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Implementing Healthy Vending Items Along with a Traffic Light System in the Breakroom at
Randstad Corporate Office

by

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Master's capstone project submitted in partial fulfillment of the
Requirements for the Master of Science degree in
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Introduction

Diet is a major contributing factor to diseases such as type 2 diabetes and obesity¹. About 84% of health care costs are attributed to people with chronic diseases². Around two thirds of adult American employees are overweight or obese, with 28% being obese³. The World Health Organization (WHO) Global Action Plan for the Prevention and Control of non-communicable diseases (NCDs) 2013-2020 has a goal of reducing NCD deaths by 2% each year, which includes decreasing the rate of type 2 diabetes and obesity⁴. According to WHO, the workplace represents an important environment to influence dietary interventions since most adults spend a majority, sometimes up to two-thirds, of their awake hours at work⁴. Additionally, most employees typically eat a majority of their meals and snacks at work^{5,6}. In fact, it has been reported that over half of employed Americans view vending machines and cafeterias as important sources for purchasing food at work². Typically, vending machines are limited in healthy options⁷⁻¹⁰. This limitation provides an opportunity for environmental interventions such as increasing healthy vending options and promoting the healthier options through various methods⁷. The leading health organizations including the WHO, Centers for Disease and Control (CDC), and the Institute of Medicine (IOM), have identified that environmental interventions are the most promising to improving eating and weight status population-wide¹⁰. Modifying the workplace environment at both the macro and micro level is an important inducement for behavior change since it is an environment in which most individuals spend a majority of their lives, and therefore can have a strong influence on their health¹.

Randstad is the currently the number-one staffing agency in the world and its USA corporate office is located in Atlanta, Georgia. At this location, there is a breakroom on the fifth floor that provides a micro-market, a new type of vending that enables not only traditional vending items, but also fresh foods and specialty beverages. However, the majority of the foods and beverages being offered are not healthful to the employees. The purpose of this literature review is to explore current research on how the workplace can play an important role on influencing employees' dietary habits and overall well-being through vending programs. The ultimate goal of this capstone project is to help improve the health of Randstad's employees through implementing a healthier vending program, which includes the addition of discounted healthier vending items and education through posters and a website page.

Dietary Habits of Employees

Dietary choices are affected by not only the individual, but also by environmental, societal, biological and physiological circumstances^{5,11,12}. The workplace has an environmental influence on the food and beverage choices of employees¹³⁻¹⁵. Around half of employed adults have access to food and beverage vending machines at work². Results from a cross sectional analysis of data from the US Department of Agriculture Food Acquisition and Purchasing Survey found that out of 5,222 employed adult Americans, nearly 25% of them obtained foods with little dietary quality from work². The results from this study suggest that about 11% of working adults in the US (16.5 billion) obtain foods from work at least 3 times per week, and over 5% obtain foods from work 5 or more times per week². From this same survey, 48% of foods obtained at work were from purchased snacks and drinks². Another study found that approximately 9.5 million employed Americans consume foods from vending machines¹⁶. A large cross-sectional study on 2,101 U.S. employed adults found that out of those who had

vending machines on their worksite, 65% had reported their vending machines offered few or no healthy options¹³. Another study found that out of 1,086 transit workers, 65% reported that it was difficult to eat healthy at work and over 50% reported it being difficult to get fruits and vegetables at work¹⁷. A lack in the availability of healthy food options in the workplace is a barrier to improving employees' nutrition behaviors¹².

It has been found that convenience is the top influencing factor for choosing lunch, followed by taste, cost, and health⁵. Most food purchased away from home is often high in empty calories, sodium, and added sugars, while low in important nutrients². For example, vending machines are often lacking in sources of fruits, vegetables, dairy, protein, and whole grains, while offering foods high in sodium and refined grains¹⁶. Items commonly purchased at non-school vending machines from adults include carbonated soft drinks, fruit drinks, tea, coffee, bottled water, salty snacks from grain products, candies, chips, cookies, nonsweet crackers, white breads, and breakfast pastries¹⁶. Coincidentally, the most commonly purchased foods at work include carbonated soft drinks, coffee, sandwiches, French fries, chips, cookies, brownies, chocolate candy, and crackers². It has been reported that about 19% of adult American employees consume a sugary sweetened beverage at least once during the workday¹⁵. The consumption of energy dense snacks and beverages can contribute greatly to one's total daily calorie intake. Average calories consumed per day in adults from non-school vending machines is 264, according to a National Health and Nutrition Examination Survey (NHANES) on 25,549 adults¹⁶.

Outcome of Poor Food and Beverage Choices

The most common and costly health problems encountered at the workplace that directly affect employers are poor dietary practices¹⁰. Diet-related diseases contribute to higher absenteeism and lower productivity in employees^{3,5,15,18}. Poor diet and lack of physical activity contribute to overweight and obesity in most adults in the United States^{3,6,19}. Additionally, multiple chronic diseases, including diabetes and heart disease, cancer, lower quality of life, and early death are all risk factors associated with unhealthy eating and obesity^{3,20,21}. High intakes of fat, especially saturated fat, sugar, and sodium are associated with the development of diabetes type II, hypertension, obesity, and cardiovascular disease^{4,11}. These chronic diseases are of public health concern, for they negatively affect our healthcare system¹¹. About \$200 billion dollars is spent on healthcare in the U.S. due to diet-related diseases alone¹⁸.

Impact of Healthy Food and Beverage Choices

Eating healthy improves overall health and decreases the rate of chronic diseases, including obesity^{6,21}. Following healthy dietary patterns may even reduce the risk of certain types of cancers². According to WHO, there is significant evidence that consumption of a diet rich in fruit and vegetables reduces the risk of obesity²². Another simple way to reduce the risk of obesity is decreasing sugary beverage intake. Replacing 1 beverage that contains 10 teaspoons of sugar (such as a soda) with water everyday can save the consumer 150 calories a day and 15 pounds a year²⁰. Improving diet quality alone can reduce the risk of chronic diseases, even if there is no change in weight¹⁸. Consuming whole, natural foods has the potential to increase

well-being and sleep quality, as well as decrease depressive symptoms in employees²³. The impact a healthful diet can have on employees does not stop there. It has been shown that absenteeism, productivity losses, and labor turnover costs can be reduced in the workplace through dietary interventions alone²⁴.

Proven Methods to Get Employees to Choose Healthier Snacks and Beverages

The Community Guide to Preventive Services recommends implementing worksite nutrition interventions that include environmental, behavioral, and educational strategies to improve health of employees and reduce the obesogenic population⁶. There are various methods to get employees to choose healthier items that do not decrease revenue which include the following: increasing the amount of healthy items, discounting healthy items, and educating employees using different tools such as the traffic light method^{6-8,25}. Studies have shown that changes in vending machines can improve dietary habits of employees if more than one method is taken^{1,7,9,14,19,25}. One study in particular found a 32% increase in healthy snack purchases and a 10% increase in healthier beverage purchases 2 years after implementing multiple vending standards in 130 employer-wide vending machines⁷.

Adding Healthier Choices

Fruit and vegetable availability and affordability should be increased in the workplace to promote intake and reduce NCD risk factors, according to WHO⁴. Since fruit and vegetables are low in calories and high in fiber and water, they can help increase satiety, which could prevent high energy dense foods from being consumed and therefore aid in weight loss²³. Increasing the availability of fruit in the workplace has been shown to increase the average fruit and fiber consumption in employees²³. Many employees want to see healthier options in their vending machines and are willing to purchase these items⁶. Employees' behavior towards health may be improved by providing healthful foods on-site⁵. Studies have shown that increasing the percentage of healthful food and beverage items in worksite vending machines positively influences employees^{8,20}. Mean sodium, fat, sugar, and calories can decrease with the implementation of healthier snack and beverages in vending machines, while maintaining total revenue²⁰. The American Heart Association implemented a 100% healthy vending model at their national center and found a decrease in mean saturated fat and sodium in snacks, a decrease in mean sugar content in beverages, an increase in employee satisfaction, and an increase in revenue⁸. Another study found that adding healthier beverages to vending machines resulted in increased purchases of these beverages and adding healthier snacks with promotional signage significantly increased purchases of these snacks⁹. Adding healthier vending options along with reducing the price of these options has been shown to significantly increase the amount of healthier items purchased¹⁴. Overall, the intervention to provide healthy snack and beverages in vending machines has been shown to increase sales of healthy options, increase sales of lower energy products, and decrease the sales of products with unhealthy nutrient content^{7,8}.

Subsidy Program

It is conventionally believed that healthy food items cost more than unhealthy food items, but this has not been proven to be entirely true, for there are a lot of different factors that play a

role in the price of an item¹⁹. Economists have identified that food prices influence choices¹⁹. The WHO supports the economic intervention of subsidy programs to increase healthful food choices⁴. Studies have shown that reducing the price of healthy food and beverage items results in increased sales of these items^{7,14,19,21,26}. One study in particular reduced the prices of healthy items in worksite vending machines by just 10% and found an increase in purchases of these items¹⁴. The greatest influence to get consumers to purchase healthier items is reducing their cost²⁵. Once changes in preferences for healthy foods is established, the effects of food subsidy programs might be sustained after their removal¹⁹.

Nutrition Education

The WHO recommends the implantation of nutrition education in all private and public institutions, including in the workplace⁴. Providing nutrition education to employees, which includes through the use of posters, traffic light menu labeling, emails, presentations, and nutrition consultations, has been shown to decrease their saturated fat intake¹. However, providing nutrition education along with environmental changes has been shown to not only decrease employees' saturated fat intake, but also decrease their BMI and salt intake, while increasing their nutrition knowledge¹. Educating employees on the negative health impacts of sugary sweetened beverages could decrease consumption of these beverages since a lack of knowledge of the health implications associated with drinking sugary sweetened beverages is attributed with higher intakes of these beverages¹⁵. However, it is important to frame messages in a positive way for optimal behavior change²⁵.

Implementing nutrition education in the point of purchase environment may have a positive influence on employees. Environmental cues at the point of purchase have been shown to influence food choices²⁷. One study in particular found an association between the placement of health-promoting posters next to vending machines and increased healthy purchases²⁷. Posters can be a good tool for educating employees on nutrition and helping them make healthier choices²⁸. Both visual messages and media are good ways to promote health and increase knowledge in the workplace²⁹.

Traffic Light Educational Tool

Reading and understanding nutrition labels is difficult, even for those who have high literacy³⁰. The traffic light system is a way to categorize vending items by nutritional value through the use of colors and simple information. It turns complex nutrition information into a way that can be easily read and viewed³⁰. This is important because food labelling should be easily interpreted so all consumers can benefit from it³¹. The green labeled foods are considered the most healthful options, the yellow labeled foods are considered intermediately healthful, and the red labeled foods are considered the least healthful⁸. The traffic light method has been shown to help people from all racial and economic backgrounds to make healthier choices^{6,31}. Consumers are more likely to identify healthy items with the traffic light system versus other labelling systems³¹. People are more likely to consider their health during point-of-purchase when a traffic light labeling system is used³¹. Studies have shown that adopting this system increases green and yellow item sales and decreases red item sales^{8,25,30}. One study in particular found a reduction in calories, most of which were from unhealthful foods, purchased by employees at a hospital cafeteria by implementing the traffic light labeling system¹⁸. Interestingly, one study found that their participants thought they always chose the healthiest items until they started following the traffic light system and realized they were not³¹. This

simple labelling system can be a key way to educate employees on how to make the most healthful vending item choice.

Conclusion

Obesogenic food environments are the main drivers of the obesity epidemic and of the prevalence of diet-related NCDs, which are increasing¹. Worksites have the opportunity to improve the nutritional quality of food away from home, which could have a huge impact on the employees who typically obtain food from work². Making healthy changes in the workplace is a vital way to improve employees' health^{3,8,15}. Worksites provide optimal venues to encourage healthy decisions and behaviors, including dietary practices^{10,21}. Promoting and offering healthier snacks and beverages in the workplace has the potential to increase fruit, vegetable, dairy, and whole grains, as well as decrease sodium, saturated fat, and added sugar consumption⁸. Without positive changes to our food environments, the WHO will not reach their specific targets of reducing NCDs death by 2% per year and decreasing the rate of type 2 diabetes and obesity¹. Employers should be interested in investing in their human resources by offering healthful vending programs to improve the health of their employees and reap the subsequent benefits²².

Methods

The micro-market vending room located on the fifth floor of Randstad's corporate office in Atlanta, GA was assessed for nutrient quality to see where improvements could be made. Spreadsheets of current and available products were obtained and analyzed from the current contracted vendor. Through working with the vendor and the Human Resource Department at Randstad, a subsidy program, which offered employees a 15% discount on the most nourishing products, was created and implemented. Products that were considered the most nourishing and that were not being currently offered in the micro-market at Randstad were added (see Appendix A). Vending products were analyzed for their nutrient content by using the product's food label listed on the manufacturers' websites. Vending guidelines were created to categorize the products based on nutritional content and were based on the national standards set forth by the *Food Service Guidelines for Federal Facilities* and the *2015-2020 Dietary Guidelines for Americans*^{32,33} (see Appendix B). All the products were placed into either the most nourishing, more nourishing, or least nourishing category (see Appendix C). To educate and help facilitate the employees on which products fall under each category, two posters were created using the traffic light system and were placed on the wall across from the micro-market (see Appendix D). A Quick Response (QR) code was placed on the posters so the employees could have quick and easy access to the Mindful Vending website, where a list of all the categorized vending products are located along with further nutrition education (see Appendix E). The new vending program was promoted through emails, which were sent out by Mary Groover- the Wellness & Communications Manager and flyers, which were placed throughout the breakrooms located on each floor of the office (see Appendix F). The posters and flyer were inspired by the King County Healthy Vending Implementation Toolkit³⁴. All materials were approved by Randstad's marketing team and the poster placement was approved by Randstad's facility manager.

Appendix A: New Products Added

Table 1: New Products Added	
Product Name	Food Group
Larabar - Cashew Cookie 1.7oz	Fruit
Del Monte Fruit Naturals - Peach Chunks	Fruit
Del Monte Fruit Naturals - Red Grapefruit	Fruit
Fresh Fruit - Apple	Fruit
Fresh Fruit - Banana	Fruit
Freshments - Fruit Bowl	Fruit
Freshments - Grapes	Fruit
Freshments - Apples and Peanut Butter	Fruit/protein
Freshments - Bowl Salad	Vegetable
Freshments - Garden Salad	Vegetable
Freshments - Tuna Sliders on Multi-Grain w/ Fruit Cup	Whole grain
Freshments - Grilled Chicken and Swiss on Multi-Grain	Whole grain
Freshments - Turkey & Swiss on Multi-Grain	Whole grain
Shamrock Farms 2% Milk 12oz	Protein
Freshments - Boiled Eggs	Protein

Appendix B: Vending Guidelines

Table 1. Snack and Beverage Criteria		
Category	Food-based Criteria	Nutrient-based Criteria
<p>go on green.</p> <p>Green = most nourishing</p>	<p>These foods are the most nourishing and should be chosen more often.</p> <p>Low in added sodium, sugar, or fat.</p> <p>Good sources of important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Vegetables • Fruit • Whole grains • Nuts and seeds • Non-fat or low-fat dairy • Water, including carbonated water with no added sweeteners 	<ul style="list-style-type: none"> • <35% of total calories from fat (except natural fat from nuts, seeds, milk, cheese, and eggs) • <10% of total calories from saturated fat (except natural fat from nuts, seeds, milk, cheese, and eggs) • 0g trans fat • <35% of total calories from added sugar • No more than 10g of added sugar • ≤200 mg sodium per packaged snack • <800 mg sodium per meal
<p>yield on yellow.</p> <p>Yellow = more nourishing</p>	<p>These foods should be chosen less frequently.</p> <p>Higher in saturated fat, added sugar and/or salt.</p> <p>Contains some important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Vegetables or fruit with syrup or dressing • 100% juice in ≥ 12 oz. container • Most high-fat dairy products • Carbonated drinks with natural sweeteners 	<ul style="list-style-type: none"> • ≤35% of total calories from fat • ≤10% of total calories from saturated fat • 0g trans fat • ≤35% of total calories from added sugars • <400 mg sodium per packaged snack • ≤800 mg sodium per meal

<p>rethink on red.</p> <p>Red = least nourishing</p>	<p>These foods should be chosen only occasionally.</p> <p>Highest in saturated fat, added sugar and/or salt.</p> <p>Contains little or no important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Candy bars • Pastries • Most granola bars • High-fat, high-sodium meat sticks • Fried foods such as chips • Sugar-sweetened beverages • Beverages with artificial sweeteners 	<ul style="list-style-type: none"> • >35% of total calories from fat • >10% of total calories from saturated fat • ≥0.5g <i>trans</i> fat • >35% of total calories from added sugars • >400 mg sodium per packaged snack • ≥800 mg sodium per meal
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Appendix C: Products Categorized Based off Guidelines

Product	Category
Mrs. Freshley Mini Donuts 3oz	Breakfast - Pastry
Cloverhill Honey Bun 4oz	Breakfast - Pastry
Otis Spunkmeyer - Muffin Banana Nut 4 oz	Breakfast - Pastry
Otis Spunkmeyer - Muffin Blueberry 4 oz	Breakfast - Pastry
Aunt Jemima Buttermilk and Maple Pancake	Breakfast Item
General Mills Honey Nut Cheerios 1.83 oz	Breakfast Item
Kelloggs Frosted Flakes 2.1oz	Breakfast Item
Kelloggs Raisin Bran Crunch 2.8oz	Breakfast Item
Oatmeal Express Golden Brown Sugar 1.9oz	Breakfast Item
Kelloggs Pop-Tart Brown Sugar Cinnamon 3.5 oz	Breakfast Item
Kelloggs Pop-Tart Frosted Blueberry 3.6 oz	Breakfast Item
Kelloggs Pop-Tart Frosted Strawberry 3.6 oz	Breakfast Item
Sweet Street GF Brownie	Dessert
Larabar - Cashew Cookie 1.7oz*	Bar
Clif Bar Variety 2.4oz	Bar
Nature Valley Sweet and Salty Peanut 1.8oz	Bar
Kelloggs Rice Krispie Treats 2.13 oz	Dessert
Nature Valley Oats and Honey Granola Bar 1.5 oz	Bar
Quaker Big Chewy Chocolate Chip	Bar
Special K Meal Bar Double Chocolate 1.59oz	Bar
Mars - Goodness Knows Snack Squares 1.20 oz	Bar
Think Thin - Salted Caramel 1.41oz	Bar
Mars - MMs Peanut 1.74 oz	Candy
Mars - Snickers Bar 1.86 oz	Candy
Hershey - Cookies n Creme	Candy
Hershey - Kit-Kat Extra Crispy	Candy
Hershey - Reeses Peanut Butter Cup 1.5oz	Candy
Mars - MM Plain 1.69oz	Candy
Mars - Twix Cookie Bar 2oz	Candy
Mars - MMs Peanut Butter 1.63oz	Candy
Sour Patch Kids 2oz	Candy
Mars - Snickers Peanut Butter Square 1.78oz	Candy
Mentos Variety Pack	Candy
Black Forest Fruit Snacks Fruit Medley 2.25oz	Candy

Original Gummi Factory Bears 4.5 oz	Candy
Nestle - Sweetarts Ropes Cherry Punch Peg Bag	Candy
Nestle - Raisinets Peg Bag 5.5oz	Candy
Laffy Taffy Mini Variety	Candy - Loose Pieces
AirHeads Variety Pack	Candy - Loose Pieces
Awake Chocolate Bite .53 oz	Candy - Loose Pieces
Rice Krispies Mini Squares	Candy - Loose Pieces
Grandmas Mini Vanilla Cookies 2.12 oz	Cookies
Nutter Butter Sleeve Cookies 1.9 oz	Cookies
Austin Zoo Animal Crackers 2oz	Cookies
Grandmas Cookies Peanut Butter 2.5 oz	Cookies
Moon Pie Chocolate Double Decker	Cookies
Little Debbie Oatmeal Creme Pie 2.65oz	Cookies
Lance Nekot Lemon Cookie 1.72oz	Crackers
Lance Nekot Peanut Butter Cookie 1.3oz	Crackers
Lance Toastchee Peanut Butter Cheese 1.5oz	Crackers
Lance Toasty Peanut Butter 1.25oz	Crackers
Del Monte Fruit Naturals - Peach Chunks*	Food - Packaged Goods Ambient
Del Monte Fruit Naturals - Red Grapefruit*	Food - Packaged Goods Ambient
Del Monte Peach Chunks 7oz	Food - Packaged Goods Ambient
Del Monte Red Grapefruit 7oz	Food - Packaged Goods Ambient
Kraft EasyMac Original Cups 2.05 oz	Food - Packaged Goods Ambient
Maruchan Chicken Instant Lunch 2.25 oz	Food - Packaged Goods Ambient
Bumble Bee Chicken Salad 3.5oz	Food - Packaged Goods Ambient
Bumble Bee Tuna Salad 3.5oz	Food - Packaged Goods Ambient
Campbells Chunky Chili with Bean 15.25 oz	Food - Packaged Goods Ambient
Hormel Chicken Breast and Gravy with Mashed Potatoes 9oz	Food - Packaged Goods Ambient
Hormel Turkey and Dressing 9oz	Food - Packaged Goods Ambient
Almark Hard Boiled Eggs*	Food - Packaged Goods Chilled
Lunchables - Turkey + Cheddar	Food - Packaged Goods Chilled
Frigo String Cheese Stick*	Food - Packaged Goods Chilled
Sabra Hummus Pretzels Roasted Red Pepper 4.56oz	Food - Packaged Goods Chilled
Sargento Colby Jack Cheese Snacks*	Food - Packaged Goods Chilled
Oscar Meyer P3	Food - Packaged Goods Chilled
Grand Prairie Sausage Breakfast Bowl 6 oz	Food - Packaged Goods Chilled
Hillshire Hot Calabrese Salame Snack 2.76 oz	Food - Packaged Goods Chilled
Hillshire Italian Dry Salame Snack 2.76 oz	Food - Packaged Goods Chilled
Pierre Moms Turkey and Cheese Wedge	Food - Packaged Goods Chilled
Chobani Greek Yogurt Blueberry*	Food - Packaged Goods Chilled
Chobani Greek Yogurt Strawberry*	Food - Packaged Goods Chilled
Jimmy Dean Sausage Egg Cheese Croissant 4.5oz	Food - Packaged Goods Chilled

Landshire Smoked Turkey Cheese Super Sub 6.5 oz	Food - Packaged Goods Chilled
Oh Snap! Whole Kosher Dill Pickle	Food - Packaged Goods Chilled
Pierre - Double Charbroil with Cheese 8oz	Food - Packaged Goods Chilled
Pierre Jumbo Chipotle Cheeseburger	Food - Packaged Goods Chilled
Pierre Moms Chicken Salad Wedge 4.5 oz	Food - Packaged Goods Chilled
Pierre Moms Ham and Cheese Wedge 4.64 oz	Food - Packaged Goods Chilled
Pierre Sausage Egg and Cheese Bagel 6.1oz	Food - Packaged Goods Chilled
Pierre Turkey Bacon Flatbread	Food - Packaged Goods Chilled
Tennessee Pride Sausage Biscuit Twin 3.2oz	Food - Packaged Goods Frozen
Fresh Fruit- Apple*	Freshments and Deli Style Food
Fresh Fruit- Banana*	Freshments and Deli Style Food
Freshments – Grapes*	Freshments and Deli Style Food
Fresh Fruit- Orange*	Freshments and Deli Style Food
Freshments - Apples and Peanut Butter*	Freshments and Deli Style Food
Freshments - Fruit Bowl*	Freshments and Deli Style Food
Freshments - Tuna Sliders on Multi-Grain w/ Fruit Cup*	Freshments and Deli Style Food
Freshments - Grilled Chicken and Swiss on Multi-Grain*	Freshments and Deli Style Food
Freshments- Turkey & Swiss on Multigrain*	Freshments and Deli Style Food
Freshments- Garden Salad*	Freshments and Deli Style Food
Freshments- Bowl Salad*	Freshments and Deli Style Food
Freshments- Boiled Eggs*	Freshments and Deli Style Food
Jack Links - Original Beef Jerky .9oz	Salty Snacks - All Other
Jack Links - Prime Rib Beef Cuts 1oz	Salty Snacks - All Other
Kars Peanut Almond Cashew Mix 1.75oz*	Salty Snacks - All Other
Kars Sweet N Salty Mix 2oz	Salty Snacks - All Other
Kars Unsalted Original Trail Mix 2oz*	Salty Snacks - All Other
Planters Spicy Cajun Mix 2oz	Salty Snacks - All Other
Planters Trail Mix Fruit and Nut 2oz	Salty Snacks - All Other
Wonderful Pistachios in Shell*	Salty Snacks - All Other
Cheez-It Original Big Bag 2 oz	Salty Snacks - Chips
Frito Lay LSS Chesters Flamin Hot Fries 1.5oz	Salty Snacks - Chips
Frito Lay LSS Fritos Chili Cheese Corn Chips 2 oz	Salty Snacks - Chips
Frito Lay LSS Fritos Flavor Twist Honey BBQ 2oz	Salty Snacks - Chips
Chick-fil-A Waffle Potato Chips 1.50z	Salty Snacks - Chips
Kettle Brand Chips Salt and Pepper 2oz	Salty Snacks - Chips
Snyders Mini Pretzels 2.25oz*	Salty Snacks - Chips
Ritz Toasted Chips Sour Cream and Onion 1.75oz	Salty Snacks - Chips
Frito Lay LSS Baked Ruffles Ched and Sour Cm 1.2 oz	Salty Snacks - Chips
Frito Lay LSS Doritos Nacho Cheese 1.75oz	Salty Snacks - Chips
Frito Lay LSS Doritos Spicy Sweet Chili 1.75oz	Salty Snacks - Chips
Frito Lay LSS Lays Original 1.5 oz	Salty Snacks - Chips

Frito Lay LSS Lays Salt and Vinegar 1.5oz	Salty Snacks - Chips
Frito Lay LSS Baked Lays BBQ	Salty Snacks- Chips
Frito Lay LSS Quaker Baked Cheddar Mix 1.75oz	Salty Snacks - Chips
Frito Lay LSS Ruffles Cheddar and Sour Cream 1.5 oz	Salty Snacks - Chips
Frito Lay LSS Ruffles Original 1.5 oz	Salty Snacks - Chips
Frito Lay LSS Smartfood White Cheddar Popcorn 1oz	Salty Snacks - Chips
Frito Lay LSS Sunchips Harvest Cheddar 1.5oz	Salty Snacks - Chips
Macs BBQ Pork Skins 1oz	Salty Snacks - Chips
Miss Vickies Jalapeno Chips 1.37oz	Salty Snacks - Chips
Ritz Toasted Chips Salt and Vinegar 1.7oz	Salty Snacks - Chips
Sensible Portion Garden Chips Original and Ranch	Salty Snacks - Chips
Skinny Pop Popcorn	Salty Snacks - Chips
Snyders Wholey Cheese Smoked Gouda 1.5oz	Salty Snacks - Chips
Frito Lay LSS Doritos Cool Ranch 1.75 oz	Salty Snacks - Chips
Frito Lay SS Cheetos Jumbo Puffs .88oz	Salty Snacks - Chips
Pringles Original 2.36 oz	Salty Snacks - Chips
Pringles Sour Cream and Onion 2.5 oz	Salty Snacks - Chips
Green= Most Nourishing, Yellow= More Nourishing, Red= Least Nourishing *Included in subsidy program (15% discount)	

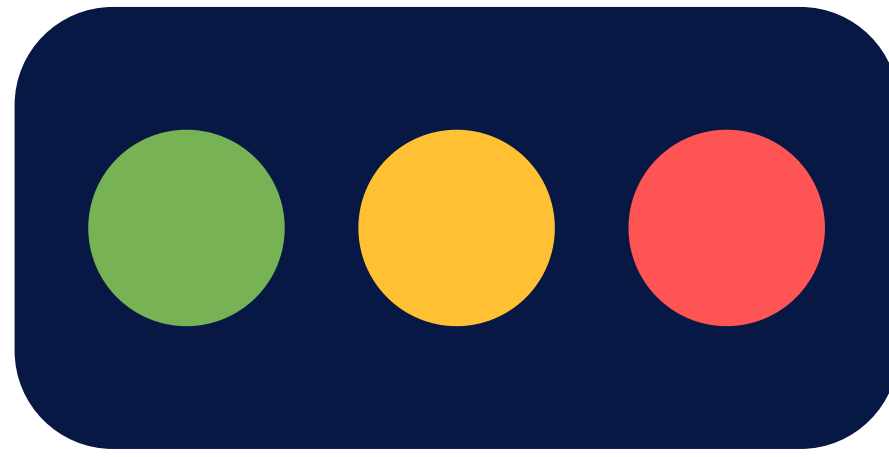
Table 2. Beverages Categorized Based off Guidelines

Product	Category
Nestle Pure Life Water 16.9oz*	Bottled Water
Dasani Water 20oz*	Bottled Water
Pepsi - Mountain Dew Diet 20oz	Carbonated Soda - Bottles
Dr. Pepper 20oz	Carbonated Soda - Bottles
Pepsi - Mountain Dew 20oz	Carbonated Soda - Bottles
Coke - Diet Coke 20oz	Carbonated Soda - Bottles
Pepsi - Pepsi Max 20oz	Carbonated Soda - Bottles
Coke - Seagrams 20oz	Carbonated Soda - Bottles
Pepsi - Pepsi 20oz	Carbonated Soda - Bottles
7-Up - AW Diet Root Beer 20oz	Carbonated Soda - Bottles
7-UP - AW Root Beer 20oz	Carbonated Soda - Bottles
Coke - Cherry Coke Zero 12 oz	Carbonated Soda - Cans
Lacroix Lime Water*	Carbonated Soda - Cans
Coke - Seagrams Ginger Ale 12 oz	Carbonated Soda - Cans
Coke - Diet Coke 12oz	Carbonated Soda - Cans
7-UP - AW Cream Soda 12oz	Carbonated Soda - Cans
Lacroix Berry Water*	Carbonated Soda - Cans
Pepsi - Bubly Lemon Water 12 oz*	Carbonated Soda - Cans
Pepsi - Cheerwine 12oz	Carbonated Soda - Cans
bai bubbles Bolivia Black Cherry 11.5oz	Carbonated Soda - Cans
bai bubbles Jamaica Blood Orange 11.5oz	Carbonated Soda - Cans
Coke - Barqs Root Beer 12oz	Carbonated Soda - Cans
Coke - Fresca 12oz	Carbonated Soda - Cans
Minute Maid Fruit Punch 12oz	Carbonated Soda - Cans
Faygo Peach 12oz	Carbonated Soda - Cans
Faygo Pineapple Orange 12oz	Carbonated Soda - Cans
Coke - Coke Zero 12oz	Carbonated Soda - Cans
Coke - Fanta Orange 12oz	Carbonated Soda - Cans
Pepsi - Pepsi Throwback 12oz	Carbonated Soda - Cans
Red Bull Energy Drink 8.4oz	Functional Beverage - Energy
Monster Ultra Zero White	Functional Beverage - Energy
Red Bull Sugar Free Energy Drink 8.4 oz	Functional Beverage - Energy
Red Bull Tropical 8.4oz	Functional Beverage - Energy
Monster Absolutely Zero 16oz	Functional Beverage - Energy
Monster Mango Loco 16oz	Functional Beverage - Energy
Monster Mean Bean 15oz	Functional Beverage - Energy
Monster Ultra Zero Blue	Functional Beverage - Energy
5 Hour Energy Berry 2oz	Functional Beverage - Energy
Gatorade G Lemon Lime 20oz	Functional Beverage - Sports

Gatorade G Orange 20oz	Functional Beverage - Sports
Shamrock Farms 2% Milk 12oz*	Non-Carbonated Beverages - All Other
7-UP - Snapple Diet Variety 16oz	Non-Carbonated Beverages - All Other
Minute Maid Cranberry Grape Juice 12oz	Non-Carbonated Beverages - All Other
Pepsi - Lipton Citrus Green Tea 20oz	Non-Carbonated Beverages - All Other
Pepsi- Lipton Peach Tea 20oz	Non-Carbonated Beverages - All Other
Minute Maid Apple Juice 12oz	Non-Carbonated Beverages - All Other
Minute Maid Orange Juice 12oz	Non-Carbonated Beverages - All Other
Minute Maid Ruby Red Grapefruit Juice 12oz	Non-Carbonated Beverages - All Other
Muscle Milk Light Chocolate 14 oz	Non-Carbonated Beverages - All Other
Vitamin Water XXX 20oz	Non-Carbonated Beverages - All Other
Gold Peak - Green Tea 18.5oz	Non-Carbonated Beverages - All Other
Gold Peak - Peach Tea 18.5 oz	Non-Carbonated Beverages - All Other
Starbucks Doubleshot Dark Chocolate 11oz	Non-Carbonated Beverages - All Other
Starbucks Frappucino Mocha 9.5oz	Non-Carbonated Beverages - All Other
Green= Most Nourishing, Yellow= More Nourishing, Red= Least Nourishing	
*Included in subsidy program (15% discount)	

Appendix D: Traffic Light Posters

think before you snack.



go on green.

These foods are the most nourishing and should be chosen more often.

- good sources of important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals
- low in saturated fat, added sugar and/or salt

yield on yellow.

These foods should be chosen less frequently.

- contains some important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals
- higher in saturated fat, added sugar and/or salt

rethink on red.

These foods should be chosen only occasionally.

- contains little or no important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals
- highest in saturated fat, added sugar and/or salt

for more information,
scan here.



think before you drink.



If you drink one bottle per day you get...



water.

size: 20oz
added sugar: 0g
weight gain per year: 0lbs



100% fruit juice.

size: 15.2 oz
added sugar: 52g
weight gain per year: 22lbs



soda.

size: 20oz
added sugar: 65g
weight gain per year: 25lbs

Warning! Consuming sugary drinks may cause weight gain, diabetes, heart disease, and cavities. Water or a 4oz (1/2 cup) serving of 100% juice is a better choice for your health.

for more information,
scan here.



Appendix E: Mindful Vending Webpage

QR Code for Webpage Access





Here at Randstad, we value the importance of health and therefore are going to subsidize certain vending products in the breakroom located on the 5th floor at the Atlanta FSC. Products that offer the most nourishment will be discounted at 15% off, on us. Below you can find the products that will be discounted at checkout, as well as more nutrition information.



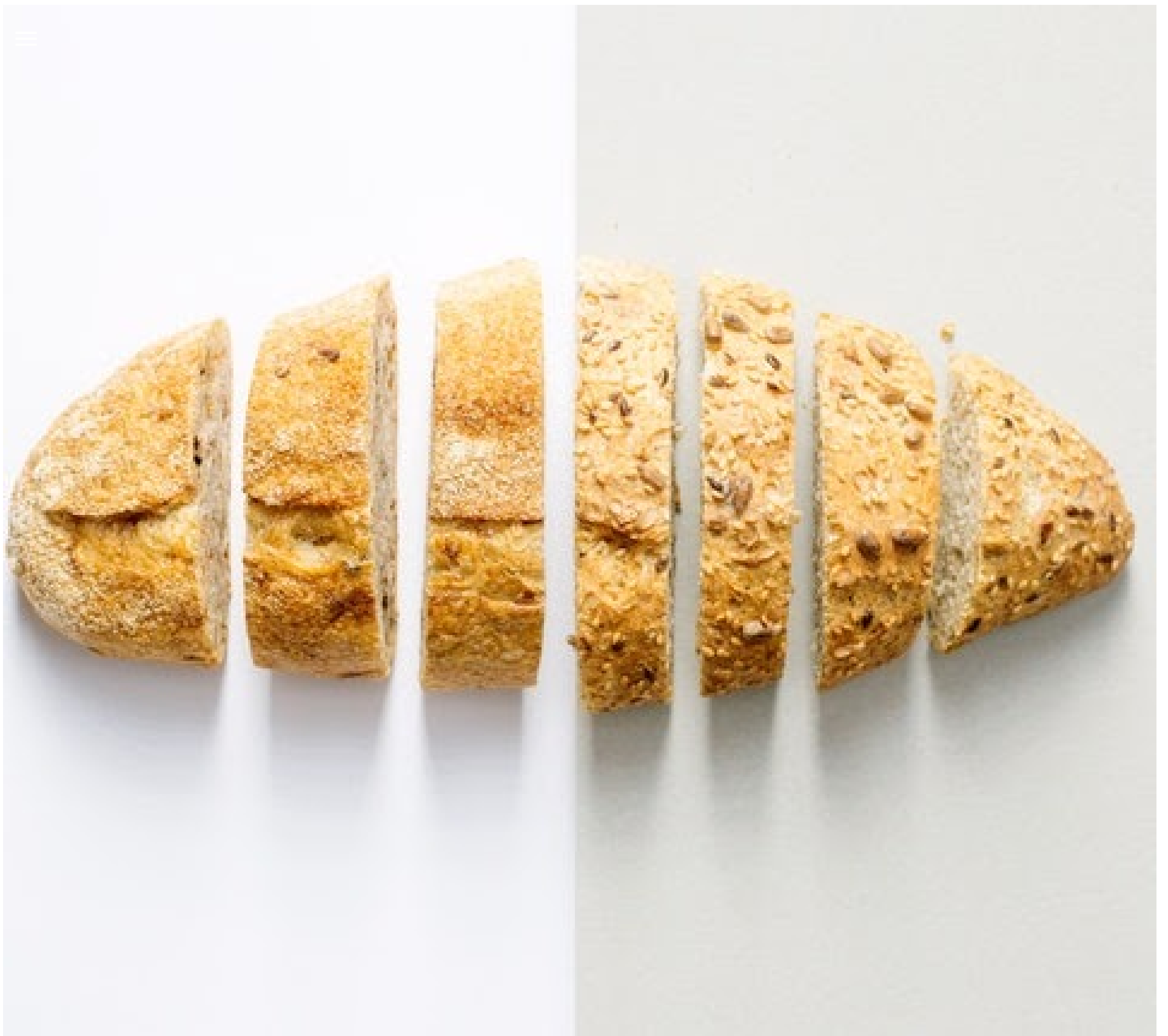
fruits and vegetables.

Enjoy a variety of fruits and vegetables and reap their natural energy-boosting benefits! Eating at least 2 ½ cups of vegetables and 2 cups of fruits per day helps protect you from heart disease, stroke and some types of cancer ([1](#)).

Look for these fruits or vegetables in your breakroom (all are 15% off):

- apples
- bananas
- oranges
- fruit bowl
- salad bowl
- garden salad
- Del Monte Fruit Naturals - Red Grapefruit
- Del Monte Fruit Naturals - Peach Chunks





grains.

The average adult needs between 3-8 ounces of grains a day, but this can vary based on physical activity levels. Make at least half your grains whole grains. Whole grains are high in important nutrients including fiber, B vitamins, and iron. Refined grains, like white bread, are milled and processed in a way that removes these important nutrients. Often times the key nutrients (excluding fiber) are added back to refined grains, but not always. Look for the word "enriched" on the product's ingredient label to make sure the important nutrients are added back ([1](#)).

Look for these grain products in your breakroom (**all are 15% off**):

- Freshments - Turkey & Swiss on Multi-Grain
- Freshments - Tuna Sliders on Multi-Grain w/ Fruit Cup
- Freshments - Grilled Chicken and Swiss on Multi-Grain
- Snyder's Mini Pretzels



proteins.

Proteins function as building blocks for bones, muscles, cartilage, skin, blood, enzymes, hormones, and vitamins. Proteins also help increase satiety (making us feel full for longer). The amount of protein needed per day varies per person [\(2\)](#).

Look for these sources of protein in your breakroom (**all are 15% off**):

- Kind Bar
- Larabar
- Hard boiled eggs
- Chobani Greek Yogurt
- Frigo String Cheese Stick
- Sargento Colby Jack Cheese Snacks
- Shamrock Farms 2% Milk
- Freshments - Apples and Peanut Butter
- Freshments - Grilled Chicken and Swiss on Multi-Grain
- Freshments - Tuna Sliders on Multi-Grain w/ Fruit Cup
- Freshments - Turkey & Swiss on Multi-Grain
- Kars Peanut Almond Cashew Mix
- Kars Unsalted Original Trail Mix
- Wonderful Pistachios in Shell



hydration.

Hydration is important for brain and physical function, as well as energy. Water is an essential nutrient for the body and is the best form of hydration [\(3\)](#).

Look for these sources of hydration in your breakroom (all are 15% off):

- Dasani Water
- Nestle Pure Life Water
- Lacroix Berry Water
- Lacroix Lime Water
- Pepsi - Bubly Lemon Water

sugar.

Choose snacks and beverages with less sugar. Eating too many sugary snacks or drinking too many sugary drinks may cause weight gain, diabetes, high blood pressure, heart disease and cavities. It's recommended that we consume less than 10% of our total calories from added sugars [\(1\)](#).

sodium.

Choose snacks and beverages with low amounts of sodium. Too much sodium can lead to high blood pressure. It's recommended that we consume no more than 1500mg-2300mg of sodium each day [\(1\)](#).

fat.

Choose snacks with low amounts of saturated fat. Saturated fats raise LDL (low-density lipoprotein) cholesterol, also known as "bad" cholesterol, levels in the blood. High levels of LDL increases the risk of coronary heart disease. It's recommended that we consume less than 10% of our total calories from saturated fats [\(1\)](#).



go on green.

Products that are good sources of important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals. Products that are low in saturated fat, added sugar, and/or salt.

Examples of these products in your breakroom:

- apples
- bananas
- oranges
- Larabar
- fruit bowl
- salad bowl
- garden salad
- Del Monte Fruit Naturals - Red Grapefruit
- Del Monte Fruit Naturals - Peach Chunks
- Freshments - Turkey & Swiss on Multi-Grain
- Freshments - Tuna Sliders on Multi-Grain w/ Fruit Cup
- Freshments - Grilled Chicken and Swiss on Multi-Grain
- Snyders Mini Pretzels
- Kind Bar
- Larabar
- Hard boiled eggs
- Chobani Greek Yogurt
- Frigo String Cheese Stick
- Sargento Colby Jack Cheese Snacks
- Shamrock Farms 2% Milk

- Freshments - Apples and Peanut Butter
- Kars Peanut Almond Cashew Mix
- Kars Unsalted Original Trail Mix
- Wonderful Pistachios in Shell
- Dasani Water
- Nestle Pure Life Water
- Lacroix Berry Water
- Lacroix Lime Water
- Pepsi - Bubly Lemon Water



yield on yellow.

Products that contain some important nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals. Products that are higher in saturated fat, added sugar, and/or salt.

Examples of these products in your breakroom:

- Clif bar
- General Mills Honey Nut Cheerios
- Mars - Goodness Knows Snack Squares
- Nature Valley Oats and Honey Granola Bar

- Nature Valley Sweet and Salty Peanut
- Oatmeal Express Golden Brown Sugar
- Kelloggs Raisin Bran Crunch
- Think Thin - Salted Caramel
- Austin Zoo Animal Crackers
- Ritz Toasted Chips Sour Cream and Onion
- Frito Lay LSS Baked Ruffles Ched and Sour Cm
- Frito Lay LSS Quaker Baked Cheddar Mix
- Frito Lay LSS Baked Lays BBQ
- Snyders Wholey Cheese Smoked Gouda
- Macs BBQ Pork Skins
- Skinny Pop Popcorn
- Planters Spicy Cajun Mix
- Bumble Bee Tuna Salad
- Minute Maid Cranberry Grape Juice
- Minute Maid Apple Juice
- Minute Maid Orange Juice
- Minute Maid Ruby Red Grapefruit Juice
- Bai Bubbles



rethink on red.

Products that contain little or no nutrients such as healthy fats, protein, fiber, vitamins, and/or minerals. Products that are the highest in saturated fat, added sugar, and/or salt.

Examples of these products in your breakroom:

- Kars Sweet N Salty Mix
- Planters Trail Mix Fruit and Nut
- Cheez-It Original Big Bag
- Frito Lay LSS Chesters Flamin Hot Fries
- Frito Lay LSS Fritos Chili Cheese Corn Chips
- Frito Lay LSS Fritos Flavor Twist Honey BBQ
- Frito Lay LSS Doritos Nacho Cheese
- Frito Lay LSS Doritos Spicy Sweet Chili
- Frito Lay LSS Lays Original
- Frito Lay LSS Lays Salt and Vinegar
- Frito Lay LSS Smartfood White Cheddar Popcorn
- Frito Lay LSS Sunchips Harvest Cheddar
- Frito Lay LSS Ruffles Original
- Frito Lay LSS Doritos Cool Ranch
- Frito Lay SS Cheetos Jumbo Puffs
- Chick-fil-A Waffle Potato Chips
- Wheat Thins Toasted Veggie Chips
- Kettle Brand Chips Salt and Pepper
- Miss Vickies Jalapeno Chips
- Sensible Portion Garden Chips Original and Ranch
- Pringles Original
- Pringles Sour Cream and Onion
- Mrs. Freshley Mini Donuts
- Cloverhill Honey Bun
- Otis Spunkmeyer - Muffin Banana Nut
- Otis Spunkmeyer - Muffin Blueberry
- Sweet Street GF Brownie
- Kelloggs Pop-Tart
- Special K Meal Bar Double Chocolate
- Quaker Big Chewy Chocolate Chip
- Aunt Jemima Buttermilk and Maple Pancake
- Kelloggs Frosted Flakes
- Grandmas Mini Vanilla Cookies
- Nutter Butter Sleeve Cookies
- Moon Pie Chocolate Double Decker
- Little Debbie Oatmeal Creme Pie
- Kelloggs Rice Krispie Treats
- Lance Nekat Lemon Cookie
- Lance Nekat Peanut Butter Cookie
- Lance Toastchee Peanut Butter Cheese
- Lance Toasty Peanut Butter
- Kraft EasyMac Original Cups
- Bumble Bee Chicken Salad
- Hillshire Hot Calabrese Salame Snack
- Hillshire Italian Dry Salame Snack

- Oh Snap! Whole Kosher Dill Pickle
- Oscar Meyer P3
- Pierre Moms Chicken Salad Wedge
- Pierre Moms Ham and Cheese Wedge
- Pierre Moms Turkey and Cheese Wedge
- Sabra Hummus Pretzels Roasted Red Pepper
- Maruchan Chicken Instant Lunch
- Campbells Chunky Chili with Bean
- Hormel Chicken Breast and Gravy with Mashed Potatoes
- Hormel Turkey and Dressing
- Lunchables - Turkey + Cheddar
- Grand Prairie Sausage Breakfast Bowl
- Jimmy Dean Sausage Egg Cheese Croissant
- Landshire Smoked Turkey Cheese Super Sub
- Pierre - Double Charbroil with Cheese
- Pierre Jumbo Chipotle Cheeseburger
- Pierre Sausage Egg and Cheese Bagel
- Pierre Turkey Bacon Flatbread
- Tennessee Pride Sausage Biscuit Twin
- Mars - MMs Peanut or Peanut Butter
- Mars - MM Plain
- Mars - Snickers Bar
- Awake Chocolate Bite
- Hershey - Cookies n Creme
- Hershey - Kit-Kat Extra Crispy
- Hershey - Reeses Peanut Butter Cup
- Mars - Twix Cookie Bar
- Sour Patch Kids
- Mentos Variety Pack
- Black Forest Fruit Snacks Fruit Medley
- Original Gummi Factory Bears
- Nestle - Sweetarts Ropes Cherry Punch Peg Bag
- Nestle - Raisinets Peg Bag
- Laffy Taffy Mini
- AirHeads
- Red Bull Energy Drink
- Red Bull Sugar Free Energy Drink
- Monster Ultra Zero
- Monster
- 5 Hour Energy Berry
- Gatorade G
- Dr. Pepper
- Mountain Dew
- Mountain Dew Diet
- Diet Coke
- Pepsi
- Pepsi Max
- Seagrams
- Seagrams Ginger Ale
- 7-UP - Snapple Diet
- 7-Up - AW Diet Root Beer

- 7-UP - AW Root Beer
 - 7-UP - AW Cream Soda
 - Pepsi - Cheerwine
 - Cherry Coke Zero
 - Barqs Root Beer
 - Coke- Fresca
 - Minute Maid Fruit Punch
 - Faygo Peach
 - Faygo Pineapple Orange
 - Coke Zero
 - Fanta
 - Pepsi Throwback
 - Pepsi - Lipton Tea
 - Muscle Milk Light Chocolate
 - Vitamin Water XXX
 - Gold Peak - Tea
 - Starbucks Doubleshot Dark Chocolate
 - Starbucks Frappucino Mocha
-

mindful vending tips.

- Stop and think before selecting a snack or beverage and ask yourself: How hungry/thirsty am I? What will it take to satisfy this hunger/thirst? How will I feel afterwards?
 - Honor your hunger/thirst.
 - Choose snacks and beverages that sound good and are nourishing to your body.
 - Choose items that you know will make you feel your best and that will help you get through the day.
 - It's okay to select items from the yellow or red categories from time to time. Just be aware of how often you are choosing those items over the items in the green category.
 - Keep in mind that all foods can fit into a healthful diet as long as nutrient and caloric needs are being met!
-

happy, mindful vending!



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Contact the Wellness Team with any inquiries or suggestions:

Email RUS-Wellness@randstadusa.com

Call Mary Groover, MS, RDN, LD at 770-303-6854

For information regarding your benefits or other wellness initiatives, please visit:

[RandstadTotalRewards.com](https://www.randstadtotalrewards.com)

Appendix F: Promotional Materials

consumer alert.

Your breakroom on the 5th floor now includes more nourishing items with a 15% off discount. Consumption may include side effects such as:



scan here for more
information.



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