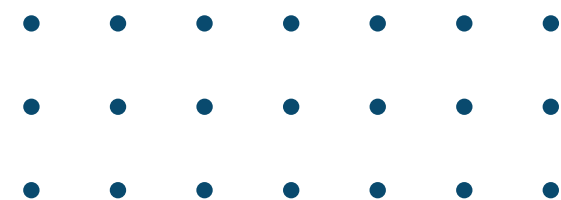




# Executive Review

April 24, 2025



# Table of Contents

1.	Key Findings	pg. 3
2.	Participation	pg. 6
3.	Mental Health & Well-Being	pg. 18
4.	Top Risk Factors	pg. 21
5.	Lens Analysis	pg. 22
6.	Goals & Strategies	pg. 37
7.	Biometric Risk Breakdown	pg. 47

## All Participants

- **All biometric averages are in the low-risk range**
- **97%** of all participants scored in the ideal- or low-risk range
- Average health score remains in the **ideal** risk range
- Metabolic Syndrome risk has **dropped 8%** since 2022
- **45% of members have a chronic condition** & those members make up **84% of the total medical & Rx spend**
- Hypertension & diabetes have a **lower prevalence** than benchmark. Of the hypertensive & diabetic members who also participate in Strive, none of them were high-risk members
- Strive participants have a **higher rate of wellness and/or office visits** compared to non-Strive participants
- Members with screenings have an average cost of **\$7,500** compared to members without screenings at **\$7,118** (when excluding high-cost claimants)

## Repeat Participants

- **98%** of repeat participants **remained in the low-risk range or made a positive risk migration** based on health score
- Members with a health score of 85 and above have **increased 21%** from 2023 to 2024.
- Members with a screening in both 2023 & 2024 experienced a **62% increase in medical & Rx costs**
- The increase in costs from 2023 to 2024 is due in part to **increased utilization of the benefits.**



# 2024 Employee Events

## 2024 Presentations

- Your Total Well-Being Matters
  - 4 attendees
- Happy, Healthy Heart
  - 6 attendees
- The Healthy Traveler
  - 2 attendees
- Mindfulness Meditation
  - 4 attendees

## 2024 Challenges

- Going for Growth
  - 2 participants
- Annual Corporate Challenge
  - 21 participants
- Summer Fun
  - 7 participants
- Workday Well-Being
  - 3 participants
- Maintain Don't Gain
  - 0 participants



## Additional Offerings

- 12 Strive Monthly Webinars
- 12 Strive Monthly Newsletters
- 12 Custom Monthly Communications
- 4 Meditation Moments

## 2024 Health Screenings

- 6 Events
- 3 Screening Event Locations
- 20 Home Screenings



# Wellness Incentive

## Level 1: No incentive

- Single coverage - employee not compliant
- Family coverage - employee **AND** spouse not compliant

## Level 2: \$250 Premium Reduction

- Family coverage - employee **OR** spouse is compliant

## Level 3: \$500 Premium Reduction

- Single coverage - employee is compliant
- Family coverage - employee **AND** spouse are compliant

## How to Earn:

- Submit medical waiver **OR**
- First-time participant **OR**
- Repeat participant
  - Score 70 or higher
  - Improve previous score 5+ points
  - Complete RAS health coaching program



# Total Screening Participation

Year	Participation Breakdown				
	# Screened		% of Eligible		# of Repeat Participants (% of Total Screened)
2024	72	EMP: 61 SPO: 11	31%	EMP: 33% SPO: 24%	42 (58%)
2023	58	EMP: 51 SPO: 7	28%		37 (64%)
2022	52	EMP: 45 SPO: 7	23%		35 (67%)
2021	57	EMP: 53 SPO: 4	28%		N/A
2019	75	EMP: 68 SPO: 7	41%		30 (40%)
2018	44	EMP: 44 SPO: 0	28%		20 (45%)
2017	29	EMP: 29 SPO: 0	14%		N/A

- Screening participation **increased 3%** in 2024 and reached the highest participation since before the Covid-19 pandemic.

# Participant Breakdown



Location	# of Participants (% of Eligible)			
		2024	2023	2022
Southfield	Employee	31 (26%)	21 (16%)	22 (19%)
	Spouse	4 (21%)	4	2
	Total	35 (29%)	25	24
Cleveland	Employee	15 (33%)	22 (44%)	14 (30%)
	Spouse	1 (9%)	1	1
	Total	16 (29%)	23	15
Remote	Employee	15 (37%)	7 (26%)	9 (28%)
	Spouse	6 (38%)	3	4
	Total	21 (37%)	10	13
Total		72 (31%)	58 (28%)	52 (23%)

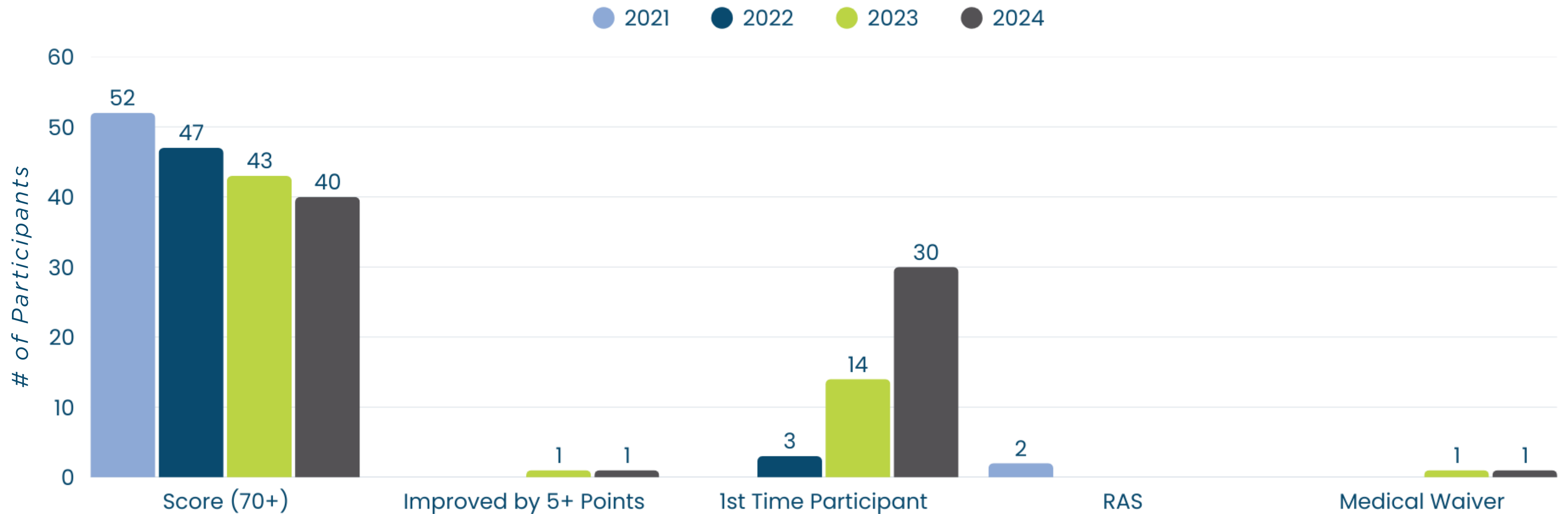
- Total screening participation **has increased 8% since 2022.**
- **Remote** employees and spouses have the highest screening participation rates.



# Wellness Incentive Breakdown

*2025 Incentive Eligible: 72/73 = 99%*

- 72 screened, 1 medical waiver submitted
- Of the 72 that screened, 71 were incentive-eligible
  - The 1 incentive-ineligible participant was a spouse







# Program Outreach

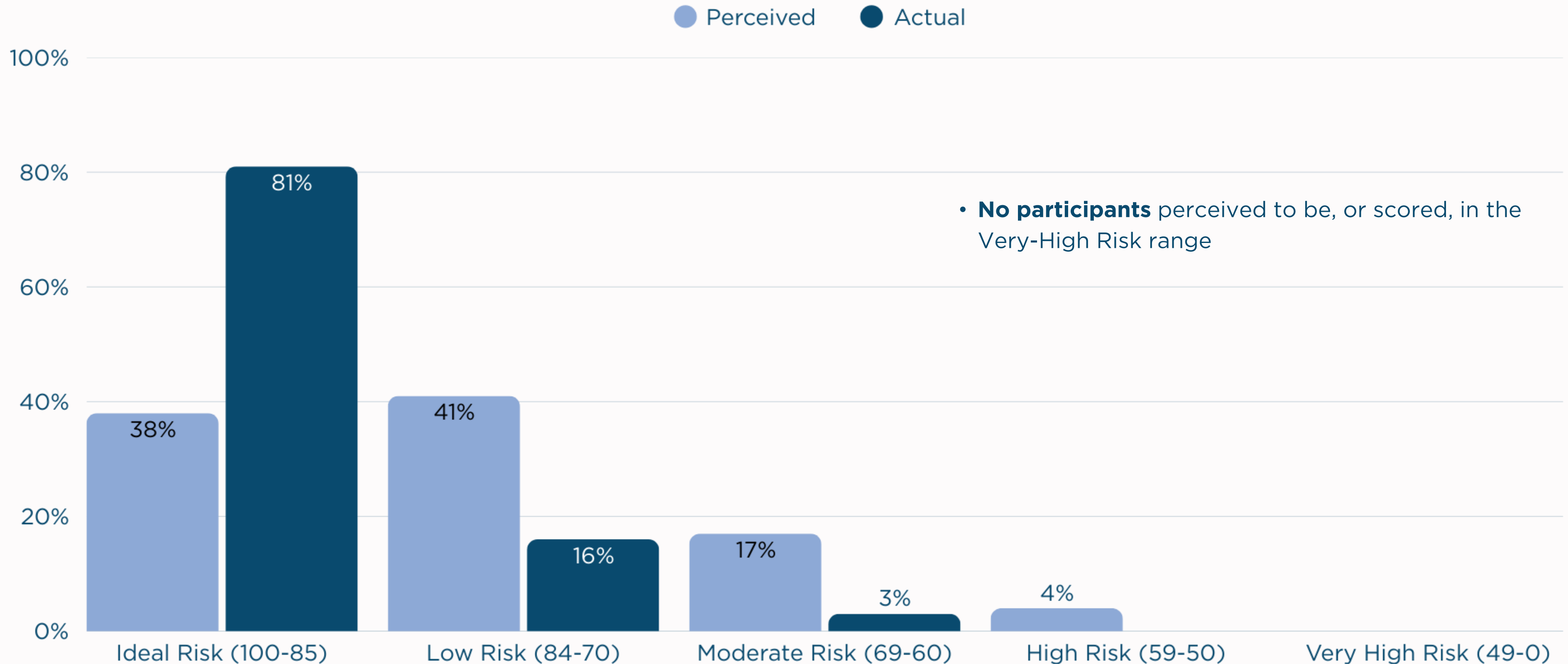
Qualification Category:	2024	2023
60 & Below	0 participants	2 participants
	N/A	Connected with 2/2 (100%)
RAS Reasonable Alternative Standard	1 eligible for RAS (1%)	2 eligible for RAS (3%)
	0 enrolled	0 enrolled
	0 completed	0 completed
Critical Value	0	0

- 2 repeat participants scored between 60-70
  - Of the 2, 1 improved their score 5+ points from 2023, earning the wellness incentive

Biometric Averages						
	2024	2023	2022	2021	2024 Strive Benchmark	Ideal Range
Health Score	89	87	86	86	80	70 - 100
BMI	28	28	29	29	30.1	18.5 - 29.9
Waist/Hip Ratio	.86	.87	.86	.85	.91	≤ 0.95
Blood Pressure: Systolic	118	118	114	114	117	≤121 mmHg
Blood Pressure: Diastolic	74	75	74	74	76	≤81 mmHg
Total Cholesterol	193	189	190	198	190	<200 mg/dL
HDL Cholesterol	65	62	59	59	57	≥50 mg/dL
LDL Cholesterol	107	106	109	115	108	≤129 mg/dL
Triglycerides	109	102	108	111	125	<150 mg/dL
Blood Glucose	93	95	95	96	98	≤100 mg/dL
Hemoglobin A1C	5.3	5.4	5.5	5.4	5.6%	<5.7%



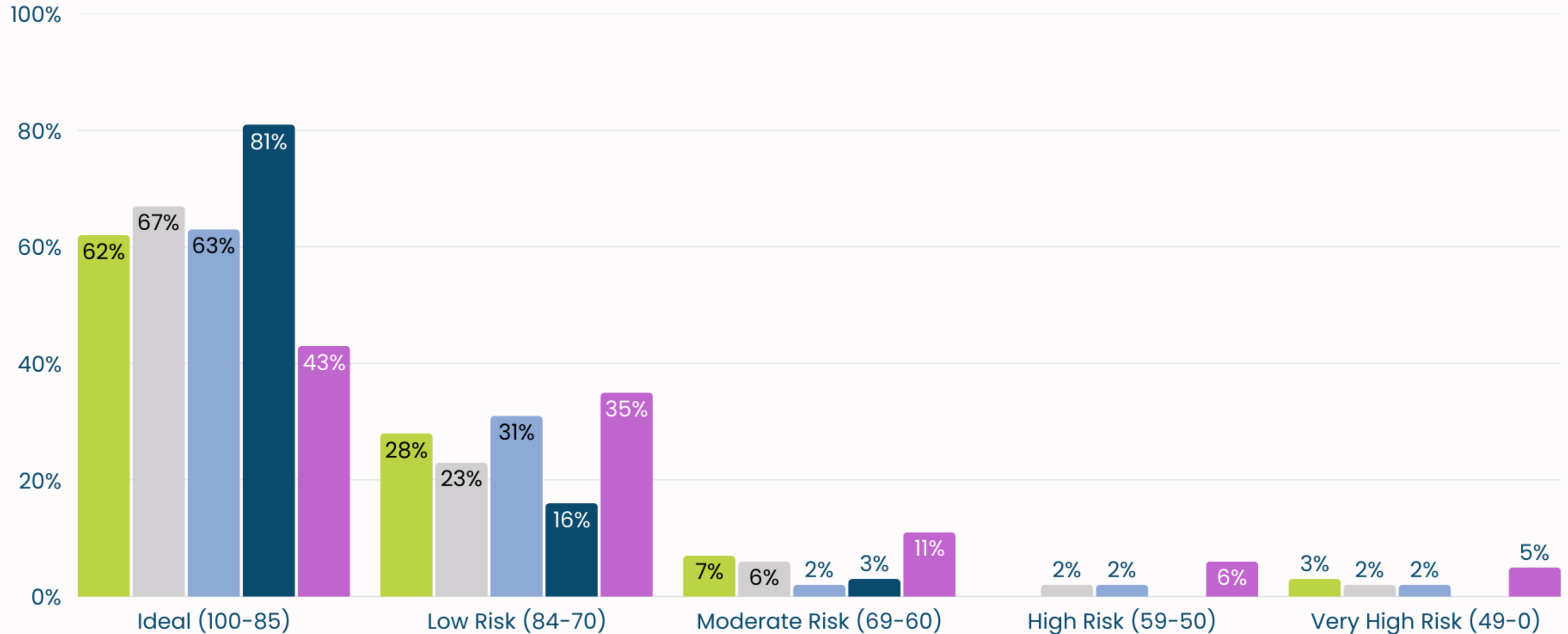
# Health Risk Awareness





# Health Score Benchmarking

2021 2022 2023 2024 Kapnick Strive Users

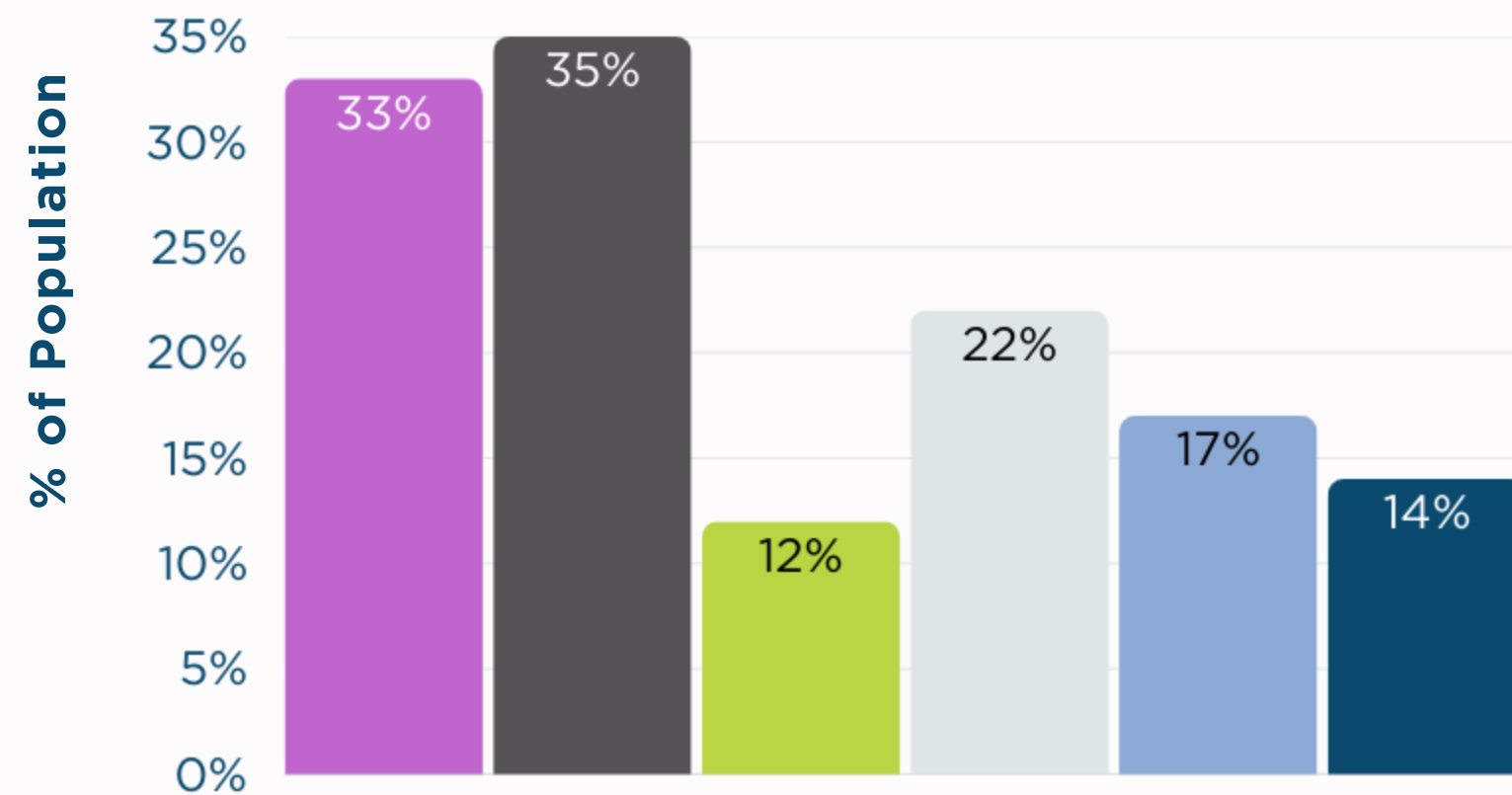




# Metabolic Syndrome Risk

**Prevalence of Metabolic Syndrome -  
3 or More Risk Factors**

● Strive Benchmark    ● JAMA Benchmark  
● 2021    ● 2022    ● 2023    ● 2024



**Risk Factors**

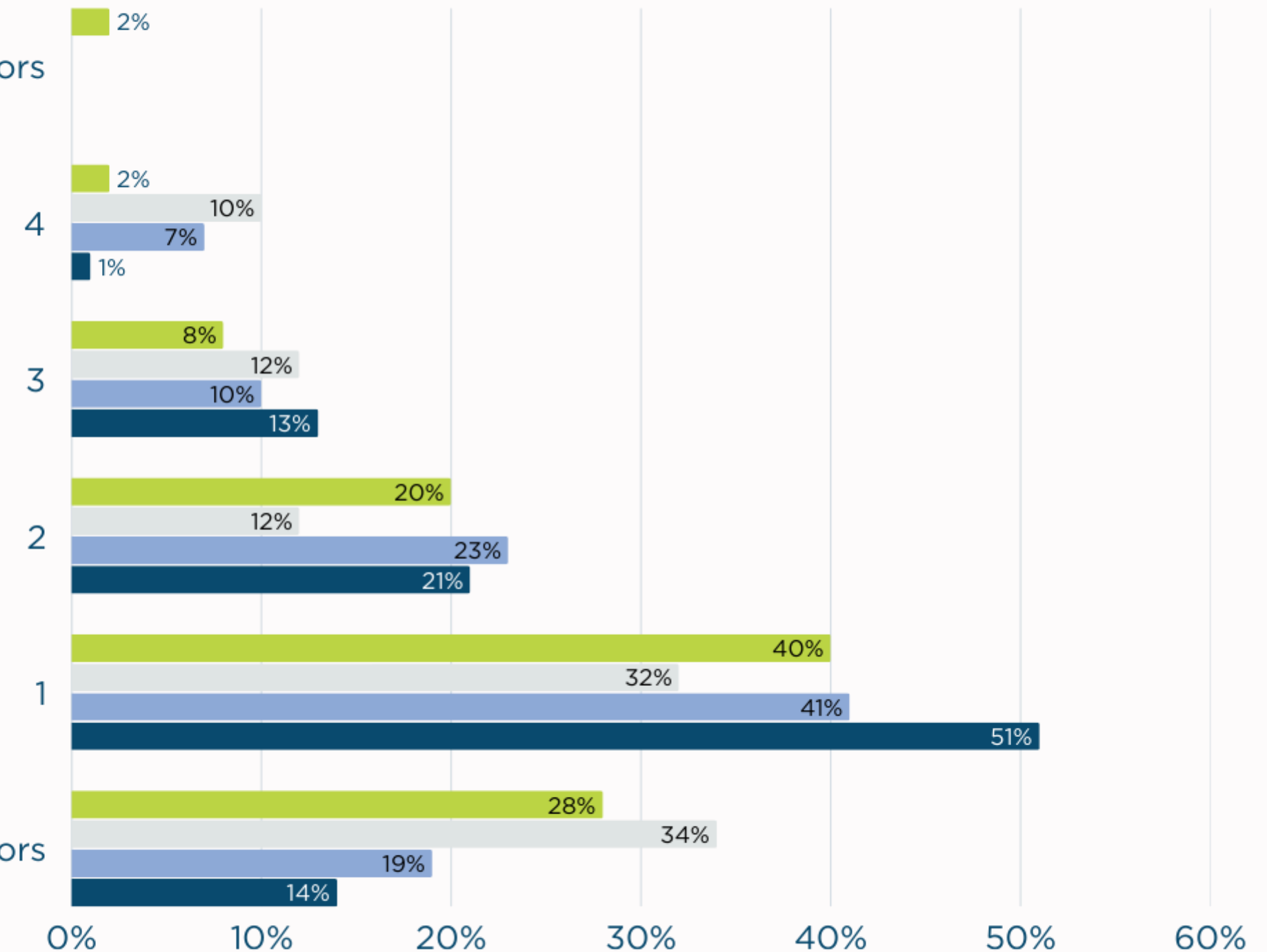
Large Waist - High Triglycerides - Low  
HDL Cholesterol - Hypertension -  
Elevated Blood Sugar

**% Breakdown**

● 2021    ● 2022    ● 2023    ● 2024

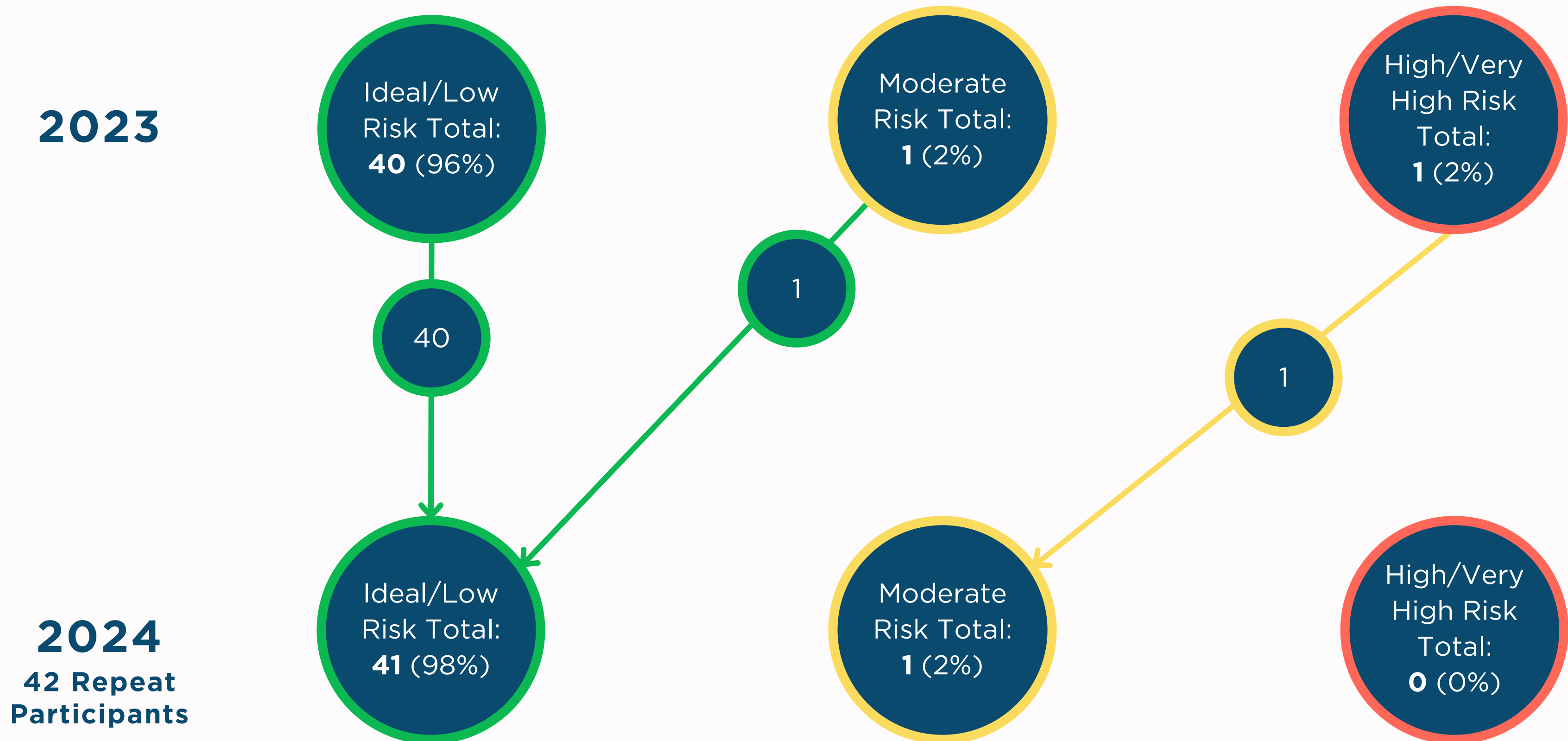
5 Risk Factors

0 Risk Factors





# Repeat Participant Risk Change

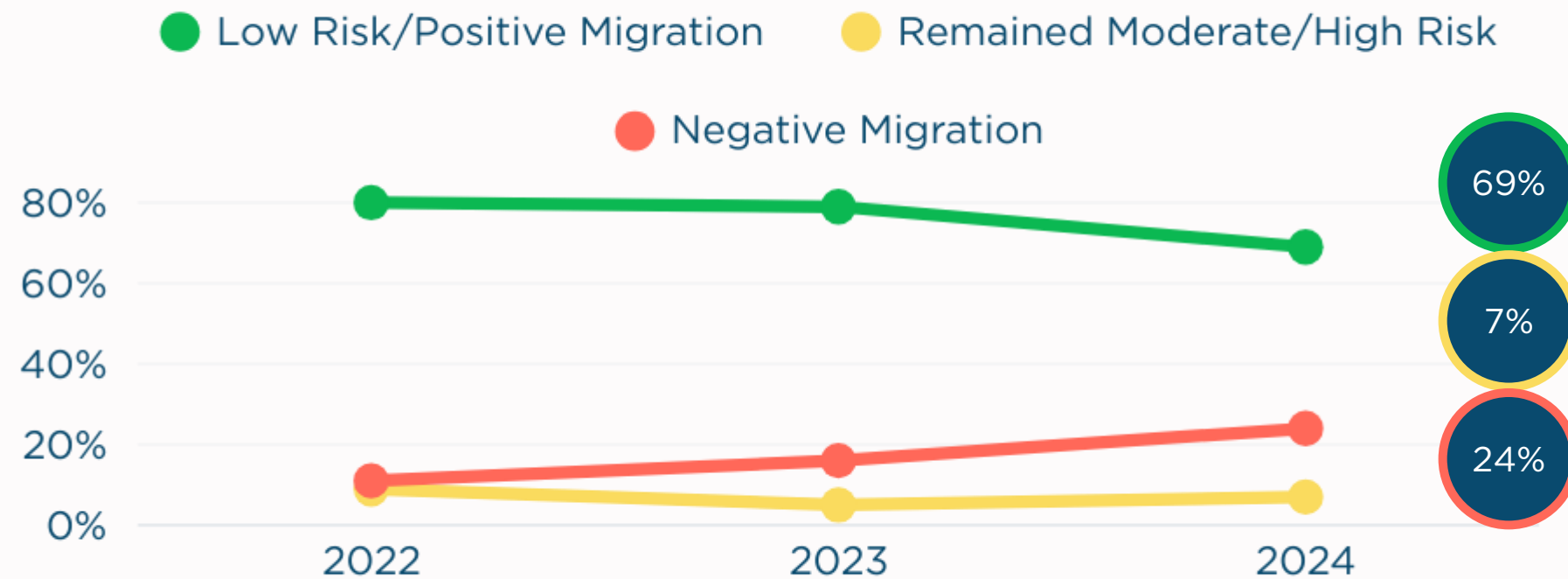


# Repeat Participant Risk Change

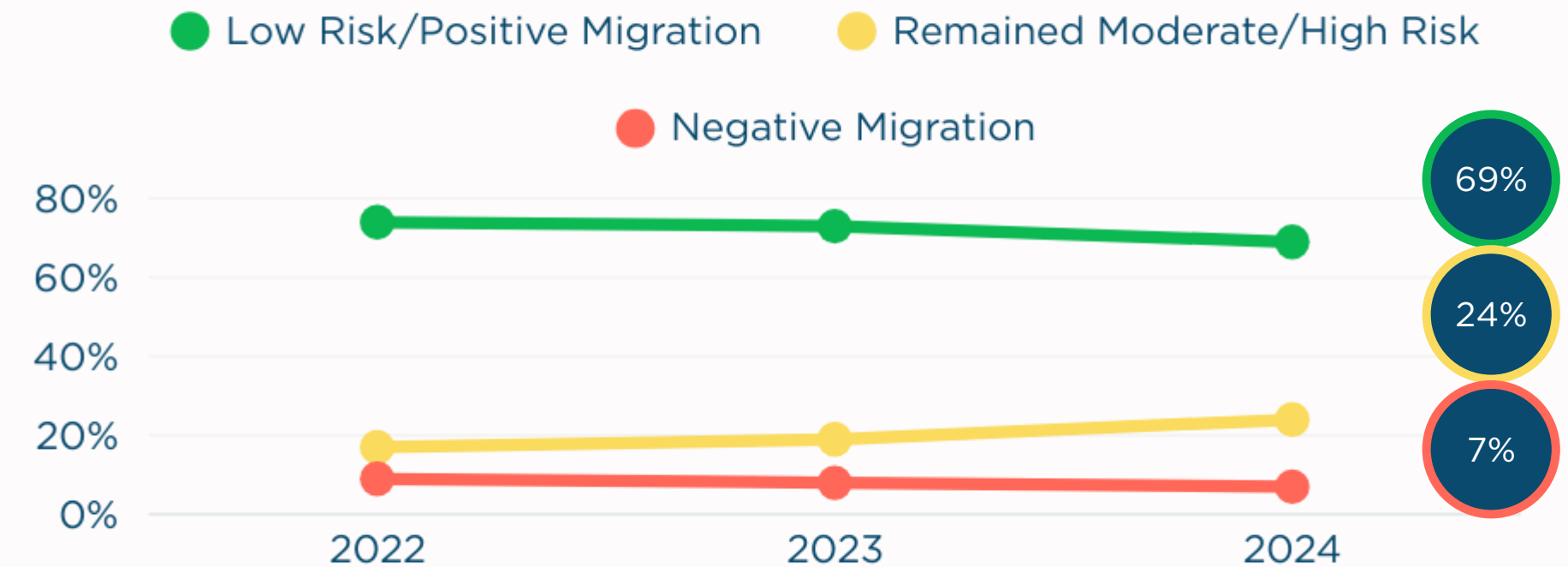
## Heart Health



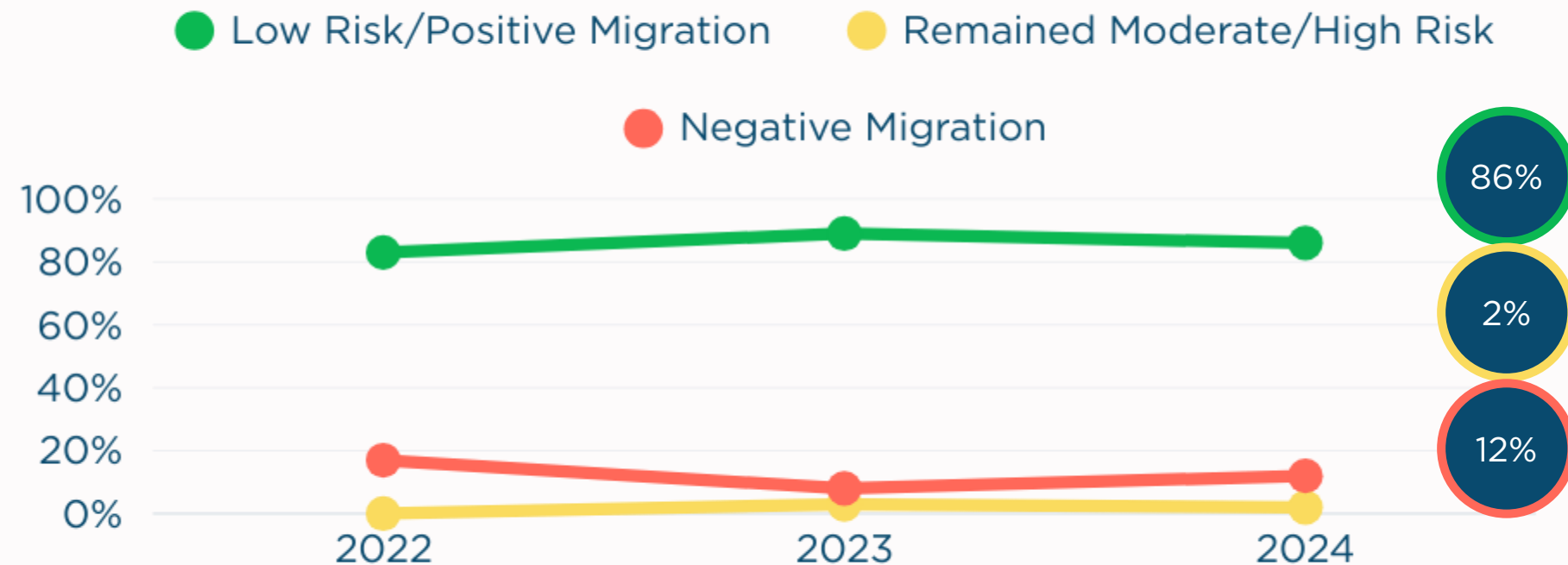
### Systolic Blood Pressure



### Total Cholesterol



### Diastolic Blood Pressure



### What's 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.

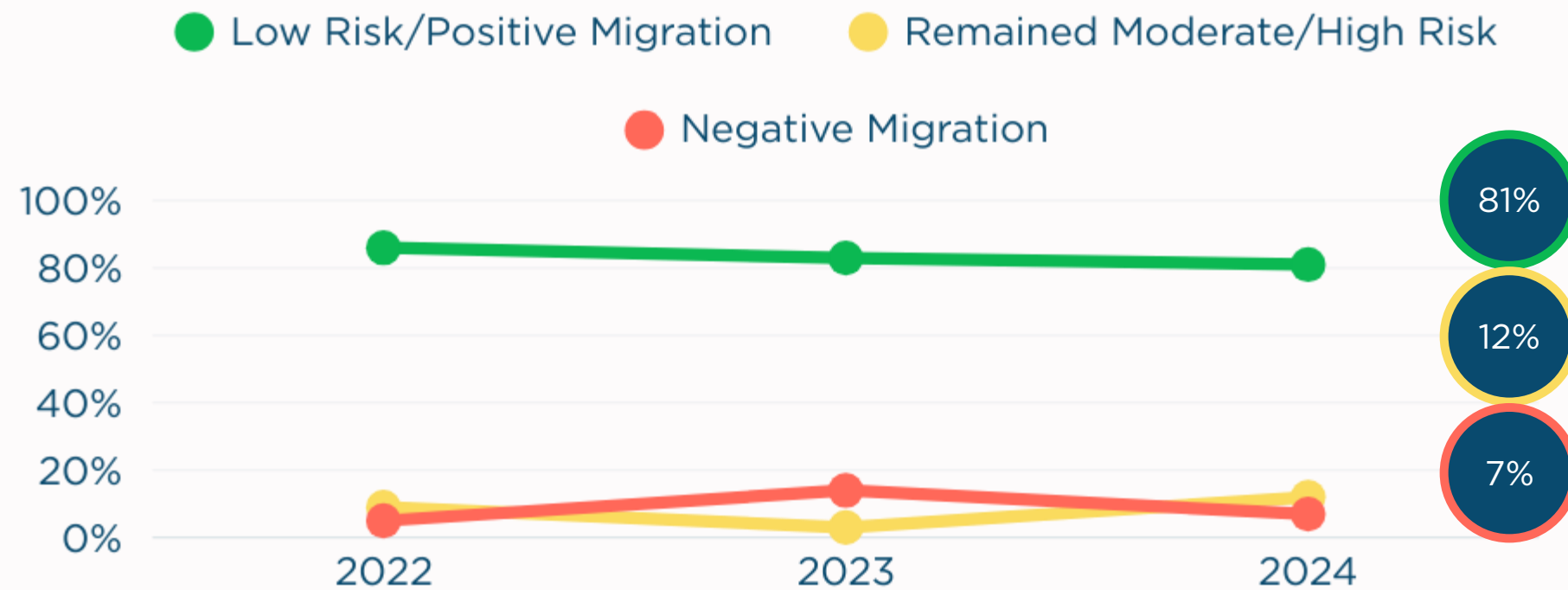


# Repeat Participant Risk Change

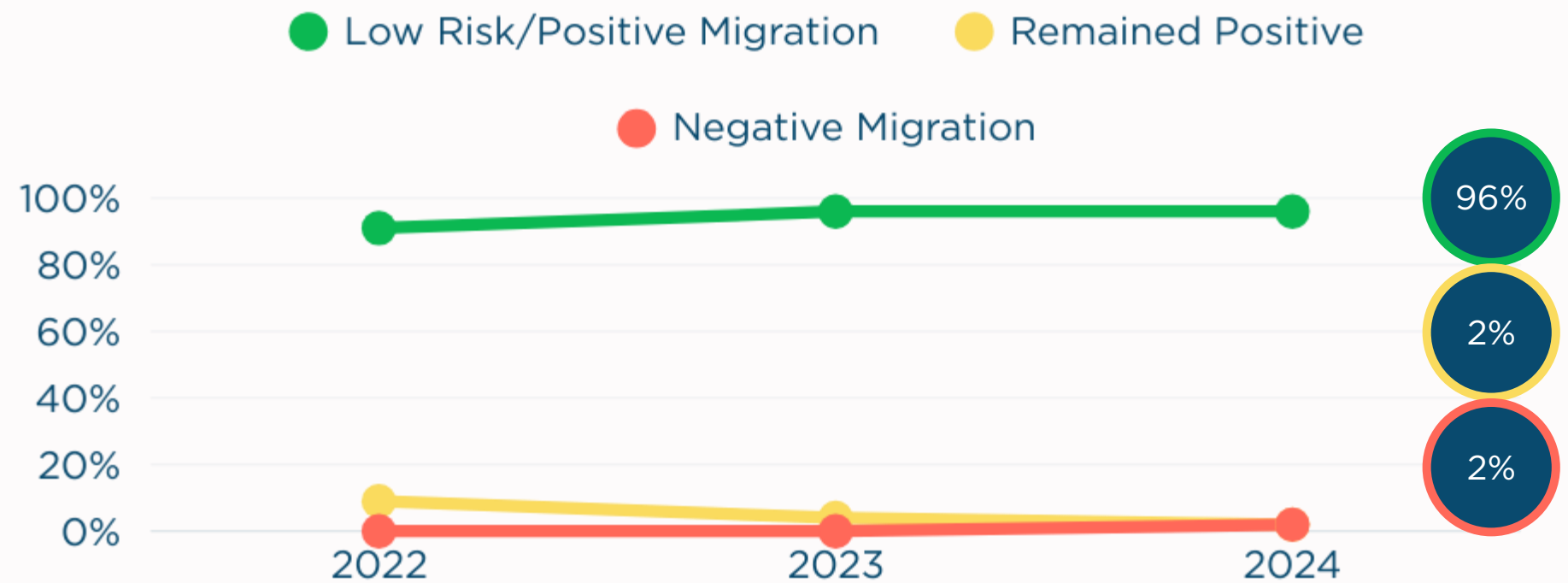
## *Nicotine & Diabetes Management*



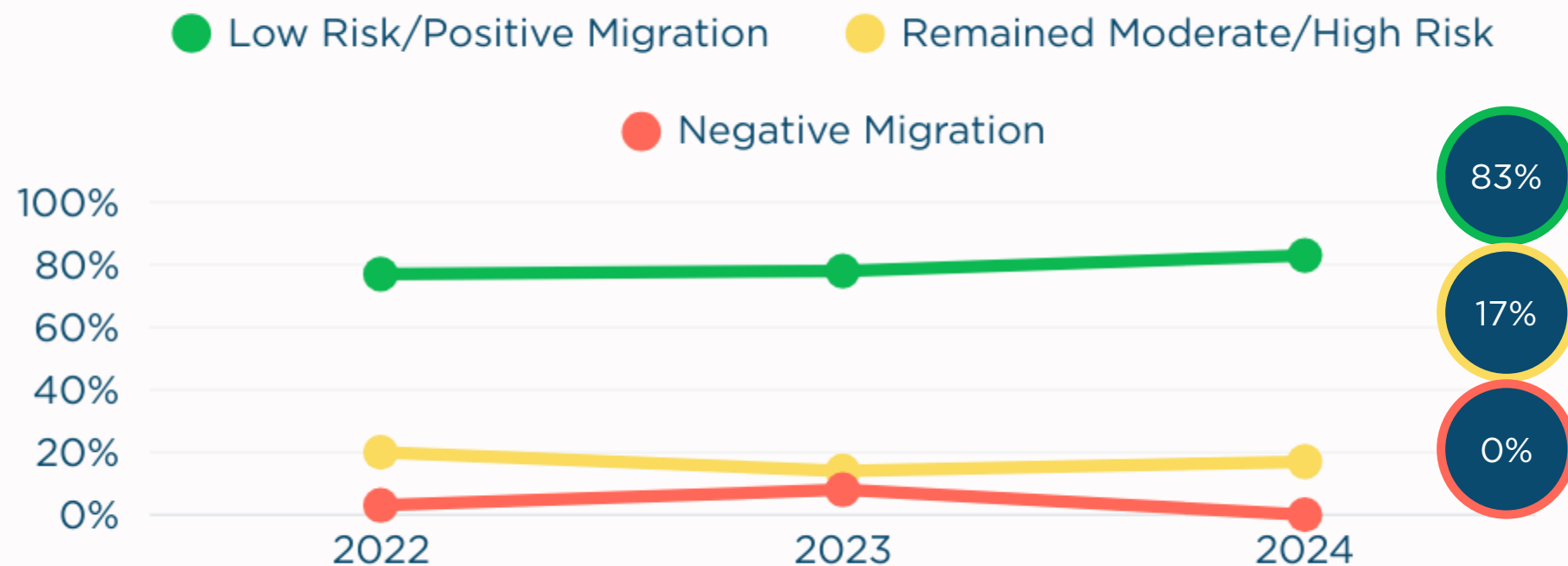
### Blood Glucose



### Nicotine



### Hemoglobin A1c



### What's the difference?

**Blood Glucose** (blood sugar) measures 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.





# Repeat Participants 2022-2024

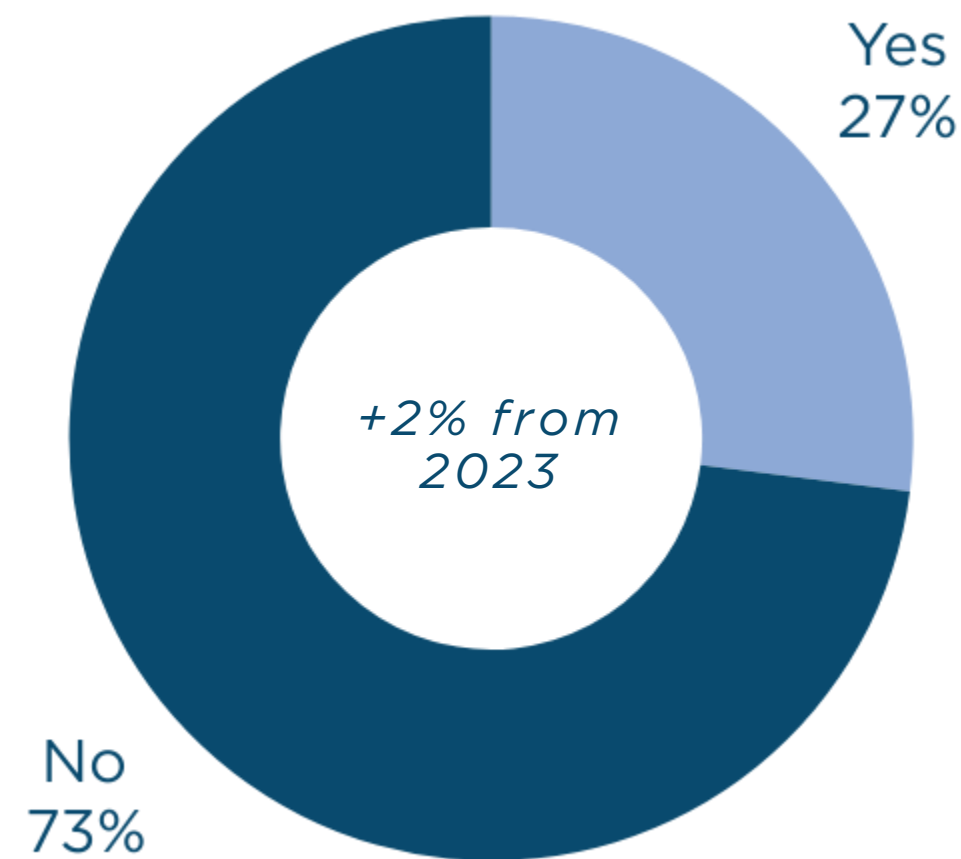
**30 repeat participants screened in 2022, 2023, and 2024. Among the 30:**

- **11 had a Health Score decrease (37%)**
  - Average decrease of 6 points
  - Average Health Score is 87
  - 5 remained above a Health Score of 90
- **19 maintained a Health Score of 100 OR increased their Health Score (63%)**
  - Average increase of 8 points
  - 5 had a Health Score increase of 10+ points
- **Claims costs decreased from 2022**
  - 2022: \$90,215
  - 2023: \$83,437
  - 2024: \$83,971 (total with appendicitis claim cost: \$103,532)

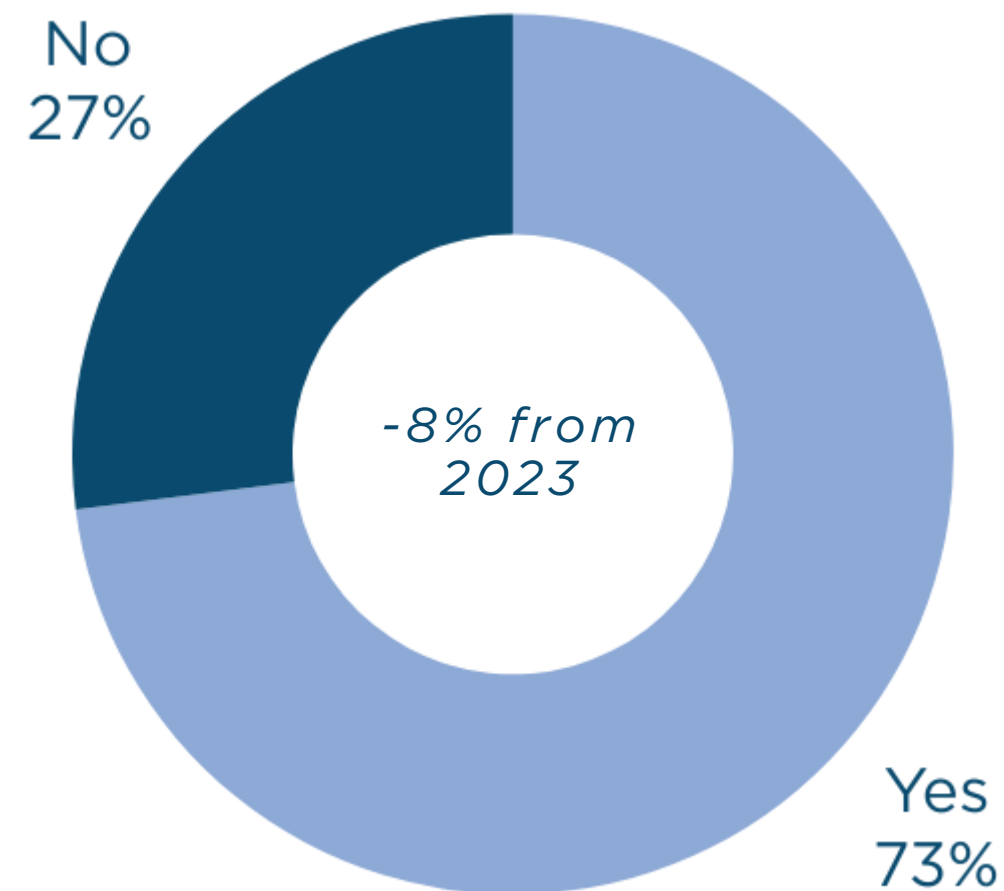


# Mental Health & Well-being

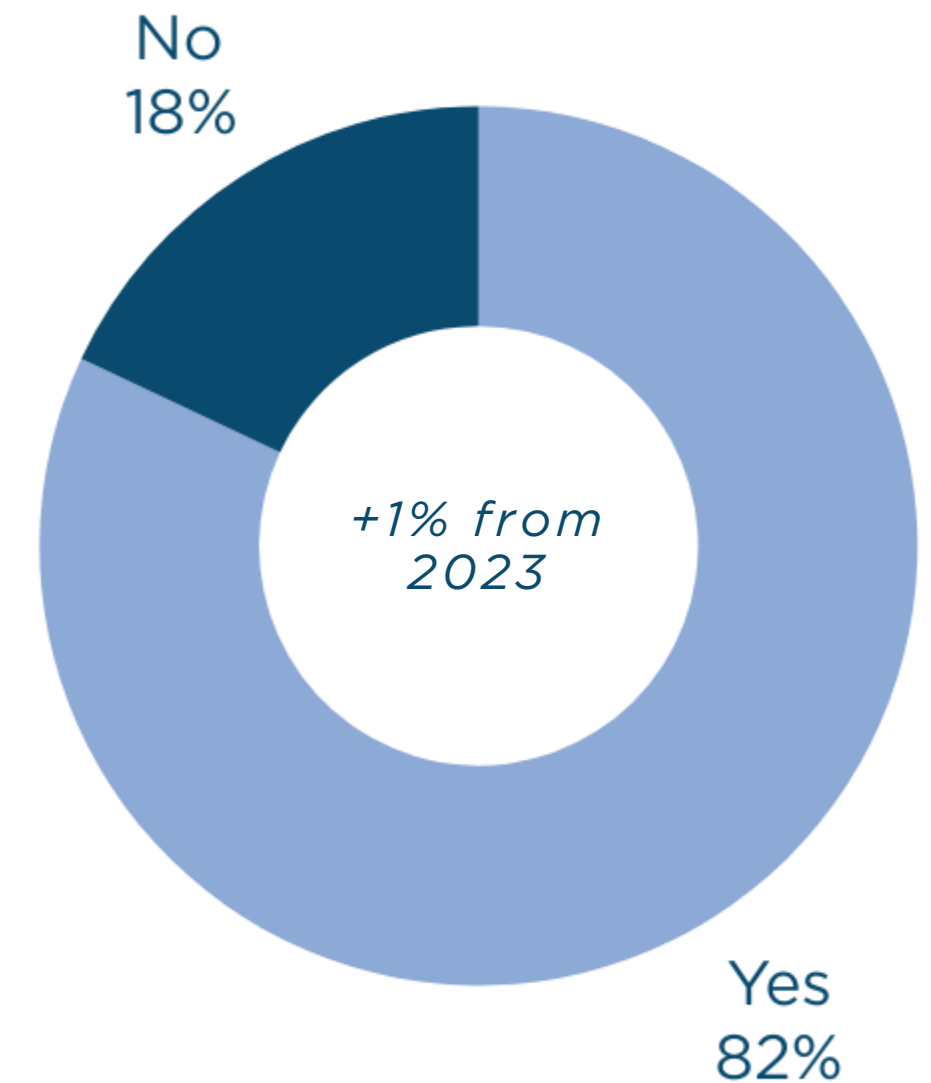
**Do you experience a mental health condition, like anxiety or depression?**



**If yes, do you take medication?**



**Maintains a Healthy Work-Life Balance**

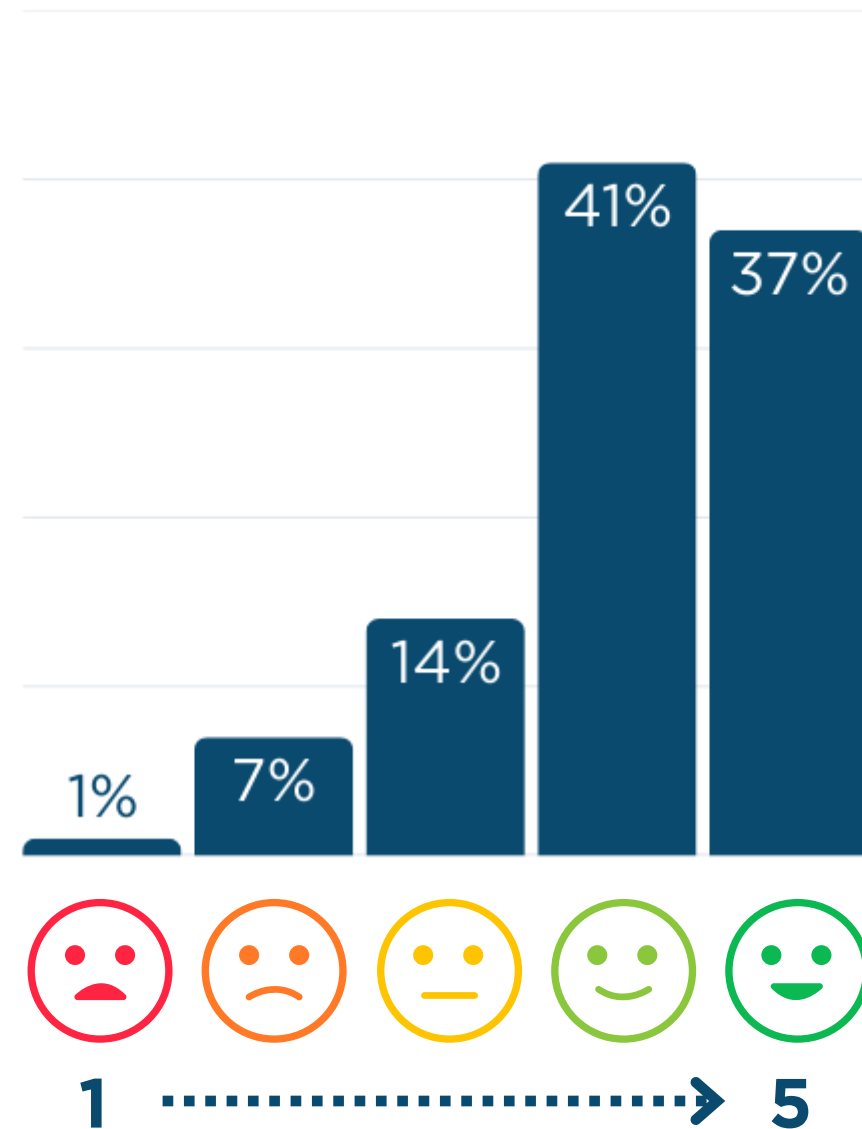




# NEW: Occupational Well-Being, pt. 1

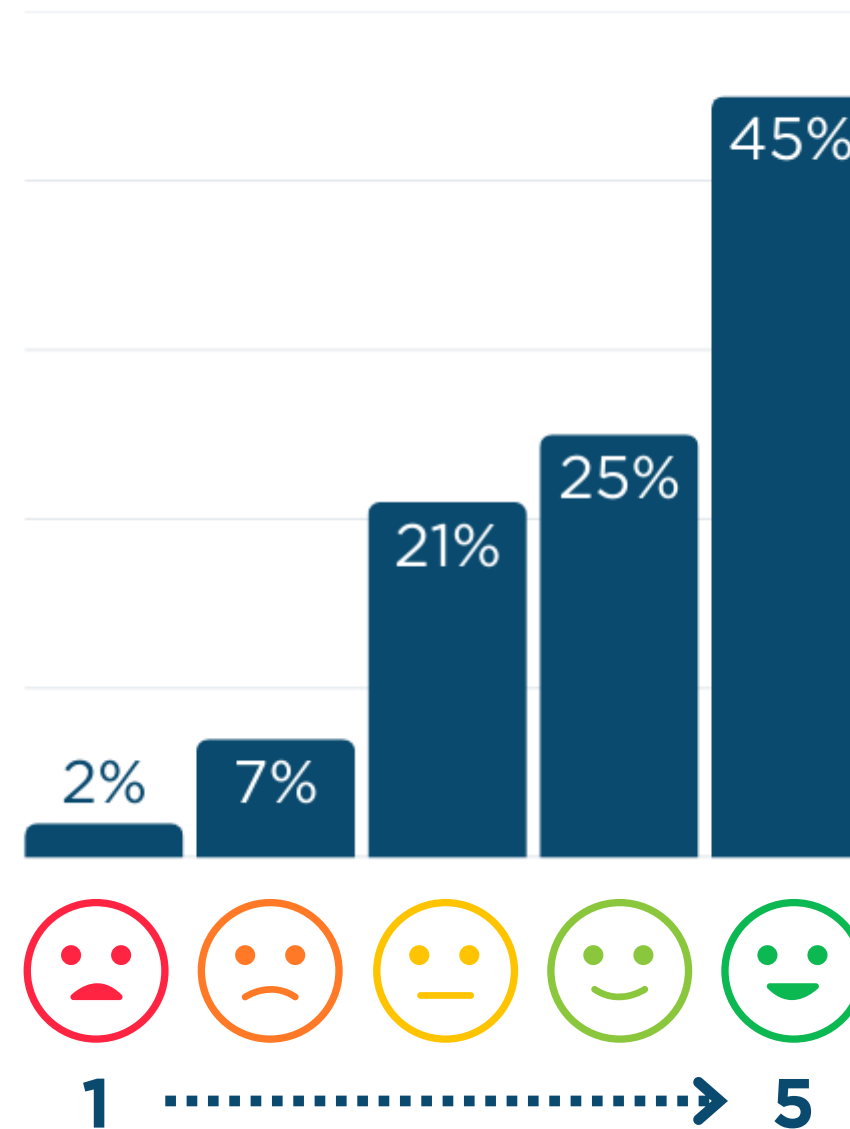
## Fulfillment at Work

SME Average: **4.02**  
Strive Average: 4.08



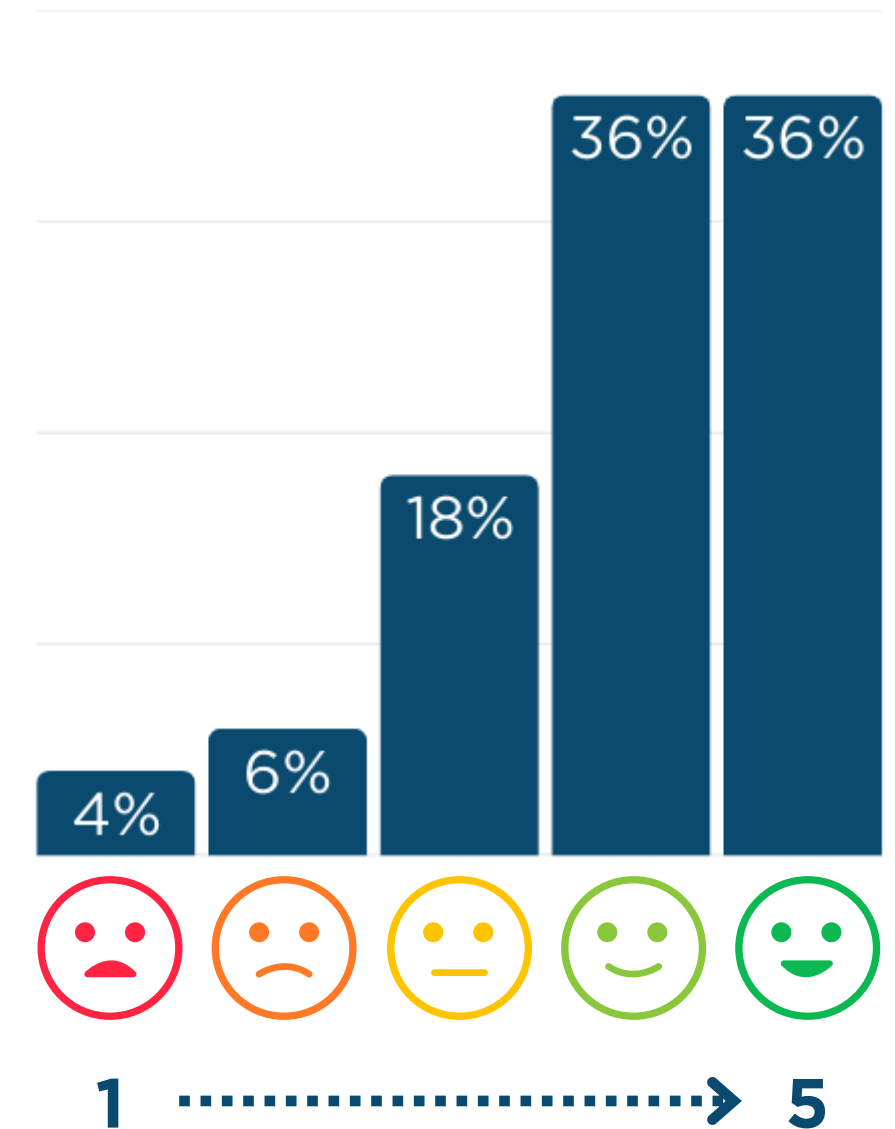
## Feeling Valued at Work

SME Average: **3.99**  
Strive Average: 4.08



## Job Satisfaction

SME Average: **3.89**  
Strive Average: 4.08

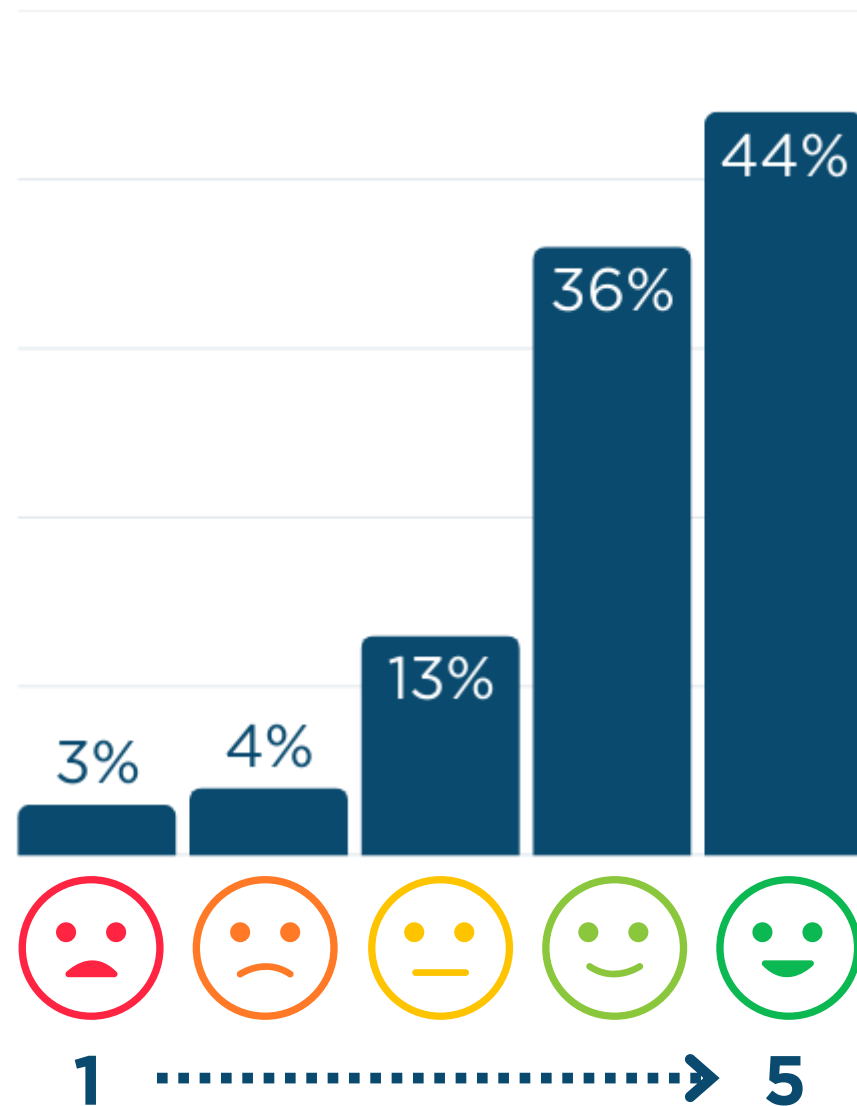




# NEW: Occupational Well-Being, pt. 2

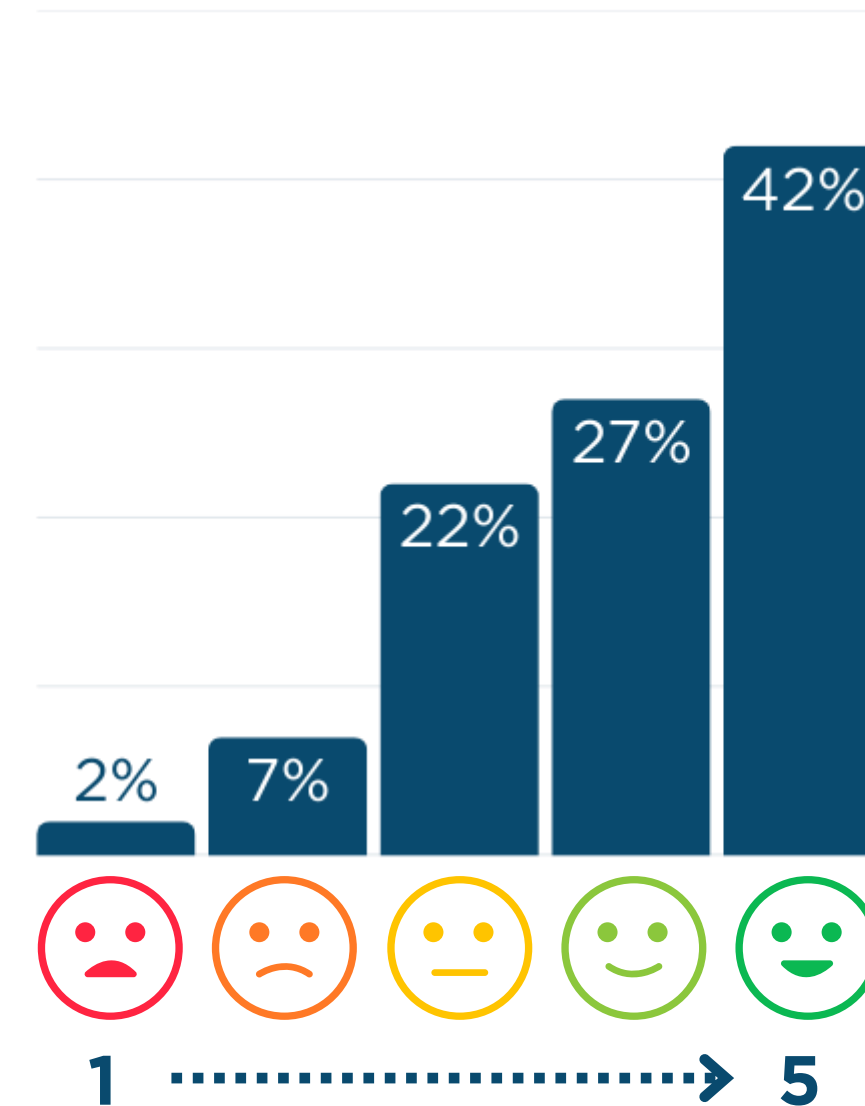
## My Work is Meaningful to Me

SME Average: **4.11**  
Strive Average: 4.00



## My Employer Provides Well-Being Tools & Resources

SME Average: **4.04**  
Strive Average: 4.00

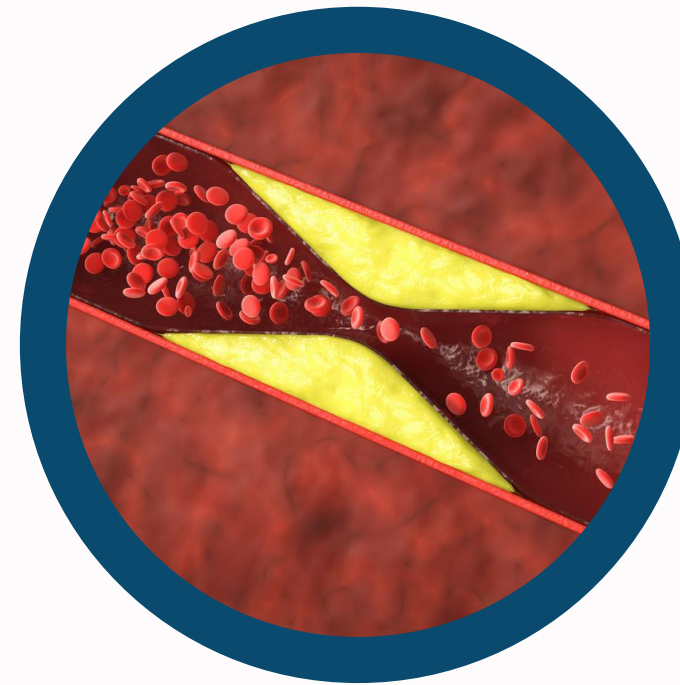




# Top Risk Factors



**BLOOD  
PRESSURE**



**CHOLESTEROL**



**OCCUPATIONAL  
WELL-BEING**

# Chronic Conditions & Health Screening Claims Analysis





# Chronic Condition Prevalence

- **45.3% (132) of members on SME's health plan have at least 1 chronic condition**
  - This is **unfavorable** compared to the Kapnick book of business benchmark which is 44.3%
  - 42.7% members had at least 1 chronic condition in 2023.
- **Of the 132 members with a chronic condition, 58.7% (78) have more than 1**
  - This is **unfavorable** compared to benchmark which had 55.6% with more than 1
- **The top 5 chronic conditions are hyperlipidemia, obesity, hypertension, diabetes & mental illness**
  - Mental illness (8.3%) & hyperlipidemia (20.8%) have a **higher prevalence** as compared to benchmark (5.5%, 15.7%)
  - Hypertension (16.5%), obesity (19.8%) & diabetes (8.8%) have a **lower prevalence** as compared to benchmark (18.6%, 23.4%, 10.1%)
- **Compared to benchmark, SME had a higher average age & lower member ratio**
  - The avg age was 39 compared to benchmark at 38
  - The member ratio was 1.8 compared to benchmark at 2.1

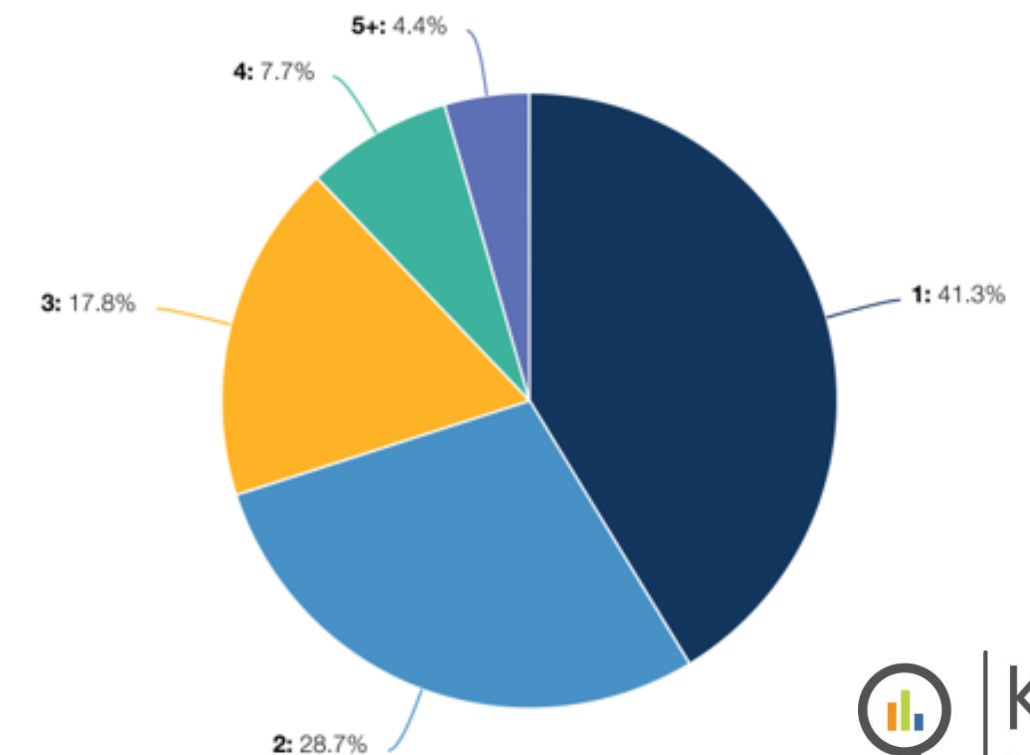
## Assumptions:

- All members enrolled in the health plan are included
- Data is from the most recent 12 months ending Dec 2024 on an incurred basis

Members with Chronic Conditions



% of Members with 1+ Chronic Condition



# Chronic Condition Cost

Year	Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	Chronic Condition % of Total Cost (Benchmark)
2022	\$2.5M	\$2.3M	92%	73%
2023	\$2.1M	\$1.7M	81%	75%
2024	\$2.5M	\$2.1M	84%	77%

While members with chronic conditions make up 45% of membership, they make up 84% of the total spend in 2024

## Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2024 on an incurred basis



# Chronic Condition 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)
2022	\$669	\$1,179	\$96	\$751	\$168
2023	\$487	\$853	\$119	\$825	\$179
2024	\$653	\$1,145	\$285	\$884	\$239

The PMPM cost of members with chronic conditions is 4.1x higher than members without chronic conditions

The PMPM cost of members with chronic conditions is 3.7x higher than members without chronic conditions

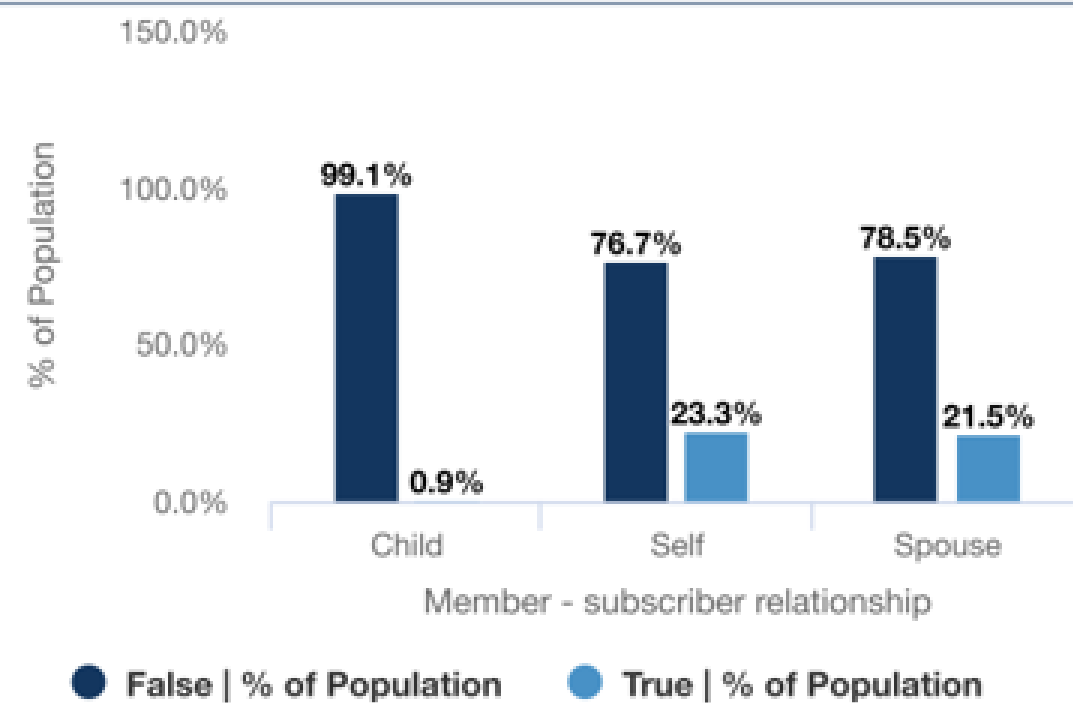
## Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2024 on an incurred basis

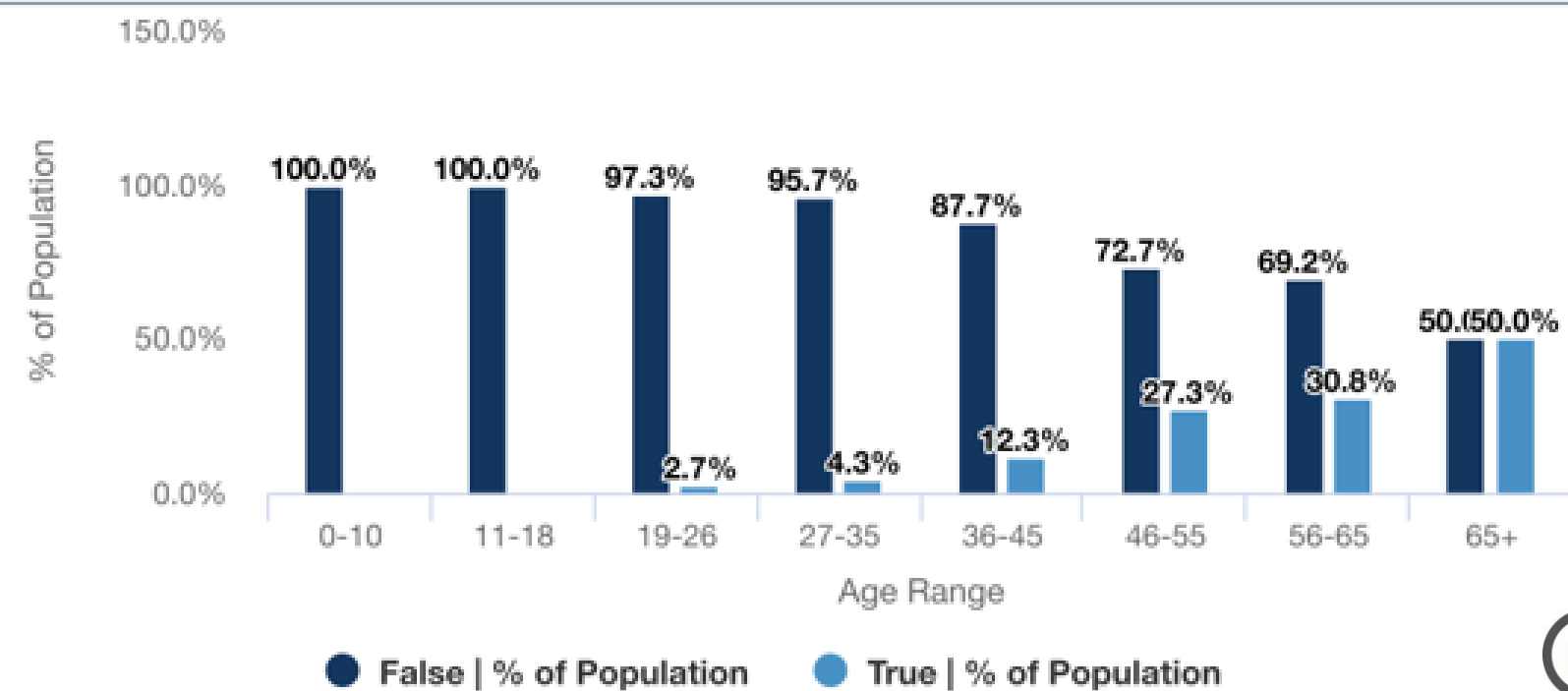
# Hypertension: Demographics

Year	Hypertensive Members (Employees)	Hypertensive Members (Spouses)	Hypertensive Members (Dep CH)	Hypertensive Members (Total)	Hypertensive Members (% of Total Population)	Hypertensive Members Benchmark (% of Total Population)
2022	48	8	1	57	17.3%	17.8%
2023	50	10	1	61	17.1%	18.5%
2024	52	14	1	67	16.5%	18.6%

Hypertension by Relationship



Hypertension by Age Range



# Hypertension: Gaps in Care

Year	Total Hypertensive Members	Total Hypertensive Members (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx (enrolled full 12 months)
2022	57	26	4 (15%)
2023	61	27	6 (23%)
2024	67	36	10 (28%)

- 5 Strive members were identified as having no hypertension medication in 2024. None of the 5 members had a high biometric result.
- No Strive members were identified as high risk in the last 3 years.

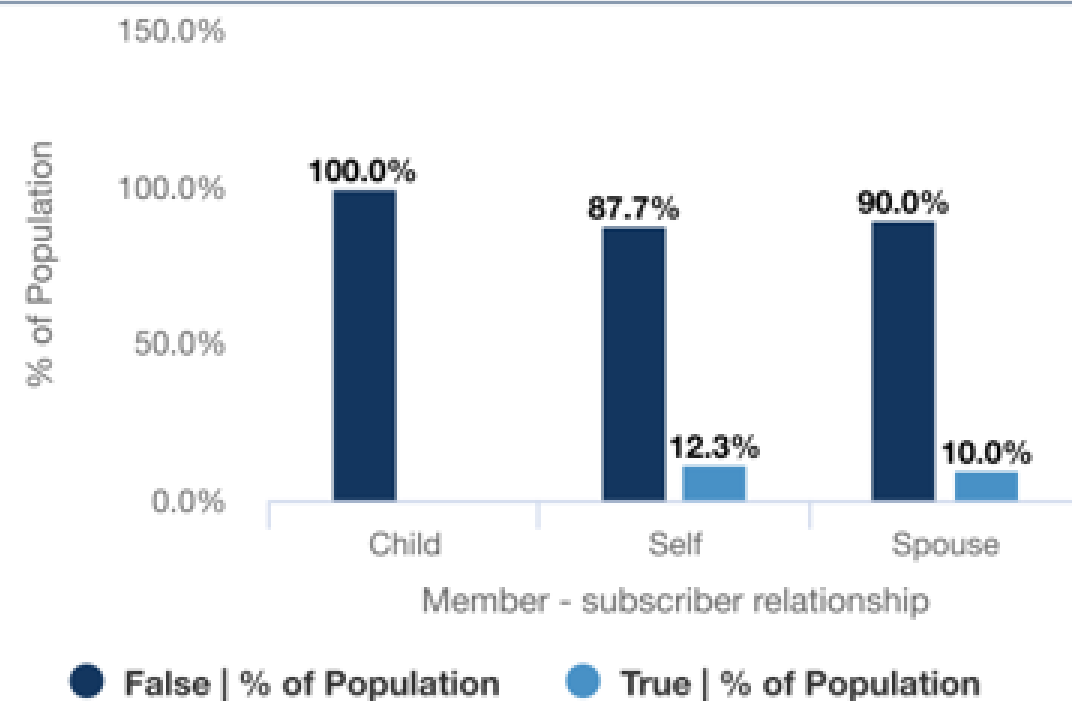
Hypertension High Risk Definition:

High Risk - Stage 2 when a blood pressure reading is 140/90 mmHg or higher, meaning either the systolic (top number) is 140 or higher, or the diastolic (bottom number) is 90 or higher.

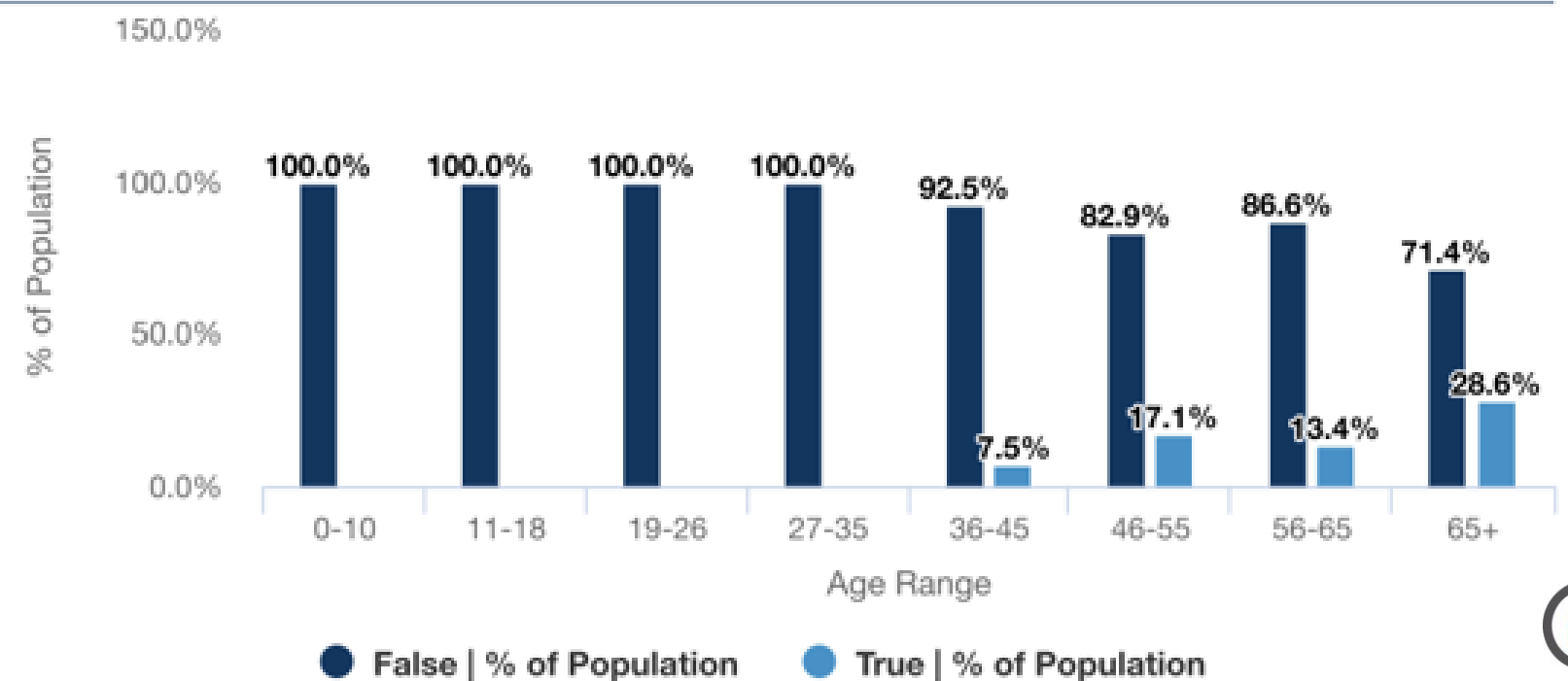
# Diabetes: Demographics

Year	Diabetic Members (Employees)	Diabetic Members (Spouses)	Diabetic Members (Dep CH)	Diabetic Members (Total)	Diabetic Members (% of Total Population)	Diabetic Members Benchmark (% of Total Population)
2022	22	3	0	25	7.6%	9.0%
2023	27	5	0	32	9.0%	9.7%
2024	26	6	0	32	8.8%	10.1%

Diabetes by Relationship



Diabetes by Age Range



# Diabetes: Gaps in Care

Year	Total Diabetic Members	Total Diabetic Members (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx (enrolled full 12 months)
2022	25	22	5 (23%)
2023	32	20	5 (25%)
2024	32	23	5 (22%)

- 1 Strive member was identified as having no diabetic medication in 2024. This member did not have a high biometric result.
- No Strive members were identified as high risk in the last 3 years.

Diabetes High Risk Definition:

High Risk – An A1C level of 9% or higher is considered dangerous. A1C levels above 9% significantly increase the risk of serious complications from diabetes.

Participated in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	58	68
Enrolled all 12 Months	46	53
Had 0 Claims	3	4
% Total w/ 0 Claims (Enrolled 12 Months)	6.5%	7.5%

- Of the 4 Strive participants with no claims:
  - The average age was 36
  - The average health score was 87
- Of the 49 Strive participants with at least 1 claim:
  - The average age was 48
  - The average health score was 83

#### Assumptions:

- Employees & spouse enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis

## Screening Overview

Did not Participate in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	183	194
Enrolled all 12 Months	130	145
Had 0 Claims	10	13
% Total w/ 0 Claims (Enrolled 12 Months)	7.7%	8.9%

- Of the 13 non-Strive participants with no claims:
  - The average age was 55
- Of the 132 non-Strive participants with at least 1 claim:
  - The average age was 51

# Wellness/Office Visit

Participated in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	58	68
Enrolled all 12 Months	46	53
Had a Wellness Visit	32	35
% with a Wellness Visit (Enrolled 12 Months)	69.6%	66.0%
Had an Office Visit	36	42
% with an Office Visit (Enrolled 12 Months)	78.3%	79.2%
Had a Wellness or Office Visit	40	46
% with a Wellness or Office Visit (Enrolled 12 Months)	87.0%	86.8%

Did not Participate in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	183	194
Enrolled all 12 Months	130	145
Had a Wellness Visit	70	75
% with a Wellness Visit (Enrolled 12 Months)	53.8%	51.7%
Had an Office Visit	93	115
% with an Office Visit (Enrolled 12 Months)	71.5%	79.3%
Had a Wellness or Office Visit	106	119
% with a Wellness or Office Visit (Enrolled 12 Months)	81.5%	82.1%

- Those who participated in the health screening had a higher rate of having a wellness 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 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis



## Screenings & Cost

Members with Screenings					Members without Screenings				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member		Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	68	\$867,192	\$12,753	1	2024	194	\$1,475,540	\$7,606
Members with Screenings (Excl HCC)					Members w/o Screenings (Excl HCC)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member		Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	66	\$494,975	\$7,500	1	2024	193	\$1,373,747	\$7,118

- **Members with screenings cost more than members without screenings**
- **When excluding high-cost claimants (HCCs) over \$100k, members with screenings cost \$382 more than members without screenings**
  - There were 2 members in the excluded in the screened population with claims over \$100k
    1. A 61 y/o spouse with \$136k in allowed claims due to a neuroendocrine tumor
    2. A 42 y/o spouse with \$236k in allowed claims due to the drug Stelara
  - There was 1 member excluded in the non-screened population with claims over \$100k
    1. A 52 y/o spouse with \$102k in allowed claims due to multiple Anti-Infective Agent drugs

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis



## Screenings & Cost

Members with Screenings					Members without Screenings				
	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member		Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	Spouse	11	\$421,656	\$38,332	1	Spouse	46	\$431,019	\$9,370
2	Self	57	\$445,536	\$7,816	2	Self	148	\$1,044,520	\$7,058
Members with Screenings (Excl HCC)					Members without Screenings (Excl HCC)				
	Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member		Member - subscriber relationship	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	Spouse	9	\$49,439	\$5,493	1	Spouse	45	\$329,227	\$7,316
2	Self	57	\$445,536	\$7,816	2	Self	148	\$1,044,520	\$7,058

- Spouses cost more than employees except for the screened group when removing HCC's which are both spouses

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis

## Cost by Health Score

Health Score for All Members (Excl HCC's)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	66	\$494,975	\$7,500

Health Score 85-100 (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	49	\$390,191	\$7,963

Health Score 70-84

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	15	\$100,256	\$6,684

Health Score 60-69 (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	2	\$4,529	\$2,264

### All Members

- 2 HCC's excluded (\$372k total)

### 85-100 Group:

- 1 HCC excluded
- 6 members had claims greater than \$10k (12.2%)
- Diagnoses included: appendicitis, Barrett's esophagus, osteoarthritis, Chron's disease (Stelara), bacterial foodborne intoxication, post-term pregnancy

### 70-84 Group:

- No HCC over \$100k
- 2 members had claims greater than \$10k (13.3%)
- Majority of spend is coming from Spiriva Respimat (treats COPD & asthma) and Dovato (treats HIV-1)

### 60-69 Group:

- 1 HCC excluded
- No members had claims greater than \$10k

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis

## Repeat Participants

Members with Screenings (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	38	\$147,396	\$3,879
2	2024	38	\$238,368	\$6,273

- **Repeat participants from 2023 & 2024 experienced a 62% increase in costs**
  - Members who had a health score increase averaged a 55% increase, excluding 1 HCC
  - Members who had the same health score averaged a 19% increase
  - Members who had a health score decrease averaged an 128% increase
- **There were 30 repeat participants who screened in 2022, 2023, & 2024**
  - These members experienced a 7% **decrease** in costs over the 3-year period when excluding \$19k spent on a member with appendicitis
  - 63% of these participants had a health score increase or maintained the same health score

Health Score Increased (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	11	\$38,398	\$3,491
2	2024	11	\$59,338	\$5,394

Health Score Stayed the Same

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	10	\$64,150	\$6,415
2	2024	10	\$76,475	\$7,647

Health Score Decreased

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	17	\$44,848	\$2,638
2	2024	17	\$102,556	\$6,033

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis



## Repeat Participants

Health Score Improvement (Excl HCC)

	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	2023	\$147,396	\$93,683	\$53,713	498	498	996
2	2024	\$238,368	\$179,361	\$59,008	520	544	1,064

Health Score Improvement (Excl HCC)

	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	2023	33	12	32	\$25	\$9,585	\$1,663
2	2024	49	14	35	\$87	\$12,305	\$576

- 38 total members had a health score improvement, excluding 1 HCC
- When excluding HCC's over \$100k, total costs increased \$91k
  - Medical increased \$86k
  - Rx increased \$5k

Highest Costing Rx in 2024

	Year number	2023		2024	
	Drug Product Name	Member ID (Count Distinct)	Total amount paid	Member ID (Count Distinct)	Total amount paid
1	Ozempic (1 MG/DOSE)	1	\$9,585	1	\$12,305
2	Xyosted	1	\$5,789	1	\$6,488
3	Spiriva Respimat	1	\$4,583	1	\$4,304
4	Nurtec			1	\$3,466
5	Vyvanse	1	\$2,135	1	\$2,578
	Total		\$22,092		\$29,141
	Grand Total	31	\$41,381	32	\$47,608

### Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2024 were included (dependent children excluded)
- Data is from Jan 2024 through Dec 2024 on an incurred basis

# 2025 Goals & Strategies





# Stand-Out-Stats & Stories

**13** repeat participants **improved their health score by at least 1 point** from the previous year!



**Participant A:** Improved their health score by 10 points! They achieved this by losing over 15 pounds and lowering their blood pressure, glucose, and cholesterol.

**10 participants received a health score of 100**

**Participant B:** Improved their health score by 6 points and moved from High Risk to Moderate Risk! They achieved this by lowering their glucose, total cholesterol, and LDL cholesterol.



**8 participants improved their health score by 5+ points!**





# Portal Participation Metrics

Metric	Q1	Q2	Q3	Q4	2024	2023	2022
<b>Active Users</b> <i># of unique users</i>	18	36	15	86	98	65	77
<b>% of Census Active</b> <i># of unique users/census</i>	8%	15%	6%	37%	42%	31%	40%
<b>Total Points Tracked</b>	11,582	20,804	9,334	182,175	223,895	186,733	176,738
<b>Average Points per Active User</b> <i>total points tracked/active users</i>	643	578	622	2,118	2,284	2,873	2,295
<b>Health Assessments Completed</b>	16	24	4	50	94	62	74
<b>Health Hub Views</b>	4	15	18	28	65	7	3



# Strive 2024 Programming Goals

## GOAL: HRA Participation

➔ Increase HRA completion by 19%

■ *Results: 10% increase*

*There were both more total portal users and higher rates of Health Risk Assessment (HRA) completion in 2024, though still falling short of the 50% goal.*

## GOAL: Screening Participation

➔ Increase screening participation by 12%

■ *Results: 3% increase*

*Screening participation did increase in 2024, sustaining growth from progress made in 2023. Between 2022 and 2024, participation increased 17%.*

## GOAL: Challenge Participation

➔ Increase challenge participation by 7%

■ *Results: 6% increase*

*Challenge participation increased in 2024, sustaining growth from progress made in 2023. Between 2022 and 2024, participation increased 10%.*

### HRA Participation

**Goal: 50% of Census**

2022 – 38% of census  
2023 – 31% of census  
**2024 – 41% of census**

**82% to goal**

### Screening Participation

**Goal: 40% of Census**

2022 – 23% of census  
2023 – 28% of census  
**2024 – 31% of census**

**78% to goal**

### Challenge Participation

**Goal: 15% of Census**

2022 – 4% of census  
2023 – 8% of census  
**2024 – 14% of census**

**93% to goal**





# Recommended 2025 Programming Goals

**Goal:  
50% Active  
Users**



**Portal  
Engagement**

2022 - 40%  
2023 - 31%  
2024 - 42%  
**2025 Goal - 50%**

**Goal:  
40%  
Participation**



**Screening  
Participation**

2022 - 23%  
2023 - 28%  
2024 - 31%  
**2025 Goal - 40%**



# 2025 Goals and Strategies

Goals	Strategies	Overall Strategies
Employee Engagement		<ul style="list-style-type: none"><li>• <b>Leadership participation</b></li><li>• <b>New hire welcome email</b></li><li>• Monthly engagement data reports</li><li>• Quarterly Pulse Checks</li><li>• Target spousal participation</li><li>• Health Hub QR code employee freebie</li></ul>
<ul style="list-style-type: none"><li>• <b>Portal Engagement</b><ul style="list-style-type: none"><li>◦ <i>2025 Goal: 50% active users annually</i></li></ul></li></ul>	<ul style="list-style-type: none"><li>• <b>Wellness portal update &amp; new features</b></li><li>• <b>Recommendation: Five with Strive videos in lieu of presentations</b></li><li>• Provide rewards for engagement</li></ul>	
Health Screening		<ul style="list-style-type: none"><li>• Additional Offerings:<ul style="list-style-type: none"><li>◦ Mental Health First Aid</li><li>◦ Nutrition Services</li><li>◦ Additional Screening Tests (CBC, PSA, TSH, Vitamin D)</li></ul></li></ul>
<ul style="list-style-type: none"><li>• <b>Screening Participation</b><ul style="list-style-type: none"><li>◦ <i>2025 Goal: 40% of eligible census</i></li></ul></li></ul>	<ul style="list-style-type: none"><li>• Communications emphasizing incentive/premium savings</li><li>• <b>Outreach phone calls to non-screening and new employees</b></li><li>• <b>Strive on-site prior to health screening AND/OR at health screening events</b></li></ul>	



# 2025 Wellness Programming

## Presentations

- Aging & Your Health
  - 22 attendees
- Feeding Your Microbiome
- Metabolism 101
- Breaking Burnout

## Challenges

- Cancer Awareness
  - *3 participants*
- Strive Corporate Challenge
  - *Starts 5/7*
- Route 66
- Hydration Station
- Gratitude Challenge

## Additional Offerings

- 12 Strive Monthly Webinars
- 12 Strive Monthly Newsletters
- 12 Custom Monthly Communications
- 4 Meditation Moments

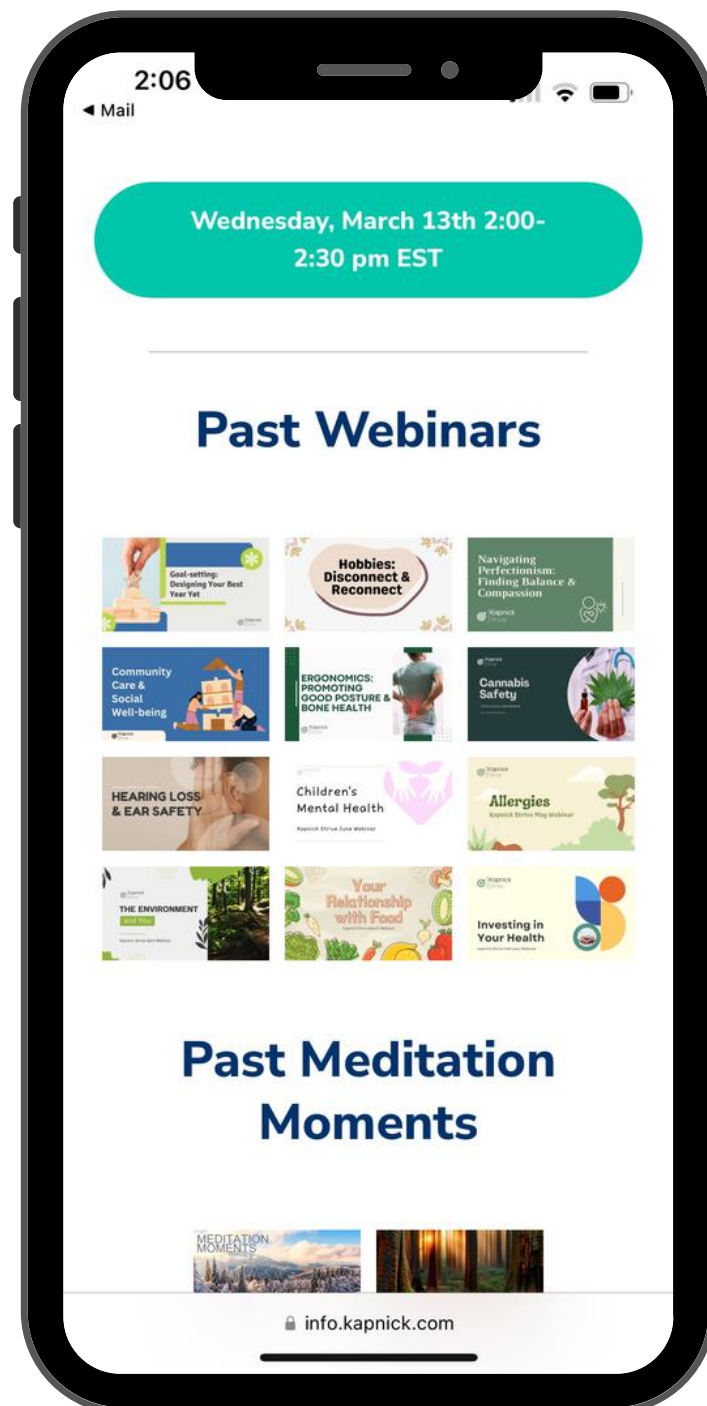
## 2025 Health Screenings

- Dates TBD





# Wellness Resources







# 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





# Well-Being Moving Forward

## **Discussion:**

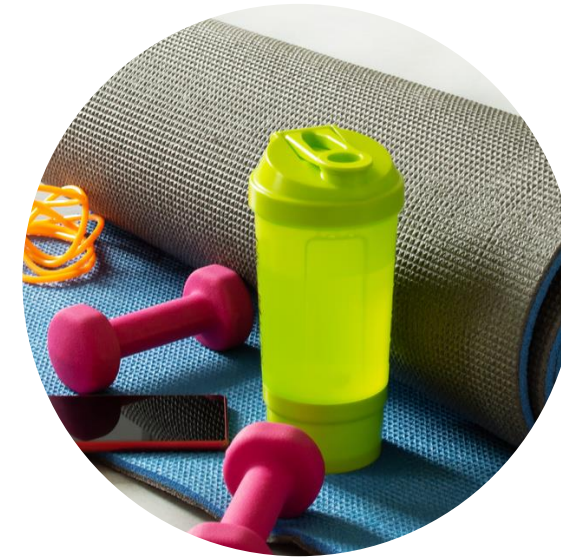
*What's SME's biggest business goal?*

- How will employee well-being impact that?

## **Implementing in 2025**

- Five with Strive
- Wellness Portal Revamp

# Biometric Risk 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 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 at rest.

## **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.

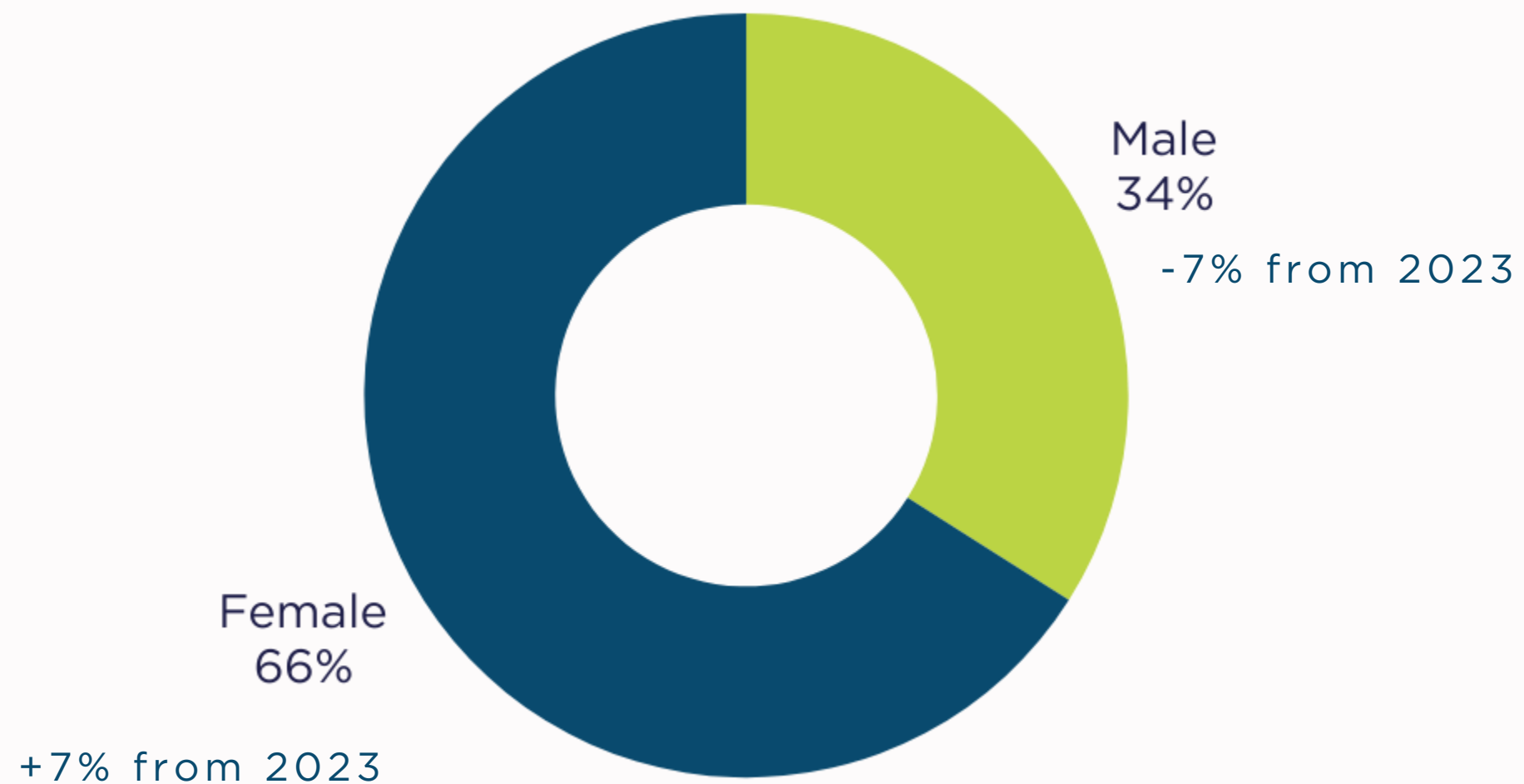
## **Gamma-Glutamyltransferase (GGT)**

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.

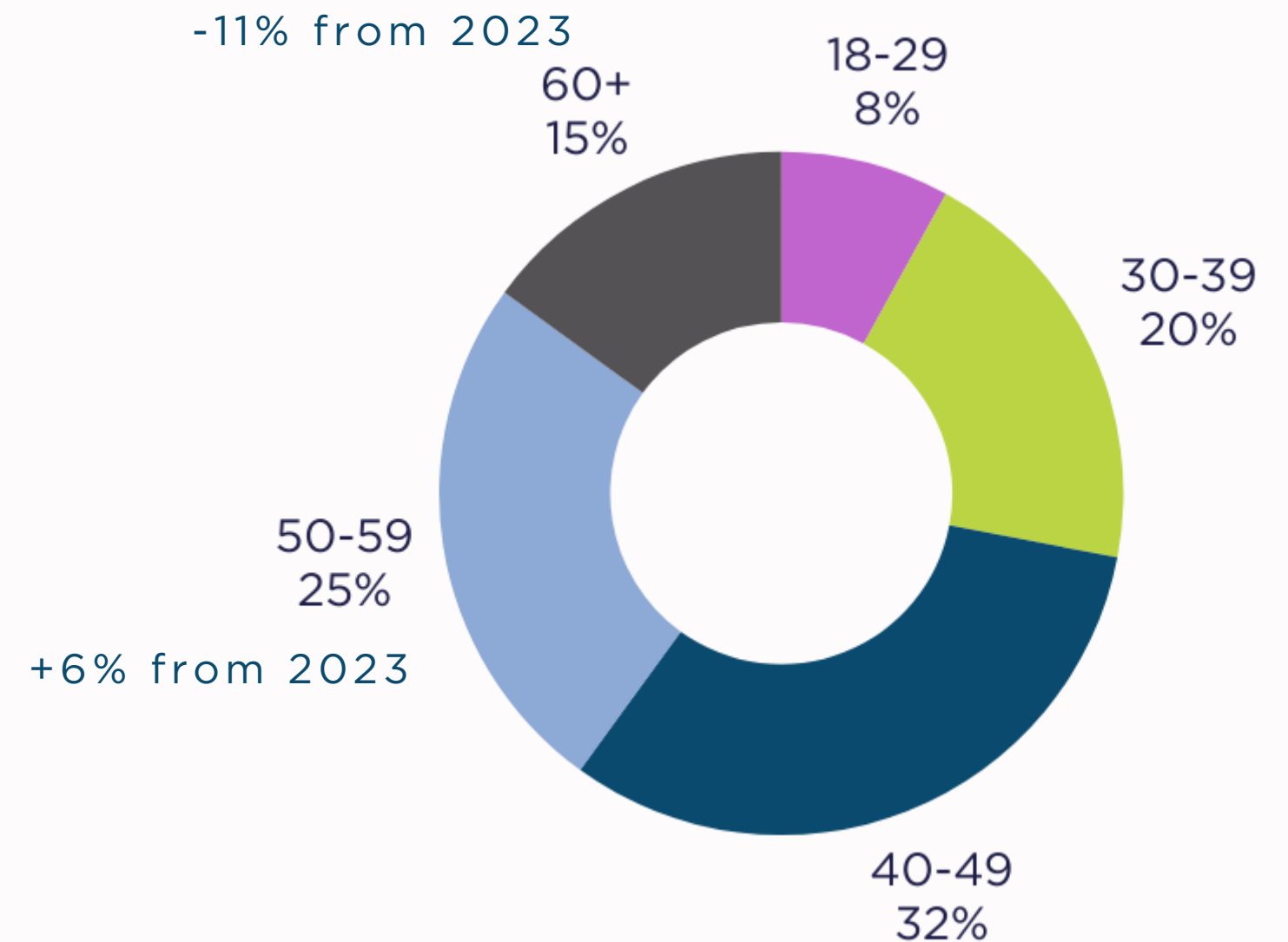


# Demographics

## SEX



## AGE



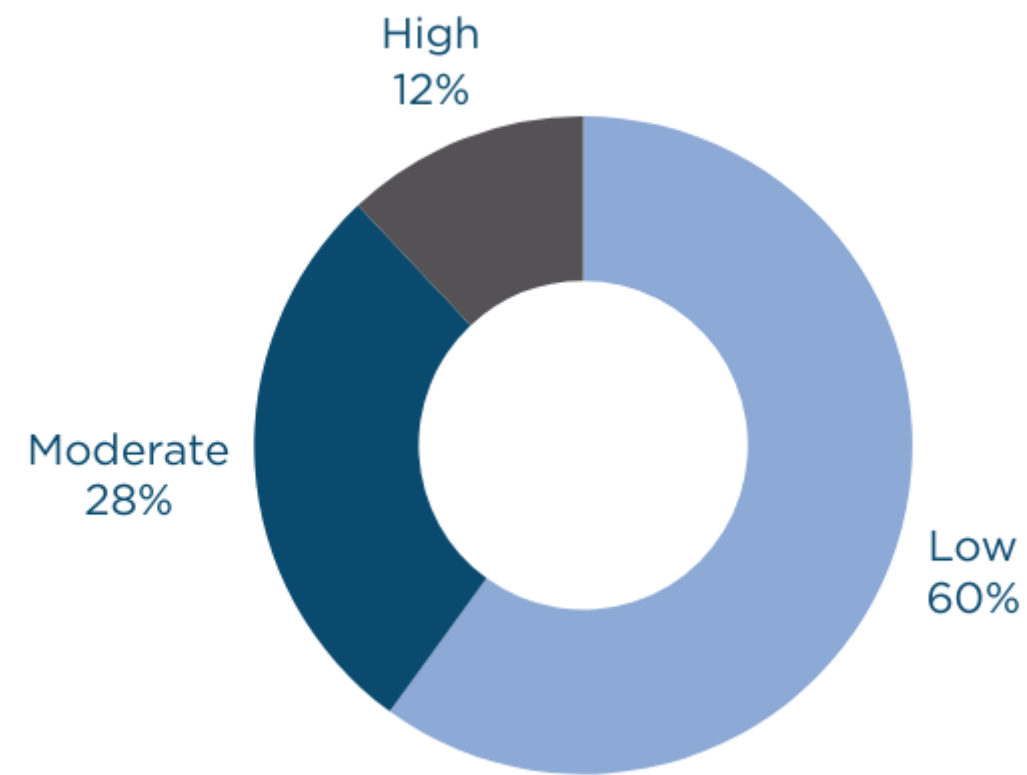
AVERAGE AGE: 47



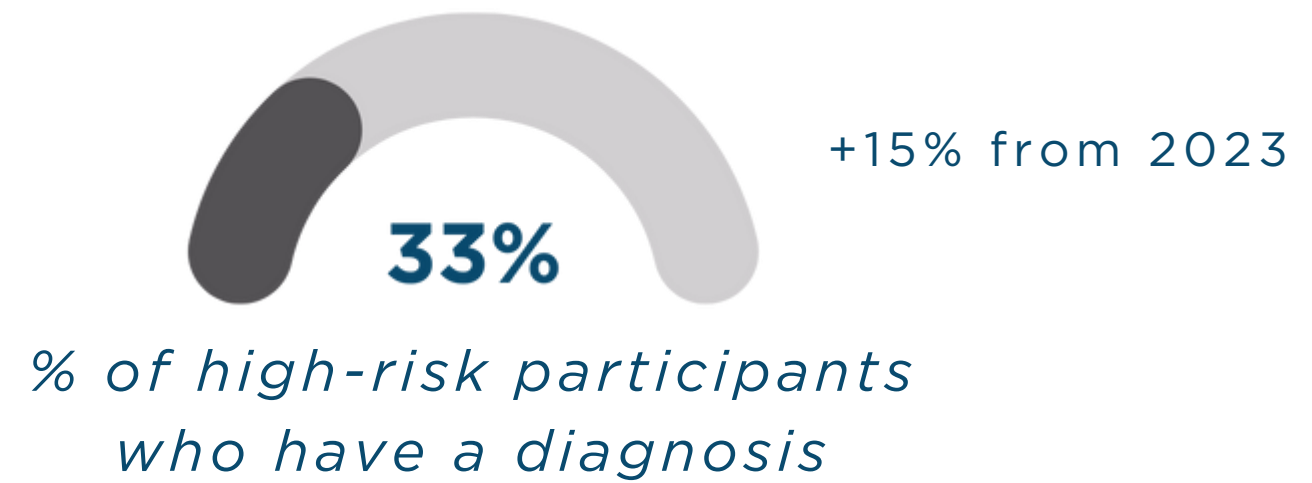
# Heart Health: *Total Cholesterol*

HDL + LDL + Triglyceride

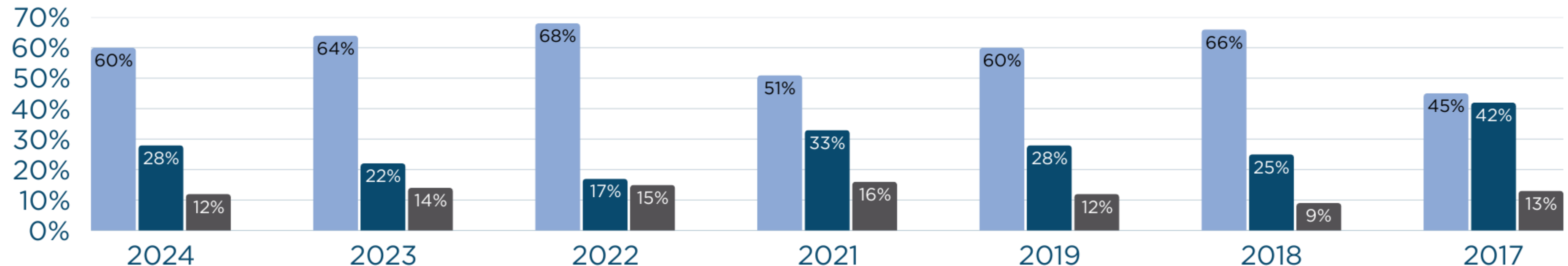
## Cholesterol Breakdown



## High Risk Awareness



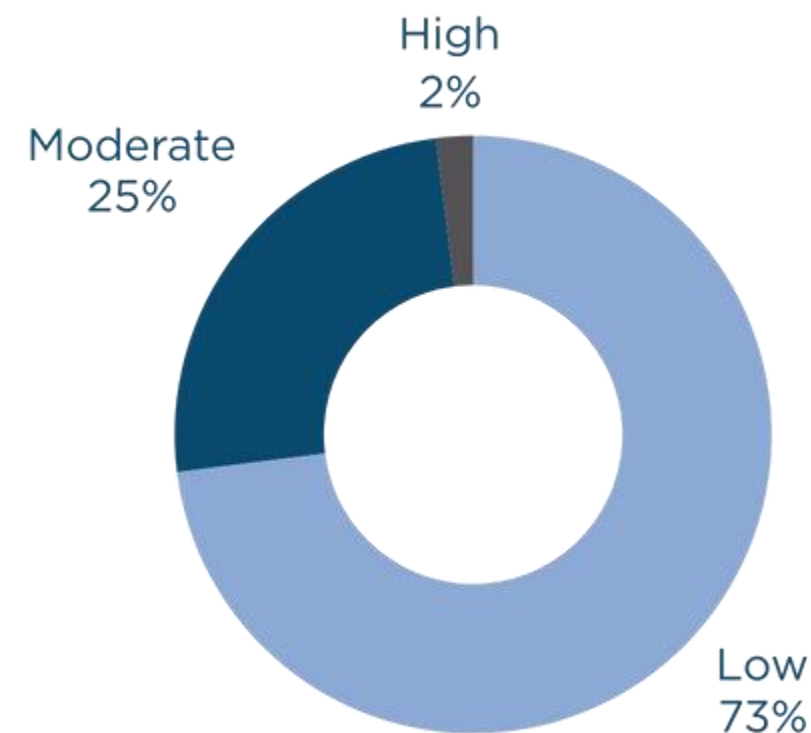
● Low Risk: <200 mg/dL    ● Moderate Risk: 200-239 mg/dL    ● High Risk: >240 mg/dL





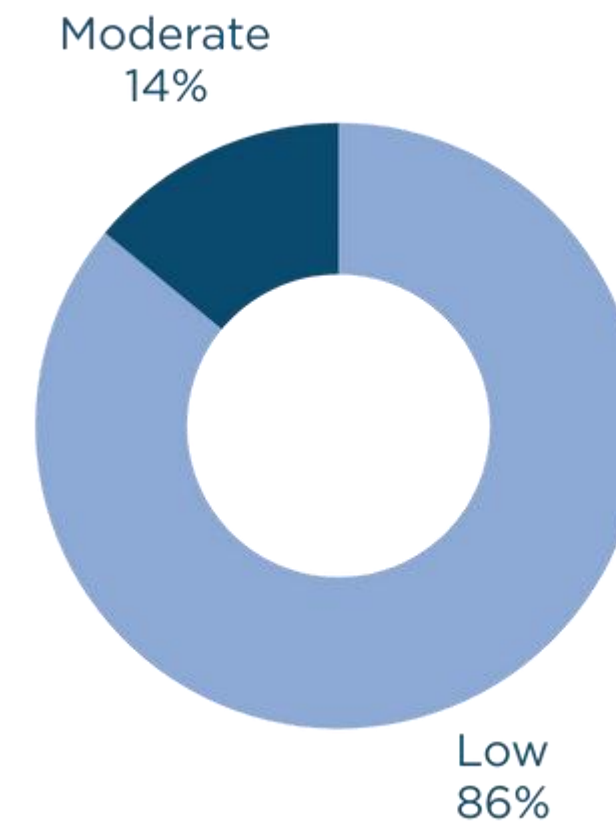
# Heart Health: *Blood Pressure*

## Systolic Breakdown



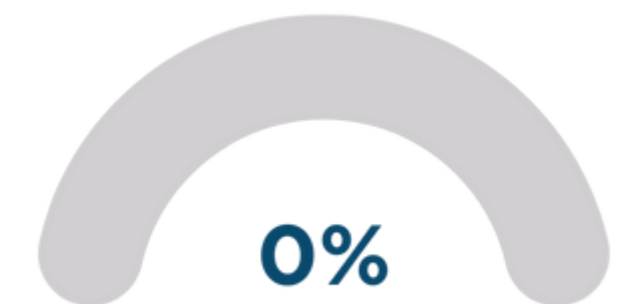
**Systolic blood pressure** (the top number) measures the force of blood against artery walls when the heart contracts.

## Diastolic Breakdown



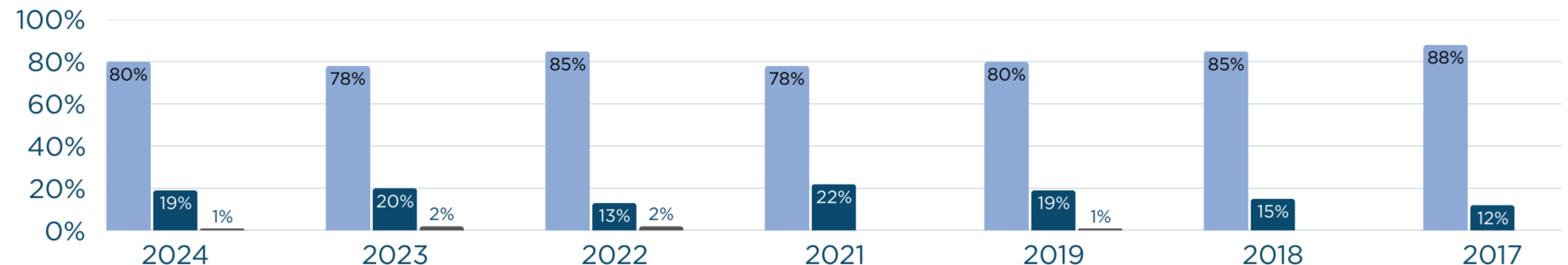
**Diastolic blood pressure** (the bottom number) measures the same force when the heart is at rest between beats.

## High Risk Awareness



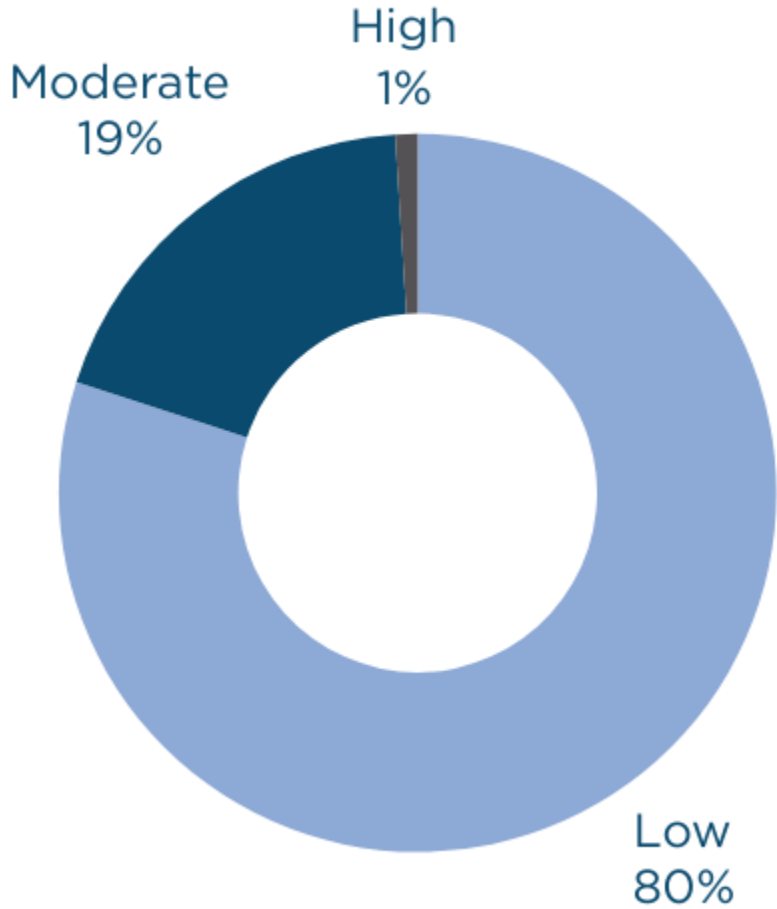
% of high-risk participants who have a diagnosis

-20% from 2023



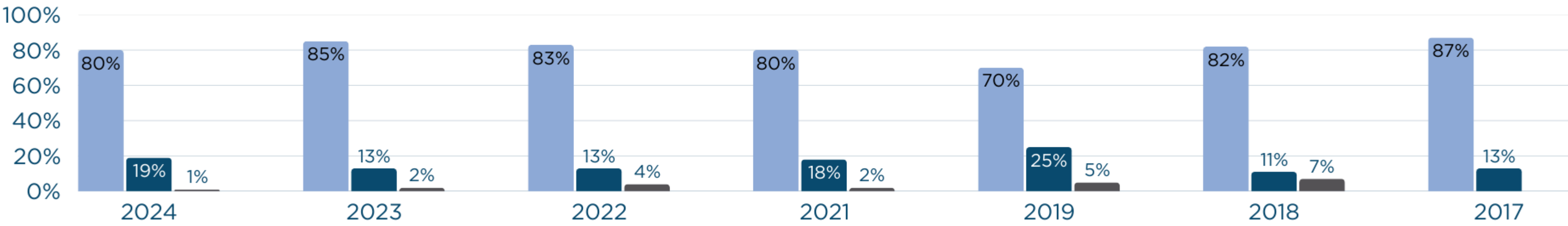


# Diabetes Management: *Blood Glucose*



**Blood Glucose Breakdown**

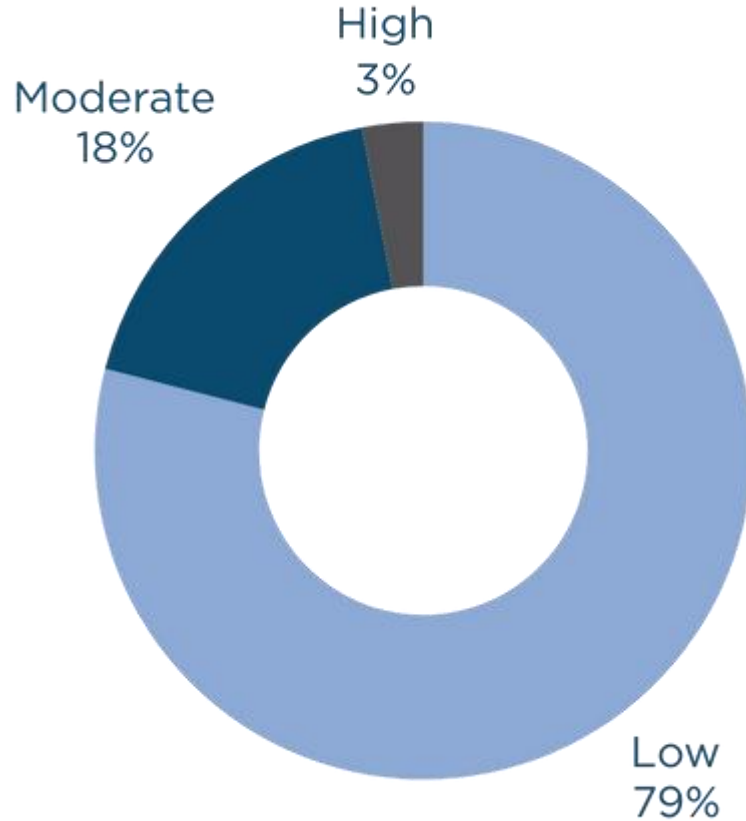
● Low Risk: <100 mg/dL    ● Moderate Risk: 101-125 mg/dL    ● High Risk: >126 mg/dL



# Diabetes Management: Hemoglobin A1C

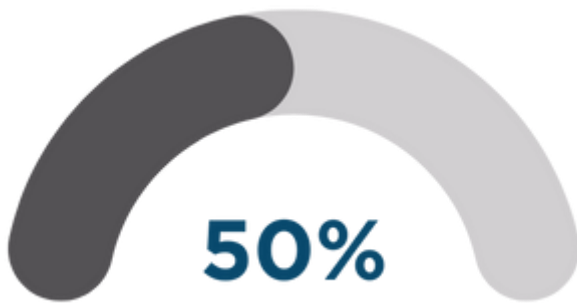


A1C Breakdown



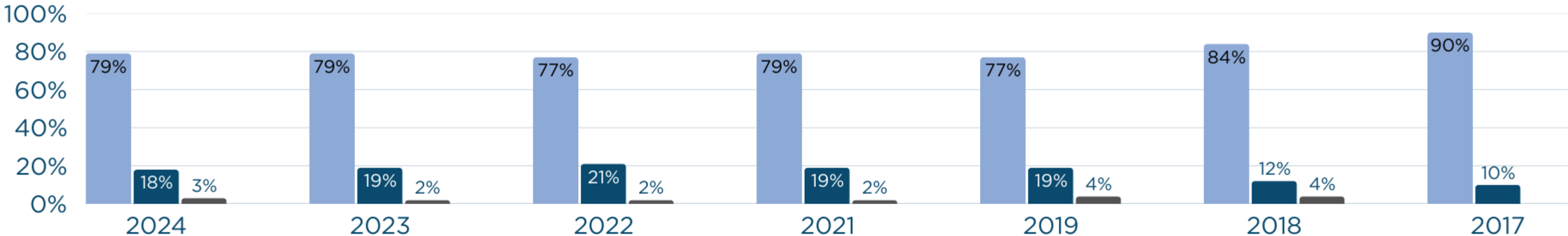
● Low Risk: <5.7%    ● Moderate Risk: 5.7-6.4%    ● High Risk: >6.5%

High Risk Awareness



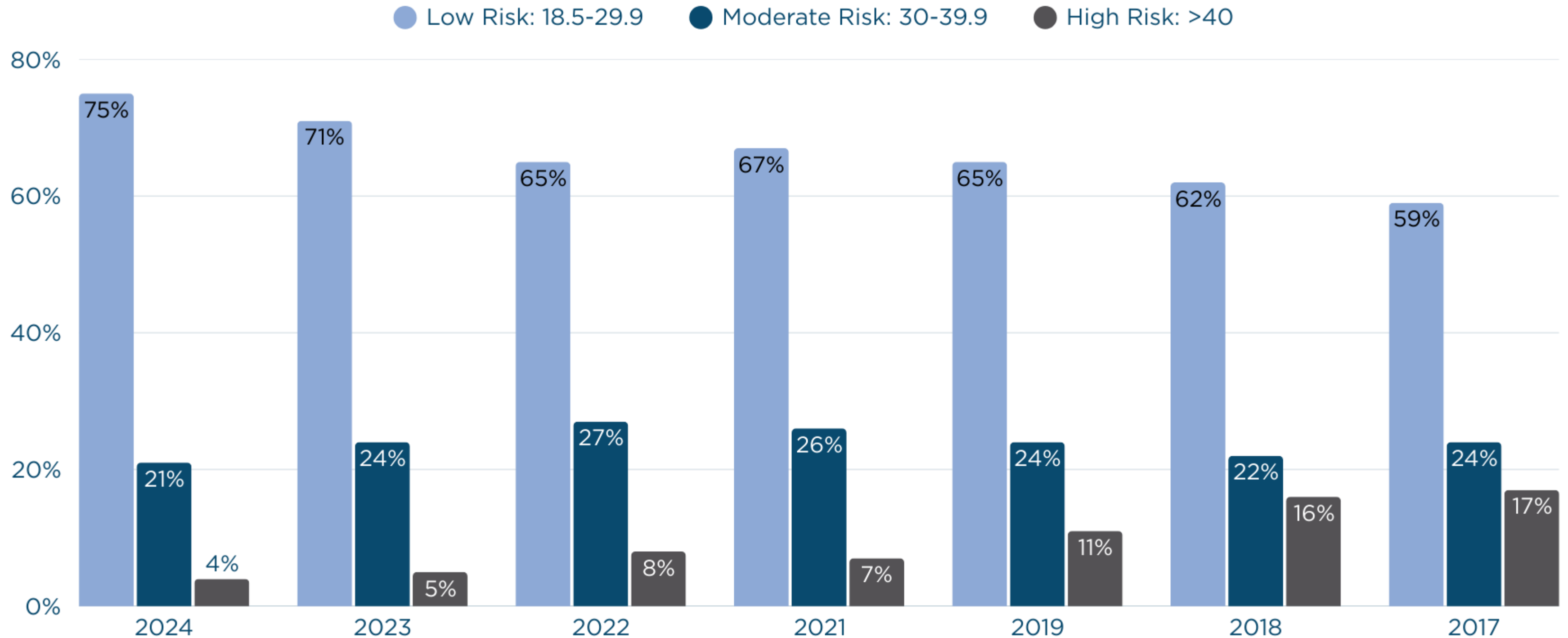
% of high-risk participants who have a diagnosis

+47% from 2023





# Body Composition: *Body Mass Index*

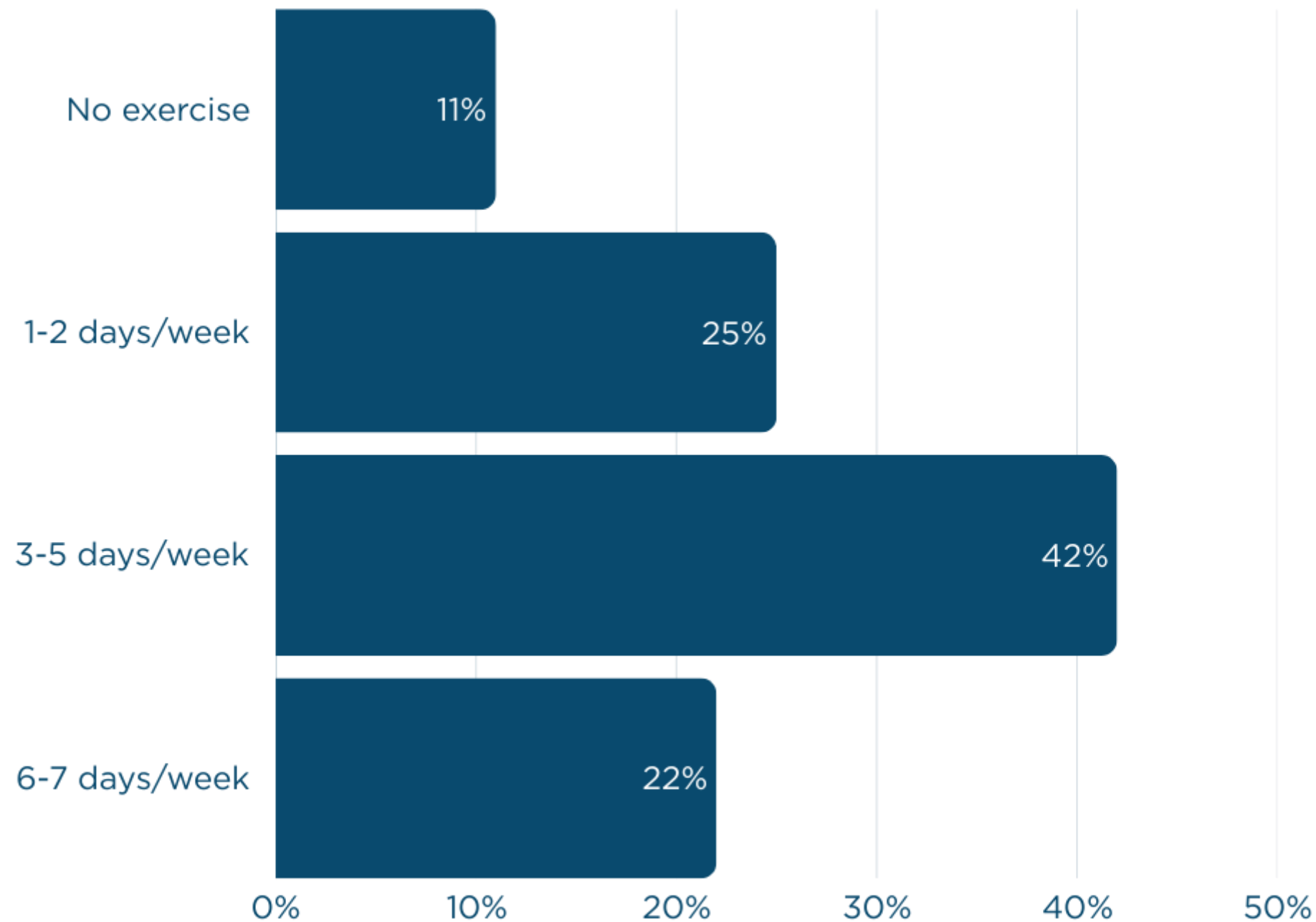






# Body Composition

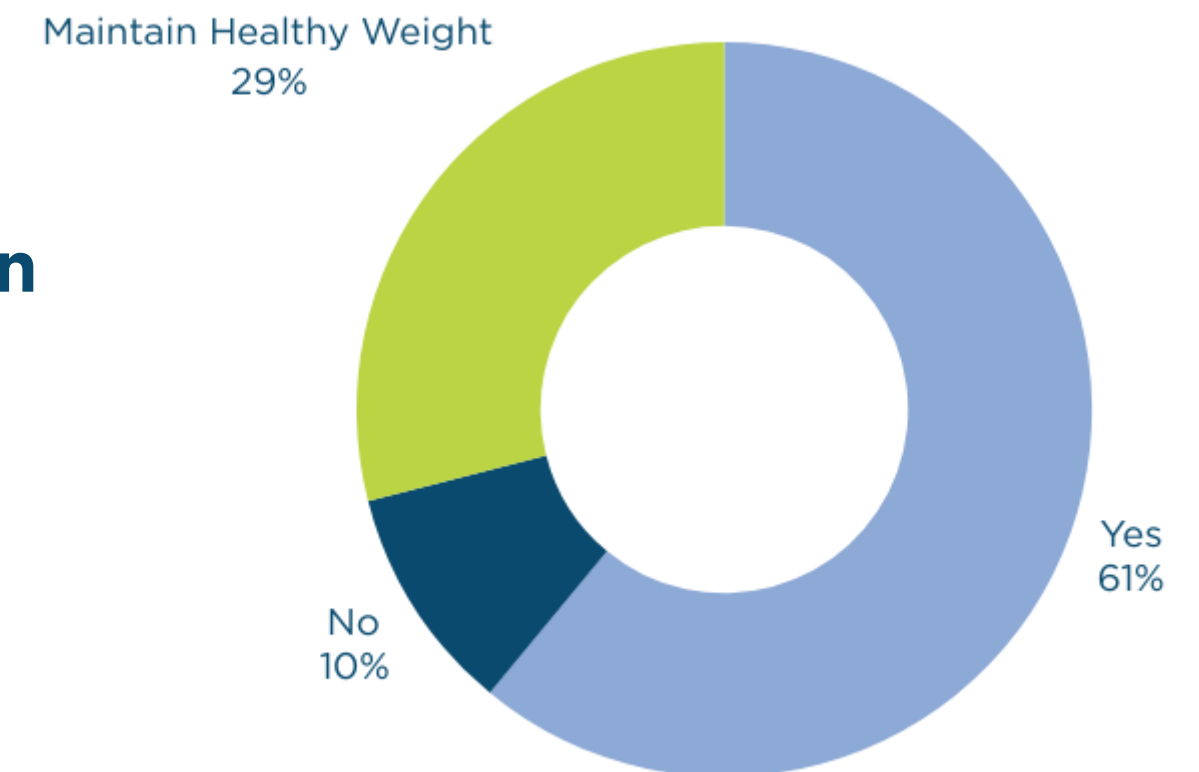
## Exercise Habits



## Average Waist Circumference



## Interest in Losing Weight

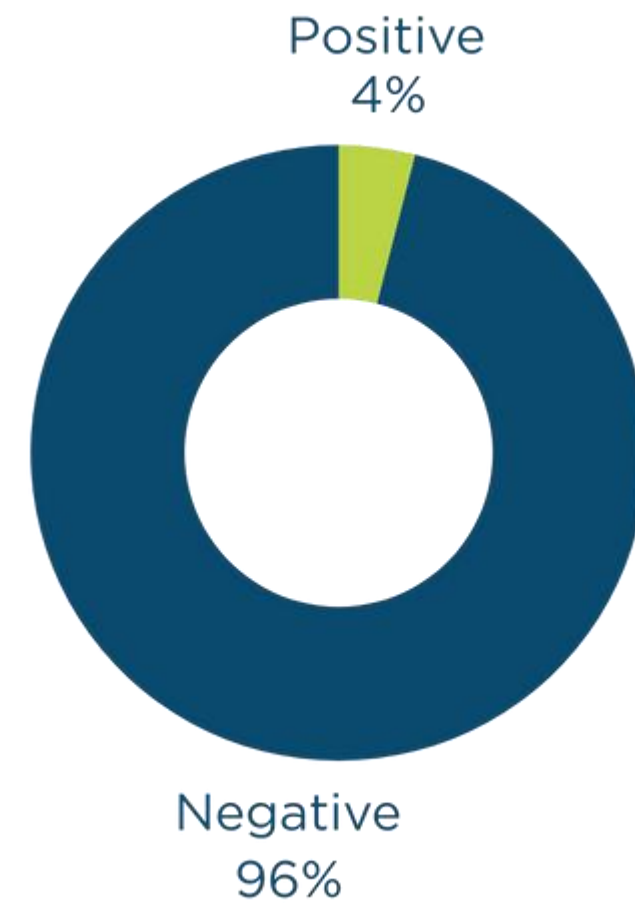




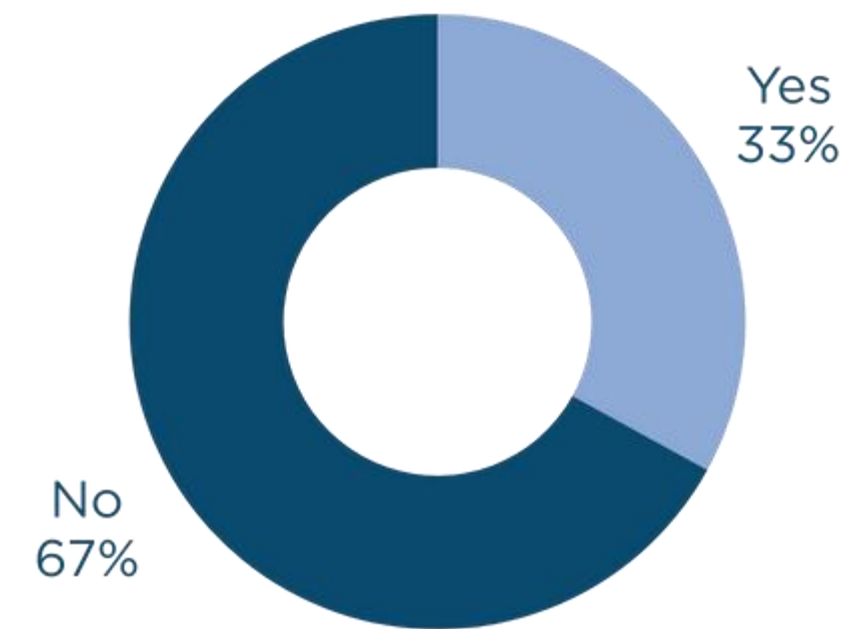
# Nicotine Use

\*3 participants  
tested positive

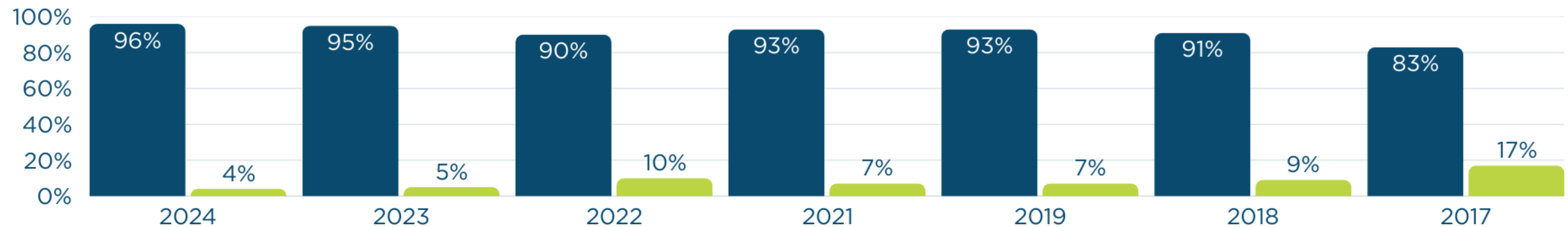
## Tested Positive



## Interested in Quitting



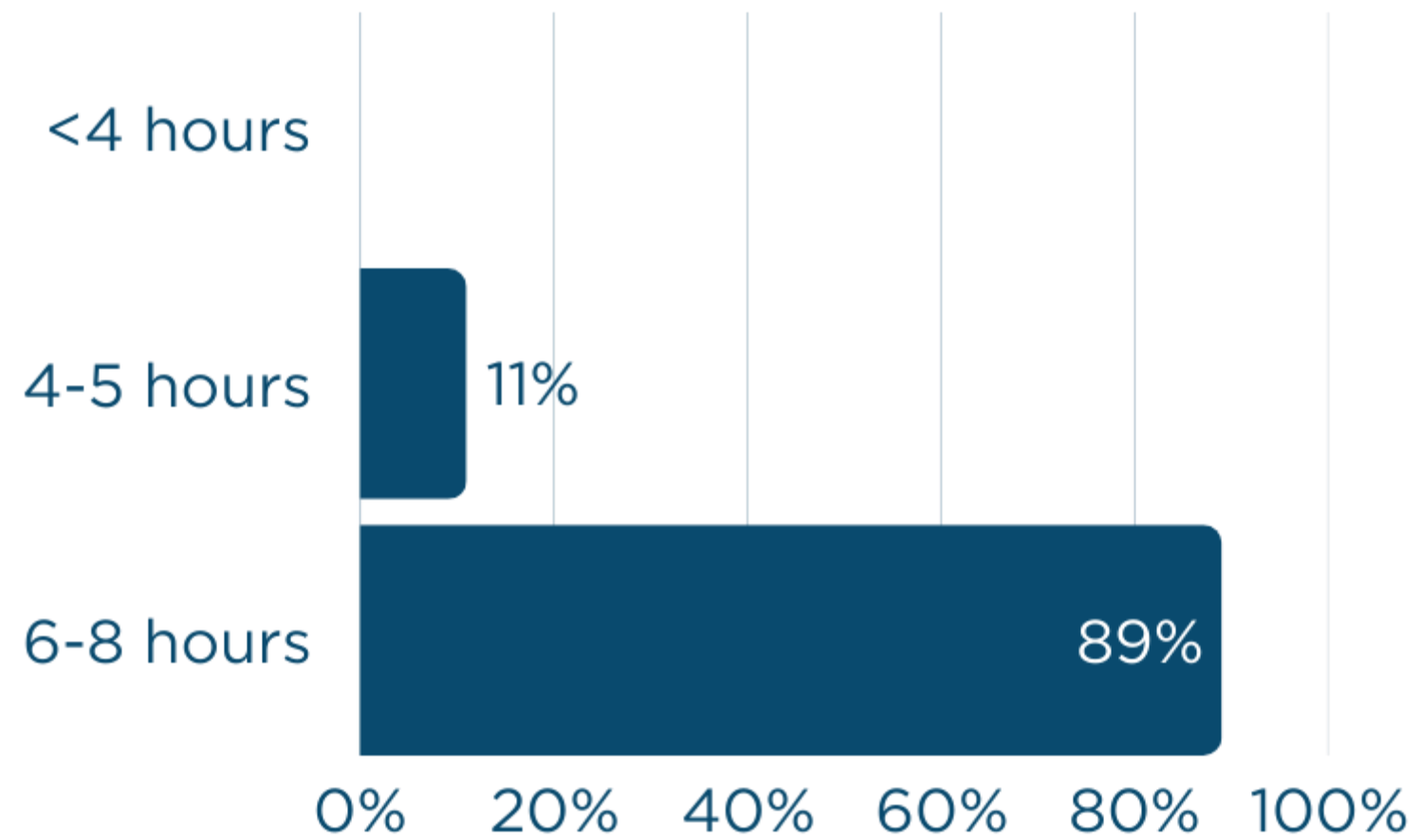
● Negative ● Positive



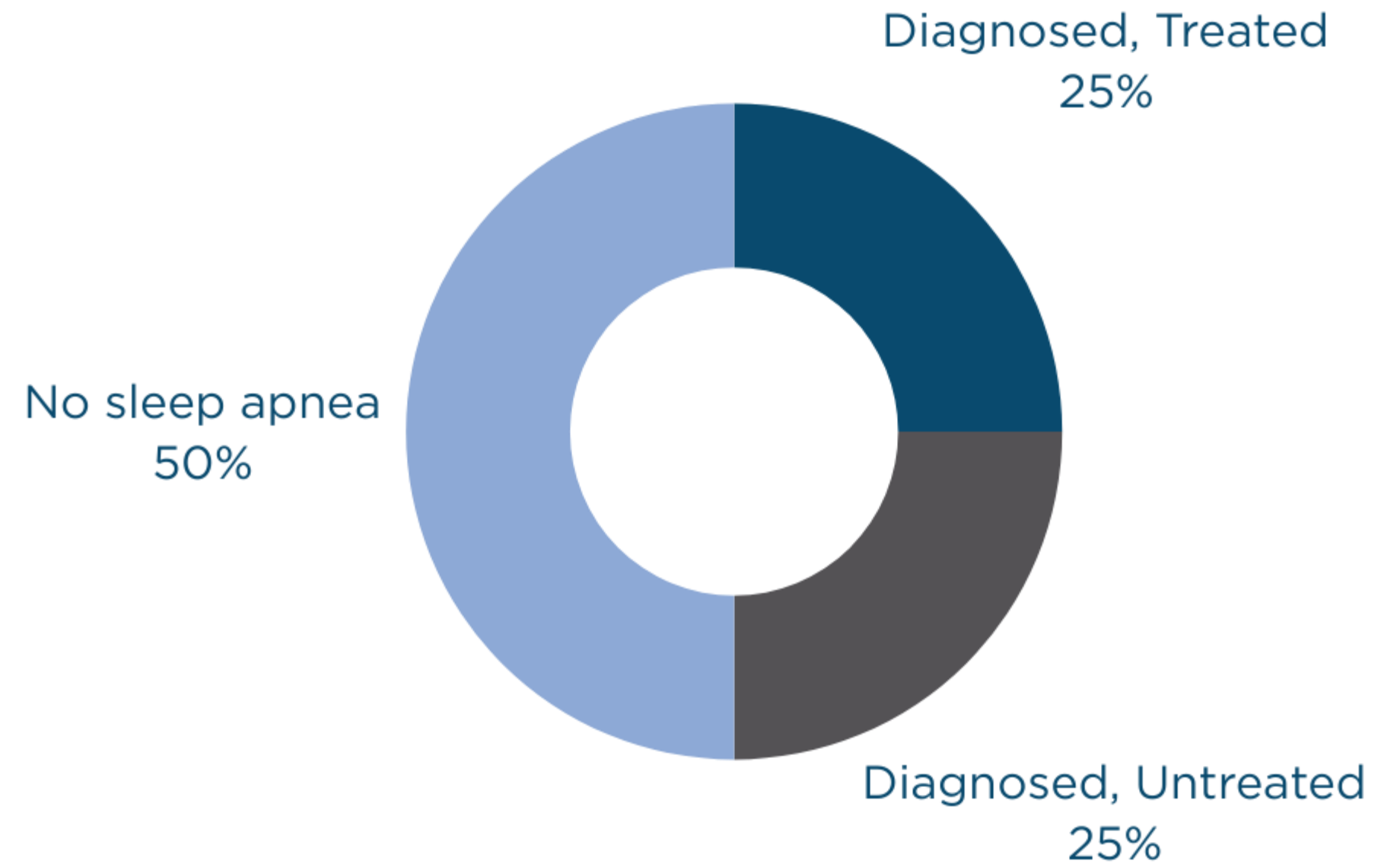
# Sleep Habits



## Hours of Sleep per Night



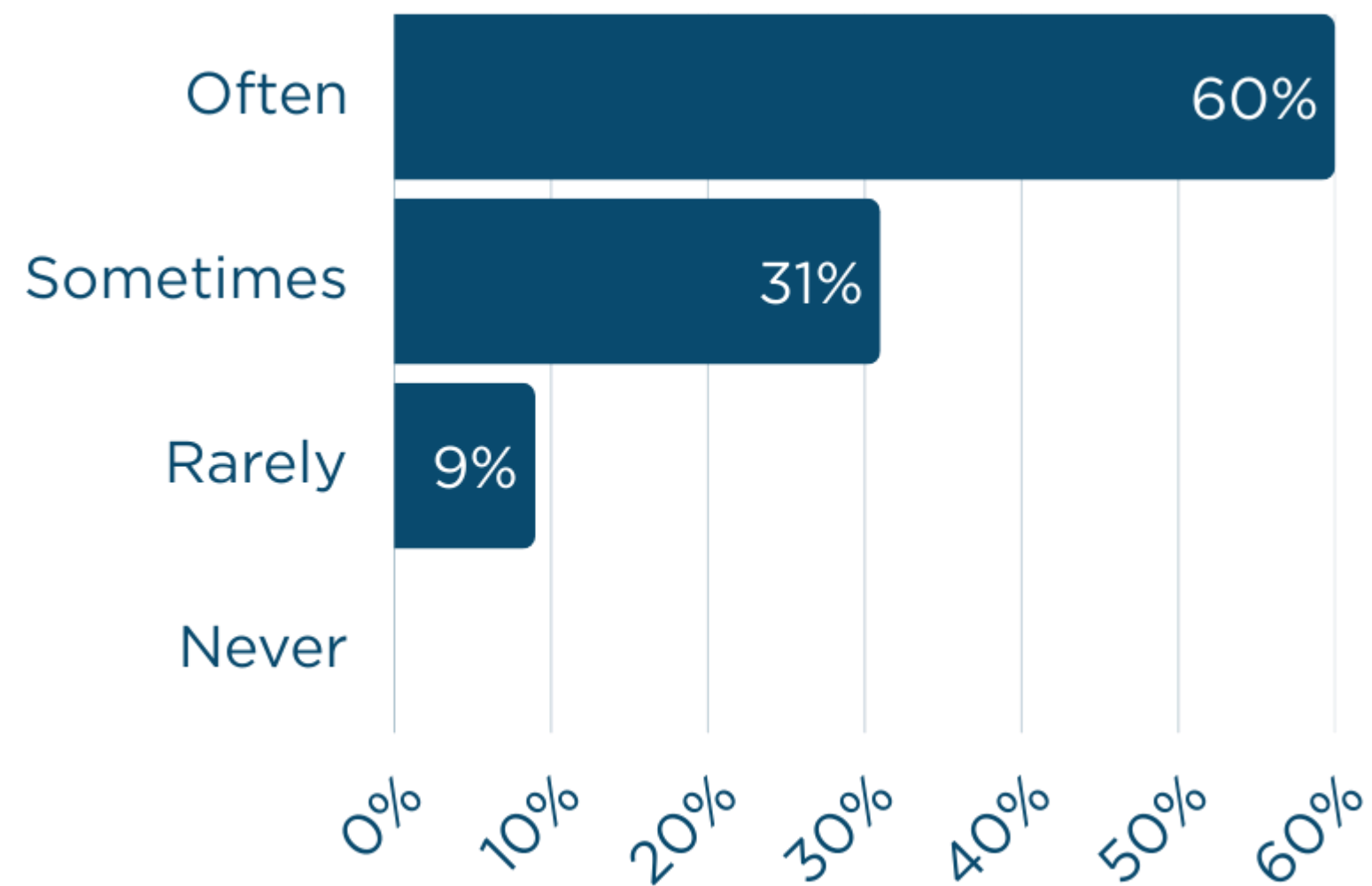
## Sleep Apnea



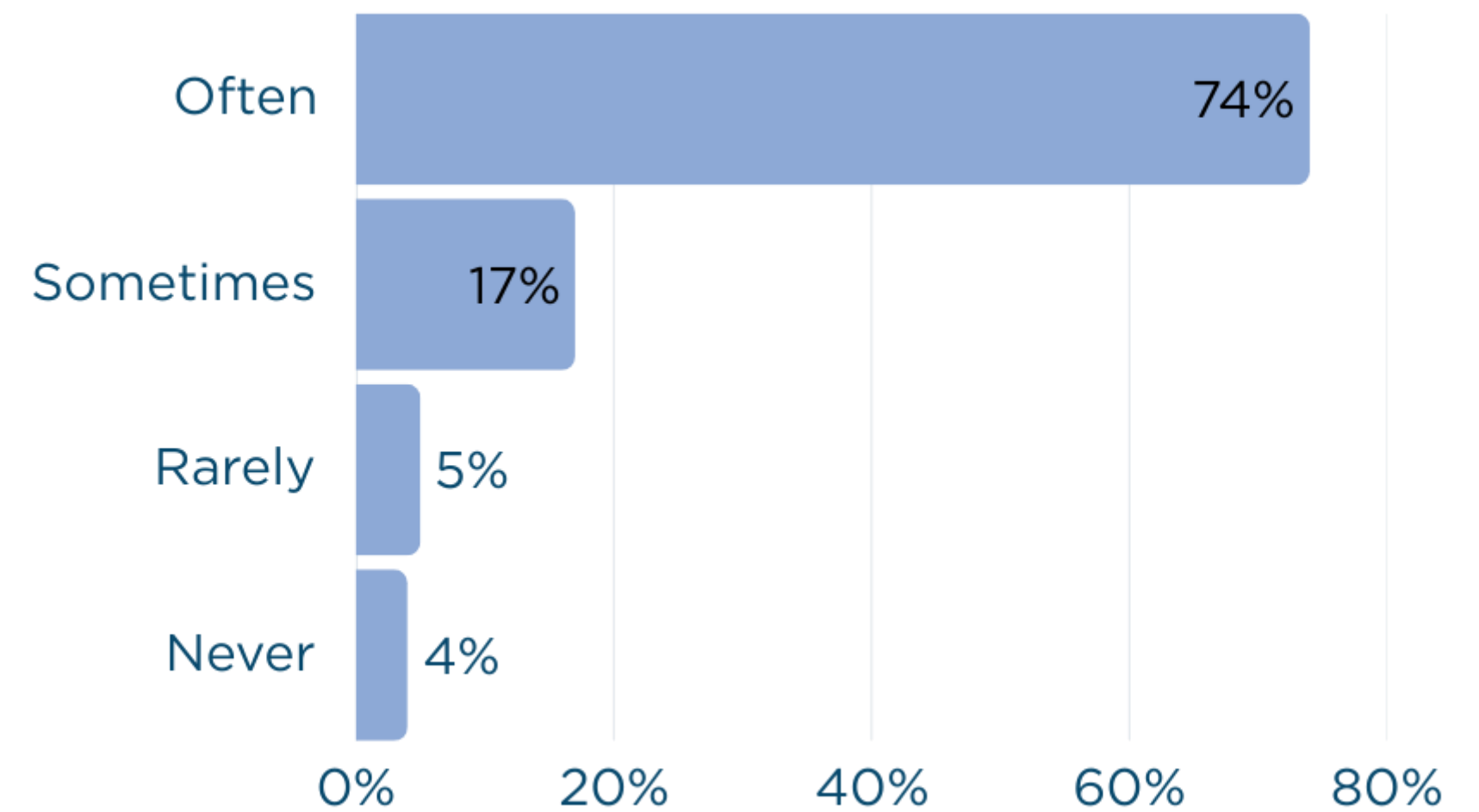


# Nutritional Habits

## Balanced Meals



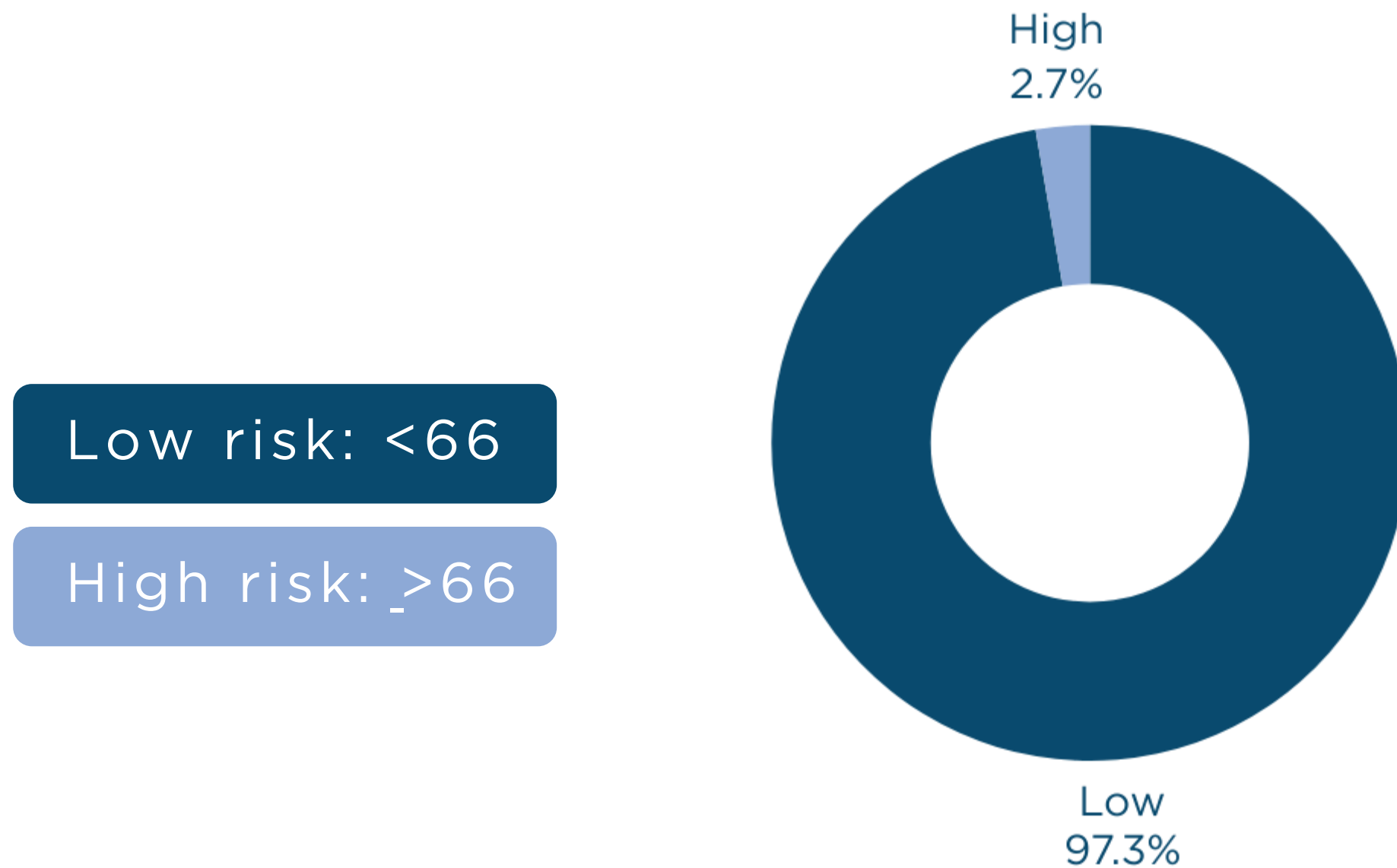
## Choose Water Over Sugary Beverages





# Gamma-Glutamyltransferase (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.



# Thank you!

## Questions?

Wellness Coordinator: Emma Lough

 734-929-6587

 [emma.lough@kapnick.com](mailto:emma.lough@kapnick.com)

