

Overview of Findings

A total of 10,913 individuals participated in the assessment, of whom 50% were females and 50% were males. The average age of participants was 39, with the largest age group being 30-39 years of age. Participants included 7,896 Quaker Oats Company employees. These employees were most likely to categorize their job as Production (34%), followed by Executive/Manager (17%), and Professional (15%)

Health Risks at Quaker Oats Company

The five most prevalent health risks among the 10,913 Quaker Oats Company participants are:

- Eating Habits 63%
- Stress 58%
- Exercise 51%
- Self Care 51%
- Cholesterol 44%

We compared Quaker Oats Company participants to a norm group of salaried and hourly workers. Meaningful differences in risk levels occur in the following areas:

More Quaker Oats Company participants are at risk in two areas:

- Self Care
- Exams.

Fewer Quaker Oats Company participants are at risk in four areas:

- Driving
- Cholesterol
- Exercise
- Eating Habits

The greatest differences in risk levels, based on the ratio of Quaker Oats Company to norm group risk, are in the following three areas:

- Driving
- Self Care
- Cholesterol

Cost Impact of Health Risk Changes

The changes in health risks have a direct impact on health care costs and indirect costs associated with these risks. Based on changes in the health risks of the 4,252 participants with previous assessments, Quaker Oats Company will realize estimated annual savings of \$1,440,300.

The estimate of total savings by Quaker Oats Company is comprised of \$528,100 per year in health care savings due to decreased risk among the 4,252 participants with previous assessments and \$912, 200 per year in indirect savings due to decreased risk among the 3,568 employee participants with previous assessments.

Changes in Health Risks

Of the total 10,913 Quaker Oats Company HealthPath participants, 4,252 also participated in the past. The average time between their current and baseline assessments is 3.3 years.

Among these 4,252 multiple-assessment participants, the greatest changes since the baseline assessment in the number at risk are in the following areas:

- Driving - 45% decreases
- Weight Control - 28% increase
- Alcohol - 25% decrease
- Exercise - 20% decrease
- Eating Habits - 19% decrease

Change in health risks of multiple-assessment participants also affects their mortality risk. Compared to its baseline level, the mortality risk of multiple assessment participants has decreased 2.8%. This decrease is based on current aggregate risk that is 1.7% above national normative levels, compared to their baseline aggregate risk that was 4.0% above the norm.