



## 2022 HRA Executive Review

Mobis Plymouth



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## WELLNESS PRESENTATIONS

- April – Power Meals
- October – Strive Kick Off
  - 60 attendants
- November – Managing Mental Health: Holiday Edition
  - 23 attendants

## CHALLENGES

- January – Disconnect & Reconnect: 12 Participants
- October – Around the World: 5 Participants
- December – Positive Outlook: 2 Participants

## REWARD POINTS RAFFLES

- \$25 raffle for HRA Completion
- Quarter 3: 2 Winners
- Quarter 4: 2 Winners
- 1 Annual Winners

# 2022 WELLNESS EVENTS



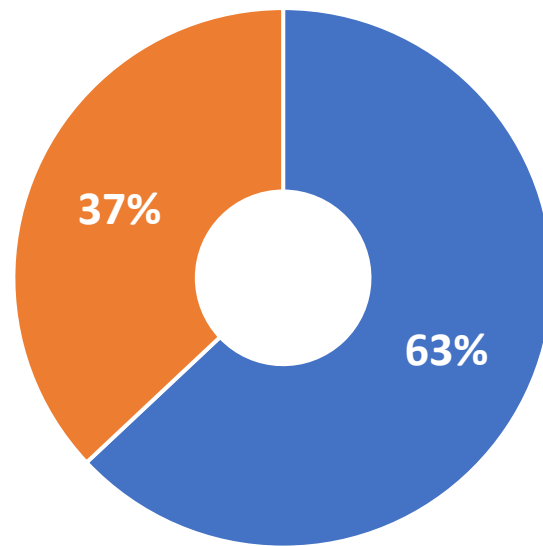
## HRA PARTICIPATION

YEAR	TOTAL PARTICIPATION	% OF CENSUS
2022	54	22%
2021	47	25%
2020	94	53%



# 2022 DEMOGRAPHICS

## GENDER

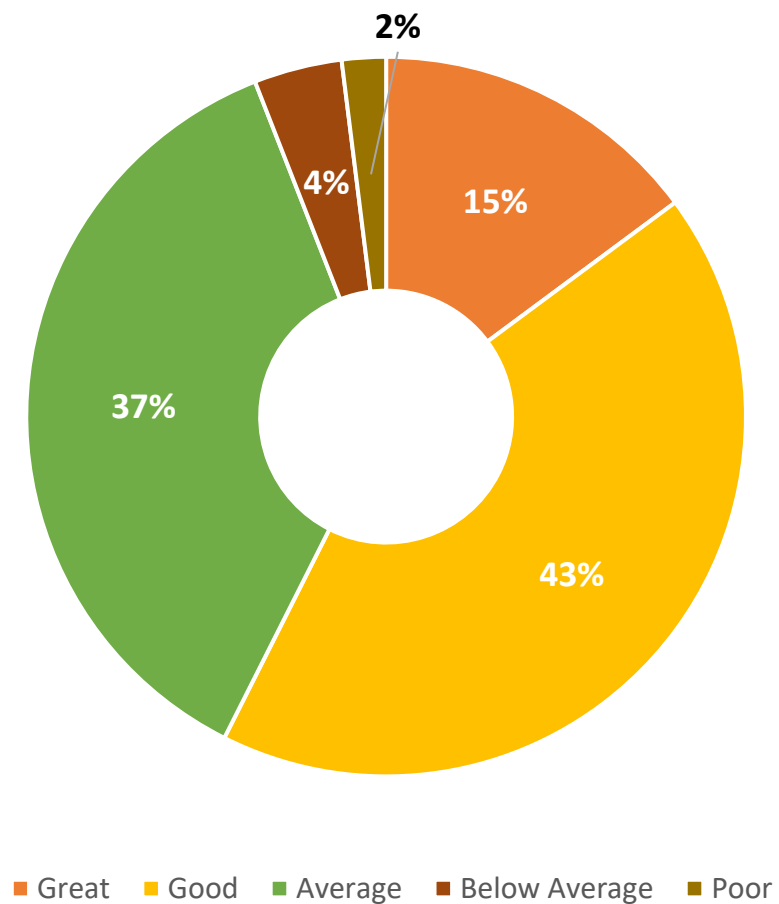


■ Male ■ Female

## AVERAGE AGE - 36



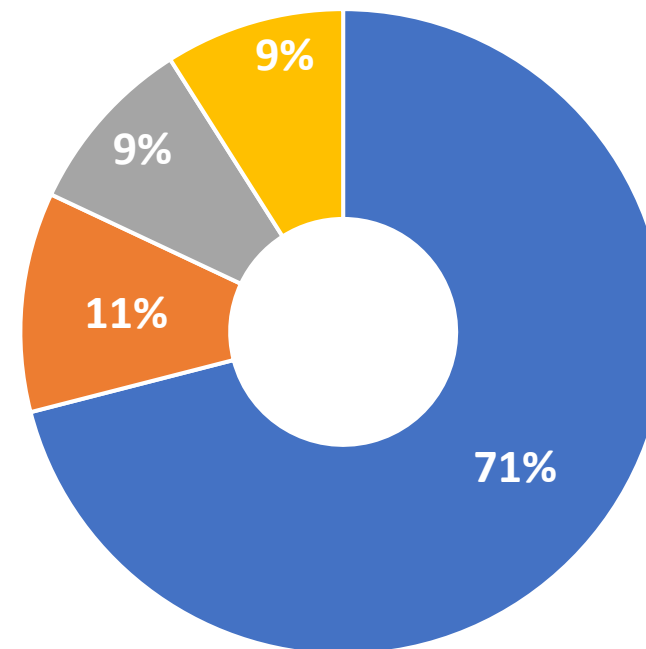
# SELF-PERCEPTION OF HEALTH



# ANNUAL PHYSICAL



LAST WELL-VISIT WITH PCP



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





# RISK FACTOR BREAKDOWN



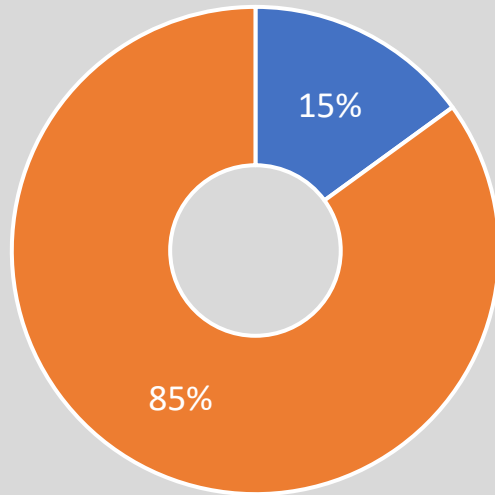
Kapnick  
Strive





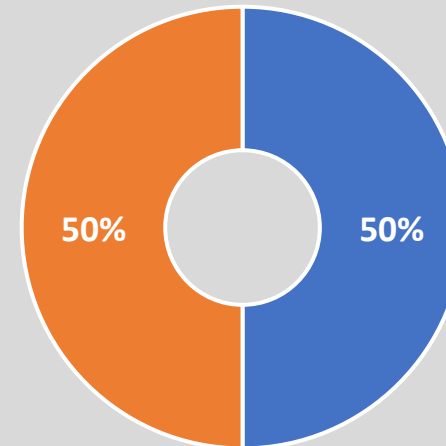
# HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION  
FOR CHO MANAGEMENT



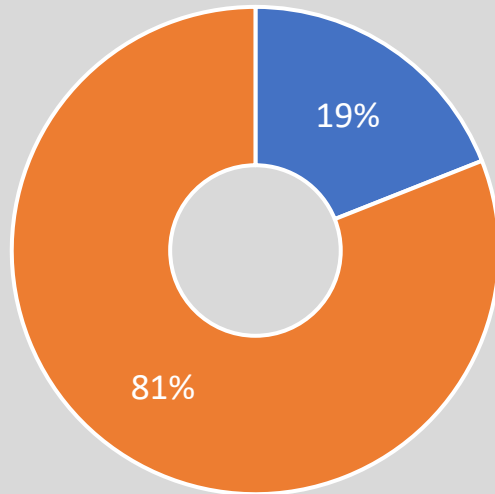
■ Yes ■ No

Self-Reported



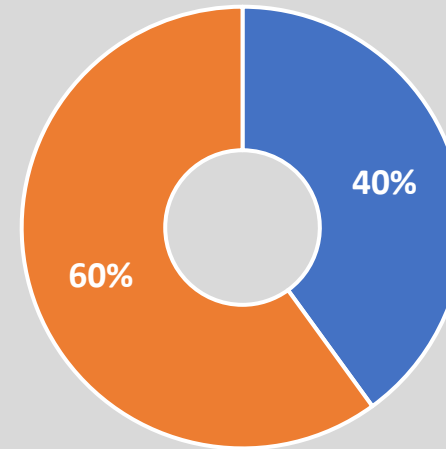
# HEART HEALTH: BLOOD PRESSURE

**HIGH BLOOD PRESSURE**



■ Yes ■ No

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



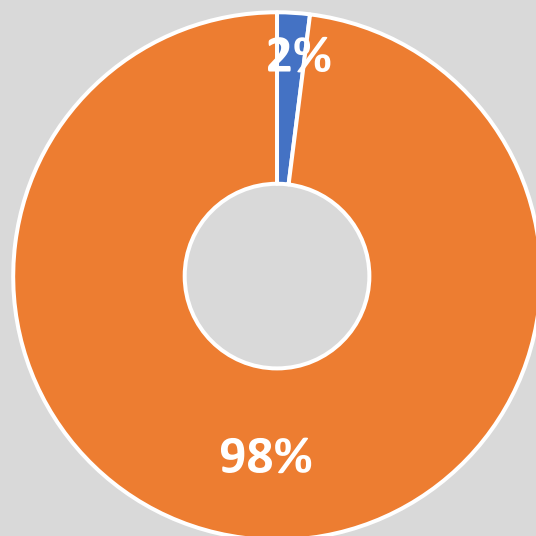
■ Yes ■ No

Self-Reported



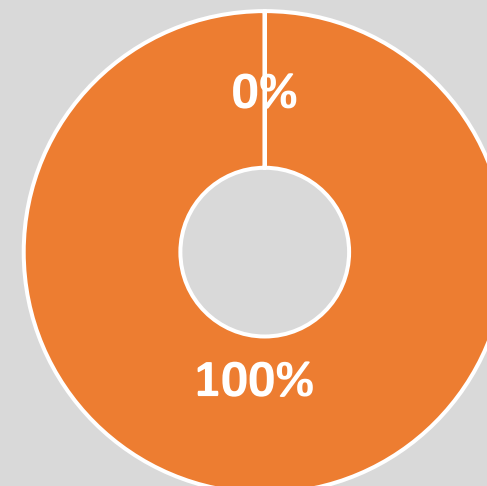
# METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

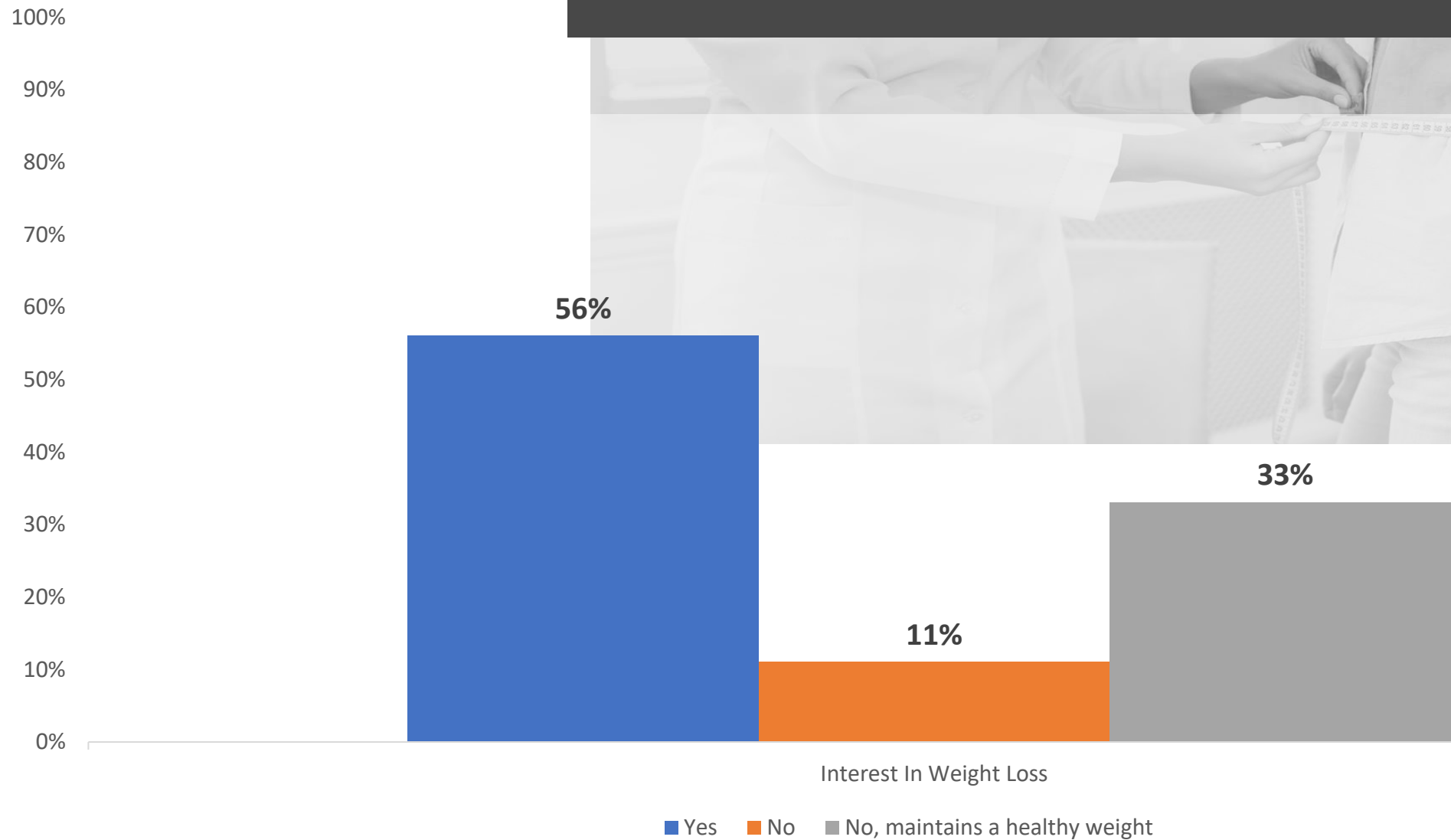
DIAGNOSED & TAKING MEDICATION FOR  
DIABETES MANAGEMENT



■ Yes ■ No

Self-Reported

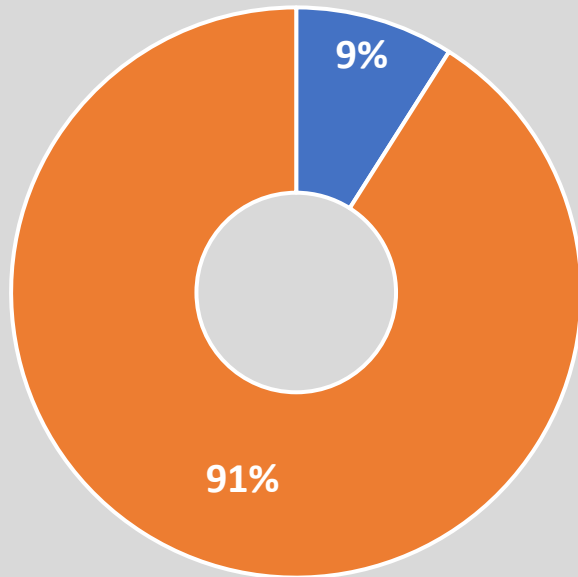
# BODY COMPOSITION: Interested in Losing Weight





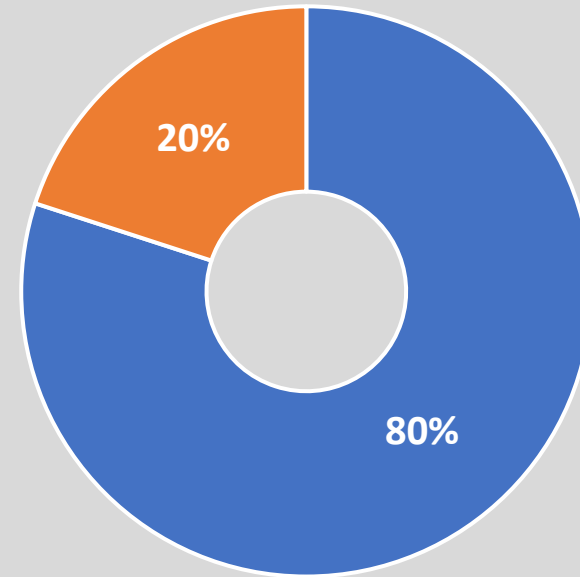
# NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT

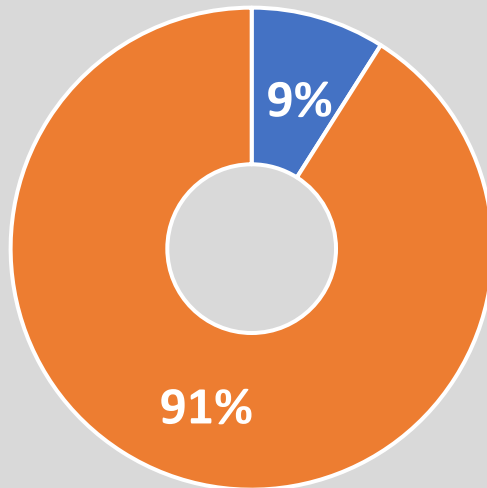


■ Yes ■ No



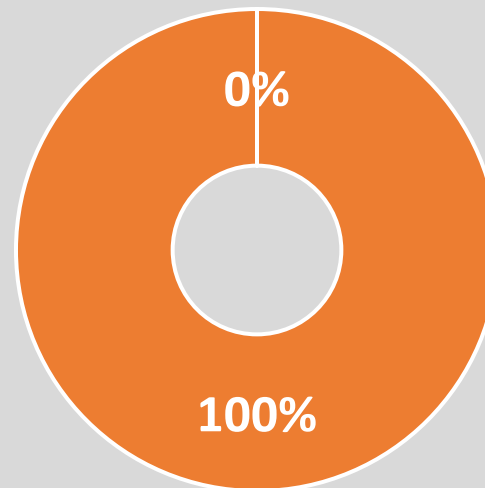
# MENTAL HEALTH & WELL-BEING

**ANXIETY &  
DEPRESSION**



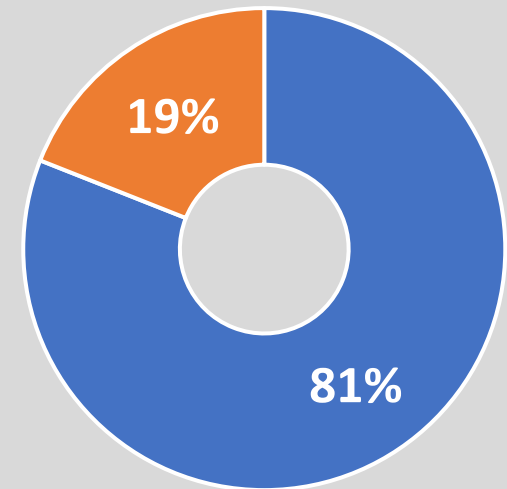
■ Yes ■ No

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



■ Yes ■ No

**MAINTAINS A HEALTHY WORK-LIFE  
BALANCE**



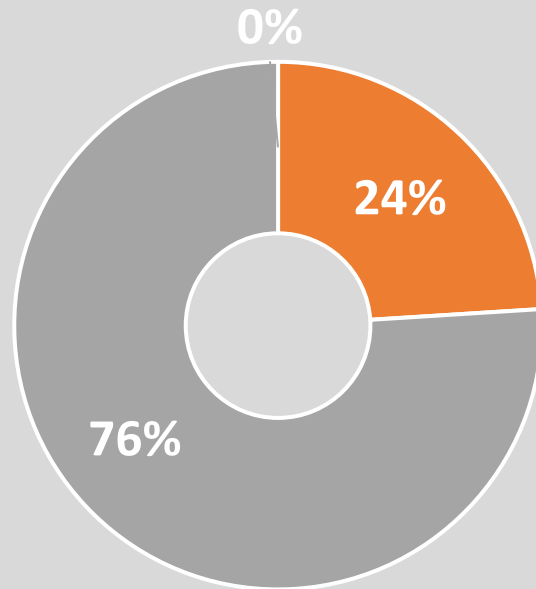
■ Yes ■ No

Self-Reported



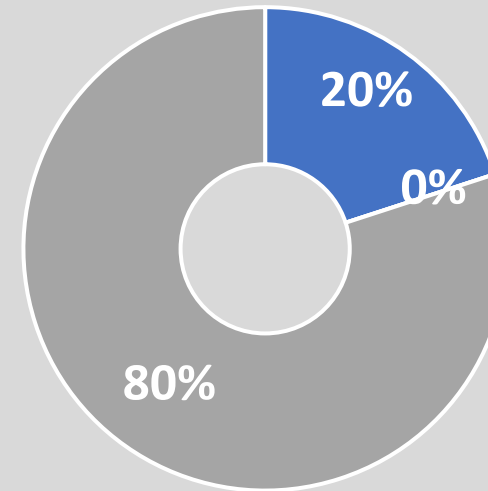
# SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ <4 hours ■ 4-5 hours ■ 6-8 hours

SLEEP APNEA

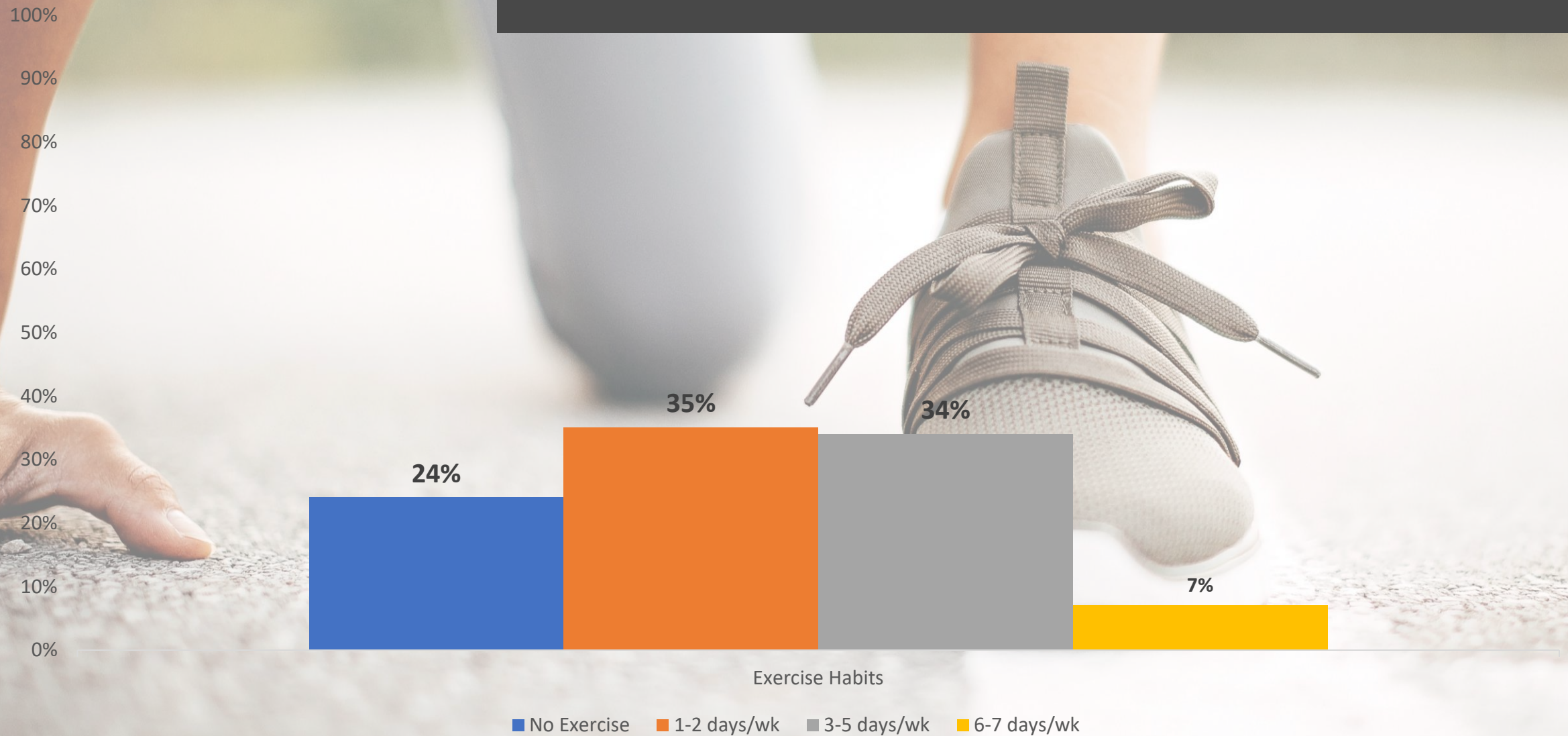


■ Yes, and being treated ■ Yes, but not being treated  
■ No diagnosis

Self-Reported



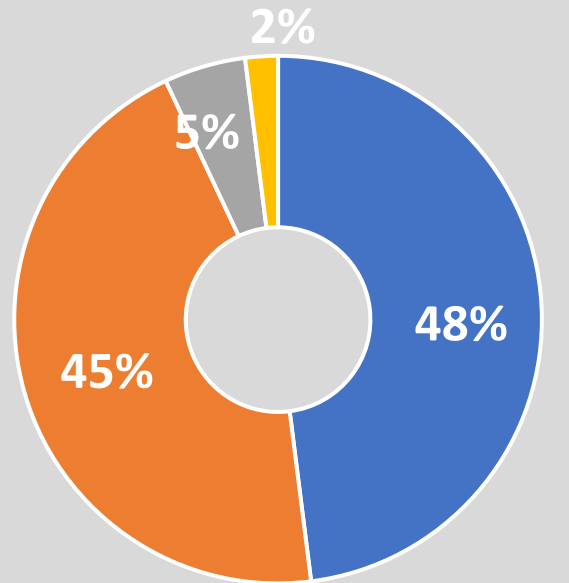
# EXERCISE HABITS





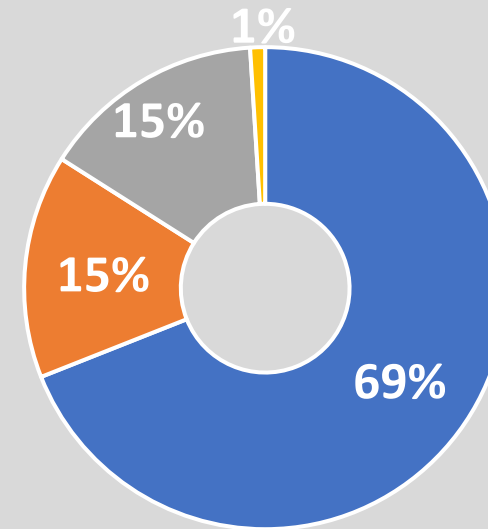
# NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

# STAND-OUT-STATS

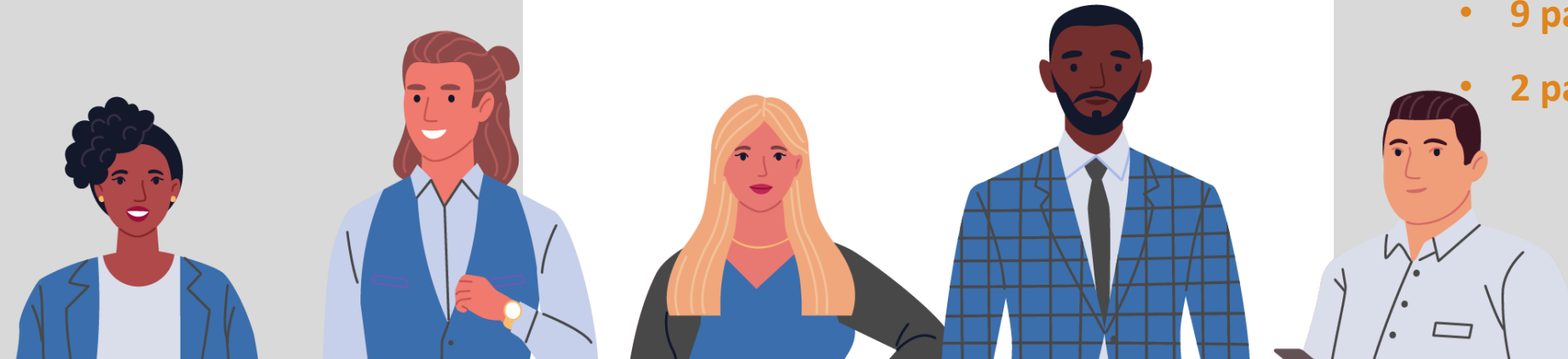
**14,420,407** steps tracked in 2022

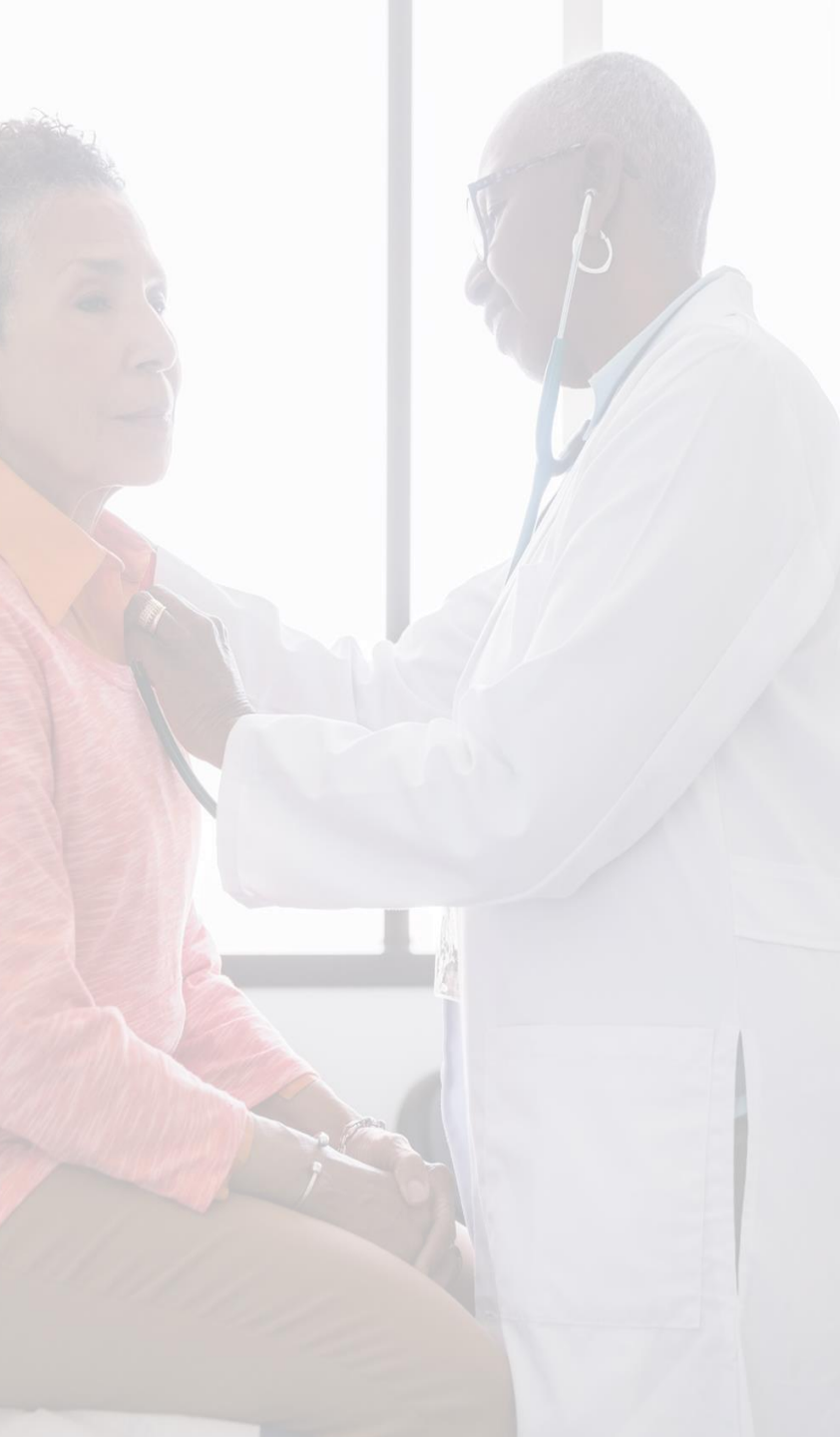
21,555,597 steps tracked in 2021

**42,076** Total Points earned in 2022

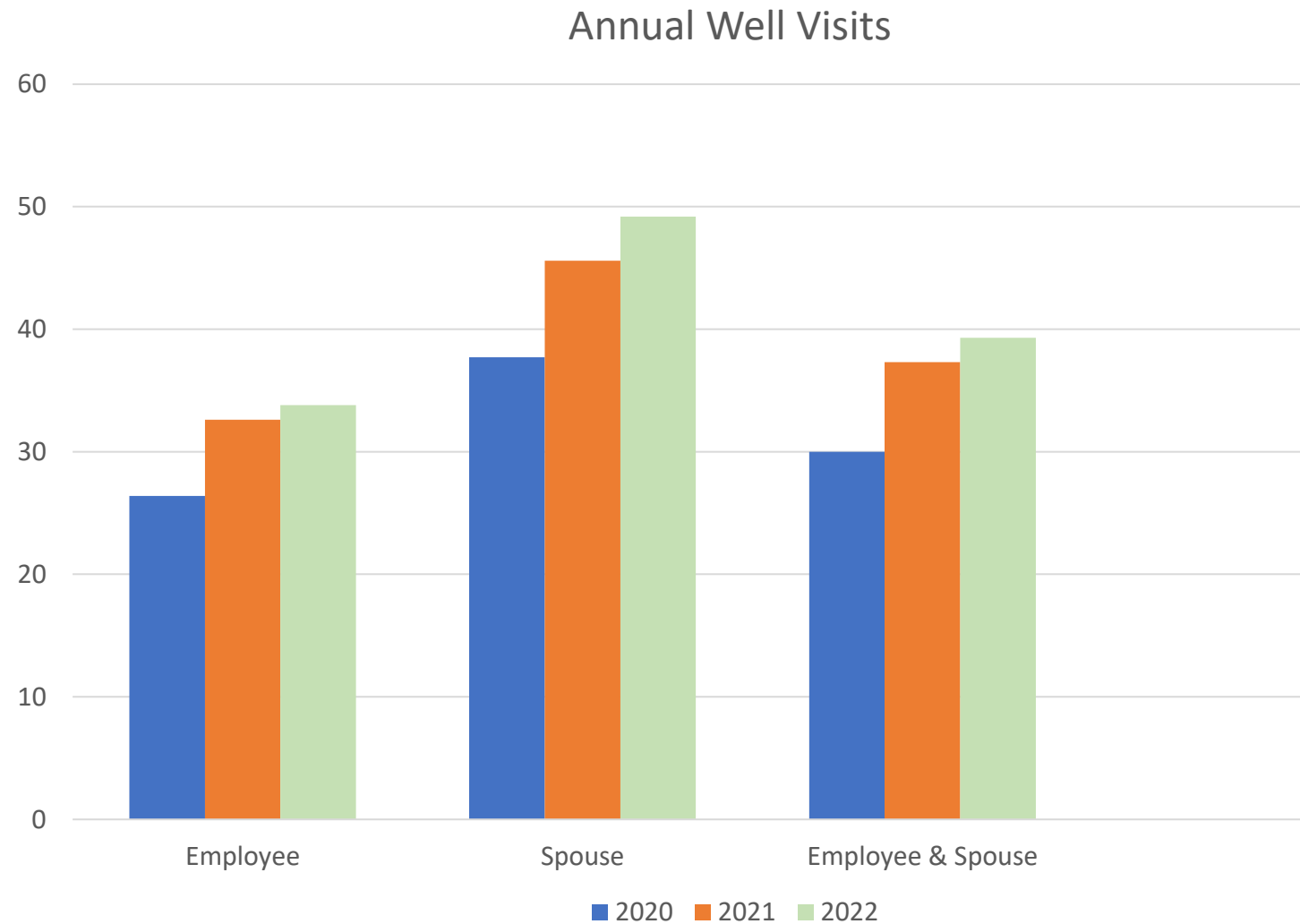
37,841 Points Tracked in 2021

- 45 participants 500-999 points
- 9 participants 1,000-1,999 points
- 2 participant 2,000-2,999 points

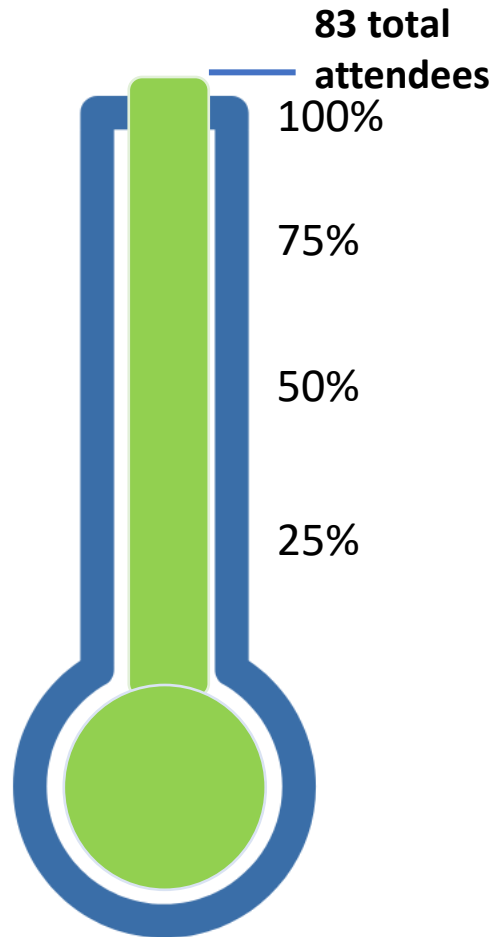




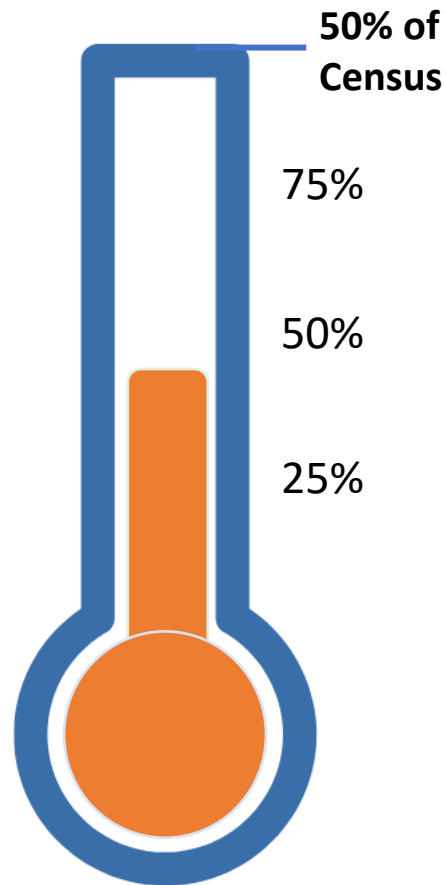
# Well Visit Utilization via Kapnick Lens



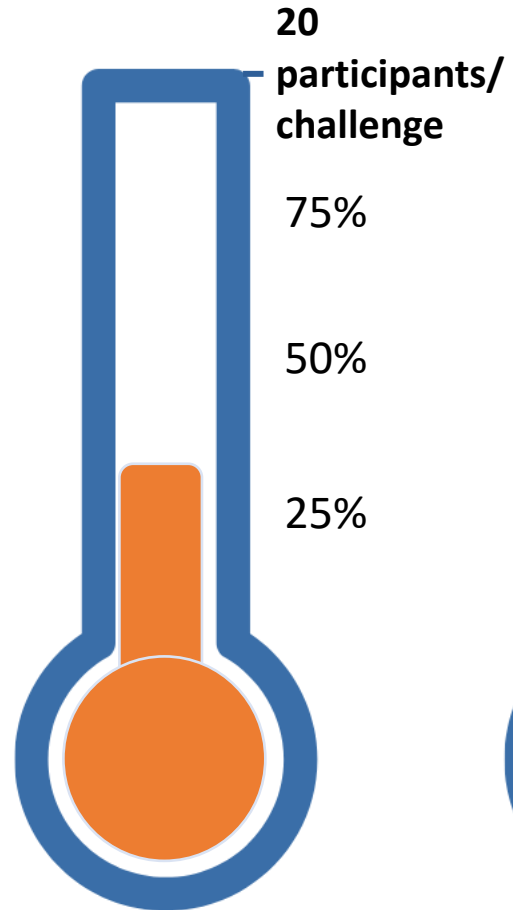
# STRIVE 2022 GOAL OUTCOMES



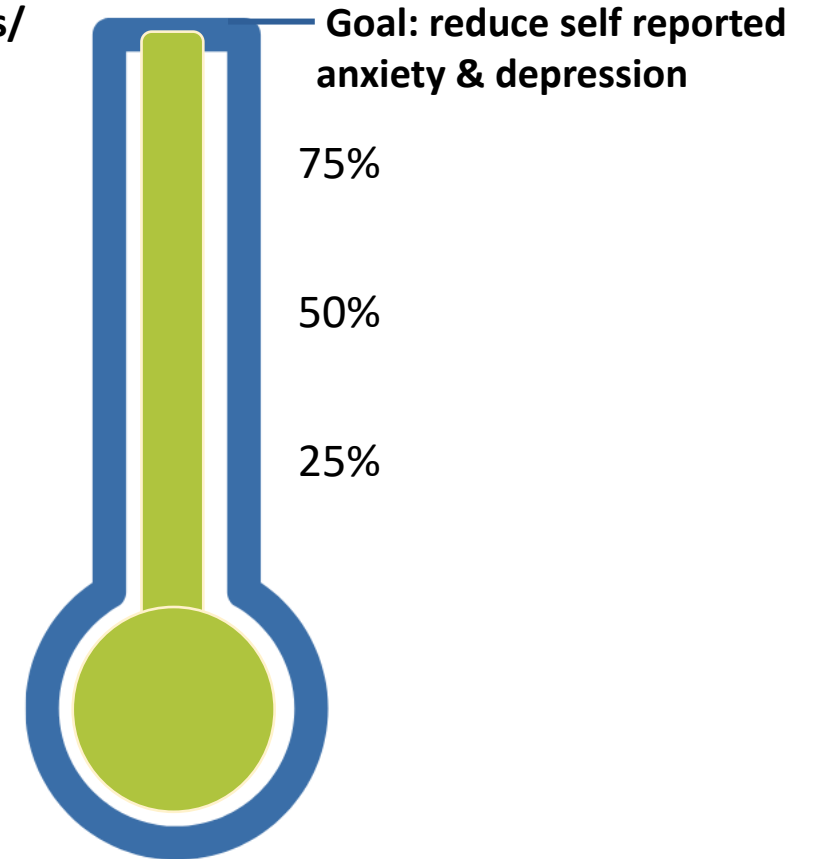
**Presentation Attendance**  
2021 –  
2022 – 83+ total



**HRA Participation**  
2021 – 25%  
2022 – 22%



**Challenge Participation**  
2021 – avg 7/challenge  
2022 – avg 6/challenge



**Well Visit Utilization Incentive**  
2021 – 15% reported anxiety/depression  
2022 – 9% reported anxiety/depression

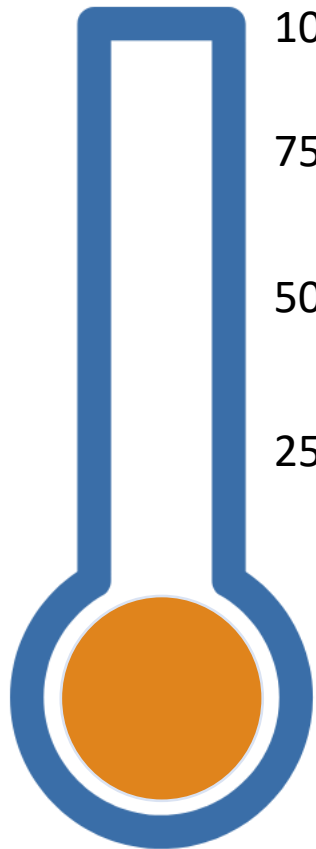


## 2022 OUTCOMES AND 2023 GOALS

2022 Outcome	2023 Goal	Strategies
<b>Health Risk Assessment Completed</b> <ul style="list-style-type: none"><li>2022: 22% of census (goal was 50%)</li><li>2021: 25% of census</li></ul>	<b>GOAL 2023: 30% of census completing HRA</b>	<ul style="list-style-type: none"><li>Tie and advertise drawing for HRA completions</li><li>One large prize or several small</li><li>Send email communication. Include a demo video with Wellness Coordinator explaining why it's important</li></ul>
<b>Active Portal Users</b> <p>By increasing the HRA completion percentage, it will in turn increase active users.</p> <p>2022 – 23% of census</p>	<b>GOAL 2023 – 30% of census logged on</b> <ul style="list-style-type: none"><li>Drive more people to log in</li><li>Increase active portal users by 7% in 2023<ul style="list-style-type: none"><li>From 23% of census to 30%</li></ul></li></ul>	<ul style="list-style-type: none"><li>Promote quarterly/annual prize opportunities</li><li>Top-down approach –highlight Strive info at internal meetings.</li><li>Find team members to be program ambassadors</li></ul>
<p>Increase the percentage of those who utilize medication or treatment for their reported anxiety and depression.</p> <p>2021 – 29%</p> <p>2022 – 0%</p>	<b>GOAL 2023 – Increase Resource Awareness &amp; Decrease Stigma</b> <ul style="list-style-type: none"><li>Measure with an end of year Mental Health Survey to assess needs and knowledge of resources.</li></ul>	<ul style="list-style-type: none"><li>Discuss with HR to better understand the sources of stress</li><li>4 week email campaign to highlight signs, symptoms, resources and decrease stigma. Will include Strive's mental health guide</li><li>Proposed timeline June/July</li><li>Specific marketing for any Mental Health resources</li><li>Direct employees to Ulliance EAP: Life Advisor EAP Counseling</li></ul>

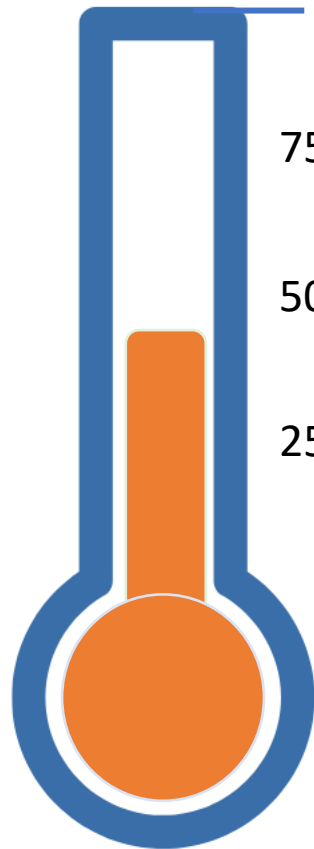
# STRIVE 2023 GOALS (Q1)

100 total attendees across  
all presentations



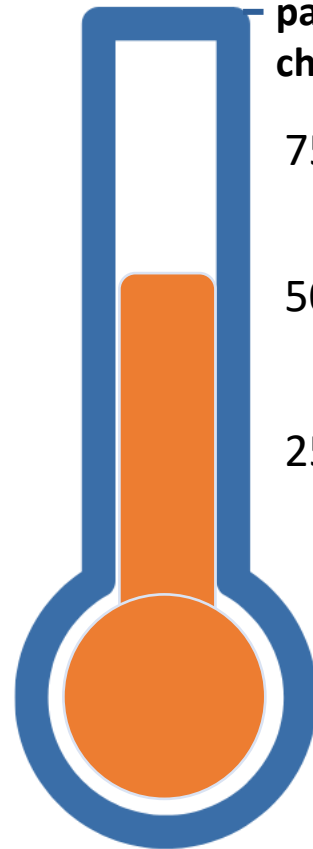
100%  
75%  
50%  
25%

30% of  
Census



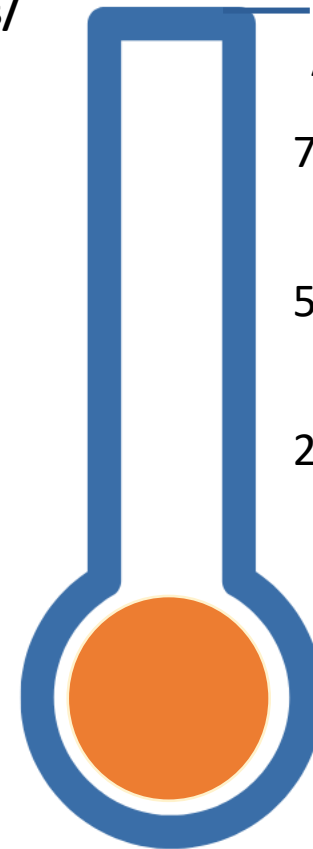
75%  
50%  
25%

10  
participants/  
challenge



75%  
50%  
25%

Goal: Increase Resource  
Awareness & Decrease Stigma



75%  
50%  
25%

**Presentation Attendance**

2021 –  
2022 – 83+ total  
2023 Goal - 100

**HRA Participation**

2021 – 25%  
2022 – 22%  
2023 Goal - 30%

**Challenge Participation**

2022 - 6 per challenge  
2023 Goal – 8 per challenge

**Mental Health Utilization**

2022 – 0% support through medication  
2023 Goal Increase Resource Awareness &  
Decrease Stigma





## 2023 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none"><li>• May: Stress Busters</li><li>• December: Jog Your Memory</li></ul>	<ul style="list-style-type: none"><li>• January – Smoking Cessation (2)</li><li>• April: Strive’s Annual Corporate Challenge (9)</li><li>• July: Disconnect &amp; Reconnect</li><li>• September: Going for Growth</li><li>• October: Eat the Rainbow</li></ul>	<ul style="list-style-type: none"><li>• Benefit &amp; Wellness Fair May 9<sup>th</sup></li><li>• Proposed: 4 week mental health email campaign</li><li>• Continue Strive Reward Point Program, quarterly &amp; annual giveaways</li><li>• Quarterly Mobis Well-Being Newsletter</li><li>• Monthly Wellness Newsletter</li><li>• Monthly Strive Webinar</li><li>• Monthly observance campaigns</li><li>• Quarterly Meditation Moments</li></ul>

- Awareness Observance Dates
- Wellness Challenge
- Wellness Presentation
- HRA/Quarterly Reward Points Dates
- Other



# 2023 Wellness Plan

JAN

## Patient Experience & Empowerment

- National Drugs & Alcohol Facts Week: 1/20 - 1/26
- Smoking Cessation 1/1-1/15

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
- International Self-Care Day: 7/24
- Disconnect and Reconnect 7/1-7/15

AUG

## Cannabis: Reducing Harm

- International Overdose Awareness Day: 8/31

MAR

## Practical Nutrition & Your Relationship with Food

- Neurodiversity Celebration Week: 3/21 - 3/27
- Q1 Reward Points Due: 3/31

APR

## The Environment & You

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

SEP

## Ergonomics, Posture, & Reducing Pain

- Pain Awareness Month
- Q3 Reward Points Due: 9/30
- Going for Growth 9/11-9/25

OCT

## Disillusionment, Community Action, & Self-Care

- World Food Day: 10/16
- Eat the Rainbow 10/1-10/15

MAY

## All About Allergies

- Women's Health Month
- Mental Health Awareness Week: 5/10 - 5/16
- Benefit & Wellness Fair
- Stress Busters 5/10

JUN

## Children's Mental Health

- National Migraine & Headache Awareness Month
- 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
- Jog your Memory 12/6

# 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