

eTable 3. Baseline Characteristics, for Participants Who Completed the 2018 Biometric Screening^a

Variable	Treatment group (n=1205)	Control group (n=556)
Age group, No.(%)		
<37 yr	369 (30.6)	160 (28.7)
37–50 yr	452 (37.5)	218 (39.1)
≥ 50 yr	383 (31.8)	179 (32.1)
Age, mean (SD)	N/A ^b	N/A
Sex, No.(%)		
Male	465 (38.6)	219 (39.3)
Female	739 (61.4)	338 (60.7)
Race, No.(%)		
White	1016 (84.4)	479 (86.0)
Non-white	188 (15.6)	78 (14.0)
Annual salary, \$, No.(%)		
<40,000	N/A	N/A
40,000 to <50,000	N/A	N/A
50,000 to <75,000	N/A	N/A
≥ 75,000	N/A	N/A
Employee class, No.(%)		
Faculty	176 (14.6)	86 (15.4)
Academic professional	593 (49.3)	287 (51.5)
Civil service	435 (36.1)	184 (33.0)
Health Alliance insurance, Oct 2015 to Jul 2016		
Any coverage, No. (%)	N/A	N/A
Months of coverage, mean (SD)	N/A	N/A
	Insurance Claims Subsample (n=885)	Insurance Claims Subsample (n=406)
Medical diagnoses, No.(%)		
Diabetes	N/A	N/A
Hypertension	N/A	N/A
Hyperlipidemia	N/A	N/A
Medical utilization, mean (SD), days		
Office/outpatient	N/A	N/A
Inpatient	N/A	N/A
ER	N/A	N/A

^a Age, salary, and employee class are defined as of June 2016, two months prior to the start of the intervention. Medical diagnoses and medical utilization are measured over the period October 2015 to July 2016 and are derived from the insurance claims subsample, which includes all study participants enrolled in the Health Alliance plan.

^b N/A indicates a censored value.