## Supplemental table 1. Data dictionary

| Variable                          | Definition                                                                                     | Description     |
|----------------------------------|-----------------------------------------------------------------------------------------------|-----------------|
| **HRF VARIABLES**                |                                                                                               |                 |
| Alcohol, excessive               | Excessive alcohol consumption. Males >= 15 drinks and Females >= 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 >=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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| Variable                          | Definition                                                                 | Description                                      |
|----------------------------------|---------------------------------------------------------------------------|--------------------------------------------------|
| 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

| Variable    | Definition                    | Description                                      |
|-------------|-------------------------------|--------------------------------------------------|
| 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                                      |
### Supplemental table 1. Data dictionary

| Variable   | Definition                                      | Description |
|------------|-------------------------------------------------|-------------|
| Hourly     | Whether or not they are hourly                  | 0=No, 1=Yes |
| Industry   | Based on SIC groupings                          |             |
|            |                                                 | 1=Agriculture, |
|            |                                                 | 2=Minining/construction, |
|            |                                                 | 3=Manufacturing, |
|            |                                                 | 4=Trans/Comm/Ele/Gas/San, |
|            |                                                 | 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=Labourer |

### WORKERS' COMPENSATION VARIABLES

| Variable   | Definition                                      | Description |
|------------|-------------------------------------------------|-------------|
| 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.*