	Group mean (SD)		Effect of Wellness Program Eligibility (Main Effect)			Effect of Wellness Program Eligibility (Interaction Effect)		
Outcome	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	1.42 (0.05 to 2.79)	0.04	0.58
Weight, kg	84.1 (21.9)	84.3 (22.0)	-0.05 (-2.01 to 1.91)	0.96	>0.99	-0.37 (-4.40 to 3.66)	0.86	>0.99
Waist, cm	95.2 (16.8)	95.6 (17.1)	-0.37 (-1.89 to 1.16)	0.64	>0.99	-0.40 (-3.61 to 2.81)	0.81	>0.99
BMI	28.9 (7.0)	29.0 (7.1)	-0.12 (-0.76 to 0.53)	0.72	>0.99	-0.57 (-1.92 to 0.77)	0.40	>0.99
Blood pressure, mm Hg	(/	(-)						
Systolic	123.8 (13.7)	124.9 (14.9)	-1.07 (-2.37 to 0.24)	0.11	0.90	0.06 (-2.76 to 2.87)	0.97	>0.99
Diastolic	75.5 (9.1)	75.8 (8.9)	-0.34 (-1.16 to 0.47)	0.41	>0.99	0.51 (-1.14 to 2.15)	0.55	>0.99
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	1.25 (-6.87 to 9.38)	0.76	>0.99
HDL cholesterol, mg/dL	54.4 (17.3)	54.8 (17.9)	-0.38 (-1.93 to 1.17)	0.63	>0.99	0.17 (-3.28 to 3.62)	0.93	>0.99
Total cholesterol / HDL cholesterol	3.7 (1.2)	3.6 (1.1)	0.06 (-0.05 to 0.17)	0.26	>0.99	0.00 (-0.23 to 0.23)	0.98	>0.99
LDL cholesterol, mg/dL	107.4 (34.6)	106.6 (33.1)	1.07 (-2.21 to 4.35)	0.52	>0.99	1.07 (-6.17 to 8.31)	0.77	>0.99
Triglycerides, mg/dL	129.1 (70.1)	124.5 (61.3)	4.02 (-2.12 to 10.17)	0.20	0.99	1.35 (-11.47 to 14.17)	0.84	>0.99
Glucose, mg/dL	94.1 (20.5)	93.4 (21.0)	0.43 (-1.56 to 2.41)	0.67	>0.99	0.98 (-3.13 to 5.09)	0.64	>0.99
Binary measures, %	,	,	,		,	(,		
Obesity (BMI >30)	35.5 (47.9)	33.9 (47.4)	1.36 (-3.09 to 5.81)	0.55	>0.99	-1.84 (-11.57 to 7.90)	0.71	>0.99
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	0.35 (-9.56 to 10.25)	0.95	>0.99
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	-4.60 (-14.86 to 5.66)	0.38	>0.99
High glucose (≥100 mg/dL)	25.1 (43.4)	22.5 (41.8)	2.54 (-1.44 to 6.52)	0.21	0.99	-2.66 (-12.07 to 6.75)	0.58	>0.99
Biometric outcomes, 2018	20.1 (10.1)	22.0 (11.0)	2.01 (1.11 to 0.02)	0.21	0.00	2.00 (12.01 to 0.10)	0.00	20.00
Continuous measures								
Height, cm	170.2 (9.5)	170.2 (9.6)	0.02 (-0.68 to 0.72)	0.95	>0.99	1.05 (-0.41 to 2.52)	0.16	0.93
Weight, kg	84.1 (21.7)	84.8 (22.2)	-0.86 (-2.97 to 1.24)	0.42	>0.99	-1.81 (-6.28 to 2.66)	0.43	>0.99
Waist, cm	95.2 (17.3)	95.3 (17.4)	-0.11 (-1.80 to 1.59)	0.90	>0.99	-0.58 (-4.33 to 3.17)	0.76	>0.99
BMI	29.0 (6.9)	29.3 (7.5)	-0.40 (-1.11 to 0.31)	0.27	>0.99	-0.84 (-2.36 to 0.68)	0.28	>0.99
Blood pressure, mm Hg	23.0 (0.3)	23.3 (1.0)	0.40 (1.11 to 0.51)	0.21	>0.55	0.04 (2.30 to 0.00)	0.20	/0.55
Systolic	122.3 (13.8)	122.4 (14.0)	-0.15 (-1.48 to 1.18)	0.83	>0.99	1.19 (-1.76 to 4.14)	0.43	>0.99
Diastolic	76.3 (9.8)	76.2 (9.8)	0.04 (-0.91 to 1.00)	0.93	>0.99	1.64 (-0.40 to 3.68)	0.11	0.87
Lipid panel	10.5 (5.6)	10.2 (3.0)	0.04 (0.31 to 1.00)	0.55	>0.55	1.04 (0.40 to 5.00)	0.11	0.01
Total cholesterol, mg/dL	178.8 (40.6)	178.3 (37.8)	0.70 (-3.19 to 4.59)	0.72	>0.99	6.34 (-2.01 to 14.69)	0.14	0.91
HDL cholesterol, mg/dL	54.1 (16.7)	54.0 (17.1)	-0.09 (-1.64 to 1.47)	0.72	>0.99	2.18 (-1.27 to 5.63)	0.14	0.98
Total cholesterol / HDL cholesterol	3.5 (1.1)	3.5 (1.2)	0.01 (-0.10 to 0.13)	0.80	>0.99	-0.02 (-0.26 to 0.23)	0.90	>0.99
LDL cholesterol, mg/dL	101.7 (35.1)	101.2 (33.7)	0.89 (-2.71 to 4.48)	0.63	>0.99	8.48 (0.63 to 16.33)	0.03	0.52
Triglycerides, mg/dL	120.2 (65.0)	119.4 (62.6)	1.13 (-5.48 to 7.74)	0.74	>0.99	-19.21 (-33.87 to -4.55)	0.03	0.25
Glucose, mg/dL	103.4 (18.7)	103.8 (17.6)	-0.52 (-2.32 to 1.27)	0.74	>0.99	1.59 (-2.33 to 5.52)	0.43	>0.25
Binary measures, %	103.4 (16.7)	103.6 (17.6)	-0.52 (-2.52 to 1.27)	0.57	/0.99	1.09 (-2.33 to 5.52)	0.43	>0.99
Obesity (BMI >30)	36.5 (48.2)	36.3 (48.1)	-0.15 (-4.88 to 4.59)	0.95	>0.99	-3.88 (-14.19 to 6.43)	0.46	>0.99
Hypertension (systolic >130 or diastolic >80)	49.3 (50.0)	47.8 (50.0)	-0.15 (-4.88 to 4.59) 1.01 (-3.91 to 5.92)	0.95	>0.99	2.82 (-7.76 to 13.40)	0.46	>0.99
High LDL cholesterol (>100 mg/dL)								
	47.5 (50.0) 55.3 (49.7)	48.1 (50.0)	0.31 (-4.94 to 5.57) 2.83 (-2.01 to 7.68)	0.91 0.25	>0.99 >0.99	12.64 (1.48 to 23.80) -5.91 (-16.06 to 4.24)	0.03 0.25	$0.45 \\ 0.99$
High glucose (\geq 100 mg/dL) Standardized treatment effect ^c	55.3 (49.7)	52.8 (50.0)	2.03 (-2.01 to (.08)	0.25	>0.99	-5.91 (-15.05 to 4.24)	0.25	0.99
			0.00 (0.05 (0.04)	0.00		0.00 (0.07 (0.10)	0.00	
Biometric outcomes			-0.00 (-0.05 to 0.04)	0.83		0.02 (-0.07 to 0.10)	0.66	

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, LDL cholesterol, and the four binary measures.