



# EXECUTIVE REVIEW

## & 2024 STRATEGIC PLANNING

DFM Solutions

4.9.24



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# 2023 KEY FINDINGS

- Average health score (75) remained in **low-risk range**
- **68%** of screened participants fell into the **ideal risk range for health score**
  - **72%** of repeat participants remained in **low risk** or made a **positive risk migration**
- 26 repeat participants improved by **5+ points**
- **89%** of participants are currently earning the wellness incentive
- Prevalence of **metabolic syndrome risk** among participants **sits lower** than the JAMA average
- 43% of members have a chronic condition & those members make up 79% of the total medical & Rx spend
- The **top 5 chronic conditions** are hypertension, hyperlipidemia, obesity, diabetes & asthma. All of these conditions had a higher prevalence than benchmark
  - Top **areas of focus** are diabetes, blood pressure and weight management
- **Members who participated in Strive have a higher rate of wellness** and/or office visits compared to those who were eligible but did not participate in Strive
- Members with screenings have an annual cost approximately **\$4,200 less** than eligible members without screenings
- Members with a health score of 70+ have an annual cost approximately **\$1,600 less** than members with a score below 70
- Members with a screening in both 2022 & 2023 experienced an **increase in overall costs**; however, the increase is primarily driven by diabetic and weight loss drugs

## PRESENTATIONS / RECORDINGS

- Happy, Healthy Heart
- Stress Busters
- Nutrition 101

## CHALLENGES

- Strive Corporate Challenge, *0 participants*
- The Beat Goes On, *1 participant*

## HEALTH SCREENINGS

- Held in October and November
- 31 At-Home Screenings

## ADDITIONAL OFFERINGS

- 4 Meditation Moment Sessions
- 12 Monthly Newsletters
- 12 Strive Monthly Webinars
- Weekly Wellness Communication (*June – December*)

# 2023 EMPLOYEE EVENTS



# TOTAL PARTICIPATION

YEAR	TOTAL PARTICIPATION	AVG HEALTH SCORE*	% of Total Eligible
2023	113	75	85% (133)
2022	139 (23 swabs)	75	56% (249)
2021	147 (30 swabs)	74	67% (218)
2020	22 (3 swabs)	-	-
2019	150 (37 swabs)	78.9	-
2018	158 (39 swabs)	73	-
2017	179 (40 swabs)	73	-
2016	96	70	-
2015	49	71	-
2014	61	73.3	-
2013	43	75	-
2012	42	76	-

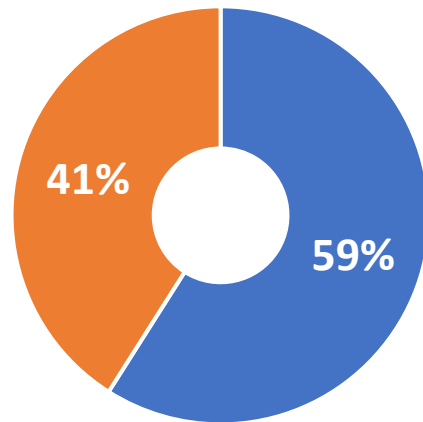
## 82 repeat participants

\* PY average health score does not include Tobacco swab participants



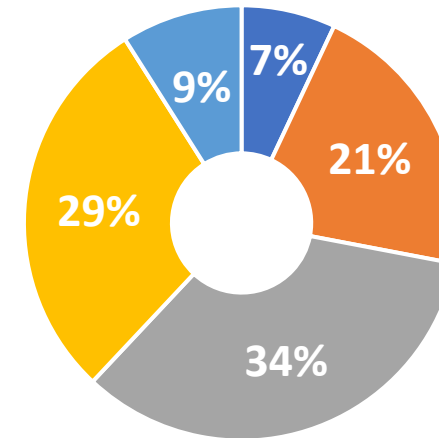
# 2023 DEMOGRAPHICS

## GENDER



■ Male ■ Female

## AGE



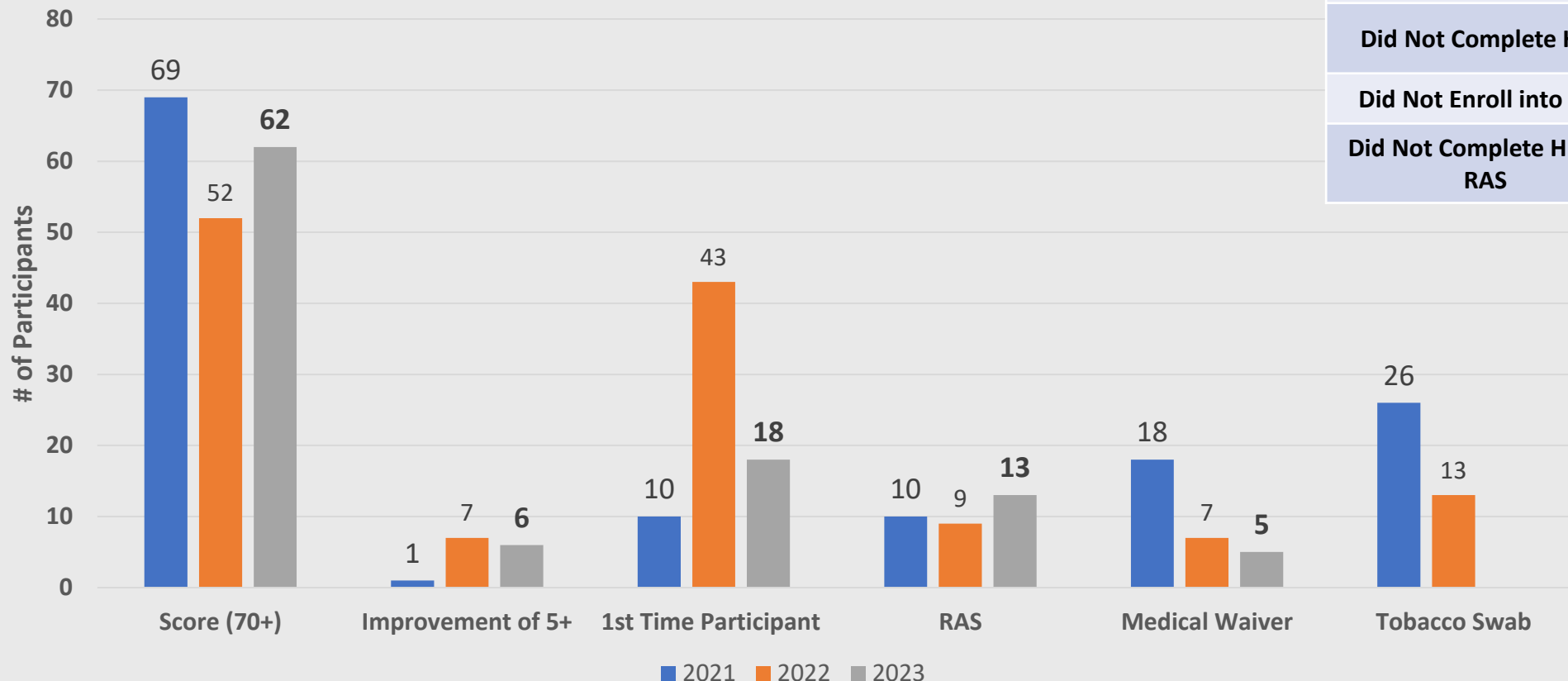
■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

**AVERAGE – 46**

# WELLNESS INCENTIVE BREAKDOWN

**YEAR-TO-DATE 2023 SCREENED  
INCENTIVE ELIGIBLE: 104/117 = 89%**

Ineligible Status (28 total)	
Did Not Participate In 2023 Screenings	15
Currently Enrolled in RAS	3
Did Not Complete HRA	4
Did Not Enroll into RAS	4
Did Not Complete HRA & RAS	2



# PROGRAM OUTREACHES

Qualification Category:	2023	2022
<b>60 &amp; Below</b>	<b>18%</b> <b>of screened population</b> (connected with 50%)	<b>16%</b> (connected with 58%)
<b>RAS</b> Reasonable Alternative Standard	<b>19%</b> <b>of screened population</b> <ul style="list-style-type: none"> <li>• 73% enrolled</li> <li>• 81% completed</li> </ul>	<b>17%</b> <ul style="list-style-type: none"> <li>• 42% enrolled</li> <li>• 90% completed RAS</li> </ul>
<b>Critical Value</b>	<b>0</b>	<b>0</b>

- **RAS** qualification increased 2% from PY
- **Critical values** remained at 0 for both years

# 2022 RAS PROGRESS

“[health coach] was truly AMAZING. They were very supportive in every aspect and helped me stay focused to quit smoking

“[health coach] was very helpful and understanding was great talking with [and] helped a lot”

“It was nice to have a weekly check-in just to remind myself that I need to monitor portion control and do more light workouts”

## Of the 2022 RAS participants:

- 38% had an increase in health score in 2023
- 25% satisfied the eligibility criteria to earn the 2024 wellness incentive without RAS
- 3 quit tobacco

# BIOMETRIC AVERAGES

Biometric	2023 AVG	2023 Strive Benchmark	2022 AVG	2021 AVG	2019 AVG	Ideal Range
Health Score	75	78	75	74	79	70 - 100
BMI	31	30	30	30	29	18.5 - 29.9
Waist/Hip Ratio	.93	.91	0.92	0.92	0.90	<= 0.95
BP: Systolic	118	119	116	119	121	≤121mmHg
BP: Diastolic	76	76	74	78	77	≤81mmHg
Total Cholesterol	196	190	203	198	196	<200mg/dL
HDL Cholesterol	53	55	54	54	56	≥50
LDL Cholesterol	115	110	119	115	114	≤129
Triglycerides	142	129	150	136	128	<150
Blood Glucose	102	100	100	99	93	≤100mg/dL
Hemoglobin A1C	5.6	5.6	5.7	5.6	5.4	<5.7%

Average Health Score:  
75

Ideal = 100-85

Low Risk = 84-70

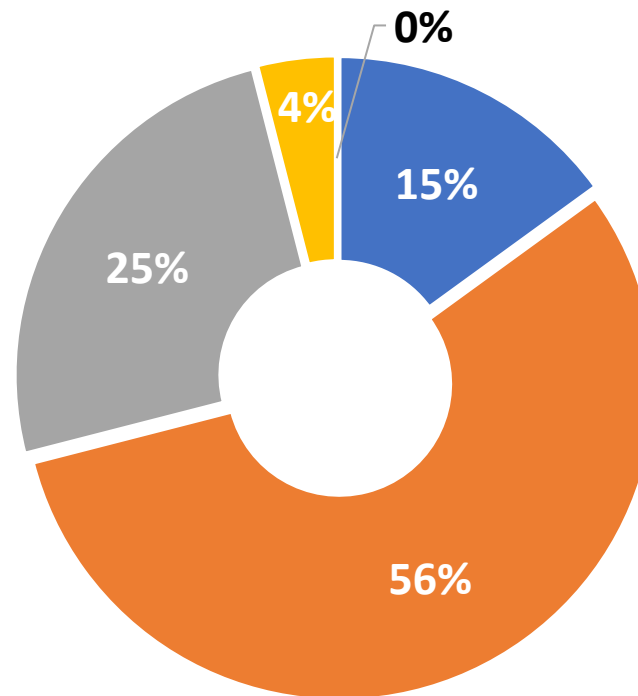
Moderate Risk = 69-60

High Risk = 59-50

Very High Risk = 49-0

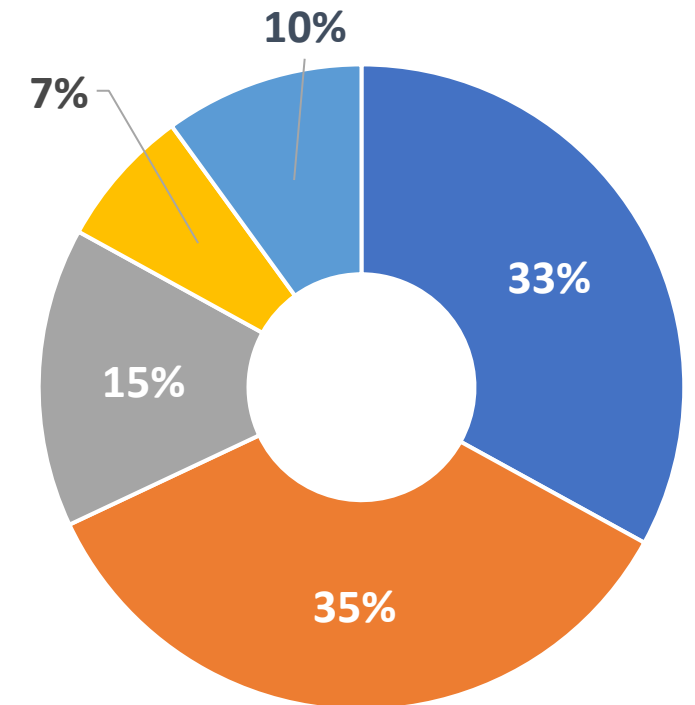
# SELF-PERCEPTION VS ACTUAL HEALTH

Self Perception of Health



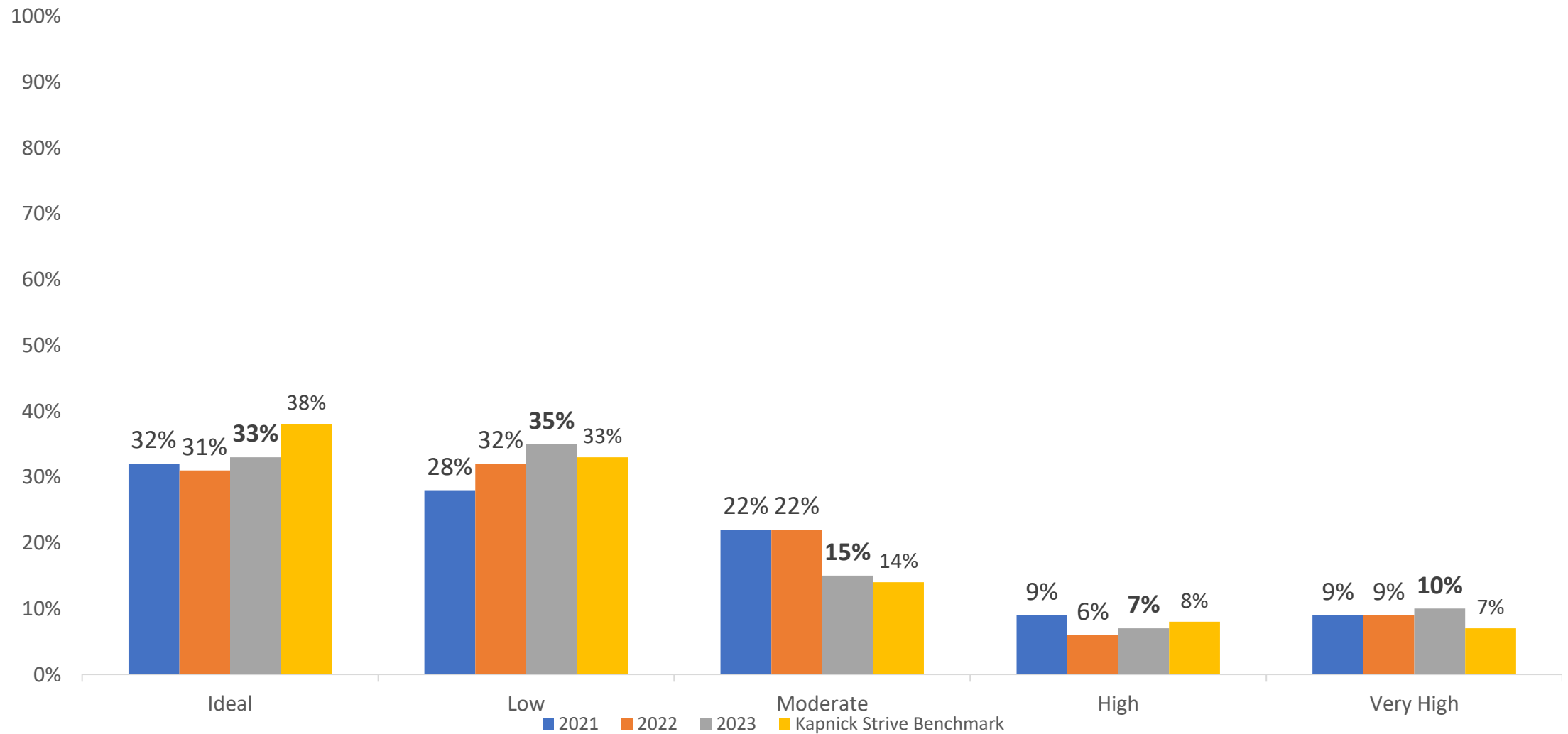
■ Ideal ■ Low ■ Moderate ■ High ■ Very High

Actual Health Score

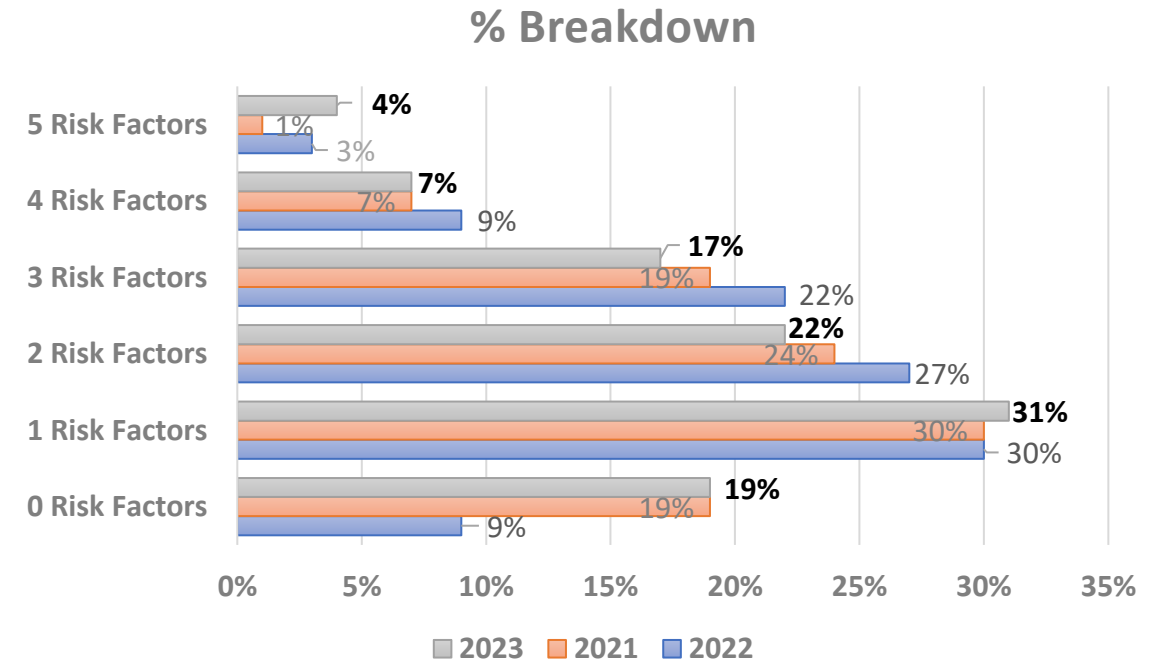
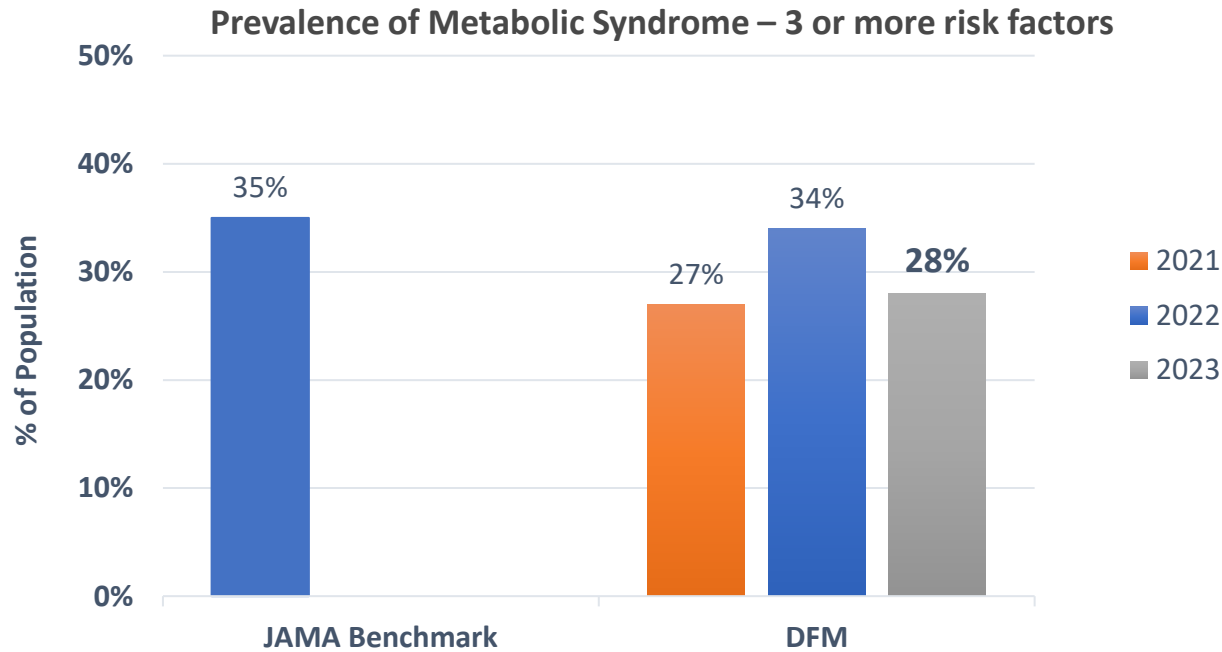


■ Ideal ■ Low ■ Moderate ■ High ■ Very High

# HEALTH SCORE BENCHMARKING



# METABOLIC SYNDROME RISK



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

REMAINED IDEAL/LOW  
AND/OR MADE  
POSITIVE RISK  
MIGRATION

59  72%

REMAINED MODERATE  
OR HIGH/V HIGH

18  22%

MADE A NEGATIVE  
RISK MIGRATION

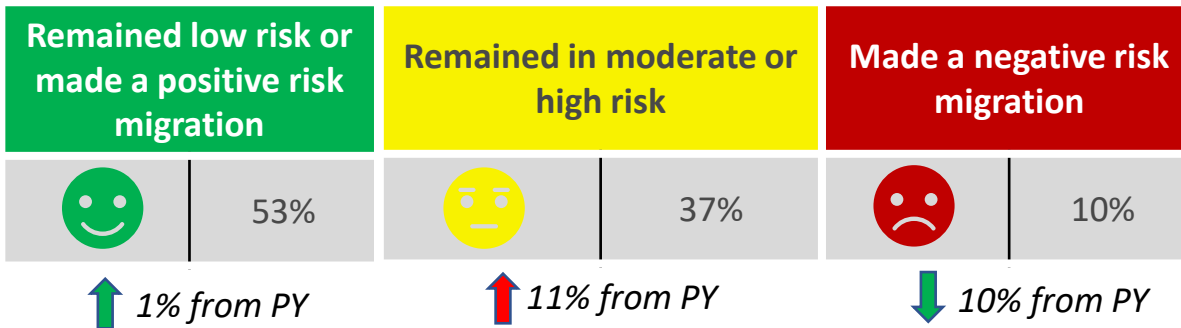
5  6%

- Remained Ideal/Low: 48
- Made a Positive Risk Migration: 11

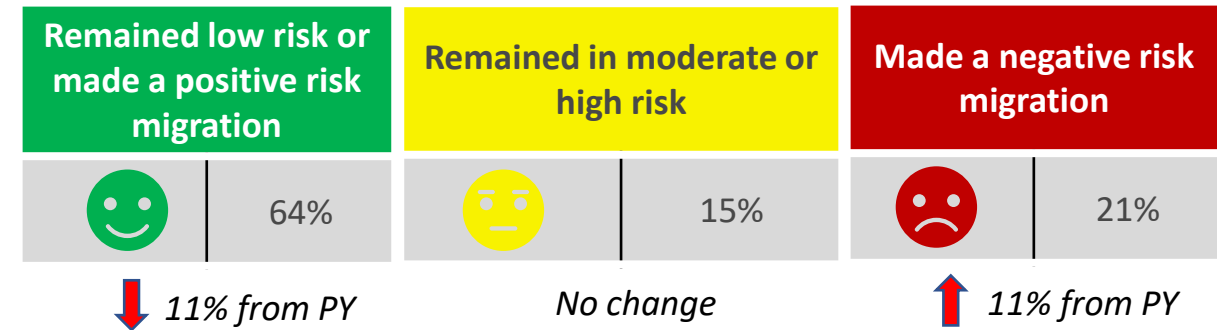
# REPEAT PARTICIPANT - BIOMETRIC RISK CHANGE

## Heart Health

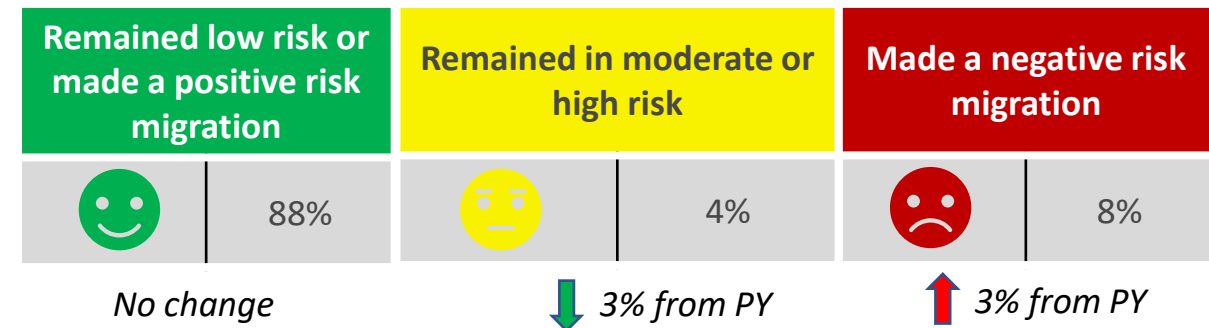
### Total Cholesterol



### Systolic Blood Pressure



### Diastolic Blood Pressure



#### What is the difference?

**Systolic blood pressure** (the top number) measures the force of blood against artery walls when the heart contracts.

**Diastolic blood pressure** (the bottom number) measures the same force when the heart is at rest between beats.

Key: PY = Previous Year

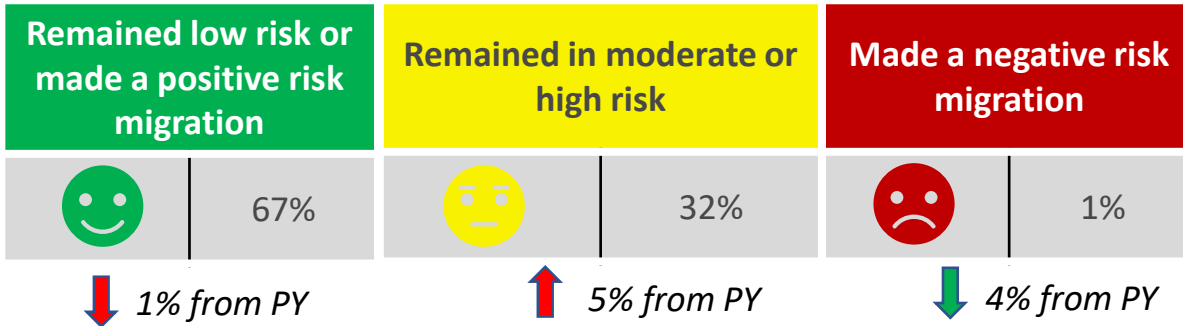
↑ ↓ Positive change

↑ ↓ Negative change

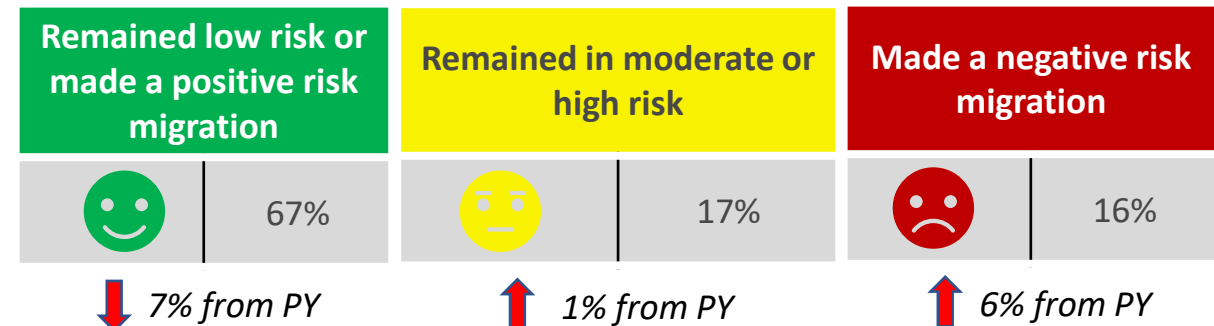
# REPEAT PARTICIPANT - BIOMETRIC RISK CHANGE *Tobacco & Diabetes Management*

3 participants  
quit smoking!

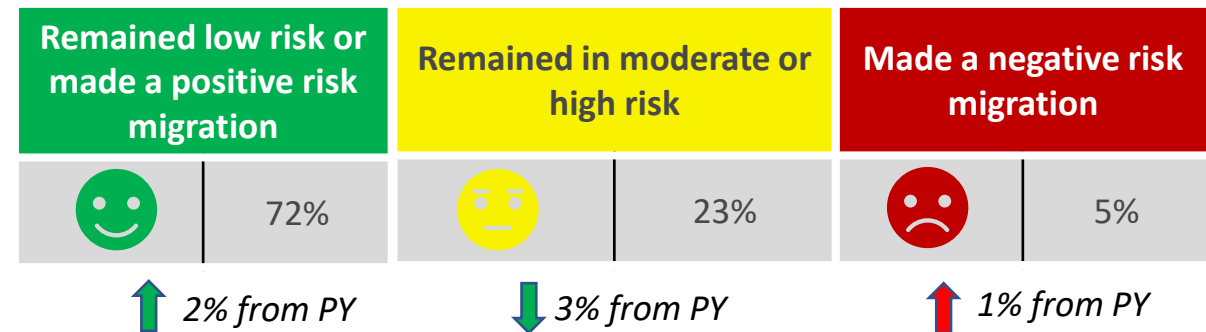
## Tobacco



## Blood Glucose



## Hemoglobin A1C



### What is the difference?

**Blood Glucose:** (blood sugar) measure of the amount of sugar (glucose) in your bloodstream at a given moment. It can fluctuate throughout the day in response to food, exercise, and other factors.

**Hemoglobin A1C:** is a measure of your average glucose levels over the past 2-3 months. Provides long-term view of your blood sugar control and used to assess diabetes management.

Key: PY = Previous Year

↑ ↓ Positive change

↑ ↓ Negative change



**DIABETES**

# TOP RISK FACTORS



**BLOOD PRESSURE**



**WEIGHT  
MANAGEMENT**



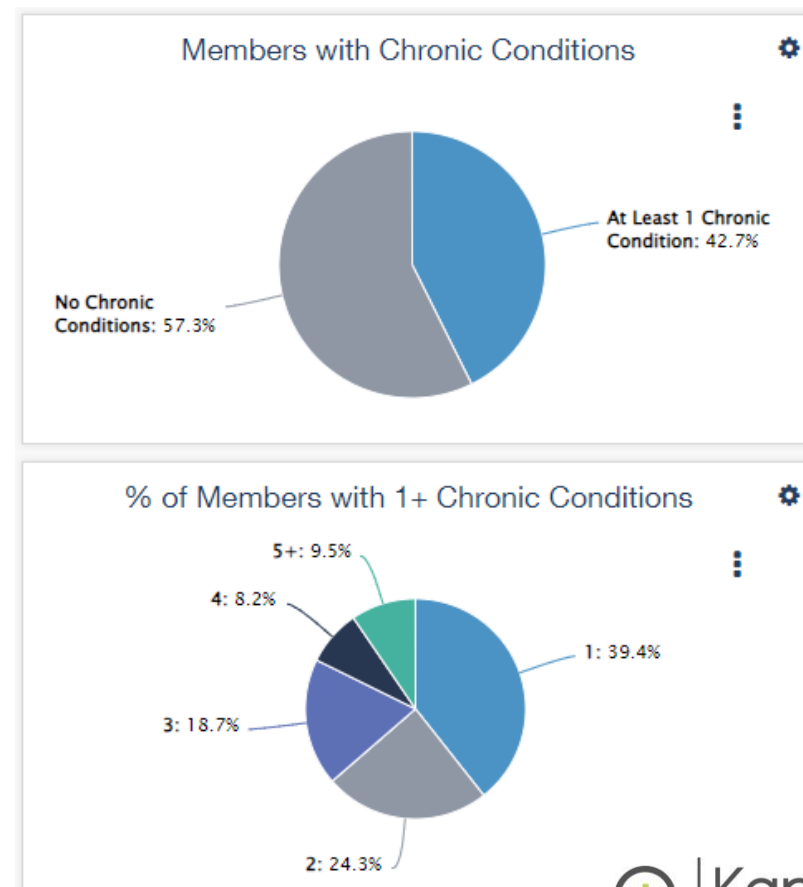
# Chronic Conditions & Health Screening Claims Analysis

# Chronic Condition Prevalence

- **42.7% (234) of members on DFM's health plan have at least 1 chronic condition**
  - This is **in-line with** the Kapnick book of business benchmark which is 42.0%
- **Of the members with a chronic condition, 39.4% (92) have only 1 while 60.6% (142) have more than 1**
  - This is **unfavorable** compared to benchmark which had 46% with only 1 and 54% with more than 1
- **The top 5 chronic conditions are hypertension, hyperlipidemia, obesity, diabetes & asthma**
  - All 5 have a **higher prevalence** as compared to benchmark
- **Compared to benchmark, DFM had a higher average age & an in-line member ratio**
  - The avg age was 38.9 compared to benchmark at 36.1
  - The member ratio was 2.1 compared to benchmark at 2.1; however, DFM covers more spouses & less dependent children than benchmark

## Assumptions:

- All members enrolled in the health plan are included
- Data is from the most recent 12 months ending Dec 2023 on an incurred basis



# Chronic Condition Cost

Year	Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	Chronic Condition % of Total Cost (Benchmark)
2021	\$5.7M	\$4.5M	78%	73%
2022	\$6.7M	\$4.7M	70%	73%
2023	\$4.5M	\$3.5M	79%	75%

While members with chronic conditions make up 43% of membership, they make up 79% of the total spend in 2023

**Assumptions:**

- All members enrolled in the health plan are
- Data is from Jan 2021 through Dec 2023 on an incurred basis

# Chronic Condition PMPM Cost

Year	PMPM Total Cost	PMPM <u>with</u> Chronic Condition	PMPM <u>without</u> Chronic Condition	PMPM <u>with</u> Chronic Condition (Benchmark)	PMPM <u>without</u> Chronic Condition (Benchmark)
2021	\$541	\$1,019	\$157	\$772	\$165
2022	\$631	\$998	\$263	\$751	\$168
2023	\$500	\$849	\$164	\$825	\$179

The PMPM cost of members with chronic conditions is 2.8-5.5x higher than members without chronic conditions

The PMPM cost of members with chronic conditions is 4.5-4.7x higher than members without chronic conditions

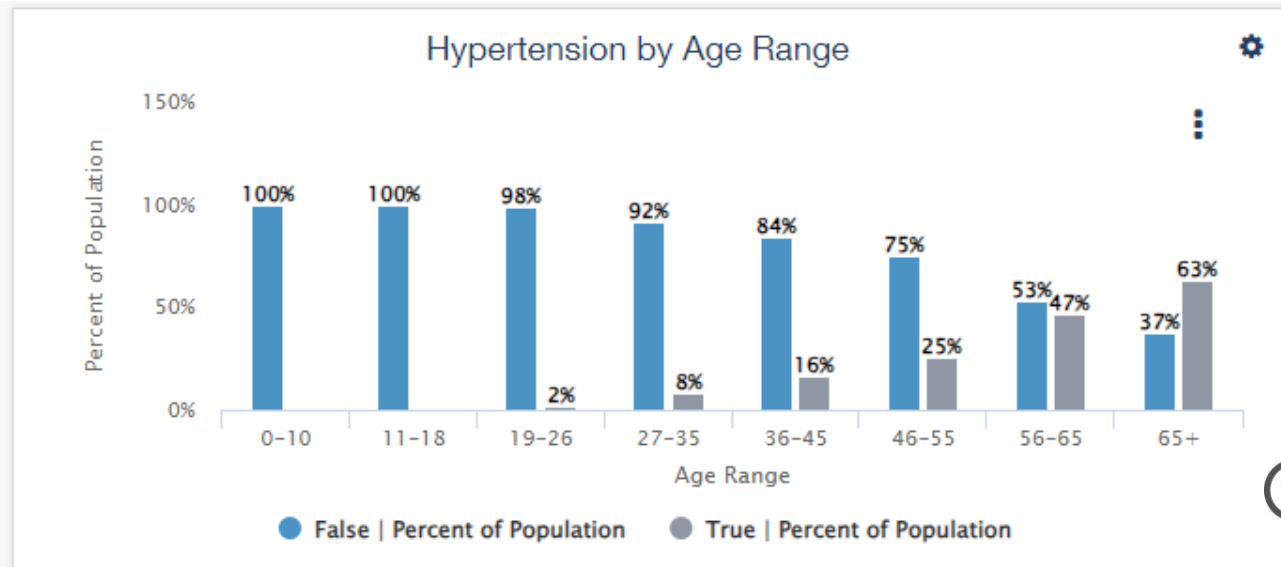
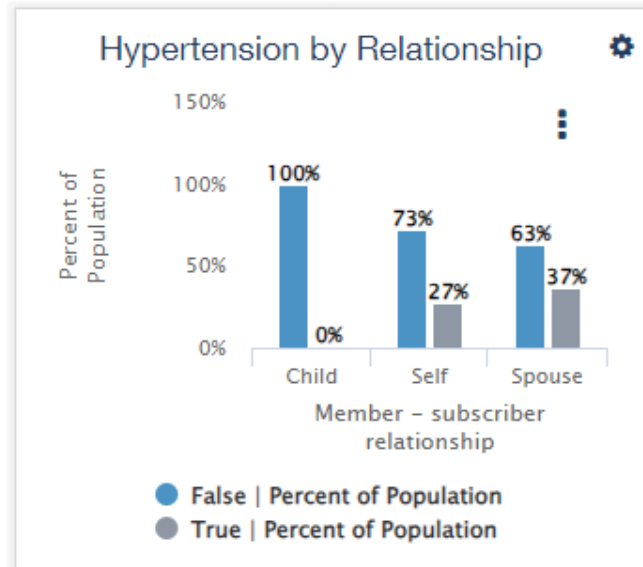
## Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2021 through Dec 2023 on an incurred basis



# Hypertension: Demographics

Year	Hypertensive Members (Employees)	Hypertensive Members (Spouses)	Hypertensive Members (Dep CH)	Hypertensive Members (Total)	Hypertensive Members (% of Total Population)
2021	123	59	1	183	20.3%
2022	131	71	1	203	22.3%
2023	118	63	1	182	23.4%



# Hypertension: Gaps in Care

Year	Total Hypertensive Members (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx  Strive Participant (in 2023)	Of the 2023 Strive Participants  High Blood Pressure Stage 2 (High-Risk)
2021	67	12 (18%)	0	-
2022	99	20 (20%)	3	-
2023	79	16 (20%)	4	1

## High-Risk Member 1:

- A 63 y/o employee
- Did not participate in Strive prior to 2023
- In 2023, scored a 58 & had HBP stage 2
- Identified as having no maintenance medications to treat HBP in 2023; however, received HBP Rx in 2022
- Member has minimal annual claims activity
- **The member did not review the health report post-screening; however, received a call to review the report with a health coach**

## Success Story 1:

- A 43 y/o employee
- Participated in Strive in both 2022 & 2023 with an increasing score of 52 to 93
- Identified as having HBP Stage 2 in 2022 which dropped to “elevated” in 2023
- Member has minimal annual claims activity
- Member started taking HBP Rx July 2023
- **The member reviewed the health report post-screening & received a call to review the report with a health coach**

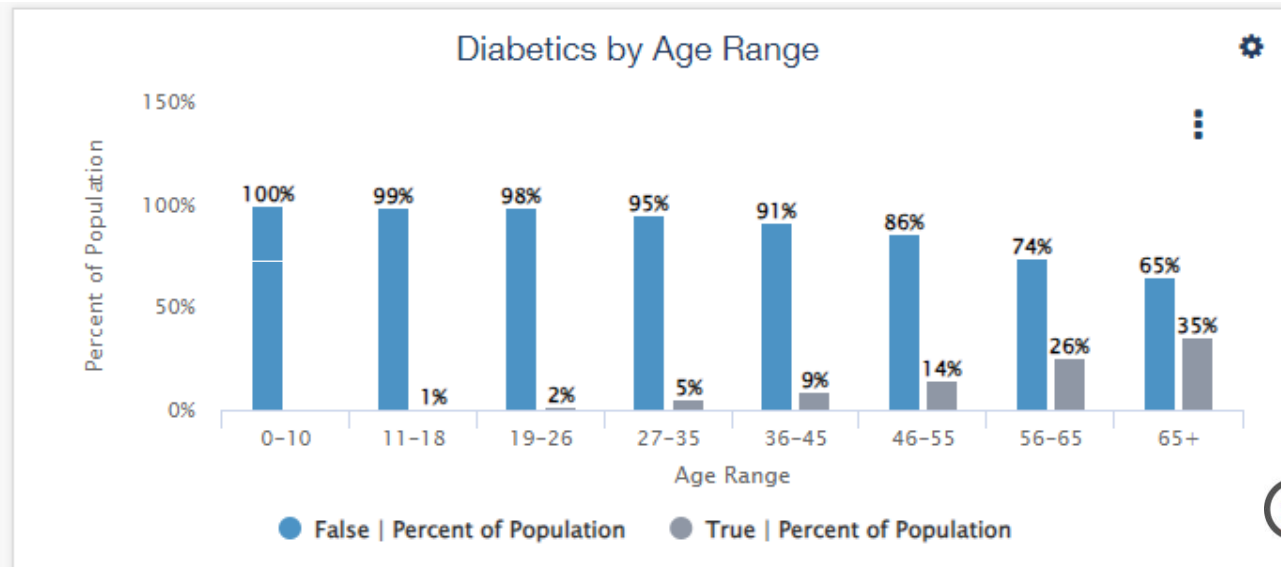
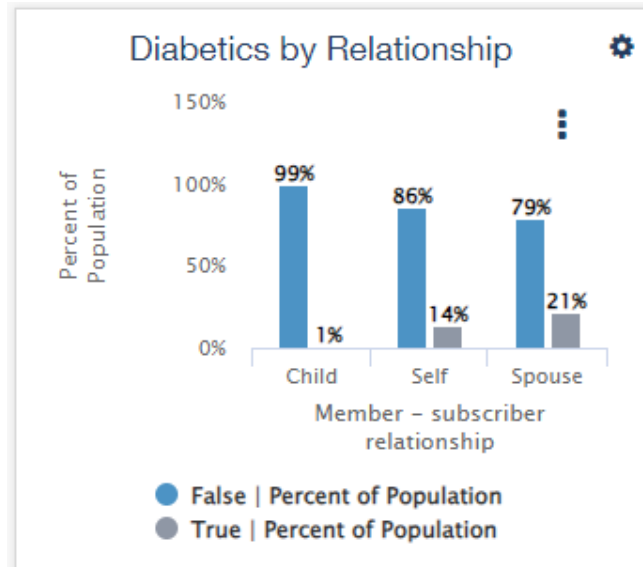
## Success Story 2:

- A 57 y/o employee
- Participated in Strive in both 2022 & 2023 with an increasing score of 79 to 86
- Identified as having HBP Stage 1 in 2022 which dropped to “normal” in 2023
- Member has minimal annual claims activity
- **The member reviewed the health report post-screening**



# Diabetes: Demographics

Year	Diabetic Members (Employees)	Diabetic Members (Spouses)	Diabetic Members (Dep CH)	Diabetic Members (Total)	Diabetic Members (% of Total Population)
2021	56	30	4	90	10.0%
2022	63	35	2	100	11.0%
2023	59	37	2	98	12.6%



# Diabetes: Gaps in Care

Year	Total Diabetic Members (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx  Strive Participant (in 2023)	Of the 2023 Strive Participants  Diabetic (High-Risk)
2021	45	7 (16%)	1	-
2022	61	16 (26%)	2	-
2023	57	10 (18%)	2	2

## High-Risk Member 1:

- A 48 y/o spouse
- Participated in Strive in both 2022 & 2023 with an increasing score of 46 to 53
- Identified as having a dangerously high diabetic level in 2022 & diabetes in 2023 with no Rx in either year
- The member joined the health plan Jan 2022 with total claims in 2022 of \$11k and only \$500 in 2023
- 2022 claims were due to an inpatient stay due to alcohol dependence & a fracture
- **The member reviewed the health report post-screening & received a call to review the report with a health coach**

## High-Risk Member 2:

- A 66 y/o employee
- Participated in Strive in both 2022 & 2023 with an increasing score of 61 to 65
- Identified as having diabetes in 2022 & 2023 with no Rx in either year
- Member has minimal annual claims activity
- **The member did not review the health report**

## Success Story 1:

- A 40 y/o spouse
- Participated in Strive in both 2022 & 2023 with an increasing score of 82 to 86
- Identified as having pre-diabetes in 2022 & a normal diabetic level in 2023
- Member has minimal annual claims activity
- **The member reviewed the health report**

# Screening Overview

Participated in the Health Screening	Total
Enrolled in Health Plan	112
Enrolled all 12 Months	97
Had 0 Claims	12
% Total w/ 0 Claims (Enrolled 12 Months)	12.4%

- **Of the 12 strive participants with no claims:**
  - The average age was 41
  - The average health score was 69
- **Of the 85 strive participants with at least 1 claim:**
  - The average age was 48
  - The average health score was 77

## Assumptions:

- Employees & spouse enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

Eligible to but Did not Participate in the Health Screening	Total
Enrolled in Health Plan	19
Enrolled all 12 Months	13
Had 0 Claims	2
% Total w/ 0 Claims (Enrolled 12 Months)	15.4%

- **Of the 2 non-strive participants with no claims:**
  - The average age was 38
- **Of the 11 non-strive participants with at least 1 claim:**
  - The average age was 47
- **There were 369 additional members who were neither eligible or Strive participants:**
  - 189 were enrolled all 12 months
  - Of those enrolled all 12 months, 26 had no claims or 13.8%

# Wellness/Office Visit

Participated in the Health Screening	Total
Enrolled in Health Plan	112
Enrolled all 12 Months	97
Had a Wellness Visit	33
% with a Wellness Visit (Enrolled 12 Months)	34.0%
Had an Office Visit	77
% with an Office Visit (Enrolled 12 Months)	79.4%
Had a Wellness or Office Visit	81
% with a Wellness or Office Visit (Enrolled 12 Months)	83.5%


Eligible to but Did not Participate in the Health Screening	Total
Enrolled in Health Plan	19
Enrolled all 12 Months	13
Had a Wellness Visit	5
% with a Wellness Visit (Enrolled 12 Months)	38.5%
Had an Office Visit	9
% with an Office Visit (Enrolled 12 Months)	69.2%
Had a Wellness or Office Visit	9
% with a Wellness or Office Visit (Enrolled 12 Months)	69.2%


- Those who participated in the health screening had a higher rate of having a wellness visit or an office visit
- An office visit is defined as a non-urgent/emergent visit with a doctor

## Assumptions:


- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

# Screenings & Cost

Members with Screenings 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	112	\$538,751	\$4,810

Eligible Members without Screenings (EEs & SPs) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	19	\$170,637	\$8,981

Non Eligible Members without Screenings (EEs & SPs) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	368	\$3,474,257	\$9,441

- Members with screenings cost approx. \$4,200 less than eligible members without screenings
- Members with screenings cost approx. \$4,600 less than non-eligible members without screenings
- There were 5 claimants with incurred claims over \$100k in 2023; all 5 were in the non-eligible members without screenings group

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis



## Screenings & Cost

Members with Screenings

	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	Self	85	\$323,932	\$3,811
2	Spouse	27	\$214,819	\$7,956

Eligible Members without Screenings (EEs & SPs)

	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	Self	15	\$97,120	\$6,475
2	Spouse	4	\$73,517	\$18,379

Non Eligible Members without Screenings (EEs & SPs)



	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	Self	261	\$2,279,615	\$8,734
2	Spouse	107	\$1,194,642	\$11,165

- In all 3 groups, spouses average a higher cost than employees
- In the members with screenings group, employees average approx. \$4,100 less than spouses

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

# Cost by Health Score

Health Score 70 and Above 				Health Score 69 and Below 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	76	\$326,685	\$4,298	1	36	\$212,066	\$5,891

## Score 70+ vs <69

- Members with a health score of 70+ cost approx. \$1,600 less than members with a health score below 70

## 70+ Group:

- 3 claimants over \$20k
- 7 claimants between \$10k-\$20k
- 25 claimants under \$500

## 69 & Below Group:

- 3 claimants over \$20k
- 3 claimants between \$10k-\$20k
- 16 claimants under \$500 (6 were \$0)

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

# Repeat Participants

Members with Screenings				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	80	\$301,482	\$3,769
2	2023	80	\$469,560	\$5,870

- Repeat participants experienced a **56% increase** in costs
  - Members who had a health score increase averaged an **11% decrease**
  - Members who had the same health score averaged an **153% increase**
  - Members who had a health score decrease averaged an **115% increase**

Health Score Increased				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	34	\$161,008	\$4,736
2	2023	34	\$143,360	\$4,216

Health Score Stayed the Same				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	15	\$63,425	\$4,228
2	2023	15	\$160,505	\$10,700

Health Score Decreased				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	31	\$77,049	\$2,485
2	2023	31	\$165,695	\$5,345

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2023 on an incurred basis



## Repeat Participants

Health Score Improved by 15+ <span>⚙️</span>				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	6	\$17,374	\$2,896
2	2023	6	\$32,821	\$5,470

Health Score Improved by 5-9 <span>⚙️</span>				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	14	\$110,171	\$7,869
2	2023	14	\$67,398	\$4,814

Health Score Improved by 10-14 <span>⚙️</span>				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	4	\$6,232	\$1,558
2	2023	4	\$11,818	\$2,954

Health Score Improved 1-4 <span>⚙️</span>				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	10	\$27,231	\$2,723
2	2023	10	\$31,323	\$3,132

- Members who had a health score increase averaged an **11% decrease**

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2023 on an incurred basis

# Repeat Participants

Repeat Participants



	Year number	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count
1	2022	\$301,482	\$216,276	\$85,206	1,060	1,442	2,502
2	2023	\$469,560	\$225,621	\$243,939	994	1,708	2,702

Repeat Participants



	Year number	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
1	2022	109	92	129	\$2,544	\$24,431	\$1,422
2	2023	135	184	155	\$2,363	\$97,498	\$809

Highest Costing Rx in 2023



	Year number	2022		2023	
	Drug Product Name	Members	Total amount paid	Members	Total amount paid
1	Mounjaro	2	\$1,863	4	\$69,768
2	Wegovy	1	\$1,290	3	\$35,386
3	Humira (2 Pen)			1	\$32,502
4	Otezla			1	\$17,270
5	NovoLOG FlexPen	1	\$7,398	1	\$12,788
	<b>Total</b>		<b>\$10,550</b>		<b>\$167,713</b>

- For the repeat population, total medical & Rx costs increased \$168k which is primarily driven by Rx costs which increased \$159k
- The population had 266 additional Rx claims in 2023 as compared to 2022
- The 5 drugs displayed in the chart to the right caused the Rx cost increase
- The highest costing drugs for this population in 2023 were as follows:
  - Mounjaro – treats diabetes & weight loss
  - Wegovy – treats weight loss
  - Humira – treats arthritis & psoriasis
  - Otezla – treats diabetes
  - NovoLog – treats diabetes



# 2024 GOALS AND STRATEGIES

# STAND-OUT-STATS & STORIES

**Participant A:** achieved remarkable progress with a **41-point increase** in overall health score. They successfully improved their blood pressure, total cholesterol, HDL, and LDL levels, reduced triglycerides, improved glucose by 17 mg/dL, and **quit smoking!**

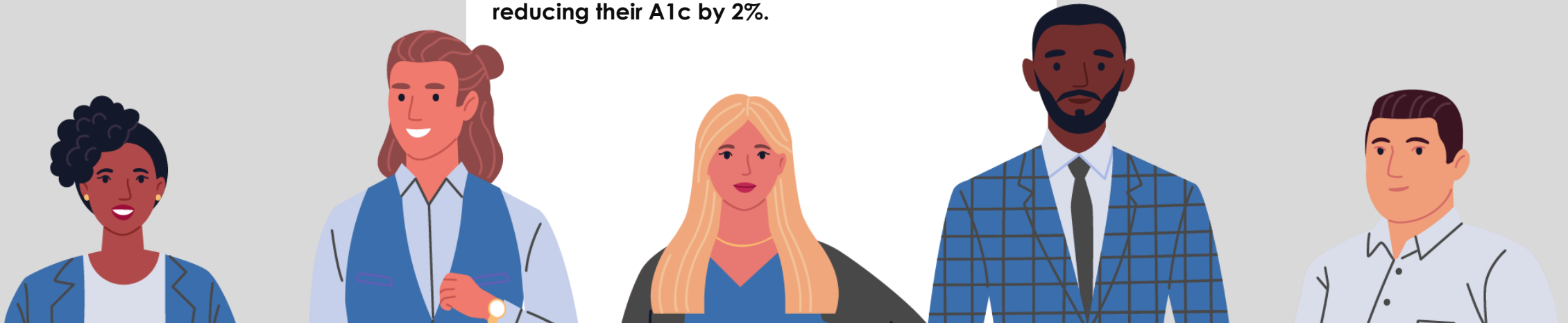
**Participant B:** boosted their score by **20 points** and transitioning from high risk to low risk. They achieved this by shedding inches from both hips and waist, improving their waist-to-hip ratio (WHR), and reducing their blood pressure.

**Participant C:** made impressive strides, elevating their score by **15 points** through a weight loss of nearly 20 pounds. They enhanced multiple health markers including BMI, blood pressure, total cholesterol, HDL, LDL, and triglycerides, while also **reducing their A1c by 2%.**

**26 repeat participants improved their health score by 5+ or more points**

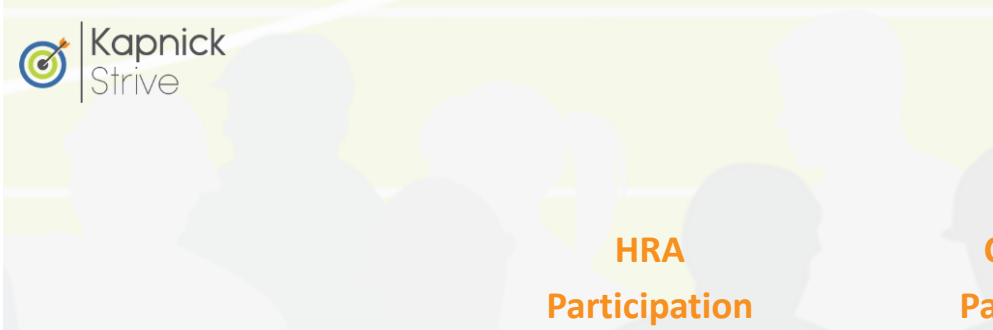
- 11 of 26 participants improved 10+ points

**3 repeat participants quit smoking!**



**5 PARTICIPANTS RECEIVED A HEALTH SCORE OF 100**

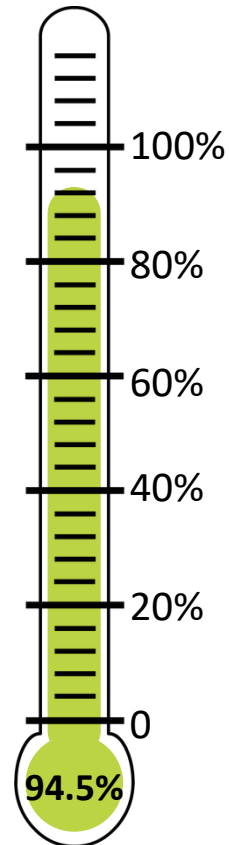
**58 PARTICIPANTS RECEIVED A HEALTH SCORE OF 80+**



# 2023 PROGRAMMING GOALS

## HRA Participation

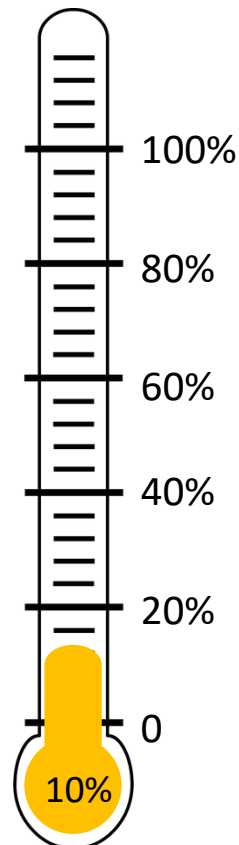
RESULT: 104



2022: 94  
completed  
2023 Goal: 110

## Challenge Participation

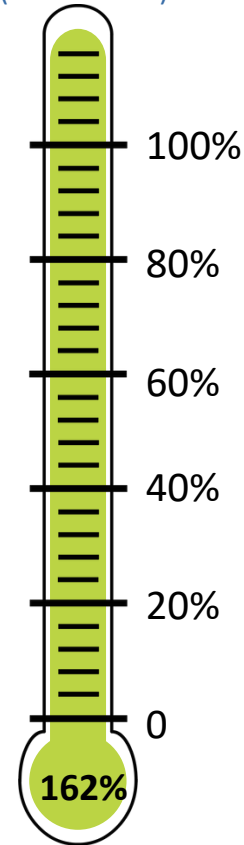
RESULT: 1



2023 Goal: 10 total  
participants

## RAS Health Coaching

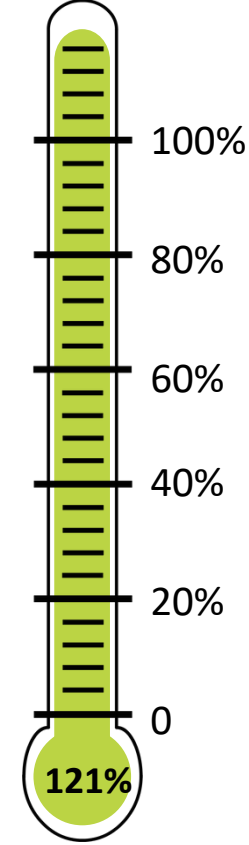
RESULT: 81%  
(as of 4.8.24)



2022: 42%  
2023 Goal: 50%

## Health Screening Participation

RESULT: 85%



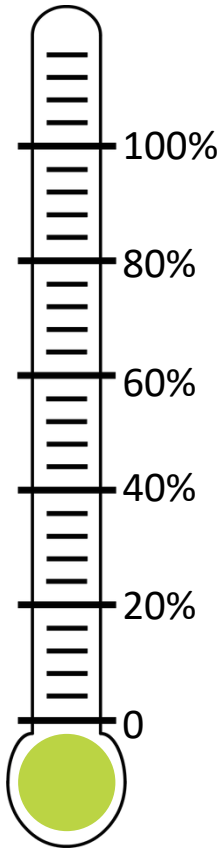
2022: 56%  
2023 Goal: 70%



# 2024 PROGRAMMING GOALS

## Well-Visit Utilization

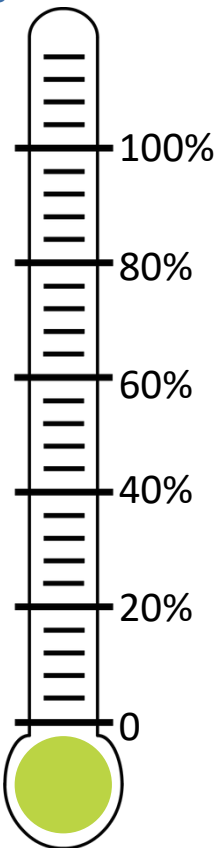
**2024 GOAL:** 30% of total eligible census



2023: 24%

## HRA Completion

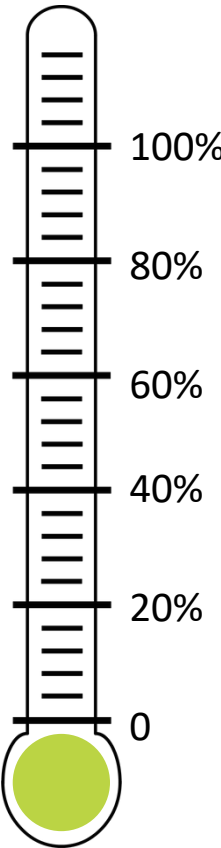
**2024 GOAL:** 85% of eligible census



2022: 94  
2023: 104 (79% of eligible census)

## Health Screening Participation

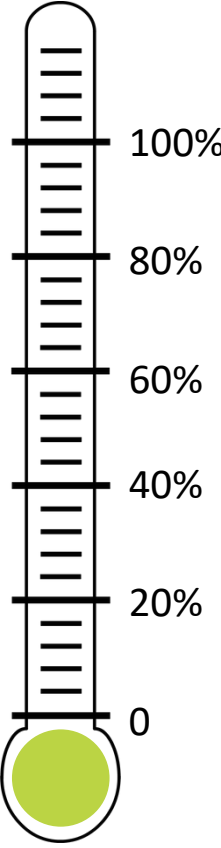
**2024 GOAL:** 90% of total eligible



2022: 56%  
2023: 85%

## RAS Health Coaching

**2024 GOAL:** 90% complete RAS



2022: 56%  
2023: 81%  
(as of 4.8.24)

# 2024 STRATEGIES

2024 Goals	2024 Strategies	Overall Strategies
<b>Employee Engagement:</b> <ul style="list-style-type: none"> <li>85% of eligible census complete HRA</li> <li>30% of total eligible census complete well-visit</li> </ul>	<ul style="list-style-type: none"> <li>DFM-focused Monthly Communication <ul style="list-style-type: none"> <li>Quarterly awareness campaigns for top health risks</li> </ul> </li> <li>Presentations and Challenges that target top health risks</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly pulse checks</li> <li>Increase awareness of resources available (weight management guide, Health Hub, LifeWorks EAP, BCBSM, etc.)</li> <li>Quarterly Leadership Meetings</li> <li>Postcard, wallet card and home mailer</li> <li>Reward Points Program w/ Tango Integration</li> <li>FAQ Website</li> <li>Add Health Hub link to Employee Navigator</li> </ul>
<b>Health Screening:</b> <ul style="list-style-type: none"> <li>90% of total eligible participate in health screening</li> <li>90% complete RAS of those enrolled in program</li> </ul>	<ul style="list-style-type: none"> <li>Pre- and post-screening webinars</li> <li>Outbound calls to help employees sign up for their screening</li> <li>Post health screening event “next step” email</li> <li>Utilize text alert</li> <li>On-site representation for local on-site screenings</li> </ul>	

# Rewards Points Program

Reward Points Program	Type	Breakdown
<b>Option 1</b>	Quarterly & Annual Winners & Tango-integration	Quarterly: 5 winners at \$25 gift card Annual: 2 winner at \$150 gift card
<b>Option 2</b>	Threshold instead of raffle (500 points quarterly = \$25 gift card) & Tango-integration	25% = \$832 /quarter 50% = \$1,663 /quarter 100% = \$3,325 /quarter  <i>(based off 2023 total census)</i>

**Note:** These are only examples and can be modified to any budget

# How to Earn Incentive

Wellness Activity	Points Earned	Examples
<b>Complete annual well-visit</b>	500 points	
<b>Complete a preventative exam</b>	200 points each (max 1200 points)	<i>Mammograms, Dental Exams, Eye Exams, OBGYN Exams, Prostate Exams, etc.</i>
<b>Get a vaccination</b>	200 points each (max 1200 points)	<i>Flu, Covid-19, Chicken Pox, Hepatitis A &amp; B, HPV, Measles, etc</i>
<b>Walk 10,000 steps in a day</b>	5 points per day	
<b>Track 3 servings of vegetables &amp; fruit</b>	6 point per day	
<b>Watch or attend a monthly Strive Webinar</b>	100 points each (max 1200)	
<b>Read an article in the HealthyLearn Library</b>	25 points (max 300 points)	
<b>Attend a Wellness Presentation</b>	200 points (max 800 points)	
<b>Complete an online Strive Challenge</b>	200 points (max 800 points)	
<b>Submit a well-being activity</b>	100 points (max 800 points)	<i>5Ks, triathlons and marathons, volunteering, going to a financial wellness class/advisor, working with a therapist, etc</i>

# 2024 EMPLOYEE EVENTS

## WELLNESS PRESENTATIONS/RECORDINGS

- **March:** Aging and Your Health
- **May:** Bone Health
- **August:** (*Two-Part*) Pre-Health Screening Session & Financial Wellness
- **October:** Post-Health Screening Info Session
- **November:** Managing Mental Health (Holiday Edition)

## CHALLENGES

- **March:** Healthy Brain Challenge
- **May:** 6<sup>th</sup> Annual Strive Corporate Challenge
- **August:** Financial Wellness
- **November:** Gratitude Challenge

## HEALTH SCREENINGS\*

- **August - September**
- On-Site Screenings
- Home Screenings

## ADDITIONAL OFFERINGS:

- 12 Strive Monthly Webinars
- 12 Strive Monthly Newsletters
- 12 Monthly Insiders
- 4 Meditation Moments
- 12 Monthly Observances
- Health Hub
- Strive Library
- Site Contact Website\*

\*NEW IN 2024



# BIOMETRIC RISK BREAKDOWN



Kapnick  
Strive

# 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 \$225 billion in healthcare expenditures (CDC, 2020).

## 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)

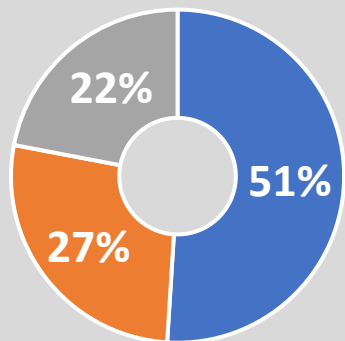
Elevations in the PSA, or Prostatic-Specific Antigen, can occur from any inflammation of the prostate, including enlargement of the prostate gland, prostatitis or prostate cancer.



# HEART HEALTH: TOTAL CHOLESTEROL

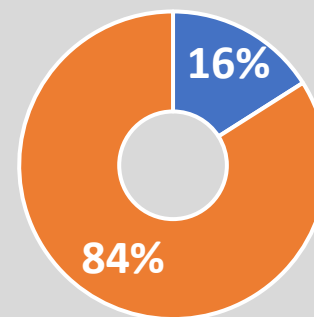
(HDL + LDL + TRIGLYCERIDES)

TOTAL CHOLESTEROL BREAKDOWN



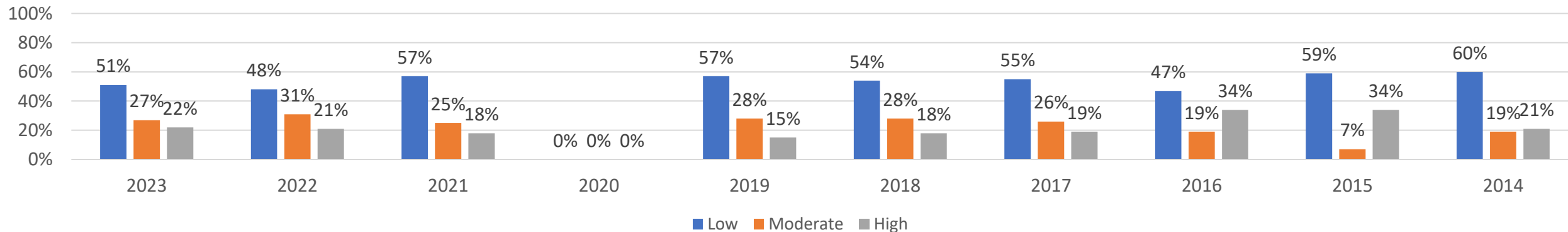
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

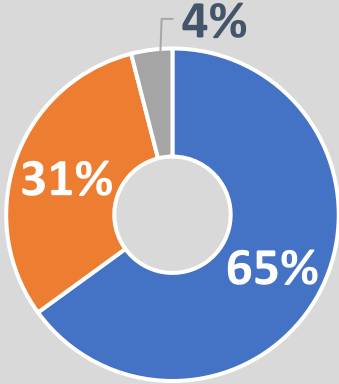
Low Risk = <200mg/dL    Moderate Risk = 200-239mg/dL    High Risk = ≥240mg/dL





# HEART HEALTH: BLOOD PRESSURE

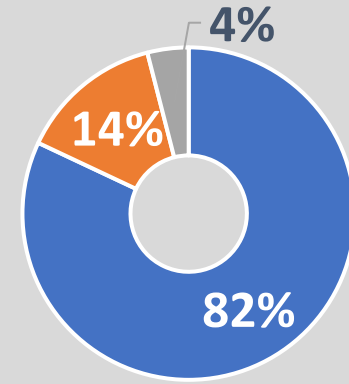
SYSTOLIC BREAKDOWN



■ Low ■ Moderate ■ High

Systolic blood pressure (the top number) measures the force of blood against artery walls when the heart contracts.

DIASTOLIC BREAKDOWN



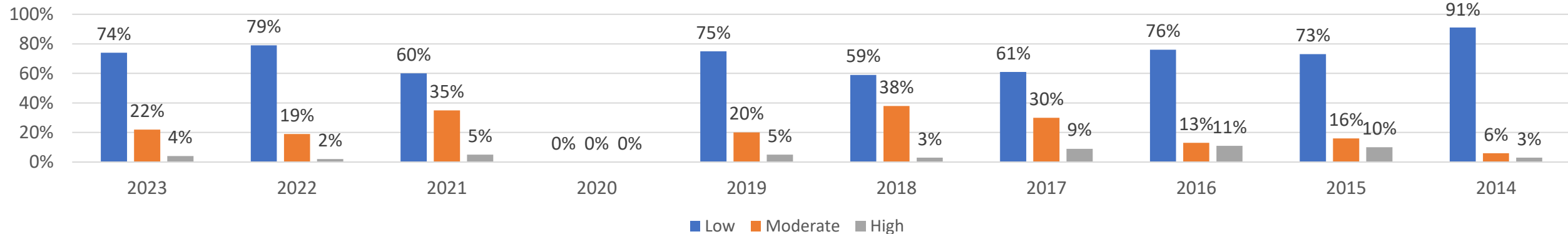
■ Low ■ Moderate ■ High

Diastolic blood pressure (the bottom number) measures the same force when the heart is at rest between beats.

Low Risk =  $\leq 121\text{mmHg} / \leq 81\text{mmHg}$

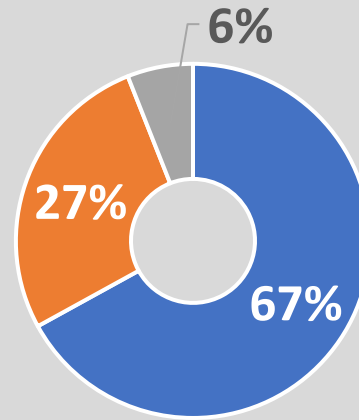
Moderate Risk =  $122-140\text{mmHg} / 82-89\text{mmHg}$

High Risk =  $\geq 141\text{mmHg} / \geq 90\text{mmHg}$



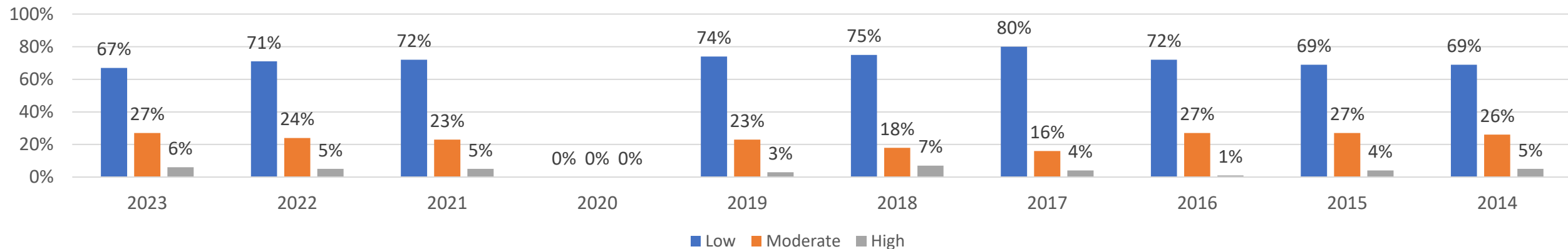
# DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



■ Low ■ Moderate ■ High

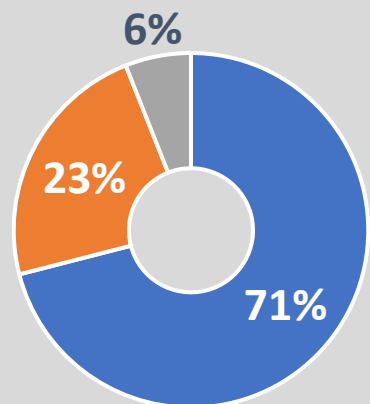
Low Risk =  $\leq 100\text{mg/dL}$    Moderate Risk =  $101-125\text{mg/dL}$    High Risk =  $\geq 126\text{mg/dL}$





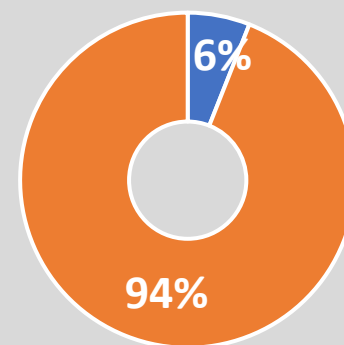
# DIABETES: HEMOGLOBIN A1C

A1C BREAKDOWN



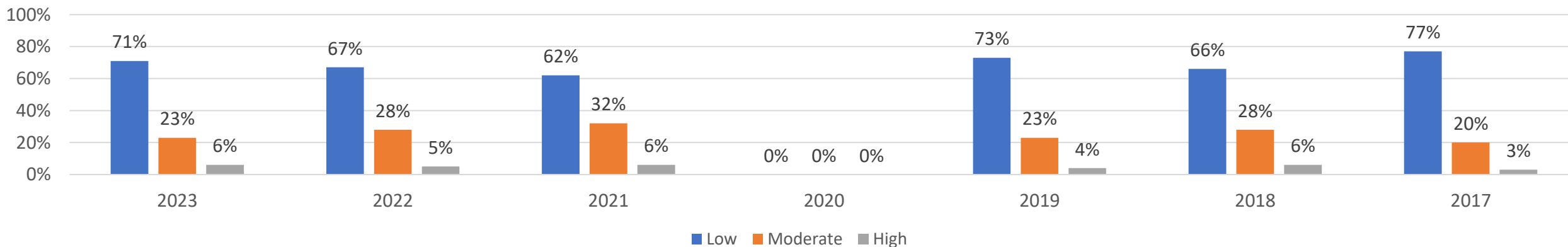
Low Moderate High

HIGH RISK AWARENESS

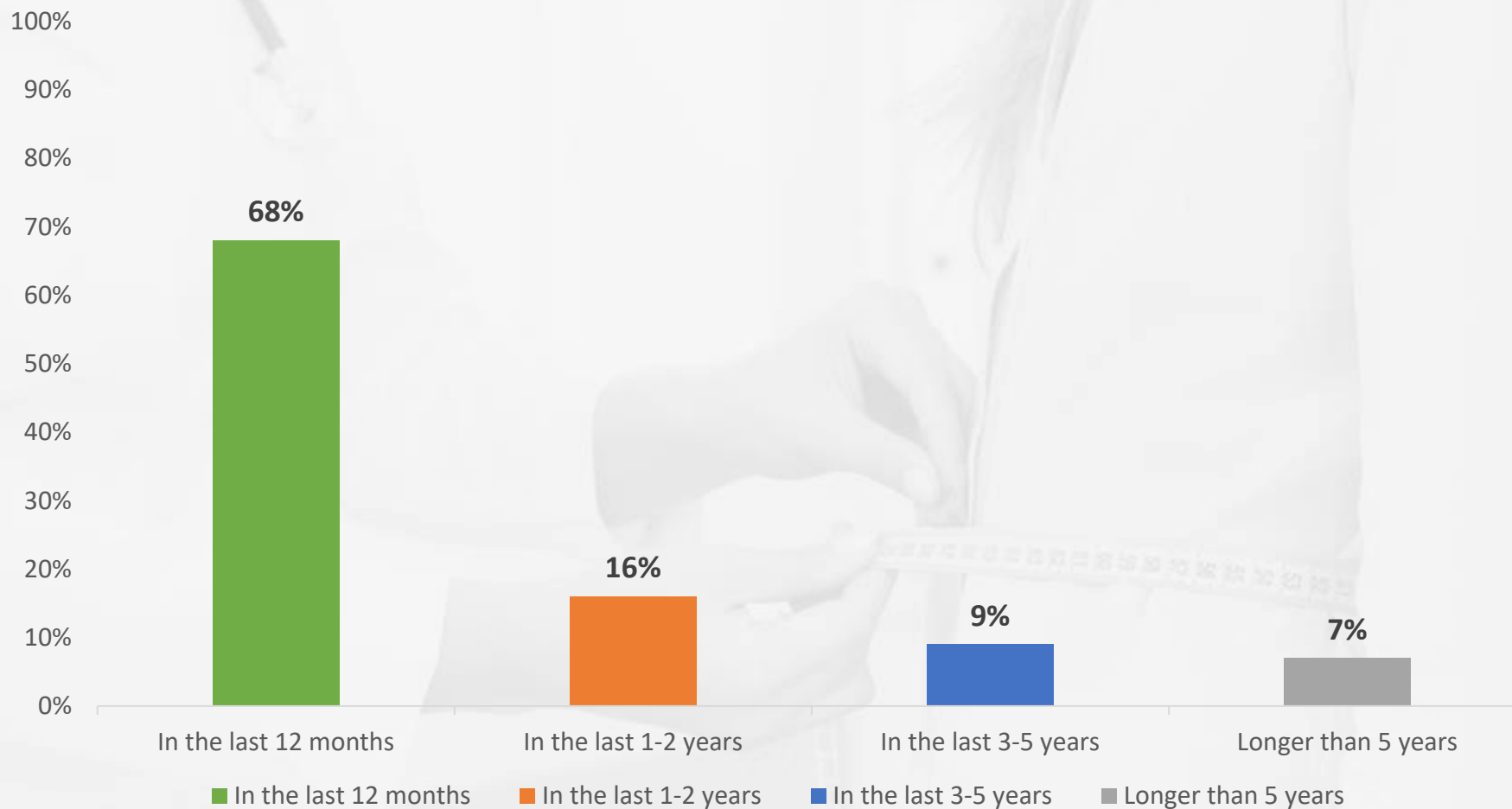


Aware Not Aware

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

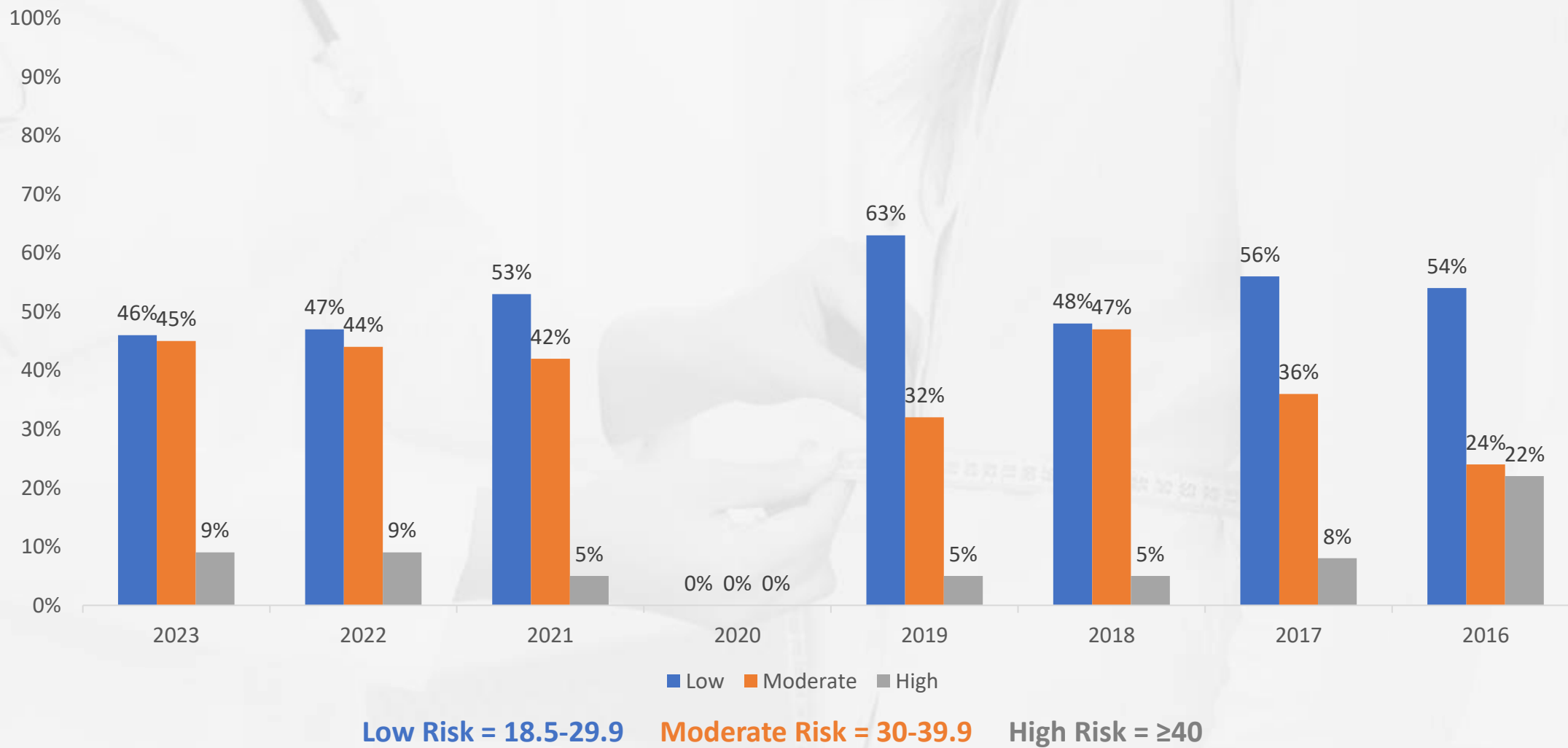


## WELL-VISIT





## BODY COMPOSITION: BODY MASS INDEX



# AVERAGE WAIST CIRCUMFERENCE FOR MEN AND WOMEN



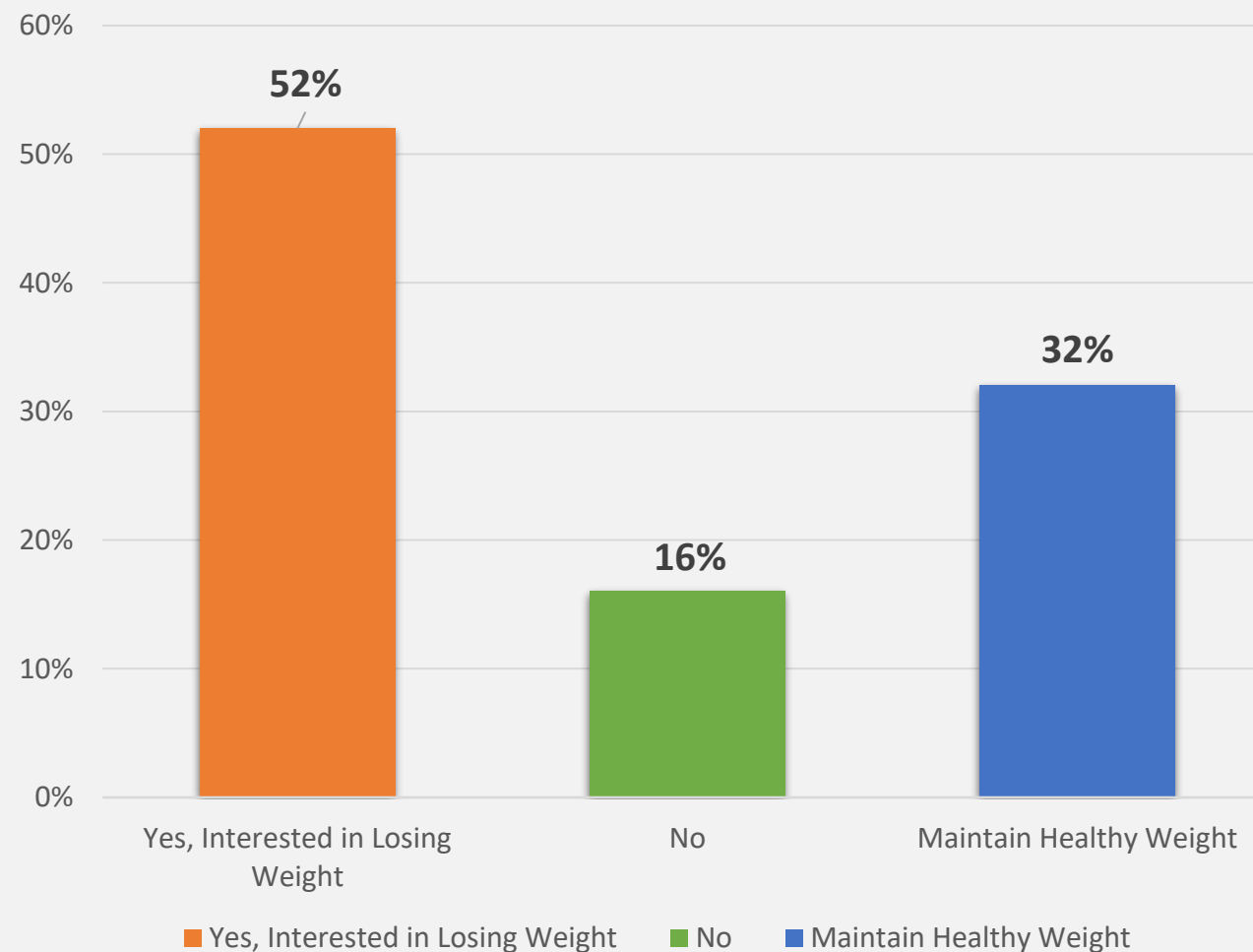
Female High Risk= >35 inches



Male High Risk= >40 inches

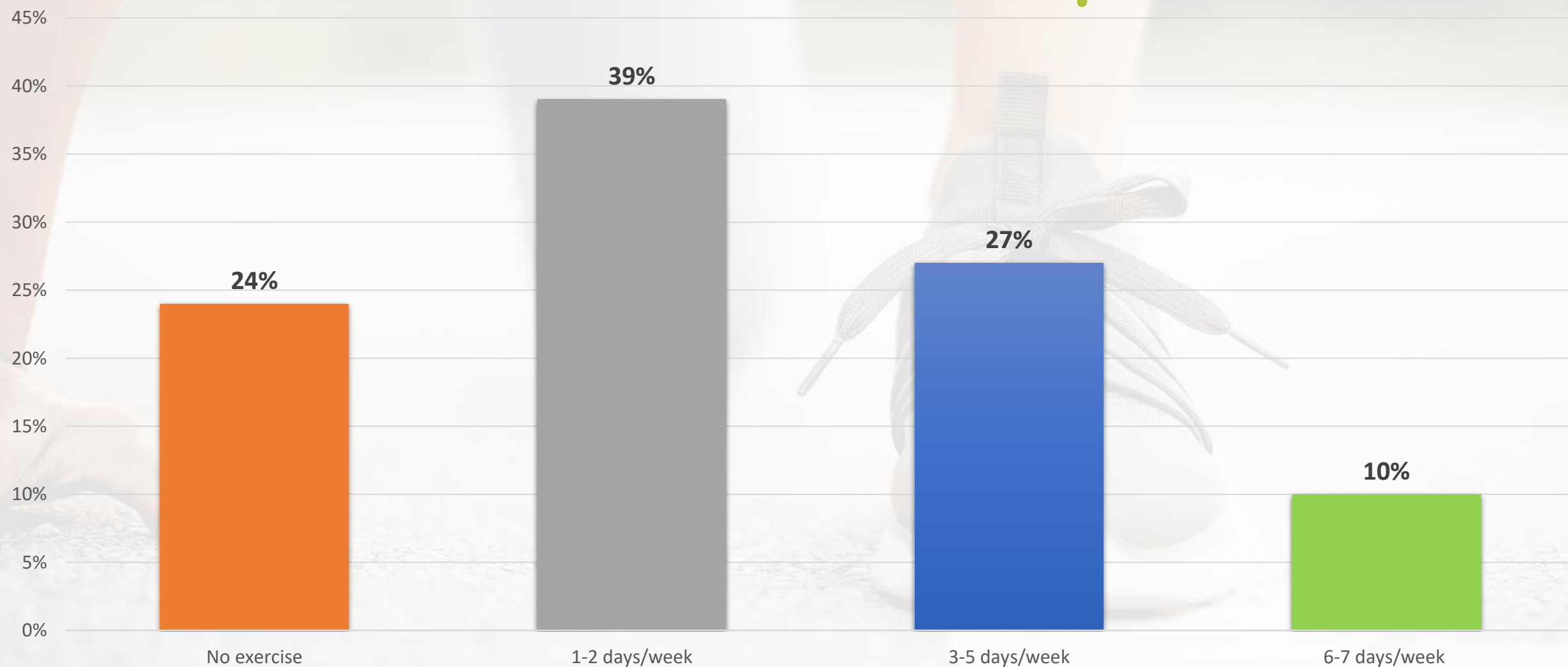


## BODY COMPOSITION: *Interest in losing weight*



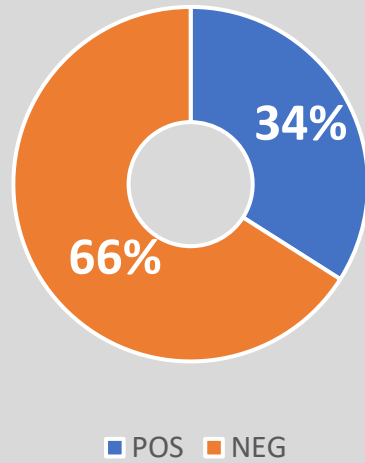


# EXERCISE HABITS

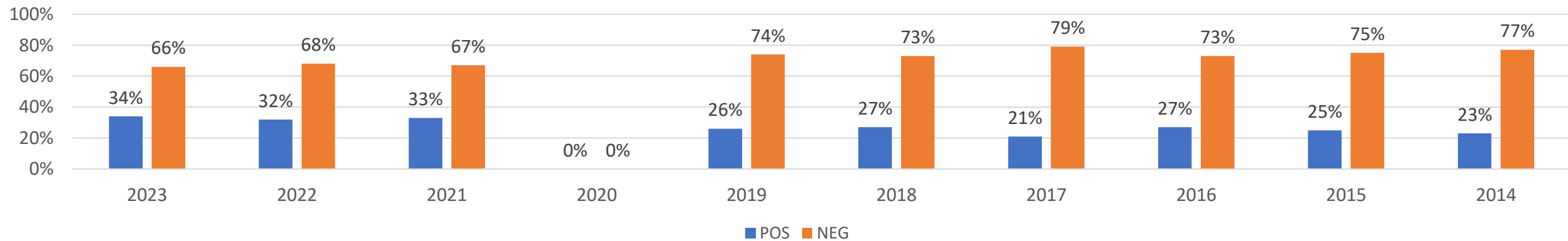
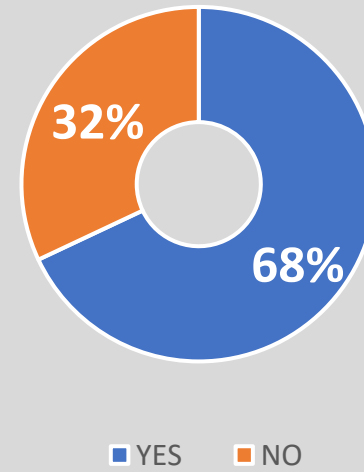




TESTED POSITIVE



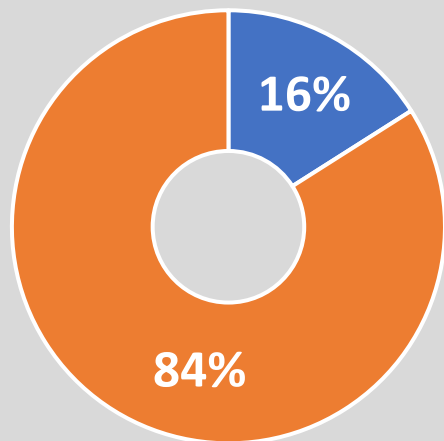
INTERESTED IN QUITTING





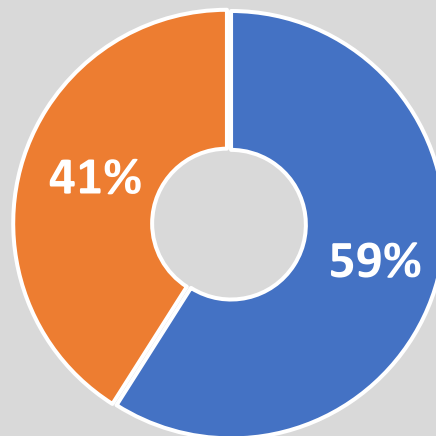
# MENTAL HEALTH & WELL-BEING

**ANXIETY & DEPRESSION**



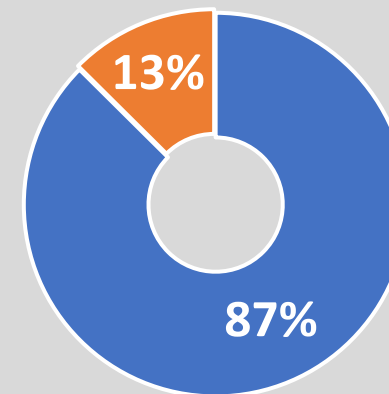
■ Have Anxiety/Depression  
■ Does Not Have Anxiety or Depression

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



■ Taking Medication   ■ Not Taking Medication

**MAINTAINS A HEALTHY  
WORK-LIFE BALANCE**

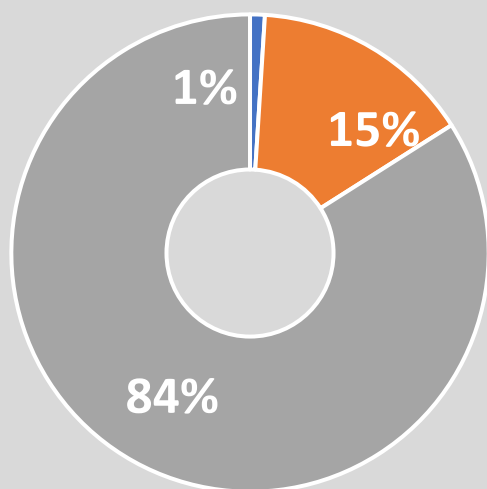


■ Work DOES NOT Interfere With Personal Life  
■ Work DOES Interfere With Personal Life



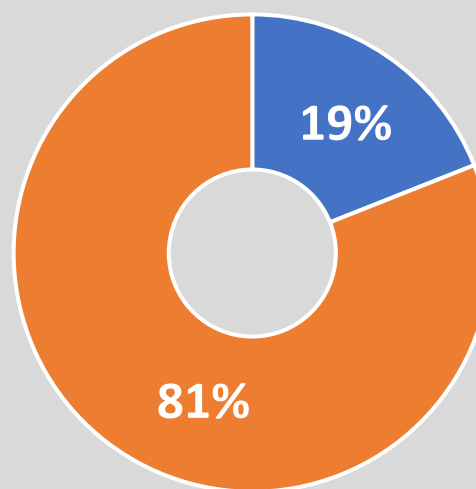
# SLEEP HABITS

HOURS OF SLEEP PER NIGHT



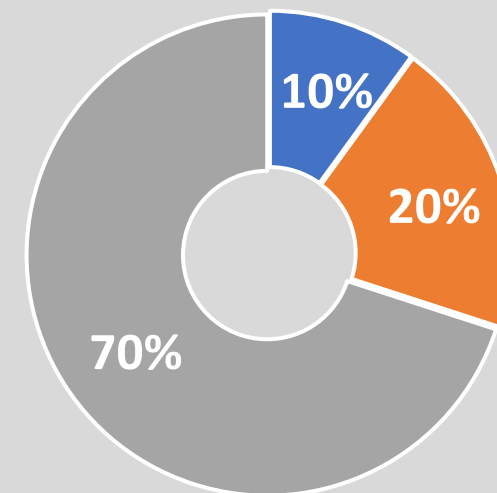
■ Less Than 4 Hrs ■ 4-5 Hrs ■ 6-8 Hrs

EXCESSIVE SNORING



■ Yes ■ No

SLEEP APNEA

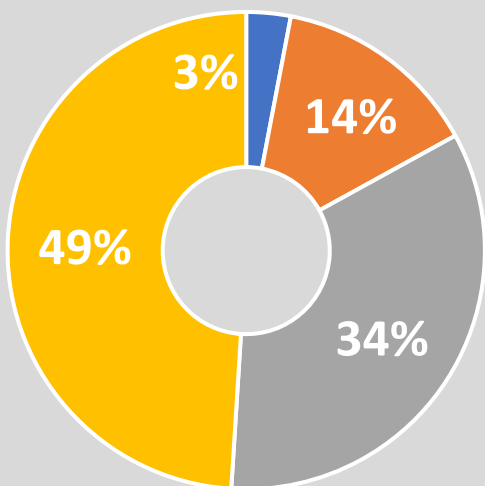


■ Diagnosed and on Medication  
■ Diagnosed and NOT using Meds/Cpap  
■ Has Not Been Diagnosed



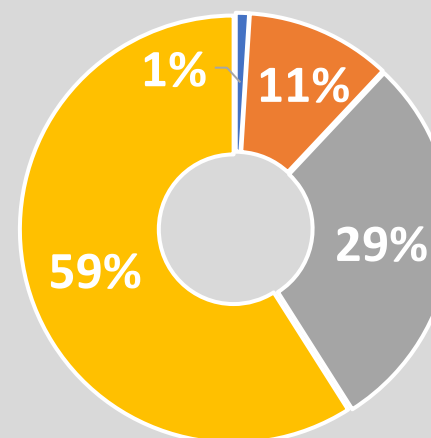
# NUTRITIONAL HABITS

**BALANCED MEALS**



■ Never ■ Rarely ■ Sometimes ■ Often

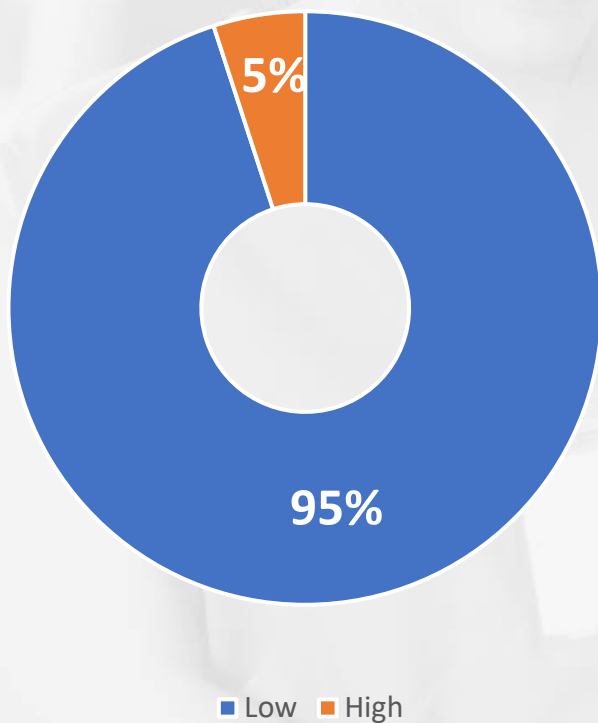
**CHOOSE WATER OVER  
SUGARY BEVERAGES**



■ Never ■ Rarely ■ Sometimes ■ Often

# GAMMA-GLUTAMYLTRANSFERASE (GGT) TEST RESULTS

## GGT BREAKDOWN



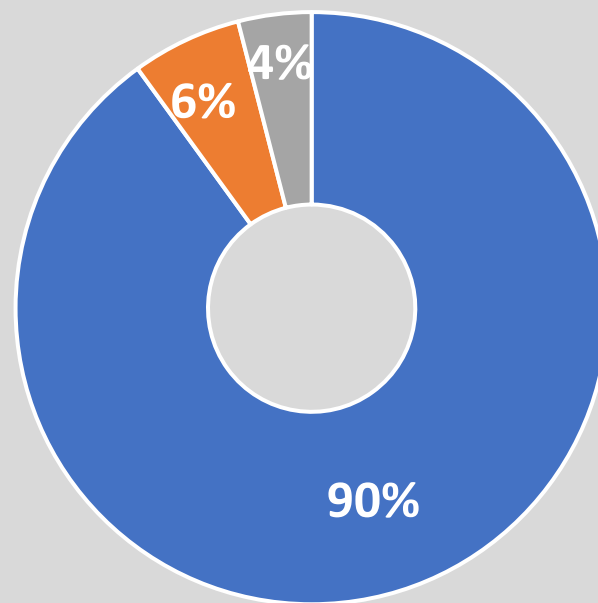
### What is GGT?

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.

Low Risk =  $<66$     High Risk =  $\geq 66$

# ADDITIONAL TEST OFFERED

## PROSTATE SPECIFIC ANTIGEN (PSA)



■ Low ■ Moderate ■ High

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



Thank you!



Kapnick  
Strive

Questions?