



# 2023 HRA Executive Review

## Motor City Casino & Hotel

April 18, 2024



# TABLE OF CONTENTS

## Section I. Summary

Participation

4

Top Risk Factors

8

## Section II. Risk Factor Breakdown

9-19

## Section III. Goals and Strategies

20-22

## WELLNESS PRESENTATIONS

- March – Happy, Healthy Heart
- September – Nutrition 101

## CHALLENGES

- April – Strive Corporate Challenge: *6 Participants*
- September – HIIT for 30: *26 participants*
- December – Maintain Don't Gain: *7 participants*

## ADDITIONAL WELLNESS EVENTS

- 12 Strive Monthly Webinars
- 4 Meditation Moment Sessions
- Benefits Fair

# 2023 WELLNESS EVENTS





## HRA PARTICIPATION

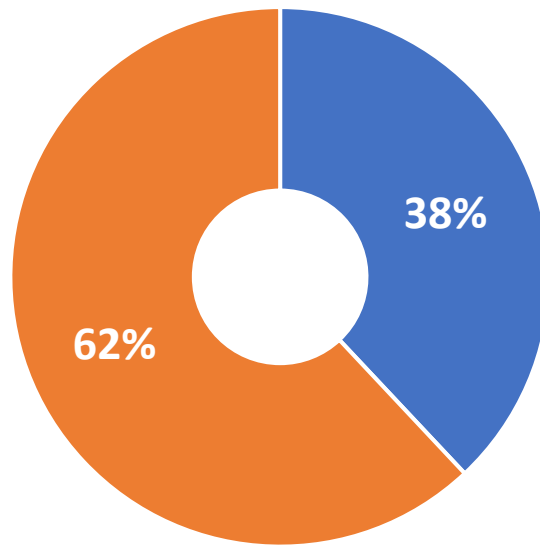


YEAR	TOTAL PARTICIPATION	% OF CENSUS
2023	124	9%
2022	246	17%



# 2023 DEMOGRAPHICS

## GENDER



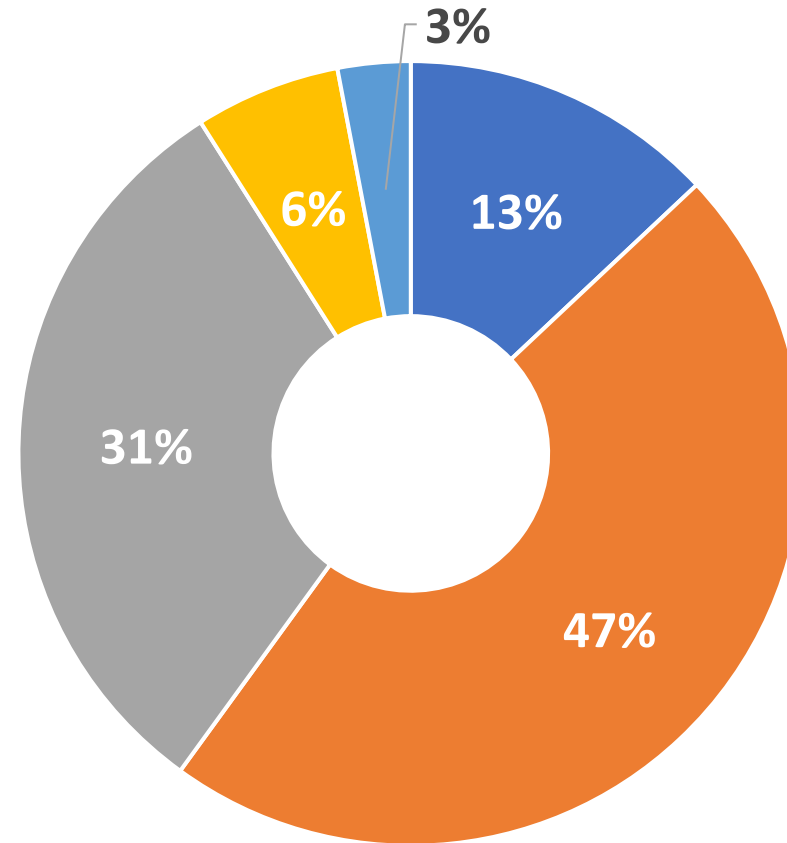
■ Male ■ Female

## AVERAGE AGE - 46





# SELF-PERCEPTION OF HEALTH



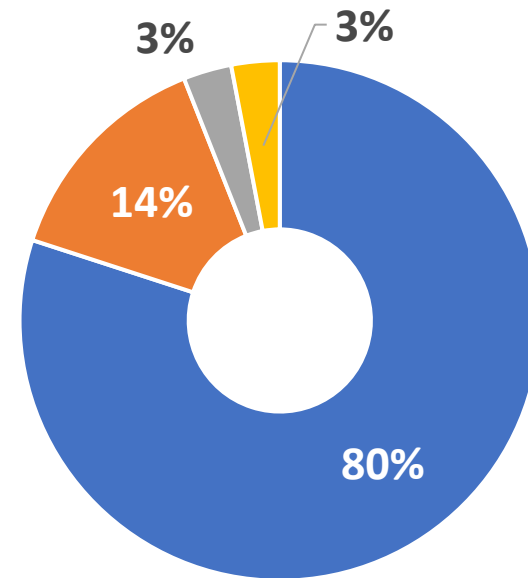
■ Great ■ Good ■ Average ■ Below Average ■ Poor



# ANNUAL PHYSICAL



LAST WELL-VISIT WITH PCP



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





# WELL-VISIT UTILIZATION

Well-Visit Utilization	2023	2022	2021
Employees	<b>42%</b>	40%	35%
Spouses	<b>42%</b>	41%	38%
Employees & Spouses Combined	<b>42%</b>	40%	36%
Benchmark Employees & Spouses Combined	<b>43%</b>	41%	38%





# TOP RISK FACTORS



SLEEP HABITS



NICOTINE USE



HEART HEALTH



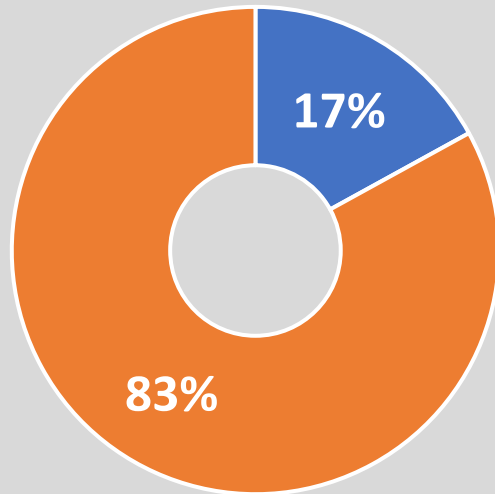
# RISK FACTOR BREAKDOWN





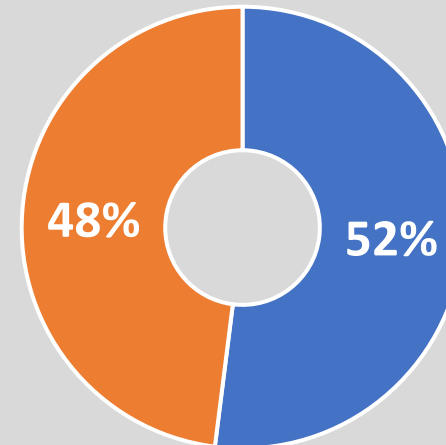
# HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION  
FOR CHOLESTEROL MANAGEMENT



■ Yes ■ No

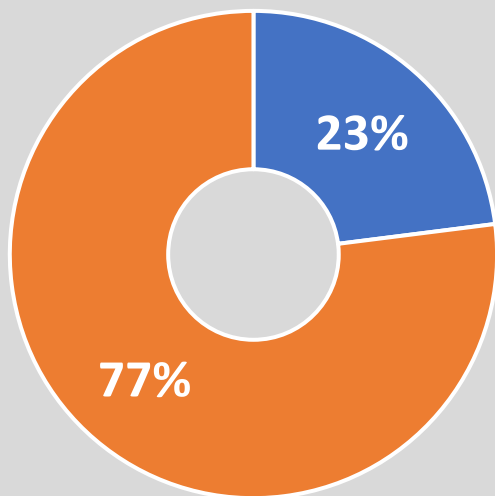
Self-Reported





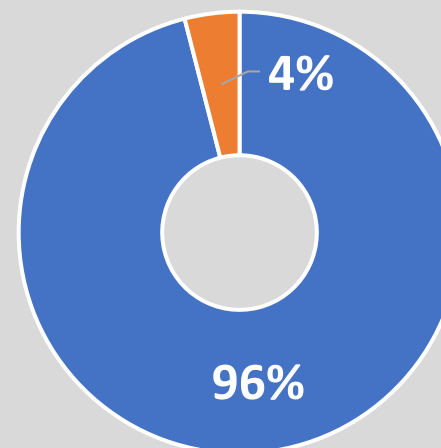
# HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION  
FOR BLOOD PRESSURE MANAGEMENT



■ Yes ■ No

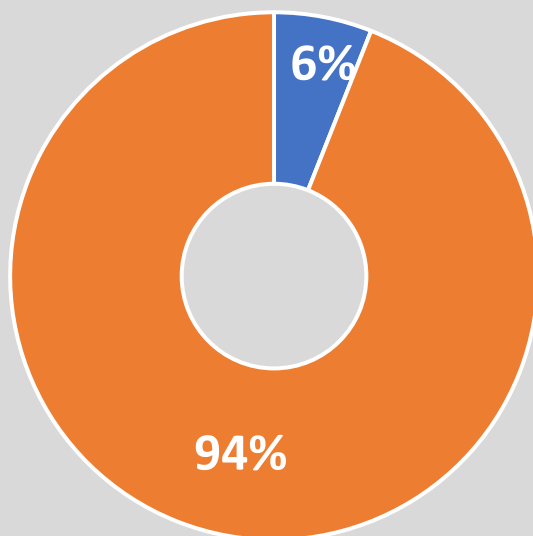
Self-Reported





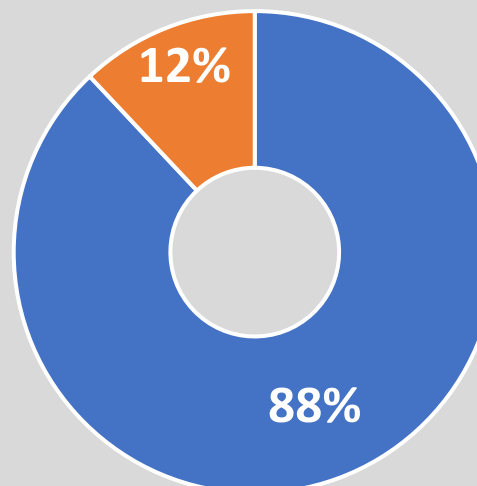
# METABOLIC HEALTH: DIABETES

DIABETES



■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR  
DIABETES MANAGEMENT



■ Yes ■ No

Self-Reported





## BODY COMPOSITION: INTEREST IN LOSING WEIGHT

100%

90%

80%

70%

60%

50%

40%

30%

20%

10%

0%

75%

5%

20%

Interest In Weight Loss

■ Yes

■ No

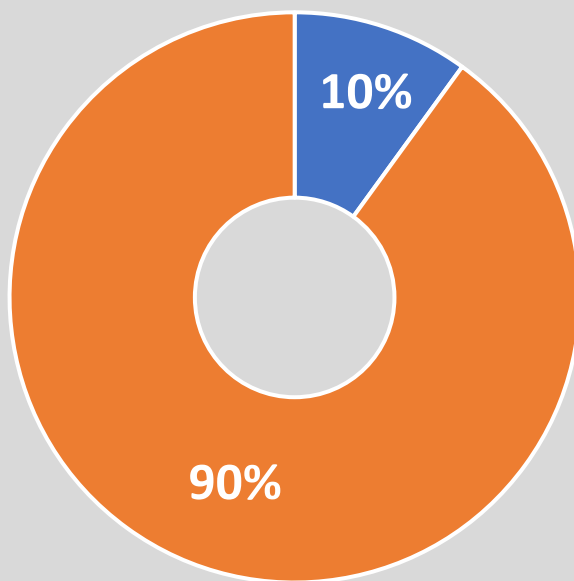
■ No, maintains a healthy weight





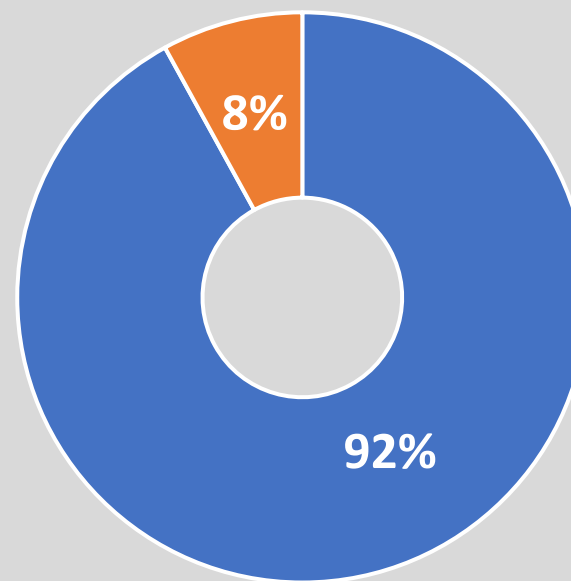
# NICOTINE USE

USES NICOTINE



■ Yes ■ No

WANTS TO QUIT



■ Yes ■ No

Self-Reported

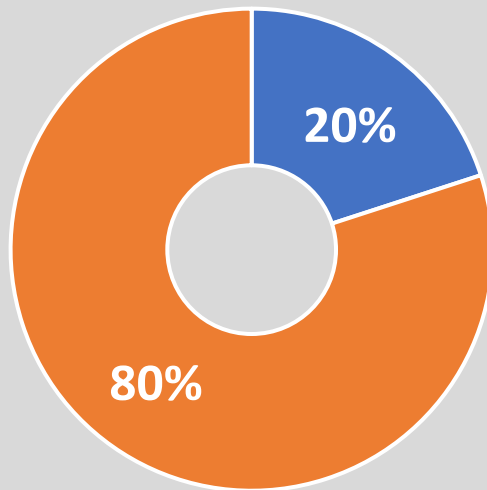






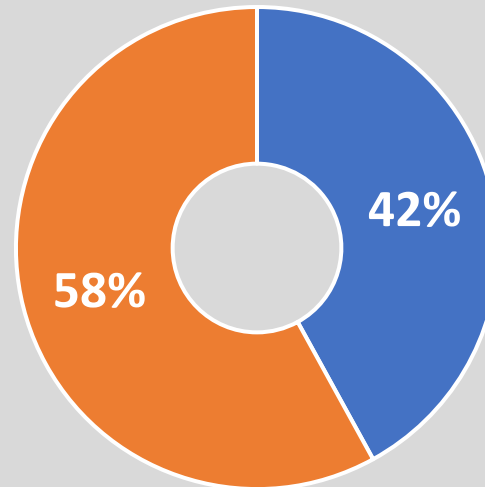
# MENTAL HEALTH & WELL-BEING

ANXIETY &  
DEPRESSION



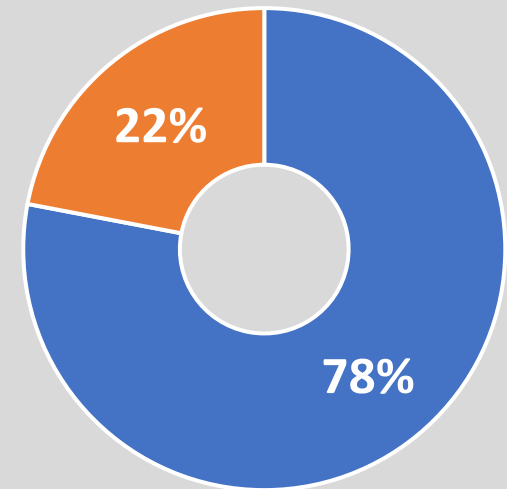
■ Yes ■ No

DIAGNOSED & TAKING MEDICATION FOR  
ANXIETY/DEPRESSION



■ Yes ■ No

MAINTAINS A HEALTHY WORK-LIFE  
BALANCE



■ Yes ■ No

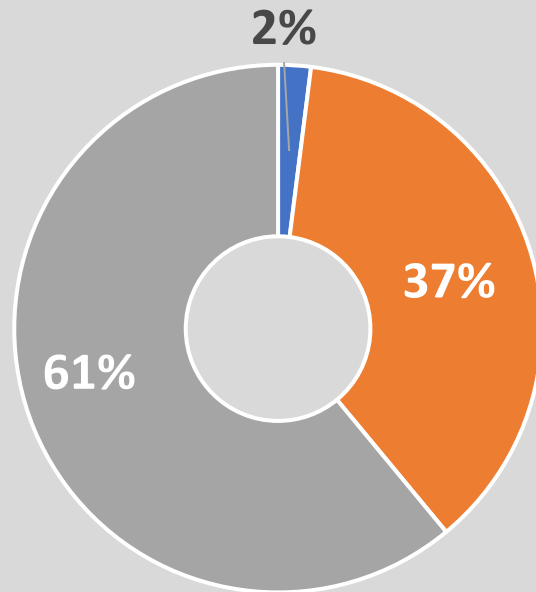
Self-Reported





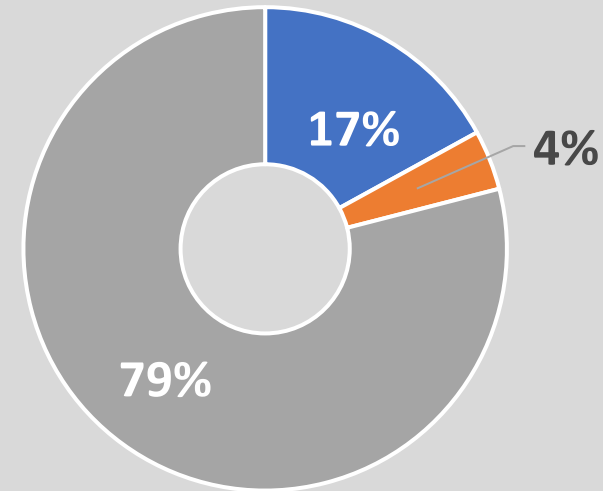
# SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ <4 hours ■ 4-5 hours ■ 6-8 hours

SLEEP APNEA



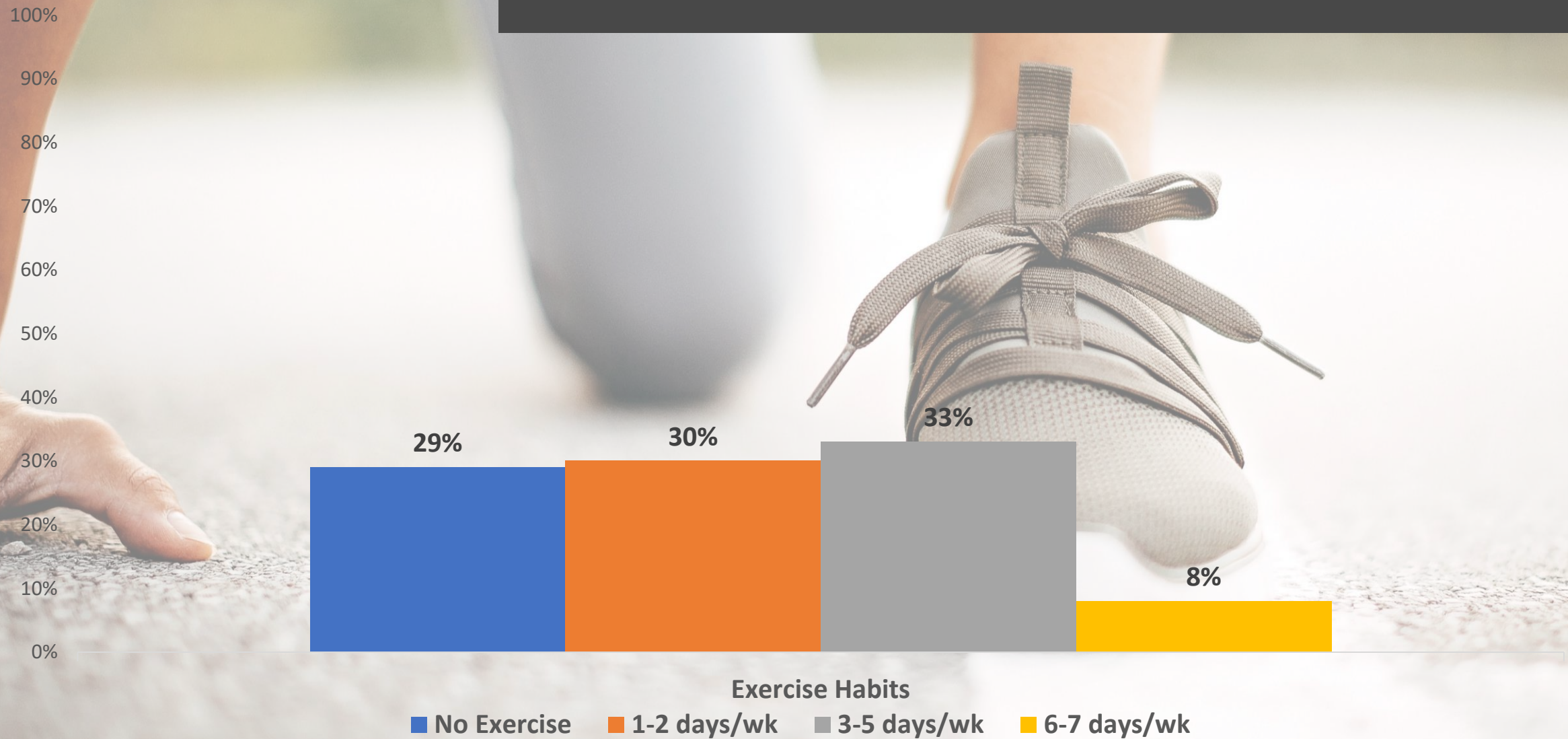
■ Yes, and being treated ■ Yes, but not being treated  
■ No diagnosis

Self-Reported





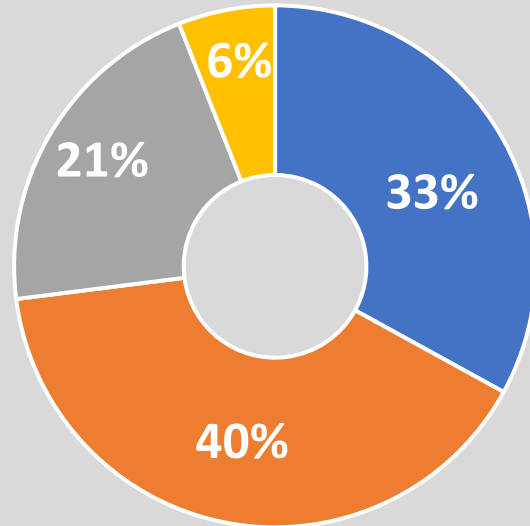
# EXERCISE HABITS





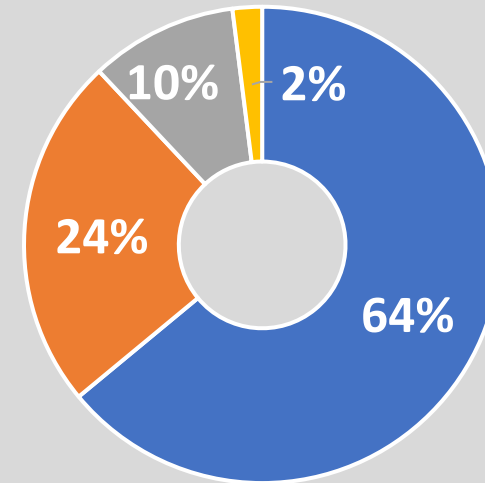
# NUTRITION HABITS

3 BALANCED MEALS



■ Often ■ Sometimes ■ Rarely ■ Never

CHOOSES WATER OVER SUGARY BEVERAGES



■ Often ■ Sometimes ■ Rarely ■ Never

Self-Reported



# STAND-OUT-STATS

Although there was a decrease in active participants, those participating earned an average 25 more points in 2023

- 50 participants tracked 50+ points
- 47 participants tracked 75+ points

- 45 participants tracked 100+ points
- 31 participants tracked 200+ points
- 7 participants tracked 400+ points



## 12,300 Points Tracked in 2023

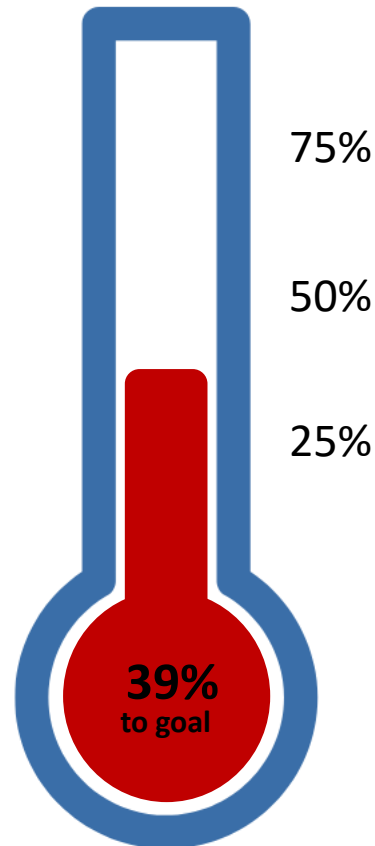
\*18,260 Points Tracked in 2022





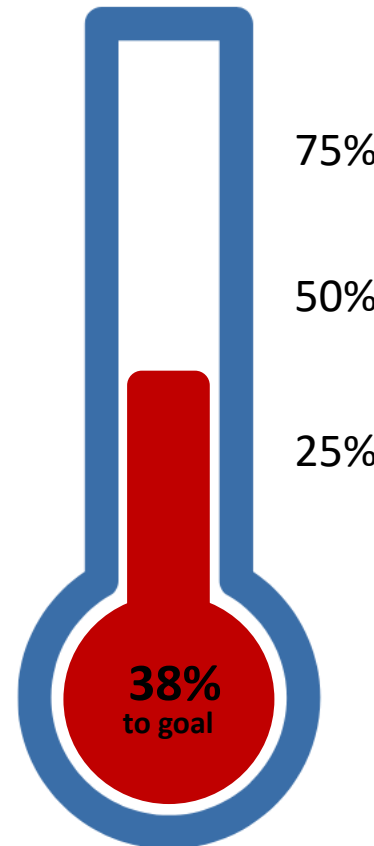
# ASPIRE PROGRAMMING GOALS

**Goal: 320 HRA completed**



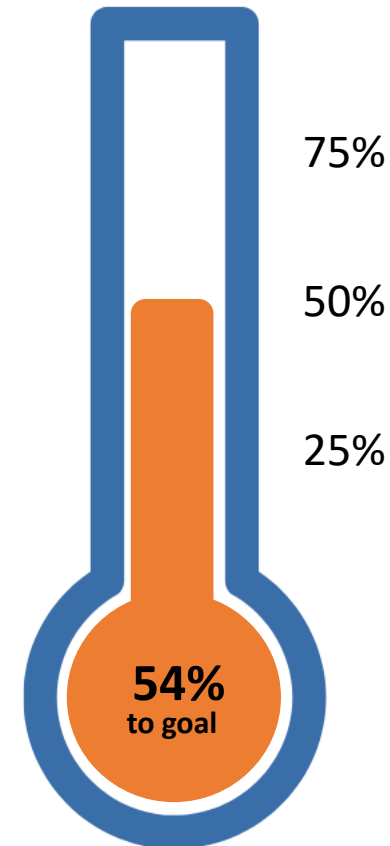
**HRA Participation**  
2022 – 246  
2023 – 124 completions

**Goal: 80 total participants**



**Challenge Participation**  
2022 – 63  
2023 – 30 participants

**Goal: 22,825 Points**



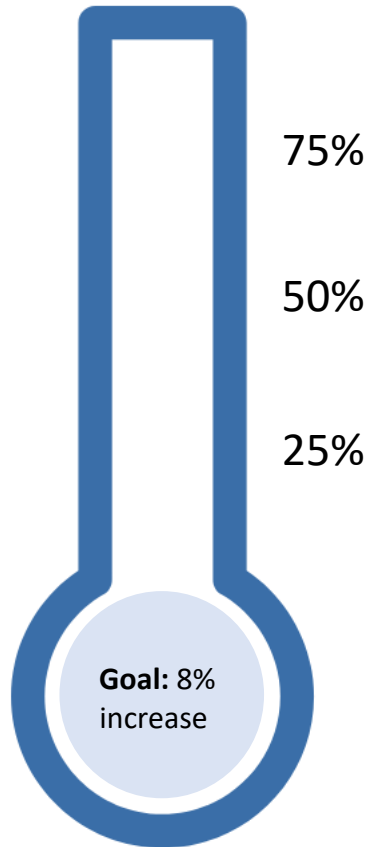
**Aspire Wellness Points**  
2022 – 18,260  
2023 – 12,300 points

2  
0  
2  
3



# ASPIRE PROGRAMMING GOALS

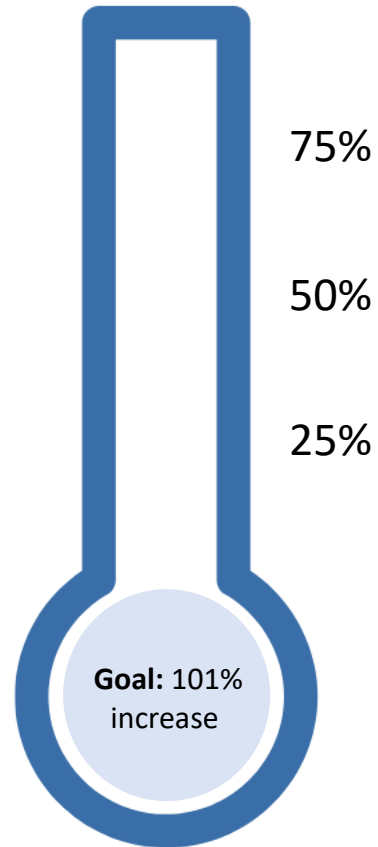
**Goal: 50% of employees**



**Well-Visit Utilization**

2022 – 39.82%  
2023 – 41.88%  
2024 Goal – 50%

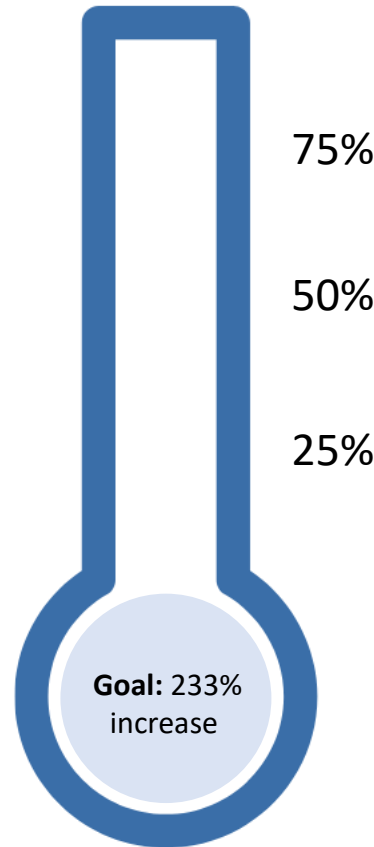
**Goal: 250 HRA completed**



**HRA Participation**

2022 – 246  
2023 – 124  
2024 Goal – 250

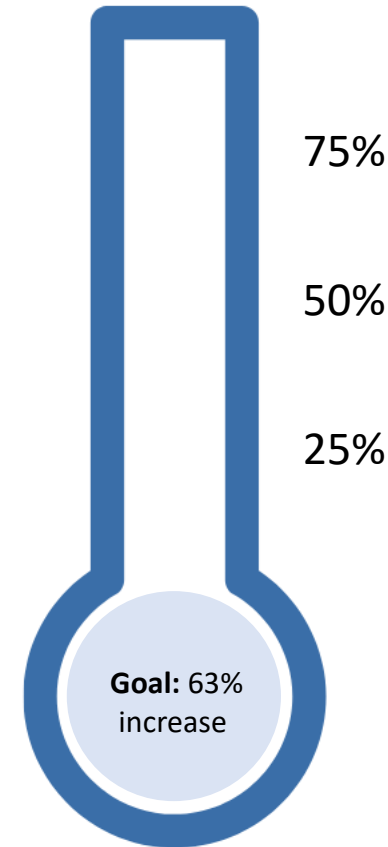
**Goal: 100 total participants**



**Challenge Participation**

2022 – 63  
2023 – 30  
2024 Goal – 100

**Goal: 20,000 Points**



**Aspire Wellness Points**

2022 – 18,260  
2023 – 12,300  
2024 Goal – 20,000

2  
0  
2  
4





# 2024 GOALS AND STRATEGIES

2024 Goals	2024 Strategies	Overall Strategies
<b>Focus on Top Health Risks</b> <ul style="list-style-type: none"><li>• Body Composition</li><li>• Nicotine Use</li><li>• Heart Health</li></ul>	<ul style="list-style-type: none"><li>• Promote participation in wellness challenges that focus on heart health, weight management, nutrition, etc.</li><li>• Integrate wellness resources, like Health Hub, into wellness presentations, challenges, and email campaigns</li></ul>	<ul style="list-style-type: none"><li>• Transition to Silver+</li><li>• On-site presence (health fairs, presentations, cooking demos, etc.)</li><li>• On-site Wellness committee/ambassadors</li><li>• Wallet card and home mailer</li><li>• Monthly Strive Email<ul style="list-style-type: none"><li>• Upcoming events</li><li>• Did you know?</li><li>• Incentive reminder</li><li>• Reward Points Program</li><li>• Etc.</li></ul></li><li>• Continue Aspire Reward Point Program</li><li>• Needs &amp; Interest Survey</li><li>• Participant testimonials</li><li>• Texting capabilities (1 per quarter)</li><li>• Café posters/table infographics</li></ul>
<b>Increase Wellness Challenge Participation by 233%</b>	<ul style="list-style-type: none"><li>• Weekly wellness tip emails during challenge</li><li>• Leadership participation in challenges</li><li>• On-site wellness challenge kick-off's</li></ul>	
<b>Increase HRA Participation by 101%</b>	<ul style="list-style-type: none"><li>• Robust communication campaign<ul style="list-style-type: none"><li>• Email, home mailings, posters</li><li>• Add information to wellness presentations</li></ul></li></ul>	
<b>Increase Well-Visit Utilization by 8%</b>	<ul style="list-style-type: none"><li>• Communication campaign<ul style="list-style-type: none"><li>• Resources: How to find a PCP, Understanding Your Benefits, What to Expect at the Doctor, etc.</li><li>• Resources included in monthly communications</li></ul></li></ul>	

# 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

Going for Growth: 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

Lifestyle, Not a Diet: Recorded

Q1 Reward Points Due: 3/29

# 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: 6/28

# 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

Navigating Fad Diets: Recorded

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

# Current Reward Points Program

Activity	Point Value	Category
Complete the Health Assessment	Financial Incentive	Live Well
<b>Annual Physical</b>	100 (max 100)	Prevention
<b>Mammogram, Colonoscopy and PSA</b>	75 (max 150)	Prevention
<b>Dental Exam</b>	25 (max 50)	Prevention
<b>Vision Exam</b>	25 (max 25)	Prevention
<b>Skin Cancer Screening</b>	25 (max 25)	Prevention
<b>Online Courses</b>	15 (max of 150 per year)	Education
<b>Financial Webinar (Principle)</b>	15 (max of 180)	Education
<b>Meet with Financial Coach (Principle)</b>	75 (max 75)	Education
<b>Attend On-Site Education Class</b>	25 (max 150)	Participation
<b>Join a Gym or Fitness Facility</b> ([proof required] Please upload copy of contract)	25 ( max 25)	Participation
<b>Visit the Gym at Least 10 Times Per Month</b> ([proof required] or upload a picture of your activity device monthly summary)	50 (max 150)	Participation
<b>401K Contribution &gt;6%</b> (fourth quarter payout)	100 (max 100)	Participation
<b>Well-Being Activity</b> (i.e. give blood, volunteer, participate in a 5k/race, etc.)	25 (per event (max 100)	Participation
<b>Complete Challenge Programs</b>	50 per challenge (max 150)	Participation
<b>Caught Ya Aspiring!</b>	5 (max 50)	Participation

Prize

One point =  
\$1 earned

Earn up to 400 points  
per quarter!

Mark  
your  
calendar!

Point Earning  
Periods:

Quarter 1

(Jan. 1, 2024 to March 29, 2024)

Quarter 2

(April 1, 2024 to June 28, 2024)

Quarter 3

(July 1, 2024 to Sept. 30, 2024)

Quarter 4

(Oct. 1, 2024 to Dec. 31, 2024)



# 2025 Program Considerations

**Consideration:**

**Silver+**

- Outcomes Based Wellness Incentive
  - Utilization of PCP Annual Wellness Visit with biometrics captured
- Customized Rewards Points Program

**Current  
Programming:**

**Silver**

- Customized Rewards Points Program





# Thank you!



Questions?