



2022 HRA Executive Review

Motor City Casino & Hotel

7/10/2023



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2022 WELLNESS EVENTS

WELLNESS PRESENTATIONS

- February – Managing Mental Health
- July – Sugar Busters

CHALLENGES

- February – Race to Mount Olympus: *26 participants*
- April – Strive Corporate Challenge: *17 Participants*
- July - Full Body Blast: *20 participants*

ADDITIONAL WELLNESS EVENTS

- 12 Strive Monthly Webinars
- 4 Meditation Moment Sessions

HRA PARTICIPATION



YEAR	TOTAL PARTICIPATION	% OF CENSUS
2022	246	17%



ASPIRE

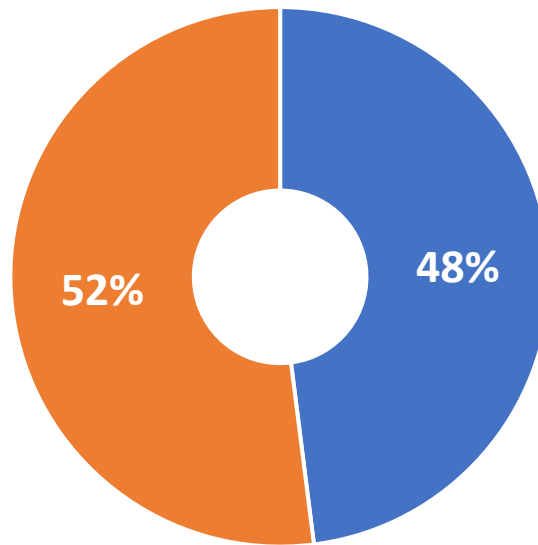
Eat well. Be well. Live well.



Kapnick
Strive

2022 DEMOGRAPHICS

GENDER



■ Male ■ Female

AVERAGE AGE - 44



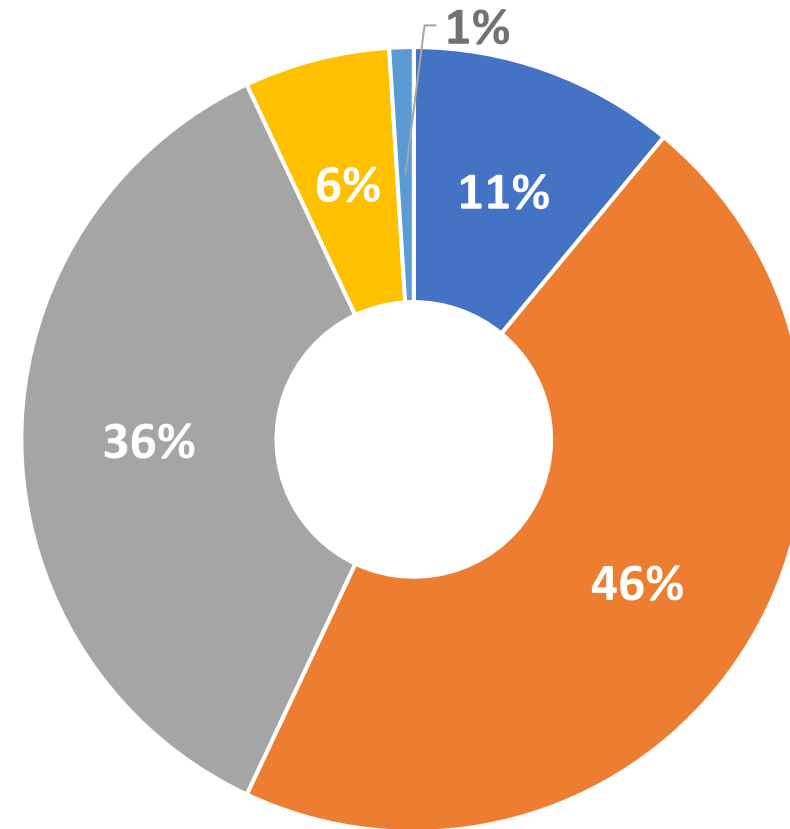


ASPIRE

Eat well. Be well. Live well.



SELF-PERCEPTION OF HEALTH



■ Great ■ Good ■ Average ■ Below Average ■ Poor



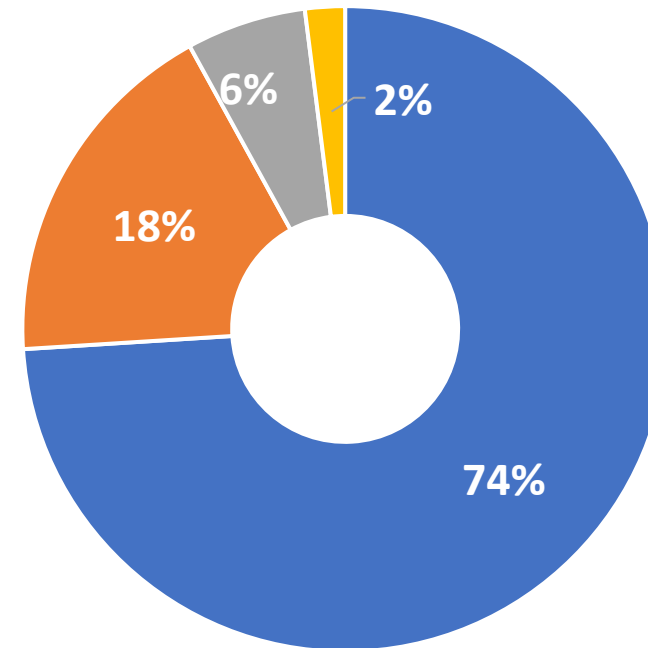
ASPIRE

Eat well. Be well. Live well.



ANNUAL PHYSICAL

LAST WELL-VISIT WITH PCP



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



ASPIRE

Eat well. Be well. Live well.

TOP RISK FACTORS



**BODY
COMPOSITION**



NICOTINE USE



HEART HEALTH



RISK FACTOR BREAKDOWN



Kapnick
Strive

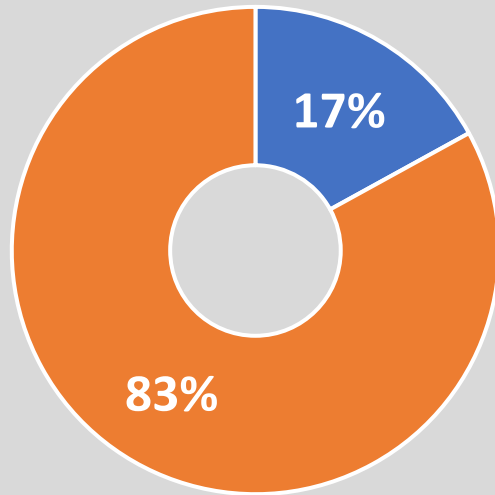


ASPIRE
Eat well. Be well. Live well.



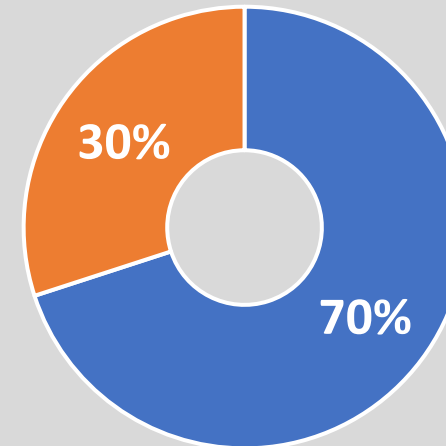
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION
FOR CHOLESTEROL MANAGEMENT



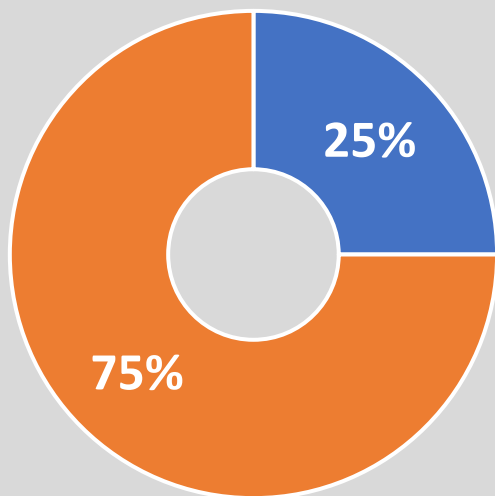
■ Yes ■ No

Self-Reported



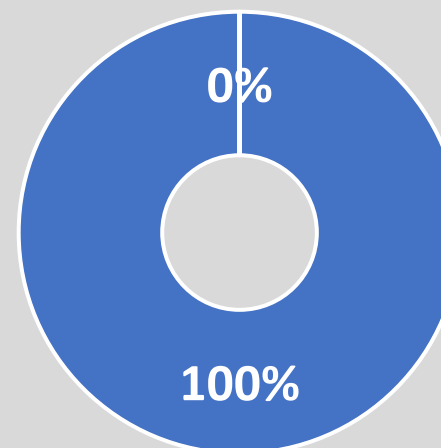
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION
FOR BLOOD PRESSURE MANAGEMENT



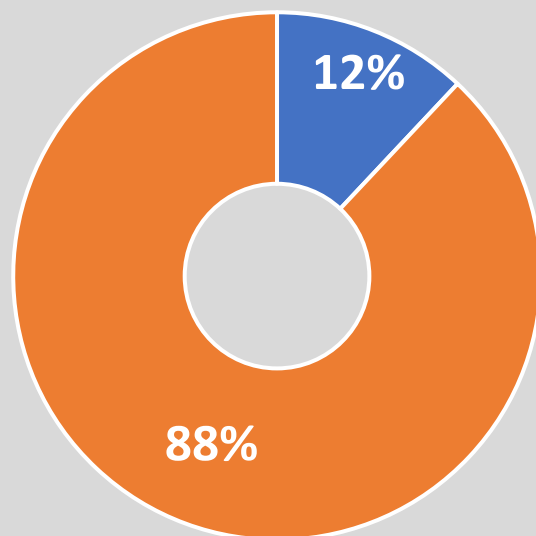
■ Yes ■ No

Self-Reported



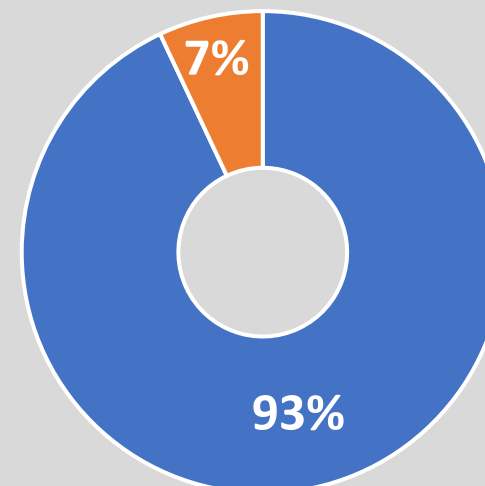
METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

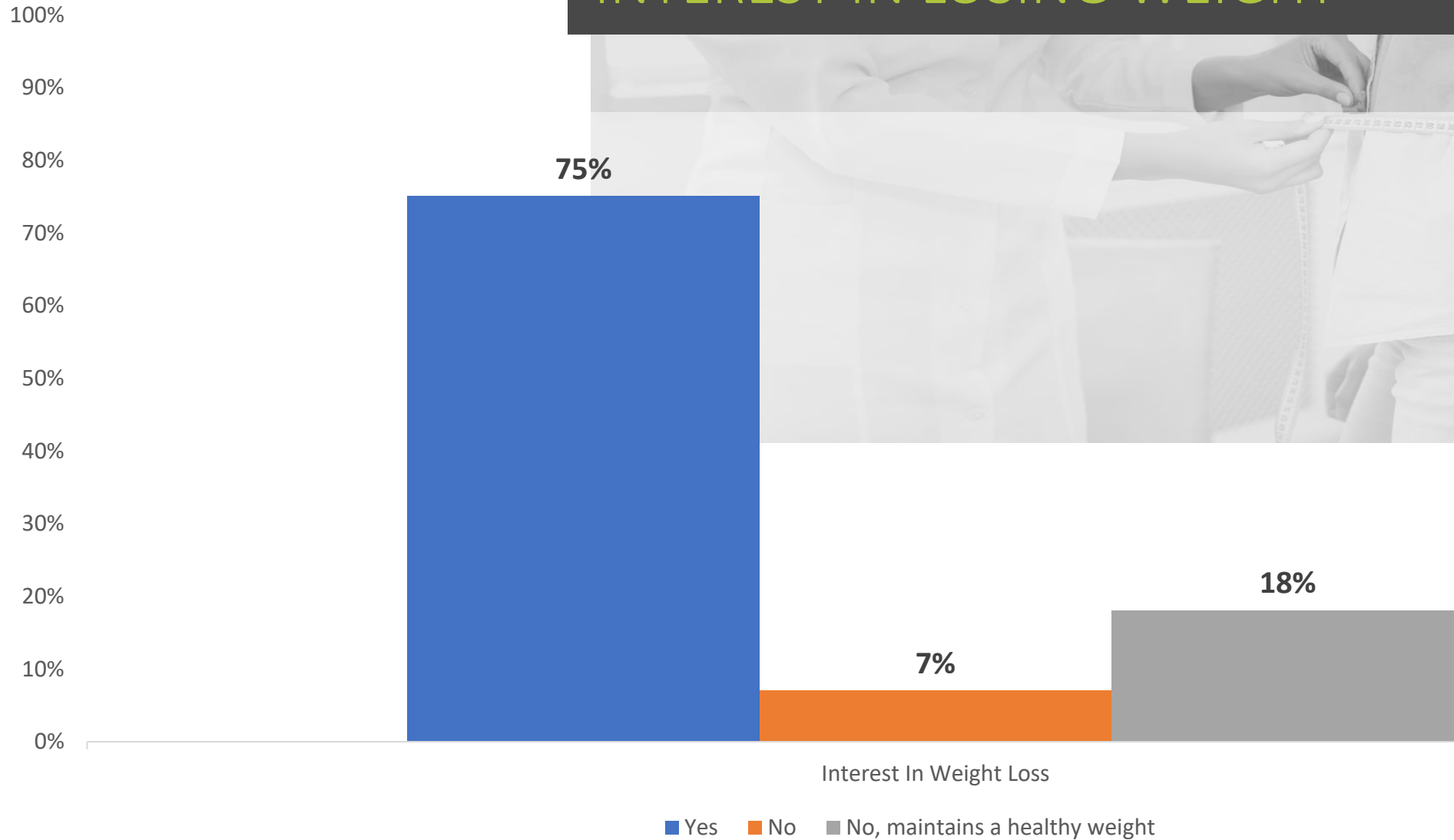
DIAGNOSED & TAKING MEDICATION FOR
DIABETES MANAGEMENT



■ Yes ■ No

Self-Reported

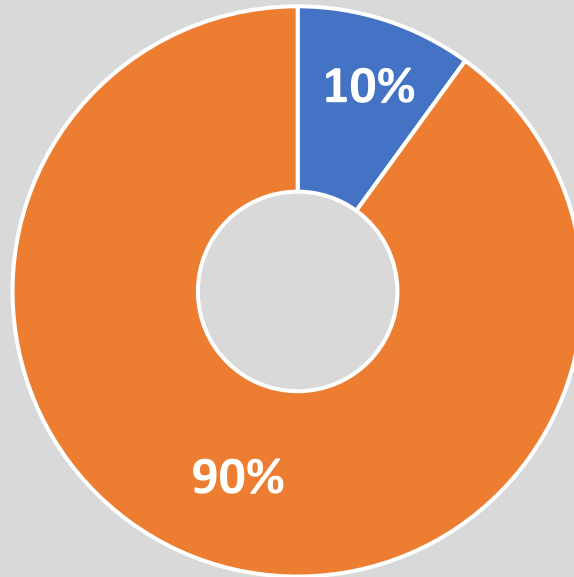
BODY COMPOSITION: INTEREST IN LOSING WEIGHT





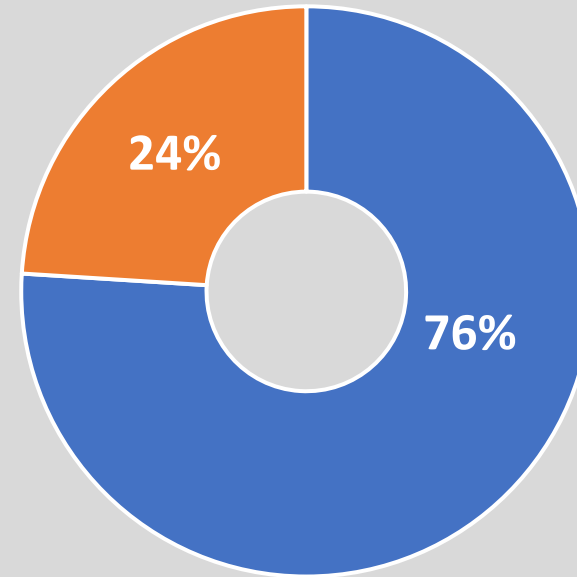
NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT



■ Yes ■ No

Self-Reported

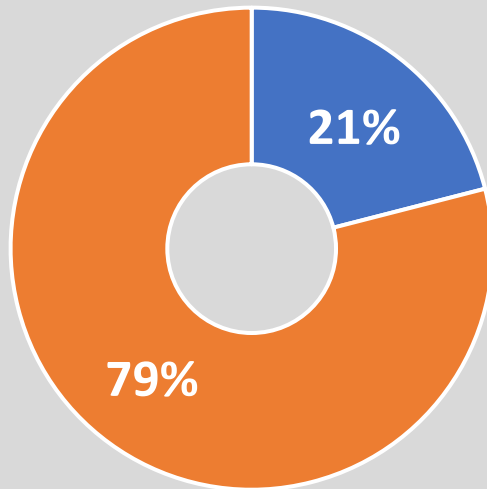


ASPIRE
Eat well. Be well. Live well.



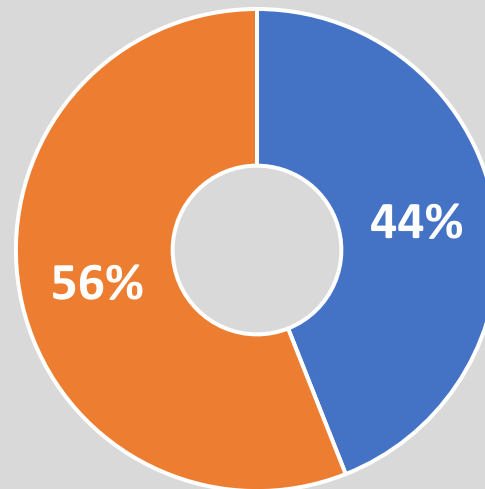
MENTAL HEALTH & WELL-BEING

ANXIETY &
DEPRESSION



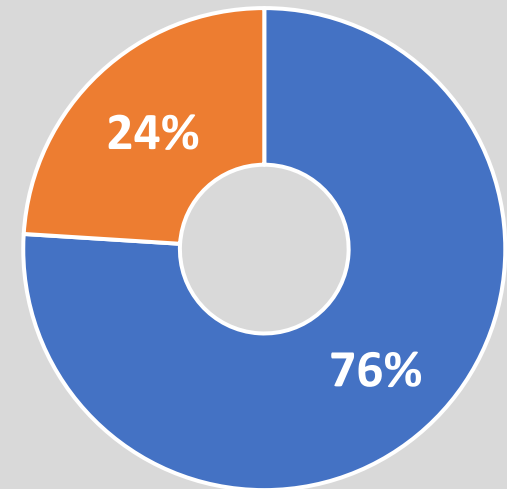
■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR
ANXIETY/DEPRESSION



■ Yes ■ No

MAINTAINS A HEALTHY WORK-LIFE
BALANCE



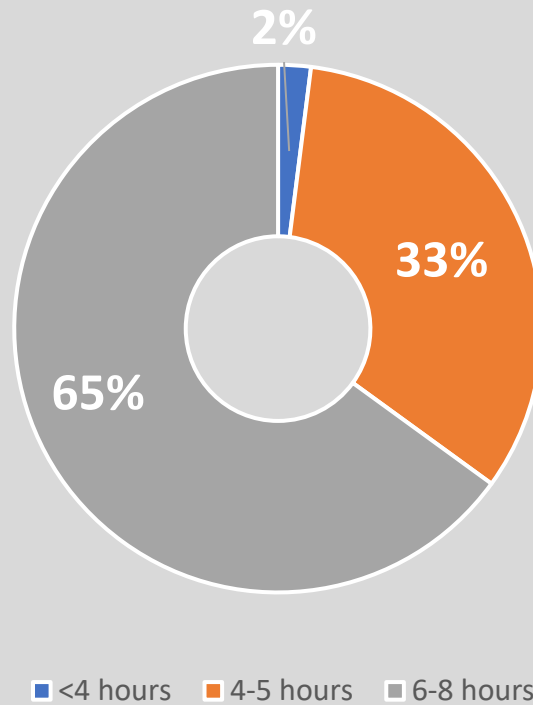
■ Yes ■ No

Self-Reported

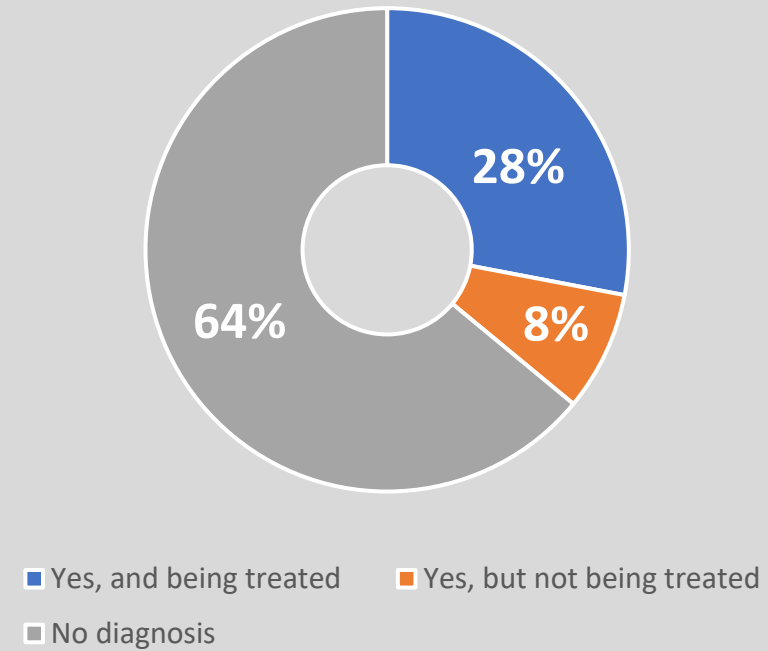


SLEEP HABITS

HOURS OF SLEEP PER NIGHT

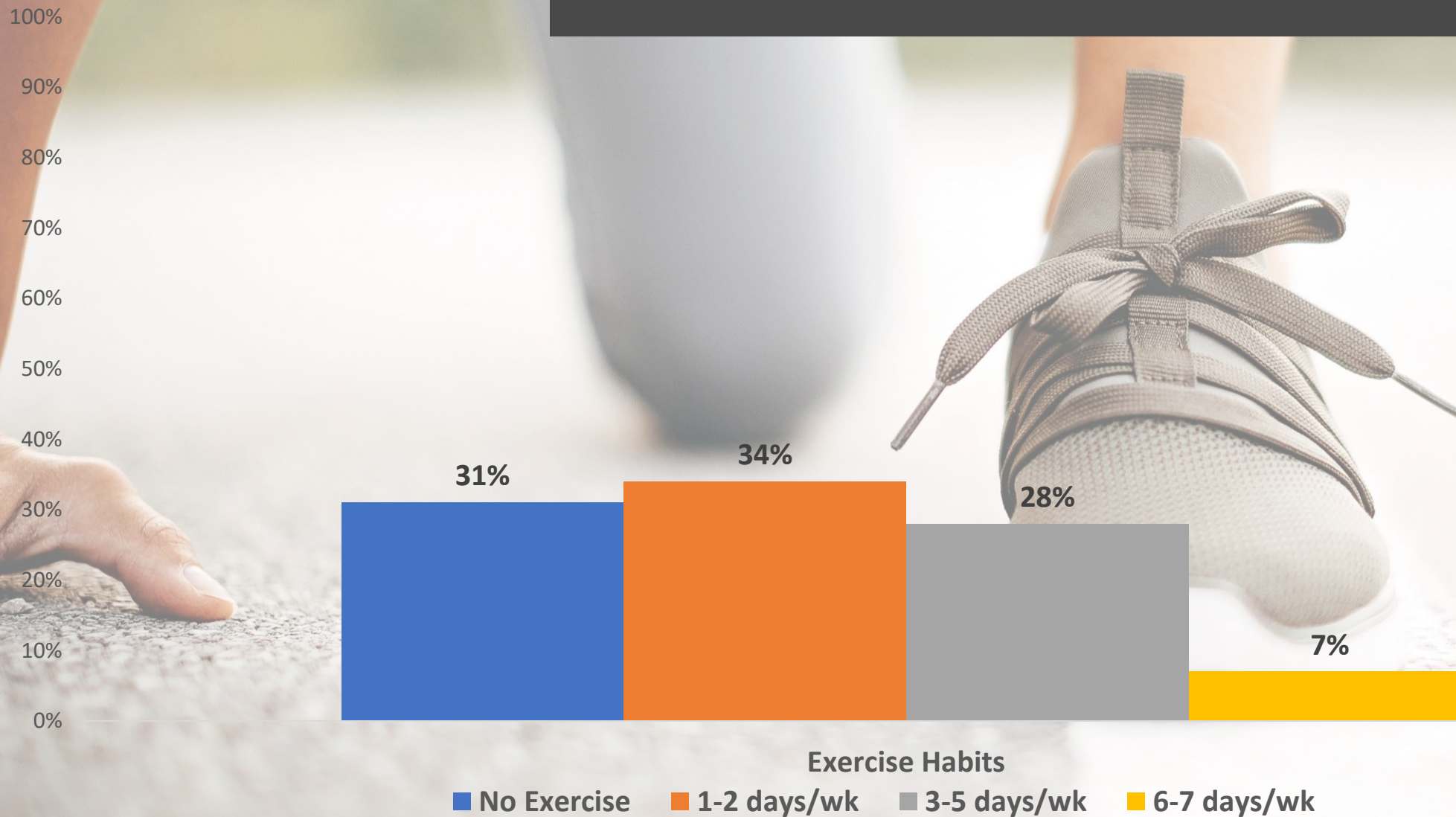


SLEEP APNEA



Self-Reported

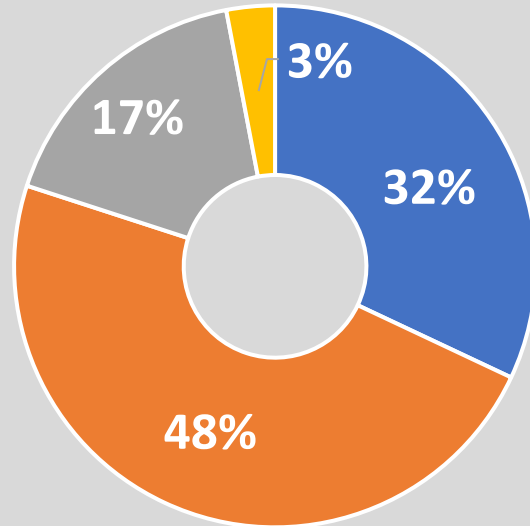
EXERCISE HABITS





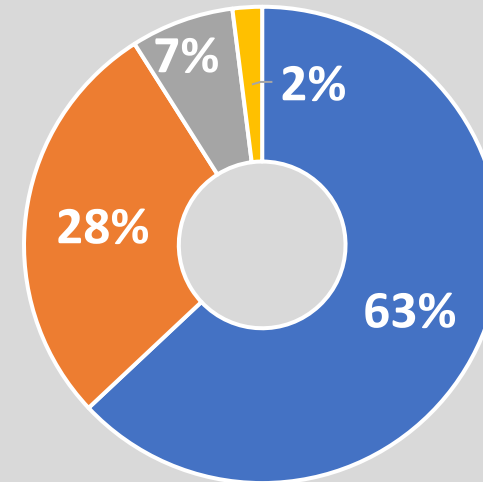
NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

STAND-OUT-STATS

- 81 participants tracked 50+ points
- 75 participants tracked 75+ points
- 71 participants tracked 100+ points
- 38 participants tracked 200+ points
- 10 participants tracked 400+ points



18,260 Points Tracked in 2022



ASPIRE

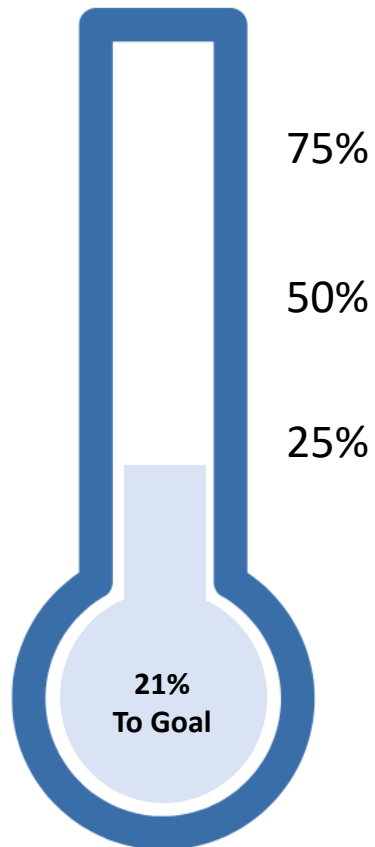
Eat well. Be well. Live well.



ASPIRE PROGRAMMING GOALS

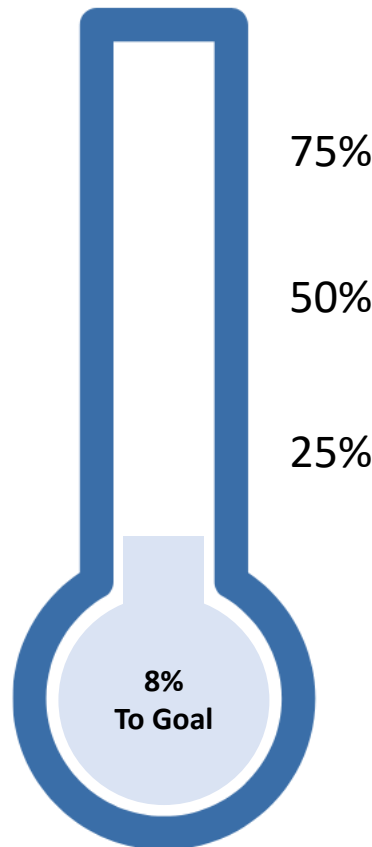


Goal: 320 HRA completed



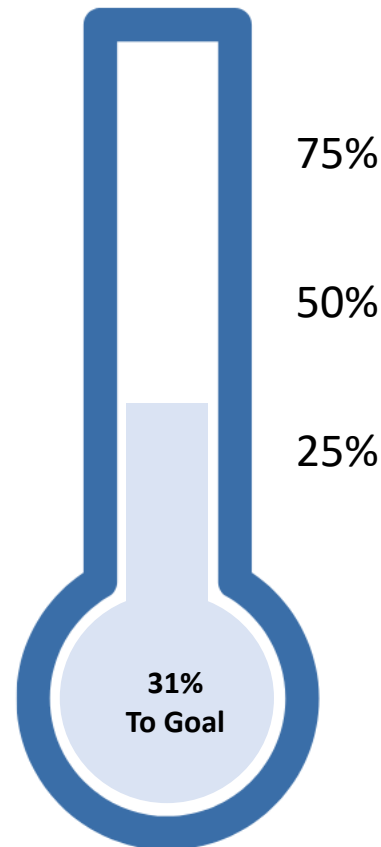
HRA Participation
2022 - 246
2023 Goal - 320 (30% increase)

Goal: 80 total participants



Challenge Participation
2022 - 63
2023 Goal - 80 (27% increase)

Goal: 22,825 Points



Aspire Wellness Points
2022 - 18,260
2023 Goal - 22,825 (25% increase)

2
0
2
3

2023 GOALS AND STRATEGIES

2023 Goals	2023 Strategies	Overall Strategies
Focus on Top Health Risks <ul style="list-style-type: none"> • Body Composition • Nicotine Use • Heart Health 	<ul style="list-style-type: none"> • 2 presentations and 4 challenges with focus on top health risks • Monthly wellness campaign email to team members in September with focus on body composition and heart health • Create a 4-week smoking cessation email campaign in November • Promote participation in wellness challenges that focus on heart health, weight management, nutrition, etc. • Integrate wellness resources, like Health Hub, into wellness presentations, challenges, and email campaigns 	<ul style="list-style-type: none"> • Quarterly Pulse Checks • Wallet card and home mailer • Quarterly Aspire Wellness Newsletter <ul style="list-style-type: none"> • Upcoming events • Did you know? • Reminder about incentive • Reward Points Program • Etc. • Strive Health HUB • Continue Aspire Reward Point Program & Quarterly Giveaways • Monthly Strive Webinar • Monthly Wellness Newsletter • Quarterly Meditation Moments • Quarter 4 Feedback Survey • Texting capabilities (1 per quarter) • Participate in MCCH Wellness Fairs
Increase Wellness Challenge Participation by 27%	<ul style="list-style-type: none"> • Weekly wellness tip emails during challenge • Leadership participation in challenges • Try team-based challenges • On-site wellness challenge kick-off's 	
Increase HRA Participation by 30%	<ul style="list-style-type: none"> • Robust communication campaign <ul style="list-style-type: none"> • Email, home mailings, posters • Add information to wellness presentations 	

- 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

2023 WELLNESS CALENDAR

JAN
MAR
MAY
JUL
SEP
NOV

Patient Experience & Empowerment

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

Practical Nutrition & Your Relationship with Food

- Neurodiversity Celebration Week: 3/21 - 3/27
- Happy, Healthy, Heart: Recording
- Q1 Reward Points Due: 3/31

All About Allergies

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

Hearing Loss & Ear Safety

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

Ergonomics, Posture, & Reducing Pain

- Pain Awareness Month
- Nutrition 101: Recording
- Q3 Reward Points Due: 9/30

Perfectionism & OCD

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

FEB
APR
JUN
AUG
OCT
DEC

The Cost of Health & Self-Investment

- Wear Red Day: 2/5
- African Heritage & Health Week: 2/1 - 2/7

The Environment & You

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

Children's Mental Health

- National Migraine & Headache Awareness Month
- Q2 Reward Points Due: 6/30

Cannabis: Reducing Harm

- International Overdose Awareness Day: 8/31
- HIIT for 30: 8/2 - 8/31

Community Care & Social Well-Being

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

Disconnect & Reconnect (To Your Youth)

- Human Rights Day: 12/10
- Maintain Don't Gain: 12/11 - 1/1
- Q4 Reward Points Due: 12/29

Wellness Presentations (Recordings)	Wellness Challenges
<ul style="list-style-type: none"> March: Happy, Healthy Heart September: Nutrition 101 	<ul style="list-style-type: none"> April: Strive Corporate Challenge August: HIIT for 30 October: No Time Like the Pleasant December: Maintain Don't Gain

Current Reward Points Program

Activity	Point Value	Category
Complete the Health Assessment	Financial Incentive	Live Well
Annual Physical	100 (max 100)	Prevention
Mammogram, Colonoscopy and PSA	75 (max 150)	Prevention
Dental Exam	25 (max 50)	Prevention
Vision Exam	25 (max 25)	Prevention
Skin Cancer Screening	25 (max 25)	Prevention
Online Courses	15 (max of 150 per year)	Education
Financial Webinar (Principle)	15 (max of 180)	Education
Meet with Financial Coach (Principle)	75 (max 75)	Education
Attend On-Site Education Class	25 (max 150)	Participation
Join a Gym or Fitness Facility <small>([proof required] Please upload copy of contract)</small>	25 (max 25)	Participation
Visit the Gym at Least 10 Times Per Month <small>([proof required] or upload a picture of your activity device monthly summary)</small>	50 (max 150)	Participation
401K Contribution >6% <small>(fourth quarter payout)</small>	100 (max 100)	Participation
Well-Being Activity <small>(i.e, give blood, volunteer, participate in a 5k/race, etc.)</small>	25 (per event (max 100)	Participation
Complete Challenge Programs	50 per challenge (max 150)	Participation
Caught Ya Aspiring!	5 (max 50)	Participation

Prize

One point =
\$1 earned

Earn up to 400 points
per quarter.

Point Earning
Periods:

Quarter 1

(Jan. 1, 2023 to March 31, 2023)

Quarter 2

(April 1, 2023 to June 30, 2023)

Quarter 3

(July 1, 2023 to Sept. 29, 2023)

Quarter 4

(Oct. 1, 2023 to Dec. 29, 2023)

Pulse Checks – NEW LOOK!

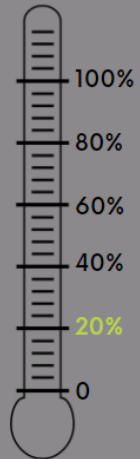
PULSE CHECKS



Motor City Casino and Hotel

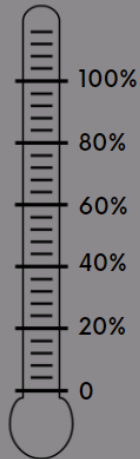
Quarter #2

Current:



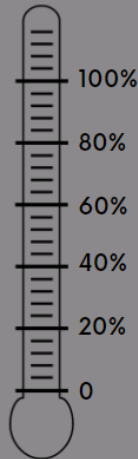
Active
Users

Current:



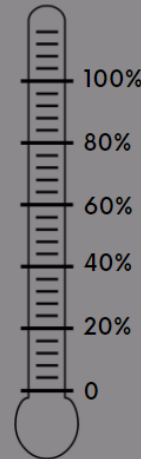
Completed
HRA

Current:



Challenge
Participation

Current:



Total Points
Tracked

Reward Point Winners

Total Points:

Total
Participation:

Health Hub Analytics

Page Views:

Bounce Rate:

Time per Page View:

Testimonials:



End of Quarter Summary

Challenges:

- Name of Challenge:
- # of Total Participants Registered:
- # of Total Participants Reached Final Milestone:

Presentations:

- Name of Wellness Presentation:
- What did attendees learn:
- # of Attendees:

Other Event Details:

(Wellness Wednesday/Health Fairs/BP Checks/Etc.)

Campaign Details:

2024 Program Considerations

**Current
Programming:
Silver**

- Utilization of NDS
- Customized Rewards Points Program

**Consideration:
Silver+**

- Outcomes Based Wellness Incentive
 - Utilization of NDS *AND/OR* PCP Annual Wellness Visit with biometrics captured
- Customized Rewards Points Program





Thank you!



Questions?