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Executive Review

2024

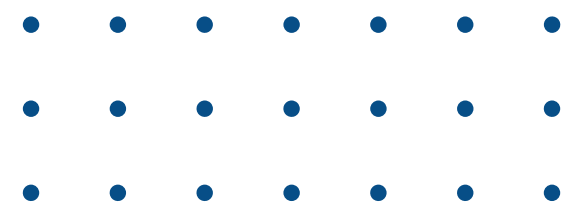


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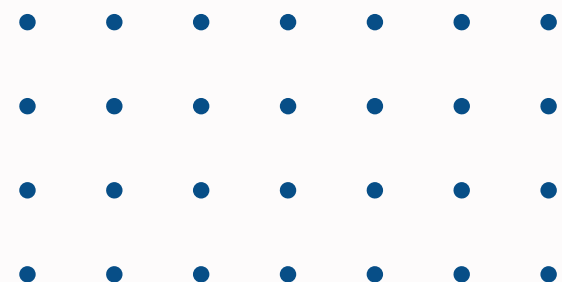
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How to Earn Quarterly Reward

Wellness Activity	Points Earned	Examples
Complete annual well-visit	500 points	Mammograms, dental exams, eye exams, OBGYN exams, etc.
Complete a preventative exam	200 points each, max 1200	
Walk 10,000 steps a day	5 points per day	
Track 3 serving of fruits & vegetables	6 points per day	
Get a vaccination	200 points each, max 1200	Flu, Covid-19, Chicken Pox, Hepatitis A & B, HPV, Measles, etc
Watch or attend a monthly Strive Webinar	100 points each, max 1200	
Read an article in the <i>'HealthyLearn Library'</i>	25 points each, max 300	
Attend a wellness presentation	200 points each, max 800	5Ks, triathlons and marathons, volunteering, going to a financial wellness class/advisor, working with a therapist, etc.
Complete an online Strive challenge	200 points each, max 1000	
Submit a well-being activity	100 points each, max 800	

2024 Wellness Events



Presentations

- Kick-Off Event
- Breaking Burnout
- Your Total Wellbeing Matters

Challenges

- Strive Corporate Challenge:
 - 3 participants
- Strive to Hydrate:
 - 4 participants
- Summer Fun:
 - 5 participants
- Going for Growth:
 - 1 participant
- Maintain Don't Gain:
 - 0 participants



Reward Points Raffles

- 3 Winners drawn quarterly to receive \$50 gift card
- 2 Winners drawn annually for grand prize of \$100 gift card

Additional Offerings

- 12 Monthly Webinars
- 12 Monthly Newsletters
- 12 Custom Monthly Communications
- Health Hub

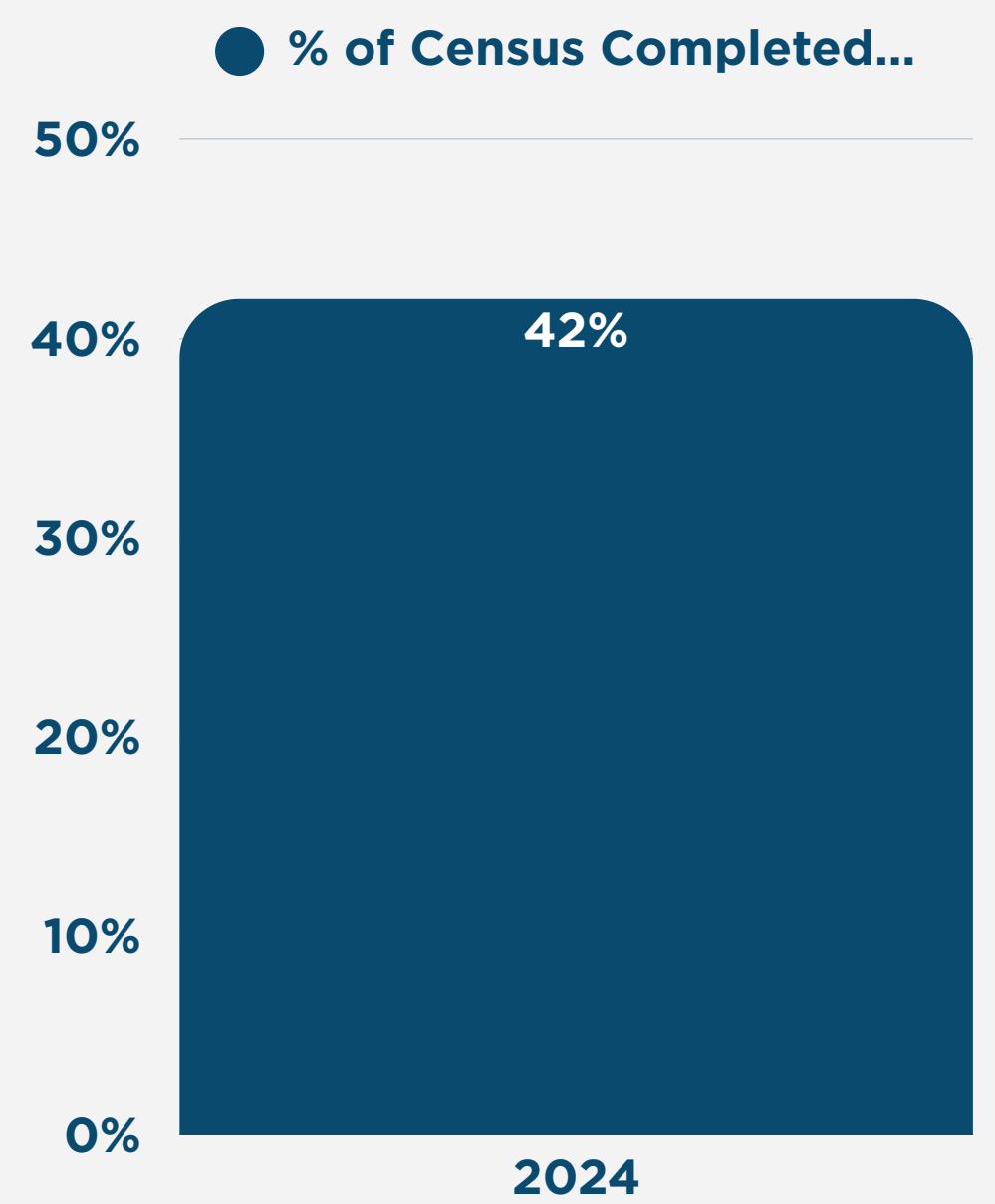
4 Meditation Moments



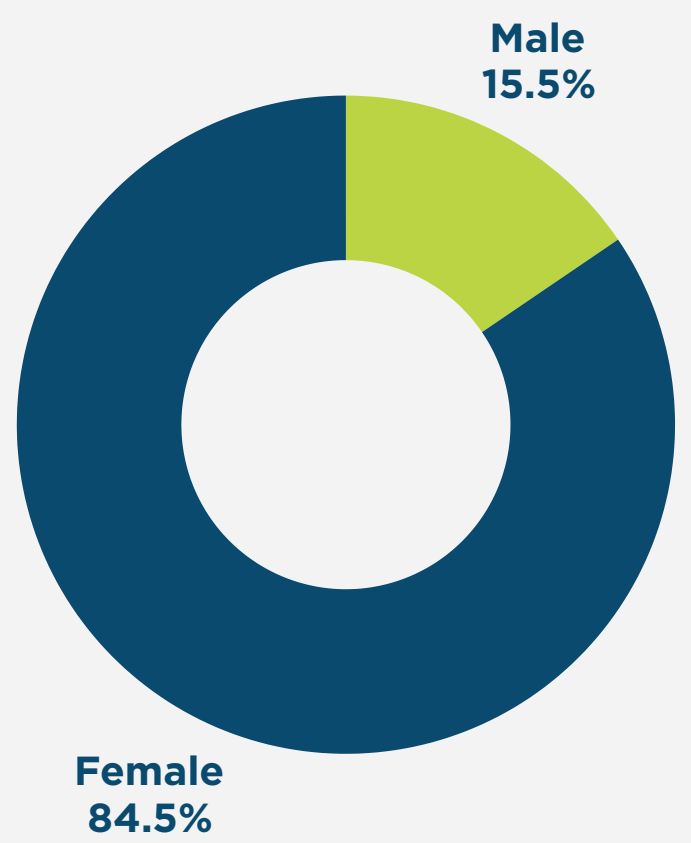
Participation Metrics

Metric	Q1	Q2	Q3	Q4	2024
Active Users <i># of unique users</i>	19	8	11	7	25
% of Census Active <i># of unique users/census</i>	30%	15%	21%	13%	45%
Total Points Tracked	12,734	2,355	5,813	2,931	23,833
Average Points per Active User <i>total points tracked/active users</i>	670	295	529	419	426
Health Risk Assessments Completed	19	0	1	2	22
Health Hub Views	29	6	6	0	41

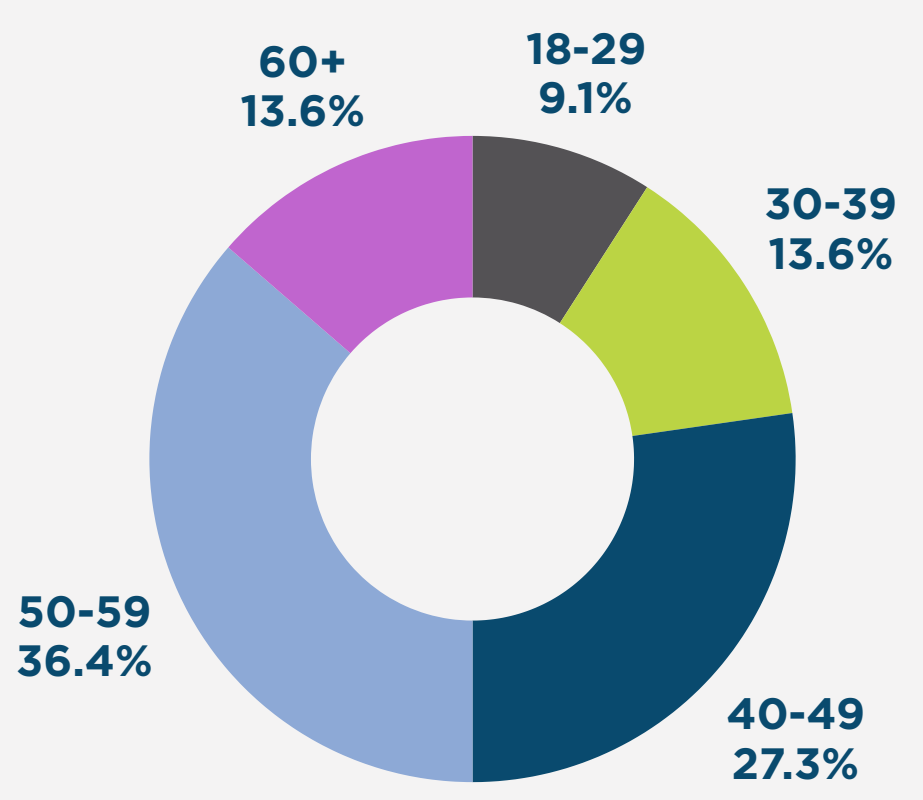
HRA Participation & Demographics



GENDER



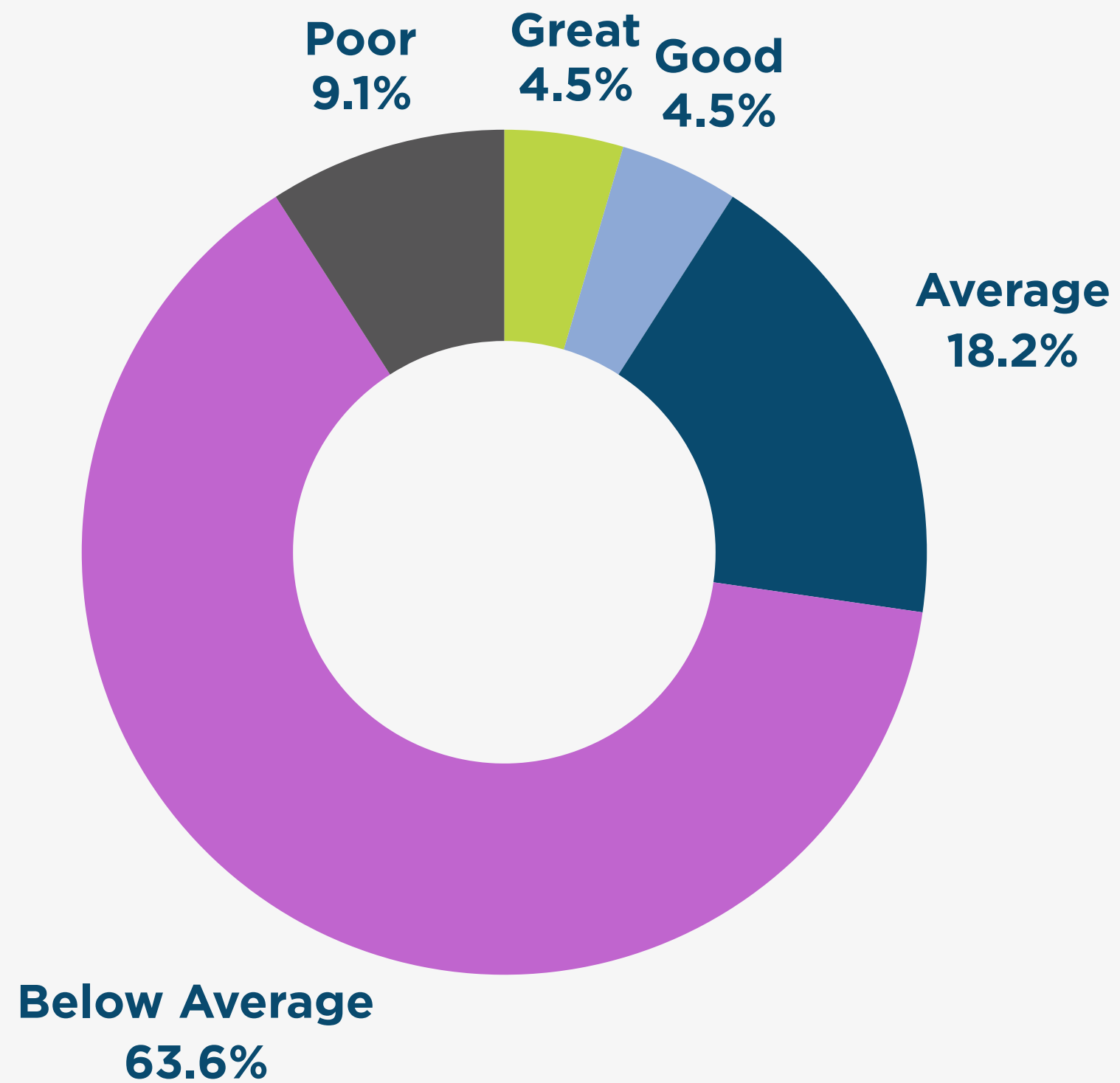
AGE



AVERAGE AGE: 48



Self-Perception of Health



Self-Reported

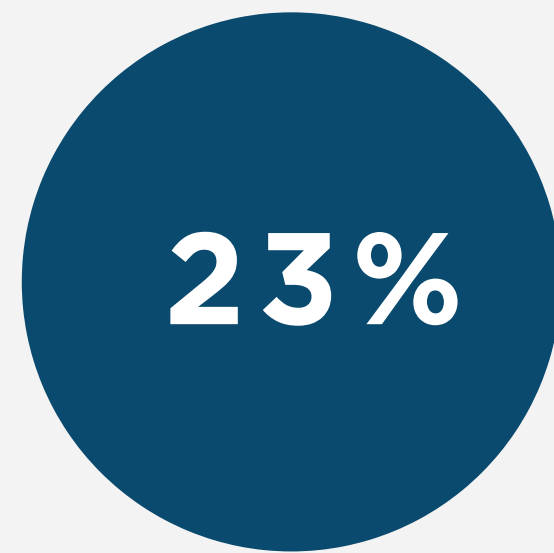


Annual Physical

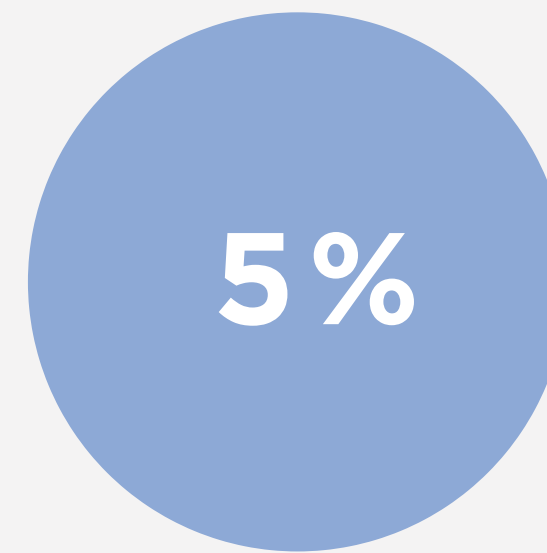
Last Well-visit with PCP



<12 Months



1-2 years



3-5 years



>5 years

Self-Reported

Risk Factor Breakdown





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 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.

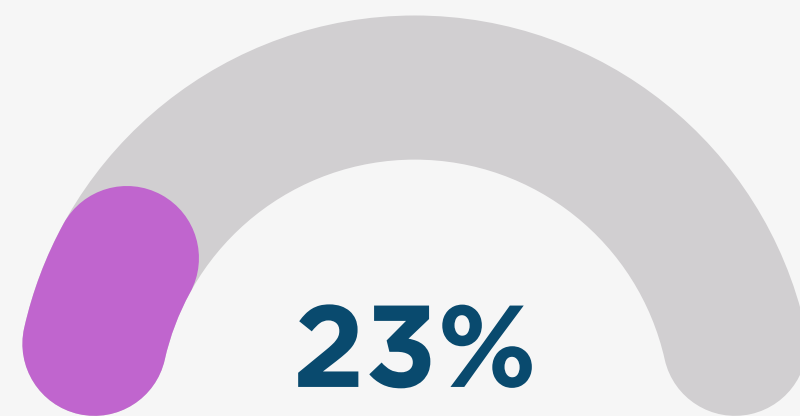
Tobacco Use

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.



Heart Health: *Cholesterol*

High Cholesterol



Reported Yes

Self-Reported

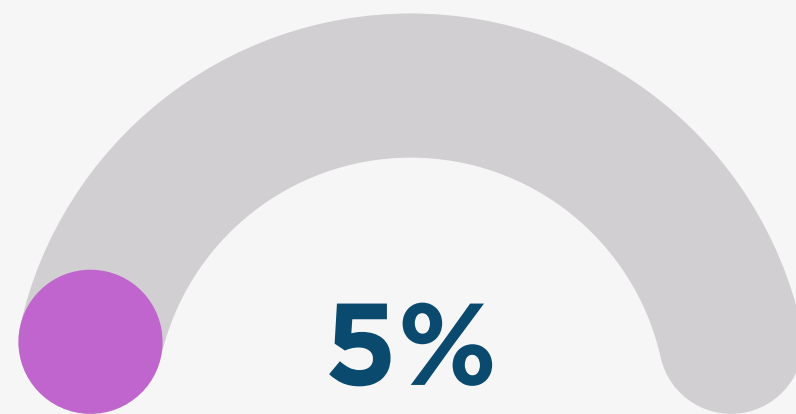
Diagnosed & Taking Medication





Heart Health: *Blood Pressure*

High Blood Pressure



Reported Yes

Self-Reported

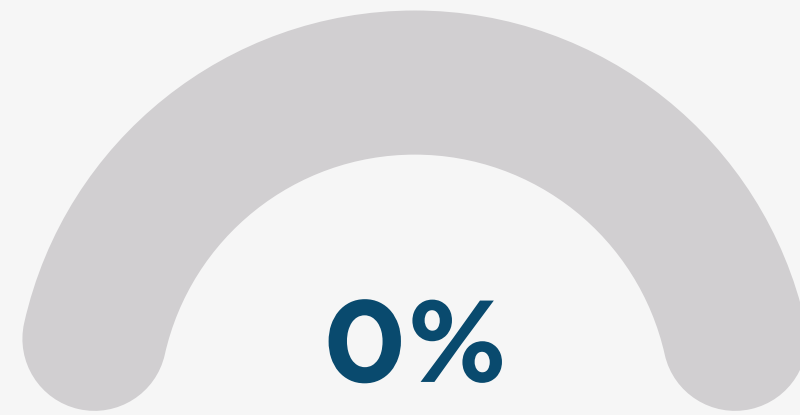
Diagnosed & Taking Medication





Metabolic Health: *Diabetes*

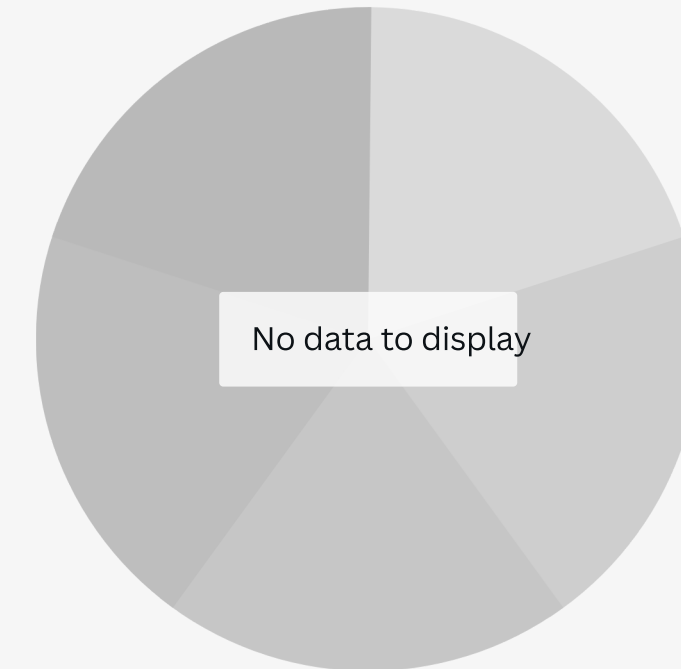
Diabetes



Reported Yes

Self-Reported

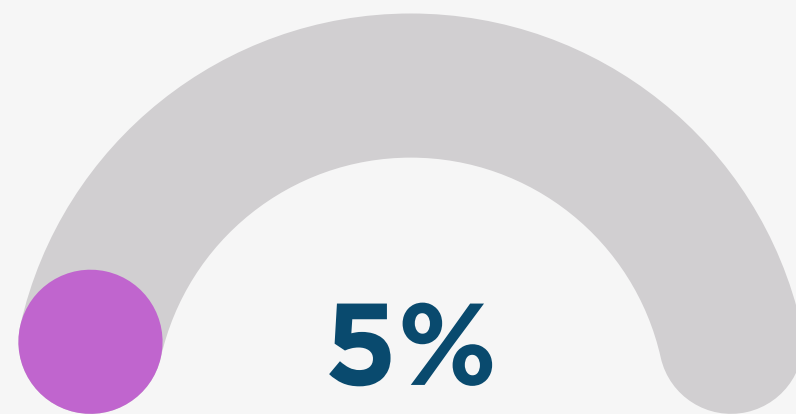
Diagnosed & Taking Medication





Nicotine Use

Use Nicotine



Reported Yes

Self-Reported

Interested in Quitting

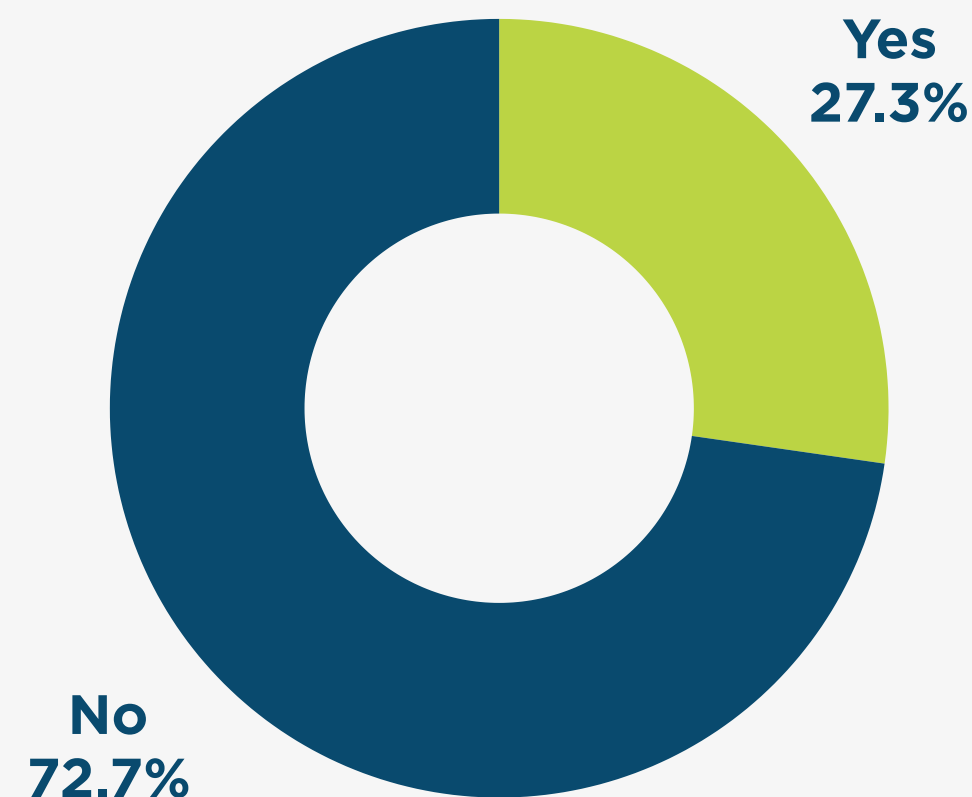


No
100%

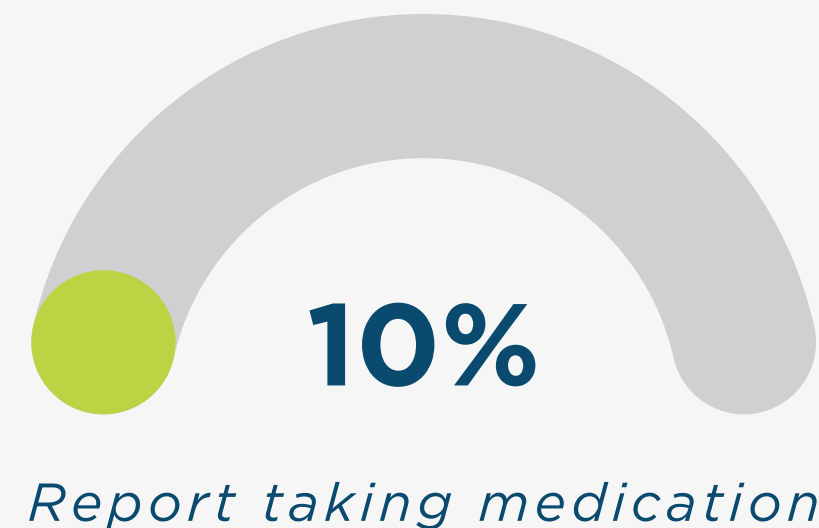


Mental Health & Well-being

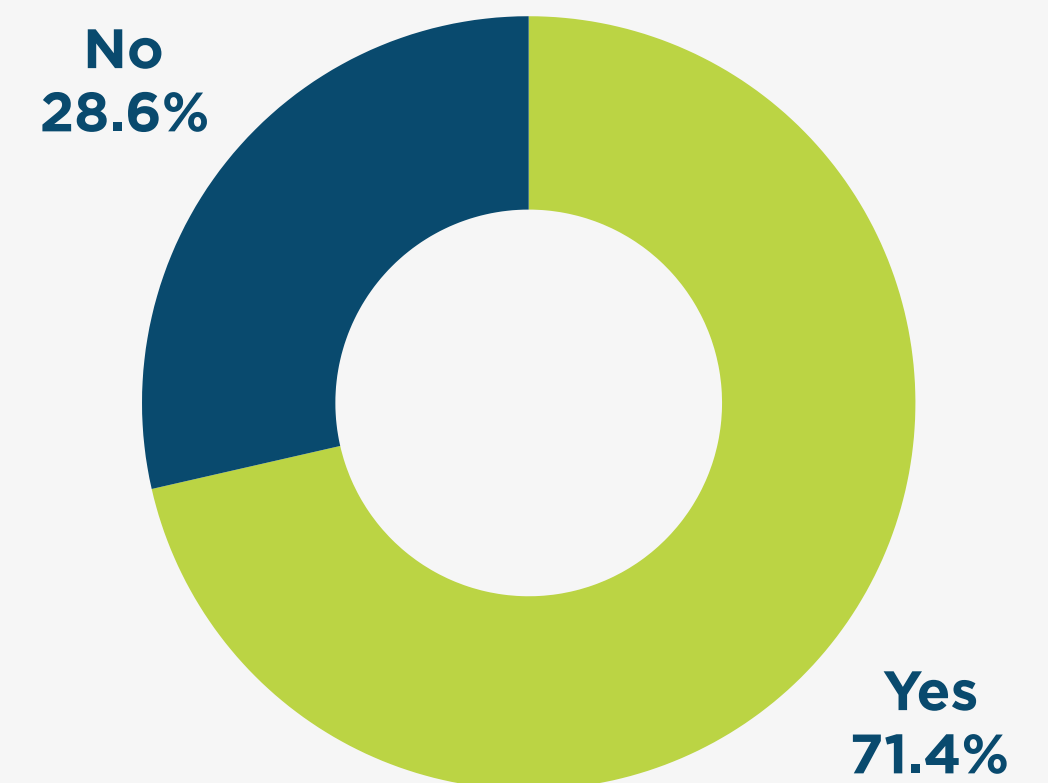
Anxiety & Depression



Diagnosed & Taking Medication



Maintains a Healthy Work-Life Balance



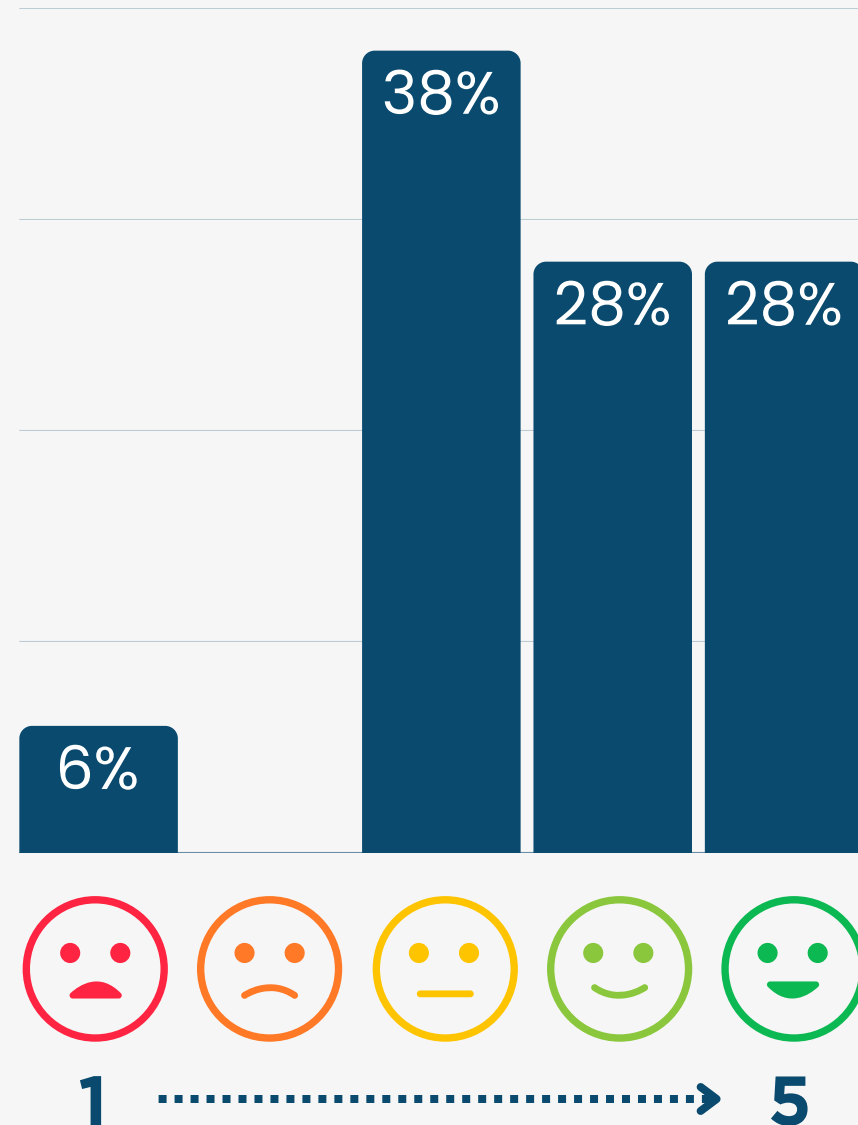
Self-Reported



Occupational Well-Being - Part 1

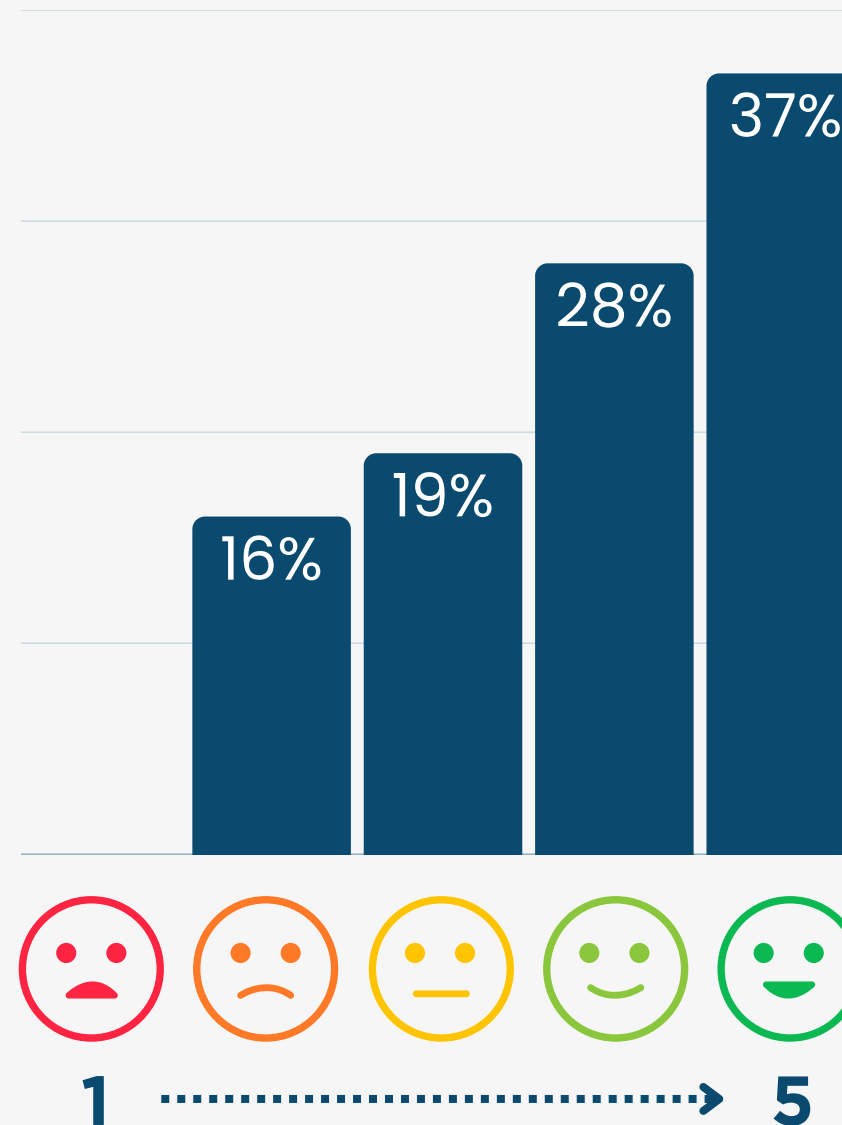
Fulfillment at Work

Average Score: **3.76**
Benchmark Average: 4.00



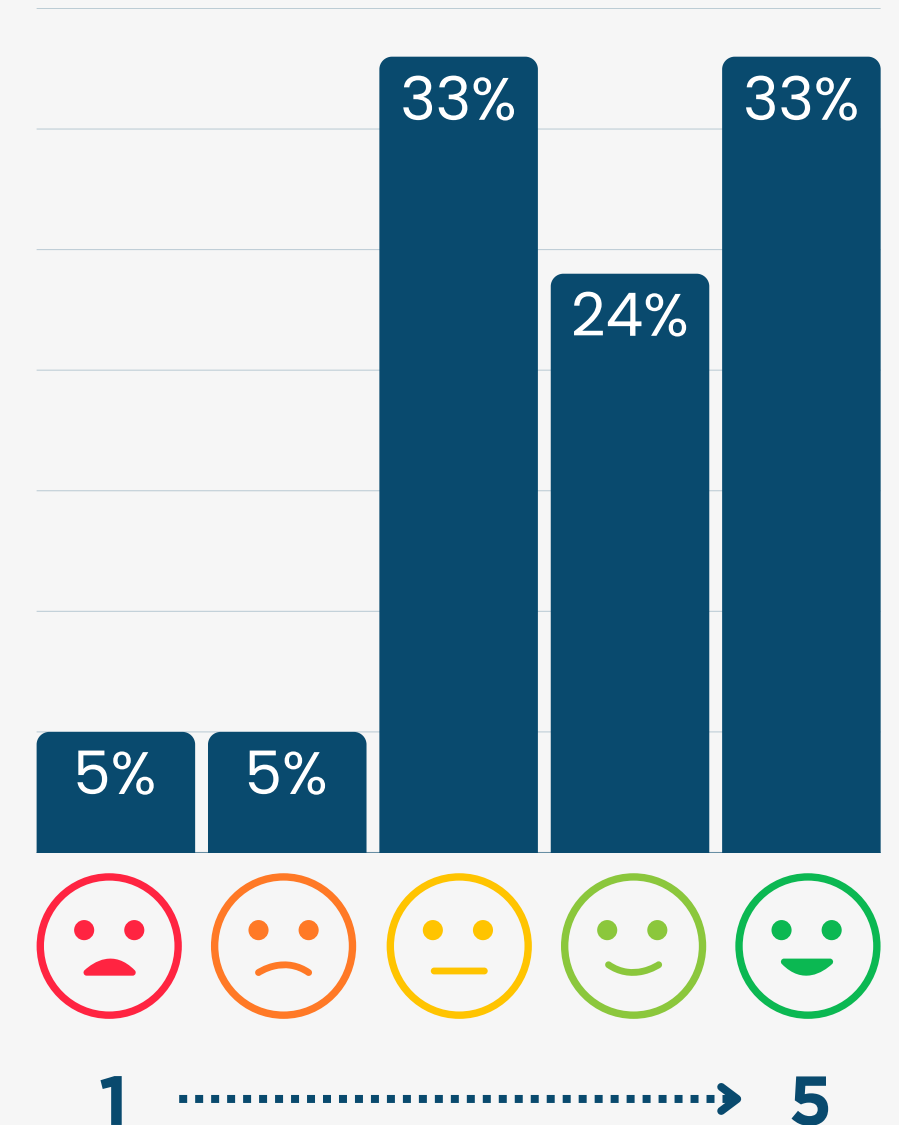
Feeling Valued at Work

Average Score: **3.90**
Benchmark Average: 3.97



Job Satisfaction

Average Score: **3.76**
Benchmark Average: 3.99

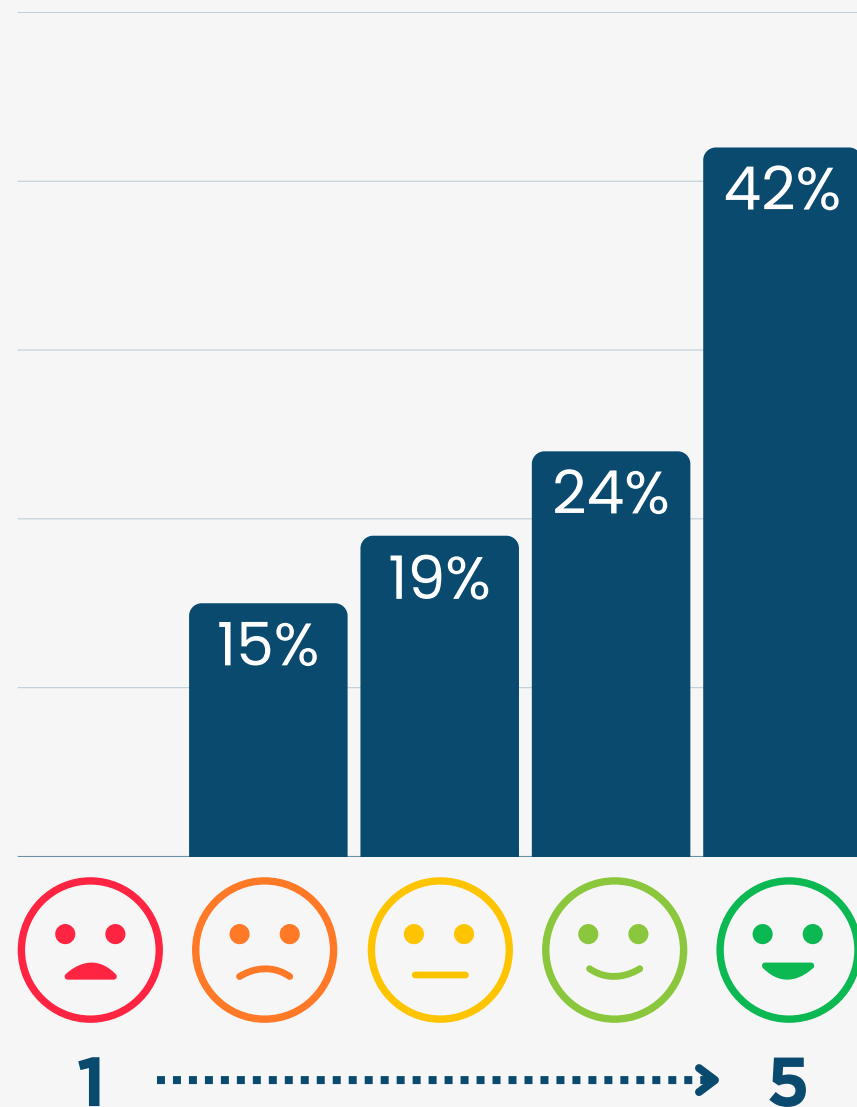




Occupational Well-Being - Part 2

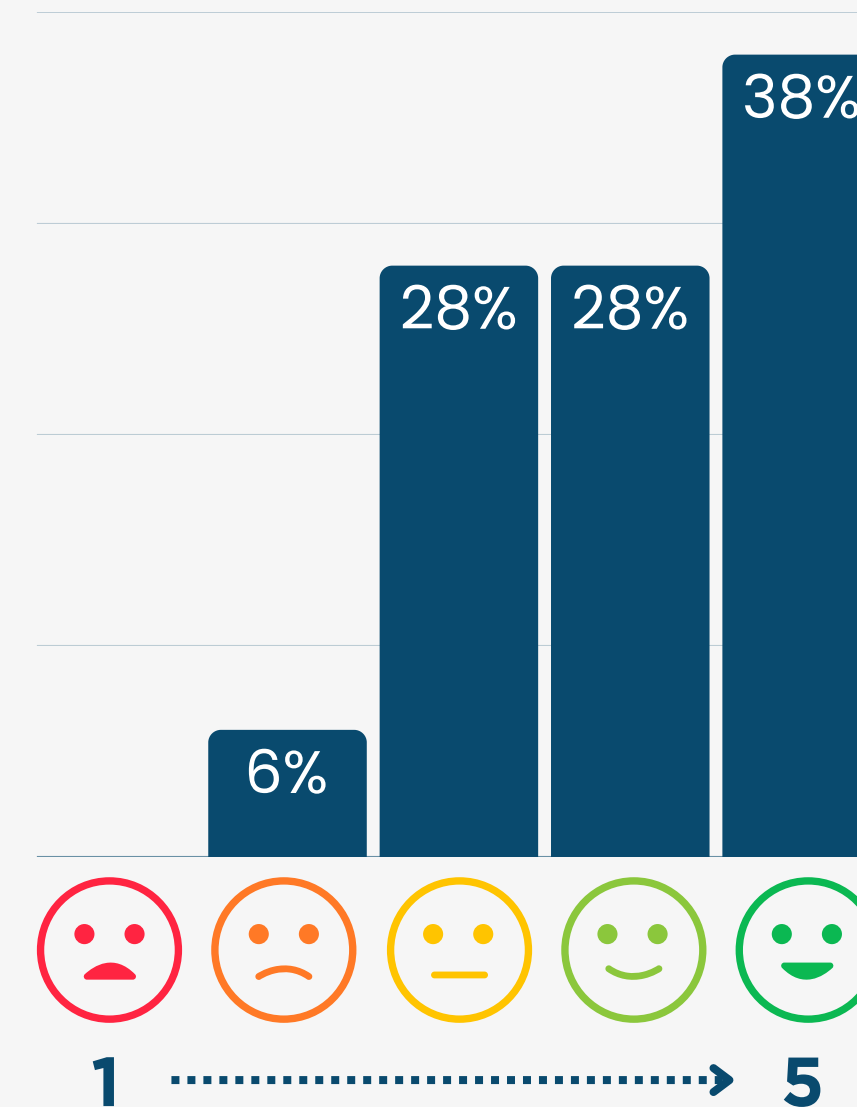
My Work is Meaningful to Me

Average Score: **3.95**
Benchmark Average: 4.14



My Employer Provides Well-Being Tools & Resources

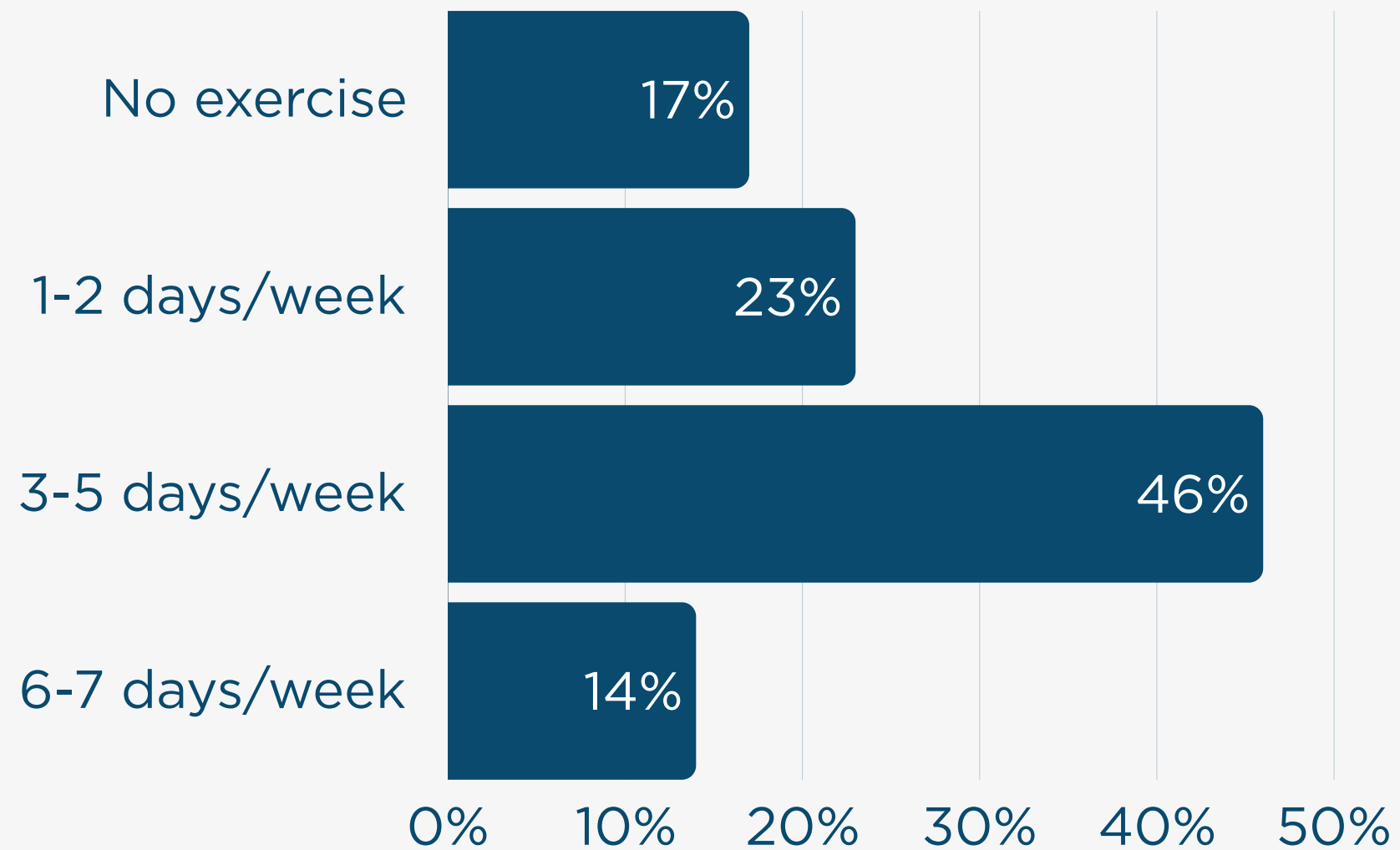
Average Score: **4.00**
Benchmark Average: 4.08





Physical Activity

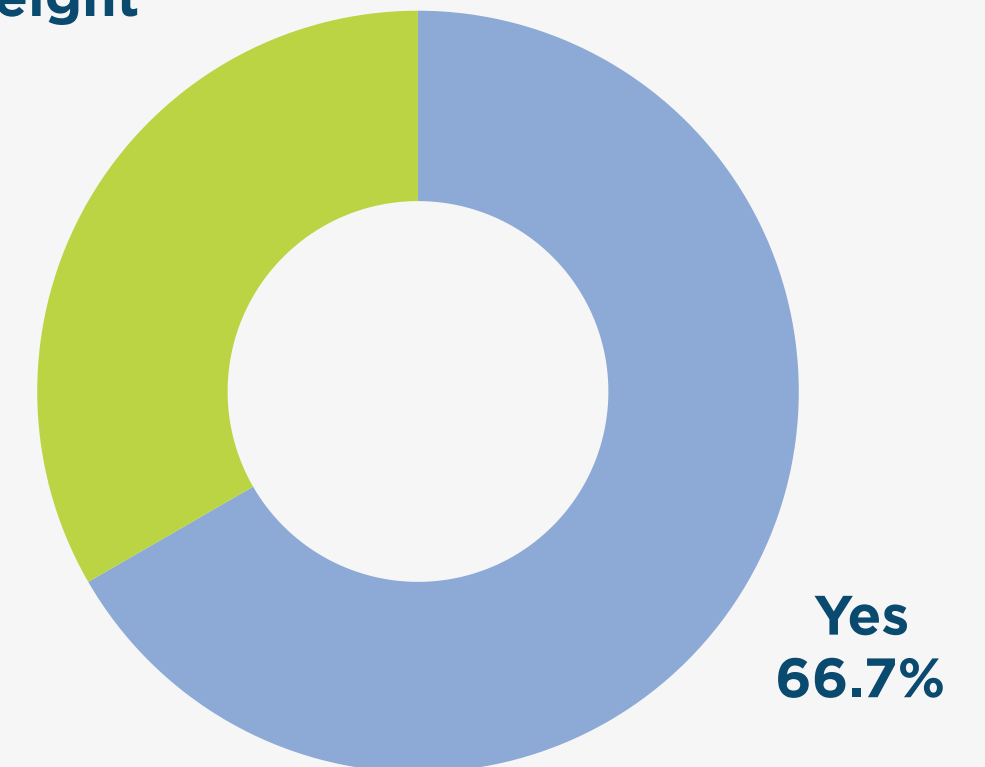
Exercise Habits



Self-Reported

Interested in Losing Weight

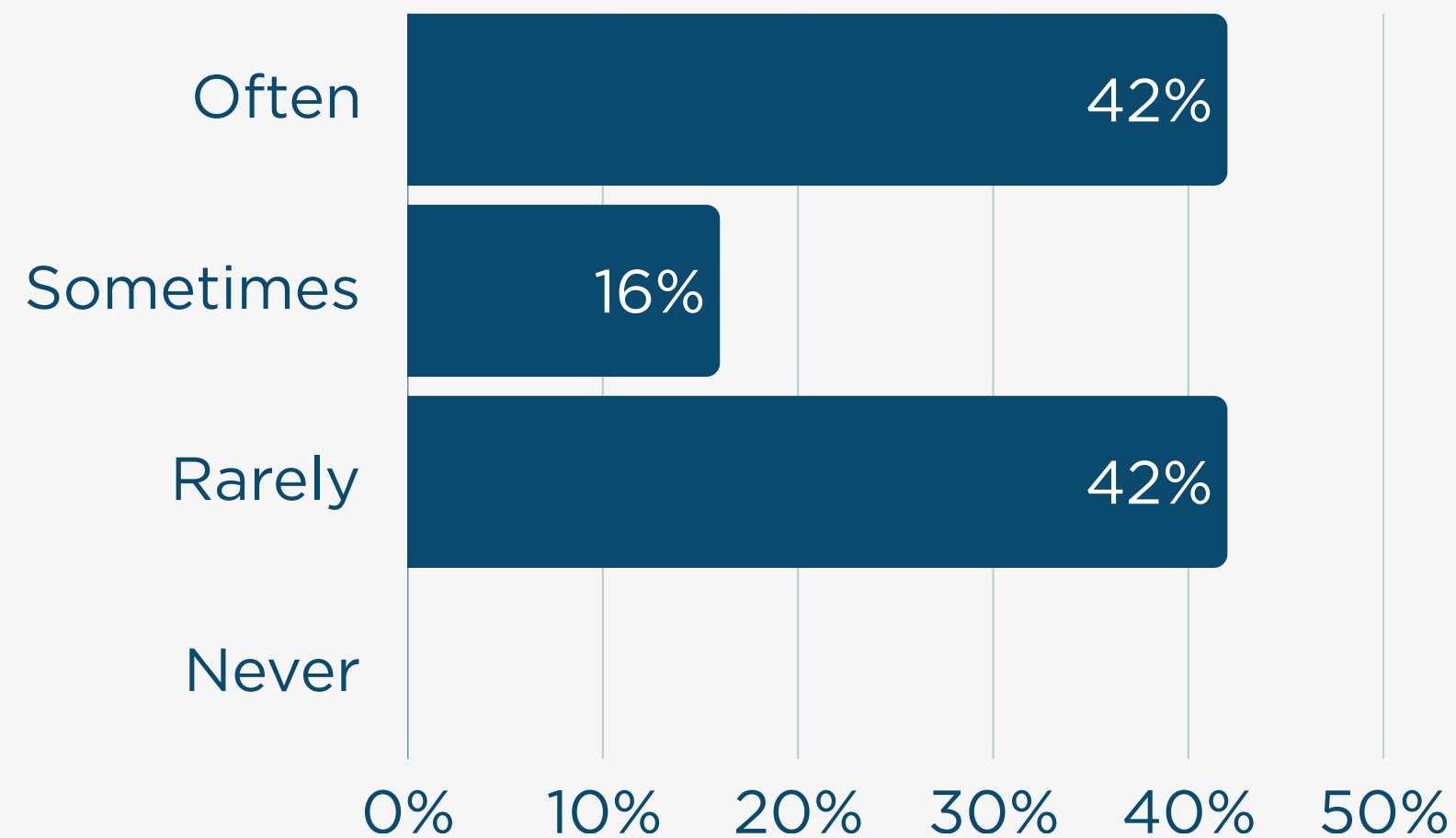
Maintain Healthy Weight
33.3%



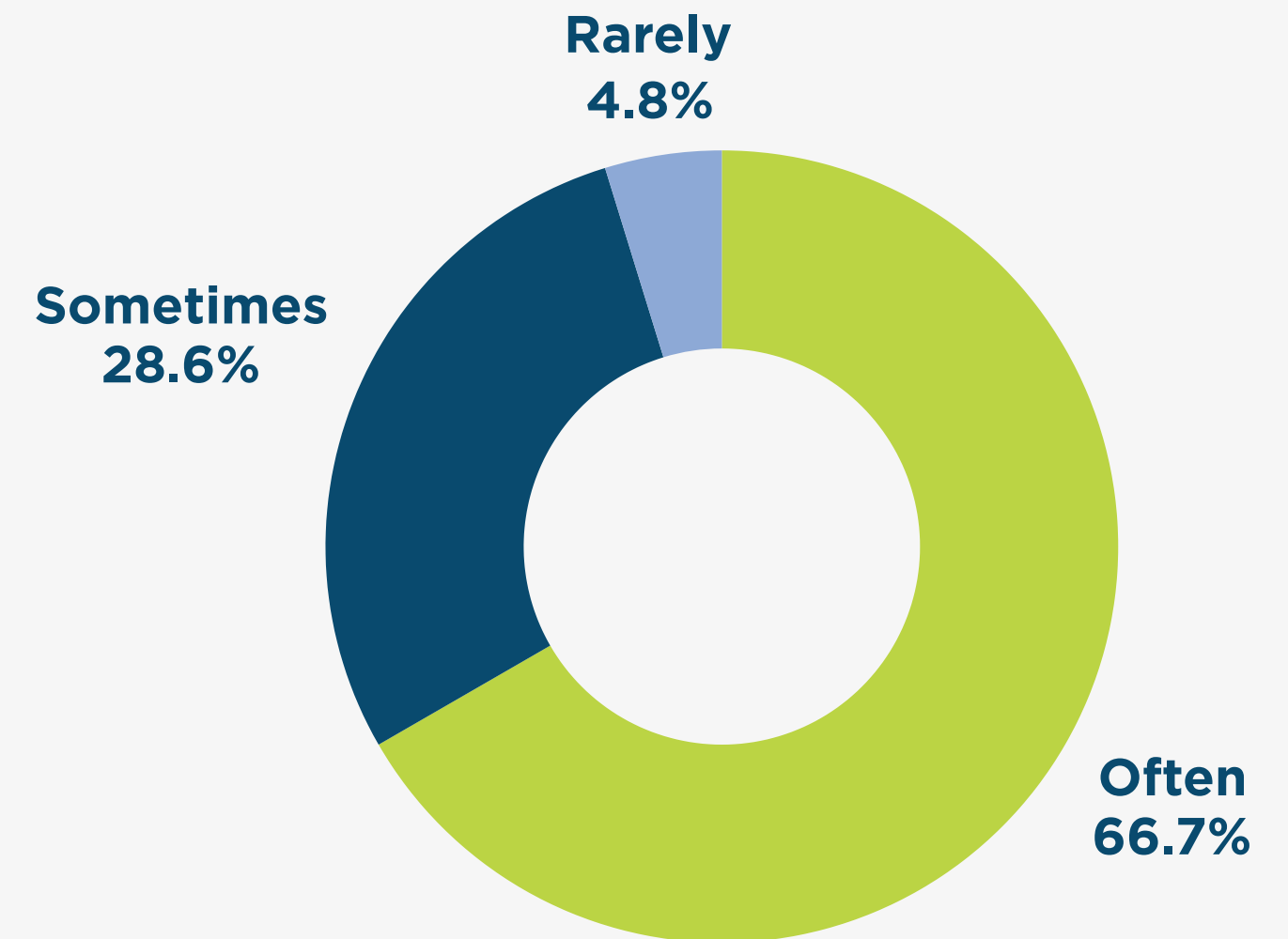


Nutritional Habits

Balanced Meals



Self-Reported



Choose Water Over Sugary Beverages



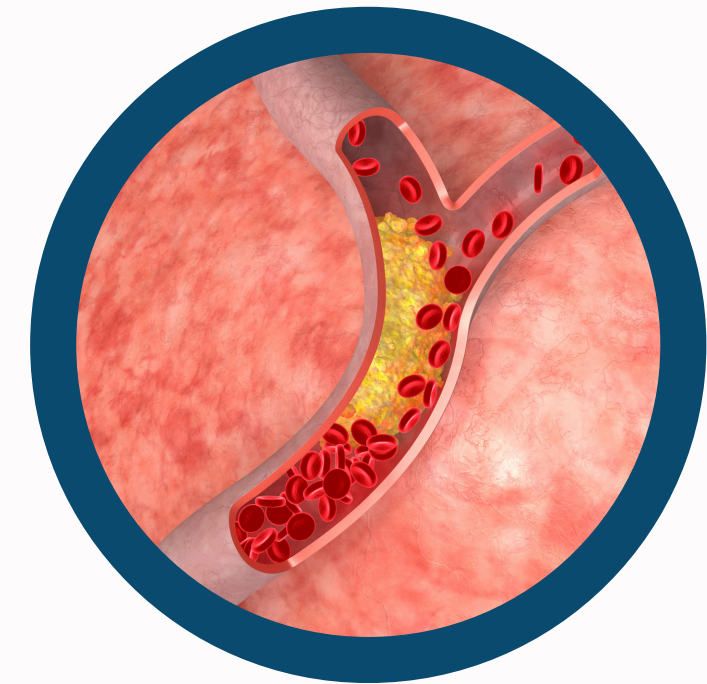
Top Risk Factors



**BODY
COMPOSITION**



**PYSCHOSOCIAL
HEALTH**



CHOLESTEROL

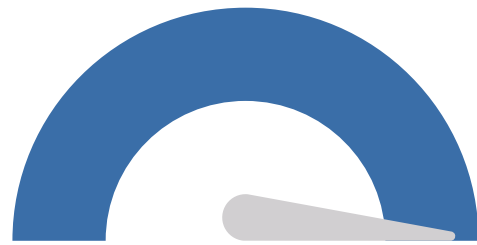
Program Engagement





Strive 2025 Programming Goals

Goal:
30,000 Points
Tracked



Points
Earned

2024 – 23,833 total
2025 Goal –
30,000 total

Goal:
50% Active Users



Portal
Engagement

2024 – 45%
2025 Goal – 50%

Goal:
50% Completions



HRA
Completion

2024 – 42%
2025 Goal – 50%

Goal:
50% RPP
Participation



Reward Points
Program (RPP)

2024 – 40%
2025 Goal – 50%



2025 Goals and Strategies

Goals	Strategies	Overall Strategies
Employee Engagement		<ul style="list-style-type: none">• Implement monthly engagement data reports• Monthly census updates• Continue Quarterly Pulse Checks• Monthly new hire email
<ul style="list-style-type: none">• Portal Engagement<ul style="list-style-type: none">◦ 2025 Goal: 50% active users annually◦ 2025 Goal: 30,000 total points tracked	<ul style="list-style-type: none">• Wellness portal update: improve user experience, personalized dashboard• Portal walk-through video in monthly communication• Continued challenge and presentation marketing materials• Quarterly reminder emails for participants that are inactive (2nd month of each quarter)	
<ul style="list-style-type: none">• HRA Completion<ul style="list-style-type: none">◦ 2025 Goal: 50% of census	<ul style="list-style-type: none">• Marketing campaign: home mailer, emails, flyers.• Regular Reward Program reminders in monthly communications (ex. completing the HRA earns 500 points)• Quarterly outreach to participants missing HRA (2nd month of each quarter)	
<ul style="list-style-type: none">• Reward Points Program<ul style="list-style-type: none">◦ 2025 Goal: 50% participation	<ul style="list-style-type: none">• Wellness portal update: additional opportunities to earn points• Public Recognition: Leadership board within monthly communications• Quarterly outreach to non-participants (2nd month of each quarter)	



Leadership's Role in Employee Wellness

Strategy	Why It Works	Action Steps for Managers & Leaders
Lead by example	Employees are more likely to engage if they see their leaders doing the same.	<ul style="list-style-type: none">• Mention wellness initiatives in at least one team meeting per quarter• Give shoutouts to active participants in meetings or emails• Participate in at least one challenge• Gather feedback on employee's experience• Set a 15-minute wellness break for stretching or walking.• Allow 10-15-minute wellness activities to be part of the workday.• Start meetings with a quick wellness check-in (e.g., "What's one healthy habit you're working on?").• Bring up wellness in 1-on-1s (e.g., "How's your energy and well-being?").• Complete their own HRA first and share: "It only took 5 minutes!"• Schedule team-wide HRA "power hours" to complete together
Make Wellness Part of Team Culture	Employees prioritize what their leaders care about.	
Recognize & Celebrate Employee Participation	Employees engage more when their efforts are acknowledged.	
Remove Barriers to Participation	Some employees avoid participating because they feel "too busy."	
Engage in Workplace Wellness Conversations	People take wellness seriously when leaders do.	
Encourage HRAs & Other Wellness Activities	Health Risk Assessments (HRAs) lead to better long-term employee well-being.	

2025 Wellness Plan



Presentations

- The Healthy Traveler
- Feeding Your Microbiome

Challenges

- Snooze or Lose:
 - 2 participants
- Flex Your Flexibility:
 - 2 participants
- Strive Corporate Challenge
- One Month Madness
- Gratitude Challenge



Reward Points Raffles

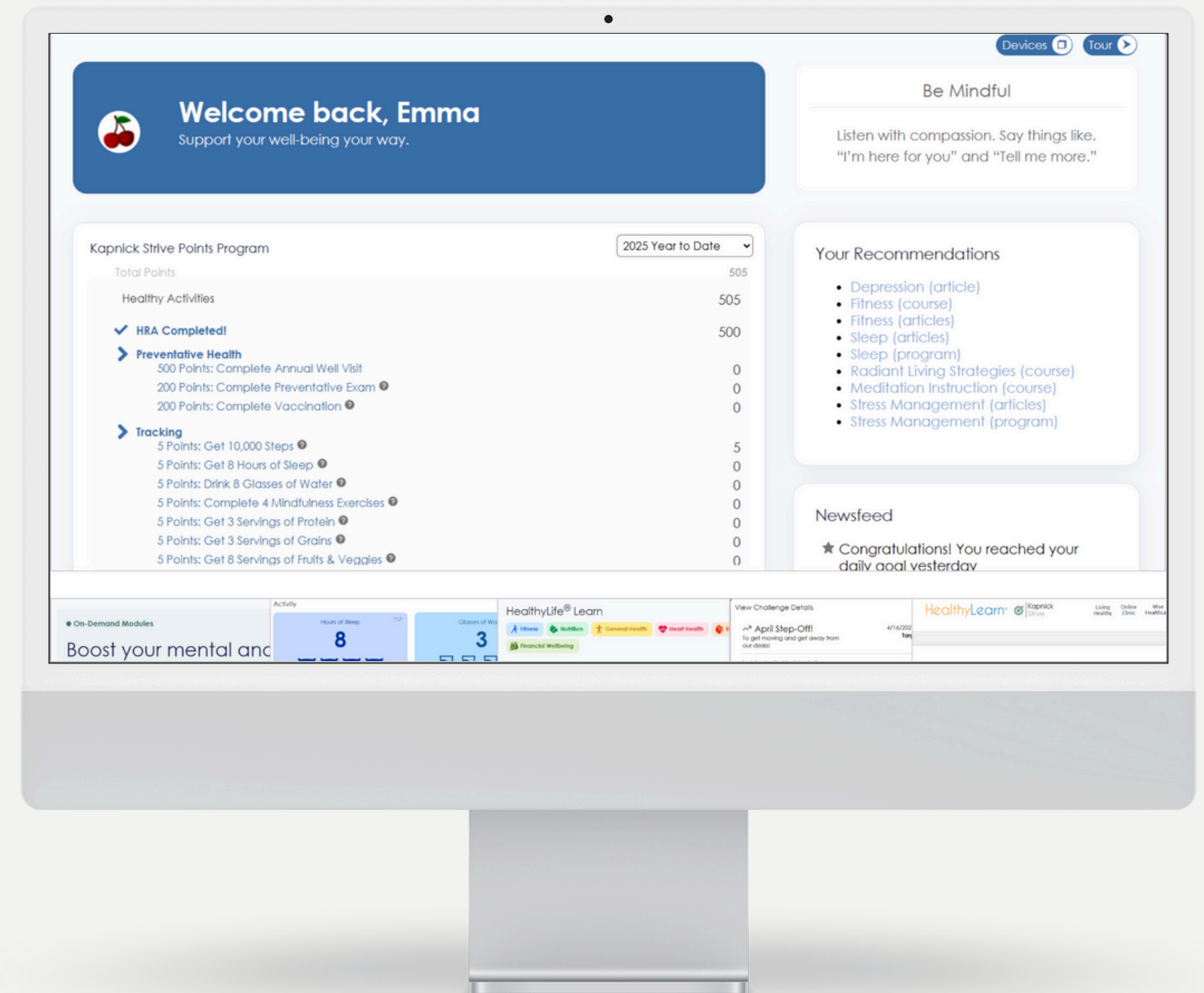
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Additional Offerings

- 12 Monthly Webinars
- 12 Monthly Newsletters
- 12 Custom Monthly Communications
- Health Hub

4 Meditation Moments

NEW LOOK for Wellness Portal





NEW Offerings!

Mental Health First Aid

What is it?

An internationally recognized skills-based training designed to help individuals identify, understand, and respond to signs and symptoms of mental health or substance use challenges in adults (ages 18+).

What's included?

Participants will learn to apply the MHFA action plan in real-world situations, including when someone is experiencing a mental health or substance use challenge.

Additionally, participants will receive:

- A Certificate (valid for 3 years)
- MHFA Manual & Processing Guide
- Access to Kapnick Strive's MHFA Toolbox, featuring tools and resources to support ongoing mental well-being



Nutrition Services

What's available?

Kapnick Strive is offering a variety of nutrition services developed and delivered by Registered Dietitians (R.D.s), including:

- Nutrition presentations
- 1-on-1 and group nutrition counseling
- Metabolic testing and anthropometric screening
- Cooking demonstrations
- Culinary garden design and educational programming
- Social media campaigns
- Recommendations for company-provided food selections





Thank you!

Questions?

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 734-929-3717

 renee.johnson@kapnick.com

