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 Indicators OR 2-3 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.