



2022 HRA Executive Review

The Christman Company
May 8, 2023



TABLE OF CONTENTS

Section I. Summary

2022 Wellness Events	2
----------------------	---

Section II. Participation

Quarterly Reward Points Winners	3
---------------------------------	---

Wellness Incentive	4
--------------------	---

HRA Participation	5
-------------------	---

Demographics	6
--------------	---

Section III. Health Perception Analysis

Self-Perception	7
-----------------	---

Annual Physical	8
-----------------	---

Top Risk Factors	9
------------------	---

Section IV. Risk Factor Breakdown

High Cholesterol	10
------------------	----

High Blood Pressure	11
---------------------	----

Diabetes	12
----------	----

Body Composition/Weight Mgt.	13
------------------------------	----

Nicotine Usage	14
----------------	----

Mental Health & Well-Being	15
----------------------------	----

Sleep Habits	16
--------------	----

Exercise Habits	17
-----------------	----

Nutrition Habits	18
------------------	----

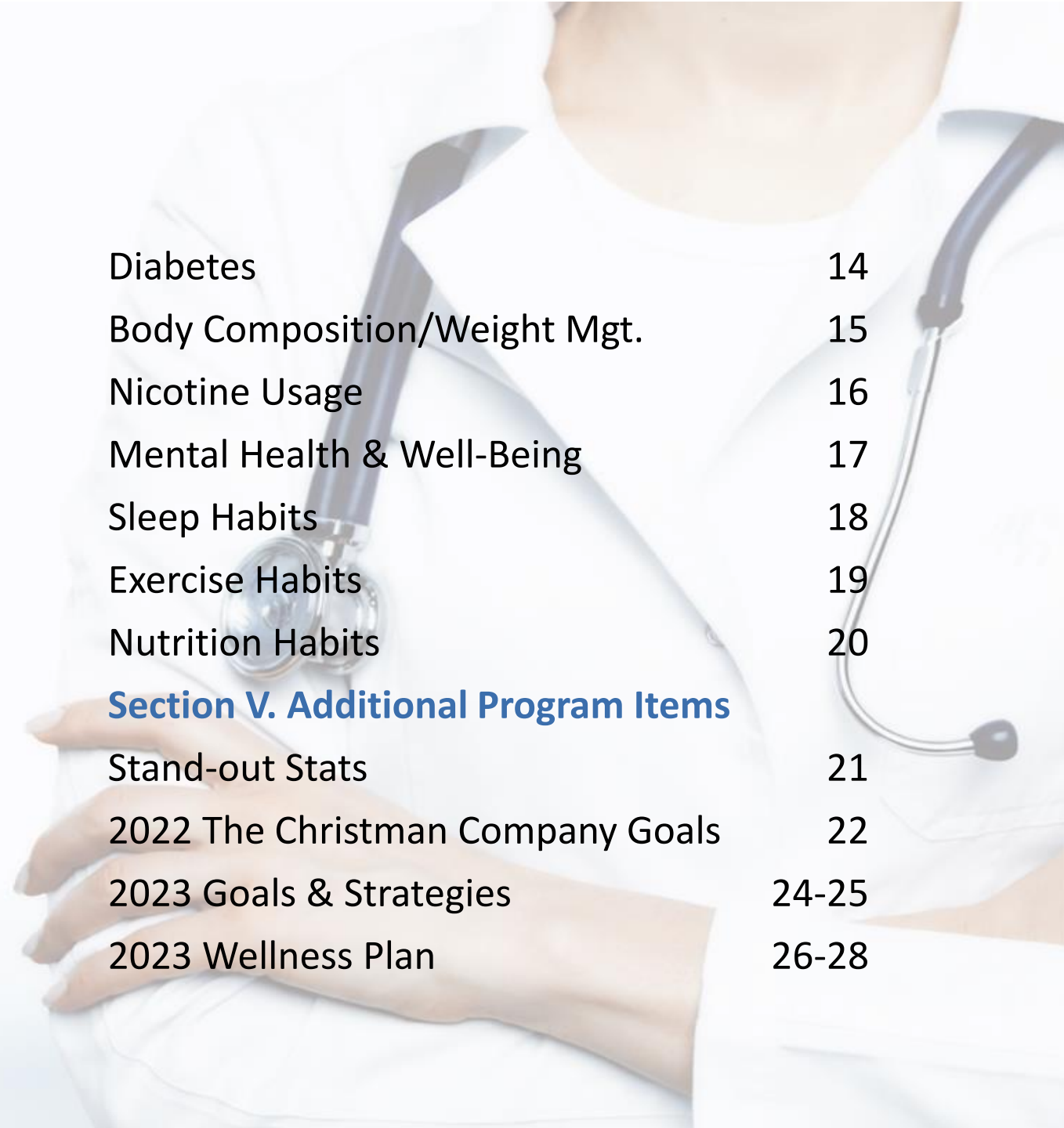
Section V. Additional Program Items

Stand-out Stats	19
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2022 The Christman Company Goals	20
----------------------------------	----

2023 Goals & Strategies	21-22
-------------------------	-------

2023 Wellness Plan	23-25
--------------------	-------



WELLNESS PRESENTATIONS

- February – Oral Health
- May – Women's Health
- August – Men's Health
- November – Managing Mental Health: Holiday Edition

CHALLENGES

- February – Brush Up: 96 participants
- April – Strive Corporate Challenge: 86 Participants
- August – Disconnect & Reconnect: 51 Participants
- November – 'Twas the Night Before Christmas: 71 Participants

Additional Events Offered:

- 12 Monthly Webinars
- 4 Quarterly Meditation Moments

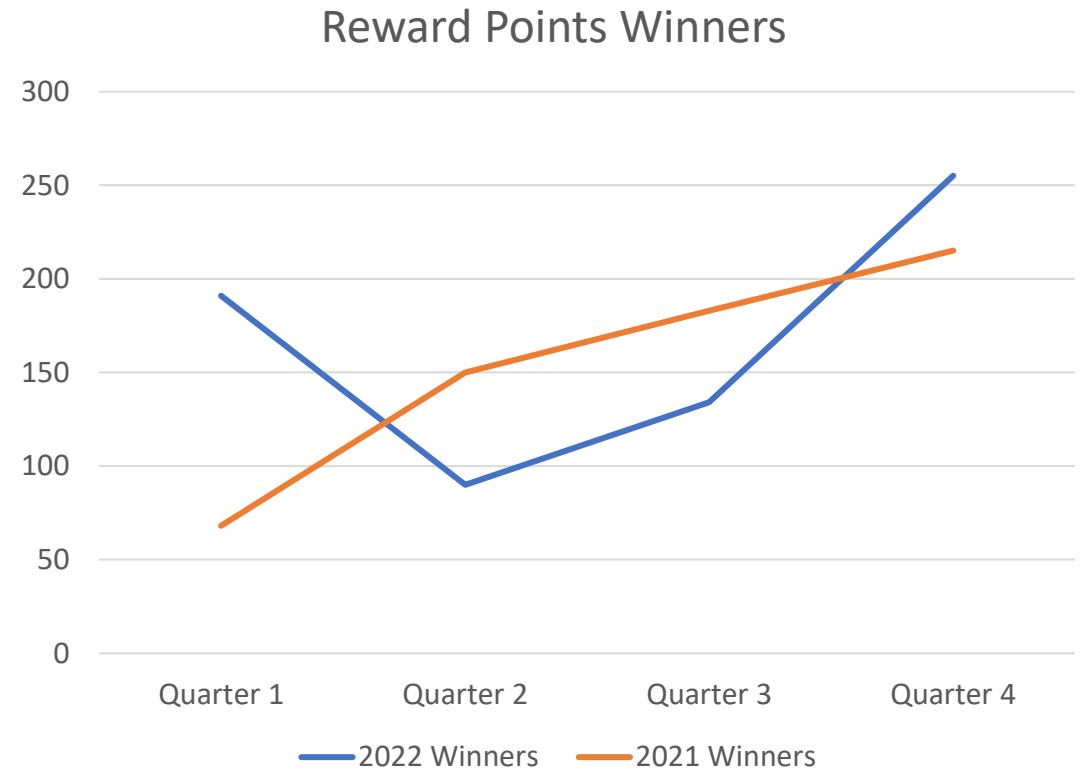
2022 WELLNESS EVENTS



QUARTERLY REWARD POINTS WINNERS

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

Quarterly Winner Breakdown		
	2022	2021
Q1	191	68
Q2	90	150
Q3	134	183
Q4	255	215
TOTAL	670	616
TOTAL PAYOUT	\$16,750	\$15,400



WELLNESS INCENTIVE PARTICIPATION

305

(41% of Census)
Earned 2023 Wellness
Incentive

Number of Incentive Eligible by Region

	2022	2021
DET	30	35
GR	33	23
GRB	22	26
KNX	32	35
LAN	79	74
LIV	4	0
MAC	19	22
MLW	1	0
RD	4	0
TN	1	0
TX	80	66
Total	305	281



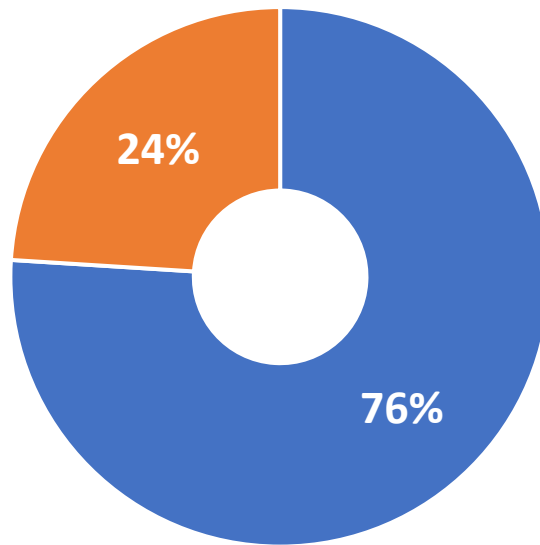
HRA PARTICIPATION

YEAR	TOTAL PARTICIPATION	% OF CENSUS
2022	406	55%
2021	380	55%
2020	91	14%
2019	67	13%



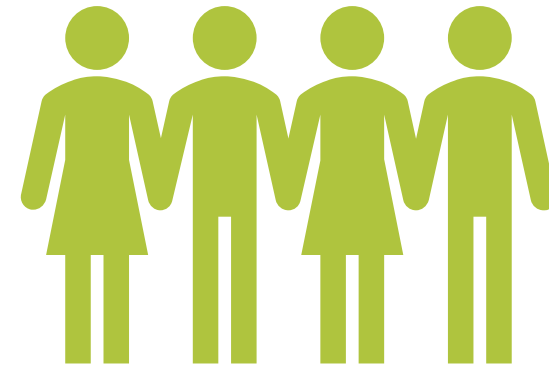
2022 DEMOGRAPHICS

GENDER



■ Male ■ Female

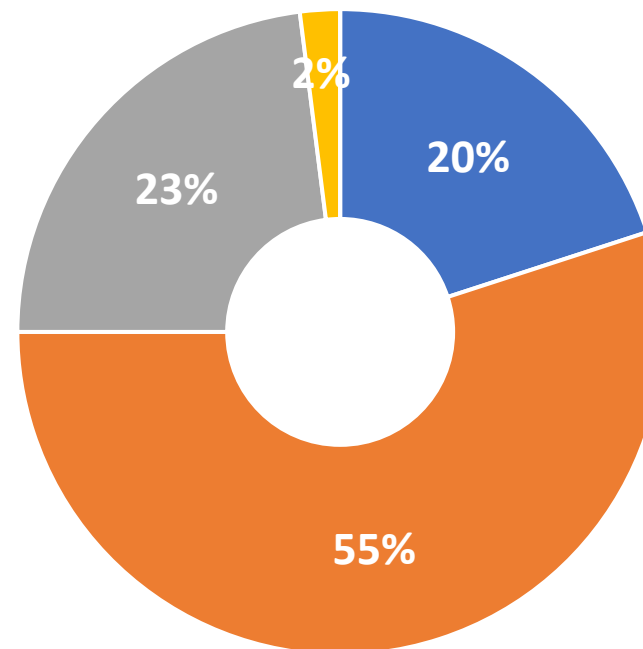
AVERAGE AGE - 40



SELF-PERCEPTION OF HEALTH



SELF-PERCEPTION OF HEALTH

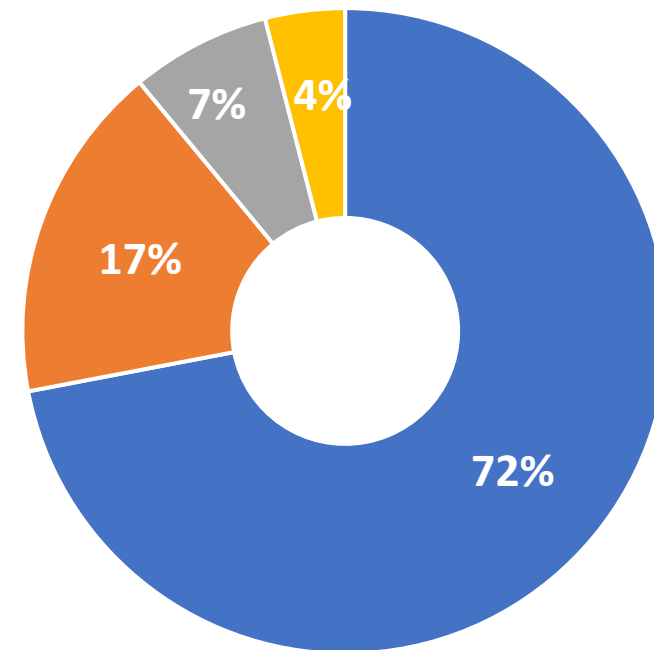


■ Great ■ Good ■ Average ■ Below Average ■ Poor

ANNUAL PHYSICAL



LAST WELL-VISIT WITH PCP



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

TOP RISK FACTORS



TOBACCO



BLOOD PRESSURE



CHOLESTEROL



RISK FACTOR BREAKDOWN

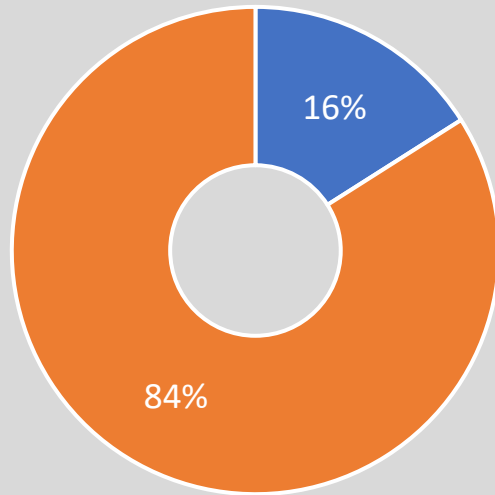


Kapnick
Strive



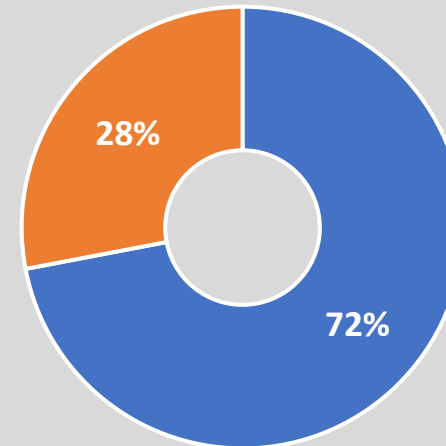
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION
FOR CHOLESTEROL MANAGEMENT



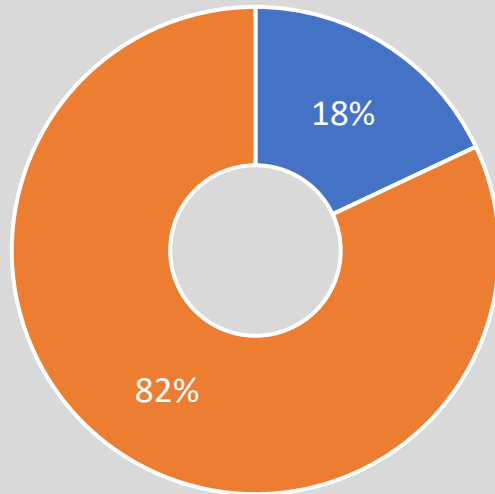
■ Yes ■ No

Self-Reported



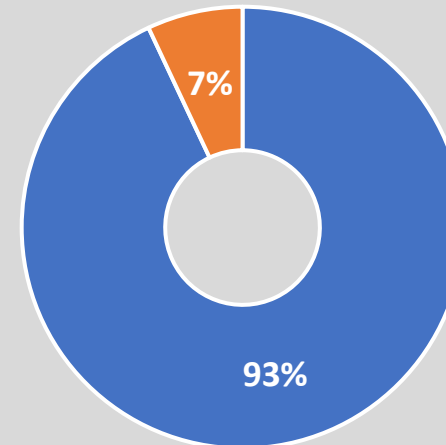
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

**DIAGNOSED & TAKING MEDICATION
FOR BLOOD PRESSURE MANAGEMENT**



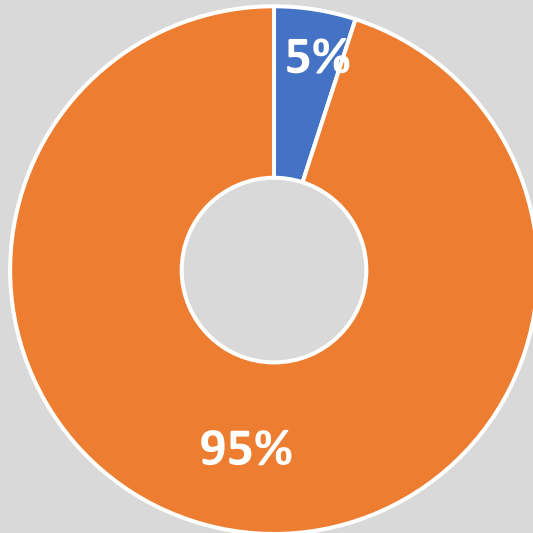
■ Yes ■ No

Self-Reported



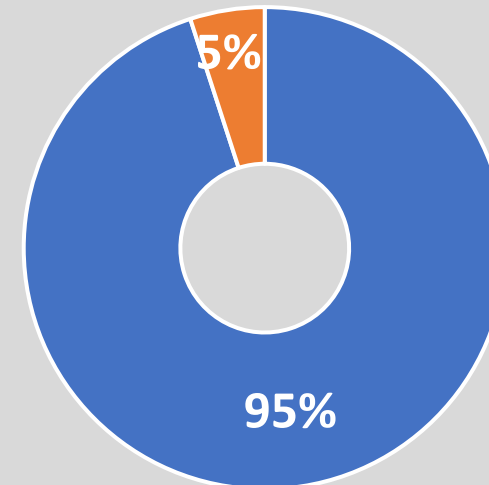
METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR
DIABETES MANAGEMENT

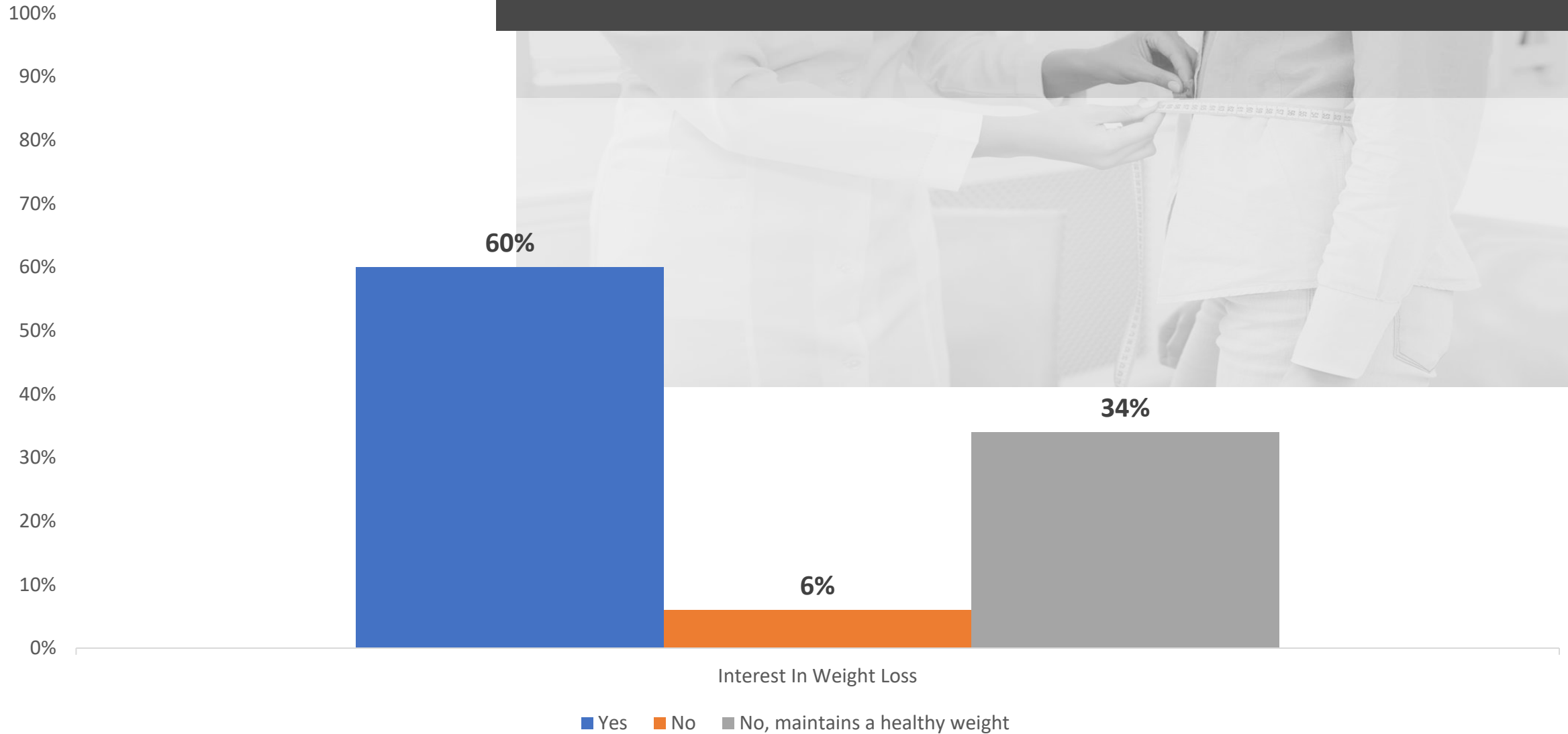


■ Yes ■ No

Self-Reported



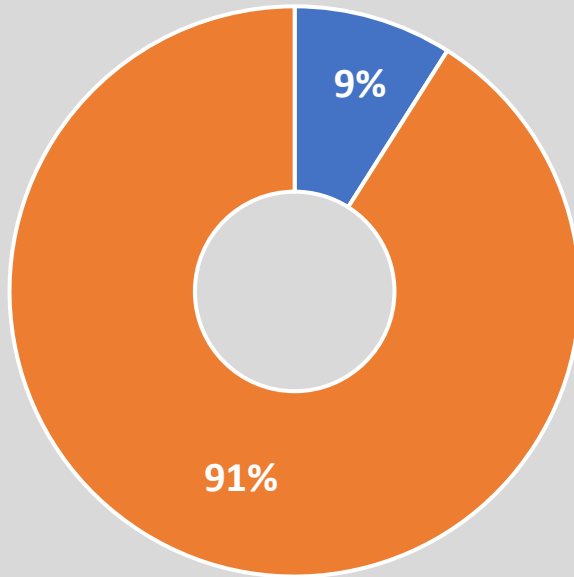
BODY COMPOSITION: Interested in Losing Weight





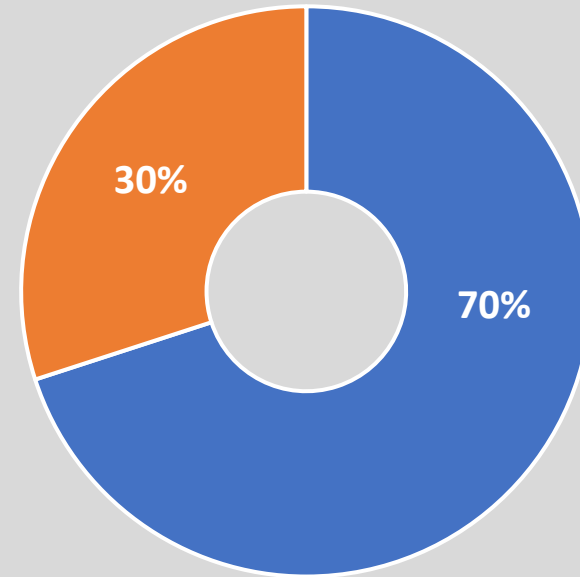
NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT

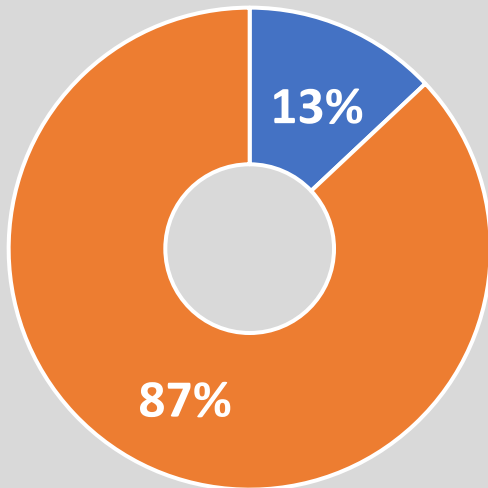


■ Yes ■ No



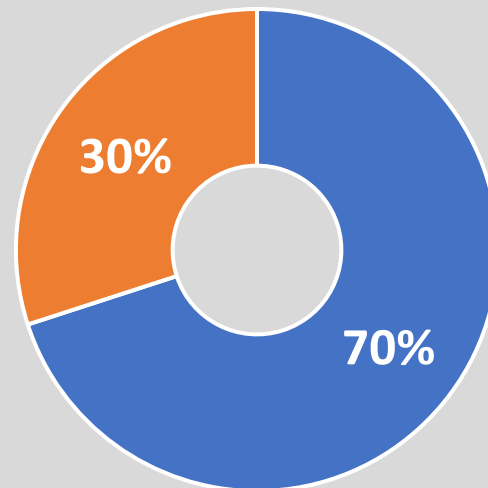
MENTAL HEALTH & WELL-BEING

**ANXIETY &
DEPRESSION**



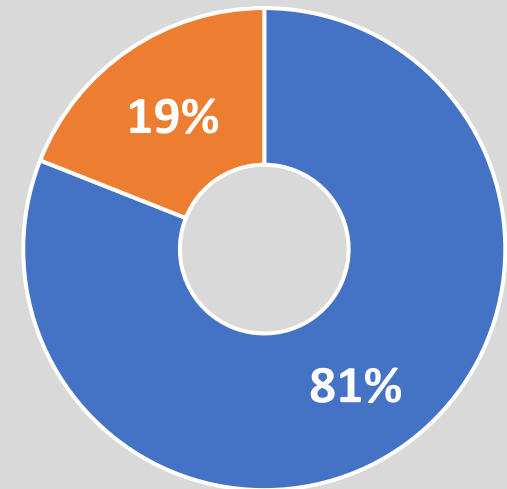
■ Yes ■ No

**DIAGNOSED & TAKING MEDICATION FOR
ANXIETY/DEPRESSION**



■ Yes ■ No

**MAINTAINS A HEALTHY WORK-LIFE
BALANCE**



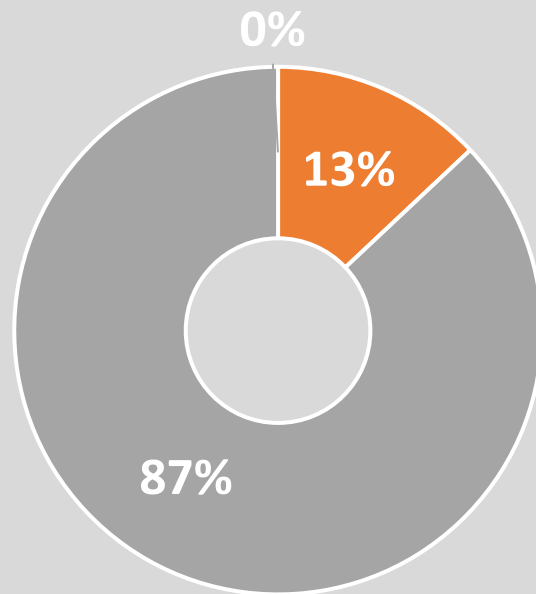
■ Yes ■ No

Self-Reported



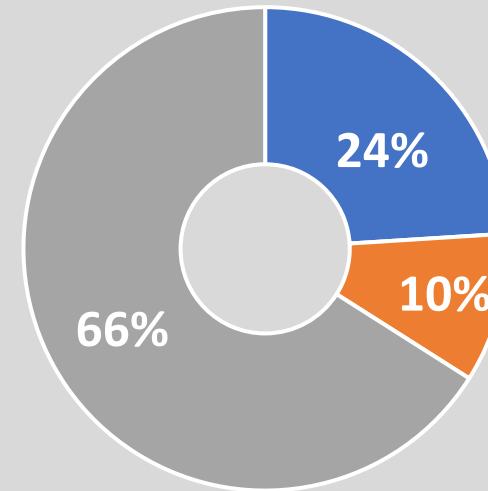
SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ <4 hours ■ 4-5 hours ■ 6-8 hours

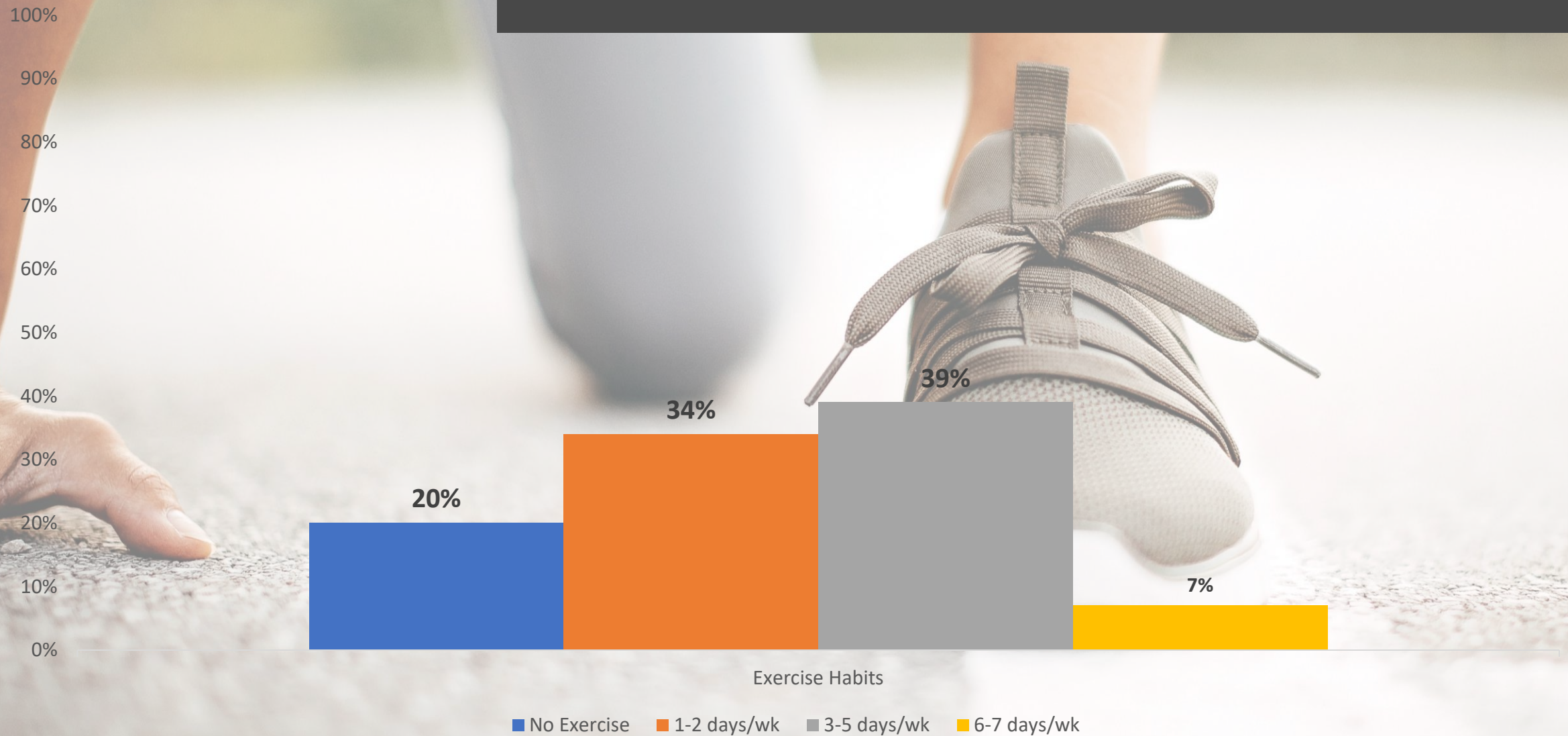
SLEEP APNEA



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

Self-Reported

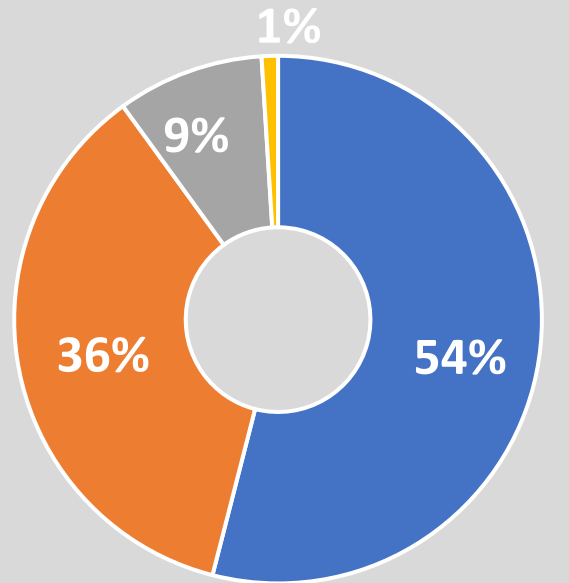
EXERCISE HABITS





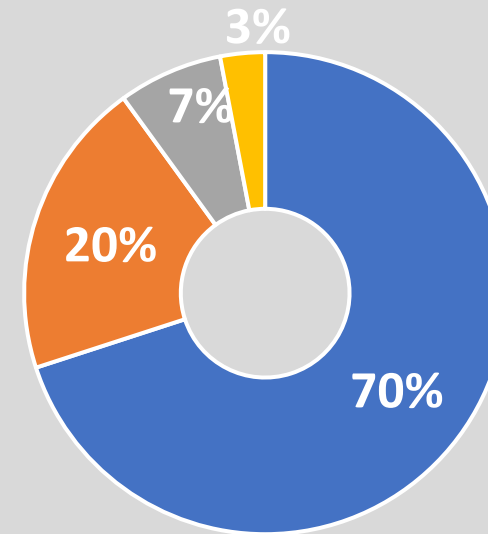
NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

STAND-OUT-STATS

- 41% earned the 2023 Wellness Incentive
- 55% completed the 2022 HRA
 - Maintenance from 2021

- 86 participants tracked 500-999 points
- 238 participants tracked 1,000-1,999 points
- 53 participants tracked 2,000-2,999 points
- 18 participants tracked 3,000-4,000 points
- 12 participants tracked 4,000+ points



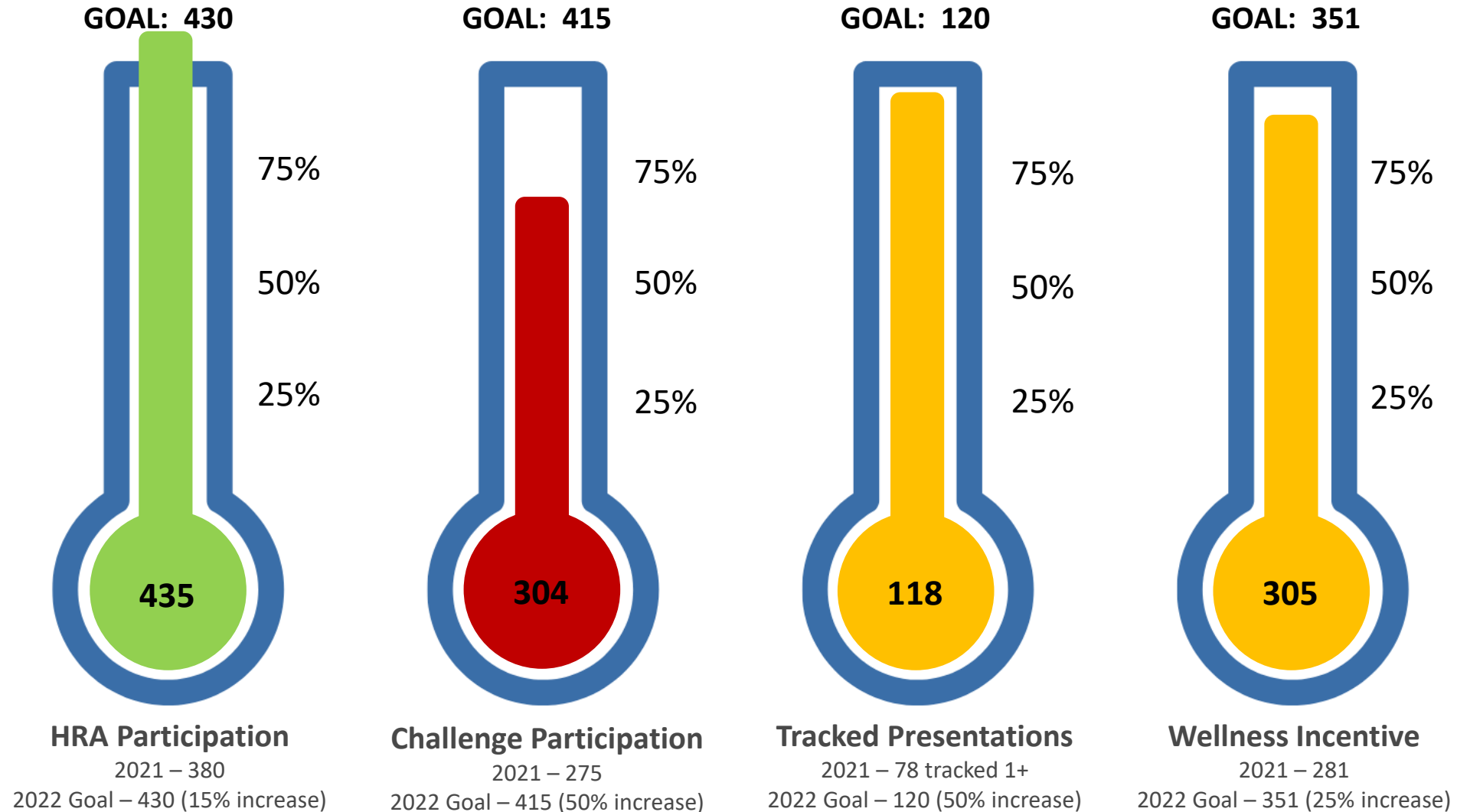
596,158 Points Tracked in 2022

***476,170 Points Tracked in 2021**

PROGRESS BY QUARTER

Christman Co	Q1	Q2	Q3	Q4	YTD
Active Users <small>**# of unique users per quarter and YTD</small>	198	170	212	359	411
Total Points Tracked <small>*per quarter, cumulative YTD</small>	158,874	91,419	111,054	234,811	596,158
% of Census Active <small>**# unique users/census per quarter</small>	29%	23%	30%	48%	53%
Completed Well Visit <small>*# of unique users per quarter</small>	8	37	59	240	344
Reached 500 or more points <small>**# of unique users per quarter</small>	49	91	150	322	322
Reached 1000 or more points <small>**# of unique users per quarter</small>	191	87	134	255	667
Health Assessments Completed <small>*# of completions per quarter</small>	189	48	68	130	435

STRIVE 2022 PROGRAMMING GOALS

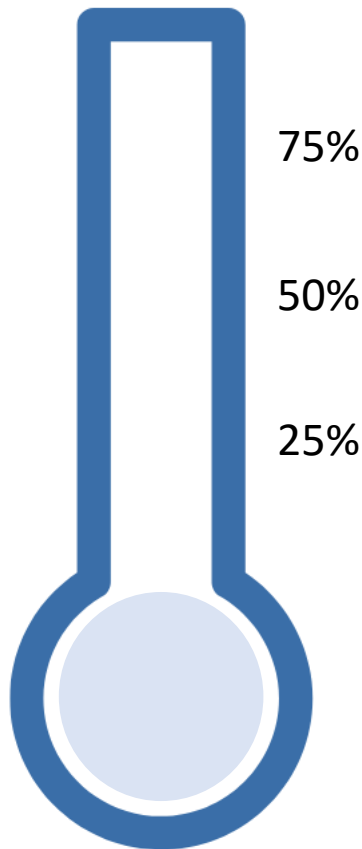




Kapnick
Strive

STRIVE 2023 PROGRAMMING GOALS

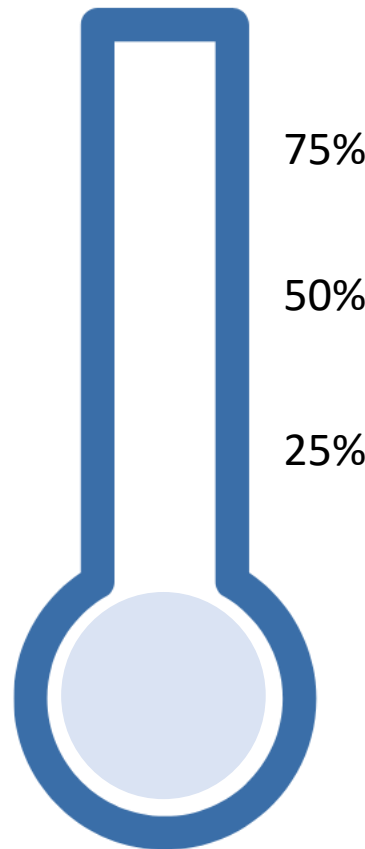
GOAL: 450



HRA Participation

2021 – 380
2022 - 435
2023 Goal – 450

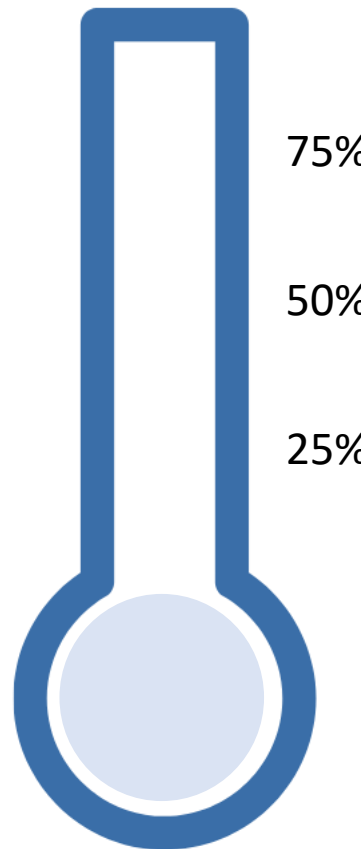
GOAL: 450



Challenge Participation

2021 – 275
2022 - 304
2023 Goal – 400

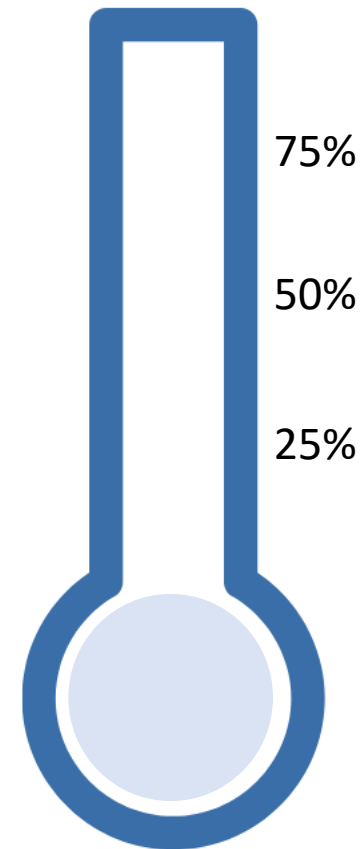
GOAL: 120



Tracked Presentations

2021 – 78 tracked 1+
2022 - 118
2023 Goal – 120

GOAL: 450



Wellness Incentive

2021 – 281
2022 - 305
2023 Goal – 450



2023 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">February – Health Benefits of a Good Night’s Sleep & Sleep DisordersMay – Live Smart, Play Smart: Reducing Your Risk of Skin CancerSeptember – Bone Health 101November – Happy, Healthy Holidays	<ul style="list-style-type: none">March – Snooze or LoseApril – Strive Corporate ChallengeJune – New York MinuteOctober – Them Bones	<ul style="list-style-type: none">2024 Wellness IncentiveWellness Reimbursement ProgramContinue Strive Reward Point Program & Quarterly GiveawaysMonthly Wellness NewsletterMonthly Strive Webinar



2023 WELLNESS PLAN

Next Steps

- 2023 Marketing Campaign
 - Welcome to 2023 Home-mailer
 - 2024 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
 - Finding a PCP flyer

Programming Considerations for 2024

- Transition to Silver+

2023 WELLNESS CALENDAR

JAN

Patient Experience & Empowerment

- National Drugs & Alcohol Facts Week: 1/20 - 1/26

FEB

The Cost of Health & Self-Investment

- Wear Red Day: 2/5
- African Heritage & Health Week: 2/1 - 2/7
- Health Benefits of a Good Night's Sleep & Sleep Disorders: 2/21, 12:00 - 1:00 PM

MAR

Practical Nutrition & Your Relationship with Food

- Neurodiversity Celebration Week: 3/21 - 3/27
- Q1 Reward Points Due: 3/31
- Snooze or Lose: 3/3 - 3/17

APR

The Environment & You

- National Oral Health Month
- Earth Day: 4/22
- Strive Corporate Challenge: 4/3 - 4/21

MAY

All About Allergies

- Women's Health Month
- Mental Health Awareness Week: 5/10 - 5/16
- Live Smart. Play Smart: Reducing the Risk of Skin Cancer: 5/9, 12:00 - 1:00 PM

JUN

Children's Mental Health

- National Migraine & Headache Awareness Month
- Q2 Reward Points Due: 6/30
- New York Minute: 6/2 - 6/30

JUL

Hearing Loss & Ear Safety

- UV Safety Month
- International Self-Care Day: 7/24

AUG

Cannabis: Reducing Harm

- International Overdose Awareness Day: 8/31

SEP

Ergonomics, Posture, & Reducing Pain

- Pain Awareness Month
- Q3 Reward Points Due: 9/30
- Bone Health 101: 9/12, 12:00 - 1:00 PM

OCT

Community Action & Self-Care

- World Food Day: 10/16
- Them Bones: 10/2 - 10/16

NOV

Perfectionism & OCD

- American Diabetes Month
- World Diabetes Day: 11/14
- Happy, Healthy Holidays: 11/14, 12:00 - 1:00 PM

DEC

Disconnect & Reconnect (To Your Youth)

- Human Rights Day: 12/10

- Awareness Observance Dates
- Wellness Challenge
- Wellness Presentation
- HRA/Quarterly Reward Points Dates
- Webinar: Held on the fourth Wednesday of each month at 12pm EST. Held on the third Wednesday for November and December.