



2023 HRA Executive Review

Bank Michigan
4.24.2024



TABLE OF CONTENTS

Section I.	2
2023 Wellness Events	3
Section II.	
HRA Key Findings	4-16
Section III.	
Stand-out Stats	17
2023 Goals & Outcomes	18
2024 Programming Goals	19
2024 Programming Strategies	20
2024 Wellness Plan	21





2023 WELLNESS EVENTS

WELLNESS PRESENTATIONS

- February - SMART Goal Setting, 7 live attendees
- May - Stress Busters, 17 live attendees

CHALLENGES

- January - Workday Wellbeing, 1 participant
- March - Eat the Rainbow, 1 participant
- April - Strive Corporate Challenge, 5 participants
- June - Summer Fun, 10 participants
- October - Wacky World of Sports, 1 participant

12 Monthly Webinars

12 Monthly Newsletters

Quarterly Meditation Sessions



HRA PARTICIPATION



Year	Total Participation	% of Census
2023	17	33%
2022	12	25%
2021	8	15%



POINTS EARNED

Year	Total Points Tracked
2023	21,346 82% increase from 2022!
2022	11,732
2021	27,762
2020	17,085

EMOTIONAL AND
MENTAL HEALTH



TOP RISK FACTORS

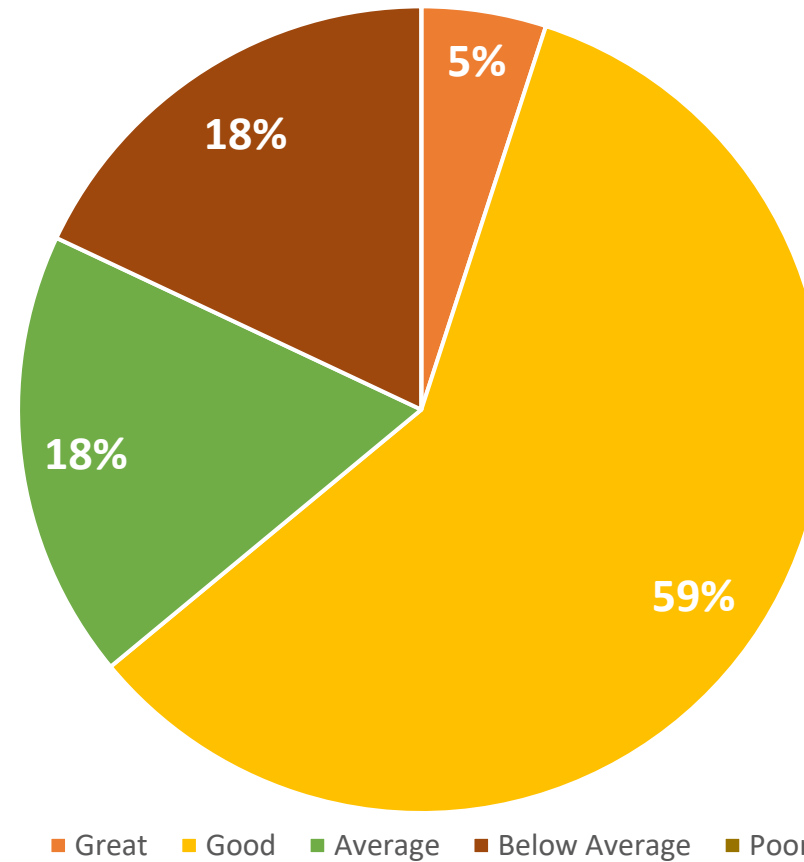
WEIGHT
MANAGEMENT`



SELF-PERCEPTION OF HEALTH



SELF-PERCEPTION OF HEALTH

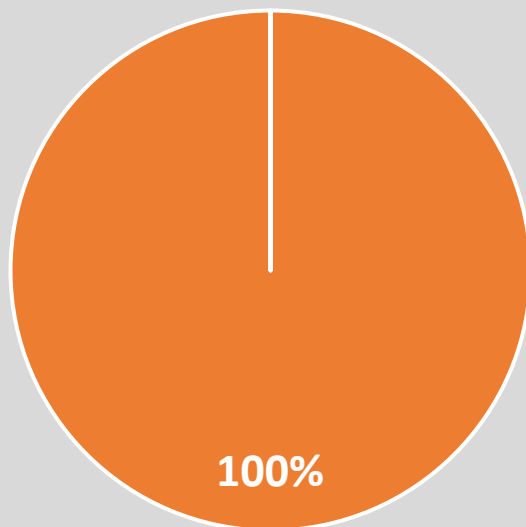




HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL

0%

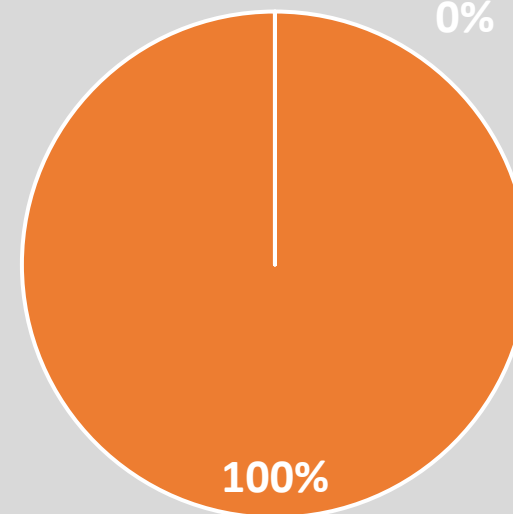


■ Diagnosed with High Cholesterol

■ Not Diagnosed with High Cholesterol

DIAGNOSED & TAKING MEDICATION
FOR CHO MANAGEMENT

0%



■ Taking Cholesterol Medication

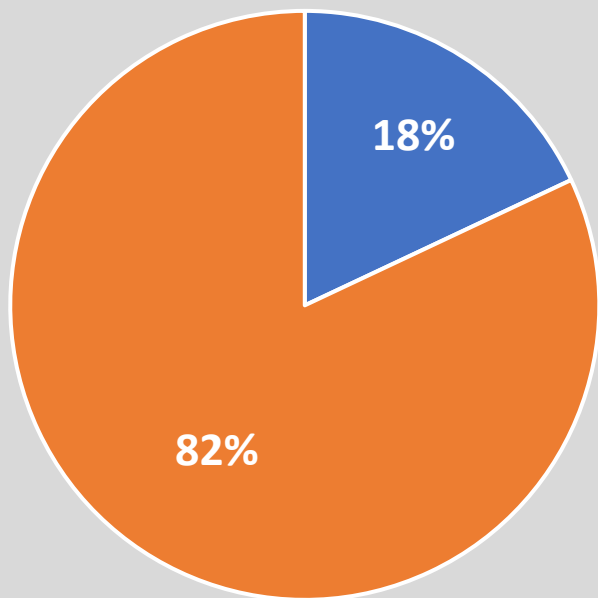
■ Not taking medication for cholesterol

Self-Reported



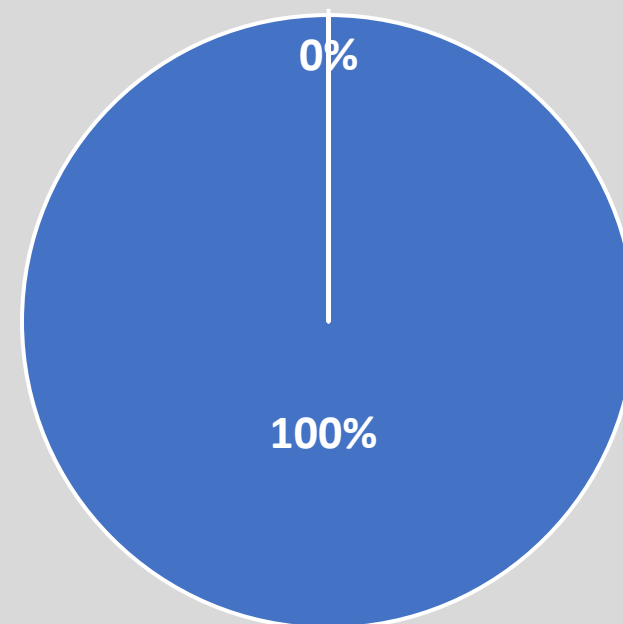
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Diagnosed with High Blood Pressure ■ Normal Blood pressure

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT



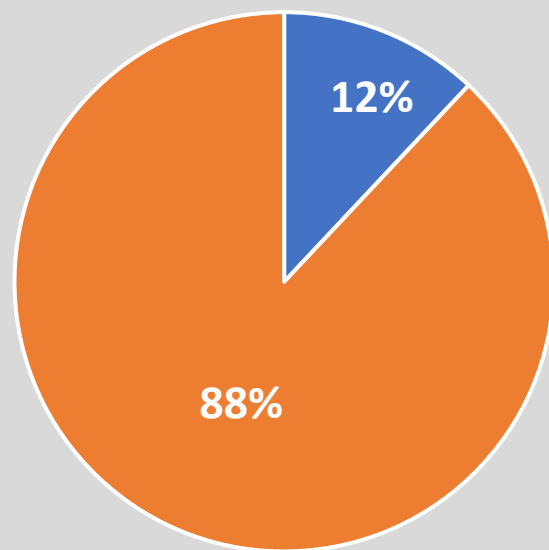
■ Taking Medication for Blood Pressure ■ No medication

Self-Reported



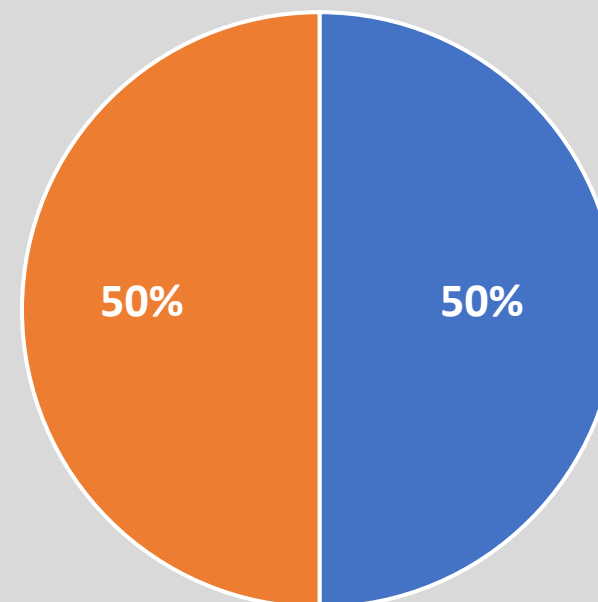
METABOLIC HEALTH: DIABETES

DIABETES



■ Diagnosed with Diabetes ■ No diabetes diagnosis

DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT



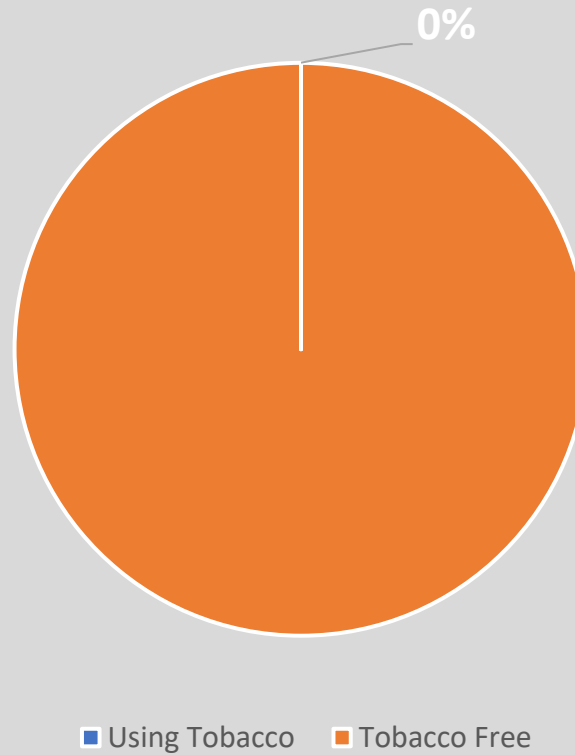
■ Taking diabetes medication ■ Not taking diabetes medication

Self-Reported



NICOTINE USE

USES NICOTINE

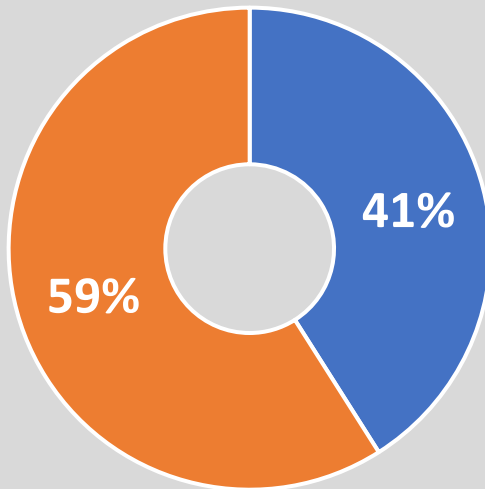


Self-Reported



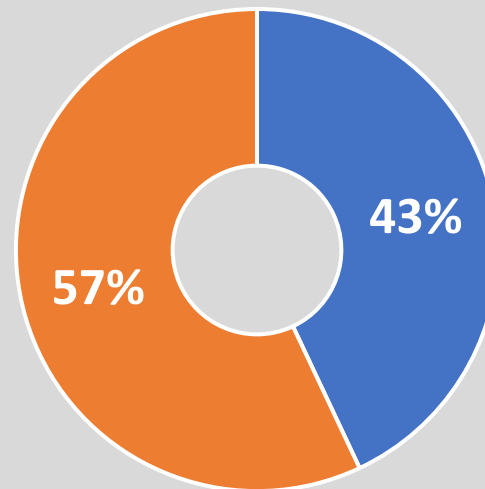
MENTAL HEALTH & WELL-BEING

ANXIETY &
DEPRESSION



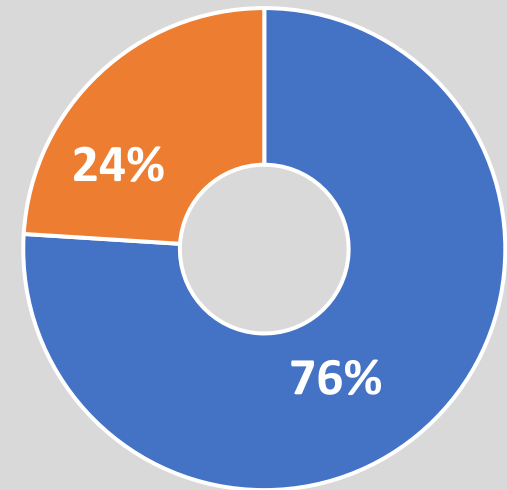
■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR
ANXIETY/DEPRESSION



■ Yes ■ No

MAINTAINS A HEALTHY WORK-LIFE
BALANCE



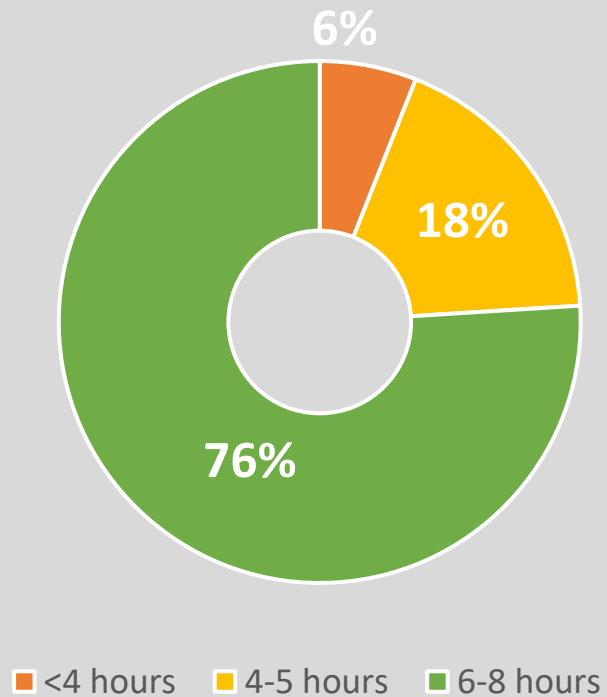
■ Yes ■ No

Self-Reported

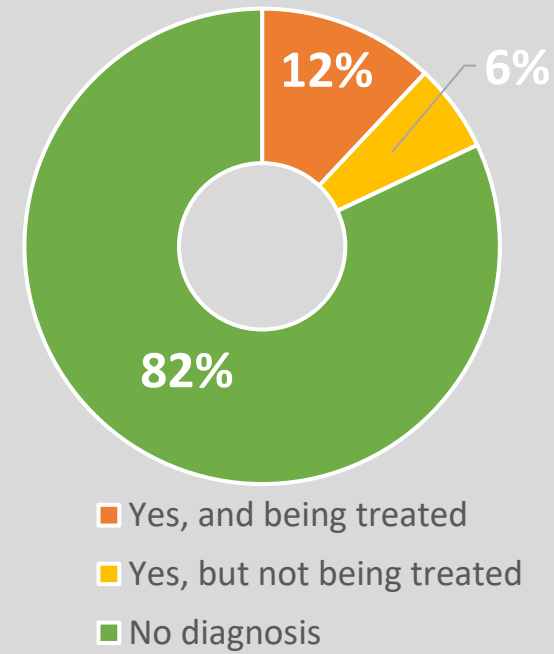


SLEEP HABITS

HOURS OF SLEEP PER NIGHT



SLEEP APNEA

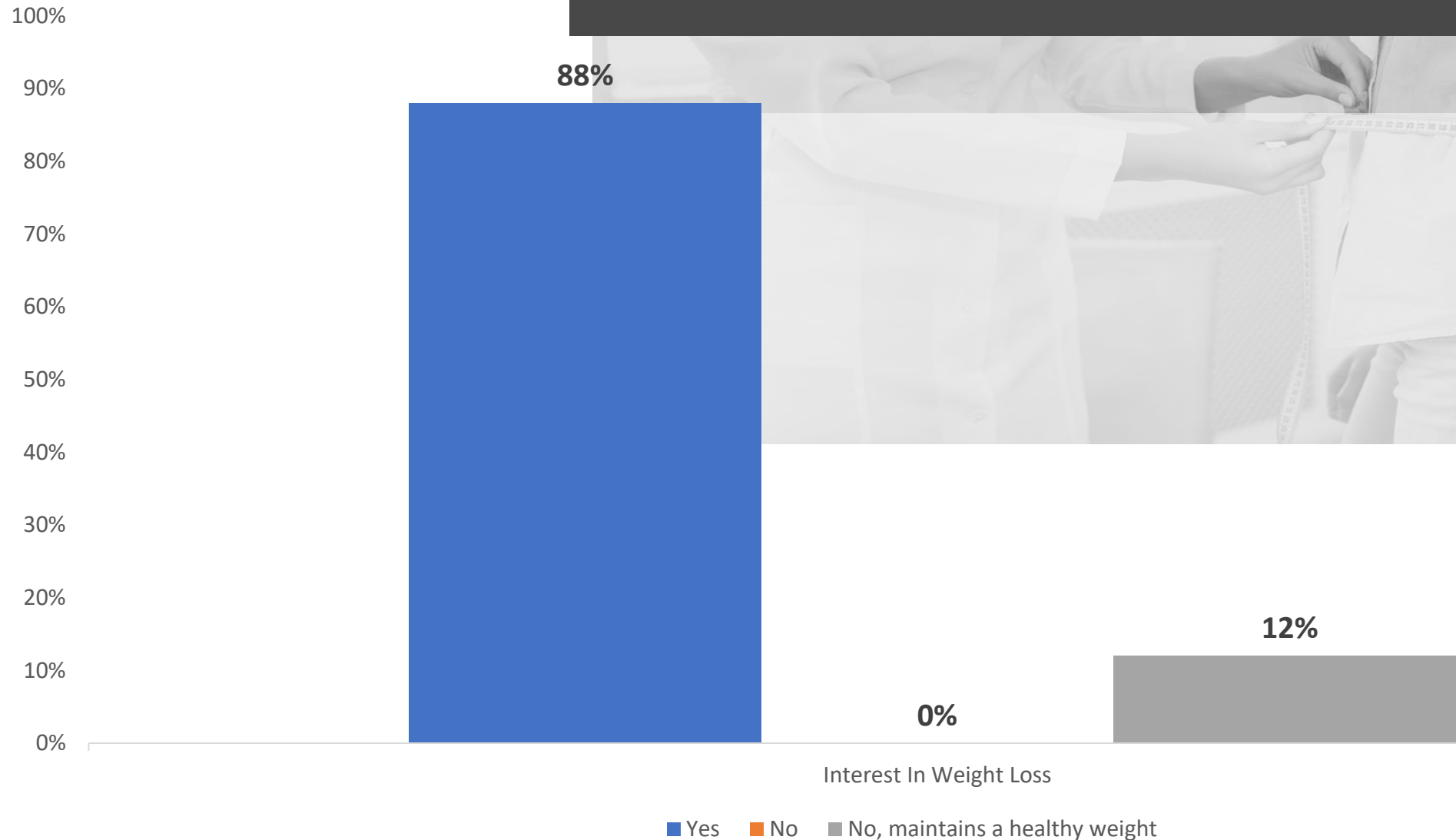


Self-Reported

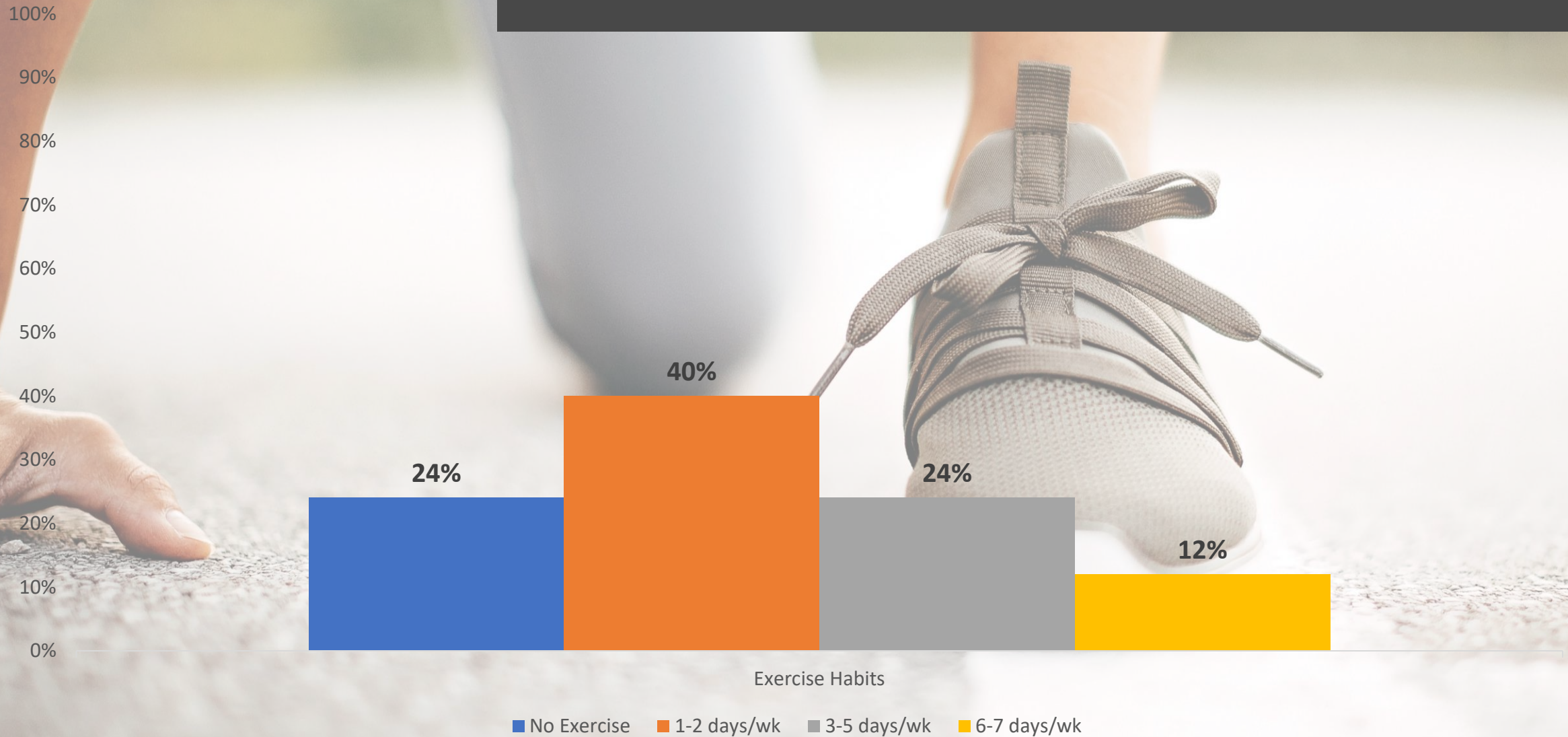


Kapnick
Strive

BODY COMPOSITION: Interested in Losing Weight



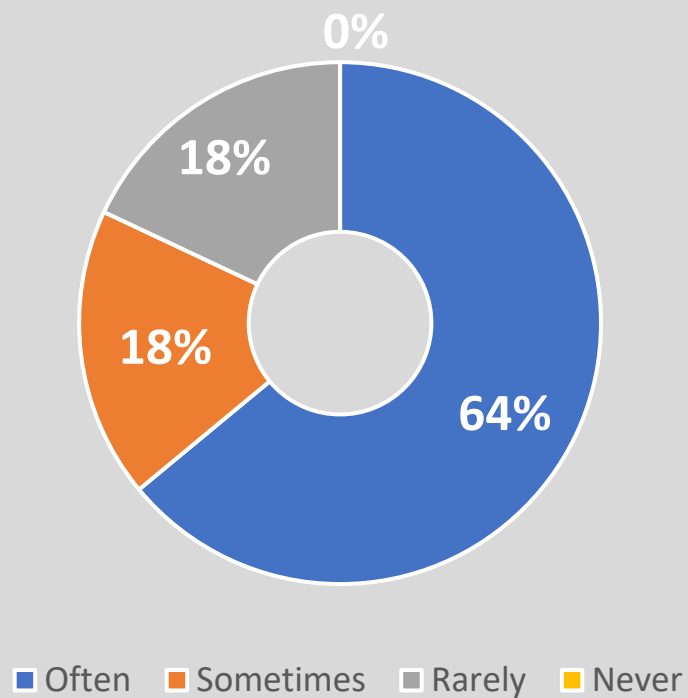
EXERCISE HABITS



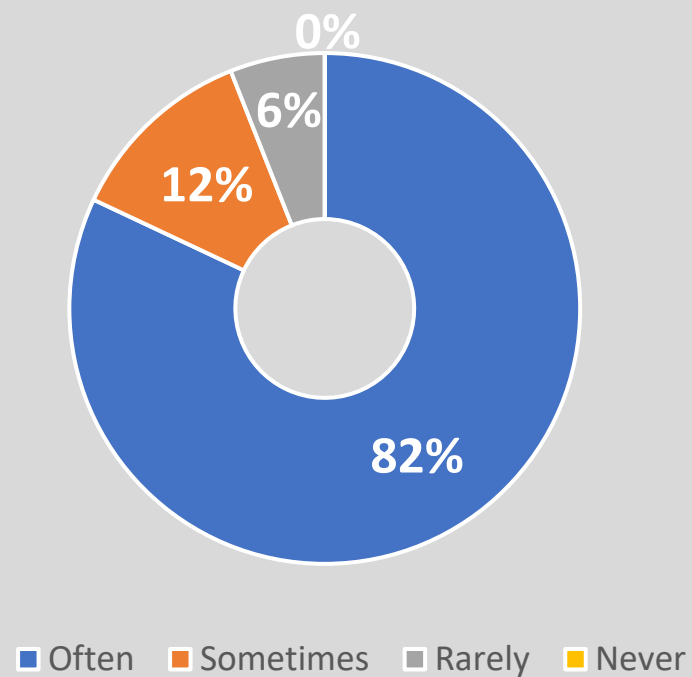
NUTRITION HABITS



3 BALANCED MEALS



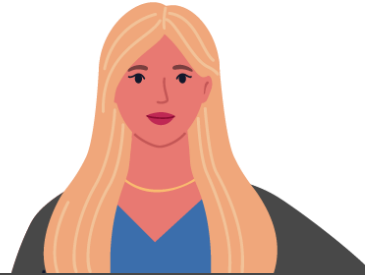
CHOOSES WATER OVER SUGARY BEVERAGES



STAND-OUT-STATS

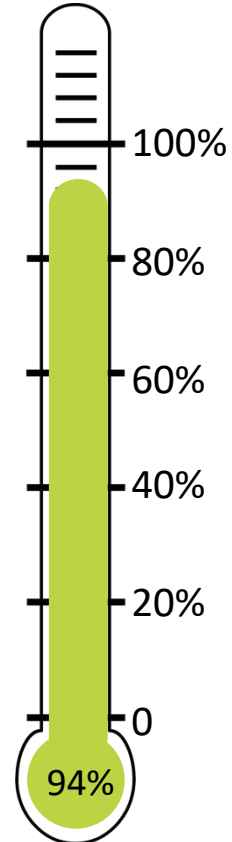
82% increase in points tracked
from 2022 to 2023

- 8% HRA Completion increase
- 4,854,047 steps tracked
- 14 participants tracked 500-999 points
- 3 participants tracked 1,000-1,999 points



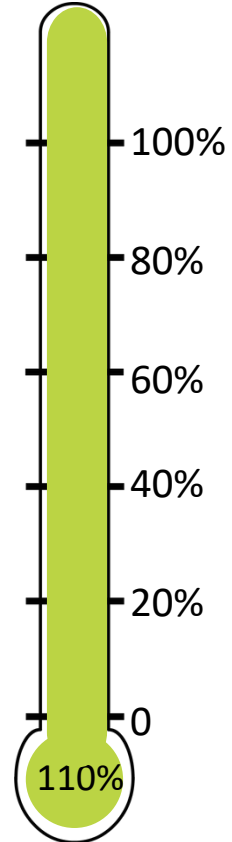
2023 PROGRAMMING GOALS

RESULT:
33% completed
HRA



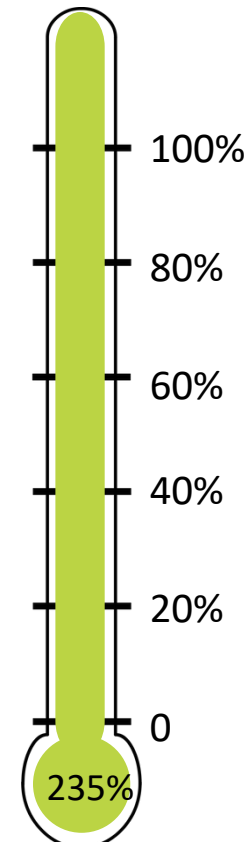
**HRA
Participation**
2023 Goal – 35% of census

RESULT:
Avg 5 participants per
challenge



**Challenge
Participation**
2023 Goal – 10% of
census

RESULT:
47% attended a
presentation, 24 attendees

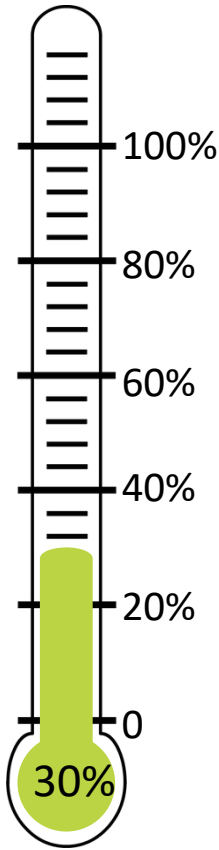


Presentation Attendance
2023 goal – 20% of census



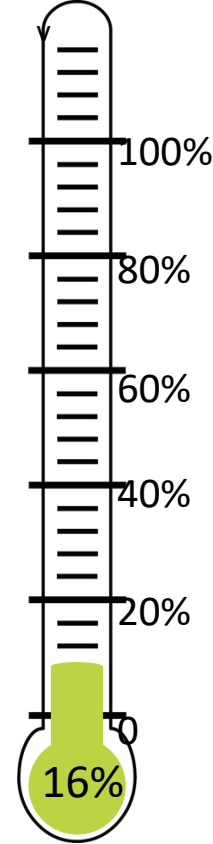
2024 PROGRAMMING GOALS

Q1: 30% of
goal met



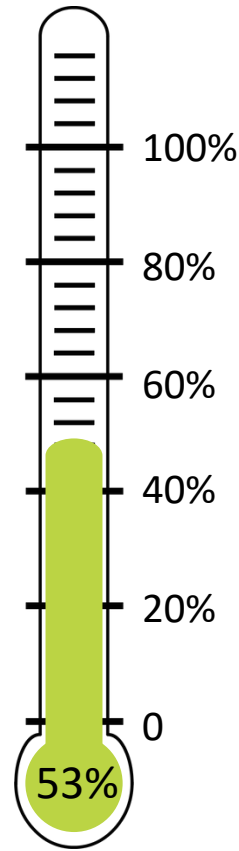
**HRA
Participation**
Goal – 40% of Census

Q1: 16% of
goal met



**Points
Tracked**
Goal – 12% increase
(24,000 points)

Q1: 53% of
goal met



**Challenge
Participation**
Goal – 15% of census

2024 GOALS AND STRATEGIES

Goals	Strategies	Overall Strategy
HRA Completion <ul style="list-style-type: none"> • 40% of census complete HRA 	<ul style="list-style-type: none"> • Incentive for HRA Completion by July 1st • Include instructions/Strive information for new hires 	<ul style="list-style-type: none"> • New Hire Campaign <ul style="list-style-type: none"> • Monthly updates for new hires • ‘Meet Your New Colleague’ Spotlight • Promote wellness committee and recruit employees to participate • Increase awareness and utilization on resources (health hub, EAP, Blue 365, Les Mills, Weight Management guide etc.) • Implementing Core Internal Practices
Total Points <ul style="list-style-type: none"> • 12% increase of total points 	<ul style="list-style-type: none"> • Home Mailer of Reward Points Program • On-Site Representation for Presentations and Challenges • Include Points Goal within Monthly Communications 	
Challenge Participation <ul style="list-style-type: none"> • 15% of employees participate in a wellness challenge 	<ul style="list-style-type: none"> • Continued robust communication through email • Reminders about points that can be earned through challenge participation • Merge challenges with top health risks- mental health and weight management • Merge start date of challenges with presentations 	

CURRENT REWARDS POINT PROGRAM

Current Strive Quarterly Rewards Points Program	How to Earn Points
<p>2 winners per quarter of all those who participate in earning points</p> <p>Prize: \$25 gift card via Tango</p>	<ul style="list-style-type: none">• Participate in a wellness challenge• Complete your annual well visit• Attend a wellness presentation• Walk 10,000 steps in a day• Submit a well-being activity (5ks, volunteering, seeing a therapist, getting a massage, etc.)• And much more!



2024 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">February – Your Total Wellbeing MattersJune – The Healthy Traveler	<ul style="list-style-type: none">February – Snooze or LoseMay – Strive Corporate ChallengeJune – Strive to HydrateAugust – Amazing AmericaOctober – The Beat Goes On	<ul style="list-style-type: none">Monthly Wellness NewsletterMonthly Strive WebinarMonthly Observance CampaignsQuarterly Meditation MomentsStrive Site Contact WebsiteFAQ WebsiteHealth Hub



Thank you!



Questions?