



2022 HRA Executive Review

The Spiratex Company



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2022 WELLNESS EVENTS

WELLNESS PRESENTATIONS

- January 19th – Managing Mental Health
- September 21st –Your Total Wellbeing Matters

CHALLENGES

- February –The Beat Goes On, 20 participants
- April –Strive Corporate Challenge, 30 Participants
- June –Brush Up, 21 Participants
- August –Lost City Trek, 29 Participants
- November –Snooze or Lose, 16 Participants



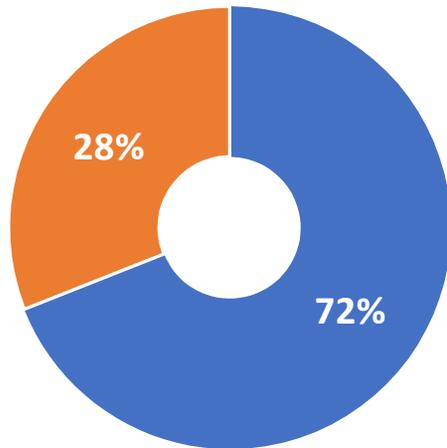
HRA PARTICIPATION

Year	Total Participation	% of Census
2022	63	47%
2021	45	36%
2020	56	42%
2019	82	58%



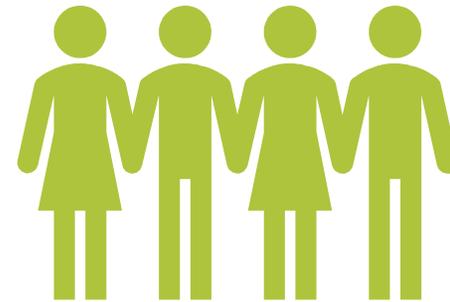
2022 DEMOGRAPHICS

GENDER



■ Male ■ Female

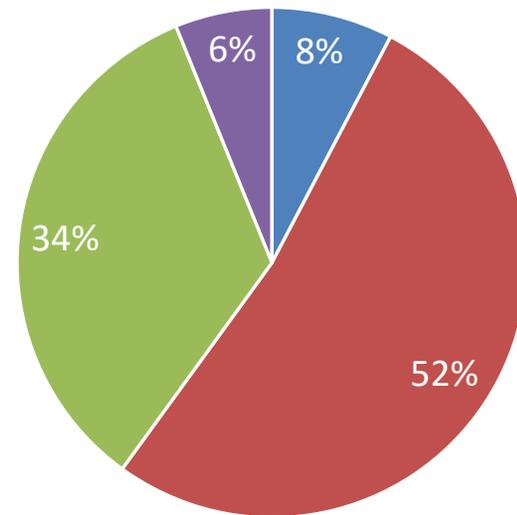
AVERAGE AGE - 36



SELF-PERCEPTION OF HEALTH



SELF-PERCEPTION OF HEALTH

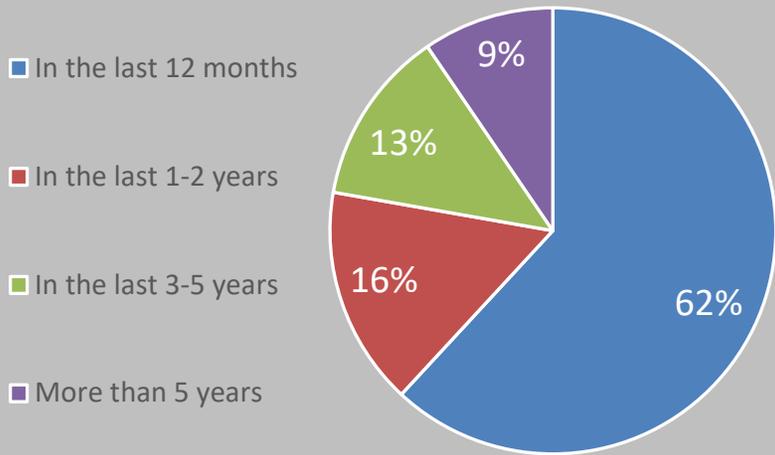


■ Great ■ Good ■ Average ■ Below Average ■ Poor

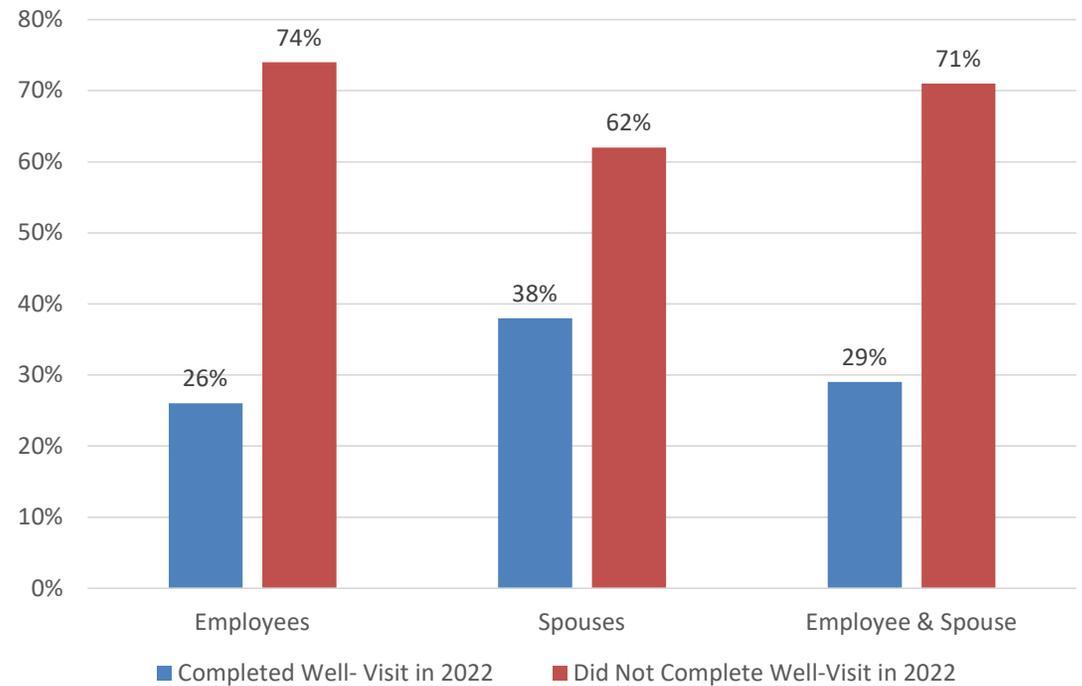


ANNUAL PHYSICAL

SELF-REPORTED Well-Visit in 2022



Actual LENS Data Well-Visits in 2022



TOP RISK FACTORS

BLOOD PRESSURE



**WEIGHT
MANAGEMENT**



MENTAL HEALTH





RISK FACTOR BREAKDOWN

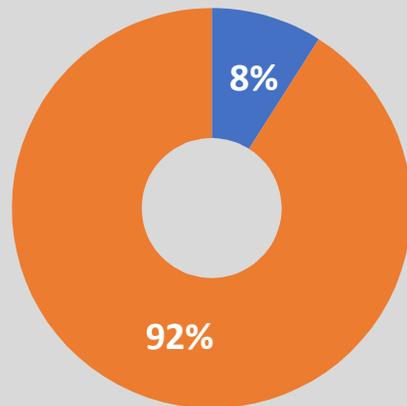


Kapnick
Strive



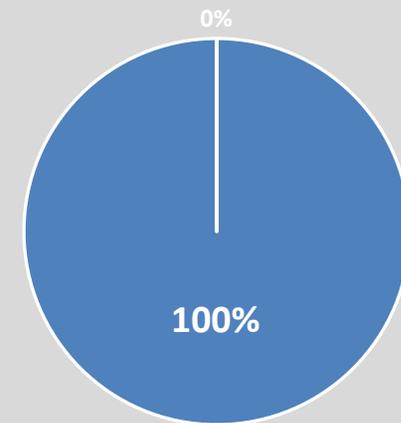
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR CHO MANAGEMENT



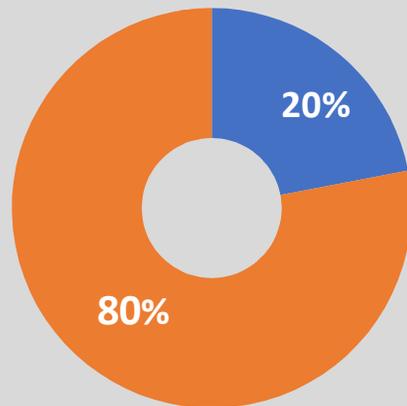
■ Taking Medication ■ Not Taking Medication

Self-Reported



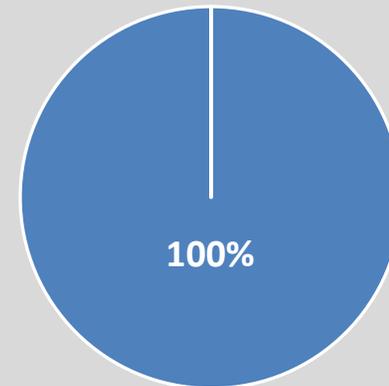
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT



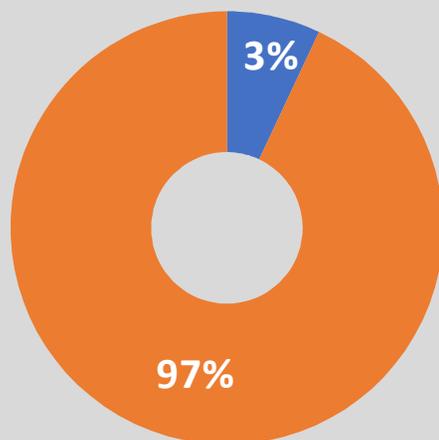
■ Diagnosed & Taking Medication
■ Diagnosed & Not Taking Medication

Self-Reported



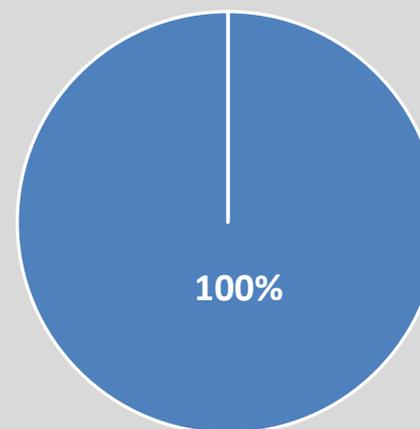
METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

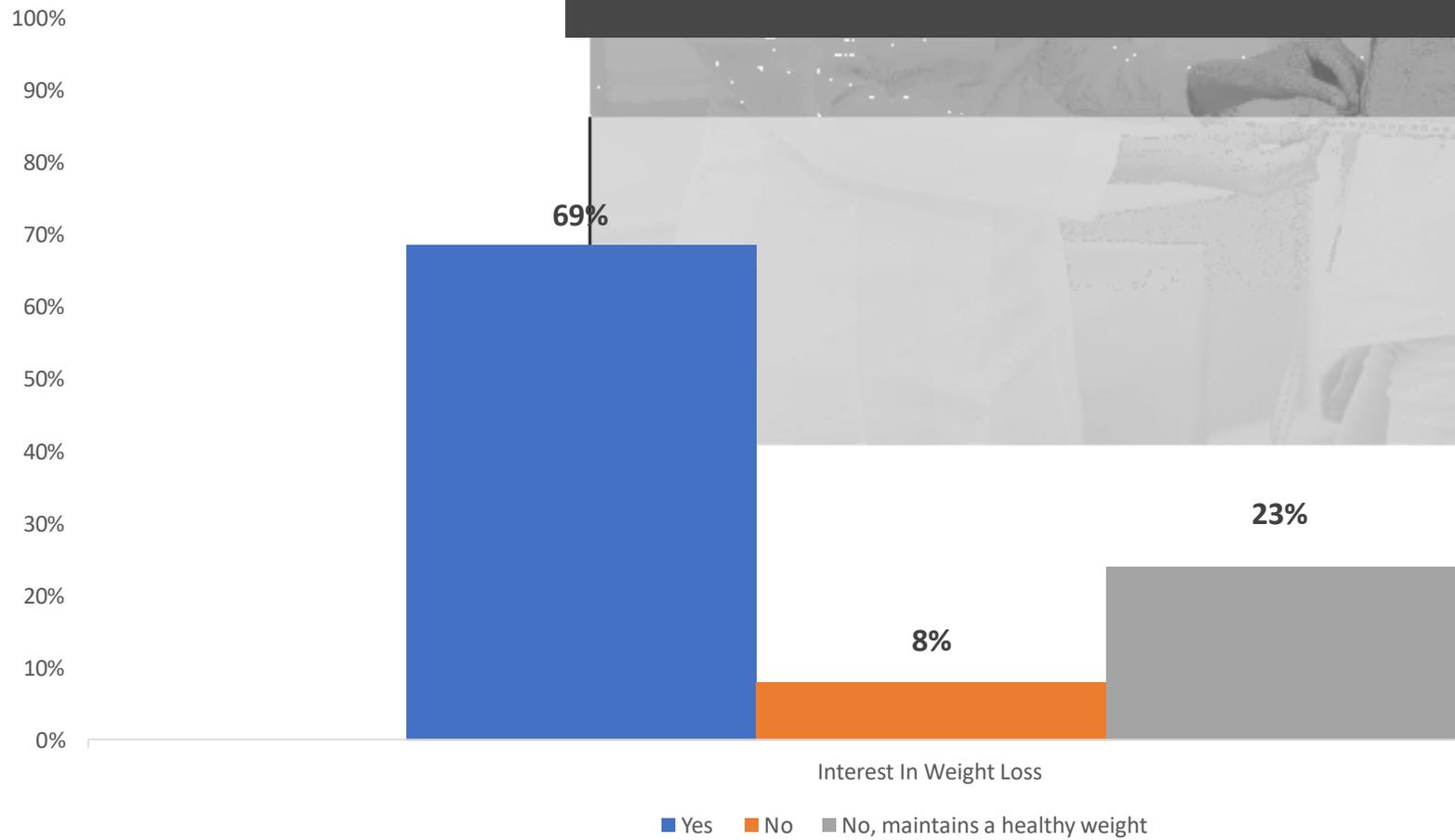
DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT



■ Diagnosed & Taking Medication
■ Diagnosed & Not Taking Medication

Self-Reported

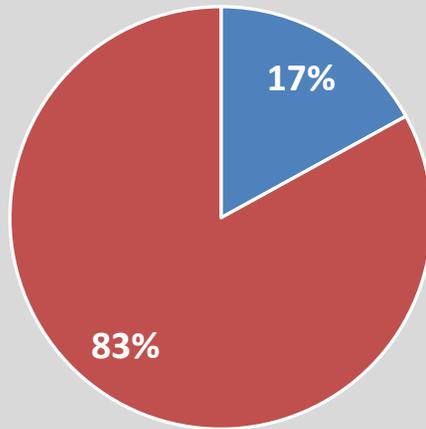
BODY COMPOSITION: Interested in Losing Weight





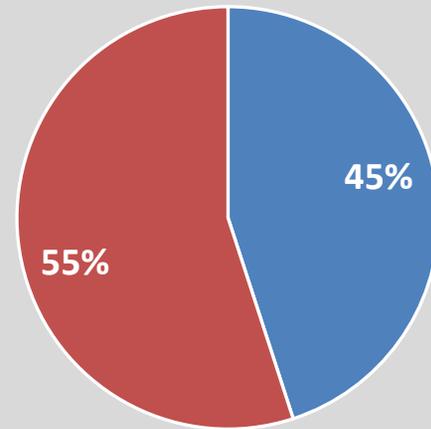
NICOTINE USE

USES NICOTINE



- Use Nicotine Products
- Do Not Use Nicotine Products

WANTS TO QUIT



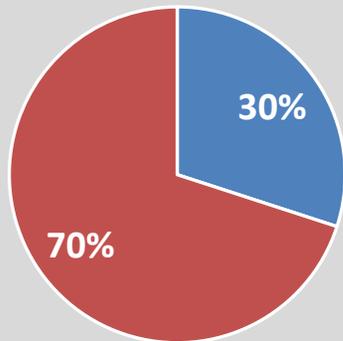
- Interested in Quitting
- Not Interested in Quitting

Self-Reported



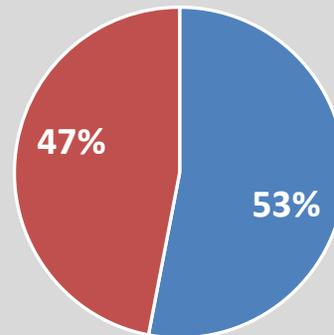
MENTAL HEALTH & WELL-BEING

ANXIETY & DEPRESSION



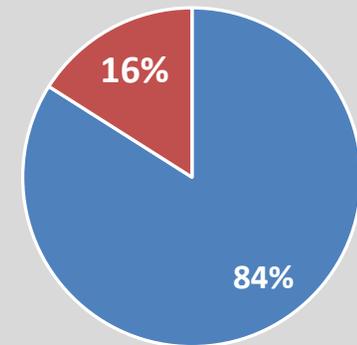
- Reported having Anxiety and/or Depression
- Experiencing Neither

DIAGNOSED & TAKING MEDICATION FOR ANXIETY/DEPRESSION



- Taking Medication
- Not Taking Medication

MAINTAINS A HEALTHY WORK-LIFE BALANCE



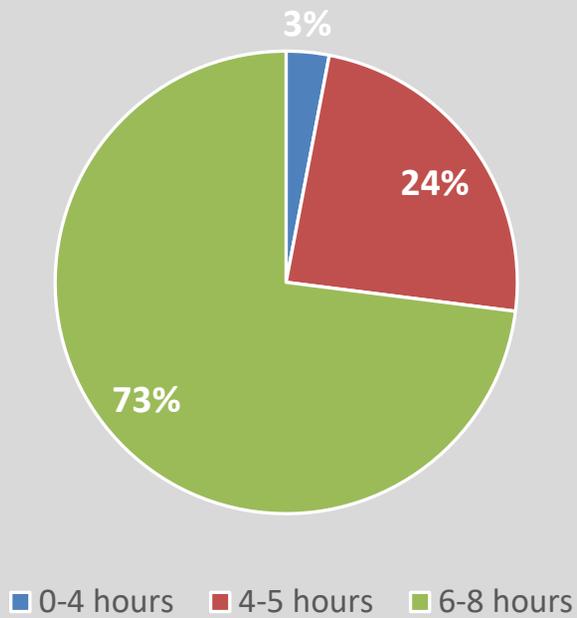
- Work Does NOT Interfere
- Work DOES Interfere

Self-Reported

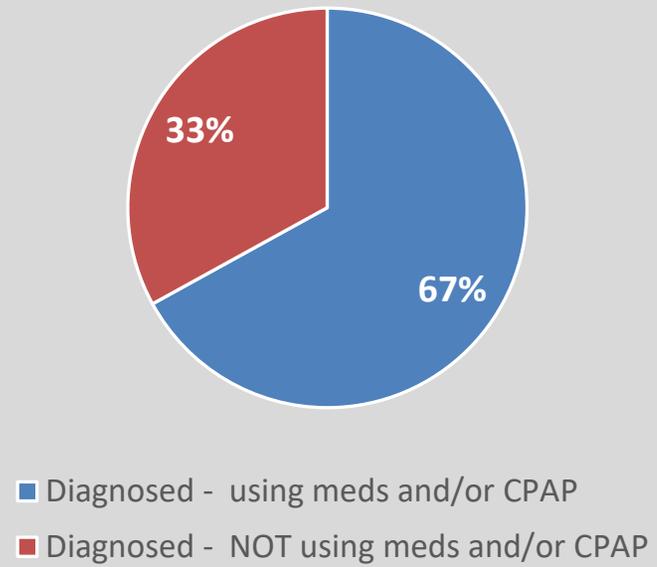


SLEEP HABITS

HOURS OF SLEEP PER NIGHT

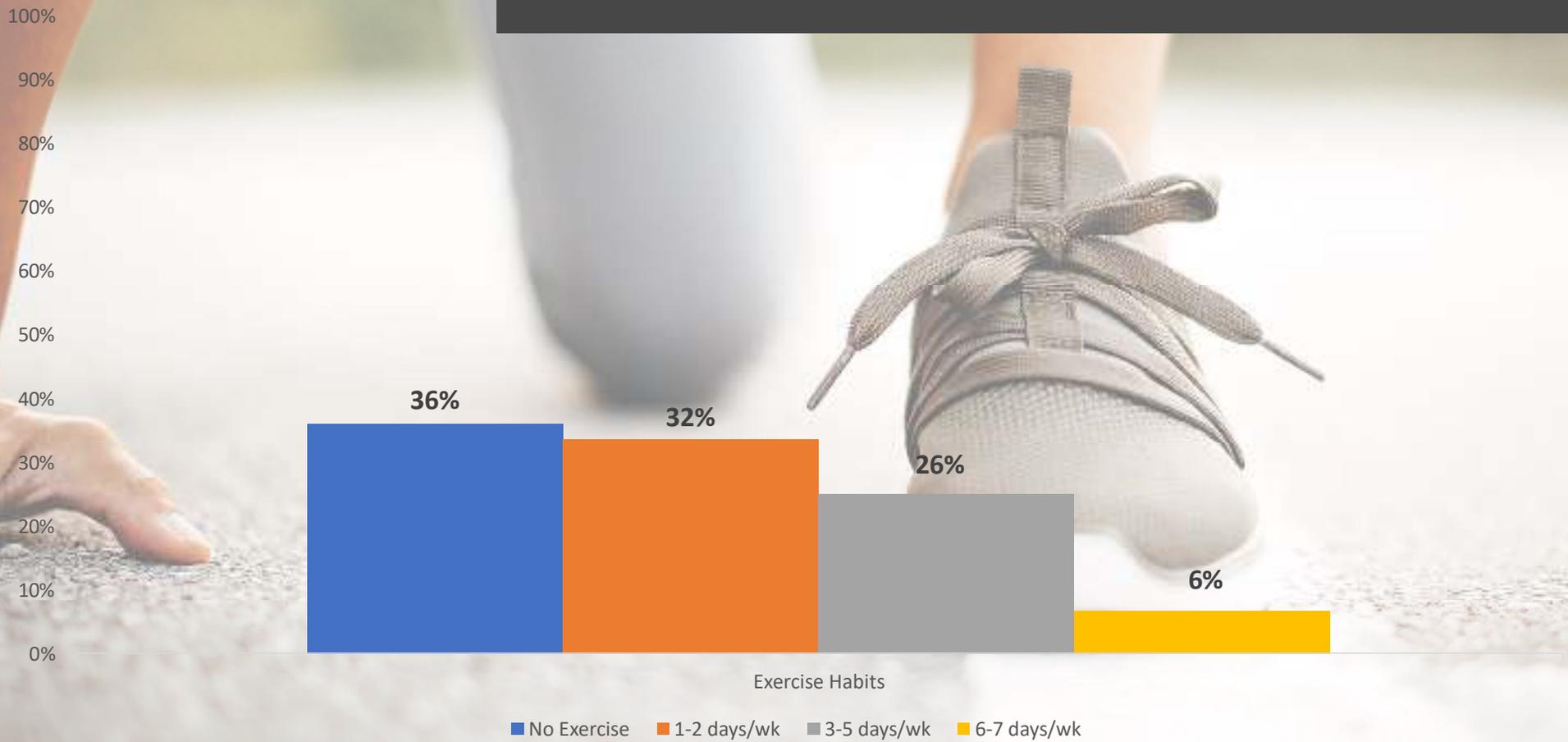


SLEEP APNEA



Self-Reported

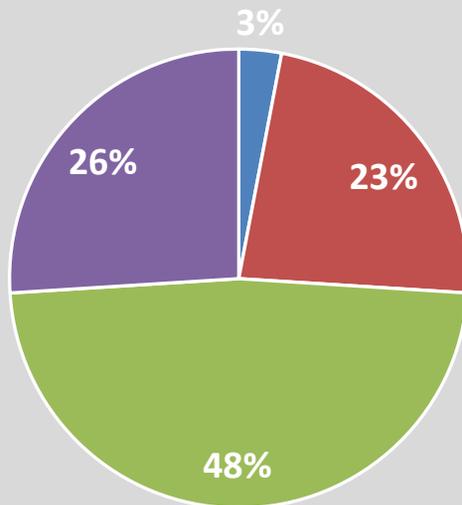
EXERCISE HABITS



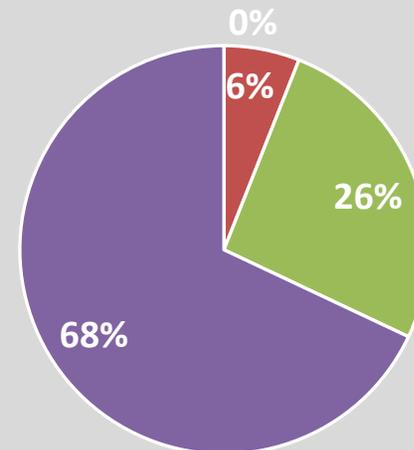


NUTRITION HABITS

3 BALANCED MEALS



CHOOSES WATER OVER SUGARY BEVERAGES



■ 0=never ■ 1=rarely ■ 2=sometimes ■ 3=often

■ Never ■ Rarely ■ Sometimes ■ Often

Self-Reported

STAND-OUT-STATS

Steps tracked on the portal

- **88,873,298** in 2022
- 52,420,479 in 2021

Year	Total Points Earned
2022	137,153
2021	91,839
2020	84,043

Participants	Number of Points Tracked
25	1-999 points
14	1,000-1,999 points
10	2,000-4,000 points
13	4,000+ points

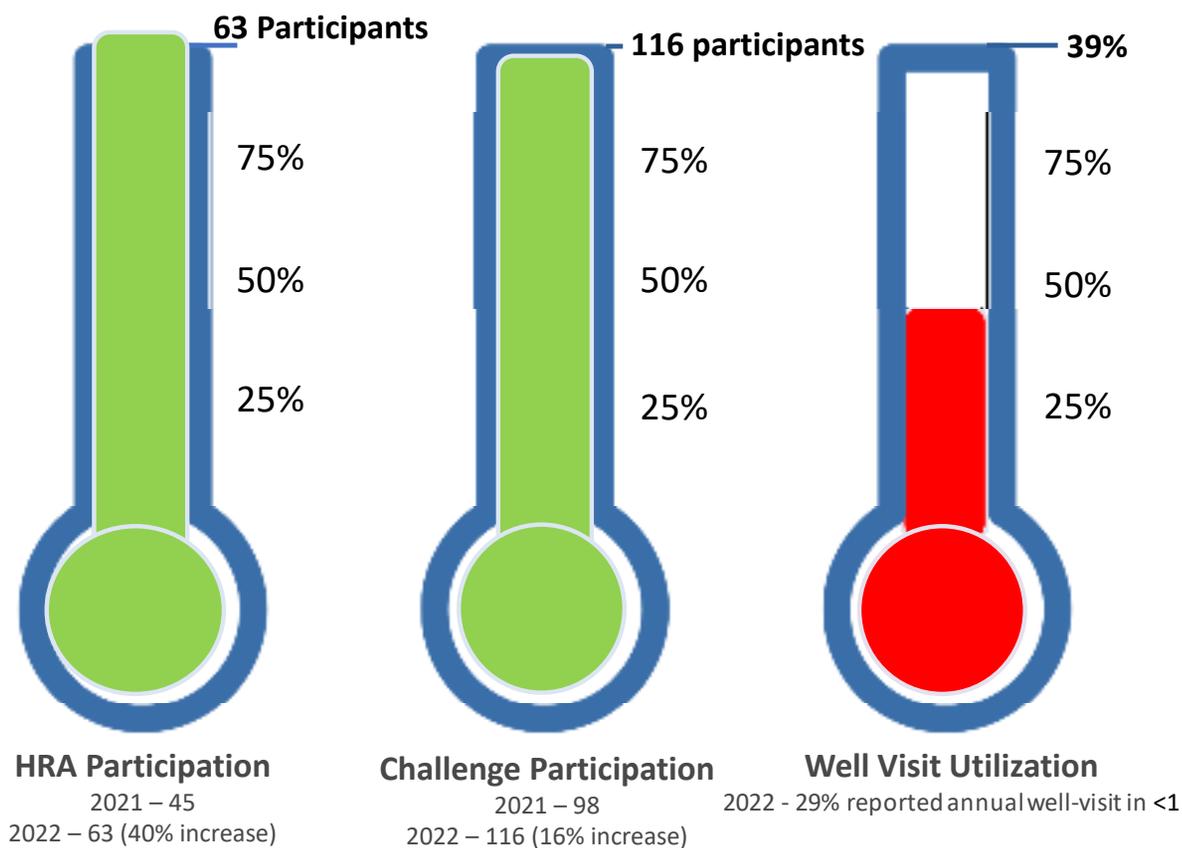




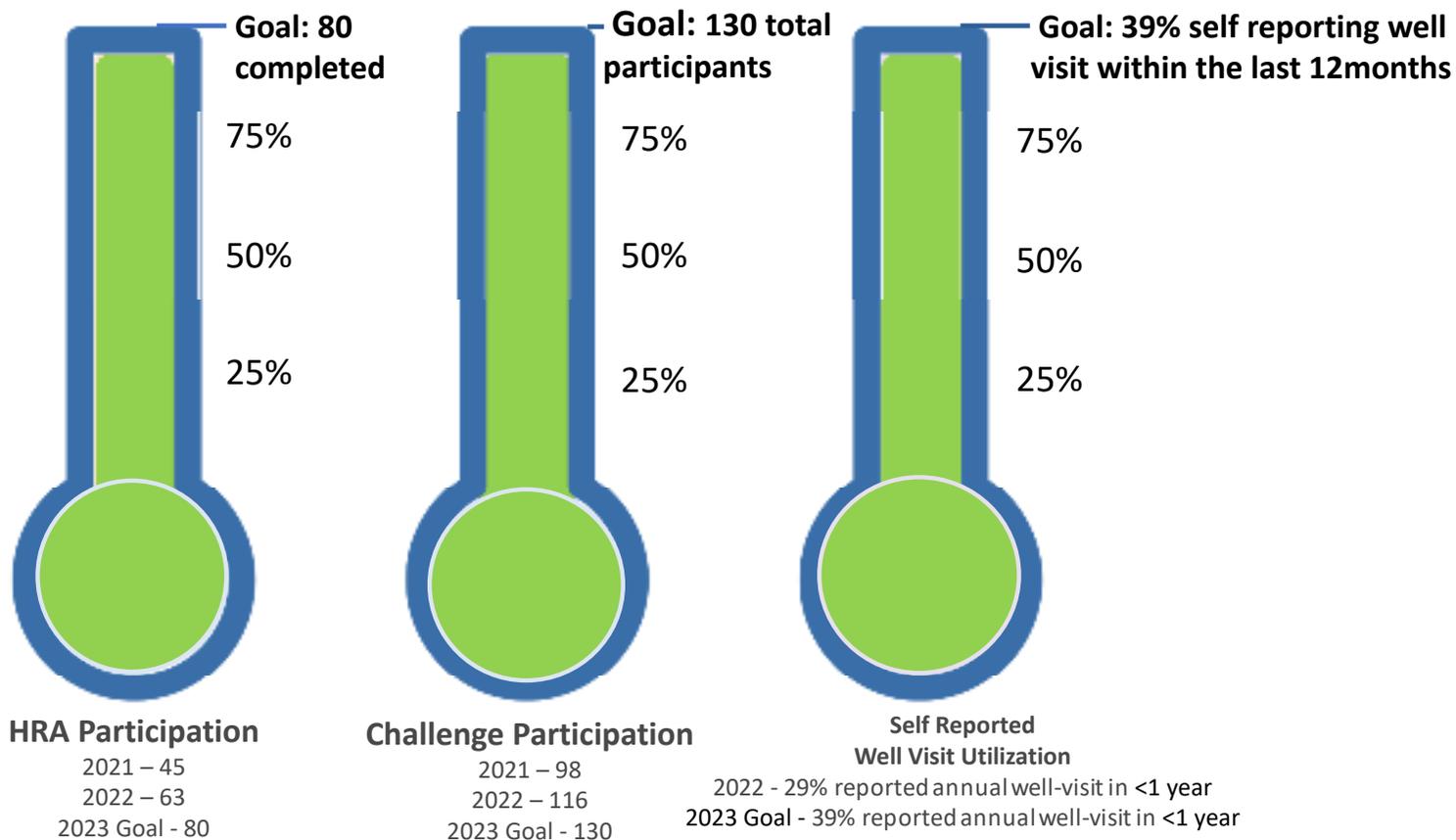
2022 GOALS AND OUTCOMES

Goals	Outcomes	Solutions
<ul style="list-style-type: none"> Increase HRA participation by 15% 	<ul style="list-style-type: none"> Met goal – increased by 40% <ul style="list-style-type: none"> 63 HRA completions in 2022 45 HRA completions in 2021 	
<ul style="list-style-type: none"> Increase wellness challenge participation by 20% 	<ul style="list-style-type: none"> Met goal – increased by 20% <ul style="list-style-type: none"> 116 “Join Challenge” clicks in 2022 98 “Join Challenge” clicks in 2021 	<p>Details about point prizes so they can be advertised</p>
<ul style="list-style-type: none"> Increase well-visit utilization 	<ul style="list-style-type: none"> Did not meet goal <ul style="list-style-type: none"> 29% had an annual well-visit in <1 year 2022 	<p>Continued discussion around Silver+/Gold where we can incentivize annual well visits.</p>

STRIVE 2022 PROGRAMMING GOALS



STRIVE 2023 PROGRAMMING GOALS





2023 GOALS AND STRATEGIES

Goals	Strategies
<p>Increase HRA participation</p> <ul style="list-style-type: none"> • 60% of census (~80 participants) 	<ul style="list-style-type: none"> • Tie incentive or raffle to HRA completion, by deadline (Sept. 1st) • Continued robust communication campaign <ul style="list-style-type: none"> • Email, posters, videos, presentations, etc. • Gain encouragement from management. Jenn will draft an email for them send out a reminder to login and complete HRA
<p>Increase overall wellness challenge participation by 11%</p> <ul style="list-style-type: none"> • 130 total participants 	<ul style="list-style-type: none"> • Introduce challenges with incentives for participation (health benefits and existing Spira-fit raffles) • Reminders via email and Spira-Fit Page
<p>Well visit utilization 39% with well visit in last 12 months</p>	<ul style="list-style-type: none"> • Jenn to create a flyer for posting and sharing. Highlight 500points for tracking the well visit.
<p>Align events with survey results. Mental Wellness and Nutrition were top areas of feedback</p>	<ul style="list-style-type: none"> • 2 wellness presentations centered on Stress and Mental Health • 3 Mental Health challenges



2023 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">• May – Stress Busters• November – Managing Mental Health	<ul style="list-style-type: none">• January – No Time Like the Pleasant• April – Strive Corporate Challenge• June – Disconnect & Reconnect• August – Be Kind to Your Mind• October – Smoking Cessation	<ul style="list-style-type: none">• Reward Point Program: Monthly, Quarterly, and Annual Giveaways• Quarterly Customized Newsletter• Quarterly Program Pulse Check• Meditation Moments• Monthly Strive Webinars• Monthly Wellness Newsletters & Observance campaigns• Explore Silver+ programming for 2024

Program Considerations

Current
Silver

- Complete Health Risk Assessment
- Complete Annual Wellness Visit without biometrics captured

Option 2
Silver+

- Complete Health Risk Assessment
- Complete Annual Wellness Visit with biometrics captured (Silver+)

Option 3
Gold

- Complete Health Risk Assessment
- Onsite Biometric Screenings