

eTable 23. Heterogeneity: Above Median Salary: Interaction Effect of Wellness Program on Health Beliefs and Self-Reported Health Behaviors^a

Outcome	Group mean (SD)		Effect of Wellness Program Eligibility (Main Effect)			Effect of Wellness Program Eligibility (Interaction Effect)		
	Treatment	Control	Effect (95% CI)	P Value	Adjusted P Value ^b	Effect (95% CI)	P Value	Adjusted P Value ^b
Biometric outcomes, 2017								
Continuous measures								
Height, cm	170.3 (9.4)	170.3 (9.4)	0.24 (−0.41 to 0.89)	0.48	>0.99	N/A ^d	N/A	N/A
Weight, kg	84.1 (21.9)	84.3 (22.0)	−0.05 (−2.01 to 1.91)	0.96	>0.99	N/A	N/A	N/A
Waist, cm	95.2 (16.8)	95.6 (17.1)	−0.37 (−1.89 to 1.16)	0.64	>0.99	N/A	N/A	N/A
BMI	28.9 (7.0)	29.0 (7.1)	−0.12 (−0.76 to 0.53)	0.72	>0.99	N/A	N/A	N/A
Blood pressure, mm Hg								
Systolic	123.8 (13.7)	124.9 (14.9)	−1.07 (−2.37 to 0.24)	0.11	0.90	N/A	N/A	N/A
Diastolic	75.5 (9.1)	75.8 (8.9)	−0.34 (−1.16 to 0.47)	0.41	>0.99	N/A	N/A	N/A
Lipid panel								
Total cholesterol, mg/dL	187.4 (41.2)	185.9 (38.8)	1.69 (−2.04 to 5.41)	0.37	>0.99	N/A	N/A	N/A
HDL cholesterol, mg/dL	54.4 (17.3)	54.8 (17.9)	−0.38 (−1.93 to 1.17)	0.63	>0.99	N/A	N/A	N/A
Total cholesterol / HDL cholesterol	3.7 (1.2)	3.6 (1.1)	0.06 (−0.05 to 0.17)	0.26	>0.99	N/A	N/A	N/A
LDL cholesterol, mg/dL	107.4 (34.6)	106.6 (33.1)	1.07 (−2.21 to 4.35)	0.52	>0.99	N/A	N/A	N/A
Triglycerides, mg/dL	129.1 (70.1)	124.5 (61.3)	4.02 (−2.12 to 10.17)	0.20	0.99	N/A	N/A	N/A
Glucose, mg/dL	94.1 (20.5)	93.4 (21.0)	0.43 (−1.56 to 2.41)	0.67	>0.99	N/A	N/A	N/A
Binary measures, %								
Obesity (BMI ≥30)	35.5 (47.9)	33.9 (47.4)	1.36 (−3.09 to 5.81)	0.55	>0.99	N/A	N/A	N/A
Hypertension (systolic ≥130 or diastolic ≥80)	49.8 (50.0)	50.4 (50.0)	−0.63 (−5.23 to 3.98)	0.79	>0.99	N/A	N/A	N/A
High LDL cholesterol (≥100 mg/dL)	56.4 (49.6)	57.7 (49.4)	−1.06 (−5.86 to 3.74)	0.66	>0.99	N/A	N/A	N/A
High glucose (≥100 mg/dL)	25.1 (43.4)	22.5 (41.8)	2.54 (−1.44 to 6.52)	0.21	0.99	N/A	N/A	N/A
Biometric outcomes, 2018								
Continuous measures								
Height, cm	170.2 (9.5)	170.2 (9.6)	0.02 (−0.68 to 0.72)	0.95	>0.99	N/A	N/A	N/A
Weight, kg	84.1 (21.7)	84.8 (22.2)	−0.86 (−2.97 to 1.24)	0.42	>0.99	N/A	N/A	N/A
Waist, cm	95.2 (17.3)	95.3 (17.4)	−0.11 (−1.80 to 1.59)	0.90	>0.99	N/A	N/A	N/A
BMI	29.0 (6.9)	29.3 (7.5)	−0.40 (−1.11 to 0.31)	0.27	>0.99	N/A	N/A	N/A
Blood pressure, mm Hg								
Systolic	122.3 (13.8)	122.4 (14.0)	−0.15 (−1.48 to 1.18)	0.83	>0.99	N/A	N/A	N/A
Diastolic	76.3 (9.8)	76.2 (9.8)	0.04 (−0.91 to 1.00)	0.93	>0.99	N/A	N/A	N/A
Lipid panel								
Total cholesterol, mg/dL	178.8 (40.6)	178.3 (37.8)	0.70 (−3.19 to 4.59)	0.72	>0.99	N/A	N/A	N/A
HDL cholesterol, mg/dL	54.1 (16.7)	54.0 (17.1)	−0.09 (−1.64 to 1.47)	0.91	>0.99	N/A	N/A	N/A
Total cholesterol / HDL cholesterol	3.5 (1.1)	3.5 (1.2)	0.01 (−0.10 to 0.13)	0.80	>0.99	N/A	N/A	N/A
LDL cholesterol, mg/dL	101.7 (35.1)	101.2 (33.7)	0.89 (−2.71 to 4.48)	0.63	>0.99	N/A	N/A	N/A
Triglycerides, mg/dL	120.2 (65.0)	119.4 (62.6)	1.13 (−5.48 to 7.74)	0.74	>0.99	N/A	N/A	N/A
Glucose, mg/dL	103.4 (18.7)	103.8 (17.6)	−0.52 (−2.32 to 1.27)	0.57	>0.99	N/A	N/A	N/A
Binary measures, %								
Obesity (BMI ≥30)	36.5 (48.2)	36.3 (48.1)	−0.15 (−4.88 to 4.59)	0.95	>0.99	N/A	N/A	N/A
Hypertension (systolic ≥130 or diastolic ≥80)	49.3 (50.0)	47.8 (50.0)	1.01 (−3.91 to 5.92)	0.69	>0.99	N/A	N/A	N/A
High LDL cholesterol (≥100 mg/dL)	47.5 (50.0)	48.1 (50.0)	0.31 (−4.94 to 5.57)	0.91	>0.99	N/A	N/A	N/A
High glucose (≥100 mg/dL)	55.3 (49.7)	52.8 (50.0)	2.83 (−2.01 to 7.68)	0.25	>0.99	N/A	N/A	N/A
Standardized treatment effect ^c								
Biometric outcomes			−0.00 (−0.05 to 0.04)	0.83		N/A		

^a This table reports interaction effects for the effect of the wellness program. For reference, the table also includes the group means and effects of program eligibility from Table 3 reported in the main text. All outcome variables were obtained during the on-site screening in either 2017 (12-month follow-up) or 2018 (24-month follow-up).

^b Adjusted P values account for the 32 hypotheses tested in this domain.

^c The standardized treatment effect gives equal weight to each outcome within a domain and includes both the 2017 and 2018 outcomes. It excludes height, BMI, total cholesterol / HDL cholesterol, LDL cholesterol, and the four binary measures.

^d N/A indicates a censored value.