Table 4. Mean Values and Effect of Wellness Program on Medical Diagnoses and Utilization[a]

Outcome	Group mean (SD)		Effect of Wellness Program Eligibility		
	Treatment	Control	Effect (95% CI)	P Value	Adjusted P Value[b]
Medical diagnoses, 2017, %					
Diabetes	5.6 (23.0)	6.8 (25.2)	0.26 (−0.61 to 1.12)	0.56	0.94
Hypertension	15.3 (36.0)	18.1 (38.5)	−1.57 (−3.70 to 0.56)	0.15	0.55
Hyperlipidemia	18.7 (39.0)	19.5 (39.6)	0.40 (−2.13 to 2.93)	0.76	0.97
Medical diagnoses, 2018, %					
Diabetes	6.3 (24.3)	7.8 (26.9)	−0.09 (−1.14 to 0.96)	0.86	0.97
Hypertension	19.6 (39.7)	22.5 (41.8)	−1.55 (−3.87 to 0.77)	0.19	0.60
Hyperlipidemia	25.5 (43.6)	26.5 (44.2)	0.30 (−2.47 to 3.07)	0.83	0.97
Medical utilization, 2017					
Office/outpatient (# days with at least 1 claim)	3.20 (3.28)	3.31 (3.44)	0.05 (−0.16 to 0.26)	0.64	0.96
Inpatient (# days with at least 1 claim)	0.09 (0.68)	0.08 (0.59)	0.02 (−0.03 to 0.06)	0.52	0.95
ER (# days with at least 1 claim)	0.13 (0.47)	0.15 (0.53)	−0.02 (−0.06 to 0.02)	0.34	0.86
Medical utilization, 2018					
Office/outpatient (# days with at least 1 claim)	6.46 (6.16)	6.67 (6.54)	0.08 (−0.30 to 0.46)	0.68	0.96
Inpatient (# days with at least 1 claim)	0.20 (1.41)	0.23 (2.59)	−0.03 (−0.19 to 0.14)	0.77	0.96
ER (# days with at least 1 claim)	0.26 (0.79)	0.28 (1.13)	−0.02 (−0.10 to 0.05)	0.56	0.95
Standardized treatment effect[c]					
Medical diagnoses			−0.01 (−0.04 to 0.02)	0.59	
Medical utilization			−0.00 (−0.05 to 0.04)	0.92	

[a] This table reports effects of the wellness program. All regressions included stratification variables, baseline medical diagnoses, and baseline medical utilization as controls. All regressions were weighted by the employee's number of months of insurance coverage in the post-intervention period. The 2017 period is defined as August 2016 to July 2017, and the 2018 period is defined as August 2016 to July 2018. The sample size of the regressions ranged from 3,164 to 3,167.

[b] Adjusted P values account for the number of hypotheses tested in each domain. We tested 6 hypotheses in the medical diagnoses domain and 6 hypotheses in the medical utilization domain.

[c] The standardized treatment effect gives equal weight to each outcome within a domain and includes both the 2017 and 2018 outcomes.