Figure 1. Consort flow diagram for participants and worksite (* all 44 worksites remained in the study, cum=cumulative)

**Invited to participate**
- Employees (n=4349)
- Worksites (n=44)

**Enrollment**
- Excluded (n=3076)
  - Not meeting inclusion criteria (n=86)
  - Refused to participate (n=422)
  - Opted in but unable to contact (n=43)
  - Opted in but never completed any assessments (n=51)
  - No response (n=2474)

**Matched pairs of worksites randomized**

**Allocation**
- Allocated to control
  - Worksites (n=22)
  - Employees (n=606)
- Allocated to intervention
  - Worksites (n=22)
  - Employees (n=668)

**Follow-Up***
- Missing T1 assessment (n=5)
- Lost to T2 follow-up (n=204)
  - Left worksite (n=13)
  - Withdrew (n=12)
  - Unknown reason (n=179)
- Lost to T3 follow-up (n=240)
  - Left worksite (n=31 cum)
  - Withdrew (n=25 cum)
  - Unknown reason (n=194)
- Lost to T4 follow-up (n=250)
  - Left worksite (n=34 cum)
  - Withdrew (n=29 cum)
  - Unknown reason (n=187)

**Analysis***
- Analyzed (n=598)
- Excluded from analysis (n=8)
  - Clerical error – data missing (n=3)
  - Pregnant during course of study (n=4)
  - Retired (n=1)
- Analyzed (n=662)
- Excluded from analysis (n=6)
  - Clerical error – data missing (n=2)
  - Pregnant during course of study (n=3)
  - Medical condition during course of study prevented physical activity (n=1)