Supplemental Table 1: Odds Ratios and 95% confidence intervals of participants scoring in the highest 2 categories of SF-36 measures

| Outcome                                      | Baseline (n = 163) | Month 6 (n = 152) | Month 12 (n = 146) | Month 18 (n = 142) | P value Month 6 vs 1 | P value Month 12 vs 1 | P value Month 18 vs 1 |
|----------------------------------------------|--------------------|-------------------|--------------------|--------------------|----------------------|----------------------|-----------------------|
| General Health                               | 1                  | 2.27 (1.61,3.22)  | 1.93 (1.40,2.66)   | 2.03 (1.38,3.00)   | <.0001               | <.0001               | 0.0004                |
| Bodily Pain\(^2\)                            | 1                  | 1.01 (0.69,1.49)  | 1.10 (0.74,1.64)   | 0.87 (0.59,1.30)   | 0.9472               | 0.6319               | 0.5058                |
| Mental Health                                | 1                  | 2.58 (1.74,3.81)  | 2.25 (1.61,3.14)   | 2.05 (1.44,2.90)   | <.0001               | <.0001               | <.0001                |
| Physical Functioning                         | 1                  | 1.12 (0.42,3.02)  | 1.05 (0.33,3.33)   | 0.92 (0.38,2.27)   | 0.8195               | 0.9346               | 0.8606                |
| Role Limitations due to emotional health     | 1                  | 3.57 (1.93,6.62)  | 2.13 (1.21,3.76)   | 1.66 (0.90,3.06)   | <.0001               | 0.0087               | 0.1079                |
| Role limitations due to physical health      | 1                  | 2.73 (1.19,6.23)  | 1.45 (0.74,2.86)   | 1.51 (0.70,3.27)   | 0.0173               | 0.2805               | 0.2945                |
| Social Functioning\(^3\)                    | 1                  | 3.84 (1.66,8.90)  | 2.48 (1.17,5.25)   | 1.64 (0.88,3.04)   | 0.0017               | 0.0173               | 0.1167                |
| Vitality                                     | 1                  | 2.84 (1.78,4.53)  | 3.37 (2.15,5.28)   | 3.01 (1.83,4.94)   | <.0001               | <.0001               | <.0001                |

\(^1\)All analyses adjusted for age (years), sex, ethnicity, and worksite. Cut-points for each measure are as follows: general health ≥ 75; bodily pain ≥ 75; mental health ≥ 80; physical functioning ≥ 75; role limitations due to emotional health ≥ 66; role limitations due to physical health ≥ 75; social functioning ≥ 75; and vitality ≥ 80. Presence in the highest category indicates better health/better outcome (e.g., better general health, less bodily pain, better mental health, etc.).

\(^2\)One question in the bodily pain domain was missing “very mild” as an answer choice.

\(^3\)Generalized estimating equation model did not coverage due to non-positive definite generalized Hessian Matrix. This was due to the large amount of sites and the limited occurrence of non-events. We collapsed worksite groups from 8 to 3 sites to allow for convergence.

Abbreviation: SF-36, Rand 36-Item Short Form Survey.