

Appendix A: Key Communications with Research subjects

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1. Letter to inform employees of upcoming survey invitation

Dear [FirstName],

We are conducting a research study on employee wellness at Company Y. We wanted to let you know that next week you will receive an email inviting you to participate in the study. Please keep an eye out for the email. Participation involves the completion of 2 short surveys, totaling 15 minutes of your time. As compensation for your time, you will receive \$25 for the completion of these surveys.

Company Y is cooperating with this study, but is not involved in the data collection. Company Y will not be informed of individual responses nor will they know whether you participate. Your participation or non-participation will not have will not affect your relationship with Company Y or Case Western Reserve University.

Thank you very much for your time.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

2. E-mail for initial survey

SUBJECT LINE: Case Western Reserve University Research Study at Company Y

Dear [FirstName],

In cooperation with Company Y, we would like to invite you to participate in a wellness survey for a Case Western Reserve University research study. Your name was randomly selected by us from a full list of Company Y employees to be invited to participate.

Participation in this study involves the completion of 2 short surveys, this survey and another in 5 weeks. You will receive \$25 as compensation if you complete both of these surveys. The first survey will take approximately 10 minutes to complete, and the second shorter survey will take approximately 5 minutes to finish. We may also contact you in the future for follow-up.

To participate, follow the following link [link] to the first survey.

We ask that you fill out this survey by [survey deadline date].

Your responses will be kept strictly confidential. Although Company Y is cooperating with the study, Company Y is not directly involved in the research. No one at Company Y will be given access to your individual responses or know that you participated. Your participation is completely voluntary and whether or not you participate will not affect your relationship with Company Y or Case Western Reserve University. The first page of the survey contains additional information about the study.

If you have questions regarding this study you can respond to this email or contact us via our contact information below.

If you have questions about Company Y's involvement in this study, you can contact the Wellness Center Manager, at XXXXX@companyY.com or XXX-XXXX.

Thank you very much for your time.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

Please note: If you do not wish to receive further emails from us, please click the link below, and you will be automatically removed from our mailing list. [RemoveLink]

3. Notice of Treatment to gym members

SUBJECT LINE: Cash incentive and membership reimbursement for Company Y gym

Dear [FirstName],

Thank you again for responding to our survey last week. We are writing to inform you about a second part of our study that involves incentives for using the Company Y Wellness Center. You are eligible to receive these incentives even as an existing member of the Wellness Center.

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From the survey respondents, you have been randomly-selected to receive a PAYMENT OF \$10 PER VISIT up to 3 visits per week to the Company Y Wellness Center for 4 weeks. These 4 weeks will start [date1] and end [date2]. You will also receive a FREE MEMBERSHIP to the Wellness Center for this period. Specifically, we will reimburse you with a check for the cost of your Company Y Wellness Center membership during this 4-week period: \$12.96 for each pay period for which you are a member (\$25.92 total).

In order to receive credit for a gym visit, you will need to sign in on the gym computers when you enter the Wellness Center. You will receive your reimbursement for the gym membership at the end of the incentive period. However, due to processing time on the larger gym bonus incentive

checks, you will receive your payments for gym visits during the week of [date approximately 8 weeks after the end of the incentive period].

As you may recall, the gym is open from 6:00-9:00 a.m. and 11:00 a.m.–7:00 p.m. Monday through Friday.

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
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4. Notice of Treatment to non-gym members

SUBJECT LINE: Cash incentive and free membership to the Company Y gym

Dear [FirstName],

Thank you again for responding to our survey last week.

From the survey respondents, you have been randomly-selected to receive a PAYMENT OF \$10 PER VISIT up to 3 visits per week to the Company Y Wellness Center for 4 weeks. The Wellness Center is located at XXXXXX. These 4 weeks will start [date1] and end [date2]. You will also receive a FREE MEMBERSHIP to the Wellness Center for this period. Specifically, we will reimburse you with a check for the cost of this COMPANY Y Wellness Center membership during this 4-week period: \$12.96 for each pay period for which you are a member (\$25.92 total).

If you want to take advantage of the incentive program, you will need to become a member of the Wellness Center. If you decide to join, the gym staff will give you a fitness evaluation and familiarize you with the gym, including its services and equipment. As an incentive to give the gym a try, in addition to the payments listed above, we are also offering you a \$20 ENROLLMENT BONUS. We hope this payment will compensate you for the time it takes to enroll for the gym and will allow you to try out the gym risk-free. You are eligible for this bonus simply by becoming a

member of the wellness center, there is no minimum attendance needed. This payment will be added to the membership reimbursement at the end of the 4-week period.

In order to receive credit for a gym visit, and earn the \$10/visit payment, you will need to sign in on the gym computers when you enter the Wellness Center. You will receive your reimbursement for the gym membership and enrollment bonus at the end of the incentive period. However, due to processing time on the larger gym bonus incentive checks, you will receive your payments for gym visits during the week of [date approximately 8 weeks after the end of the incentive period].

The Wellness Center staff has made extra time in their schedules this week for new-membership enrollments. Please contact the Wellness Center Manager, via e-mail (XXXXX@companyY.com) or via phone (XXX-XXXX) to schedule an evaluation. We have attached the membership forms for you. The gym is open from 6:00-9:00 a.m. and 11:00 a.m.–7:00 p.m. Monday through Friday.

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

5. Follow-up survey (Mon of week 4)

SUBJECT LINE: CWRU Research Study Follow-Up Survey

Dear [FirstName],

Several weeks ago, you completed the first of our two research surveys on wellness. We would now like to invite you to take the second survey, which will take approximately 5 minutes to complete.

If you complete this survey, you will receive \$25. This payment will be processed and sent to you within the next two weeks.

To participate, follow the following link [link] to the survey. We ask that you fill out this survey by [date].

Your participation is completely voluntary and whether you participate will not affect your relationship with Company Y and Case Western Reserve University. All data from the study will be kept strictly confidential, and no one at Company Y will know whether you participated. No one at Company Y will be given access to your individual responses.

Please contact us if you have any questions.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
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University of California, Santa Barbara
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6. Get address for payment (Mon of week 5) & introduce commitment contract for relevant group.

a. Announcement about commitment contract and incentive payments (Mon of week 5) – Earned incentives from gym use—Commitment contract offered

SUBJECT LINE: Survey and incentive payment

Dear [FirstName],

Thank you for participating in our research study. We are writing to

- a. Inform you of your earnings [\$X for survey incentives, \$Y for COMPANY Y Wellness Center attendance, \$Z for gym membership reimbursement]

- b. Obtain your desired mailing address for your earnings
- c. Offer you the chance to participate in a further gym-incentive program

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know the mailing address where you would like your check sent. You will receive your payment for filling out the surveys and gym membership payments (if applicable) in a combined check that will be sent next week. As we mentioned at the outset, due to processing time on the larger incentive checks, you will receive your gym incentive earnings (if you earned them) as a separate check approximately 8 weeks from now.

A PROGRAM TO HELP YOU COMMIT YOURSELF TO EXERCISE:

Do you find it hard to stick to your exercise routine? Are you worried that you may exercise less now that our incentive period has ended? Are you willing to commit yourself to exercise?

If so, we would like to, well... help you put your money where your mouth is. We are offering you the chance to participate in a program designed to help you commit yourself to regular exercise at the Company Y Wellness Center. For this commitment program you put your own money at stake as motivation to meet the goal of regular exercise at the company gym. If you are successful, you keep the money. If you are unsuccessful, the money is donated to charity. You are free to participate in this program regardless of whether you participated in the previous incentive program.

The specific exercise commitment for this program is that you will visit the Company Y gym at least once every 14 calendar days over the next 8 weeks. Attend as much as you want, but simply never miss more than 14 days in a row. Previous research has shown that people have a hard time getting back to an exercise routine if they take too much time off – don't let that happen to you! You can choose to commit any amount of money you think will motivate you to keep exercising. In particular, if you went to the gym during our incentive period, you could put some part or all of those earnings at stake. If you did not earn money from the incentive period, or want to put more money at stake, we can accept checks made out to Charity Z.

At the end of 8 weeks, we will check the gym's computerized attendance records. If the records show that you were successful in keeping your commitment, your committed money will be sent to you. However, if you fail to meet this commitment, the money you commit will be donated to the Charity Z.

Note that participation in this commitment program WILL NOT delay the receipt of your gym bonus incentive earnings; checks will be sent in 8 weeks regardless of whether you are in the commitment program or not.

The following link leads you to the form you need to fill out in order to receive your earnings. The form also describes the commitment program in more detail and lets you decide if you would like to sign up for the commitment.

{Link}

We ask that you fill out this form by [date].

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
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b. Announcement about commitment contract and incentive payments (Mon of week 5) – Were offered incentives for gym use but earned none—Commitment contract offered

SUBJECT LINE: Survey payment

Dear [FirstName],

Thank you for participating in our research study. We are writing to

- a. Inform you of your earnings [\$X for survey incentives, \$Y for COMPANY Y Wellness Center attendance, \$Z for gym membership reimbursement]
- b. Obtain your desired mailing address for your earnings
- c. Offer you the chance to participate in a further gym-incentive program

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know the mailing address where you would like your check sent. You will receive your payment for filling out the surveys and gym membership payments (if applicable) in a combined check that will be sent next week.

A PROGRAM TO HELP YOU COMMIT YOURSELF TO EXERCISE:

Do you find it hard to stick to your exercise routine? Are you worried that you may exercise less now that our incentive period has ended? Are you willing to commit yourself to exercise?

If so, we would like to, well... help you put your money where your mouth is. We are offering you the chance to participate in a program designed to help you commit yourself to regular exercise at the Company Y Wellness Center. For this commitment program you put your own money at stake as motivation to meet the goal of regular exercise at the company gym. If you are successful, you keep the money. If you are unsuccessful, the money is donated to charity. You are free to participate in this program regardless of whether you participated in the previous incentive program.

The specific exercise commitment for this program is that you will visit the Company Y gym at least once every 14 calendar days over the next 8 weeks. Attend as much as you want, but simply never miss more than 14 days in a row. Previous research has shown that people have a hard time getting back to an exercise routine if they take too much time off – don't let that happen to you! You can choose to commit any amount of money you think will motivate you to keep exercising. In particular, if you went to the gym during our incentive period, you could put some part or all of those earnings at stake. If you did not earn money from the incentive period, or want to put more money at stake, we can accept checks made out to Charity Z.

At the end of 8 weeks, we will check the gym's computerized attendance records. If the records show that you were successful in keeping your commitment, your committed money will be sent to you. However, if you fail to meet this commitment, the money you commit will be donated to Charity Z.

Note that participation in this commitment program WILL NOT delay the receipt of your gym bonus incentive earnings; checks will be sent in 8 weeks regardless of whether you are in the commitment program or not.

The following link leads you to the form you need to fill out in order to receive your earnings. The form also describes the commitment program in more detail and lets you decide if you would like to sign up for the commitment.

{Link}

We ask that you fill out this form by [date].

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

c. Announcement about incentive payment (Mon of week 5) – Incentive

SUBJECT LINE: Survey and incentive payment

Dear [FirstName],

Thank you for participating in our research study. We are writing to

- a. Inform you of your earnings [\$X for survey incentives, \$Y for COMPANY Y Wellness Center attendance, \$Z for gym membership reimbursement]
- b. Obtain your desired mailing address for your earnings

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know the mailing address where you would like your check sent. You will receive your payment for filling out the surveys and gym membership payments (if applicable) in a combined check that will be sent next week. {For those who had positive gym-incentive earnings} As we mentioned at the outset, due to processing time on the larger incentive checks, you will receive your gym incentive earnings as a separate check approximately 8 weeks from now.

COMMITTING YOURSELF TO EXERCISE:

Do you find it hard to stick to your exercise routine? Are you worried that you may exercise less now that our incentive period has ended? Are you willing to commit yourself to exercise?

If so, we would like to suggest that you commit yourself to visiting the Company Y gym at least once every 14 calendar days over the next 8 weeks. Attend as much as you want, but simply never miss more than 14 days in a row. Previous research has shown that people have a hard time getting back to an exercise routine if they take too much time off – don't let that happen to you!

The following link leads you to the form you need to fill out in order to receive your earnings.

{Link}

We ask that you fill out this form by [date].

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

d. Announcement about incentive payment (Mon of week 5) – Were offered incentives for gym use but earned none -- No commitment contract offered

SUBJECT LINE: Survey payment

Dear [FirstName],

Thank you for participating in our research study. We are writing to

- a. Inform you of your earnings [\$X for survey incentives, \$Y for COMPANY Y Wellness Center attendance, \$Z for gym membership reimbursement]
- b. Obtain your desired mailing address for your earnings

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know the mailing address where you would like your check sent. You will receive your payment for filling out the surveys and gym membership payments (if applicable) in a combined check that will be sent next week.

COMMITTING YOURSELF TO EXERCISE:

Do you find it hard to stick to your exercise routine? Are you worried that you may exercise less now that our incentive period has ended? Are you willing to commit yourself to exercise?

If so, we would like to suggest that you commit yourself to visiting the Company Y gym at least once every 14 calendar days over the next 8 weeks. Attend as much as you want, but simply never miss more than 14 days in a row. Previous research has shown that people have a hard time getting back to an exercise routine if they take too much time off – don't let that happen to you!

The following link leads you to the form you need to fill out in order to receive your earnings.

{Link}

We ask that you fill out this form by [date].

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

e. Announcement about incentive payment (Mon of week 5) – Control group

SUBJECT LINE: Survey payment

Dear [FirstName],

Thank you for participating in our research study. You earned \$25 for filling out both surveys.

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know where you would like your check sent.

We ask that you fill out this form by [date].

The following link leads you to the form you need to fill out in order to receive your earnings.

{Link}

Again, thank you for participating.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

7. Survey incentive & gym membership payment letters

a. Incentive groups

Dear [FirstName],

Thank you for participating in our wellness study at Company Y. Enclosed you will find a payment of [\$X] for your gym membership throughout the study [and \$Y for completion of our two short surveys].

If earned, you will receive your gym bonus incentive earnings in approximately 8 weeks.

If you have any questions, please contact either one of us using the contact information below.

Thank you again for your participation.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University

Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

b. Control group

Dear [FirstName],

Thank you for participating in our wellness study at Company Y. Enclosed you will find a payment of \$Y for completion of our two short surveys. If you have any questions, please contact either one of us using the contact information below.

Thank you again for your participation.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

8. Incentive payment letters

Dear [FirstName],

Thank you for participating in our wellness study at Company Y. [Unfortunately, you were unsuccessful with your commitment for exercise at Company Y. We commend you for making the effort. Your committed funds have been donated to the Charity Z. Enclosed you will find a payment of [\$X] for the portion of your gym-incentives earnings that you did not commit.] [Congratulations, you were successful with your commitment for exercise at Company Y. Enclosed you will find a

payment of [\$X] for your gym-incentive earnings.] If you have any questions, please contact either one of us using the contact information below.

Thank you again for your participation.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

9. Long-run follow-up survey (Mon of week 17)

SUBJECT LINE: CWRU Research Study Follow-Up

Dear [FirstName],

Several months ago you participated in our wellness surveys at Company Y. We are conducting our final follow-up survey. We do not expect this survey to take more than 5 minutes of your time. If you answer the survey, as compensation for your time, you will be entered into a lottery to win one of two prizes in the amount of \$50. We approximate that your chance of winning these prizes is [X]. We ask that you fill out this survey by [date].

To participate, follow the following link [link] to the survey.

All data from this survey will be kept strictly confidential. No one at Company Y will be notified of your participation or will be given access to your individual responses. Your participation in this survey is completely voluntary and will not affect your relationship with Company Y or Case Western Reserve University in any way.

Please contact us if you have any questions.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

10. Follow-up survey lottery winner

SUBJECT LINE: Lottery winnings

Dear [FirstName],

Thank you for responding to the survey last week. We are pleased to inform you that you were randomly selected for one of the lottery prizes for filling out the survey. You will receive your winnings soon.

TO RECEIVE YOUR EARNINGS, we will need you to fill out a short form to let us know where you would like your check sent.

To receive your payment, follow the following link [link].

Again, thank you for your participation.

Sincerely,

Justin Sydnor, Ph.D.
Assistant Professor
Case Western Reserve University
Email: justin.sydnor@case.edu
(216) 313-2069

Heather Royer, Ph.D.
Assistant Professor
University of California, Santa Barbara
Email: royer@econ.ucsb.edu
(805) 893-3797

11. Communication from Company Y HR to Employees:

SUBJECT LINE: Case Western Reserve University Research Study

Dear [Employee],

In the near future, you will receive an invitation to participate in a wellness study being conducted by Professor Justin Sydnor of Case Western Reserve University. Company Y is interested in the results of this study and is cooperating with this research, but Company Y is not directly involved in the research. Your participation is completely voluntary and whether you choose to participate or not will have no impact on your relationship with Company Y. Professor Sydnor will not be sharing any data with Company Y and will not inform us about whether or not you choose to participate. All results reported to Company Y will be based on aggregated statistics.

Sincerely,
[Sender Name]

Appendix B: Initial Survey

INFORMED CONSENT DOCUMENT

Research Study on Wellness

You are being asked to participate in a research study about corporate wellness. This study is being conducted at Company Y and you were randomly chosen by us from the list of Company Y employees as a possible participant. Please read this form and ask any questions that you may have before agreeing to be in the research study.

Dr. Justin Sydnor of Case Western Reserve University and Dr. Heather Royer of the University of California-Santa Barbara are conducting this study. Company Y has agreed to assist the researchers in conducting this study, but Company Y is not directly involved in the research. Company Y will not have access to any of the researchers' data. Any information we give to Company Y will be in the aggregate; i.e., general percentages and statistics and not individual-level responses. Furthermore, management at Company Y will never know whether you participated, withdrew, or refused to participate in the study. Your participation is completely voluntary, and participation or non-participation in this study will not affect your relationship with Company Y in any way.

Background Information

The purpose of this research is to better understand the wellness of workers.

Procedures

If you agree to be a participant in this research, you will be asked to do the following things:

- a. Answer a brief survey on the following pages about your background, family life, physical activities, and happiness.
- b. Take a shorter follow-up survey on these same topics 5 weeks from now.

As compensation for your time, if you fill out these two surveys, you will receive a check for \$25. The payment will be made after you complete the second survey.

Data the researchers will collect: If you agree to participate, in addition to these surveys, data will also be collected from Company Y databases on a) your age, b) the length of time you have been employed at the company, c) the department you work in, d) your vacation and sick days, and e) your use of the Company Y gym. You will be asked to enter your name and Company Y email address below. This information will be used to match your survey responses to the information from the Company Y databases. These data will be monitored and updated for a period of one year after the completion of the study. As we explain below, all of the data used and collected in this study will be kept strictly confidential.

Selection into further study: Finally, from the group of employees that respond to this initial survey, a smaller randomly-chosen group will be invited to participate in a wellness study.

Final survey: Approximately 12 weeks after you complete our second survey, we will invite you to take a third, and final, short follow-up survey. There will be a lottery for two \$50 cash prizes to compensate you for your time filling out this third survey.

Appendix B: Initial Survey

Risks and Benefits to Being in the Study

There are no foreseen risks or direct benefits to you from participating in this study. However, by participating you will be helping the researchers to understand the wellness needs of Company Y employees, which may lead to improvements in the company wellness plan.

Confidentiality

The records of this research will be kept private. In any sort of report we might publish, we will report statistics for groups of 10 or more individuals. Thus, individual identities will be preserved. In addition, no one at Company Y will be given access to your individual responses or know that you participated in this study. However, since research documents are not protected from subpoena, absolute confidentiality cannot be guaranteed in the event of a legal subpoena.

Research records will be stored on computers secured with passwords in locked offices of the researchers and their team. Your survey answers, gym use records, and employment information will be stored in a file with a randomly-generated study identification number and will not have personally-identifying information. A master list that links this study id to your name, email, and employee id number will be kept as a password-protected file under the control of Justin Sydnor and Heather Royer. This master list is necessary for us to be able to match you to the different Company Y databases. We will be collecting information from the Company Y databases for one year after the completion of our second survey. After that period we will delete the master list and all identifying information from all of our databases. Access to all data will be limited to the researchers, the University review board responsible for protecting human participants, and regulatory agencies. In order to compensate you for your participation, we will request your mailing address. Once these payments have been made, we will delete this mailing address from our records.

Voluntary Nature of the Study

Your participation is voluntary. If you choose not to participate, it will not affect your current or future relations with Company Y, Case Western Reserve University, or the University of California-Santa Barbara. There is no penalty or loss of benefits for not participating or for discontinuing your participation.

Contacts and Questions

The researchers conducting this study are Dr. Justin Sydnor, faculty member in the Economics Department at Case Western Reserve University and Dr. Heather Royer, faculty member in the Economics Department at the University of California-Santa Barbara. If you have any questions, concerns or complaints about the study, you may contact Dr. Sydnor via phone at 216-313-2069 or via email (justin.sydnor@case.edu) or Dr. Royer via phone at 805-893-3797 or via email (royer@econ.ucsb.edu).

If the researchers cannot be reached, or if you would like to talk to someone other than the researchers about; (1) questions, concerns or complaints regarding this study, (2) research participant rights, (3) research-related injuries, or (4) other human subjects issues, please contact Case Western Reserve University's Institutional Review Board at (216) 368-6925 or write: Case Western Reserve University; Institutional Review Board; 10900 Euclid Ave.; Cleveland, OH 44106-7230.

If you would like a copy of this form for your records, you can print it now from your web-browser's print menu. Alternatively you may contact Dr. Sydnor or Dr. Royer for a copy of the form.

1. Statement of Consent

By entering the information below, you acknowledge that:

You have read the above information.

You have received answers to the questions you have asked.

You consent to participate in this research.

You are at least 18 years of age.

Type your first name

Type your last name

Type your full Company Y
email address

Appendix B: Initial Survey

2. Do you agree to participate in this study?

- Yes
- No

Appendix B: Initial Survey

Thank you for your time. We respect your decision not to participate in this study and will remove your name from our mailing list.

Appendix B: Initial Survey

3. How old are you?

Age

4. What is your gender?

- Male
- Female

5. What is your relationship status?

- Married/living with partner
- Never been married
- Divorced/separated/widowed

6. How many children do you have living at home?

Number of children

7. Consider your commute LAST WEEK. On a typical day, how many MINUTES did it take you to get from home to work (ONE-WAY COMMUTE)?

Minutes

8. What is the highest degree or level of school you have completed?

- Less than high school diploma
- High school diploma or equivalent (e.g., GED)
- Some college credit, but no degree
- Associate's degree
- Bachelor's degree
- Graduate or professional degree

Appendix B: Initial Survey

9. All things considered, how happy are you these days?

	Very unhappy	Somewhat unhappy	Neither unhappy nor happy	Somewhat happy	Very happy
With your life as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your stress level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. How tall are you without shoes?

Feet

Inches

11. How much do you weigh without shoes?

Weight in pounds

12. What is your target/goal weight?

Weight in pounds

13. Are you currently taking medicine for high blood pressure?

- Yes
- No

14. Are you currently medically able to exercise?

- Yes
- No (medically unable)

Appendix B: Initial Survey

We would now like to ask you a series of questions about your exercise behavior. When answering these questions, we would like you to have in mind the definition of exercise used by The Centers for Disease Control:

Exercise is physical activity that is planned or structured. It involves repetitive bodily movement done to improve or maintain one or more of the components of physical fitness -- cardiorespiratory endurance (aerobic fitness), muscular strength, muscular endurance, flexibility, and body composition.

Appendix B: Initial Survey

15. On average, how many DAYS PER WEEK do you exercise?

	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7
Average days per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Compared to your personal target/goal for regular exercise, how would you rate the number of days you exercise per week?

	Very low	Low	Somewhat low	About right	Somewhat high	High	Very high
I think the number of days per week that I exercise is ____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. What is your target/goal for regular exercise? (AVERAGE NUMBER OF DAYS PER WEEK)

	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7
Average days per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. How likely do you think it is that you will meet your exercise target/goal over the NEXT MONTH?

Percent chance (0-100)

Appendix B: Initial Survey

21. Compared with other people your age, how would you rate your current level of physical fitness?

	Very unfit	Somewhat unfit	Comparable	Somewhat fit	Very fit
Level of fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. How far do you think you could JOG OR RUN before getting very out of breath and needing to stop?

- Less than 1 city block
- 1 city block, but less than ¼ mile (about 3 city blocks)
- ¼ mile, but less than ½ mile
- ½ mile, but less than 1 mile
- 1 mile, but less than 2 miles
- 2 miles or more

Appendix B: Initial Survey

29. (OPTIONAL) Please let us know if you have any comments about this survey.

This is the end of our survey. Thank you for your time.

Appendix B: Post Survey 1

Follow-up Survey on Corporate Wellness

Thank you again for filling out our earlier survey on corporate wellness. We are now conducting the short follow-up survey that we mentioned in our initial survey invitation. We expect this survey to take approximately 5 minutes to complete.

After you complete this survey, we will process your \$25 payment for completing these 2 surveys.

Your participation is completely voluntary and participation or non-participation in this study will not affect your relationship with Company Y, Case Western Reserve University, or the University of California-Santa Barbara. All data from the study will be kept strictly confidential. No one at Company Y will be given access to your individual responses or know that you participated.

1. Please enter your contact information.

Type your first name

Type your last name

Type your full Company Y
email address

Appendix B: Post Survey 1

2. All things considered, how happy are you these days?

	Very unhappy	Somewhat unhappy	Neither unhappy nor happy	Somewhat happy	Very happy
With your life as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your stress level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. How much do you weigh without shoes?

Weight in pounds

Appendix B: Post Survey 1

4. Compared with other people your age, how would you rate your current level of physical fitness?

	Very unfit	Somewhat unfit	Comparable	Somewhat fit	Very fit
Level of fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. How far do you think you could JOG OR RUN before getting very out of breath and needing to stop?

- Less than 1 city block
- 1 city block, but less than 1/4 mile (about 3 city blocks)
- 1/4 mile, but less than 1/2 mile
- 1/2 mile, but less than 1 mile
- 1 mile, but less than 2 miles
- 2 miles or more

Appendix B: Post Survey 1

This page asks you some questions that are a little different. As another part of our research, we are interested in studying individual decision making and would like to ask you some questions that have been used by other researchers in the past. These questions are not related to wellness or exercise.

The questions vary in difficulty; please answer the best you can.

15. A bat and a ball cost \$1.10 in total. The bat costs \$1.00 more than the ball. How much does the ball cost? ___ Cents

Cents

16. If it takes 5 machines 5 minutes to make 5 widgets, how long would it take 100 machines to make 100 widgets? ___ Minutes

Minutes

17. In a lake, there is a patch of lily pads. Every day, the patch doubles in size. If it takes 48 days for the patch to cover the entire lake, how long would it take for the patch to cover half of the lake? ___ Days

Days

Appendix B: Post Survey 1

18. If you have any other comments or suggestions for us on any part of this study, please let us know here.

This is the end of our survey. Thank you for your time.

Appendix B: Get Address & Offer Commitment Contract

Hello, the purpose of this form is:

- (a) to enroll you in the self-commitment program, if you are interested, and**
- (b) to obtain your address for the mailing of your earnings.**

1. Please enter the following:

Your first name

Your last name

Your full Company Y email

As we mentioned in our email, we would like to give you the opportunity to participate in a new type of program to help you stick to your exercise goals. Below you have the opportunity to commit yourself to exercising at the Company Y Wellness Center over the next 8 weeks, starting XXXXX DATE XXXXX. Please note that you will be responsible for paying the Company Y Wellness Center membership dues during the period of this commitment.

This commitment program is completely voluntary. As part of our Case research study on wellness, it is simply meant as an option to help you keep to your own exercise goals, if you are interested. No one at Company Y will be informed of whether or not you choose to participate.

If you choose to make a commitment, over the next 8 weeks, you commit to simply never miss more than 14 calendar days in a row at the Company Y Wellness Center. You can go as often as you like during this period.

You designate the amount of money you want to put at stake for your commitment. If you keep your commitment, you keep your money. If you stop going to the gym, the money you forfeit from the contract will be donated to Charity Z. These donations are related only to this research study on commitment contracts and are not related to Company Y or its annual Charity Z campaign in any way.

The amount you put at stake should be enough to motivate you, but not so much that you can't afford to lose it if you do not meet your commitment.

- If the amount you want to commit is more than your Company Y Wellness Center attendance payment, we will hold a check from you made out to the Charity until the end of the commitment period.**
- If the amount you want to commit is less than or equal to your Company Y Wellness Center attendance payment, there is no need to write a check; we will simply use your attendance payment for the commitment. In this case, if the amount you choose to commit is less than your attendance payment, and you end up failing to keep your commitment, the committed portion will be sent to Charity Z and the remainder will be returned to you at the end of the 8 weeks.**

2. Would you like to set up a commitment contract at the Company Y Wellness Center?

Signing up for the commitment WILL NOT delay delivery of your gym attendance payment. This payment will be made in 8 weeks regardless of your choice.

Commitment: For the 8 weeks starting XXXXX DATE XXXXX you commit to simply never miss more than 14 CALENDAR DAYS in a row at the Company Y Wellness Center. Do you want to commit?

Yes

No

Appendix B: Get Address & Offer Commitment Contract

Appendix B: Get Address & Offer Commitment Contract

3. How much money would you like to put at stake for your commitment?

Please note that this can be more or less than your gym attendance payment. If you meet your commitment, your money will be returned to you at the end of 8 weeks. If you do not meet your commitment, your committed funds will be sent to Charity Z and the remaining balance (if any) will be sent to you in 8 weeks.

Amount of Money in Dollars

4. Is the amount you have committed in excess of your attendance payment from this study? If yes, we will contact you soon about details for writing a check to Charity Z for the additional funds.

Yes

No

Appendix B: Get Address & Offer Commitment Contract

5. Please enter the mailing address to which you would like your earnings mailed. We will delete this address from our records as soon as the payments have been made.

Appendix B: Get Address & Offer Commitment Contract

Thank you for your time!