

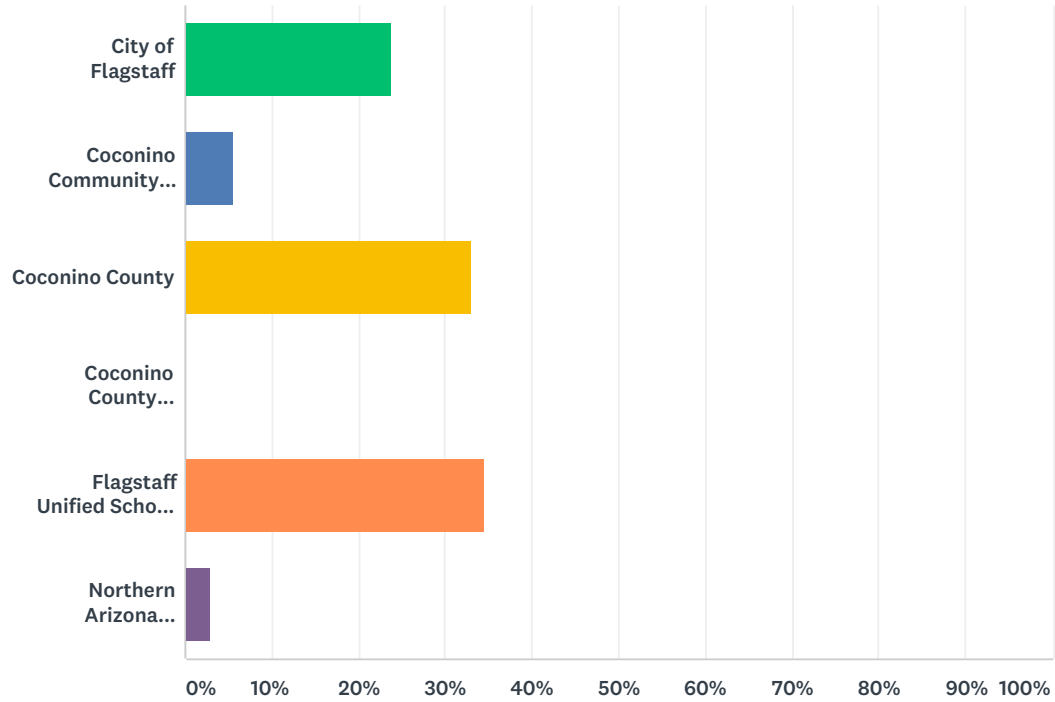
**Q1 Optional: Provide your contact information and be entered to win  
FOUR Harkin's Movie Tickets! Your contact information will not be  
included with the survey results.**

Answered: 1,013 Skipped: 22

<b>ANSWER CHOICES</b>	<b>RESPONSES</b>	
Name	99.90%	1,012
Company	95.36%	966
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.31%	1,006
Phone Number	97.04%	983

## Q2 Please tell us where you work.

Answered: 1,031 Skipped: 4



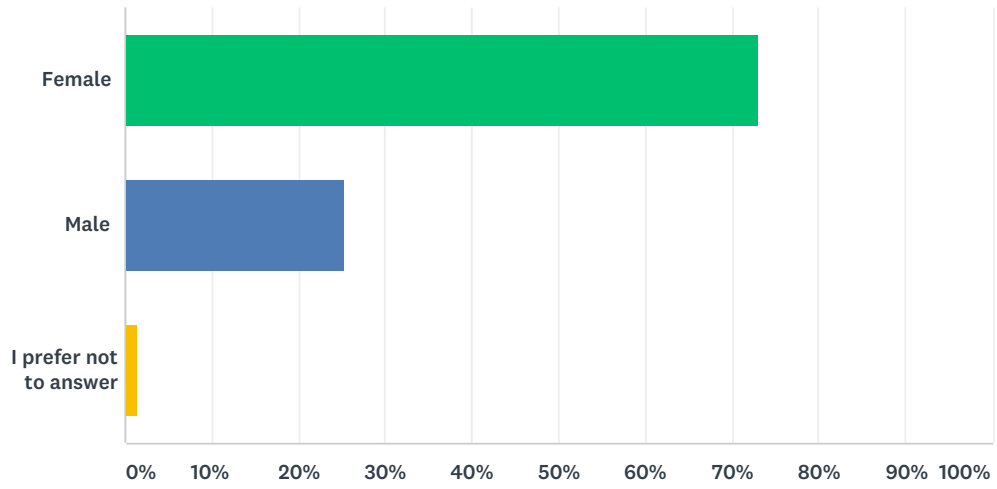
ANSWER CHOICES	RESPONSES	
City of Flagstaff	23.86%	246
Coconino Community College	5.63%	58
Coconino County	32.98%	340
Coconino County Accommodation School District	0.19%	2
Flagstaff Unified School District	34.43%	355
Northern Arizona Intergovernmental Public Transportation Authority	2.91%	30
<b>TOTAL</b>		<b>1,031</b>

**Q3 Please provide your current department or school site.**

Answered: 1,009 Skipped: 26

### Q4 Which gender to you identify with?

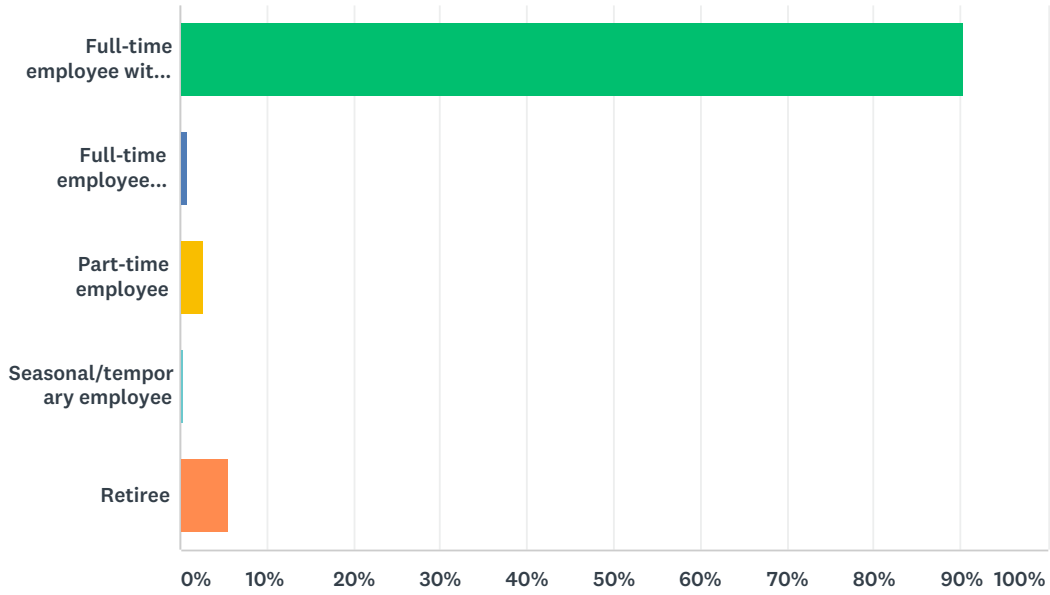
Answered: 1,032 Skipped: 3



ANSWER CHOICES	RESPONSES	
Female	73.06%	754
Male	25.39%	262
I prefer not to answer	1.55%	16
<b>TOTAL</b>		<b>1,032</b>

### Q5 I am a:

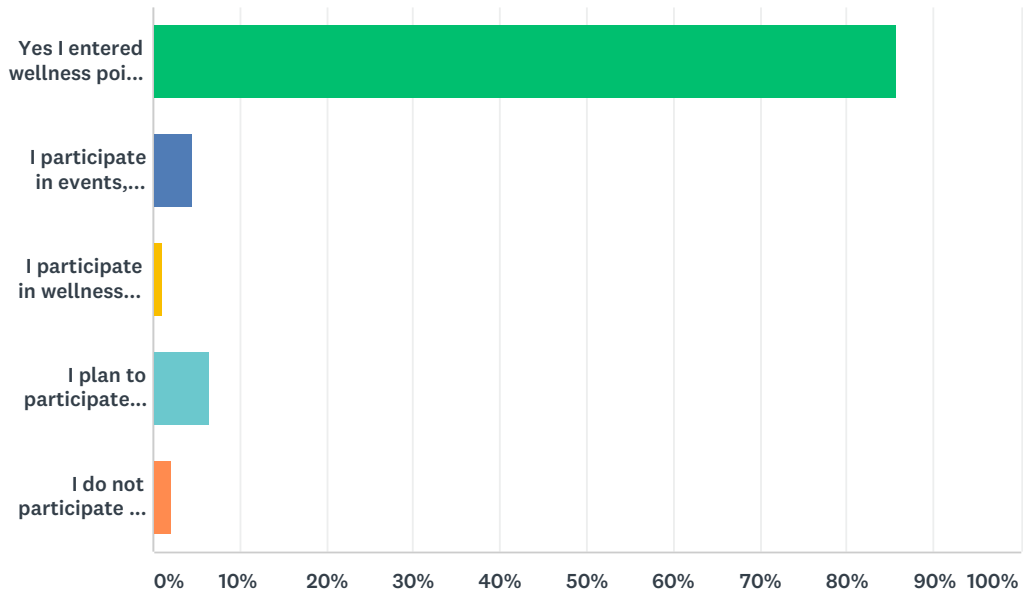
Answered: 1,034 Skipped: 1



ANSWER CHOICES	RESPONSES	
Full-time employee with medical benefits	90.33%	934
Full-time employee without medical benefits	0.87%	9
Part-time employee	2.80%	29
Seasonal/temporary employee	0.39%	4
Retiree	5.61%	58
<b>TOTAL</b>		<b>1,034</b>

## Q6 Are you participating in the Wellness Incentive Program?

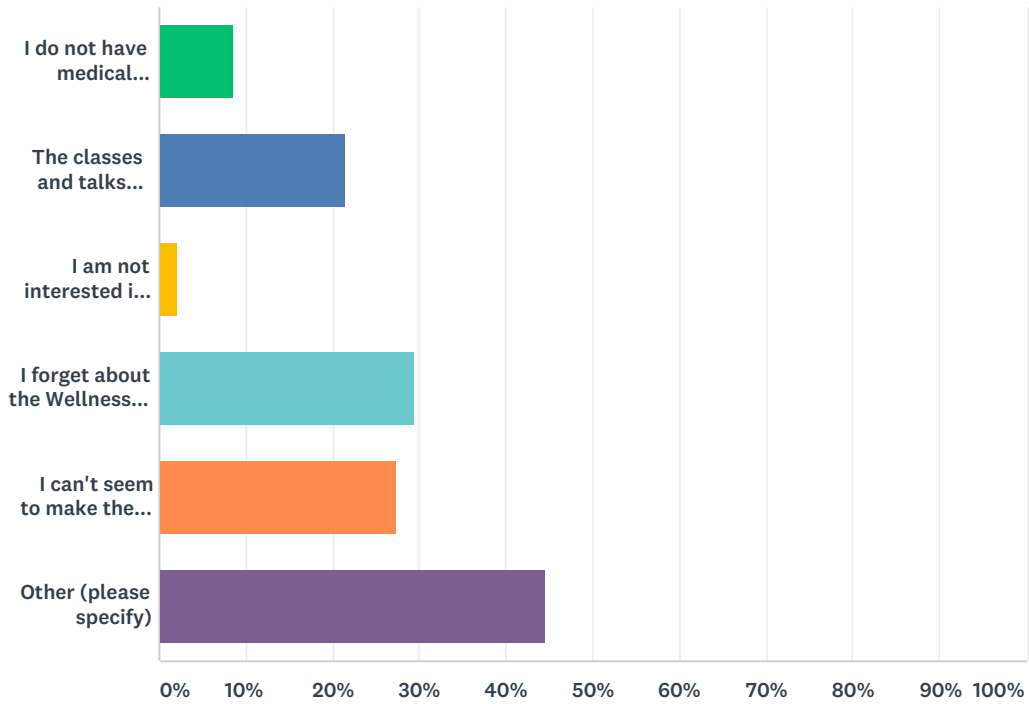
Answered: 1,032 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes I entered wellness points for the 2017/2018 year. (Skip to question 8)	85.76% 885
I participate in events, screenings, online learning, and/or health coaching but did not enter my wellness points.	4.55% 47
I participate in wellness events and classes but am not a benefited employee so I do not earn an incentive.	1.07% 11
I plan to participate next year but have not yet.	6.49% 67
I do not participate in events, screenings, online learning, health coaching, and/or other services and do not plan to participate.	2.13% 22
<b>TOTAL</b>	<b>1,032</b>

Q7 If you are not participating in the wellness program please tell us why.

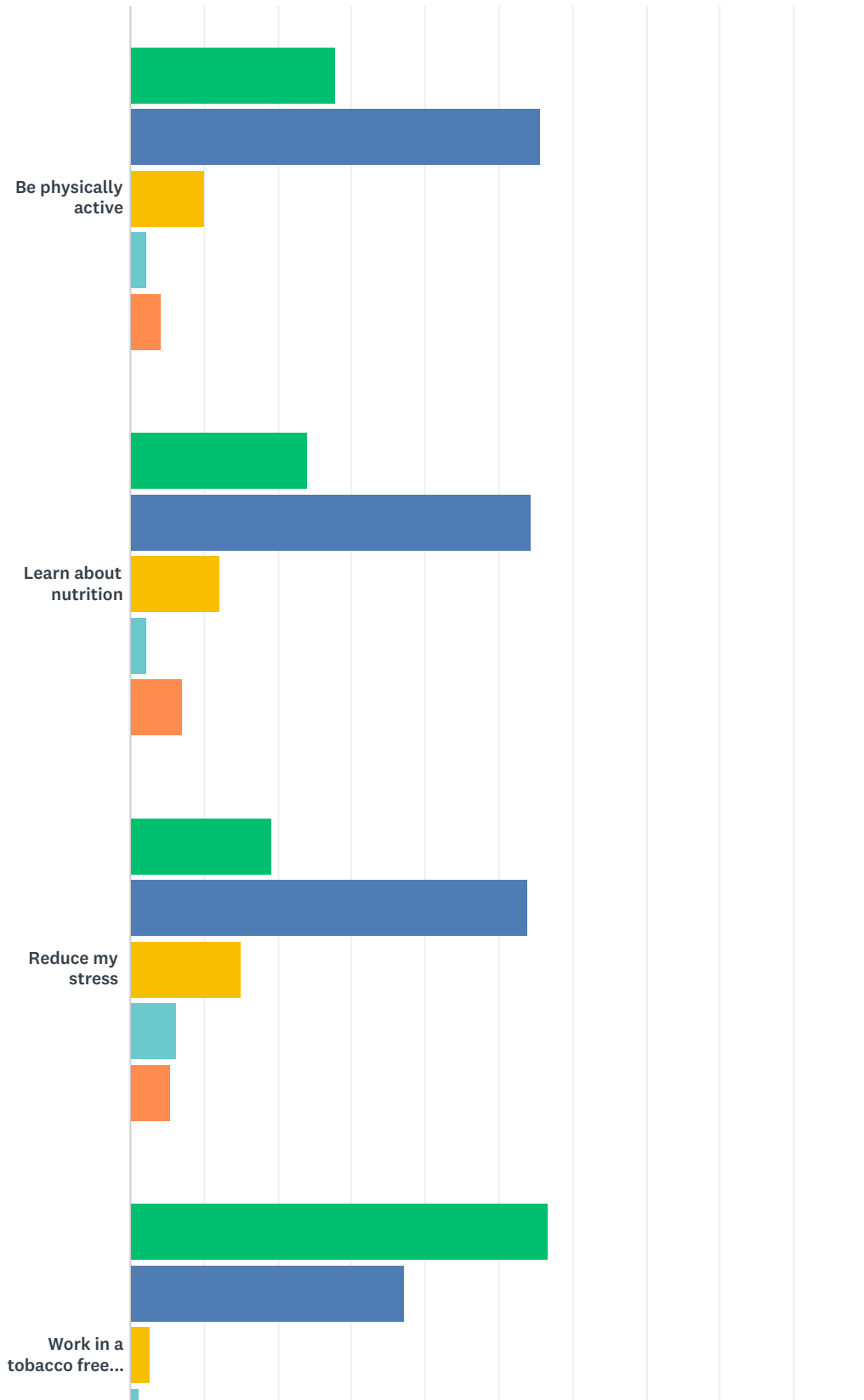
Answered: 139 Skipped: 896



ANSWER CHOICES	RESPONSES	
I do not have medical benefits and therefore cannot earn an incentive through the Wellness Program.	8.63%	12
The classes and talks provided are not held at a time I can attend.	21.58%	30
I am not interested in participating in the wellness program.	2.16%	3
I forget about the Wellness Program.	29.50%	41
I can't seem to make the time to participate in the wellness program.	27.34%	38
Other (please specify)	44.60%	62
Total Respondents: 139		

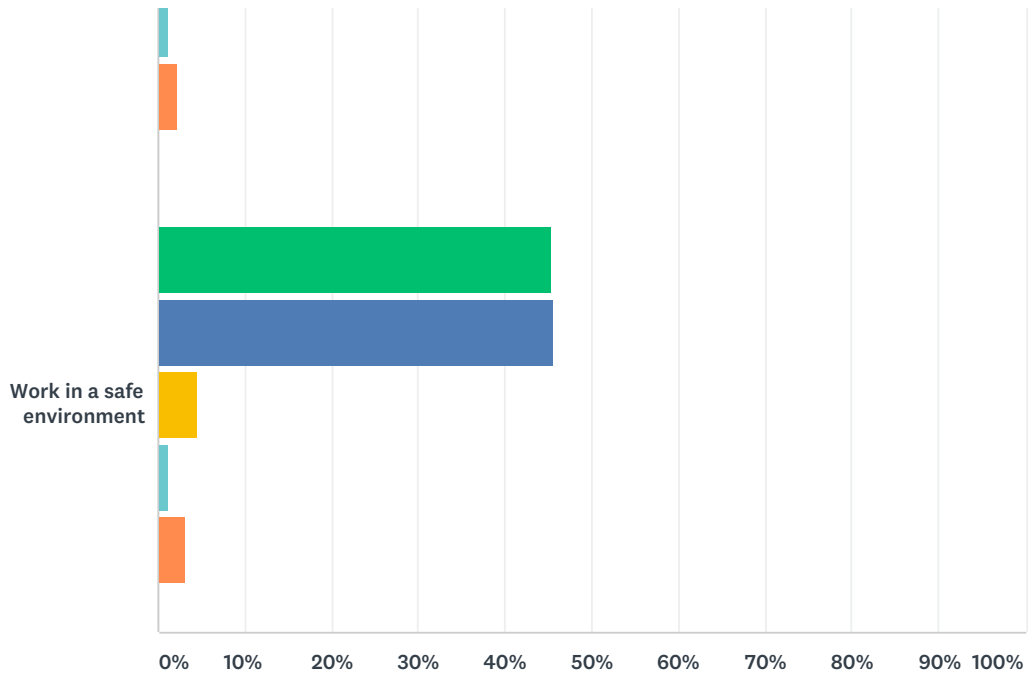
### Q8 Please rate how you feel about the following statements: My workplace has provided me with the opportunity to:

Answered: 1,028 Skipped: 7





## Wellness Program Survey 2018

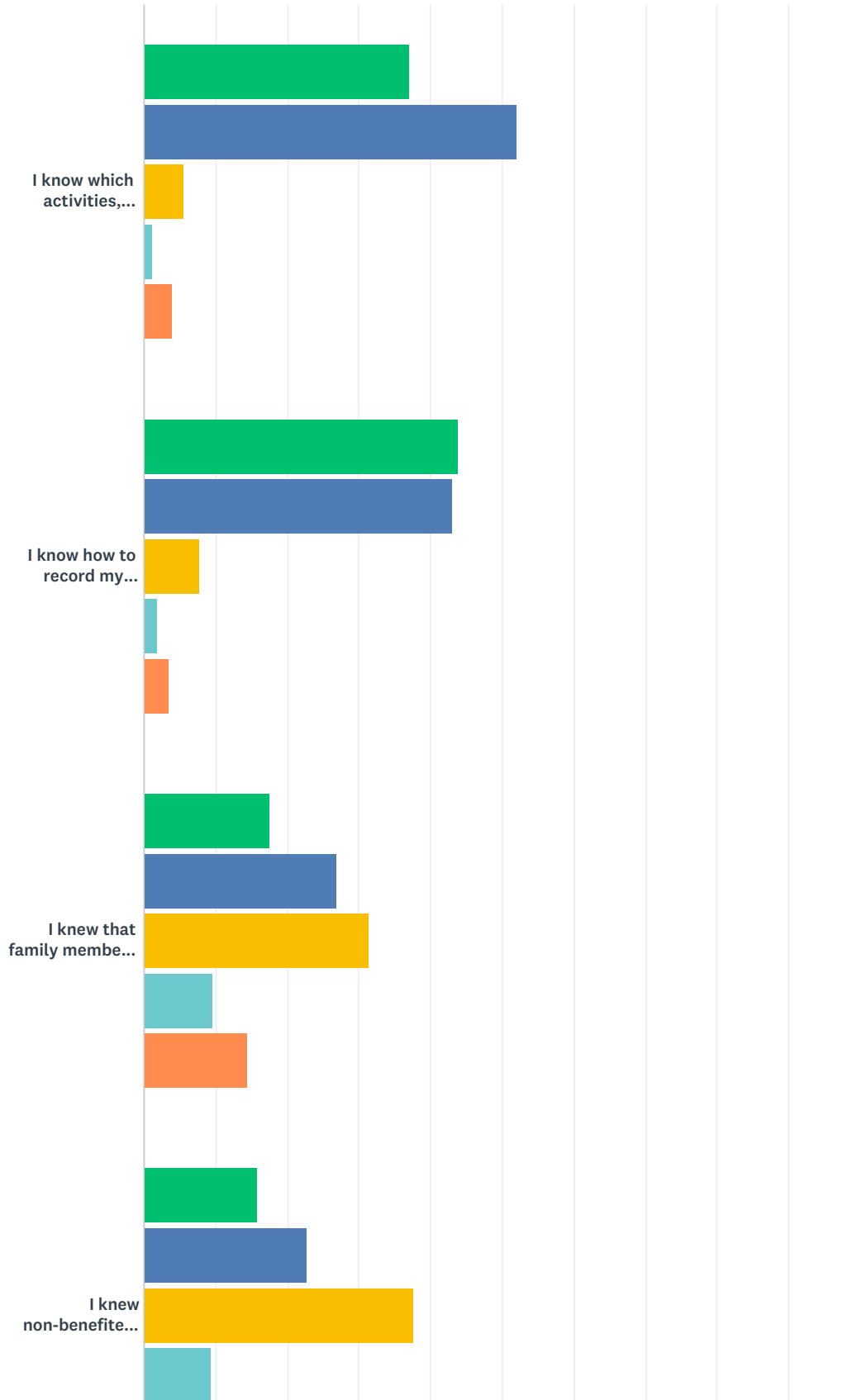


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ Unsure

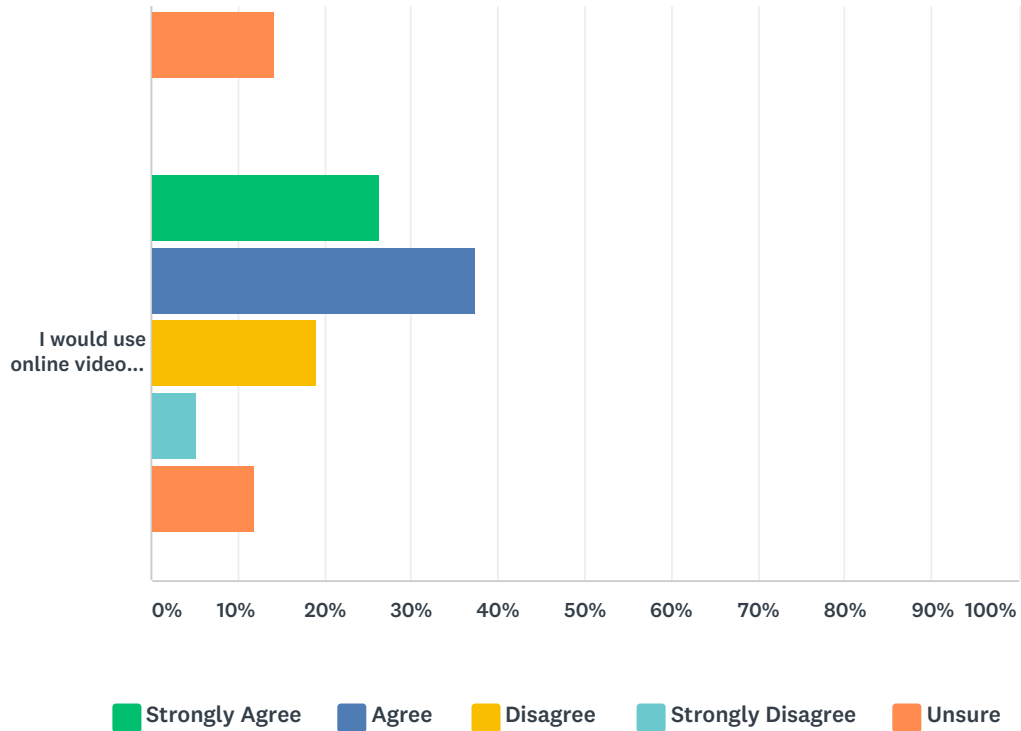
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
Be physically active	27.78% 285	55.75% 572	10.04% 103	2.34% 24	4.09% 42	1,026
Learn about nutrition	24.12% 248	54.47% 560	12.06% 124	2.24% 23	7.10% 73	1,028
Reduce my stress	19.16% 196	54.06% 553	15.15% 155	6.26% 64	5.38% 55	1,023
Work in a tobacco free environment	56.63% 581	37.13% 381	2.73% 28	1.17% 12	2.34% 24	1,026
Work in a safe environment	45.47% 467	45.57% 468	4.58% 47	1.17% 12	3.21% 33	1,027

### Q9 Please rate how you feel about the following statements?

Answered: 1,033 Skipped: 2



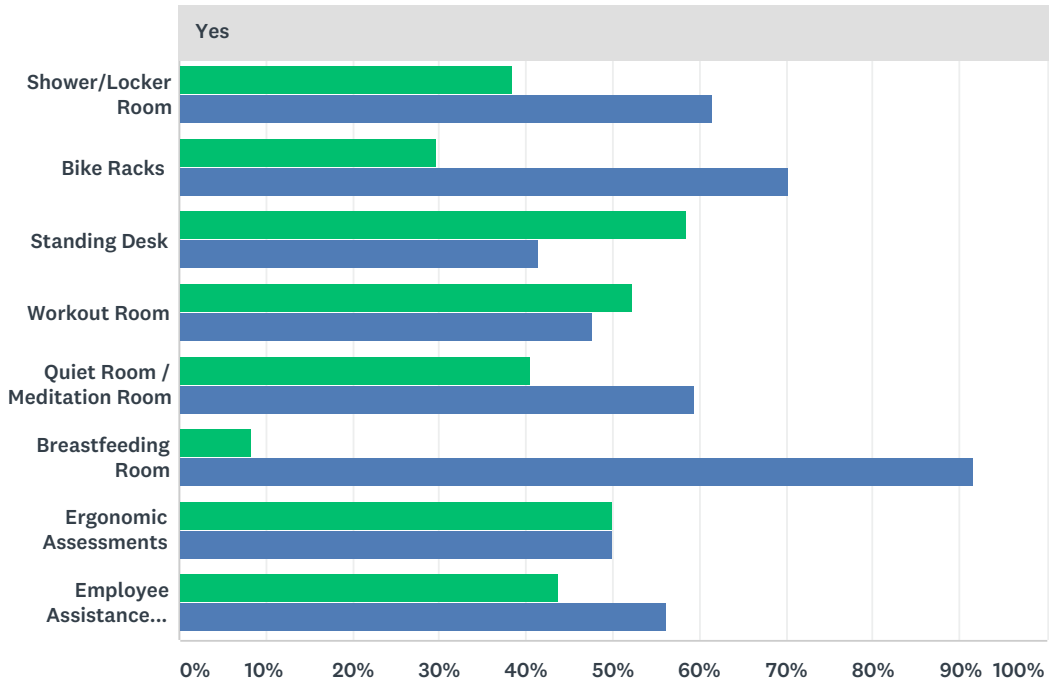
## Wellness Program Survey 2018



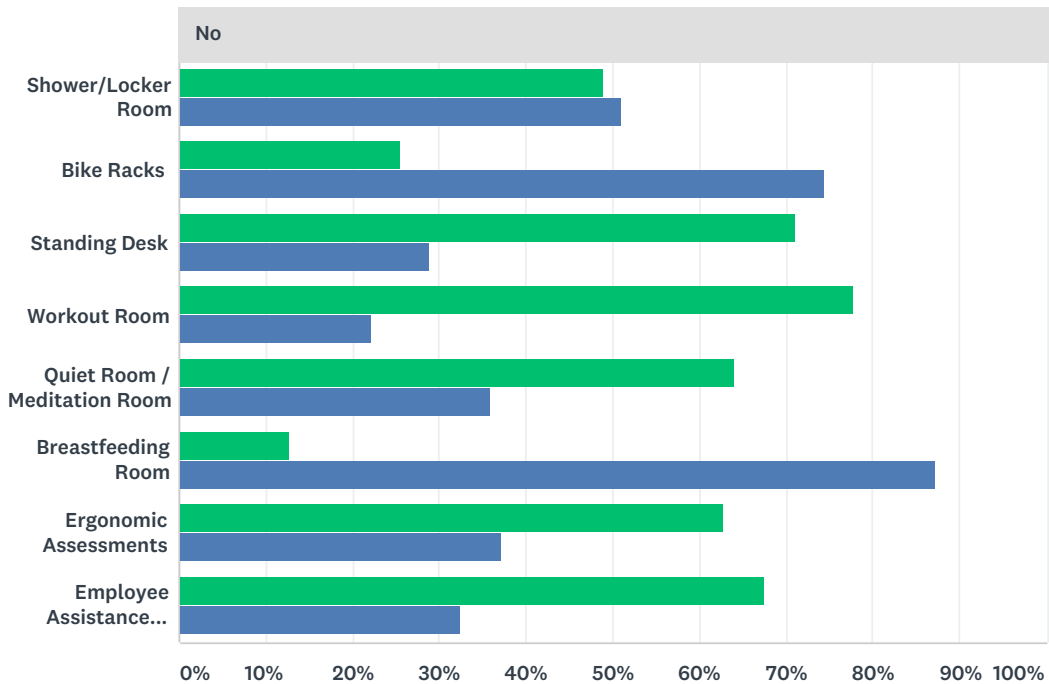
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I know which activities, events, and classes are worth wellness points.	36.95% 381	51.99% 536	5.72% 59	1.26% 13	4.07% 42	1,031
I know how to record my wellness points.	43.83% 451	43.05% 443	7.77% 80	1.85% 19	3.50% 36	1,029
I knew that family members 12 yrs old and up are able to attend wellness classes and events.	17.61% 181	27.04% 278	31.42% 323	9.53% 98	14.40% 148	1,028
I knew non-benefited employees could participate in wellness classes and events.	15.92% 164	22.82% 235	37.57% 387	9.51% 98	14.17% 146	1,030
I would use online videos for exercise classes if made available to me.	26.41% 272	37.48% 386	19.03% 196	5.24% 54	11.84% 122	1,030

# Q10 Are the following resources available at your work location? DROP DOWN MENU: Do you or would you use it?

Answered: 1,013 Skipped: 22



Yes I use it No I don't use it.



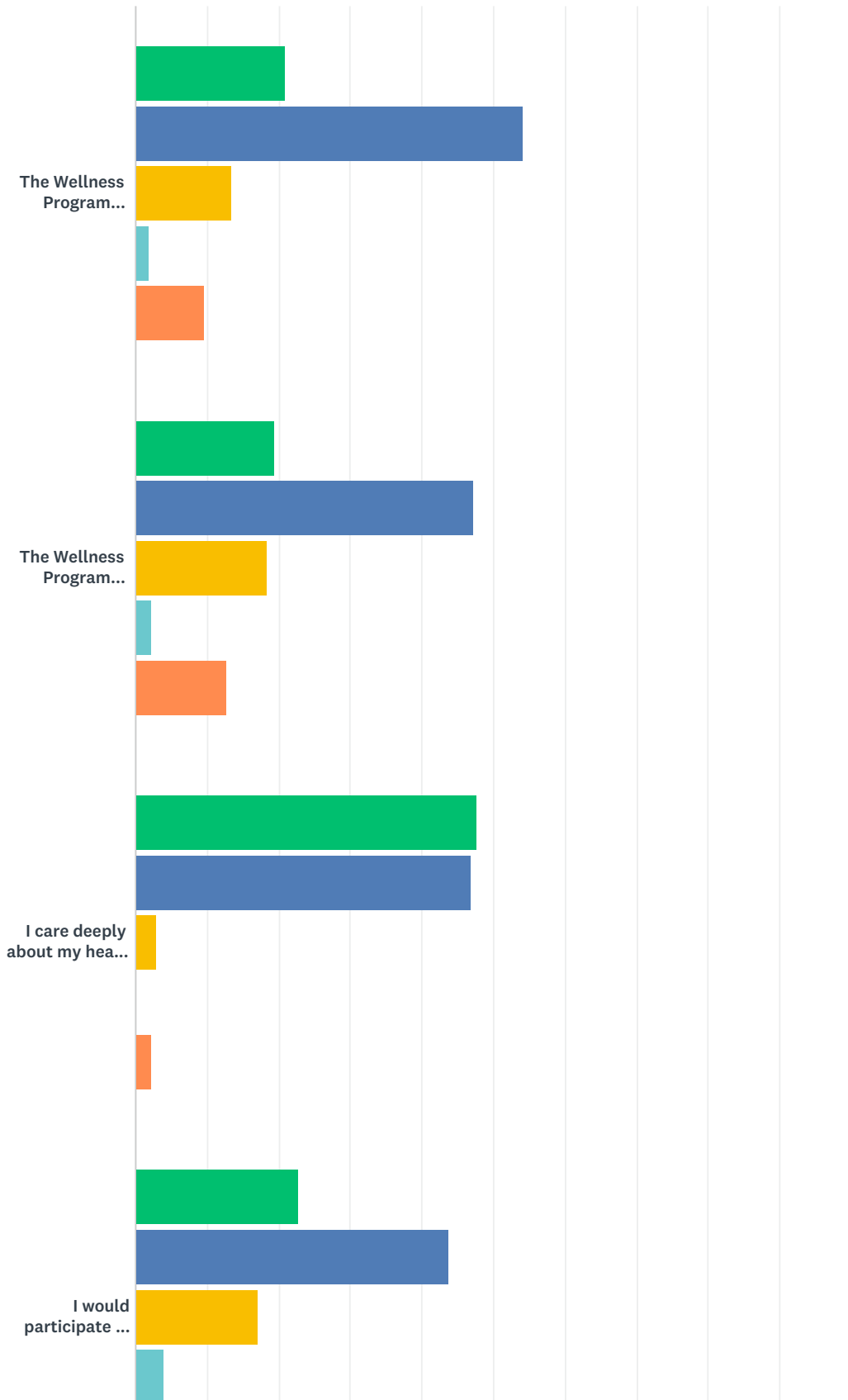
Yes I would use it. No I wouldn't use it.

## Wellness Program Survey 2018

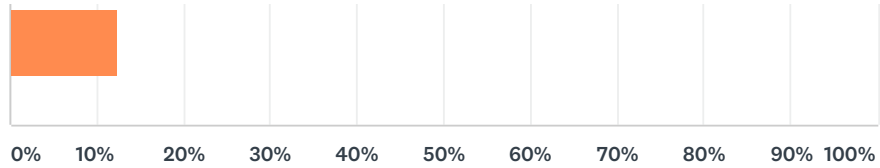
Yes			
	YES I USE IT	NO I DON'T USE IT.	TOTAL
Shower/Locker Room	38.51% 134	61.49% 214	348
Bike Racks	29.65% 223	70.35% 529	752
Standing Desk	58.59% 307	41.41% 217	524
Workout Room	52.38% 176	47.62% 160	336
Quiet Room / Meditation Room	40.57% 129	59.43% 189	318
Breastfeeding Room	8.33% 24	91.67% 264	288
Ergonomic Assessments	50.00% 189	50.00% 189	378
Employee Assistance Program (free counseling)	43.78% 271	56.22% 348	619
No			
	YES I WOULD USE IT.	NO I WOULDN'T USE IT.	TOTAL
Shower/Locker Room	48.88% 349	51.12% 365	714
Bike Racks	25.60% 75	74.40% 218	293
Standing Desk	71.06% 361	28.94% 147	508
Workout Room	77.76% 549	22.24% 157	706
Quiet Room / Meditation Room	64.04% 463	35.96% 260	723
Breastfeeding Room	12.75% 91	87.25% 623	714
Ergonomic Assessments	62.84% 394	37.16% 233	627
Employee Assistance Program (free counseling)	67.65% 276	32.35% 132	408

### Q11 Please rate how you feel about the following statements?

Answered: 1,030 Skipped: 5



## Wellness Program Survey 2018

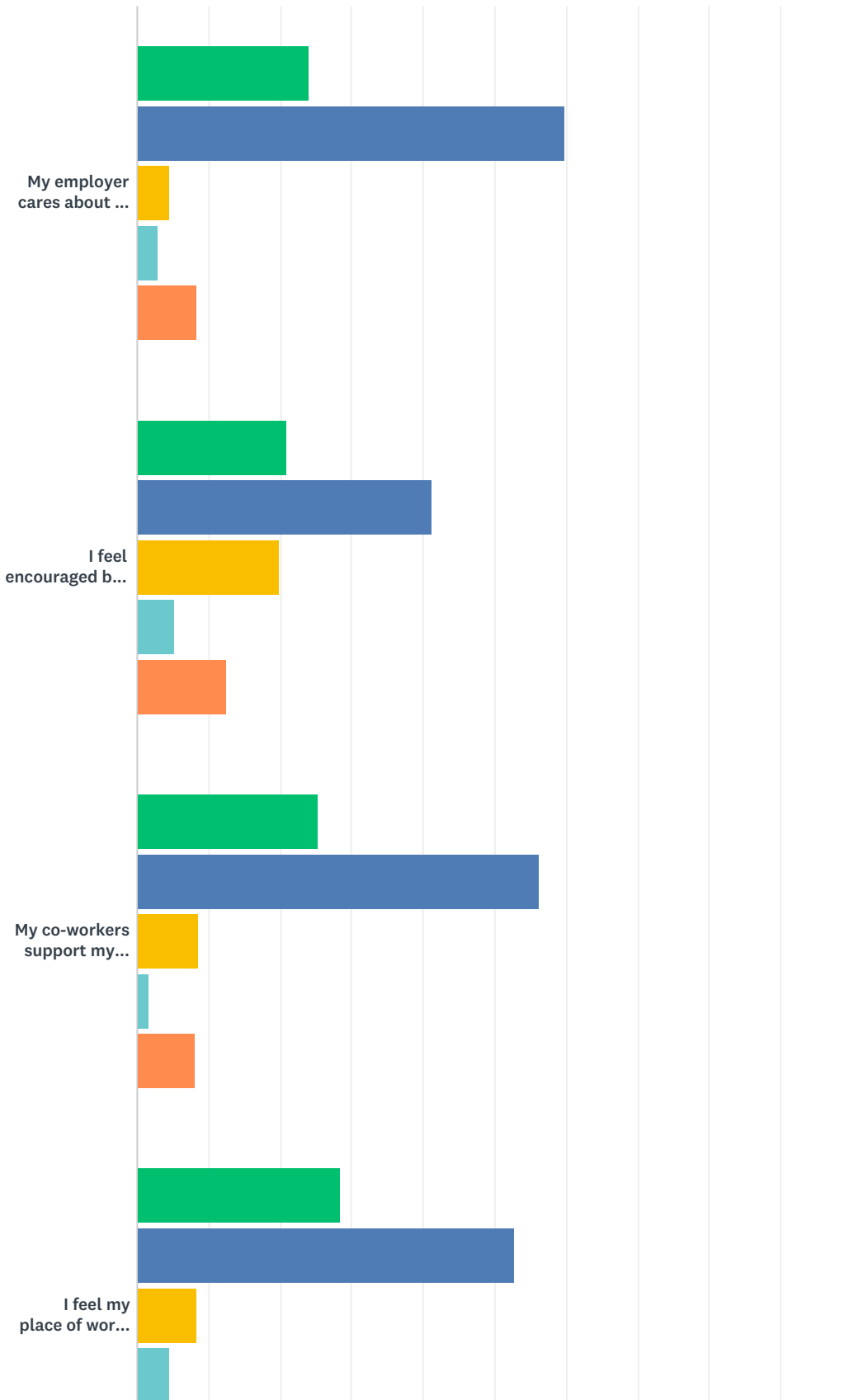


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ Unsure

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
The Wellness Program classes, challenges, or events have helped me make improvements to my health and well-being.	20.89% 215	54.23% 558	13.31% 137	1.85% 19	9.72% 100	1,029
The Wellness Program classes, challenges, or events have helped me maintain improvements to my health for 6 months or more.	19.47% 200	47.32% 486	18.31% 188	2.24% 23	12.66% 130	1,027
I care deeply about my health and take an active role in maintaining or improving my health.	47.76% 490	46.78% 480	2.83% 29	0.29% 3	2.34% 24	1,026
I would participate in the wellness classes, events, and challenges even if they were not worth wellness points.	22.88% 235	43.62% 448	17.14% 176	3.99% 41	12.37% 127	1,027

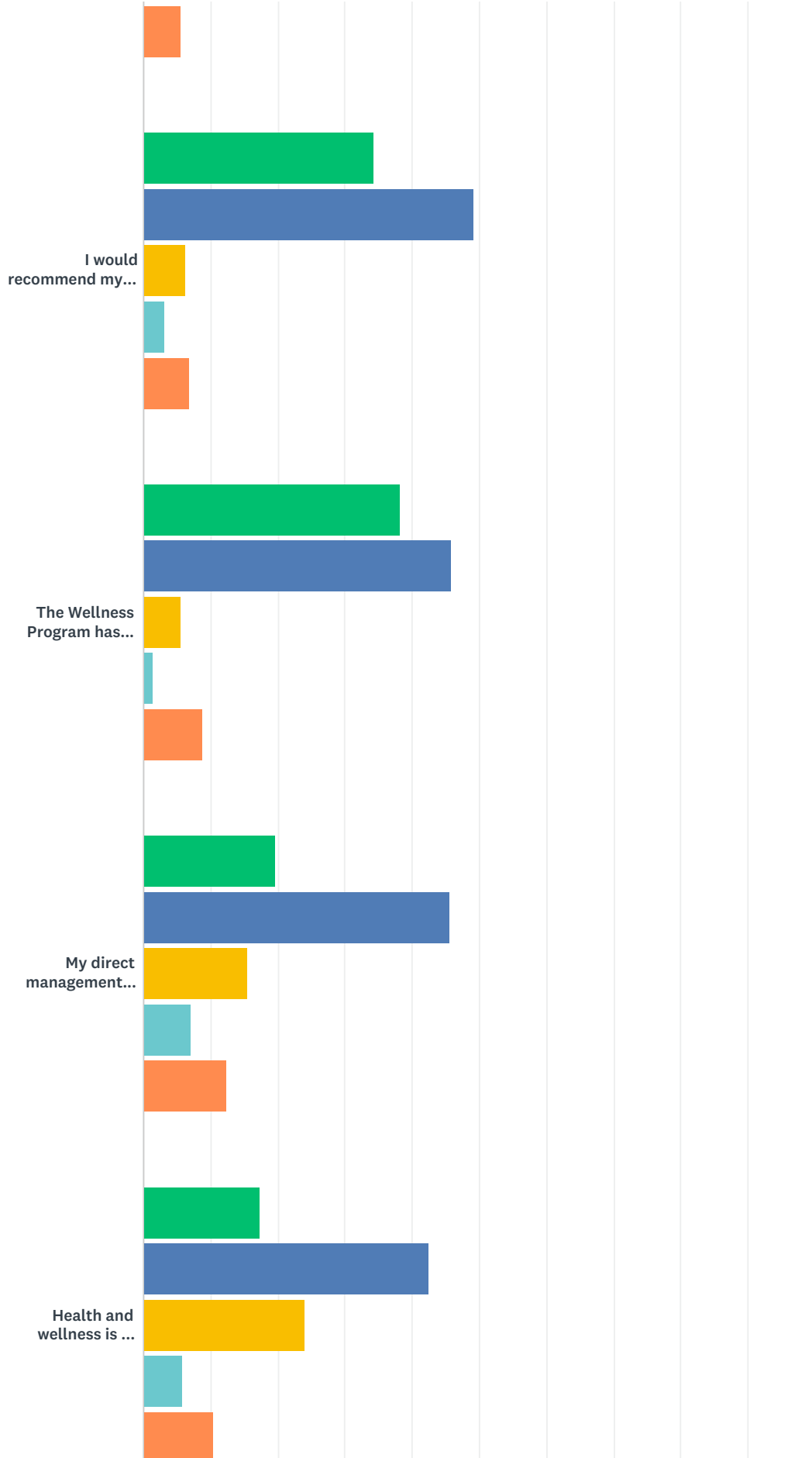
### Q12 Please rate how you feel about the following statements?

Answered: 1,032 Skipped: 3

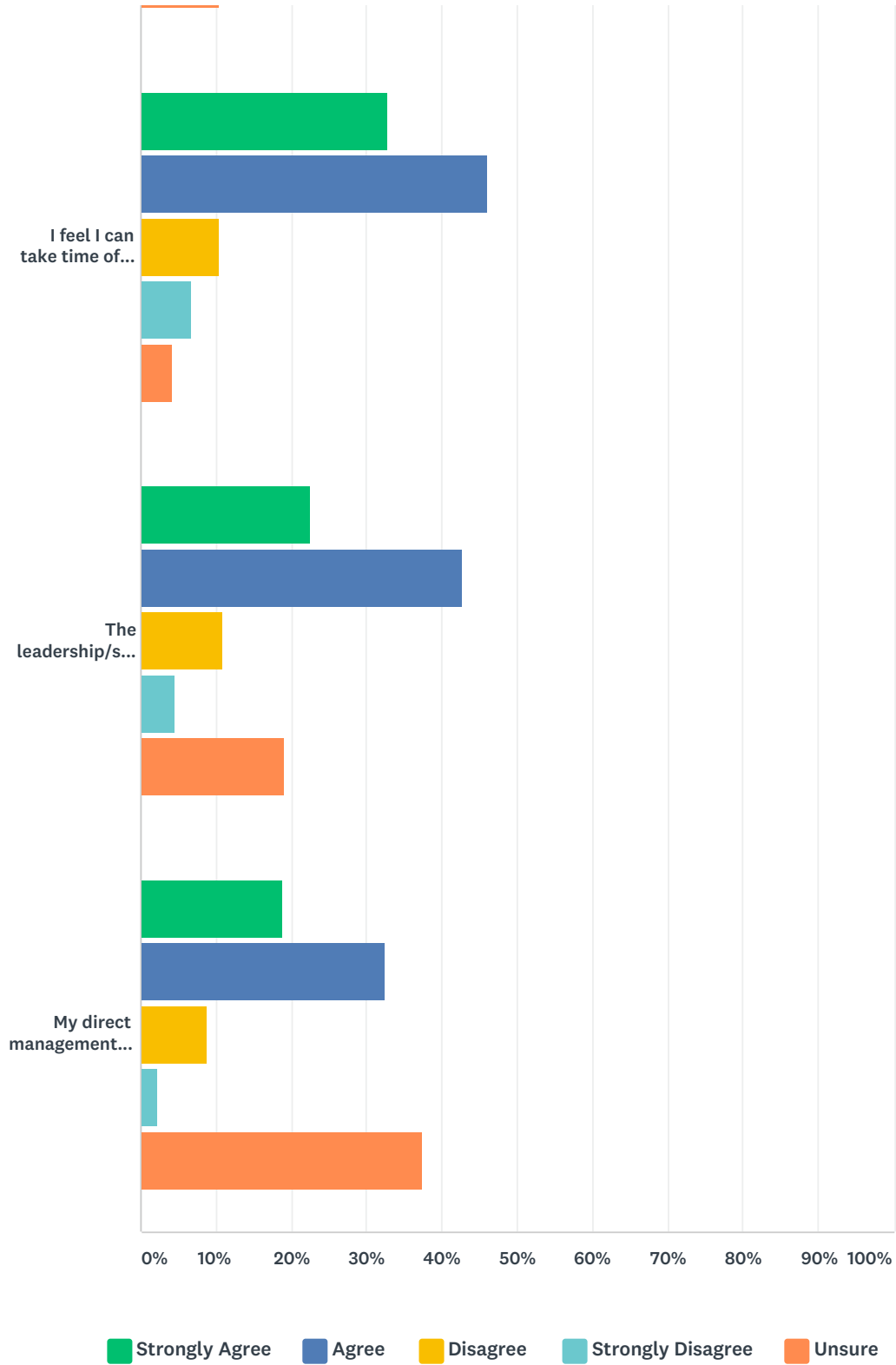




# Wellness Program Survey 2018



## Wellness Program Survey 2018



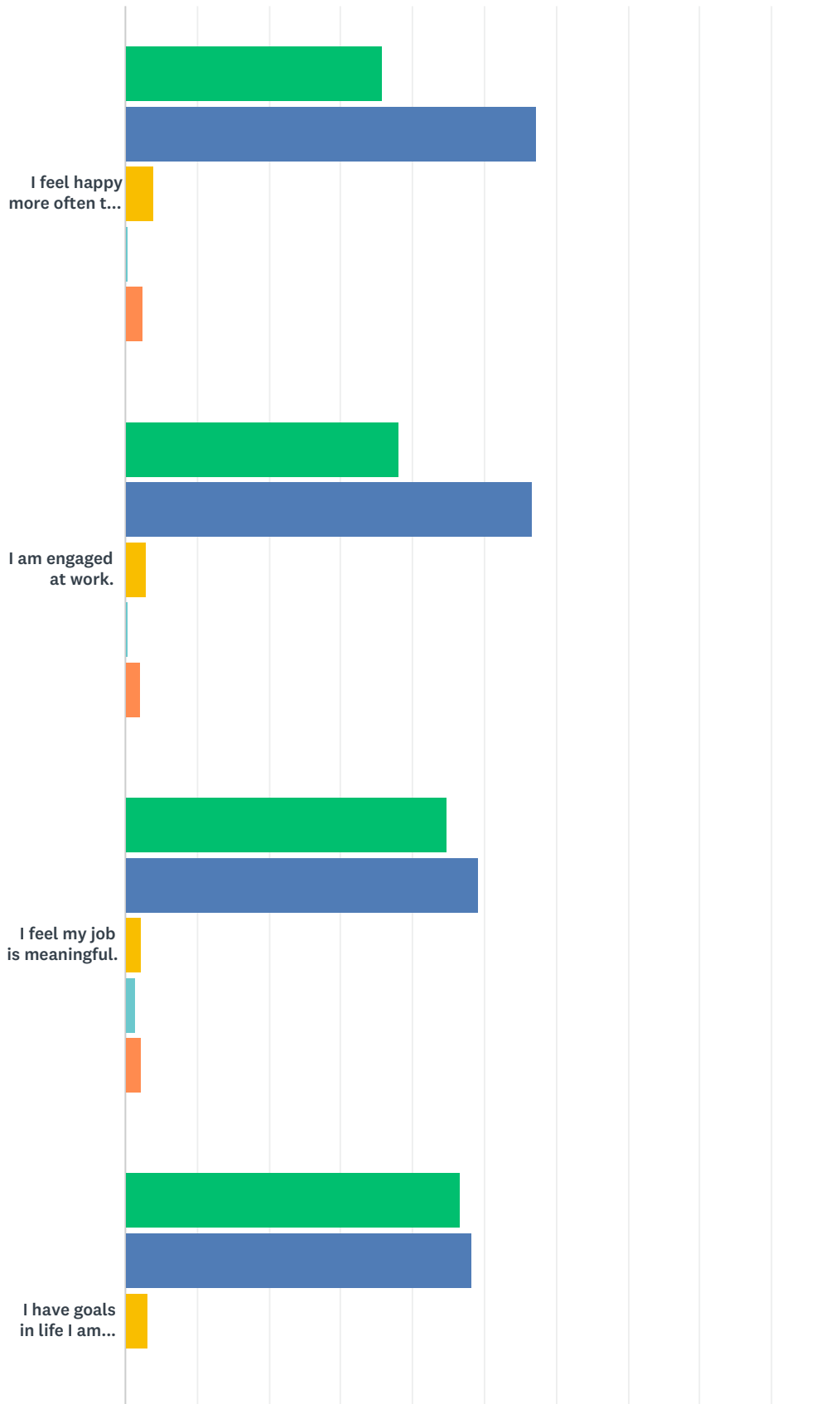
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
My employer cares about my health.	24.05% 247	59.79% 614	4.67% 48	3.02% 31	8.47% 87	1,027
I feel encouraged by my direct management to participate in the Wellness Program, classes, or events.	20.90% 214	41.31% 423	19.92% 204	5.27% 54	12.60% 129	1,024

## Wellness Program Survey 2018

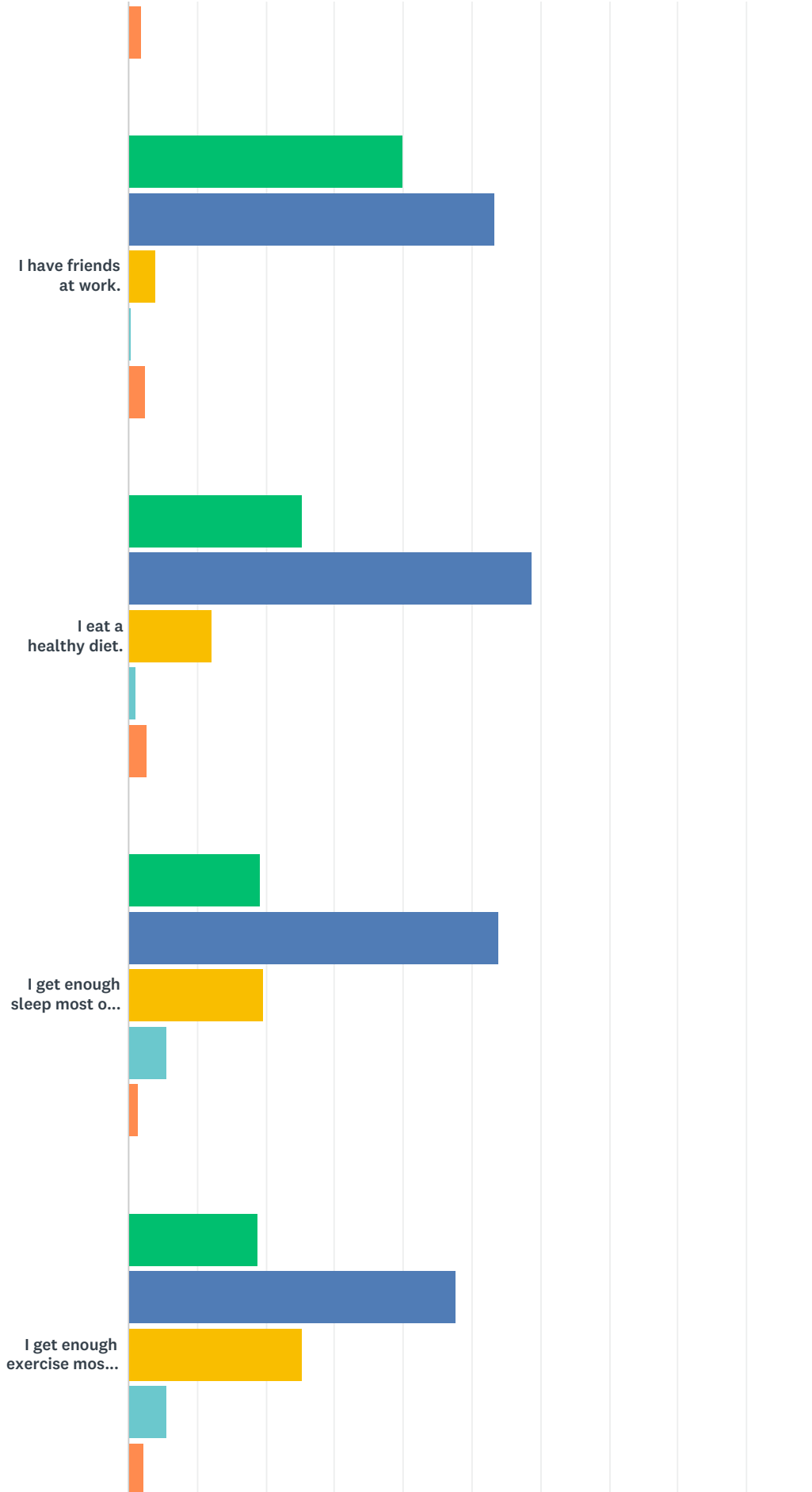
My co-workers support my efforts to be healthy.	25.41% 261	56.18% 577	8.67% 89	1.66% 17	8.08% 83	1,027
I feel my place of work has a supportive and positive environment.	28.50% 291	52.69% 538	8.42% 86	4.70% 48	5.68% 58	1,021
I would recommend my place of work to someone looking for a job.	34.35% 350	49.17% 501	6.28% 64	3.24% 33	6.97% 71	1,019
The Wellness Program has been a good addition to my benefits.	38.23% 393	45.91% 472	5.54% 57	1.56% 16	8.75% 90	1,028
My direct management knows how to positively motivate me.	19.63% 200	45.63% 465	15.41% 157	7.07% 72	12.27% 125	1,019
Health and wellness is a common topic at my place of work.	17.27% 176	42.39% 432	24.04% 245	5.89% 60	10.40% 106	1,019
I feel I can take time off when needed for my personal life.	32.78% 335	45.99% 470	10.37% 106	6.65% 68	4.21% 43	1,022
The leadership/senior management of my workplace are obvious supporters of the Wellness Program.	22.65% 231	42.75% 436	10.88% 111	4.71% 48	19.02% 194	1,020
My direct management participates in the Wellness Program.	18.90% 193	32.42% 331	8.81% 90	2.35% 24	37.51% 383	1,021

### Q13 Please rate how you feel about the following statements.

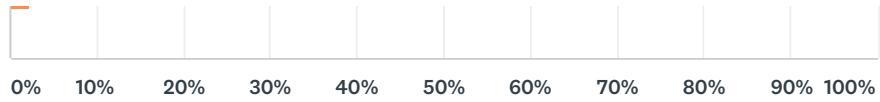
Answered: 1,032 Skipped: 3



# Wellness Program Survey 2018



## Wellness Program Survey 2018

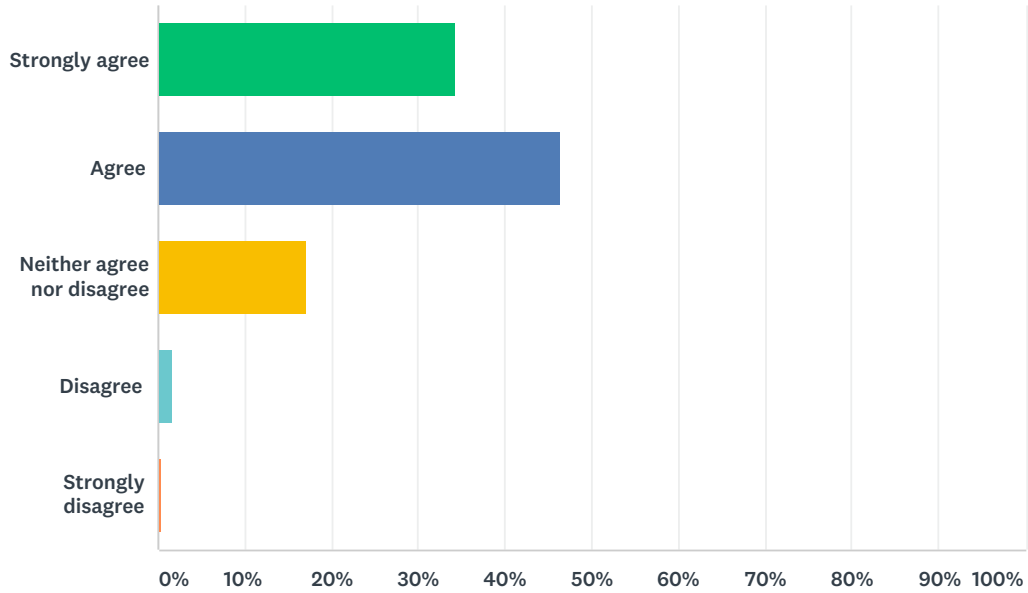


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ Unsure

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I feel happy more often than not.	35.67% 366	57.31% 588	4.00% 41	0.49% 5	2.53% 26	1,026
I am engaged at work.	38.03% 389	56.60% 579	2.83% 29	0.49% 5	2.05% 21	1,023
I feel my job is meaningful.	44.73% 458	49.22% 504	2.34% 24	1.46% 15	2.25% 23	1,024
I have goals in life I am working toward.	46.70% 481	48.25% 497	3.11% 32	0.10% 1	1.84% 19	1,030
I have friends at work.	40.00% 410	53.27% 546	3.90% 40	0.39% 4	2.44% 25	1,025
I eat a healthy diet.	25.32% 260	58.81% 604	12.07% 124	1.07% 11	2.73% 28	1,027
I get enough sleep most of the time.	19.28% 198	53.94% 554	19.67% 202	5.55% 57	1.56% 16	1,027
I get enough exercise most of the time.	18.85% 194	47.72% 491	25.36% 261	5.73% 59	2.33% 24	1,029

## Q14 Overall, I am satisfied with the Wellness Program

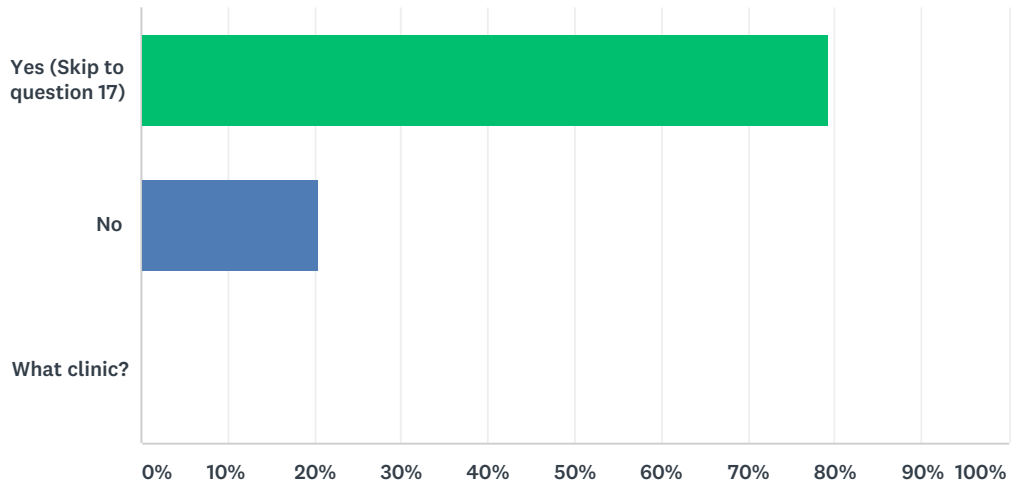
Answered: 1,032 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	34.21%	353
Agree	46.51%	480
Neither agree nor disagree	17.05%	176
Disagree	1.74%	18
Strongly disagree	0.48%	5
<b>TOTAL</b>		<b>1,032</b>

## Q15 Have you been to the Vera Clinic?

Answered: 1,033 Skipped: 2

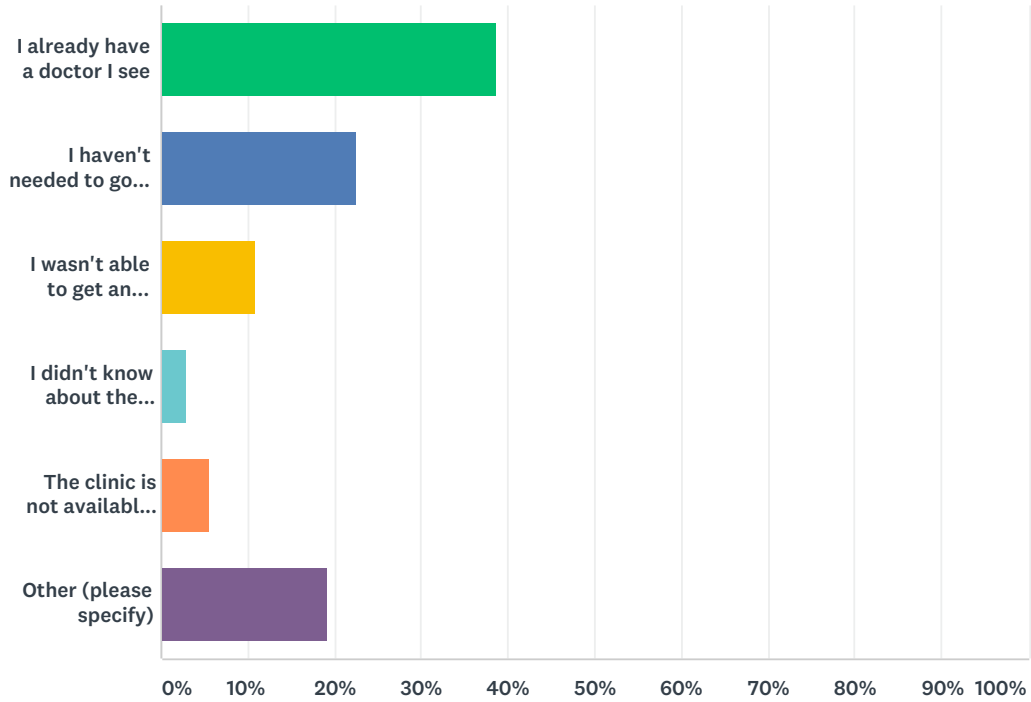


ANSWER CHOICES	RESPONSES	
Yes (Skip to question 17)	79.28%	819
No	20.52%	212
What clinic?	0.19%	2
<b>TOTAL</b>		<b>1,033</b>



## Q16 If you have not been to the clinic please tell us why:

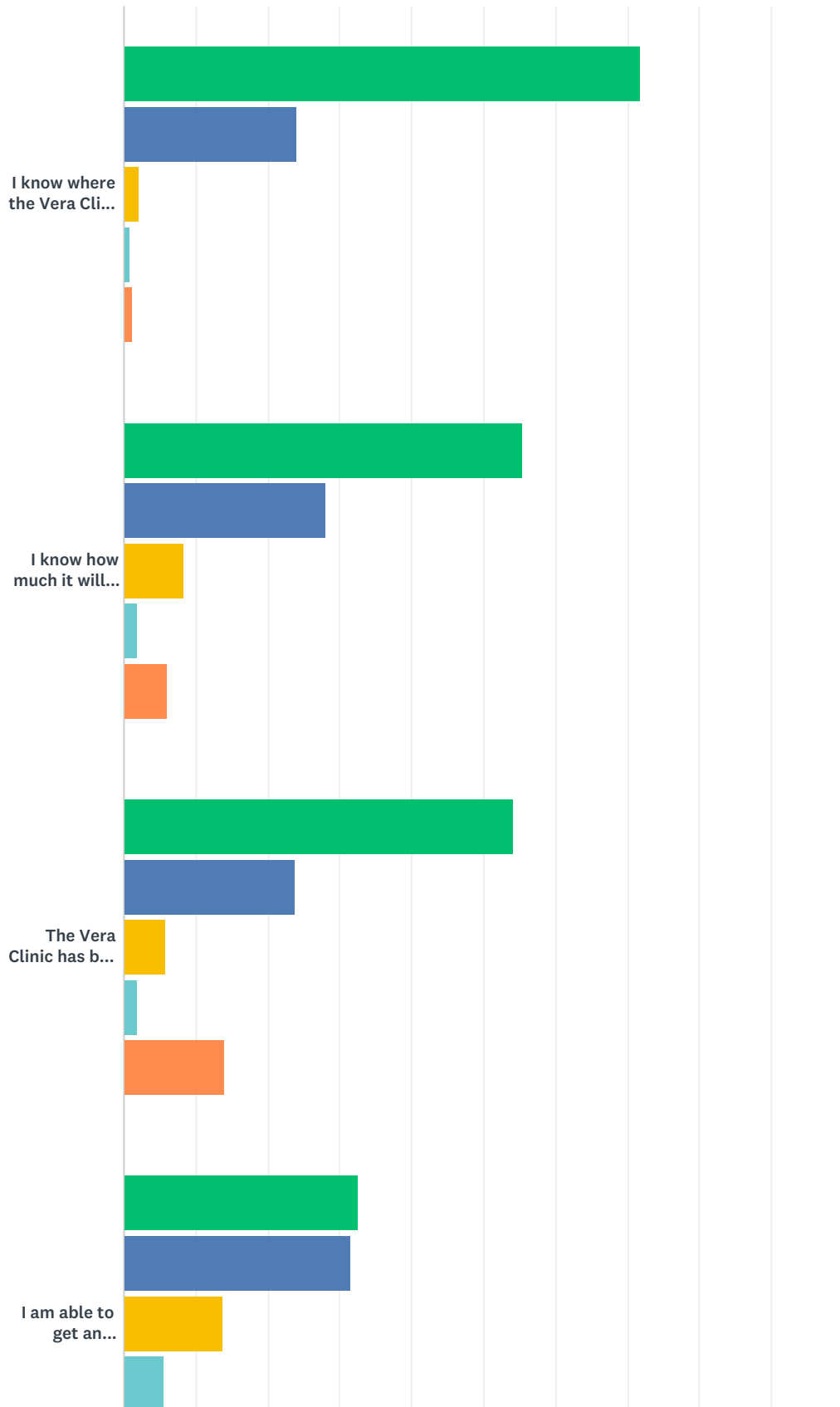
Answered: 212 Skipped: 823



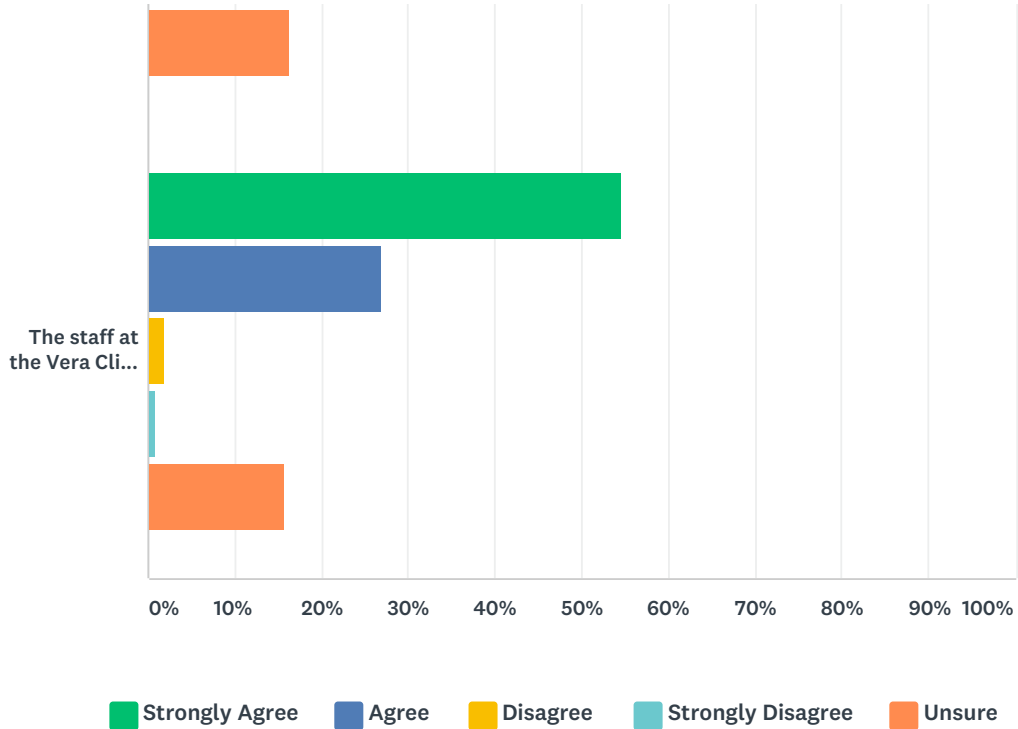
ANSWER CHOICES	RESPONSES	
I already have a doctor I see	38.68%	82
I haven't needed to go to the clinic	22.64%	48
I wasn't able to get an appointment when I needed it	10.85%	23
I didn't know about the clinic	2.83%	6
The clinic is not available for employees not on the medical plan	5.66%	12
Other (please specify)	19.34%	41
<b>TOTAL</b>		<b>212</b>

### Q17 Please rate how you feel about the following statements?

Answered: 1,033 Skipped: 2



## Wellness Program Survey 2018



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	TOTAL
I know where the Vera Clinic is located.	71.80% 741	24.03% 248	2.03% 21	0.78% 8	1.36% 14	1,032
I know how much it will cost me to go to the Vera Clinic.	55.49% 571	28.09% 289	8.45% 87	1.85% 19	6.12% 63	1,029
The Vera Clinic has been a great addition to my employee benefits.	54.24% 557	23.86% 245	5.84% 60	1.95% 20	14.12% 145	1,027
I am able to get an appointment at the Vera Clinic when I need one.	32.68% 336	31.61% 325	13.72% 141	5.74% 59	16.25% 167	1,028
The staff at the Vera Clinic are friendly and nice	54.57% 561	26.95% 277	1.95% 20	0.88% 9	15.66% 161	1,028