



EXECUTIVE REVIEW

2023 STRATEGIC PLANNING

Fritz Enterprises &
Huron Valley Steel Corporation



Kapnick
Strive

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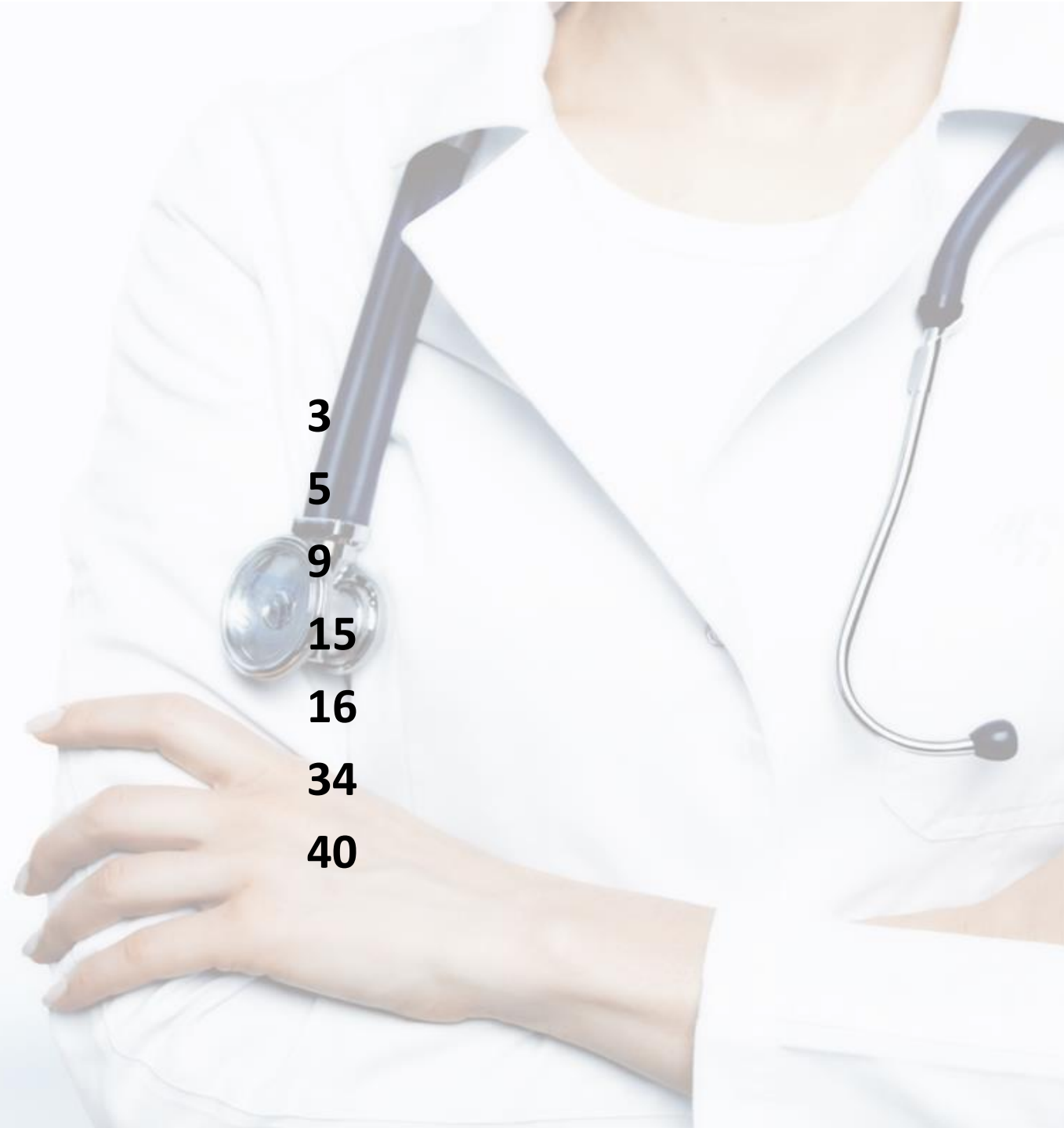
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2022 KEY FINDINGS

- **89%** of total participation were **repeat** participants
- **69%** of repeat participants remained in the **Ideal or Low** risk range and/or made a positive risk migration
- The average health score increased by 1+ point in 2022; was at **73** for 2020 and 2021
- **26%** of repeat participants improved by 5+ points from the previous year
 - 14% of these participants improved by 10 or more points
- **49%** of participants that completed the 2022 HRA and indicated they use Tobacco also indicated that they are **interested in quitting**
- Of those who qualified for RAS, **87%** of them enrolled and completed the program to earn the wellness incentive
- A health coach was able to connect with **57%** of those who received a health score of 60 or below
 - Of that **57%**, a health coach was able to enroll **74%** into the RAS health coaching program during the first phone call
- Per member cost for members with chronic conditions **decreased 5.1%** from previous year
- The number of **diabetic members slightly increased** in 2022 along with diabetic drug adherence
 - The cost of diabetics increased approximately \$200/per member. This is driven by the use of newly prescribed diabetic medications
 - Additionally, the average cost of diabetics who did not participate in the screening cost significantly more than diabetics who participated
- There were 28 members with a health score **increase of 15+ points**. The average cost of these members decreased approximately \$2k
 - There were 85 members with a health score increase of 5+ points. The average cost of these members increased approximately \$1,400
 - There were 133 members with a health score decrease. The average cost of these members increased approximately \$3k
- Repeat participants who had a 5+ point improvement showed **increased usage** for diabetic and cholesterol maintenance Rx

2022 EMPLOYEE EVENTS

WELLNESS PRESENTATIONS/RECORDINGS

- Happiness Is
- Live Smart, Play Smart, Reducing Risk of Skin Cancer
- Your Total Wellbeing-Matters
- Managing Mental Health

CHALLENGES

- 4th Annual Strive Corporate Challenge – *3 participants*
- Full Body Blast – *1 participant*
- Hydration Station – *10 participants*

HEALTH SCREENINGS

- 25 Health Screenings Events
- 11 At-Home Screenings

STRIVE REWARD RAFFLES

- 5 winners drawn quarterly to receive \$25 cash
- 1 winner drawn annually for a grand prize of \$250 cash



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PARTICIPATION

Repeat Participants – 331



YEAR	TOTAL PARTICIPATION	% OF ELIGIBLE
2022	381	61%
2021	437	66%
2020	464	73%



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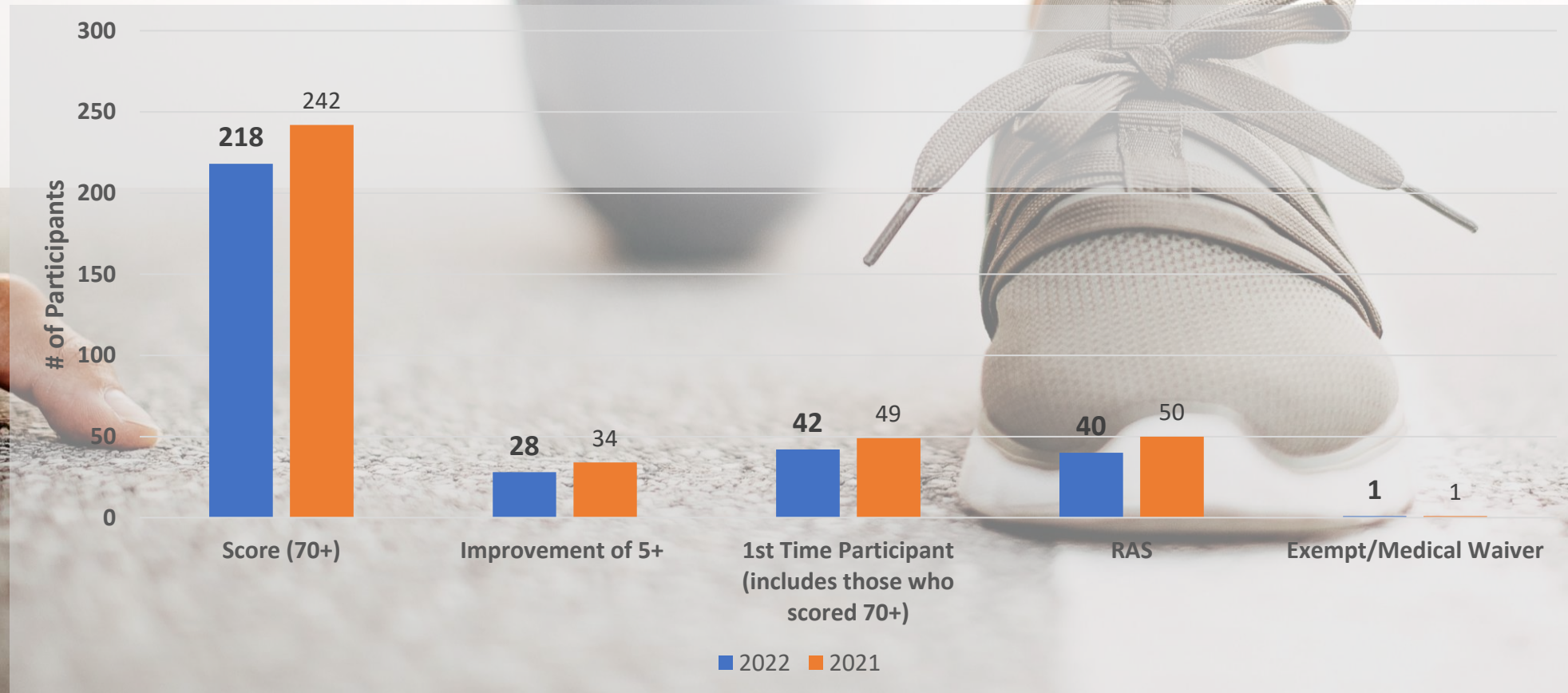


PARTICIPATION BY LOCATION

LOCATION	2022 Participation	2022 Participation %	2021 Participation	2021 Participation %	2020 PARTICIPATION
FEI Alabama	10	29%	20	56%	22
FEI Flint	10	71%	12	80%	14
FEI Indiana	43	51%	63	67%	68
FEI Michigan	73	64%	77	63%	76
Fritz Products	14	50%	19	53%	23
HVF Precious Metals & HVF West	28	76%	27	75%	26
HVS Alabama	100	65%	111	71%	120
HVS Michigan	103	65%	108	65%	115

WELLNESS INCENTIVE BREAKDOWN

**YEAR-TO-DATE 2023 INCENTIVE
ELIGIBLE: 329/382 = 86%**



PROGRAM OUTREACHES

CRITICAL VALUES

- There were no critical values reported in 2022

60 & BELOW

- 73 participants scored 60 or below
 - A health coach was able to connect with 57% of participants
 - Out of the 57% connected with, 74% of them were enrolled into RAS coaching during the first phone call.

RAS HEALTH COACHING PROGRAM

- 93 participants were eligible for RAS (24% of total screened)
 - 40 participants enrolled (43% of those eligible for RAS)
 - Of the 40 enrolled, 35 participants have completed the program as of 4/6/2023



BIOMETRIC AVERAGES

Biometric	2022 Average	2021 Average	2020 Average	2022 Strive Benchmark	Ideal Range
Health Score	74	73	73	76	70 - 100
BMI	31	31	30.9	30	18.5 - 29.9
Waist/Hip Ratio	0.92	0.92	0.95	0.92	<= 0.95
BP: Systolic	119	120	123	119	≤121mmHg
BP: Diastolic	76	76	77	75	≤81mmHg
Total Cholesterol	185	184	185	193	<200mg/dL
HDL Cholesterol	53	51	52	54	≥50
LDL Cholesterol	104	104	105	112	<=129
Triglycerides	138	149	137	134	<150
Blood Glucose	103	106	103	100	≤100mg/dL
Hemoglobin A1C	5.8	5.9	5.5	5.6	<5.7%

AVERAGE SCORE- 73

Ideal = 100-85

Low Risk = 84-70

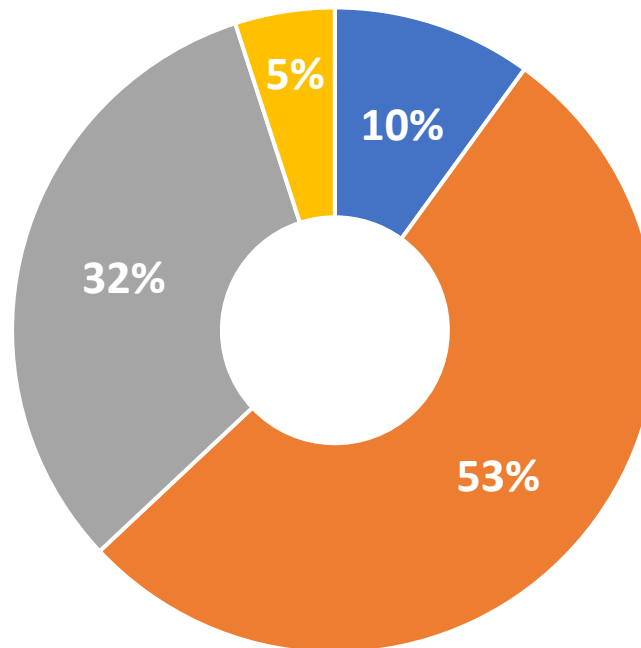
Moderate Risk = 69-60

High Risk = 59-50

Very High Risk = 49-0

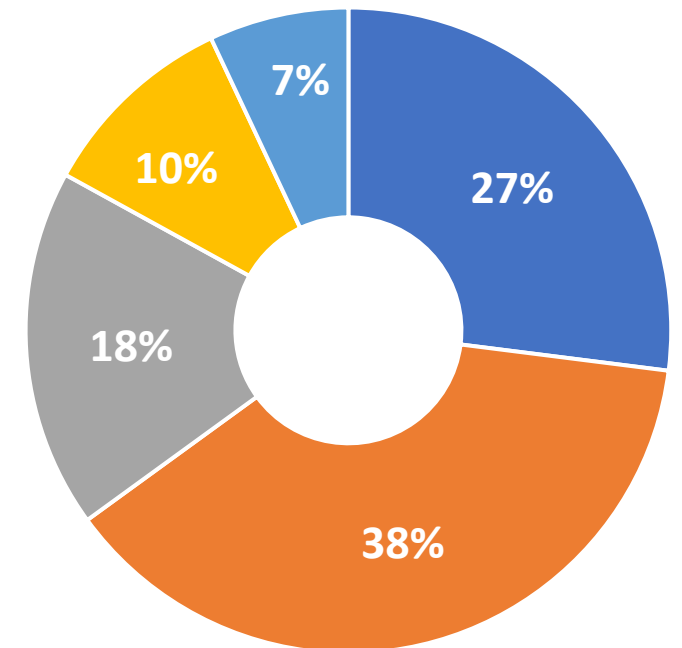
SELF-PERCEPTION VS ACTUAL HEALTH

SELF-PERCEPTION OF HEALTH



■ Ideal ■ Low ■ Moderate ■ High ■ Very High

2022 ACTUAL HEALTH SCORE



■ Ideal ■ Low ■ Moderate ■ High ■ Very High



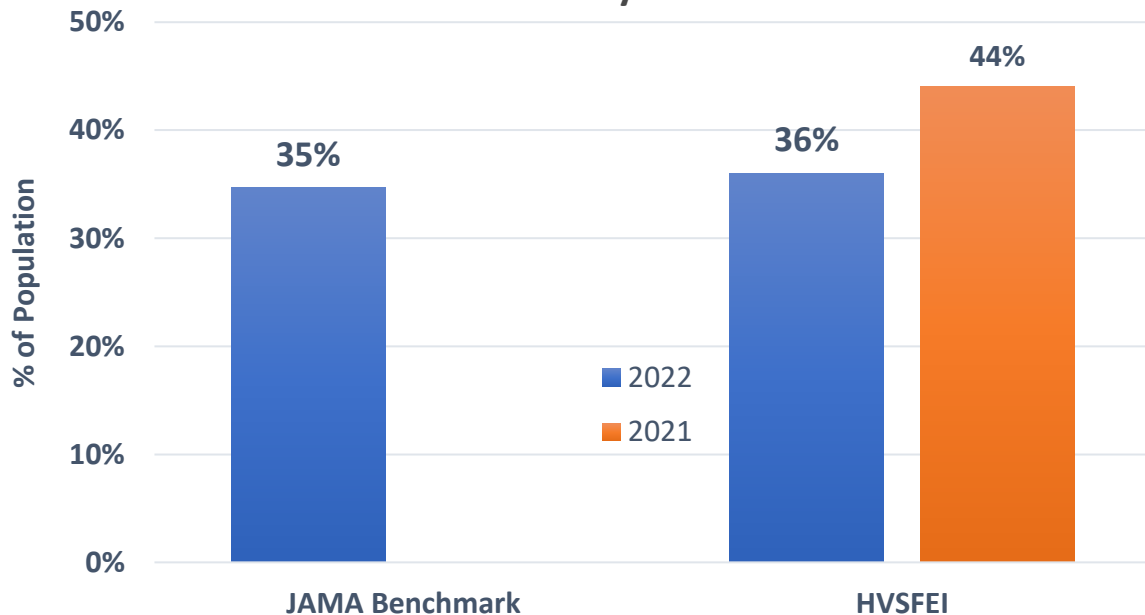
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HEALTH SCORE BENCHMARKING

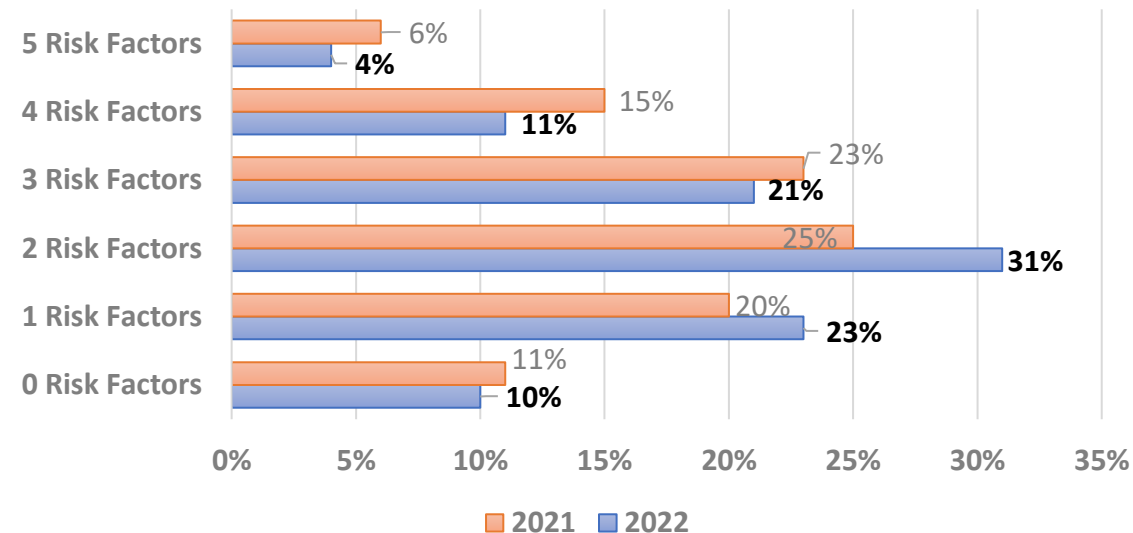


METABOLIC SYNDROME RISK

Prevalence of Metabolic Syndrome – 3 or more risk factors



% Breakdown



The National Institutes of Health guidelines define metabolic syndrome as having three or more of the following traits, including traits you're taking medication to control:

- **Large waist** — A waistline that measures at least 35 inches for women and 40 inches for men
- **High triglyceride level** — 150 milligrams per deciliter (mg/dL) or higher of this type of fat found in blood
- **Reduced "good" or HDL cholesterol** — Less than 40 mg/dL in men or less than 50 mg/dL in women of high-density lipoprotein (HDL) cholesterol
- **Increased blood pressure** — 130/85 millimeters of mercury (mm Hg) or higher
- **Elevated fasting blood sugar** — 100 mg/dL or higher

REPEAT PARTICIPANT RISK CHANGE

Repeat Participants – 331

**REMAINED IDEAL/LOW
AND/OR MADE
POSITIVE RISK
MIGRATION**

228 😊 69%

**REMAINED MODERATE
OR HIGH/V HIGH**

25 😐 7%

**MADE A NEGATIVE
RISK MIGRATION**




78 😞 24%

REPEAT PARTICIPANT BIOMETRIC RISK CHANGE



Total Cholesterol

Remained low risk or made a positive risk migration	Remained in moderate or high risk	Made a negative risk migration
237  72%	41  12%	53  16%




Blood Glucose

Remained low risk or made a positive risk migration	Remained in moderate or high risk	Made a negative risk migration
198  60%	59  18%	74  22%



Systolic Blood Pressure

Remained low risk or made a positive risk migration	Remained in moderate or high risk	Made a negative risk migration
222  67%	53  16%	56  17%




Hemoglobin A1C

Remained low risk or made a positive risk migration	Remained in moderate or high risk	Made a negative risk migration
191  58%	80  24%	60  18%

Diastolic Blood Pressure

Remained low risk or made a positive risk migration	Remained in moderate or high risk	Made a negative risk migration
261  79%	27  8%	43  13%

Tobacco

Remained low risk or made a positive risk migration	Remained positive	Made a negative risk migration
220  66%	99  30%	12  4%

TOP RISK FACTORS



**NICOTINE
USE**



DIABETES



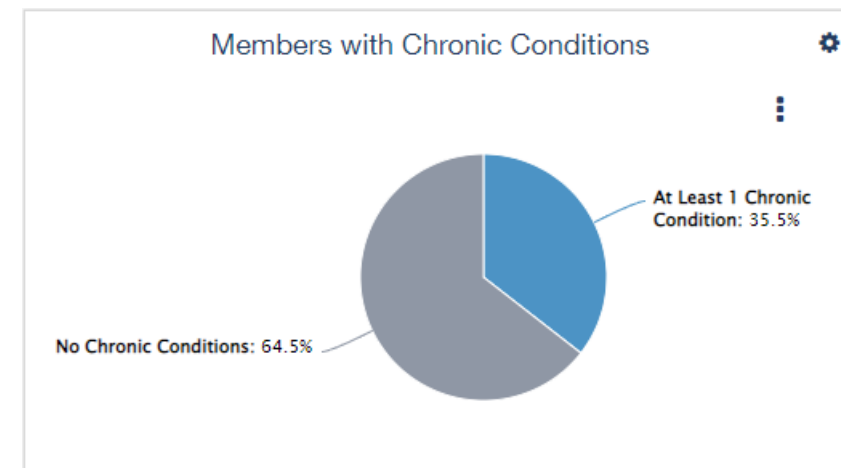
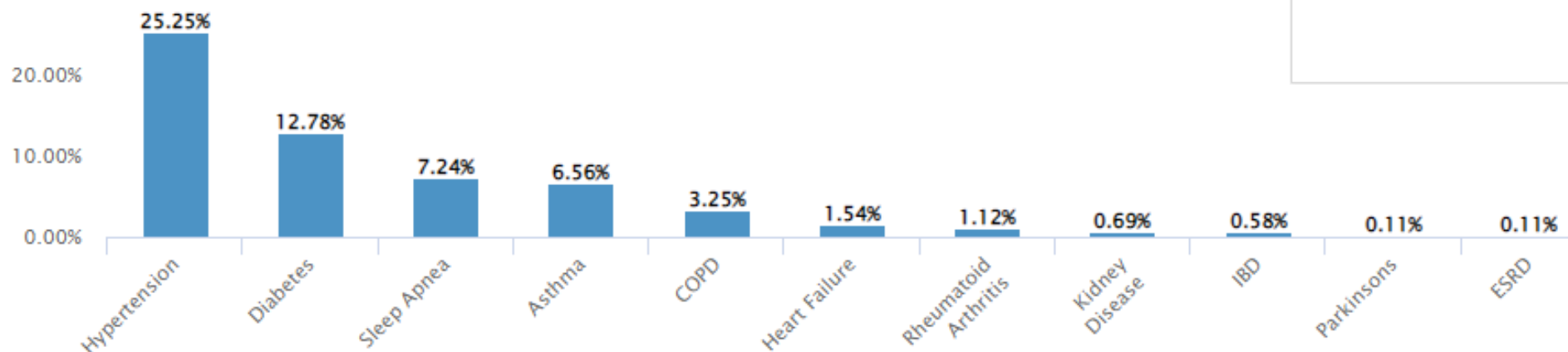
**BODY
COMPOSITION**



Chronic Conditions & Health Screening Claims Analysis via KAPNICK LENS

Chronic Condition Prevalence

- 35.5% of members on HVSFEI's health plan have at least 1 chronic condition
 - This is above the Kapnick book of business benchmark which is 27.9%
- The chronic conditions with the highest prevalence are displayed below
- 4 of the top 5 chronic conditions have a higher prevalence in HVSFEI's population as compared to benchmark



- Chronic condition prevalence in the Kapnick benchmark is as follows:
 - Hypertension: 16.82%
 - Diabetes: 8.58%
 - Asthma: 7.33%
 - Sleep Apnea: 5.01%
 - COPD: 1.20%

Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Chronic Condition Cost

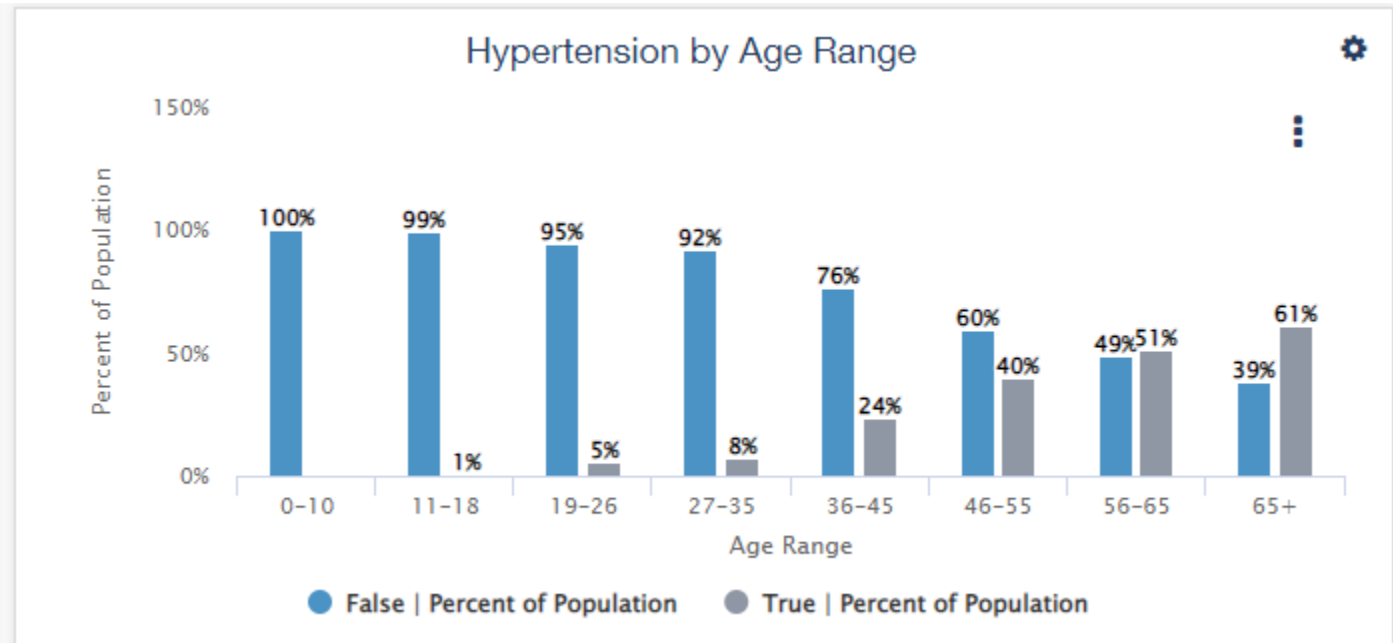
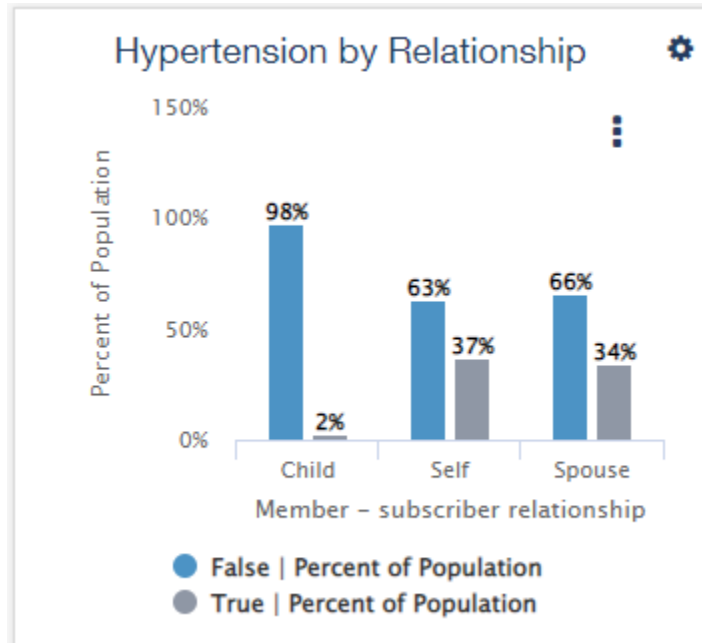
Total Cost & PMPM Cost of Members with and without Chronic Conditions

Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	HVS/Fritz PMPM without Chronic Condition	HVS/Fritz PMPM with Chronic Condition	PMPM without Chronic Condition Benchmark (Manufact / BOB)	PMPM with Chronic Condition Benchmark (Manufact / BOB)
\$5,063,677	\$4,067,165	80%	\$155 -1.3% from PY	\$931 -5.1% from PY	\$207 / \$224	\$1,007 / \$919

Assumptions:

- All members aged 19+ enrolled in the health plan are included except for 1 high-cost claimant due to nature of condition (Fabry disease; \$510k in total claims) (808 members total)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmarks reflect Kapnick's book of business (BOB) benchmark (49k members) and manufacturing subset (15k members)
- PY = prior year (Jan 2021 through Dec 2021)

Hypertensive Members: Demographics



Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- True = hypertensive members

Hypertensive Members: Gaps in Care

Year	Total Hypertensive Members	Total Hypertensive Members (enrolled full 12 months)	% Hypertensive Members (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx (enrolled full 12 months)	Total Hypertensive Members with 3 or Less Fills of Maintenance Rx (enrolled full 12 months)
2021	292	255	37.2%	50 (19.6%)	105 (41.2%)
2022	278	238	36.8%	53 (22.3%)	89 (37.4%)

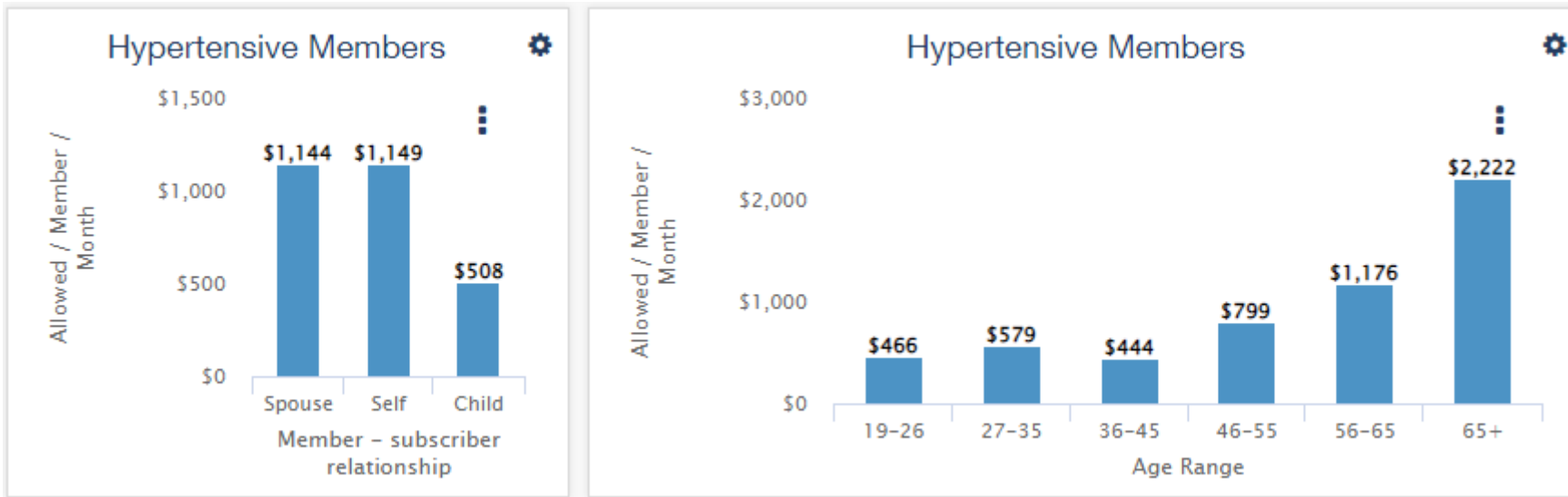
Assumptions:

- All members aged 19+ enrolled in the health plan are included
 - 2021 – 834 members; 686 enrolled all 12 months
 - 2022 – 808 members; 646 enrolled all 12 months
- Data is from Jan 2021 through Dec 2022 on an incurred basis



Hypertensive Members: PMPM Cost

Year	Hypertensive Member PMPM Cost	Hypertensive Member PMPM Cost Benchmark (Manufact / BOB)
2021	\$923	\$1,165 / \$1,018
2022	\$1,036	\$991 / \$905



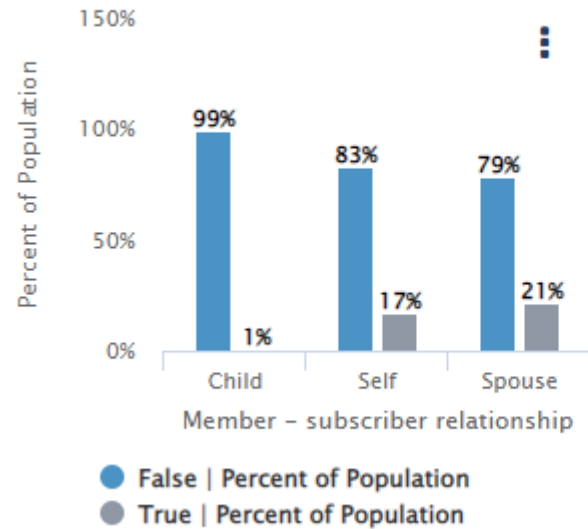
Assumptions:

- Members include total hypertensive members aged 19+ enrolled for all 12 months in 2022, excluding 1 HCC with intestinal cancer
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmarks reflect Kapnick's book of business (BOB) benchmark (49k members) and manufacturing subset (15k members)

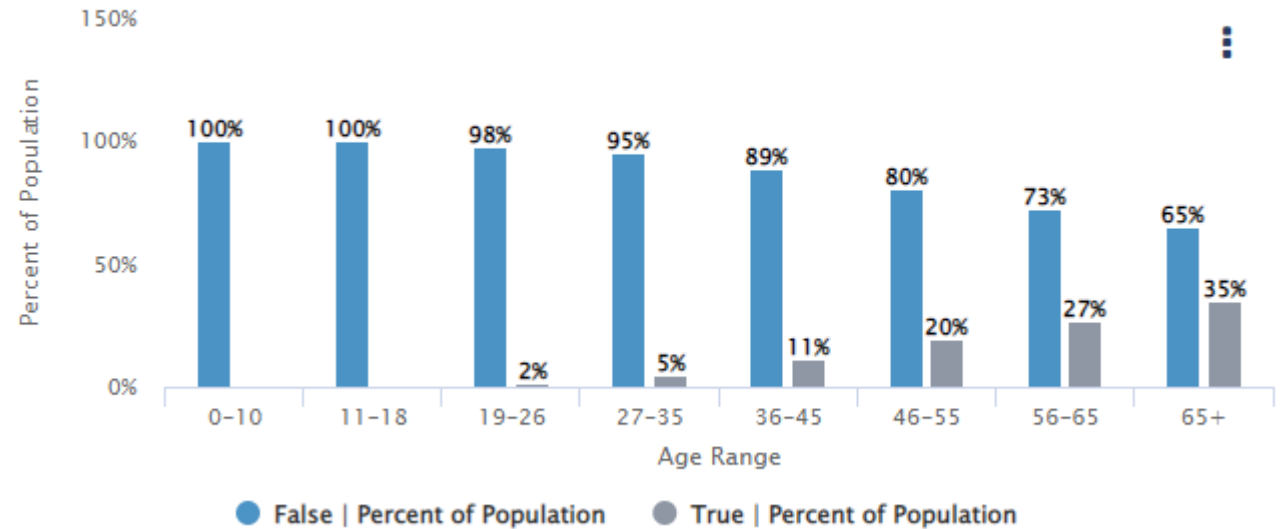


Diabetic Members: Demographics

Diabetics by Relationship



Diabetics by Age Range



Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- True = diabetic members

Diabetic Members: Gaps in Care

Year	Total Diabetic Members	Total Diabetic Members (enrolled full 12 months)	% Diabetic Members (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx (enrolled full 12 months)	Total Diabetic Members with 3 or Less Fills of Maintenance Rx (enrolled full 12 months)
2021	125	111	16.2%	25 (22.5%)	46 (41.4%)
2022	131	116	18.0%	21 (18.1%)	42 (36.2%)

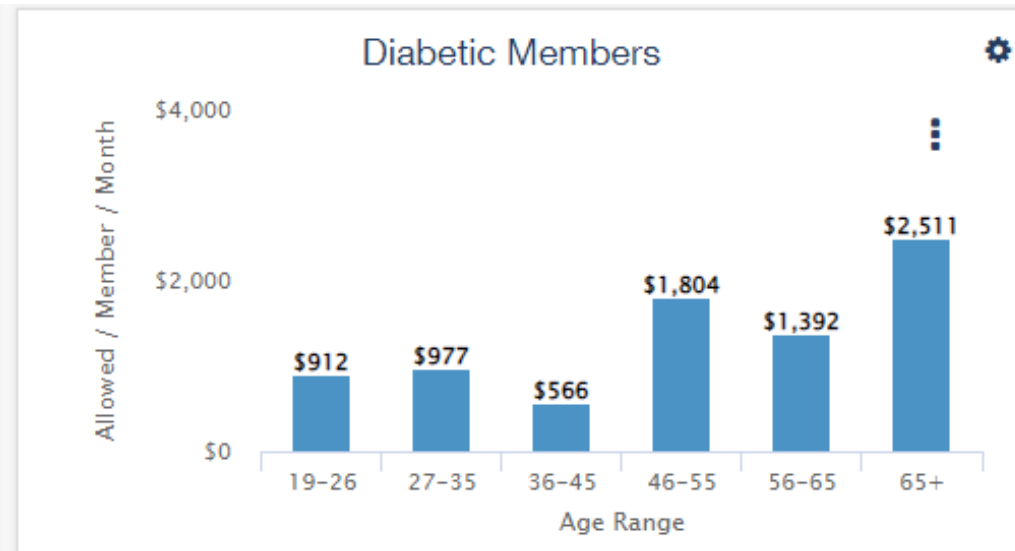
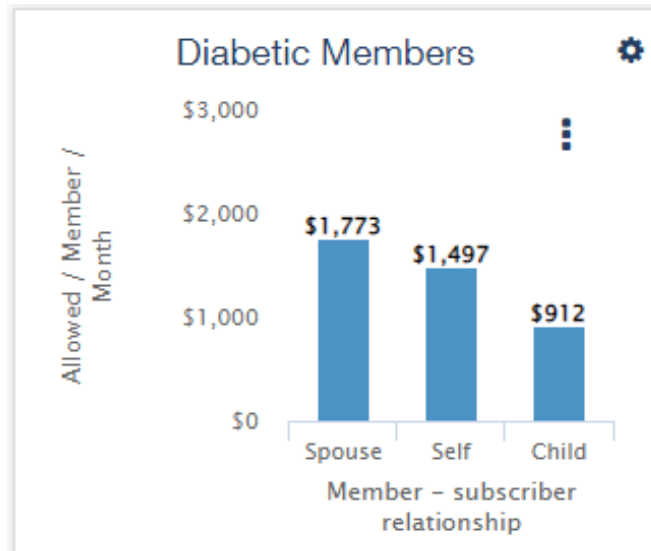
Assumptions:

- All members aged 19+ enrolled in the health plan are included
 - 2021 – 834 members; 686 enrolled all 12 months
 - 2022 – 808 members; 646 enrolled all 12 months
- Data is from Jan 2021 through Dec 2022 on an incurred basis



Diabetic Members: PMPM Cost

Year	Diabetic Member PMPM Cost	Diabetic Member PMPM Cost Benchmark (Manufact / BOB)
2021	\$1,200	\$1,539 / \$1,340
2022	\$1,397	\$1,278 / \$1,233



Assumptions:

- Members include total diabetic members aged 19+ enrolled for all 12 months in 2022, excluding 1 HCC with intestinal cancer
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmarks reflect Kapnick's book of business benchmark and manufacturing subset (also members aged 19+)

Diabetic Members & BMI: PMPM Cost

Year	Diabetic & Screened w/ a BMI of Overweight or Obese Members / PMPM Cost		Diabetic & Screened w/ a BMI of Normal or Underweight Members / PMPM Cost		Diabetic & Did not Screen Members / PMPM Cost	
2021	55	\$1,086	6	\$1,128	34	\$1,641
2022	70	\$1,181	6	\$1,257	39	\$1,603

Assumptions:

- Members include total diabetic members aged 19+ enrolled for all 12 months in 2022, excluding 1 HCC with intestinal cancer
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmarks reflect Kapnick's book of business benchmark and manufacturing subset (also members aged 19+)

Members w/ Multiple Conditions: PMPM Cost

Year	Total Hypertensive & Diabetic Members (enrolled full 12 months)	Member PMPM Cost	Member PMPM Cost Benchmark (Manufact / BOB)
2021	73	\$1,420	\$1,700 / \$1,442
2022	88	\$1,363	\$1,403 / \$1,322

Year	Total Diabetic & Sleep Apnea Members (enrolled full 12 months)	Member PMPM Cost	Member PMPM Cost Benchmark (Manufact / BOB)
2021	19	\$1,716	\$2,340 / \$1,968
2022	29	\$1,669	\$1,852 / \$1,699

Assumptions:

- Members include total diabetic members aged 19+ enrolled for all 12 months in 2022, excluding 1 HCC with intestinal cancer
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmarks reflect Kapnick's book of business benchmark and manufacturing subset (also members aged 19+)

Screening Overview

Participated in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	251	117	368
Enrolled all 12 Months	236	112	348
Had 0 Claims	26	6	32
% Total w/ 0 Claims (Enrolled 12 Months)	11.0%	5.4%	9.2%

Did not Participate in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	157	92	249
Enrolled all 12 Months	109	69	178
Had 0 Claims	20	3	23
% Total w/ 0 Claims (Enrolled 12 Months)	18.3%	4.3%	12.9%

Notes:

- Overall total members enrolled for 12 months with no claims was 10.5%

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (all dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Wellness Visit


	Screened	Did Not Screen
Enrolled in Health Plan in 2022	368	249
Enrolled all 12 Months	348	178
Had a Wellness Visit	113	49
% with a Wellness Visit (Enrolled 12 Months)	32.5%	27.5%
% without a Wellness Visit (Enrolled 12 Months)	67.5%	72.5%


Assumptions:


- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2022 & were enrolled for all 12 months of 2022 were included (all dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis




Screenings & Cost

Members with Screenings 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	368	\$2,918,321	\$7,930

Members without Screenings 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	248	\$1,724,698	\$6,954

Members with Screenings 				
	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	Self	251	\$1,714,156	\$6,829
2	Spouse	117	\$1,204,164	\$10,292
	Grand Total	368	\$2,918,321	

Members without Screenings 				
	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	Self	156	\$1,060,496	\$6,798
2	Spouse	92	\$664,202	\$7,220
	Grand Total	248	\$1,724,698	

Notes:

- Members with screenings cost \$976 more per member in 2022 based on incurred costs

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2022 & were enrolled for all 12 months of 2022 were included (all dependent children excluded)
- 1 high-cost claimant with Fabry disease was excluded from the “without screenings” population
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Repeat Participants

Members with Screenings						
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		
1	2021	328	\$2,133,601	\$6,505		
2	2022	328	\$2,830,873	\$8,631		

Members with Screenings (Excl. Claimants over \$100k)						
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		
1	2021	322	\$1,810,703	\$5,623		
2	2022	322	\$2,032,749	\$6,313		







Members with Screenings									
	Member - subscriber relationship	Self			Spouse				
	Year number	Member ID (Count Distinct)	Allowed Amount	Allowed per Member	Member ID (Count Distinct)	Allowed Amount	Allowed per Member		
1	2021	219	\$1,270,425	\$5,801	109	\$863,176	\$7,919		
2	2022	219	\$1,631,400	\$7,449	109	\$1,199,474	\$11,004		

Members with Screenings (Excl. Claimants over \$100k)									
	Member - subscriber relationship	Self			Spouse				
	Year number	Member ID (Count Distinct)	Allowed Amount	Allowed per Member	Member ID (Count Distinct)	Allowed Amount	Allowed per Member		
1	2021	215	\$1,089,335	\$5,067	107	\$721,368	\$6,742		
2	2022	215	\$1,140,941	\$5,307	107	\$891,807	\$8,335		

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2021 & 2022 and participated both years were included
- Data is from Jan 2021 through Dec 2022 on an incurred basis

Cost by Health Score

Health Score for All Members 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	373	\$2,942,005	\$7,887
Health Score 85-100 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	101	\$743,972	\$7,366
Health Score 70-84 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	141	\$1,102,339	\$7,818
Health Score 60-69 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	66	\$476,603	\$7,221
Health Score 50-59 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	39	\$447,640	\$11,478
Health Score 0-49 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	26	\$171,451	\$6,594

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included
- Data is from Jan 2022 through Dec 2022 on an incurred basis




Repeat Participants


Health Score Improved by 15+ ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	28	\$301,440	\$10,766
2	2022	28	\$249,460	\$8,909
Health Score Improved by 10-14 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	19	\$191,306	\$10,069
2	2022	19	\$333,439	\$17,549
Health Score Improved by 5-9 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	38	\$363,954	\$9,578
2	2022	38	\$389,513	\$10,250
Health Score Improved 1-4 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	54	\$271,362	\$5,025
2	2022	54	\$455,833	\$8,441
Health Score Stayed the Same ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	56	\$175,780	\$3,139
2	2022	56	\$169,290	\$3,023
Health Score Decreased ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	133	\$829,759	\$6,239
2	2022	133	\$1,233,339	\$9,273

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2021 & 2022 and participated both years were included
- Data is from Jan 2021 through Dec 2022 on an incurred basis

Repeat Participants: Improved 5+

Health Score Improved by 5+ 									
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count	Allowed per Member
1	2021	85	\$856,699	\$597,470	\$259,229	1,581	2,175	3,756	\$10,079
2	2022	85	\$972,411	\$605,047	\$367,364	1,855	2,283	4,138	\$11,440

Health Score Improved by 5+ 									
	Year number	Member ID (Count Distinct)	Hypertension Maintenance RX Claim Count	Diabetes Maintenance RX Claim Count	Cholesterol Maintenance RX Claim Count	Hypertension Maintenance RX Amount Paid	Diabetes Maintenance RX Amount Paid	Cholesterol Maintenance RX Amount Paid	Allowed Rx PMPM
1	2021	85	341	260	173	\$6,710	\$134,242	\$9,876	\$254
2	2022	85	315	282	226	\$5,657	\$183,386	\$17,805	\$360

Assumptions:

- Employees and spouses enrolled in the health plan & eligible to participate in health screenings in 2021 & 2022 and participated both years were included
- Data is from Jan 2021 through Dec 2022 on an incurred basis



2023 GOALS AND STRATEGIES

Participant A Testimonial:

“My Health Coach is Jenn. I can't remember her last name. Due to me failing my health screening, I had to participate in the 6-week telephone call coach sessions. This absolute wonderful lady all the way in MI helped an old country boy from way down in Alabama stop using tobacco cold turkey. It has been 28 days since I stopped using tobacco. Her enthusiasm, encouragement and commitment to helping me was just plain ol' AWESOME!!! Thank you for employing someone that really cares about their job and the person they are trying to help. Even though our phone calls are over, I will stay committed to not using tobacco again and get started on my weight loss. Thank you, Jenn!!!! You are AWESOME!!!!”

Strive Testimonial Video



STAND-OUT STORIES

Participant B: Increased their score by 30 points, to earn a score of 100, by decreasing their cholesterol, LDL, and triglycerides.

Participant C: Increased their score by 30 points by decreasing their waist, BMI, cholesterol, triglycerides, glucose, and A1C.

Participant D: Increased their score by 26 points by decreasing their waist, improving their BMI, lowering their cholesterol, triglycerides, glucose, A1C; and improved their HDL and GGT.

85 repeat participants improved their health score by 5+ or more points.

- 47 of the 85 participants improved by 10+ points
 - 28 of the 47 participants improved by 15+ points
 - 10 of the 28 improved by 20+ points

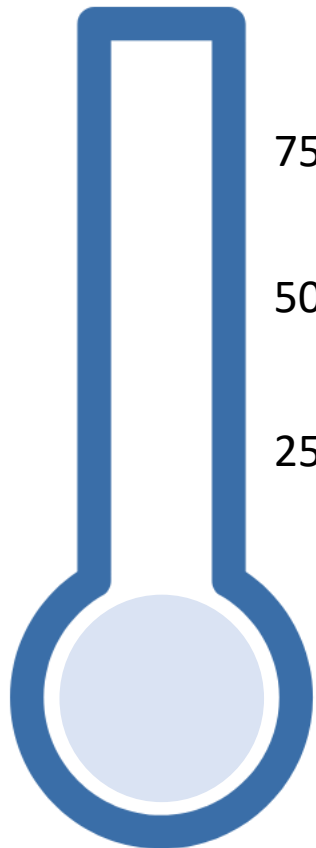
22 PARTICIPANTS RECEIVED A PERFECT HEALTH SCORE OF 100



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STRIVE 2023 PROGRAMMING GOALS

GOAL: 36%



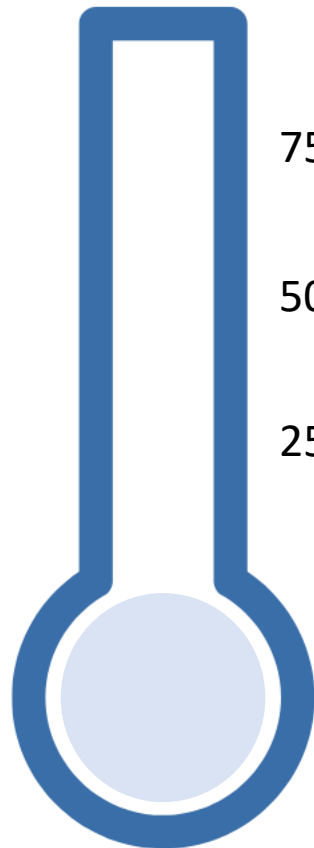
Well-Visit Utilization

2021 – 37% (based on Lens data)

2022 Goal – 31% completed (based on Lens data)

2023 Goal: 36% (5% increase)

GOAL: 280



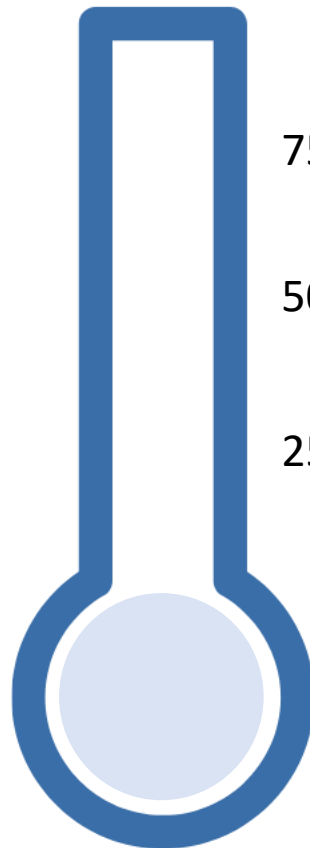
HRA Participation

2021 – 279

2022 – 255

2023 Goal – 280 (10% increase)

GOAL: 70%



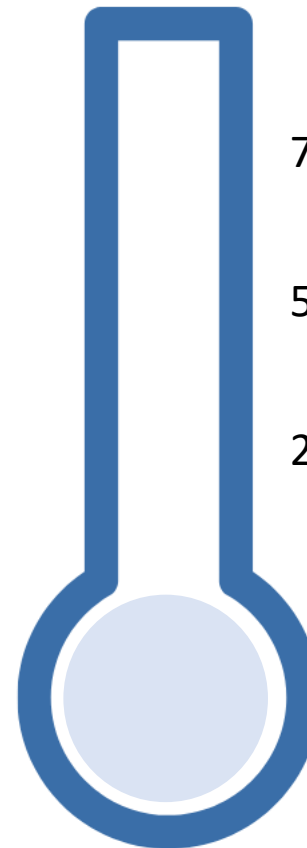
Health Screening Participation

2021 – 66%

2022 – 61%

2023 Goal – 70% (9% increase)

GOAL: 65%



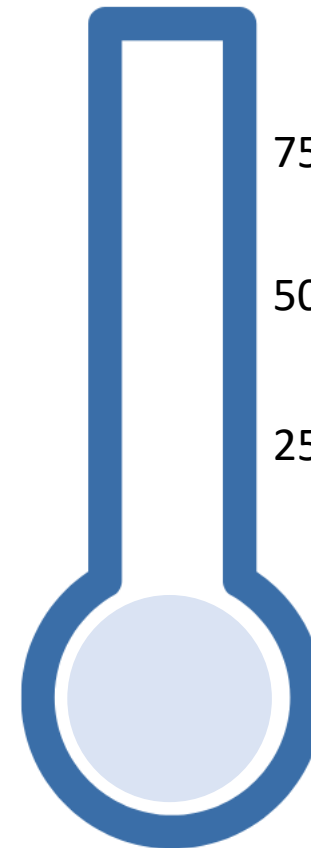
RAS Health Coaching

2021 – 49% (of eligible participated)

2022 – 43% (of eligible participated)

2023 Goal – 65% (9% increase)

GOAL: 25



Challenge Participation

2021 – 3

2022 – 14

2023 Goal – 25 (75% increase)

2023 GOALS AND STRATEGIES

2023 Goals	2023 Strategies	Overall Strategies
<p>Increase health screening participation by 9% (Current: 61%)</p>	<ul style="list-style-type: none"> Kapnick Call Center providing outbound calls to help employees sign up for their screening Hold 3 monthly meetings for site managers/team leaders prior to health screenings Reminder email to participants day before health screening Host 2 monthly health screening events for employees prior to health screening Market health screenings during wellness challenges and presentations Continue screenings during August timeframe Increase Health Risk Assessment (HRA) completion by 10% 	<ul style="list-style-type: none"> Integrate wellness initiatives into safety meetings <ul style="list-style-type: none"> Create '<i>Wellness Minute</i>' for them to review <ul style="list-style-type: none"> Upcoming events Did you know? Reminder about screenings and incentive Reward Points Program Etc. Leadership participation in challenges <ul style="list-style-type: none"> Managers and team leads Wallet card and home mailer Texting capabilities Add wellness questions into benefits survey Create an incentive for completing the health screening and well-visit Roll out well-being survey
<p>Reach 65% of those eligible to enroll in RAS health coaching enrollments & completions</p>	<ul style="list-style-type: none"> Automatically enroll eligible participants during 60 and below outreaches Email to all participants that qualify for RAS program 	
<p>Target Top Health Risks</p> <ul style="list-style-type: none"> Tobacco Use Diabetes Body Composition 	<ul style="list-style-type: none"> Create a 4-week smoking cessation email campaign May and November <ul style="list-style-type: none"> Increase low risk for smoking cessation of repeat participants to 70% (current 66%) Create a 4-week diabetes email campaign in October 4 Wellness Presentations and 4 Challenges that promote / target health risks <ul style="list-style-type: none"> Increase challenge participation by 75% 	

2023 Recommended Wellness Events

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">• Happy, Healthy, Heart• Stress Busters• Nutrition 101• Breaking Burnout	<ul style="list-style-type: none">• Strive Corporate Challenge• HIIT for 30• No Time Like the Pleasant• The Beat Goes On	<ul style="list-style-type: none">• Continue Strive Reward Points Program• Quarterly participation reports to ensure we are reaching 2023 goals

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

JUL

Hearing Loss & Ear Safety

- UV Safety Month
- HIIT for 30: 7/18 - 8/16
- International Self-Care Day: 7/24

AUG

Cannabis: Reducing Harm

- International Overdose Awareness Day: 8/31
- Health Screenings

MAR

Practical Nutrition & Your Relationship with Food

- Neurodiversity Celebration Week: 3/21 - 3/27
- Happy, Healthy, Heart: 3/23 12-1PM
- Q1 Reward Points Due: 3/31

APR

The Environment & You

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

SEP

Ergonomics, Posture, & Reducing Pain

- Pain Awareness Month
- Nutrition 101: 9/26 12-1PM
- Q3 Reward Points Due: 9/30

OCT

Community Care & Social Well-Being

- World Food Day: 10/16
- No Time Like the Pleasant: 10/10 - 10/24

MAY

All About Allergies

- Women's Health Month
- Mental Health Awareness Week: 5/10 - 5/16

JUN

Children's Mental Health

- National Migraine & Headache Awareness Month
- Stress Busters: 6/6 12-1PM
- Q2 Reward Points Due: 6/30

NOV

Perfectionism & OCD

- American Diabetes Month
- World Diabetes Day: 11/14

DEC

Disconnect & Reconnect (To Your Youth)

- Human Rights Day: 12/10
- Breaking Burnout: 12/7 12-1PM
- The Beat Goes On: 12/7 - 12-12/21
- Q4 Reward Points Due: 12/29

- 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 & December



BIOMETRIC RISK ANALYSIS

BIOMETRIC DESCRIPTIONS



CHOLESTEROL

A fat-like, waxy substance found in the blood. In excess, it can form tough, fatty plaques that clog arteries, which can increase the risk of heart disease.



BLOOD PRESSURE

Blood pressure is another main factor in determining overall heart health. Systolic pressure is the pressure in the arteries when the heart is contracting. Diastolic blood pressure is the pressure on the walls of the arteries when the heart is relaxing.



BLOOD GLUCOSE & HEMOGLOBIN A1C

Blood glucose is sugar that the blood stream carries to all the cells in the body to supply energy. High blood glucose for a prolonged period of time can cause damage to the kidneys, eyes, and other organs. Hemoglobin A1C measures average glucose levels over a 2-3 month period and is the best predictor and indicator of diabetes.



BODY COMPOSITION

BMI is an indicator of excess body weight. Generally, those with a higher BMI are also more likely to suffer from high cholesterol, increased blood pressure, and diabetes. BMI does have its limitations, but overall is a good indication of a serious risk.



TOBACCO USE

Nicotine use presents a serious risk to individuals. Those who abuse tobacco not only have increased rates of cancer and other diseases, but they are more likely to miss work. The CDC estimates that tobacco use costs \$156 billion in lost productivity each year and \$170 billion in healthcare expenditures (CDC, 2017).

BIOMETRIC DESCRIPTIONS

GAMMA-GLUTAMYLTRANSFERASE (GGT)

GGT is used for diagnosing and monitoring disease of the liver, gallbladder, bile ducts and bile. Levels outside of the normal range could indicate any form of liver disease or biliary obstruction.

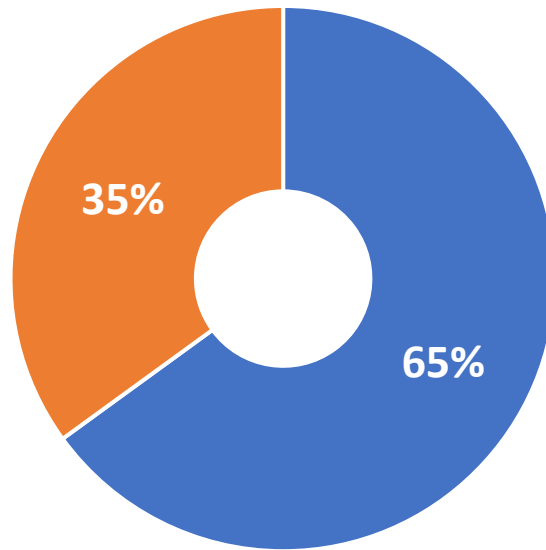
PROSTATE-SPECIFIC ANTIGEN (PSA)

Elevations in the PSA, or Prostatic-Specific Antigen, can occur from any inflammation of the prostate, including enlargement of the prostate gland, prostatitis or prostate cancer.

AVERAGE AGE - 50

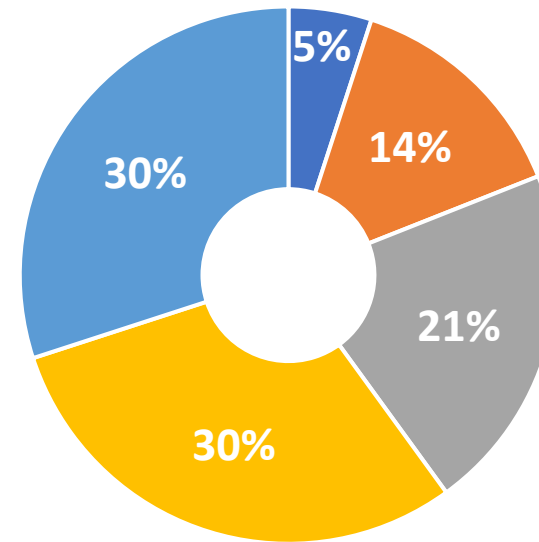
2022 DEMOGRAPHICS

GENDER



■ Male ■ Female

AGE

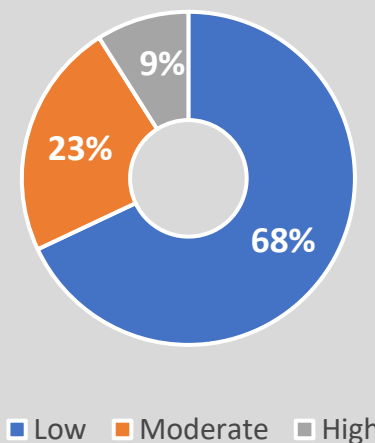


■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

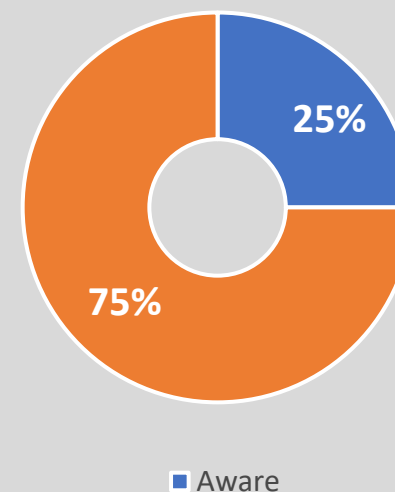
HEART HEALTH: TOTAL CHOLESTEROL

(HDL + LDL + TRIGLYCERIDES)

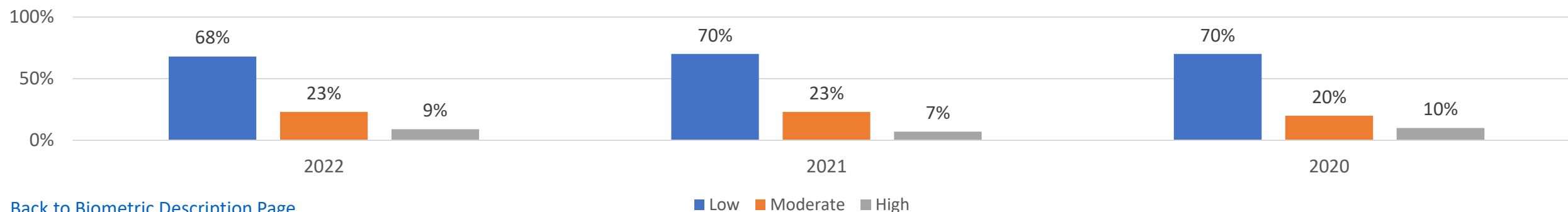
TOTAL CHOLESTEROL BREAKDOWN



HIGH RISK AWARENESS

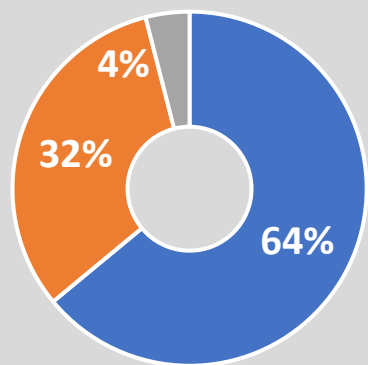


Low Risk = <200mg/dL Moderate Risk = 200-239mg/dL High Risk = ≥240mg/dL



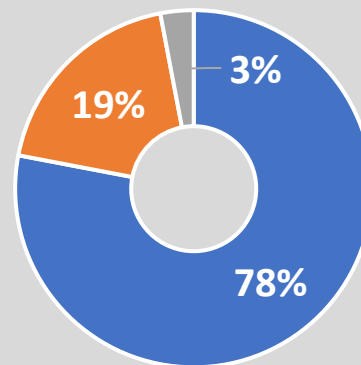
HEART HEALTH: BLOOD PRESSURE

SYSTOLIC BREAKDOWN



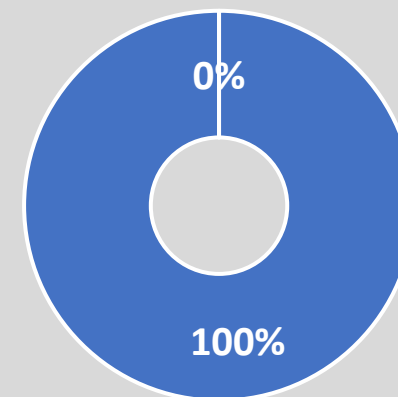
■ Low ■ Moderate ■ High

DIASTOLIC BREAKDOWN



■ Low ■ Moderate ■ High

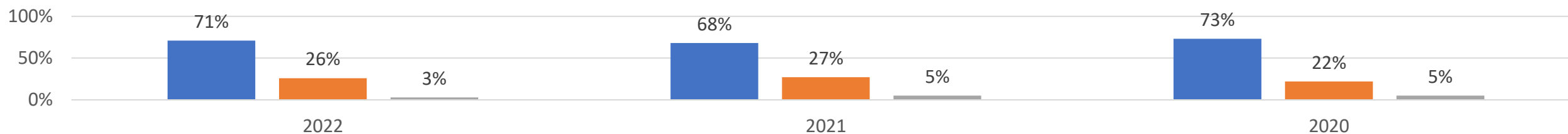
HIGH RISK AWARENESS



■ Aware

Systolic: Low Risk = ≤ 121 mmHg Moderate Risk = 122-140mmHg High Risk = ≥ 141 mmHg

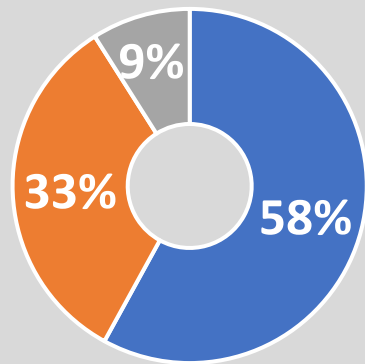
Diastolic: Low Risk = ≤ 81 mmHg Moderate Risk = 82-90mmHg High Risk = ≥ 91 mmHg



■ Low ■ Moderate ■ High

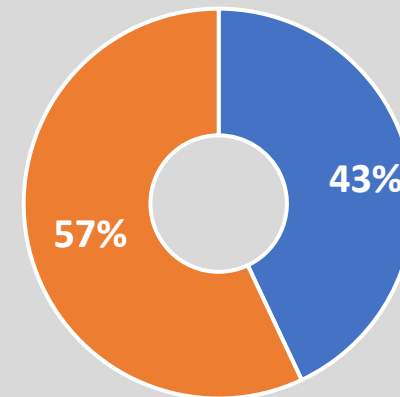
DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



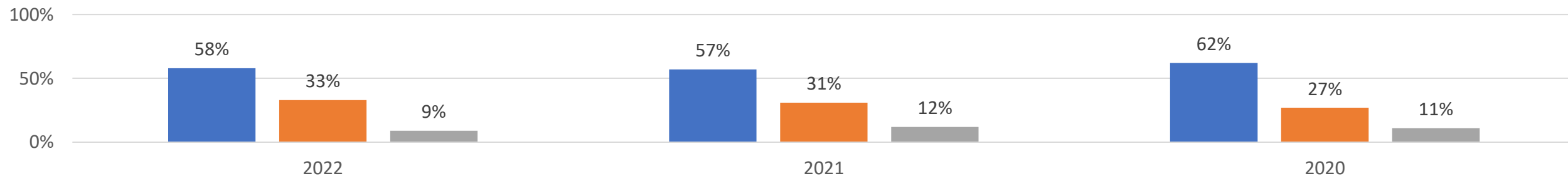
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware

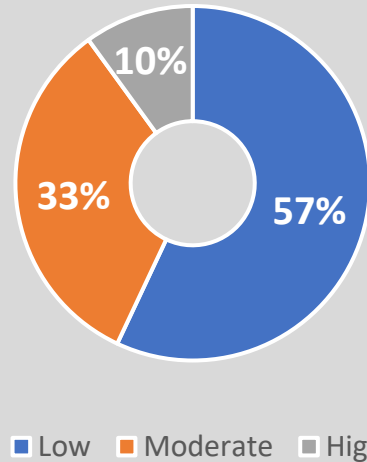
Low Risk = $\leq 100\text{mg/dL}$ Moderate Risk = $101-125\text{mg/dL}$ High Risk = $\geq 126\text{mg/dL}$



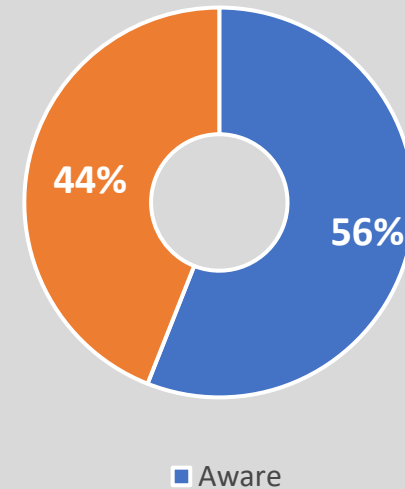
■ Low ■ Moderate ■ High

DIABETES: HEMOGLOBIN A1C

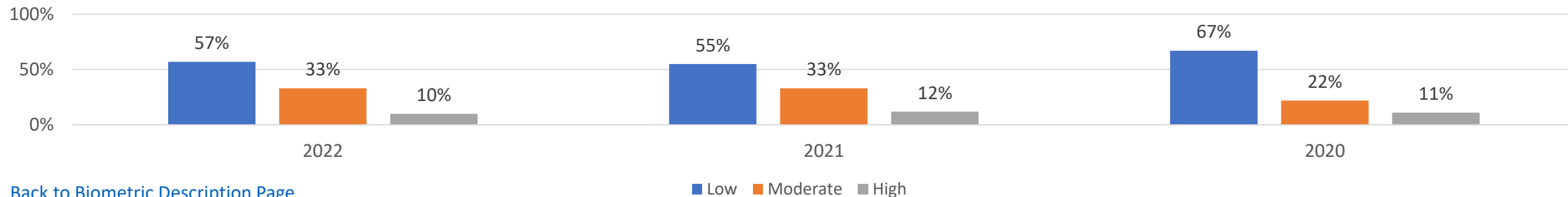
A1C BREAKDOWN



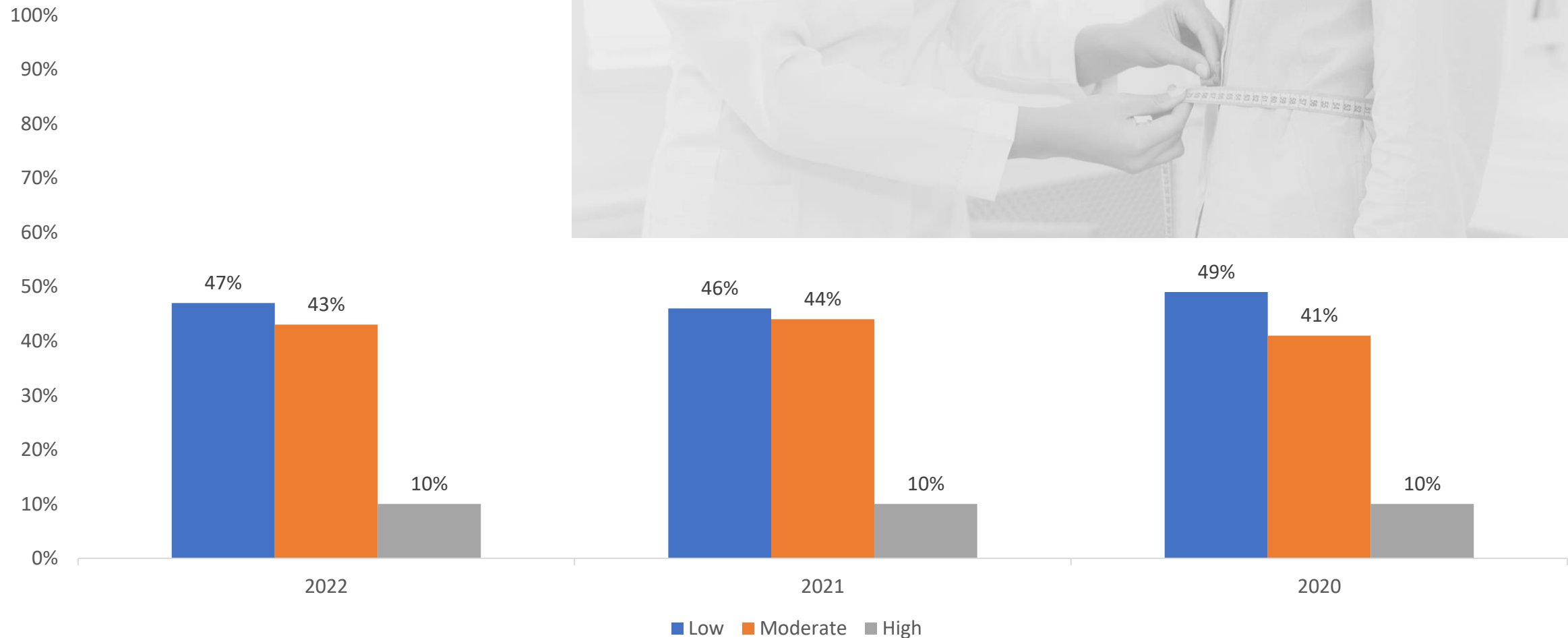
HIGH RISK AWARENESS



Low Risk = <5.7% Moderate Risk = 5.7%-6.4% High Risk = ≥6.5%

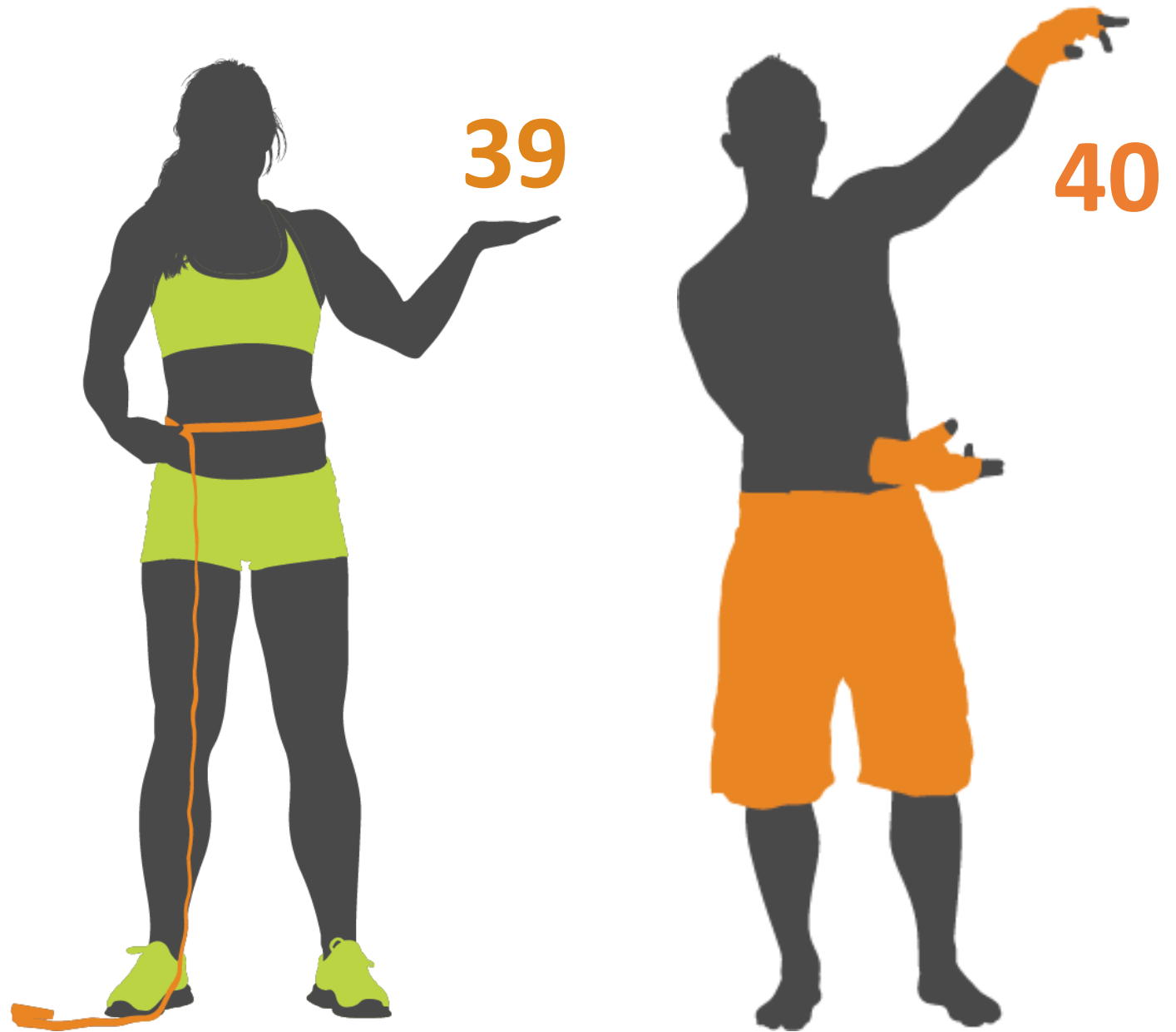


BODY COMPOSITION: BODY MASS INDEX



Low Risk = 18.5-29.9 Moderate Risk = 30-39.9 High Risk = ≥ 40

AVERAGE WAIST CIRCUMFERENCE FOR MEN AND WOMEN

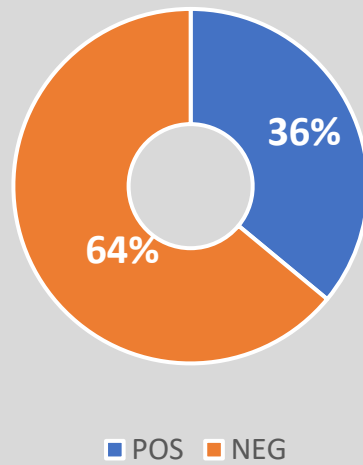


Female High Risk= >35 inches

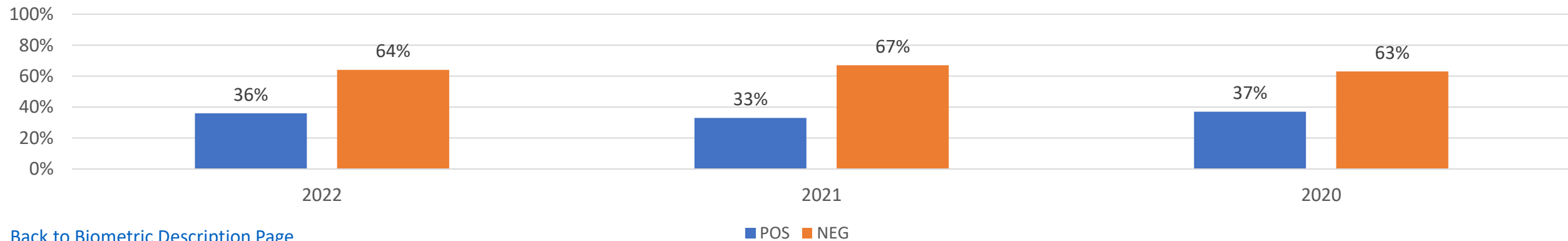
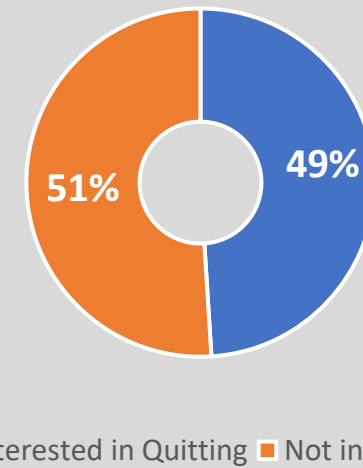
Male High Risk= >40 inches

NICOTINE USE

TESTED POSITIVE

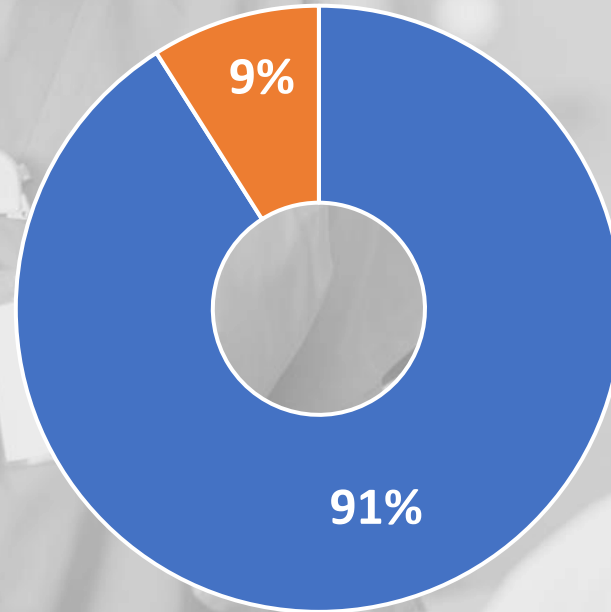


INTERESTED IN QUITTING



GAMMA-GLUTAMYLTRANSFERASE (GGT)

GGT BREAKDOWN

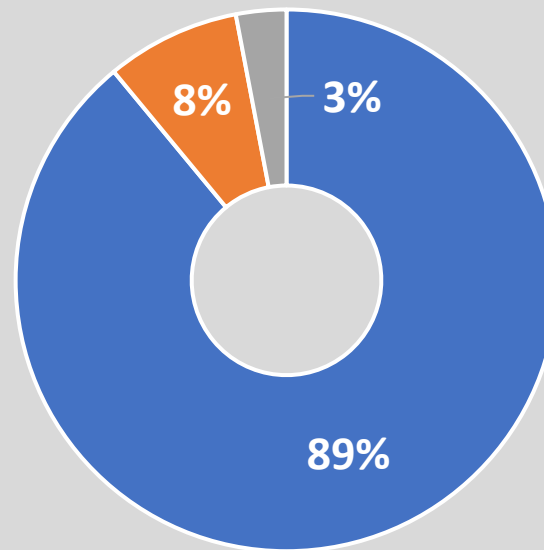


■ Low ■ High

Low Risk = <66 High Risk = ≥ 66

ADDITIONAL TEST OFFERED

PROSTATE SPECIFIC ANTIGEN (PSA)



■ Low ■ Slightly Elevated ■ Moderately Elevated

Low Risk = 0 - 2.4 Slightly Elevated = 2.5 – 6.5 Moderately Elevated = >6.6



Thank you!



Questions?