

Supplemental Appendix

| | Study 1: Global Security Company | Study 2: State Government Employer #1 | | | Study 3: Health Care Services Group and Individual Employers | | | Study 4: VA Medical Center (VAMC) Behavioral Health Lab | | | Study 5: State Government Employer #2 | Study 6: Academic Medical Center |
|---|-------------------------------------|--|-----------------|--|---|-----------------|--------------------------------------|---|-----------------|--------------------------------------|--|-------------------------------------|
| | Be Well at Work | Usual Care | Be Well at Work | Difference in Difference/Adjusted Effect | Usual Care | Be Well at Work | Difference in Change/Adjusted Effect | Usual Care | Be Well at Work | Difference in Change/Adjusted Effect | Be Well at Work | Be Well at Work |
| No. Employees enrolled | 86 | 27 | 52 | | 214 | 217 | | 114 | 139 | | 272 | 25 |
| No. Completing follow-up survey | 76 | 25 | 47 | | 190 | 190 | | 96 | 115 | | 87 | 19 |
| Statistical Method ^a | | | | Regression ^{a1} | | | Mixed Model ^{a2} | | | ANCOVA ^{a3} | | |
| Presenteeism | | | | | | | | | | | | |
| At-work productivity loss, baseline, mean (SD) | 9.7 (4.3) | 10.1 (3.8) | 10.3 (4.3) | NA | 10.4 (4.5) | 10.2 (4.3) | NA | 12.3 (4.5) | 12.4 (4.9) | NA | 9.3 (4.5) | 10.8 (4.1) |
| At-work productivity loss, change, mean ^b | -6.4*** | -0.3 | -3.5 | -2.9** | -1.4 | -4.5 | -3.2*** | -0.1 | -2.1 | -1.7** | -3.0*** | -6.9*** |
| % Time at work with limitations, by task ^c | | | | | | | | | | | | |
| Time Management, mean change | -17.3* | -0.9 | -18.1 | -15.4** | -2.6 | -19.2 | -15.6*** | 0.3 | -7.2 | -7.4* | -14.7** | -39.9*** |
| Physical Job tasks, mean change | -3.6 | -2.0 | -10.9 | -11.7* | -1.7 | -9.8 | -7.1*** | -7.4 | -14.1 | -6.7* | -8.9* | -11.5** |
| Mental-Interpersonal Job Tasks, mean change | -12.3** | -1.6 | -11.8 | -9.5* | -6.9 | -17.3 | -11.1*** | -0.5 | -6.1 | -5.6 | -11.9** | -25.9*** |
| Output Tasks, mean change | -16.4** | 1.0 | -14.2 | -13.9*** | -6.0 | -19.8 | -14*** | -2.3 | -7.8 | -5.5 | -9.9* | -23.8*** |

| | | | | | | | | | | | | |
|---|------------|------------|------------|----------|------------|------------|---------|------------|------------|--------|------------|------------|
| Productivity Loss Due to Absence, change, mean ^d | -0.4* | 9.0 | -7.1 | -15.0*** | -1.7 | -6.9 | -6.4** | -1.3 | -4 | -3.7 | -9.3*** | NA |
| PHQ-9 Symptom Severity Score, baseline, mean (SD) | 13.5 (4.4) | 12.2 (5.6) | 13.1 (5.6) | NA | 14.3 (5.0) | 14.4 (5.0) | NA | 14.8 (4.8) | 14.1 (4.9) | NA | 12.3 (5.2) | 17.5 (5.0) |
| PHQ-9 Symptom Severity Score, change, mean ^e | -6.5*** | 0.6 | -5.4 | -6.8*** | -3.7 | -7.3 | -3.7*** | -1.6 | -3.8 | -2.1** | -6.1*** | -10.6*** |
| Economic Outcomes | | | | | | | | | | | | |
| Benefit: 1 yr productivity cost savings per participant from Be Well at Work | – | | \$6,041 | | | \$6,048 | | | \$1,800 | | \$7,600 | NA |
| Be Well at Work cost per participant | – | | \$979 | | | \$977 | | | \$691 | | \$700 | \$700 |
| Total savings of Be Well at Work per participant | – | | \$5,062 | | | \$5,071 | | | \$1,109 | | \$6,900 | NA |
| Return on Investment (ratio; dollars saved: benefit minus cost divided by cost) | – | | 5.4 | | | 5.2 | | | 1.6 | | 11.1 | NA |

*Statistically significant result at p<0.05; **p<.01; *** p<.001

^a In the three RCTs, models were adjusted according to statistical methodology used. ^{a1} Adjusted for baseline score, age, gender and occupation.

^{a2} Adjusted for baseline mean age, percentage male, percentage white, percentage married, percentage white collar, mean number of comorbidities, percentage full-time employed, and mean scores of the model's dependent variable. All significance tests were conducted with the chi-square test (df=1).

^{a3} Controlled for baseline values of the outcome variable.

^b Based on responses to the Work Limitations Questionnaire (WLQ). At-work productivity loss reflects the estimated percentage difference in at-work productivity between a person (or group) completing the WLQ and an external benchmark sample of healthy workers. Possible scores range from 0% to 25%, with higher scores indicating greater productivity loss.

^c WLQ scale scores indicate the percentage of time the person was limited in the past 2 weeks in ability to perform job tasks (for example, time management). Possible scale scores range from 0 to 100, with higher scores indicating a greater percentage of time limited.

^d Based on responses to the WLQ Time Loss Module. Productivity loss is the mean percentage of hours missed in the past 2 weeks divided by the total number of hours usually worked in that time period. Possible days missed range from 0 to 14. Possible percentage productivity loss due to absence ranges from 0 to 100, with higher scores indicating greater productivity loss.

^e Assessed with the PHQ-9. Possible scores range from 0 to 27, with higher scores indicating more severe depressive symptoms.