



2023 HRA Executive Review

Common Ground
June 13, 2024



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2023 KEY FINDINGS

- **16%** of eligible employees participated in Strive programming, an **increase from 13%** in 2022
- The **44** participation prizes given out in 2023 were distributed among **33** employees
- **73%** of participants believe their health to be **“Great” or “Good,”** however, **19%** believe their health to be **“Below Average” or “Poor”**
- **73%** of respondents reported seeing their doctor in the past year
- **41** participants tracked **500-999 points**
- **10** participants tracked **1,000-1,999 points**
- **6** participants tracked **2,000-2,999 points**
- There were a total of **53,825 points tracked in 2023**, averaging **912 points per user**

A background image showing several people in business attire sitting in a meditative lotus position on a light-colored wooden floor. They are in a bright, modern office space with large windows in the background. The image is split vertically, with the left side being slightly blurred and the right side in sharper focus.

2023 WELLNESS EVENTS

WELLNESS PRESENTATIONS

- May – Breaking Burnout: 18 attendees
- November – Happy, Healthy Holidays: 15 attendees

CHALLENGES

- March – Nutrition 101: 21 participants
- April – Strive Corporate Challenge: 25 participants
- June – Hydration Station: 22 participants
- August – Going for Growth: N/A
- November – Beat the Flu: 4 participants

ADDITIONAL EVENTS:

- 12 Monthly Webinars
- 4 Quarterly Meditation Moments

2023 REWARD POINTS

Qualification	Number of Winners	Prizes	Total Rewards Allocations
Health Risk Assessment Completion	8	\$25	\$200
Challenge & Presentation Participation	2 per event = 12 per year	\$25	\$300
Quarterly Raffle	5 per quarter = 20 per year	\$50	\$1,000
Annual Prize	4 per year	\$250	\$1,000
-	44 per year	-	\$2,500

- 33 unique winners (approx. 10% of population)



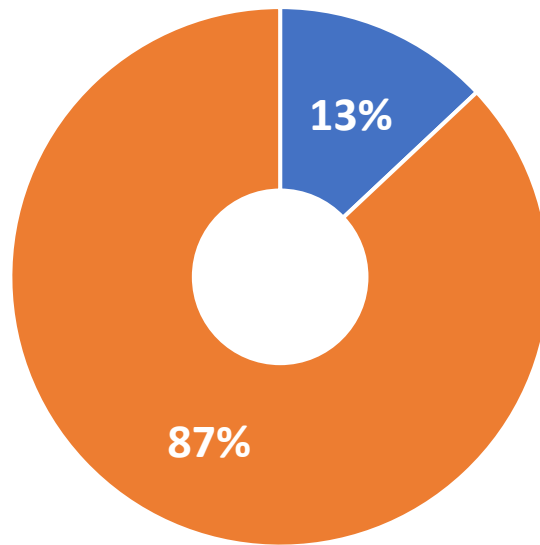
HRA PARTICIPATION



YEAR	TOTAL PARTICIPATION	% OF CENSUS
2023	67	16%
2022	42	13%

2023 DEMOGRAPHICS

GENDER



■ Male ■ Female

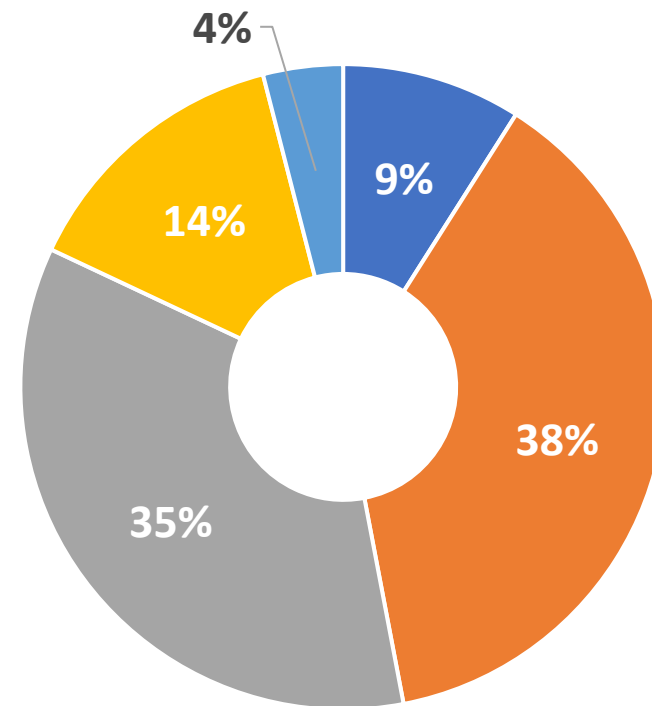
AVERAGE AGE - 42



SELF-PERCEPTION OF HEALTH



SELF-PERCEPTION OF HEALTH

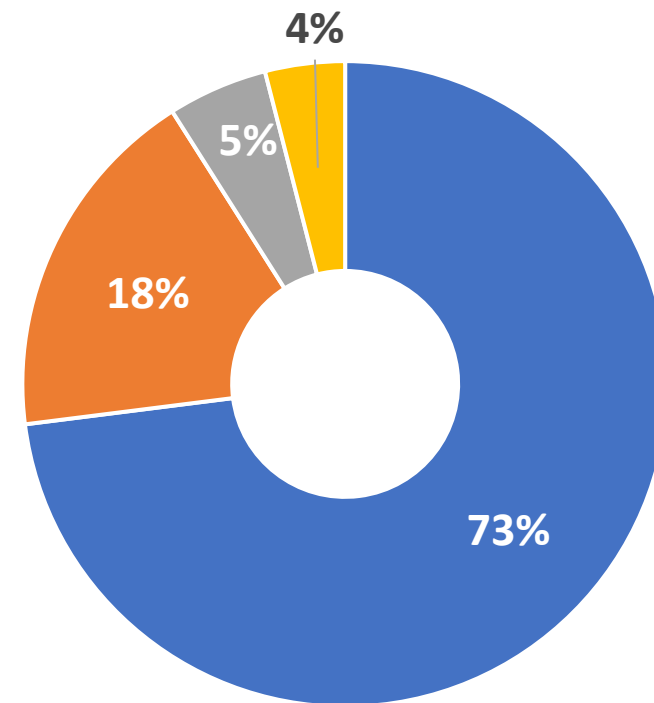


■ Great ■ Good ■ Average ■ Below Average ■ Poor

ANNUAL PHYSICAL



LAST WELL-VISIT WITH PCP



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

TOP RISK FACTORS



**WEIGHT
MANAGEMENT**



BLOOD PRESSURE



CHOLESTEROL



RISK FACTOR BREAKDOWN

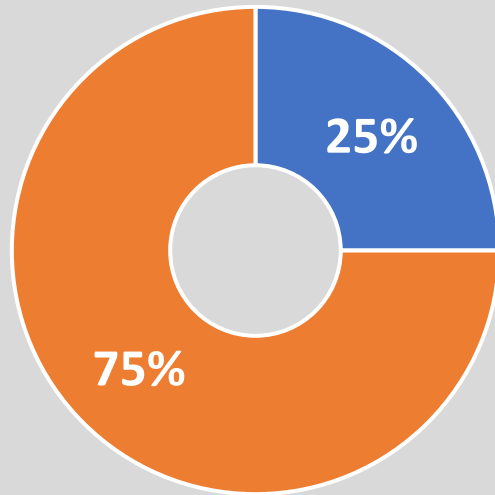


Kapnick
Strive



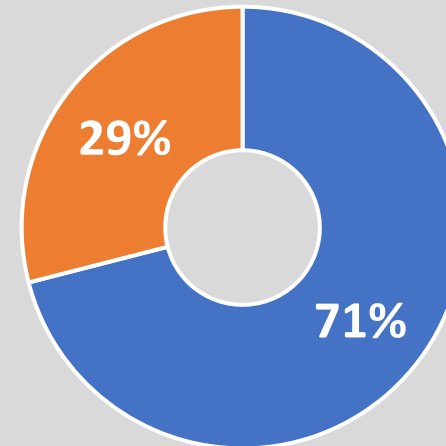
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION
FOR CHOLESTEROL MANAGEMENT



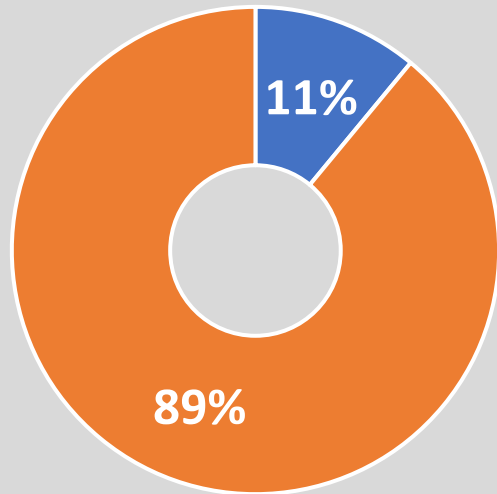
■ Yes ■ No

Self-Reported



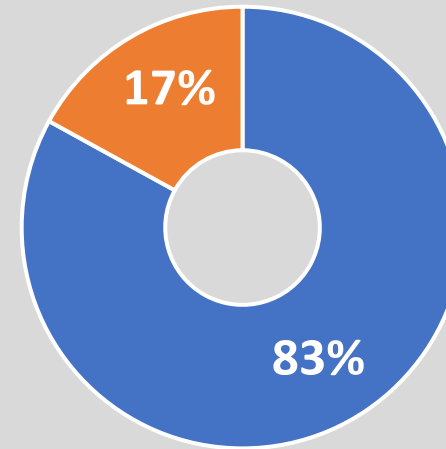
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION
FOR BLOOD PRESSURE MANAGEMENT



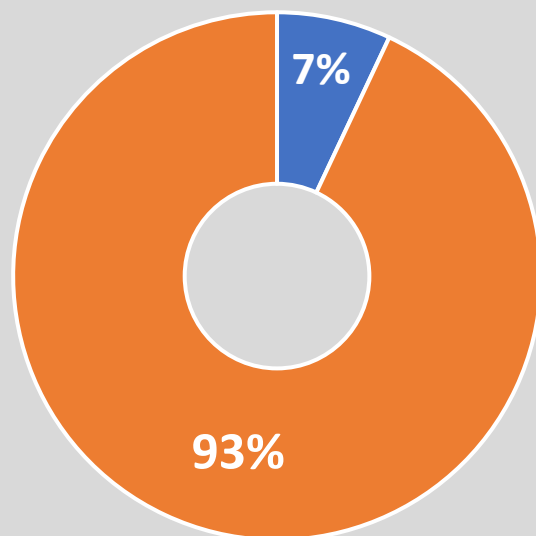
■ Yes ■ No

Self-Reported



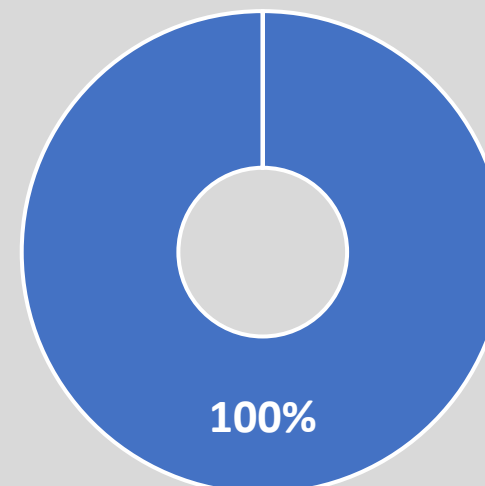
METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR
DIABETES MANAGEMENT

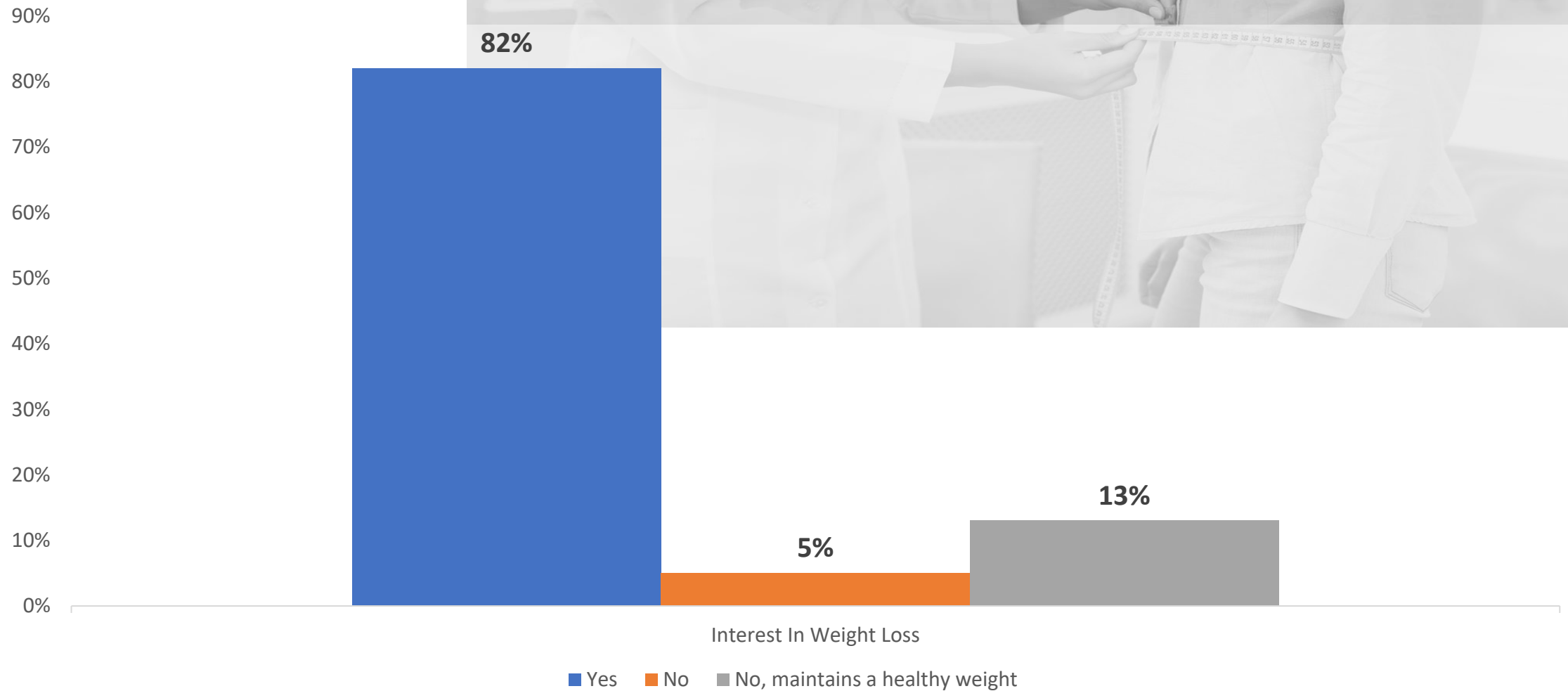


■ Yes ■ No

Self-Reported



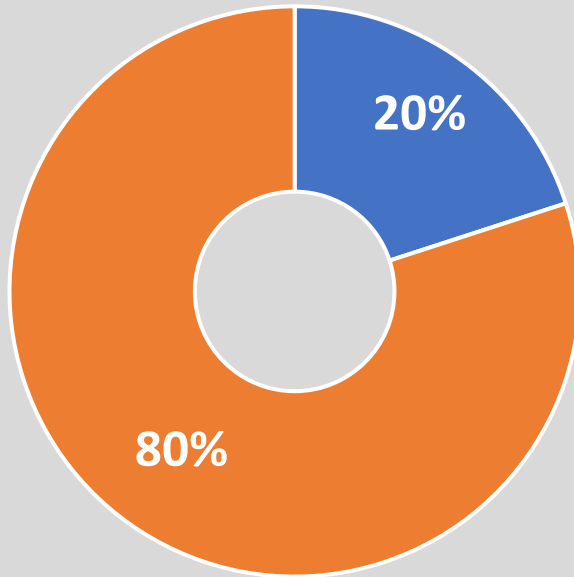
BODY COMPOSITION: Interested in Losing Weight





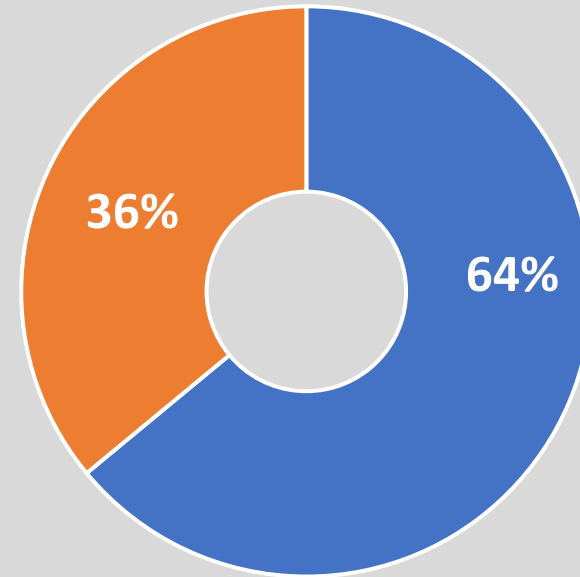
NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT

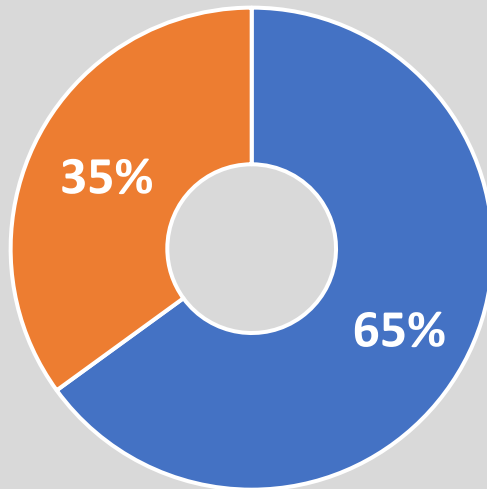


■ Yes ■ No



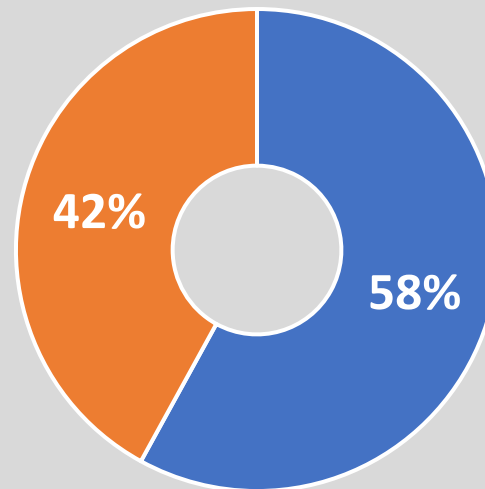
MENTAL HEALTH & WELL-BEING

**ANXIETY &
DEPRESSION**



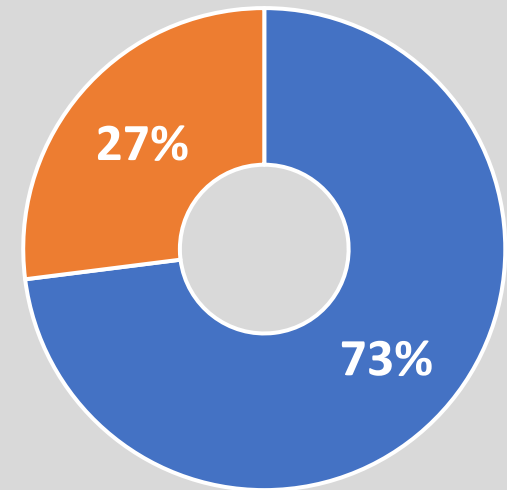
■ Yes ■ No

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



■ Yes ■ No

**MAINTAINS A HEALTHY WORK-LIFE
BALANCE**



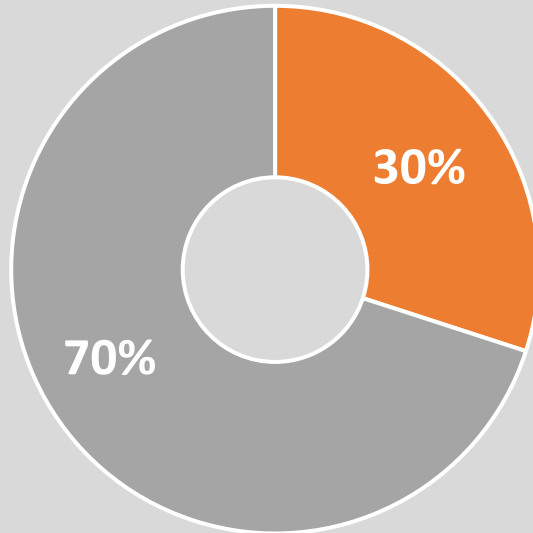
■ Yes ■ No

Self-Reported



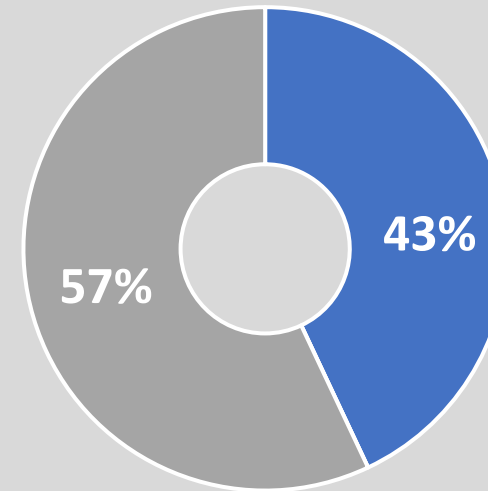
SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ <4 hours ■ 4-5 hours ■ 6-8 hours

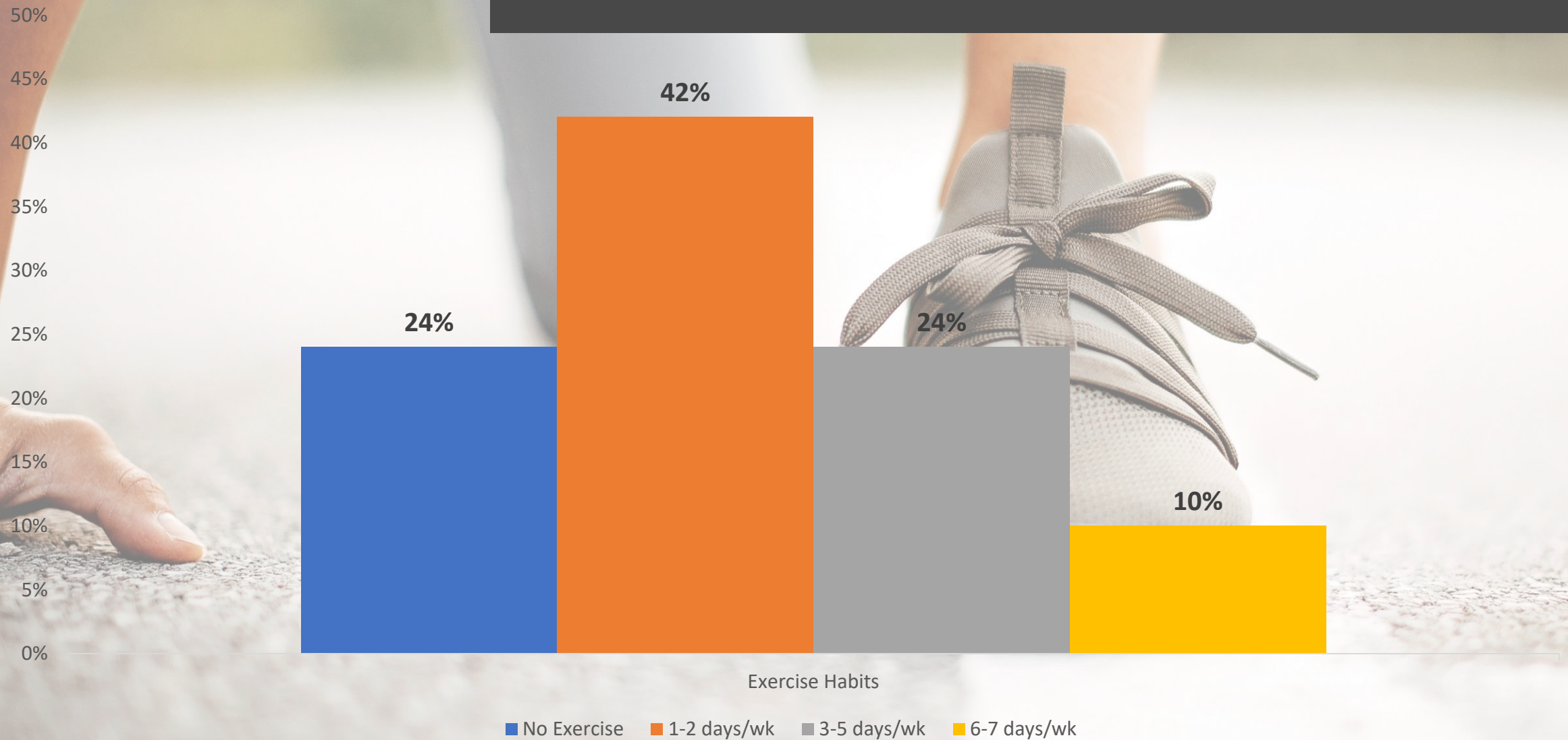
SLEEP APNEA



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

Self-Reported

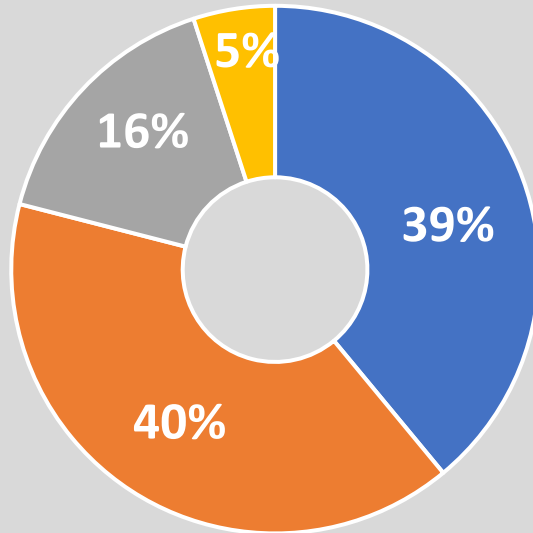
EXERCISE HABITS





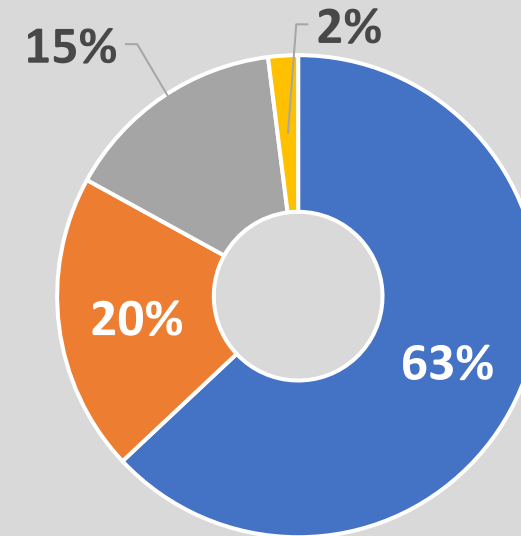
NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported

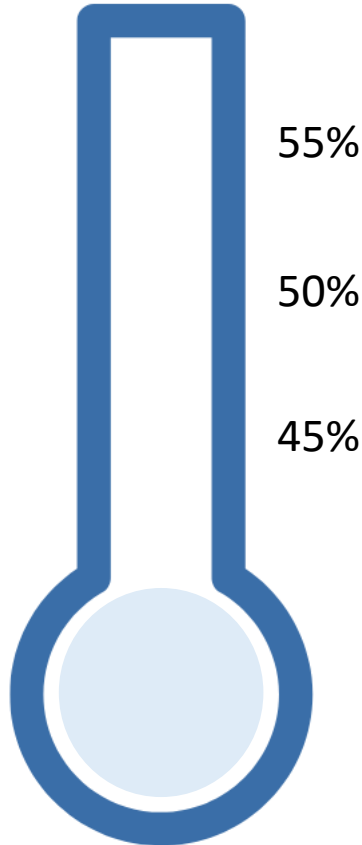
PROGRESS BY QUARTER

Common Ground	Q1	Q2	Q3	Q4	YTD
Active Users *# of unique users per quarter and YTD	43	45	28	12	59
Total Points Tracked *per quarter, cumulative YTD	29,542	19,820	4,092	371	53,825
% of Census Active *# unique users/census per quarter	11%	5%	1%	<1%	16%
Completed Well Visit *# of unique users per quarter	6	4	1	0	11
Health Assessments Completed *# of completions per quarter	41	18	6	2	67



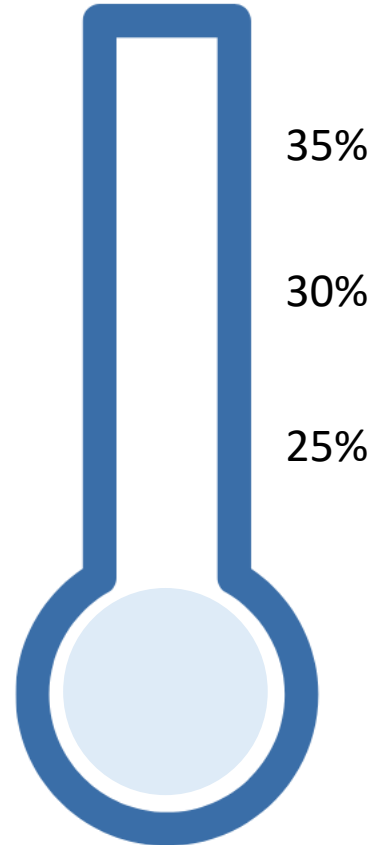
STRIVE 2024 PROGRAMMING GOALS

GOAL: 40%
EE completion



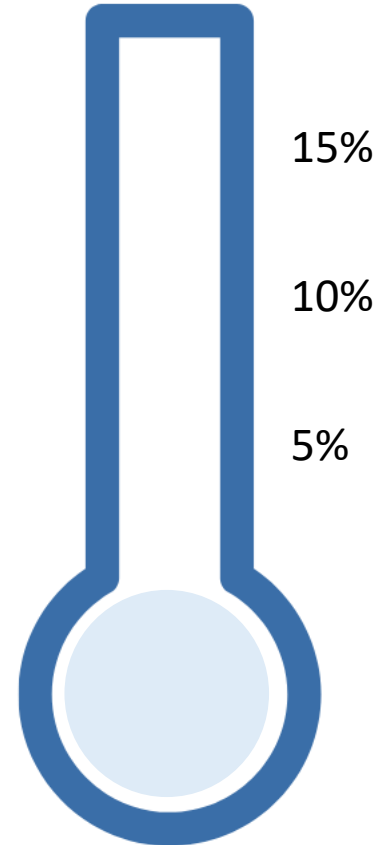
HRA Participation
2023 – 16%
2024 Goal – 40%

GOAL: 30%
of population



Challenge Participation
2023 – 18%
2024 Goal – 30%

GOAL: 40%
active users



Portal Engagement
2023 – 16%
2024 Goal – 40%



2024 WELLNESS PLAN

Goals	Overall Strategies
Increase HRA Participation <ul style="list-style-type: none">16% -> 40%	<ul style="list-style-type: none">Simplify rewards program & consider Tango utilization'Refer a Colleague' & Calm App campaignOn-site wellness presentations (streamed to other locations)Needs & Interest SurveyIncorporation of DEI programmingWellness Committee; Wellness representative from each locationMonthly Member SpotlightContinue Monthly Strive emails<ul style="list-style-type: none">transitioned to Strive sending communications (March 2024)Communication campaign:<ul style="list-style-type: none">Posters, emails, home-mailer, text, etc.
Increase Challenge Participation <ul style="list-style-type: none">Challenge: 18% -> 30%	
Increase Portal Engagement <ul style="list-style-type: none">16% -> 40%	



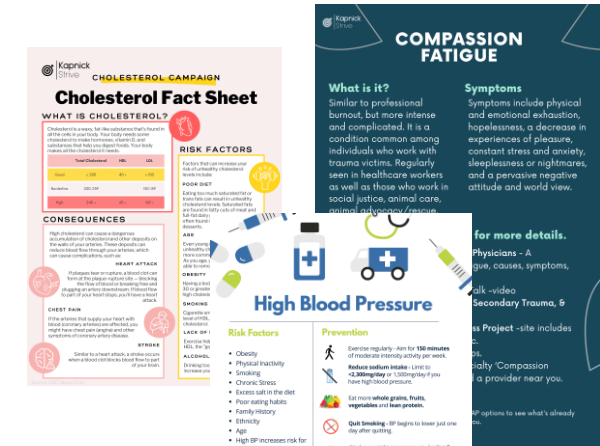
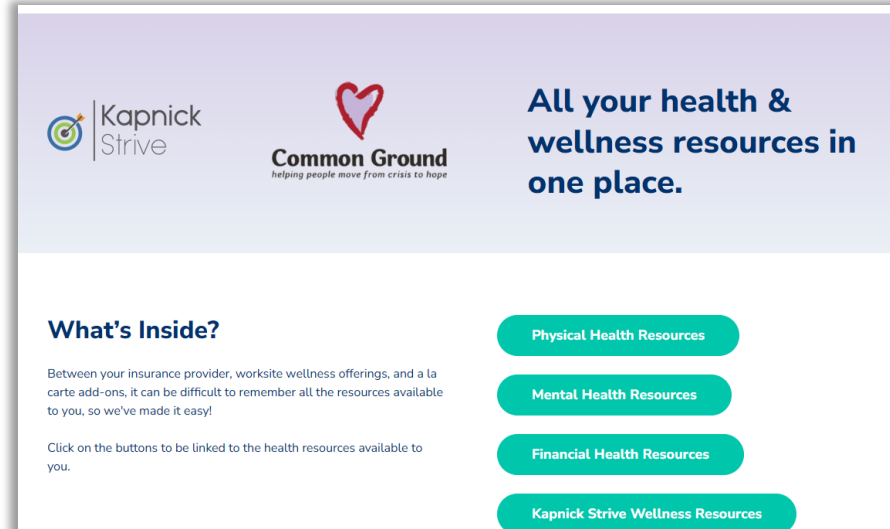
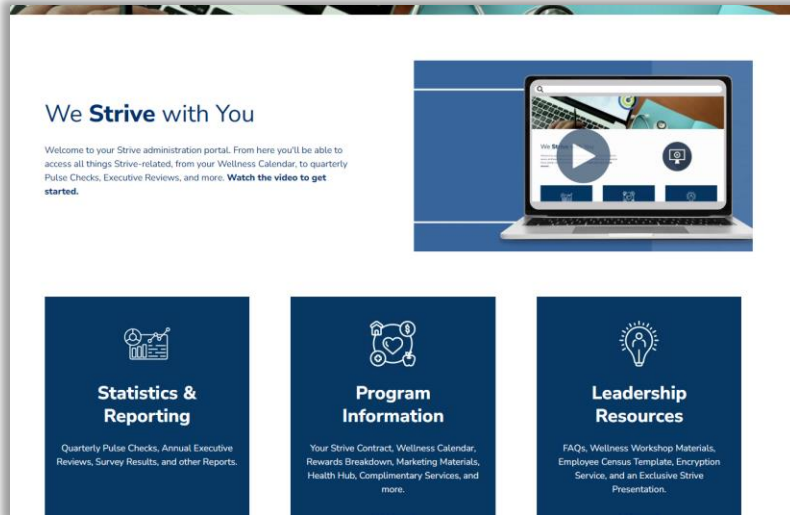
CURRENT WELLNESS OFFERINGS

Site Contact Page

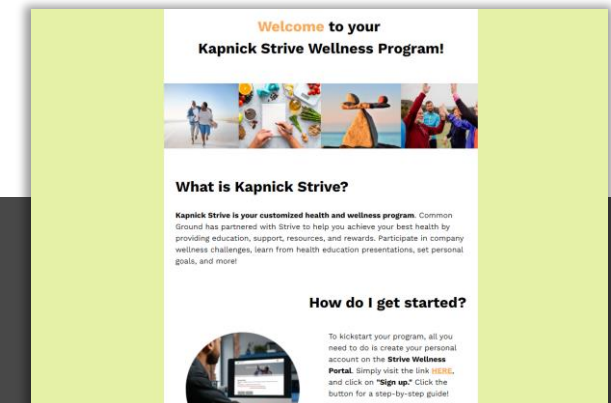
- Quarterly reports
- DEI Presentation
- Custom Program Information

Health Hub

- “Virtual Benefit Guide”
- FAQs
- Complimentary Resources (Strive Library, Webinars, etc.)



New Hire E-mail





2024 WELLNESS PLAN

Wellness Presentations	Wellness Challenges	Miscellaneous
<ul style="list-style-type: none">• March – The Relaxation Response• September – Your Total Well-being Matters	<ul style="list-style-type: none">• February – Snooze or Lose• May – 6th Annual Strive Corporate Challenge• July – Summer Fun• October – One Month Madness• December – Gratitude Challenge	<ul style="list-style-type: none">• Continue Strive Reward Point Program & Quarterly Giveaways• Monthly Wellness Newsletter• Monthly Strive Updates Email• Monthly Strive Webinar• 2024 Strive Meditation Moments

JANUARY

Designing Your Best Year Yet: Total Well-Being and Effective Goal Setting: 1/31, 12:00-12:30 PM EST

National Blood Donor Month

FEBRUARY

The Power of Sleep: Unlocking the Secrets to Restful Nights and Energized Days: 2/28, 12:00-12:30 PM EST

Self-Love Day: 2/13

Snooze or Lose: 2/5 - 2/29

MARCH

Spring Cleaning for Your Mind and Body: Decluttering and Detoxifying: 3/27, 12:00-12:30 PM EST

International Women's Day: 3/8

The Relaxation Response: 3/13, 12:00 - 1:00 PM EST

Q1 Reward Points Due: 3/31

APRIL

Wellness Without Labels: Embracing Neurodiversity as a Strength: 4/24, 12:00-12:30 PM EST

Autism Awareness Day: 4/2, Autism Awareness Month

MAY

Gardening for Wellness: Cultivating Mindfulness and Connection with Nature: 5/29, 12:00-12:30 PM EST

World Bee Day: 5/20

6th Annual Strive Corporate Challenge: 5/8 - 5/29

JUNE

Wander Freely, Stress Less: Strategies to Reduce Stress on the Go: 6/26, 12:00-12:30 PM EST

World Ocean Day: 6/8

Q2 Reward Points Due: 6/30

JULY

The Wellness Spectrum: Exploring the Science behind Mainstream and Alternative Practices: 7/31, 12:00-12:30 PM EST

International Day of Friendship: 7/30

Summer Fun: 7/1 - 7/29

AUGUST

The Cashless Era: Shaping the Future of Transactions and Financial Wellness: 8/28, 12:00-12:30 PM EST

National Financial Awareness Day: 8/14

SEPTEMBER

Digital Detox: Finding Balance in the Digital Age: 9/25, 12:00-12:30 PM EST

Childhood Obesity Awareness Month

Your Total Well-being Matters: 9/18, 12:00 - 1:00 PM EST

Q3 Reward Points Due: 9/30

OCTOBER

Embracing the Seasons: Thriving Despite Seasonal Affective Disorder: 10/30, 12:00-12:30 PM EST

Breast Cancer Awareness Month

One Month Madness: 10/1 - 10/29

NOVEMBER

Resilience in the Season of Colds and Flu: Developing Healthy Habits: 11/20, 12:00-12:30 PM EST

Diabetes Awareness Month

DECEMBER

Cultivating Joy, Reducing Holiday Pressure and Managing Expectations: 12/18, 12:00-12:30 PM EST

International Day of Persons with Disabilities: 12/3

Gratitude Challenge: 12/2 - 12/23

Q4 Reward Points Due: 12/31



Thank you!



Kapnick
Strive