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| **`Stratification Risk Level** | **Health Assessment Indicators** | **Biometric Risk Factors** |
| **Low Risk** | 0-1 Moderate Risk Indicators | Low Risk Indicators• TC/HDL Ratio: <3.9• Glucose: <139 mg/dL (non-fasting) **OR**• Glucose < 99 mg/dL (fasting)• Systolic BP: <120 mmHg• Diastolic BP: <80 mmHg• BMI: >18.5 - <24.9 and Waist Circumference < 40” (male) or < 35” (female) *(waist circumference overrides situations in which BMI may put a participant at a higher risk)*• Lifestyle points > 15 (cumulative nutrition and physical activity)• Tobacco Use (Negative) |
| **Moderate Risk** | 1-2 High Risk IndicatorsOR2-3 Moderate Risk Indicators | Moderate Risk Indicators• TC/HDL Ratio: > 4.0 and <4.4• Systolic BP: >121 and <139 mmHg• Diastolic BP: ≥81 and <89 mmHg• BMI: > 25.0 – <29.9 and Waist Circumference > 40” (male) or > 35” (female) *(waist circumference overrides situations in which BMI may put a participant at a higher risk)*• Lifestyle points > 6 – < 14 |
| **High Risk** | Personal Medical History for chronic disease and 1+ High Risk Indicators**OR** Tobacco User**OR**3+ High Risk Factor**OR** 4+ Moderate Risk Factors | High Risk Indicators• TC/HDL Ratio: ≥4.5• Glucose: ≥140 (non- fasting) **OR**• Glucose: ≥100mg/dL (fasting)• Systolic BP: ≥140 mmHg• Diastolic BP: ≥ 90 mmHg• BMI: ≥ 30.0 and Waist Circumference ≥ 40” (male) or ≥35” (female) *(waist circumference overrides situations in which BMI may put a participant at a higher risk) OR*BMI: < 18.4• Lifestyle points < 5 |

**National Healthy Worksite Program Risk Stratification Logic**

* Individuals who stratify as moderate or high risk for depression will complete a depression screening and referral to EAP if necessary.
* Personal Medical History of chronic disease includes any of the following: Pre-diabetes, Diabetes, Pre-hypertension, Hypertension, Coronary Heart Failure, Coronary Artery Disease / other Cardiovascular Disease, Atrial fibrillation or flutter, COPD.
* Individuals with above-normal results for any clinical measurement will be referred to a health care provider and a health coach will outreach for intervention.
* Personal medical history positive for asthma, arthritis, or low-back pain will be considered when developing a personal health improvement plan and for appropriate referral.
* Health-related information obtained through the health screening and health assessment process will be used to create an individual health improvement plan.