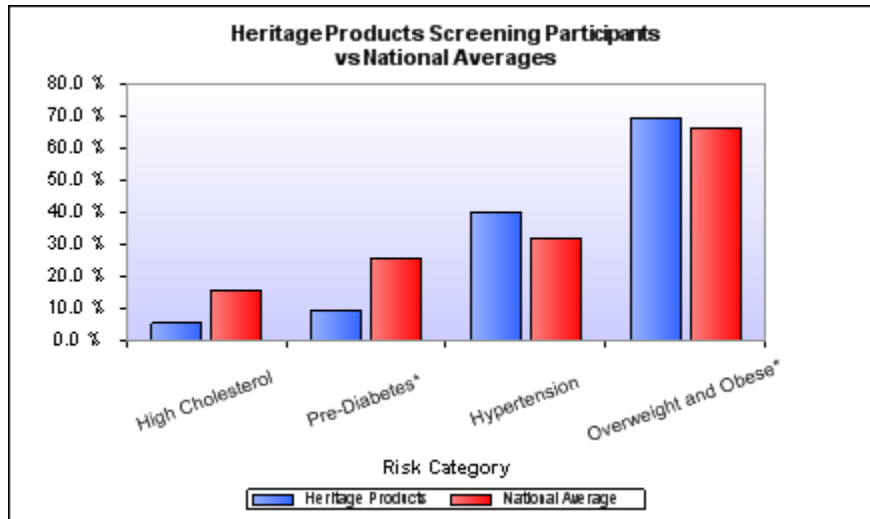
Heritage Products Inc 2010 Health Screening Outcome Analysis

Comparison to National Averages

Based on biometric screening data, Heritage Products is above the national average for Hypertension and Overweight and Obese*. Please refer to the table below for comparative values.

	Percent of US Population at Risk	Percent of Heritage Products Screened Population at Risk
High Cholesterol ⁶	16.0%	5.6%
Pre-Diabetes* ⁷	25.9%	9.9%
Hypertension ⁸	32.1%	40.3%
Overweight and Obese* ⁹	66.6%	69.4%

* Pre-Diabetes and Overweight/Obese as listed above is representative of the combined percent of the screening population that presented at moderate and high risk for Glucose and Body Mass Index, respectively.



Heritage Products Inc

2010 Health Screening Outcome Analysis

Purpose

Biometric screening results can be used to increase employee awareness and education of personal health issues and assist clients in meeting their wellness plan goals. Onsite screenings are an important source of data collection resulting initially in baseline measurements of employee populations, as well as ongoing employee health risk trending and wellness program success tracking year to year.

Goals

- Increase employee awareness of their personal health.
- Identify health risk trends among employee populations through biometric screenings.
- Provide post-event biometric data analysis useful for initial and continued tracking of client wellness program success.
- Populate UnitedHealthcare member Personal Health Records on myuhc.com with their biometric results obtained at the KYN event.

Screening Services

Screening services were performed utilizing stethoscope and sphygmomanometer for blood pressure; bioelectrical impedance to measure Body Composition (Percent Body Fat); height and weight ratio to measure Body Mass Index (BMI) and Cholestech Mobile Lab Analyzers to assess Total Cholesterol (TC), HDL (good cholesterol), Ratio of TC/HDL and Glucose.

Limitations

Screenings were performed utilizing LDX analyzers. Participants may or may not have been fasting for Total Cholesterol and Glucose screenings, as screenings occurred throughout the day. However, fasting does not significantly affect the values for Total Cholesterol, HDL and the TC/HDL Ratio, therefore readings will remain within a stable range.¹⁰ The Glucose screen is conducted at the same time as the Cholesterol screen with the same blood sample. While this screening panel measures the current glucose levels in the blood stream which are affected by food consumption, this screen does not require fasting because there are clinical guidelines that provide clinical ranges for fasted and non-fasted glucose levels.

Body Composition vs. Body Mass Index:

Body Mass Index is strictly a height to weight ratio and does not distinguish between the weight of fat and the weight of lean body mass, bones, organ, muscles, and connective tissue. Body composition is a good indicator of the body's overall health. For example, two men are both 6 feet tall and weigh 200 pounds. One of them is a football player and the other leads a sedentary lifestyle, both men will have the same BMI but their body fat composition will be different. The football player will have more muscle than fat and thus his body can run more efficiently than that of the man with the sedentary lifestyle.

Participant's Body Composition may have a +4.1% margin of error¹¹ due to variables such as hydration levels, use of caffeine and whether participants had physically exerted themselves within the two hours prior to screening. It is, however, the best method to predict a range of body fat composition in a corporate setting as there is not a need for participants to disrobe.

Some employees have normal blood pressure when measured at home but higher readings when measured in a clinical setting. Known as "white-coat syndrome," this is due to the measurement taking place at times and in situations outside the employee's normal routine and comfort zone.¹² In such cases, the employee is referred to seek continued follow-up with their primary care provider. Also, employees having used tobacco, caffeine, taking certain medications as well as those who had just eaten or exerted significant physical effort may have shown increased blood pressure values equaling as much as +10 mmHg over their normal, resting levels.

Heritage Products Inc

2010 Health Screening Outcome Analysis

Recommendations

Heritage Products has the greatest possibility for savings by improving the cardiovascular health, improving the body composition and reducing the risk for Diabetes of individuals. Possible interventions could include*:

- Educational Programs on general nutrition and healthy eating
- Implement a walking program, onsite fitness classes, or personal training
- Seminar on Stress Management techniques
- Implement a Diabetes Management Program

Summary

The Heritage Products health screening helps to improve productivity, health, and overall well-being of Heritage Products client employees, as well as decreasing absenteeism and presenteeism. The return on investment and financial impact of the Know Your Numbers program will be evident in year-on-year health screening data comparisons. Based on client and participant feedback, as well as employee participation, it is clear that the health screening process is important and beneficial to employees.

UnitedHealthcare looks forward to performing repeat screenings and assisting Heritage Products Inc clients in further analysis of all the employee wellness programs. Please feel free to contact your account manager for further client strategic wellness planning, any additional questions or to arrange additional client programming opportunities.

* When determining recommendations for future preventive clinical programs and interventions, total risk population in conjunction with economic impact associated with each individual health risk indicator is used to prioritize recommendations.

Heritage Products Inc

2010 Health Screening Outcome Analysis

References:

- [1] National Heart, Lung and Blood Institute (<http://www.nhlbi.nih.gov/guidelines/cholesterol/atglance.pdf>)
- [2] National Health, Lung and Blood Institute (http://www.nhlbi.nih.gov/health/dci/Diseases/Hbc/HBC_Diagnosis.html)
- [3] American Diabetes Association (http://care.diabetesjournals.org/content/32/Supplement_1/S6.full.pdf+html)
- [4] American Diabetes Association (http://care.diabetesjournals.org/content/32/Supplement_1/S6.full.pdf+html)
- [5] National Heart, Lung and Blood Institute (<http://www.nhlbi.nih.gov/guidelines/obesity/>)
- [6] Centers of Disease Control (<http://cdc.gov/nchs/fastats/cholest.htm>)
- [7] Centers of Disease Control (<http://www.cdc.gov/diabetes/pubs/general07.htm>)
- [8] Centers of Disease Control (<http://www.cdc.gov/nchs/fastats/hypertens.htm>)
- [9] Centers of Disease Control (<http://cdc.gov/nchs/fastats/overwt.htm>)
- [10] Cholestech Corporation (<http://www.cholesteck.com>)
- [11] Omron Body Fat Monitor Model BF306 Manual (http://www.medicalplus-pt.com/conteudo/uploaded/videos/pdfs/BF306_manual.pdf) – page 8.
- [12] American Heart Association (<http://www.americanheart.org/presenter.jhtml?identifier=576>)