



2022 HRA Executive Review

Bank Michigan



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WELLNESS PRESENTATIONS

- Wellness Day Event at each location
 - BP checks, Strive, point, & prize info
- January – Find Your Motivation
- August – Your Total Wellness Matters

CHALLENGES

- February – Health Brain 1 Participant
- April - Strive Corporate Challenge: 1 Participant
- May – Hydration Station: 2 Participants
- August – Race to Mount Olympus: 10 Participants
- October – Disconnect & Reconnect: 2 Participants

REWARD POINTS RAFFLES

- HRA/Wellness Day & survey Participation - 2 winners
- Q3 & Q4 – 1 winner each

2022 WELLNESS EVENTS



HRA PARTICIPATION



Year	Total Participation	% of Census
2022	12	25%
2021	8	15%

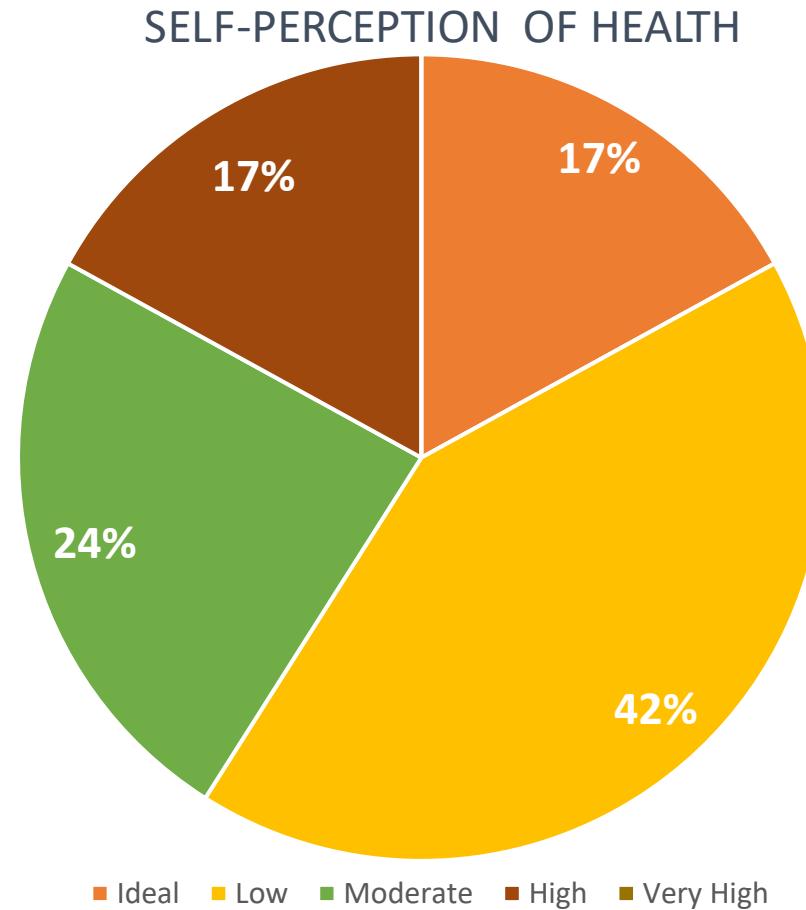


POINTS EARNED


5,000
POINTS

Year	Total Points Tracked
2022	11,732
2021	27,762
2020	17,085

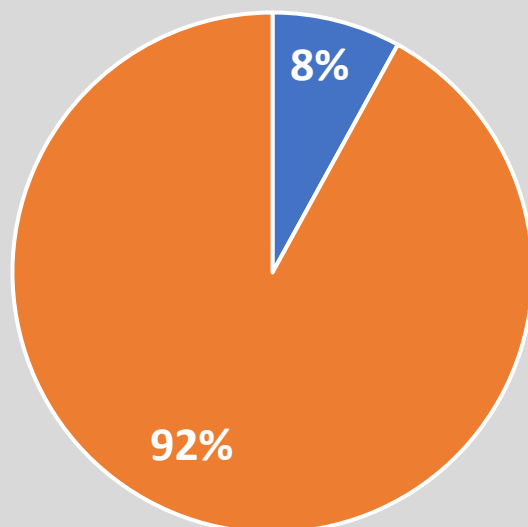
SELF-PERCEPTION OF HEALTH





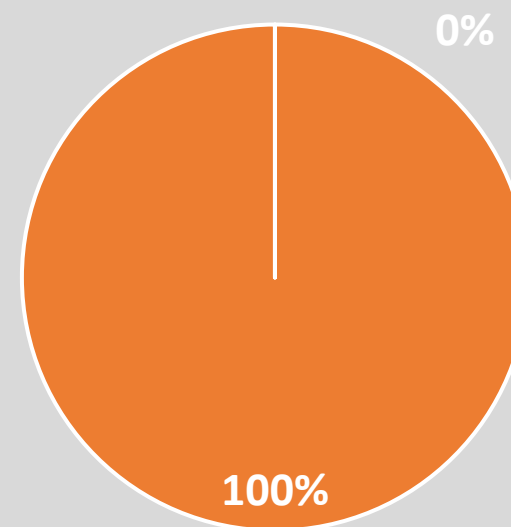
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Diagnosed with High Cholesterol ■ Not Diagnosed with High Cholesterol

DIAGNOSED & TAKING MEDICATION
FOR CHO MANAGEMENT



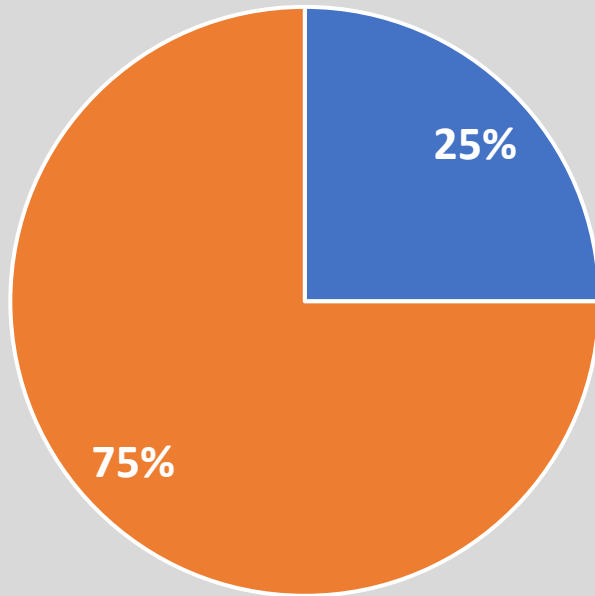
■ Taking Cholesterol Medication
■ Not taking medication for cholesterol

Self-Reported



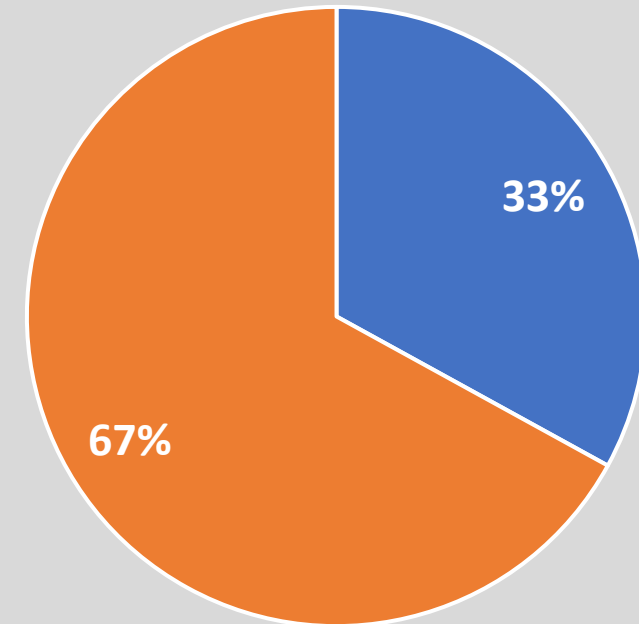
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Diagnosed with High Blood Pressure ■ Normal Blood pressure

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT



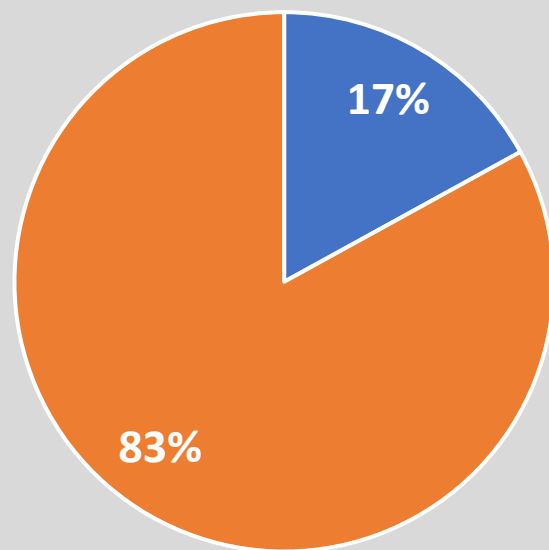
■ Taking Medication for Blood Pressure ■ No medication

Self-Reported



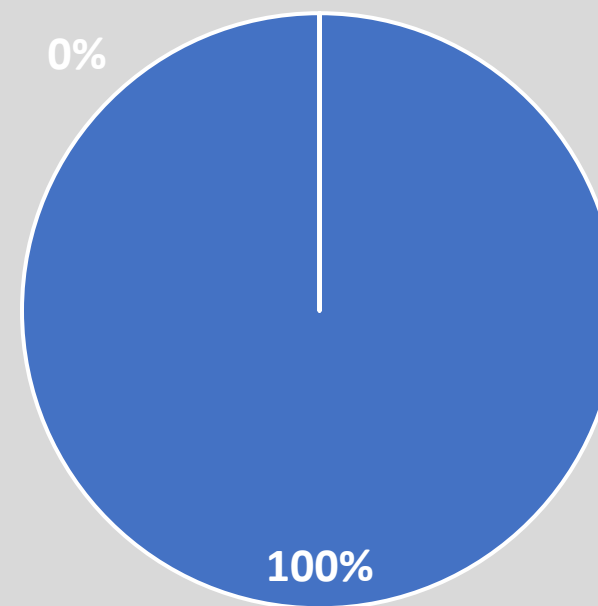
METABOLIC HEALTH: DIABETES

DIABETES



■ Diagnosed with Diabetes ■ No diabetes diagnosis

DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT



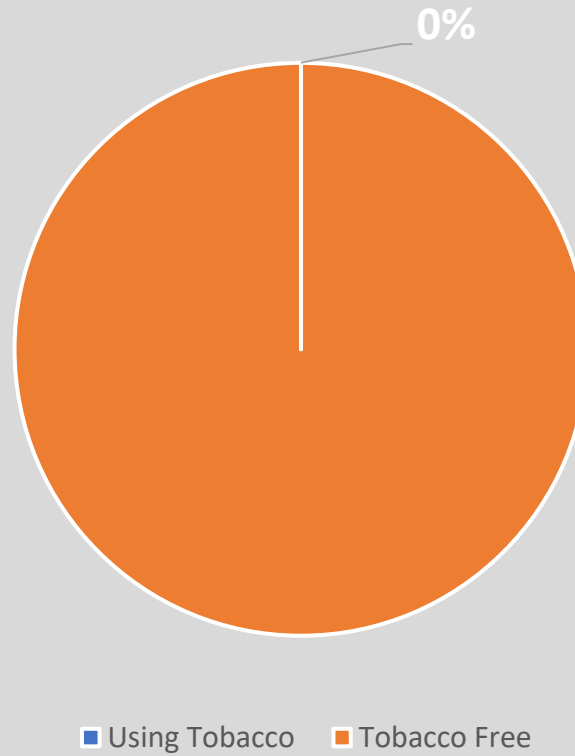
■ Taking diabetes medication ■ Not taking diabetes medication

Self-Reported



NICOTINE USE

USES NICOTINE

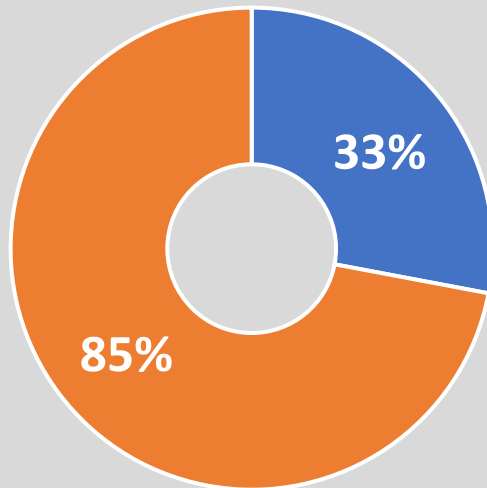


Self-Reported



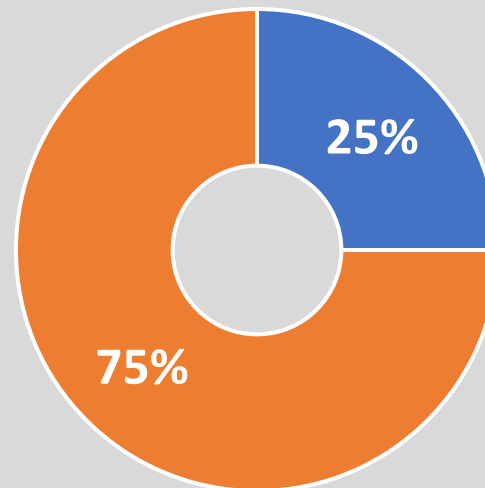
MENTAL HEALTH & WELL-BEING

ANXIETY &
DEPRESSION



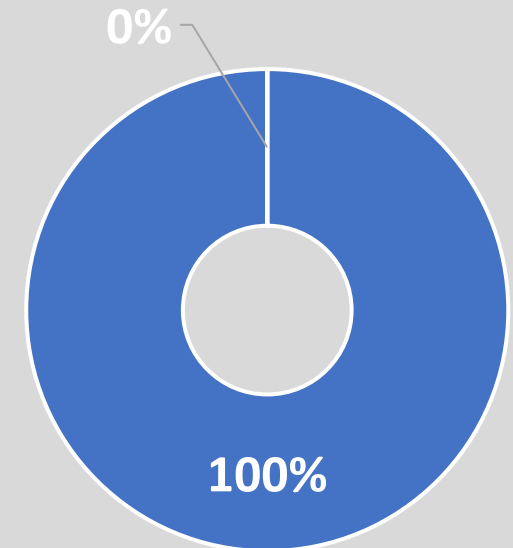
■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR
ANXIETY/DEPRESSION



■ Yes ■ No

MAINTAINS A HEALTHY WORK-LIFE
BALANCE



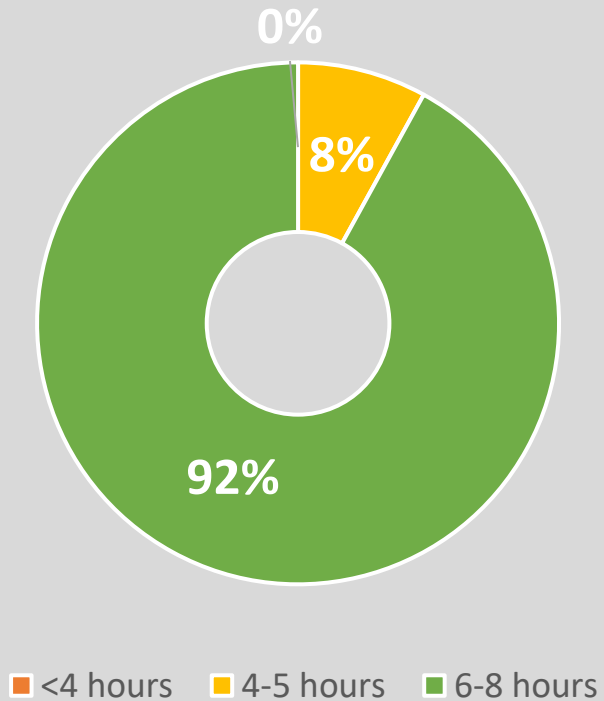
■ Yes ■ No

Self-Reported

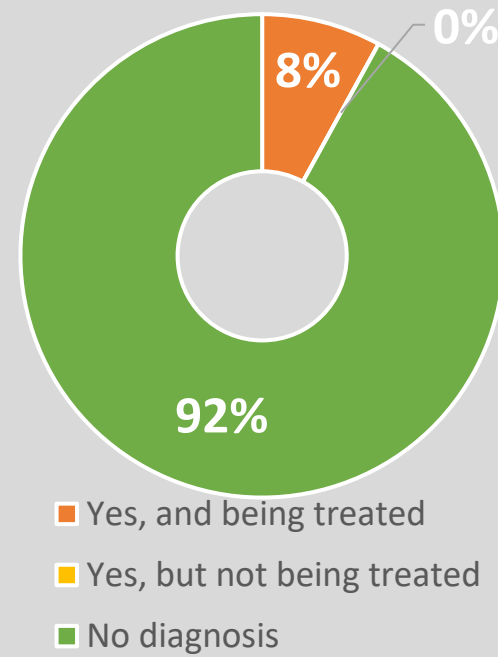


SLEEP HABITS

HOURS OF SLEEP PER NIGHT

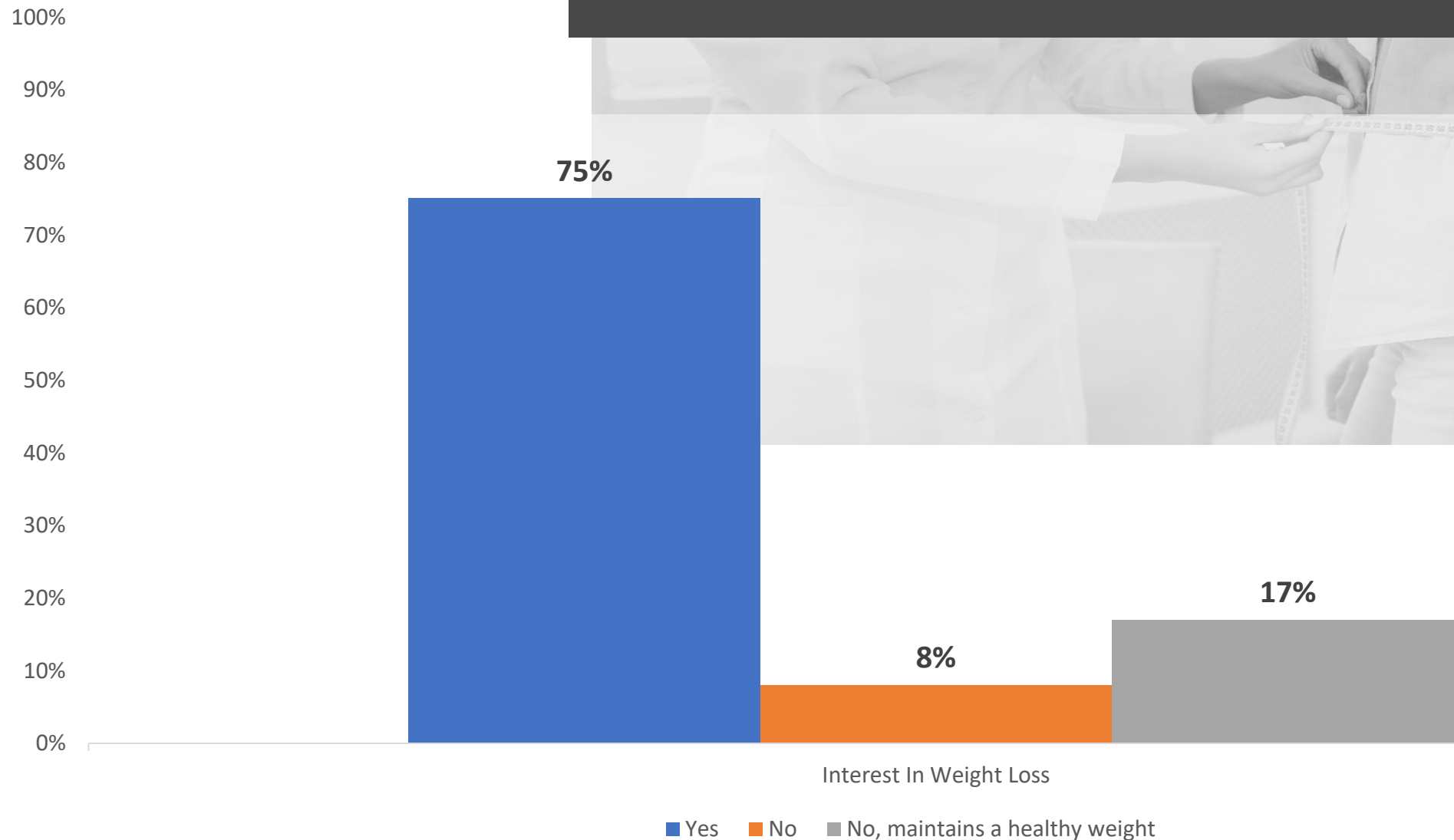


SLEEP APNEA

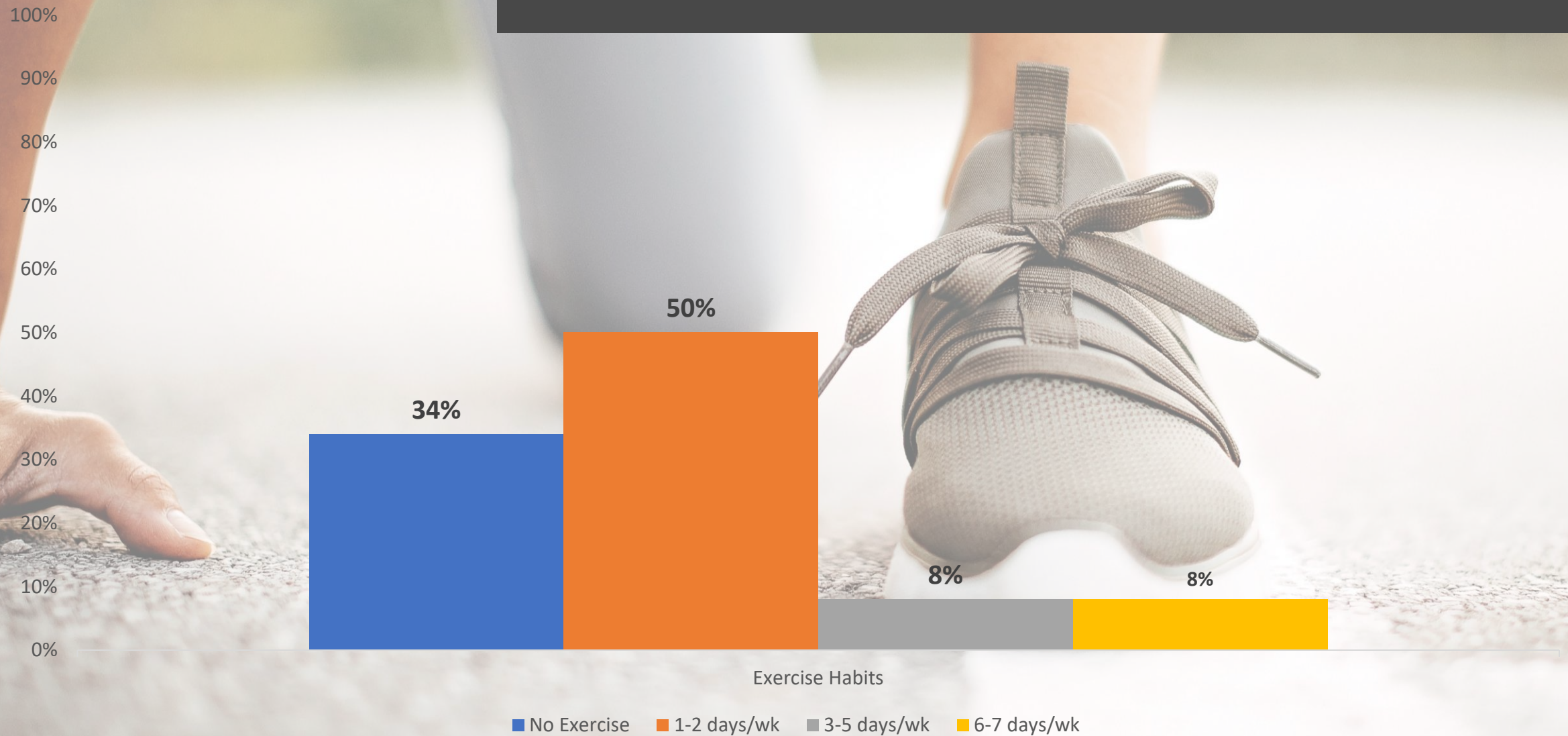


Self-Reported

BODY COMPOSITION: Interested in Losing Weight



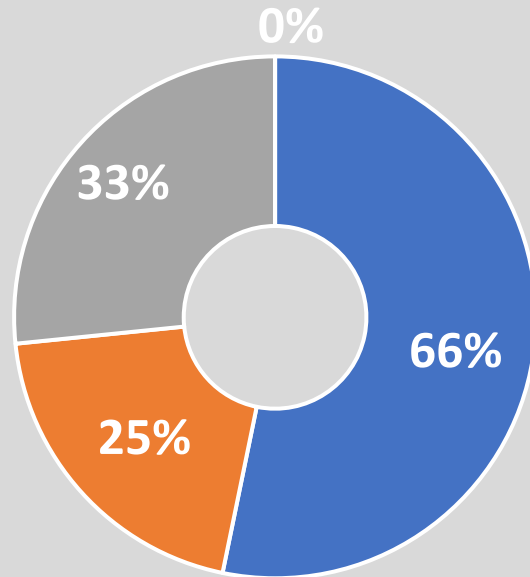
EXERCISE HABITS





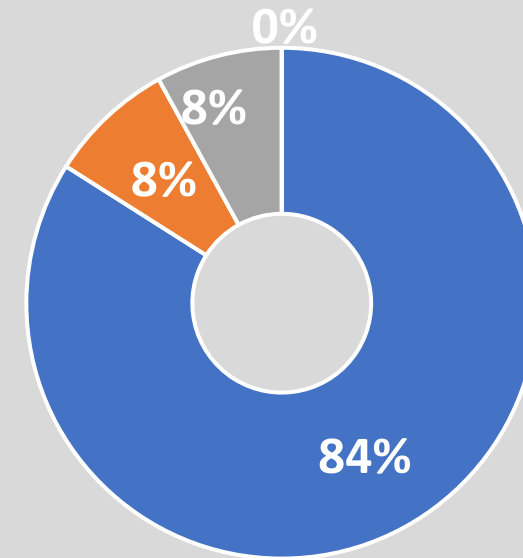
NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



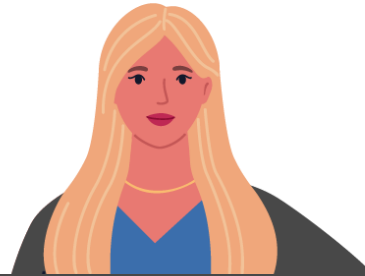
■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

STAND-OUT-STATS

900% increase in participation
during the team-based challenge
that was also incentivized

- 10% HRA Completion increase
- 81% of census logged on
- 3,540,742 steps tracked
- 27 participants tracked 100-499 points
- 11 participants tracked 500-999 points
- 1 participants tracked 1,000-1,999 points





2023 GOALS and STRATEGIES

Goals	Strategies	Overall Strategies
→ Increase HRA participation to 35% of total census <ul style="list-style-type: none">• 17 participants	→ Continued robust communication campaign with Wellness Team sharing information directly → Email, home mailings, posters, videos, in-person presentations, etc.	✓ → Develop network of wellness ambassadors ✓ → Promote wellness events and initiatives
→ Increase wellness challenge participation to 10% of census <ul style="list-style-type: none">• 5 participants/challenge	→ Tie small prize raffle to challenge participation → Incorporate team-based challenges → Site ambassadors	
→ Increase presentation participation to 20% of census <ul style="list-style-type: none">• 10 live participants/presentation	→ Strive will continue to draft email reminders which will be sent via the Bank Michigan wellness team	



2023 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">January – SMART Goal Setting WorkshopMay – Stress Busters	<ul style="list-style-type: none">January – Workday WellbeingMarch – Eat the RainbowApril – Annual Corporate ChallengeJune – Summer FunOctober – Wacky World of Sports	<ul style="list-style-type: none">Quarterly Bank MI Well-Being NewsletterMonthly Wellness NewsletterMonthly Strive WebinarMonthly Observance CampaignsQuarterly Meditation Moments