

Focus Group Analysis – Work Sites		
Concepts	Sub-Themes	Themes
Incentives for practicing healthy behaviors	<ul style="list-style-type: none"> • Good to incentivize but not monetarily • Sometimes the best thing that we can do is either a public accolade or something where we say thank you very much, we've done plaques, we do recognition for years of service • For the cowboys, we rewarded them, we got them some tach, which is equipment for their horses, and the maintenance departments we got them some tool sets, things like that. • Hats were a real big one, they like hats and t-shirts, and then not necessarily monetary but a gift card • Based off of their health premium, how much they pay for health care, so everyone kind of starts at basically pay \$100 a month. If you attend a health fair, you and your spouse, you get \$50 off of that. If you are a non-tobacco user you get another \$50 off to get it to zero • Tipping point - Some could be \$10 a month, some it might have to be \$100 a month, every person is different and what motivates them is different • Health Fair – testing, counseling by RNs Health Fair - it is a huge expense and we're not able to see maybe so much the benefit, the financial benefit, it's hard to see the financial benefit of that. And a lot of times as a business you have the health benefit versus the financial benefit to where that is hard. • I hate the punishment programs, nobody likes to advance in something because there is that fear factor and nobody does well with that, but on the caveat I'm thinking about how do we incentivize it for • If you have companies that are willing to share the cost of gym memberships, companies that are willing to do, you know, if you run 10 miles this week you get to leave work two hours early. • Motivate you to monitor your health on your own, work with your physician, health department, and say I want to get better, give me some goals that I can reasonably set. • In Satanta, the hospital for their employees, you pay the \$200 fee for the rec center and then after you have done three days a week for six weeks they will reimburse you \$100. • Some of the people can't do it because they can't afford the \$200 up front. • Time off is a good one, as a millennial • Importance of annual physical to find baseline 	<ul style="list-style-type: none"> • Deductions to costs of health insurance; offset co-pays; gym memberships; paid time off • Health Fairs are expensive the need counseling and follow-up to be effective • Annual physical is critical to find baseline and assure that employees are seeking regular preventive health care from a local provider • Community-wide initiative focused on healthy eating and active living with environmental changes (CSA, farmers' market, community gardens, walking/running/biking paths, healthy eating tips, education on healthy cooking)

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	<ul style="list-style-type: none"> • Men don't want to know, they won't go until they are scared • What if we had all of our employees go to the doctor to get their physical and when they bring it back we reimburse them their co-pay. • We could say we would like you to access early, prior to employment, go in, get a pre-employment physical, bring it in to us, we will cover the cost of that, it could be contracted with the locals at the Satanta and Sublette Clinics and hospital, and say if they meet the physical requirements and now they're accessed by a doctor. • Start selling the money aspect • As part of one community's incentive is make access, make contact with our local physicians, you're in the system, you're checked out and now you have a provider that you have seen face to face, and maybe that will help with the cultural distancing of the Hispanics, the Guatemalans, the outside cultures who don't normally access the hospital systems here. They drive to Liberal or to Garden City or Dodge City to St. Mary's or Magdalen Clinics instead of going to see a licensed provider in our area, and hopefully that would improve that access. • Flex spending or health savings accounts. • I don't know if there are any employers use that kind of thing around here. For us we have to take PTO for like everything and so for like employers to allow free time to go take care of health things, anything health related, that would be a huge incentive and back and forth incentivizing the actual taking the step, of any kind of healthcare. • You can't incentivize everything, I think it's pick what you really need to focus on for what communities • Build a gym at work and say hey you get an hour every day and work out, and you would probably get a lot of them in who would take that. • Don't incentivize weight; Incentivize the behaviors rather than the outcome. 	
Walking trail	<ul style="list-style-type: none"> • More of a walking area, one that actually outlines Satanta, or something that maybe could go from Satanta to Sublette - A bike and walking trail between Sublette and Satanta, • Every 100 yards or every 500 yards you put a workout station, have a bench • We either need to plant trees or we need to put a shaded area because it can get pretty 	

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	<ul style="list-style-type: none"> hot The walking trail is south of the track. 	
Safety	<ul style="list-style-type: none"> How can we all as a community want everyone to come home safe, what can we do - an environmental way of thinking 	
Semi-annual dental cleaning	<ul style="list-style-type: none"> We don't need teeth to talk or work. Dental health does play a role in physical health. 	
Weight	<ul style="list-style-type: none"> How do you keep it off, so then you have to go by the healthy eating and the weight management and everything because anyone can lose weight, but do they now have the tools to keep it off. Bring in the extension office or someone and learn how to fix meals that do the healthy eating plate that are quick meals for people who work. Get everybody out there and do it as a community, find a way to do that, I think there's that natural motivation today's diet tip 	
Community Environment	<ul style="list-style-type: none"> I would love to have an indoor pool Have water aerobics year round 	
Community supported agriculture & community gardens	<ul style="list-style-type: none"> I think the more challenge than getting people to participate in it is to find the people to grow the foods because it's not necessarily, I mean you have guaranteed income but it's not like super profitable. People have their gardens but they may not want a big garden because it's a lot of work. It is hard to buy local here. I think goes back to like the community garden. I think people want fresh produce but are we willing to maybe do the work for fresh produce. As we get healthier we are going to be more active and as we become more active we are going to be looking for things to do on our downtime instead of sit on our butts. If it's run by the FFA or the 4H groups, and those would probably be and you know, idea, that is a group of people who might be willing to do the labor and then it funds their program. That might actually work. Family Consumer Community Leadership Association. Future Homemakers of America. 	
EAPs	<ul style="list-style-type: none"> We have had a few employees access it, some for substance abuse, counseling help, and assistance. In our program it is. The majority of our access to that is outside of the community 	

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	<p>though, it is Dodge City, Garden City, Liberal.</p> <ul style="list-style-type: none"> • Due to the metropolitan area; And people want that confidentiality. • EAP is already its own incentive; You get three sessions with almost every kind of counseling you could use. • How do you get the word out there that it exists. That's the hardest thing. 	
Healthy food options at work	<ul style="list-style-type: none"> • Honey Buns in the vending machine • We got rid of donuts on Friday • Out here you have to bring your own food to work • Most people don't have time to leave their location to drive into Sublette and Satanta, which are the only two places you can go to get food. • Your healthy foods usually need to be stored in a refrigerator. • With our vending machine, I was surprised because while we do have Honey Buns in there they are not going. Peanut M & M's are not going, because I have tried to stay away from the vending machine, but the nuts have gone, the pistachios went first thing, the trail mixes • One person asked for Veggie Straws • Other than in the hospital & school there probably isn't an employees' cafeteria anywhere. • Community events are centered on high-fat foods and large portions 	