



## 2021 HRA Executive Review

The Christman Company  
January 20<sup>th</sup>, 2022



# Agenda



- 1) 2021 Summary Overview
- 2) 2022 Wellness Incentive Criteria (determines 2023 incentive)
- 3) 2022 Focus and Goals
- 4) 2022 Next steps

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## WELLNESS PRESENTATIONS

- March – Program Relaunch & Heart Health
- June – Managing Mental Health
- August – Rethink Your Drink + Preventive Care
- August – Incentive Kick-Off Webinar
- November – Happy, Healthy Holidays

## CHALLENGES

- April – Strive Corporate Challenge: 73 Participants
- June – Full Body Blast: 36 Participants
- August – Hydration Station: 82 Participants
- October – HIIT 30: 49 Participants
- November – Positive Outlook: 35 Participants

# 2021 WELLNESS EVENTS





## QUARTERLY REWARD POINTS WINNERS

- \$25 Amazon Gift Card is awarded to all individuals who tracked 500+ points within the quarter

**Q1:** 68 winners

**Q2:** 150 winners

**Q3:** 183 winners

**Q4:** 215 winners

\* 2021 total payout: \$15,400



# WELLNESS INCENTIVE PARTICIPATION

281

(41% of Census)  
Earned 2022 Wellness  
Incentive

204

Earned by Completing  
Well-Visit

77

Earned by Tracking 500+  
Additional Points

Number of Incentive Eligible by Region	
DET	35
GR	23
GRB	26
KNX	35
LAN	74
MAC	22
TX	66
Total	281



## 2022 vs. 2023 WELLNESS INCENTIVE

### 2022 Wellness Incentive Qualifications

1. Complete 2021 HRA
2. Complete your annual well-visit and submit your signed form to the portal between  
**12/1/2020-11/30/2021**
  - **OR** track 500+ additional points on the wellness portal

### 2023 Wellness Incentive Qualifications

1. Complete 2022 HRA
2. Complete your annual well-visit and submit your signed form to the portal between **12/1/2021-12/16/2022**



## HRA PARTICIPATION

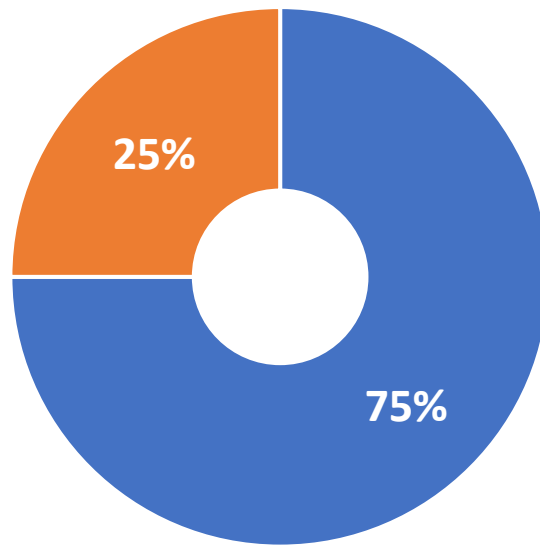


YEAR	TOTAL PARTICIPATION	% OF CENSUS
2021	380	55%
2020	91	14%
2019	67	13%



# 2021 DEMOGRAPHICS

## GENDER



■ Male ■ Female

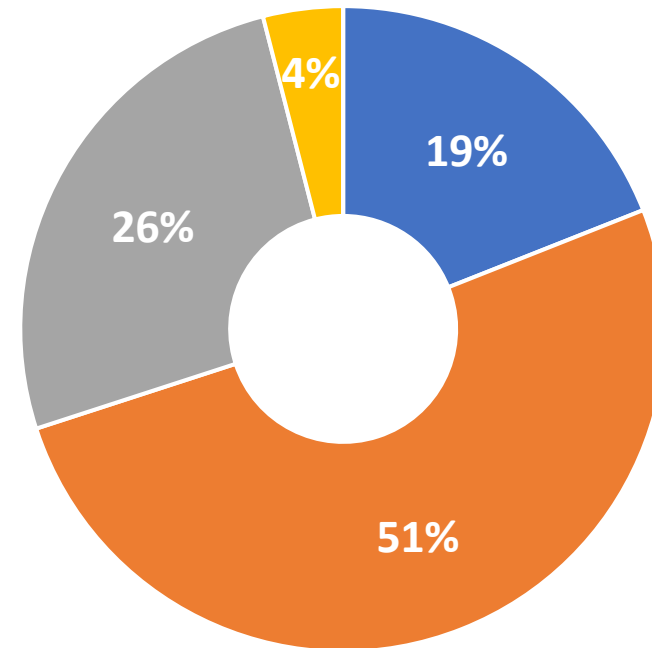
## AVERAGE AGE - 42



# SELF-PERCEPTION OF HEALTH



SELF-PERCEPTION OF HEALTH

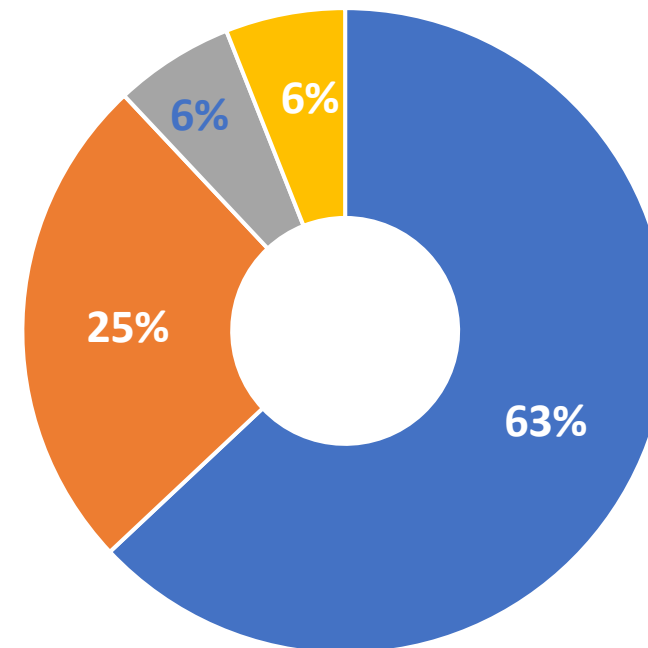


■ Great ■ Good ■ Average ■ Below Average ■ Poor

# ANNUAL PHYSICAL



LAST WELL-VISIT WITH PCP



■ <12 Months ■ 1-2 Years ■ 3-5 Years ■ >5 years

# TOP RISK FACTORS



**BODY  
COMPOSITION**

**BLOOD PRESSURE**



**CHOLESTEROL**





# RISK FACTOR BREAKDOWN

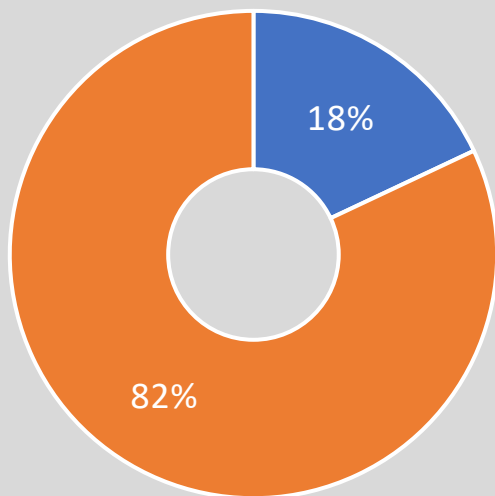


Kapnick  
Strive



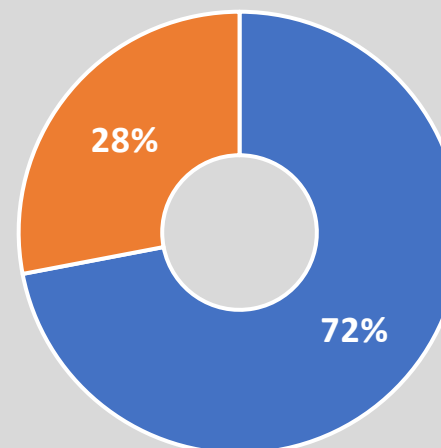
# HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION  
FOR CHO MANAGEMENT



■ Yes ■ No

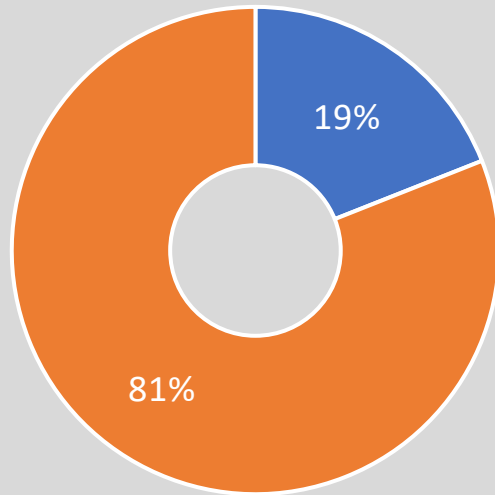
Self-Reported





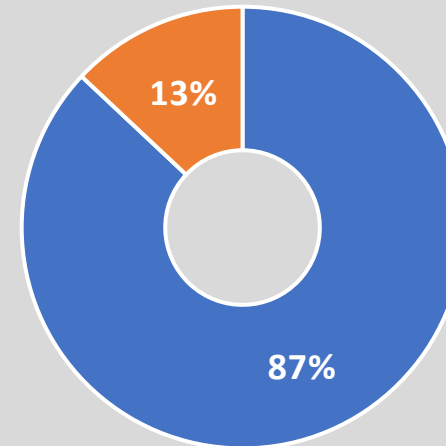
# HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION  
FOR BLOOD PRESSURE MANAGEMENT



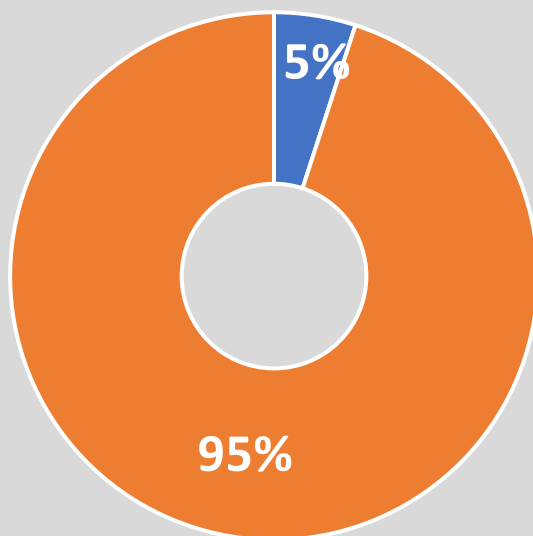
■ Yes ■ No

Self-Reported



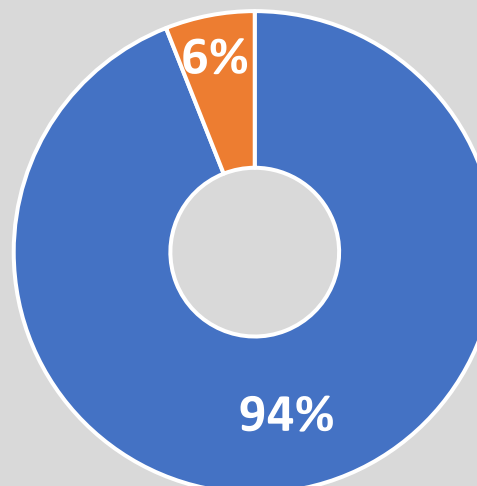
# METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

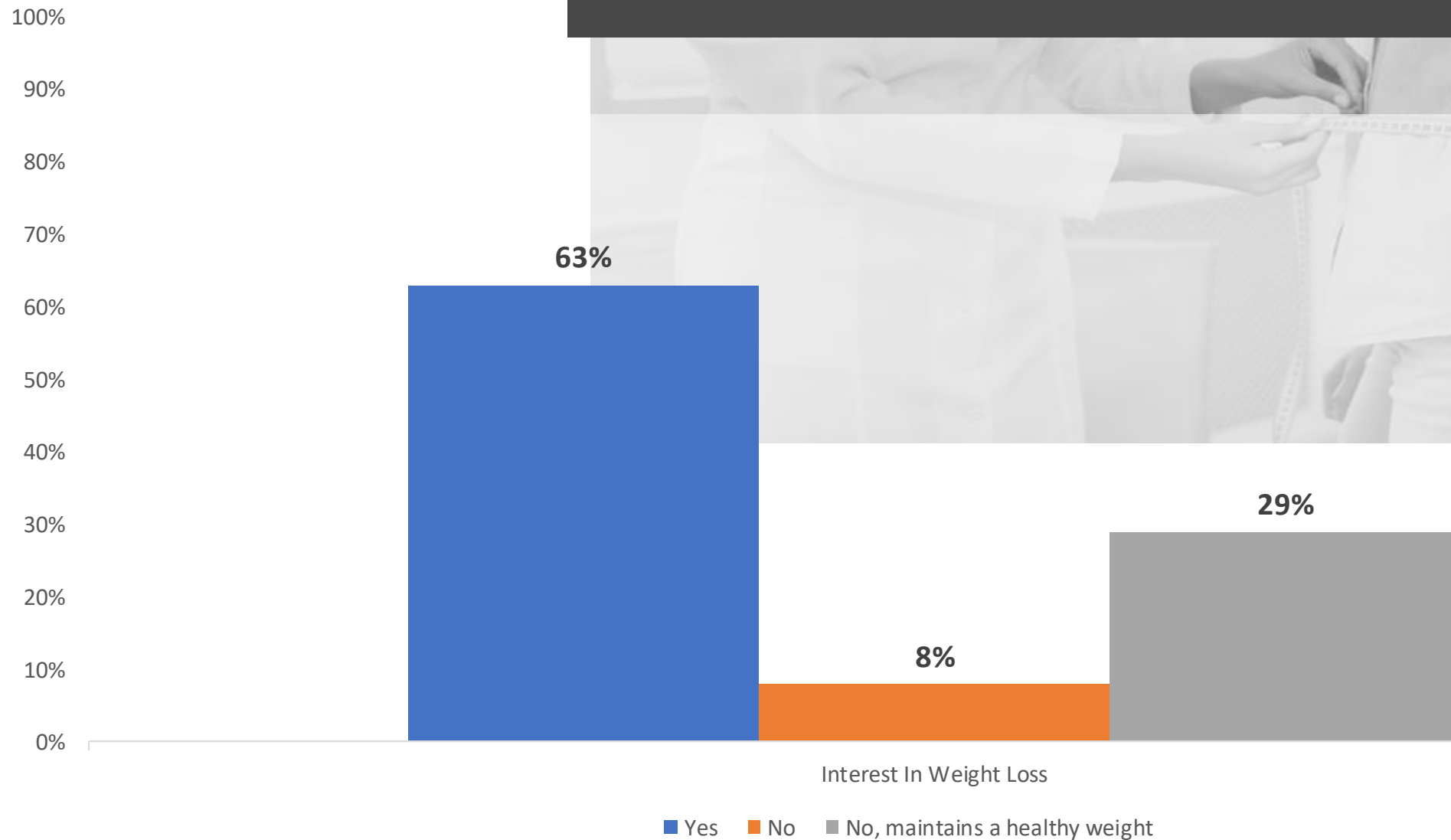
DIAGNOSED & TAKING MEDICATION FOR  
DIABETES MANAGEMENT



■ Yes ■ No

Self-Reported

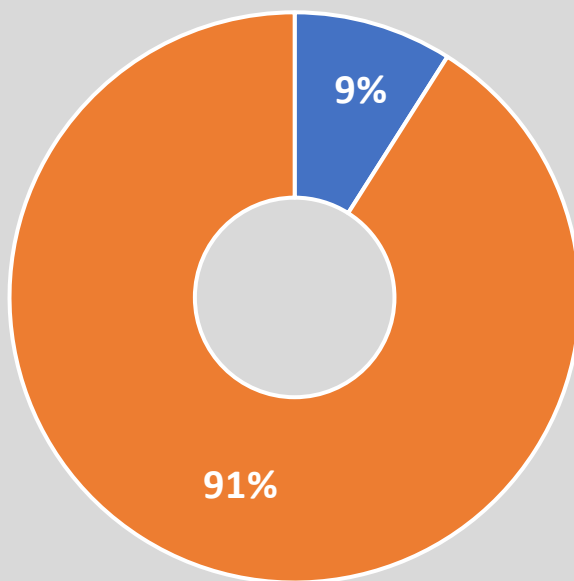
# BODY COMPOSITION: Interested in Losing Weight





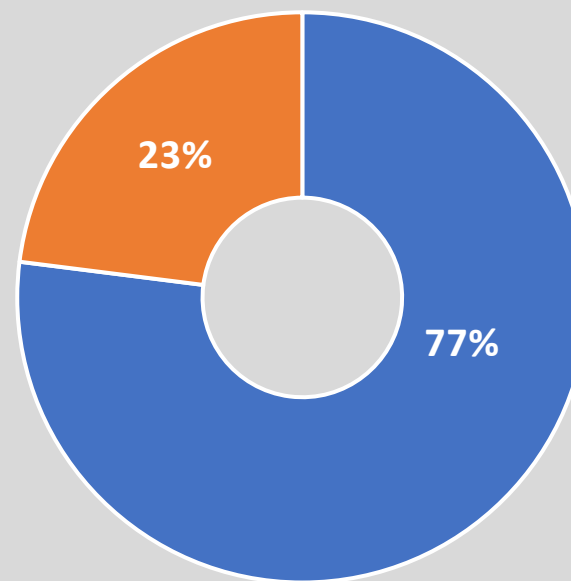
# NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT

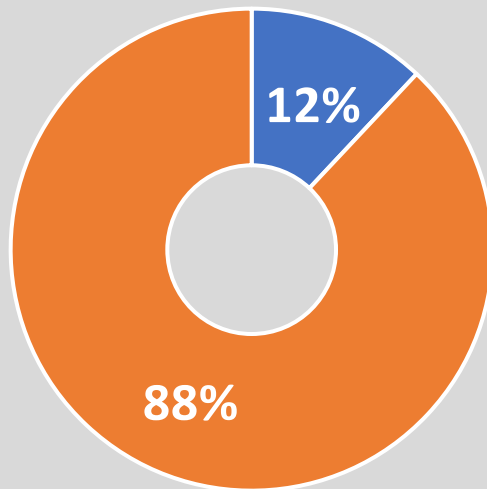


■ Yes ■ No



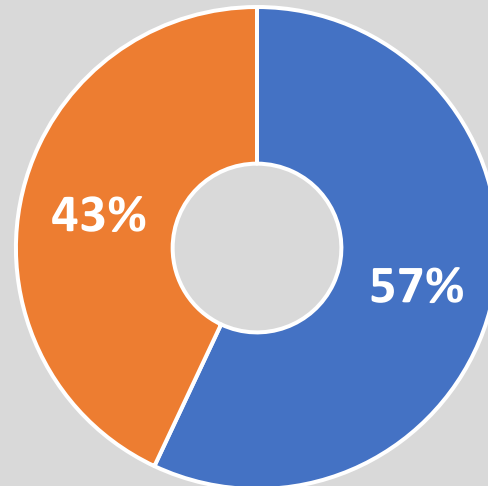
# MENTAL HEALTH & WELL-BEING

ANXIETY &  
DEPRESSION



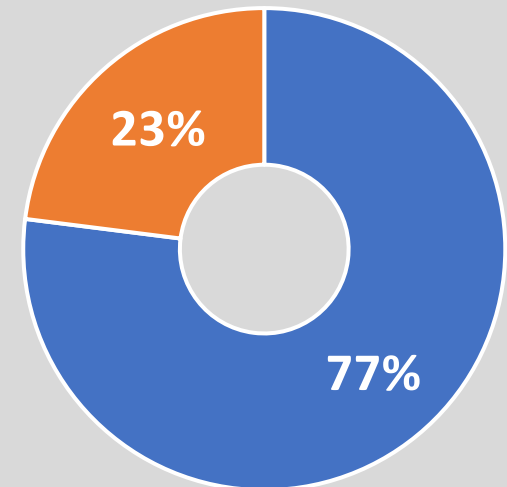
■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR  
ANXIETY/DEPRESSION



■ Yes ■ No

MAINTAINS A HEALTHY WORK-LIFE  
BALANCE



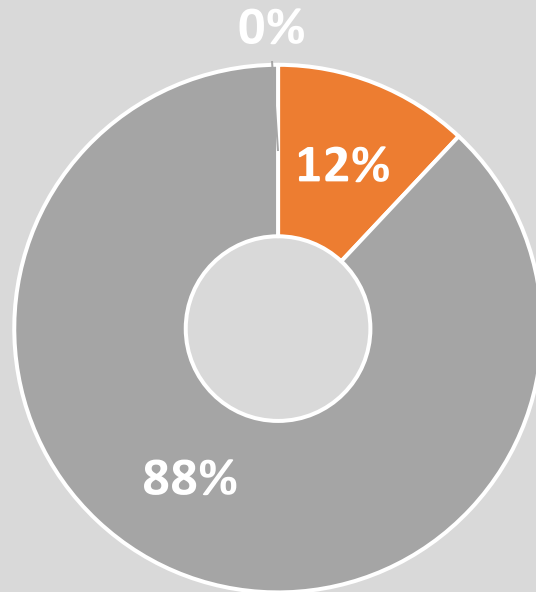
■ Yes ■ No

Self-Reported



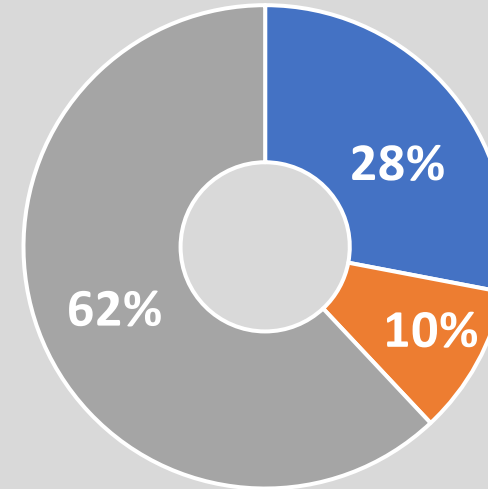
# SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ <4 hours ■ 4-5 hours ■ 6-8 hours

SLEEP APNEA

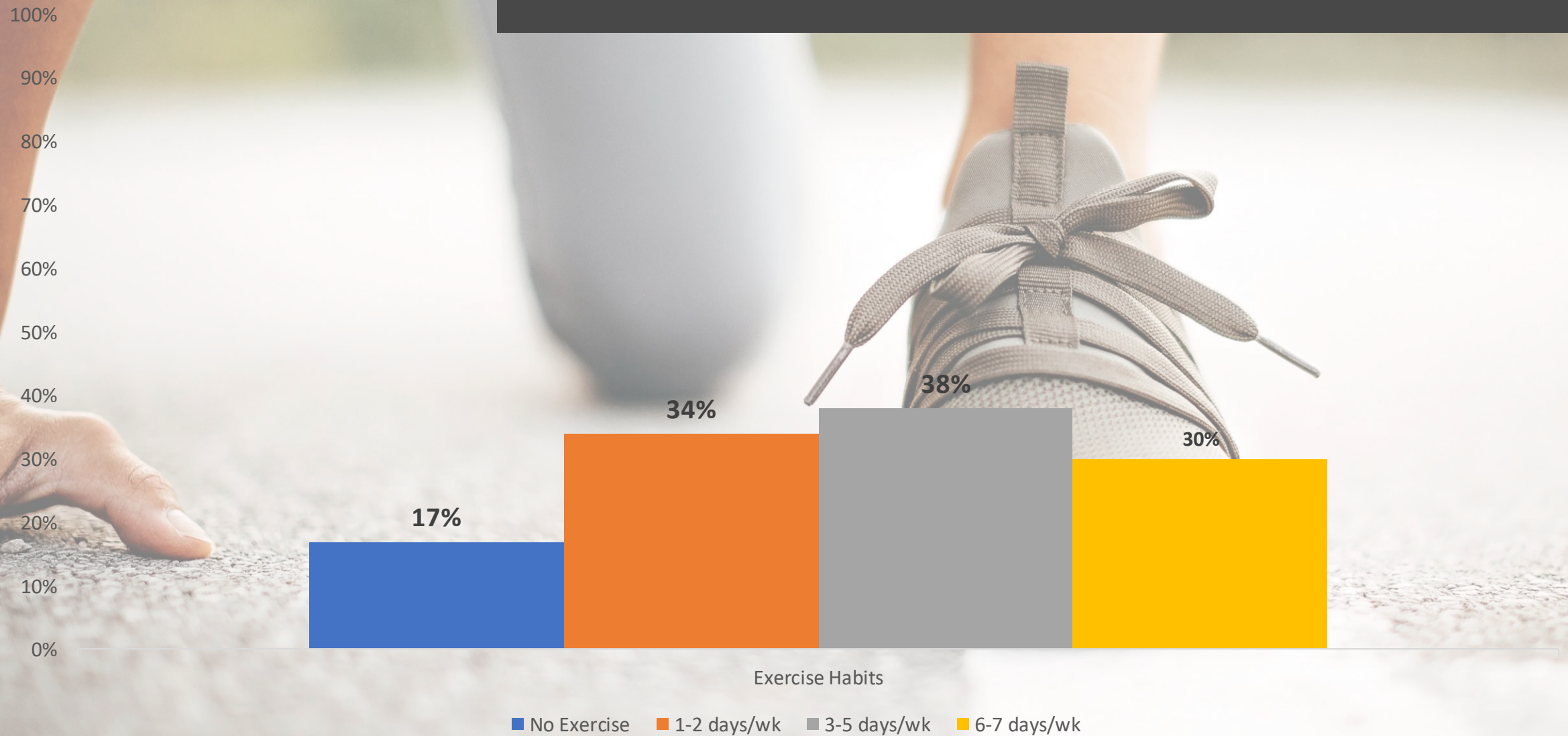


■ Yes, and being treated ■ Yes, but not being treated  
■ No diagnosis

Self-Reported



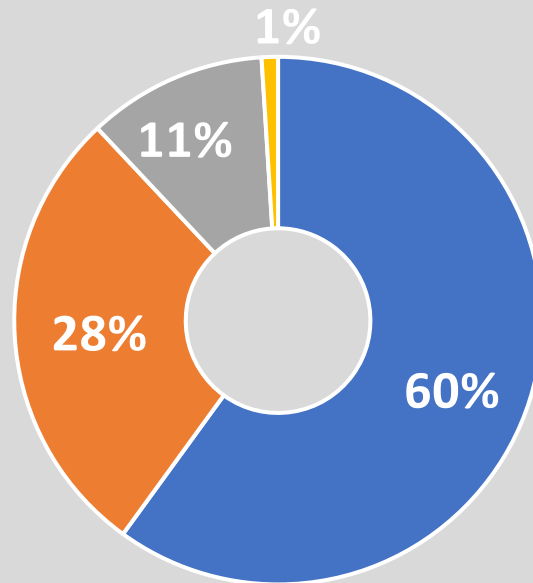
# EXERCISE HABITS





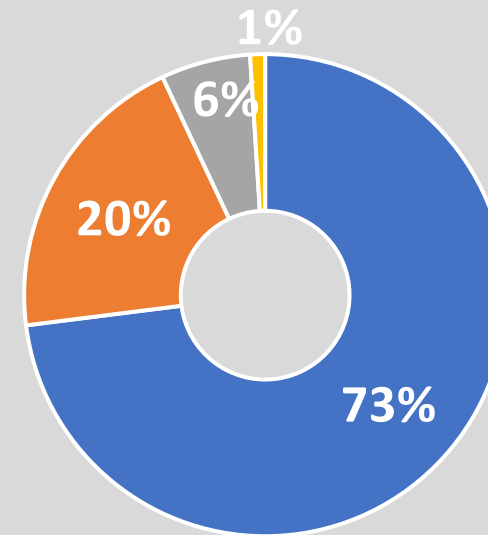
# NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



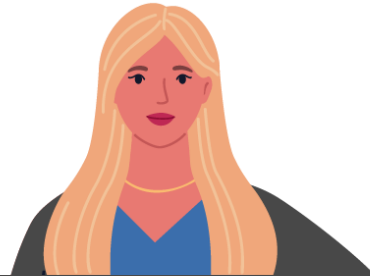
■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

# STAND-OUT-STATS

- 41% earned the 2022 Wellness Incentive
  - 30% tracked annual well-visit
  - 11% earned 500+ points
- 55% completed the 2021 HRA
  - 41% increase from 2020

- 97 participants tracked 500-999 points
- 235 participants tracked 1,000-1,999 points
- 40 participants tracked 2,000-2,999 points
- 8 participants tracked 3,000-4,000 points



**476,170 Points Tracked in 2021**

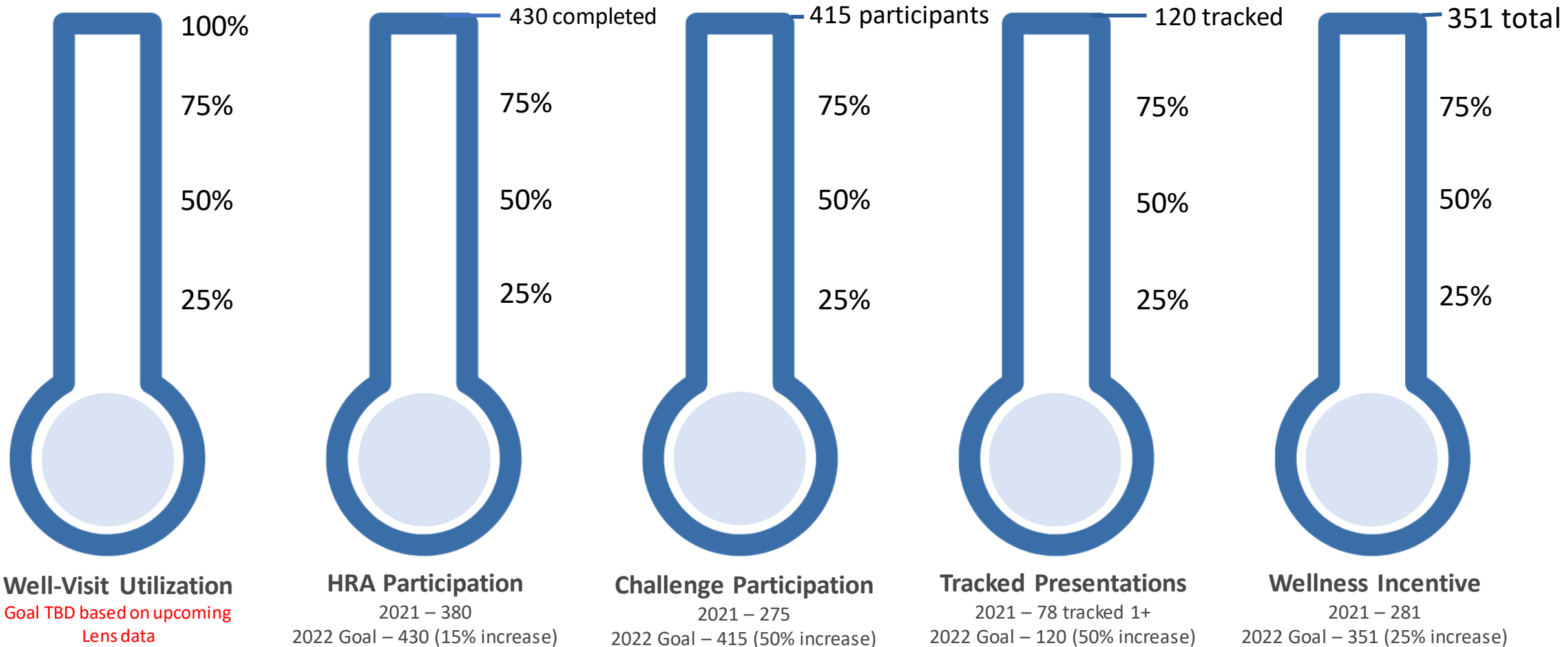
**\*88,562 Points Tracked in 2020**



## 2021 THE CHRISTMAN COMPANY GOALS

Preventive Services	Hypertension	Diabetes
<ul style="list-style-type: none"><li>• 45% of members on Christman BCBSM medical plan receive preventive services</li><li>• 16% of members with no claims paid</li></ul>	<ul style="list-style-type: none"><li>• Reduce hypertension to 10% of members on Christman BCBSM medical plan</li></ul>	<ul style="list-style-type: none"><li>• Reduce diabetes to 3.5% of members on Christman BCBSM medical plan</li></ul>

# STRIVE 2022 PROGRAMMING GOALS





## 2022 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none"><li>• February – Oral Health</li><li>• May – Women’s Health</li><li>• August – Men’s Health</li><li>• November – Managing Mental Health: Holiday Edition</li></ul>	<ul style="list-style-type: none"><li>• February – Brush Up!</li><li>• April – Strive Corporate Challenge</li><li>• August – Disconnect and Reconnect</li><li>• November – Night Before Christmas (step/activity challenge)</li></ul>	<ul style="list-style-type: none"><li>• 2023 Wellness Incentive</li><li>• Wellness Reimbursement Program</li><li>• Continue Strive Reward Point Program &amp; Quarterly Giveaways</li><li>• Monthly Wellness Newsletter</li><li>• Monthly Strive Webinar</li><li>• Monthly observance campaigns</li></ul>





# 2022 WELLNESS PLAN

## Next Steps

- 2022 Marketing Campaign
  - 2023 Wellness Incentive flyer
  - How to submit your well-visit flyer/video
  - Wellness reimbursement program flyer
  - Points program/quarterly giveaways flyer
  - Importance of preventive care flyer