

eTable 22. 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
Health beliefs, 2017								
Height, cm	170.5 (9.8)	170.9 (10.2)	-0.22 (-0.92 to 0.49)	0.55	0.96	N/A ^d	N/A	N/A
Weight, kg	83.9 (21.7)	84.1 (21.7)	0.03 (-1.91 to 1.97)	0.98	>0.99	N/A	N/A	N/A
Chance of BMI > 30, %	46.2 (40.1)	46.8 (39.5)	-0.87 (-4.53 to 2.80)	0.64	0.96	N/A	N/A	N/A
Chance of high cholesterol, %	37.1 (28.2)	40.2 (27.7)	-3.01 (-5.70 to -0.31)	0.03	0.23	N/A	N/A	N/A
Chance of high blood pressure, %	29.0 (26.0)	31.6 (27.1)	-2.41 (-4.96 to 0.14)	0.06	0.41	N/A	N/A	N/A
Chance of impaired glucose, %	28.3 (24.3)	31.0 (24.0)	-2.68 (-5.01 to -0.36)	0.02	0.22	N/A	N/A	N/A
Health beliefs, 2018								
Height, cm	170.4 (10.1)	170.8 (10.9)	-0.33 (-1.11 to 0.45)	0.40	0.95	N/A	N/A	N/A
Weight, kg	83.5 (21.4)	83.9 (22.1)	-0.61 (-2.70 to 1.47)	0.56	0.96	N/A	N/A	N/A
Chance of BMI > 30, %	46.2 (40.1)	46.1 (39.4)	-0.10 (-3.97 to 3.78)	0.96	>0.99	N/A	N/A	N/A
Chance of high cholesterol, %	37.3 (27.6)	39.2 (28.5)	-1.74 (-4.57 to 1.09)	0.23	0.81	N/A	N/A	N/A
Chance of high blood pressure, %	29.4 (25.5)	32.4 (26.5)	-2.93 (-5.53 to -0.33)	0.03	0.23	N/A	N/A	N/A
Chance of impaired glucose, %	28.4 (25.3)	29.5 (25.2)	-1.00 (-3.59 to 1.58)	0.45	0.95	N/A	N/A	N/A
Self-reported health behaviors, 2017, %								
Has primary physician	89.4 (30.8)	85.9 (34.8)	3.20 (0.09 to 6.30)	0.04	0.43	N/A	N/A	N/A
No tobacco use	94.8 (22.3)	94.4 (23.0)	0.46 (-1.76 to 2.67)	0.69	>0.99	N/A	N/A	N/A
Exercise 1+ times/week	92.6 (26.2)	93.4 (24.9)	-0.84 (-3.26 to 1.58)	0.50	>0.99	N/A	N/A	N/A
Exercise 3+ times/week	57.6 (49.4)	53.1 (49.9)	4.73 (0.03 to 9.44)	0.05	0.44	N/A	N/A	N/A
Exercise for 20 minutes	93.4 (24.9)	94.2 (23.5)	-0.83 (-3.14 to 1.48)	0.48	>0.99	N/A	N/A	N/A
Exercise for 40 minutes	49.2 (50.0)	50.1 (50.0)	-0.86 (-5.66 to 3.95)	0.73	>0.99	N/A	N/A	N/A
Never anxious/depressed	32.1 (46.7)	31.6 (46.5)	0.18 (-4.28 to 4.65)	0.94	>0.99	N/A	N/A	N/A
Never or sometimes anxious/depressed	86.9 (33.8)	87.1 (33.6)	-0.50 (-3.69 to 2.69)	0.76	>0.99	N/A	N/A	N/A
Self-reported health behaviors, 2018, %								
Has primary physician	92.2 (26.9)	86.1 (34.6)	6.13 (3.04 to 9.22)	0.00	<0.01	N/A	N/A	N/A
No tobacco use	95.2 (21.5)	93.0 (25.6)	2.60 (0.16 to 5.04)	0.04	0.39	N/A	N/A	N/A
Exercise 1+ times/week	91.0 (28.7)	89.9 (30.1)	1.26 (-1.79 to 4.31)	0.42	>0.99	N/A	N/A	N/A
Exercise 3+ times/week	52.3 (50.0)	47.8 (50.0)	4.42 (-0.55 to 9.39)	0.08	0.59	N/A	N/A	N/A
Exercise for 20 minutes	92.1 (27.0)	91.2 (28.3)	0.89 (-2.00 to 3.78)	0.54	>0.99	N/A	N/A	N/A
Exercise for 40 minutes	46.8 (49.9)	46.5 (49.9)	0.50 (-4.53 to 5.54)	0.84	>0.99	N/A	N/A	N/A
Never anxious/depressed	32.6 (46.9)	31.5 (46.5)	0.68 (-4.05 to 5.42)	0.78	>0.99	N/A	N/A	N/A
Never or sometimes anxious/depressed	85.8 (35.0)	84.6 (36.1)	1.31 (-2.33 to 4.95)	0.48	>0.99	N/A	N/A	N/A
Standardized treatment effect ^c								
Health beliefs			-0.07 (-0.12 to -0.01)	0.02		N/A		
Self-reported health behaviors			0.04 (-0.00 to 0.08)	0.05		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 2 reported in the main text. All regressions included stratification variables as controls. 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 number of hypotheses tested in each domain. We tested 12 hypotheses in the health beliefs domain and 16 hypotheses in the self-reported health behaviors domain.

^c The standardized treatment effect gives equal weight to each outcome within a domain and includes both the 2017 and 2018 outcomes. The standardized treatment effect for health beliefs excludes height and weight.

^d N/A indicates a censored value.