



Executive Review

2024

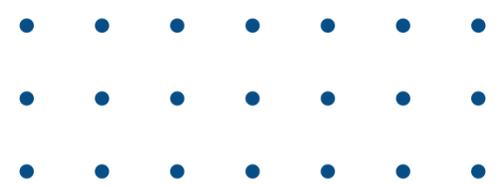


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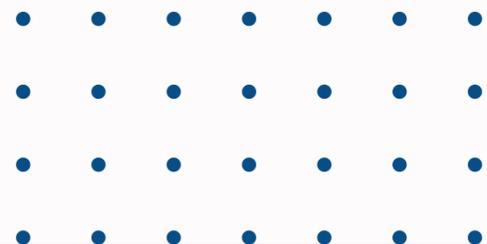
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2024 Wellness Events



Presentations

- Find Your Motivation
- The Healthy Traveler
- Navigating Fad Diets

Challenges

- Be Kind For Your Mind
 - 3 participants
- Going For Growth
 - 1 team participant
- Strive Corporate Challenge
 - 5 participants
- Around the World
 - 5 participants
- Nutrition 101
 - 3 participants



Reward Points Raffles

- 1 Quarterly Winner drawn to receive \$75 gift card
- 1 Annual Winner drawn to receive \$25 gift card for HRA Completion
- 1 Annual Winner drawn for grand prize of \$150 gift card

Additional Offerings

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

4 Meditation Moments



How to Earn Quarterly Reward

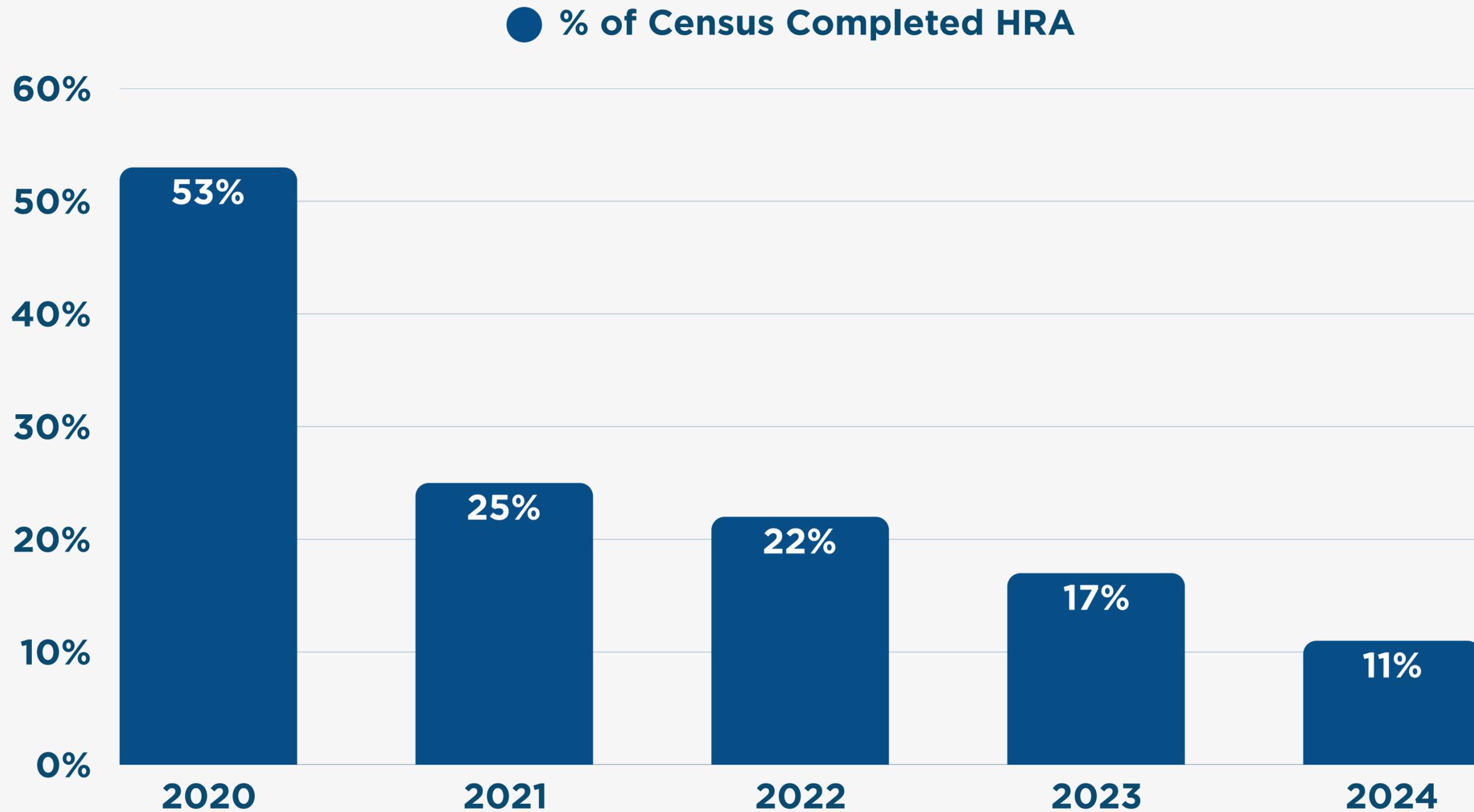
Wellness Activity	Points Earned	Examples
Complete annual well-visit	500 points	
Complete a preventative exam	200 points each, max 1200	→ Mammograms, dental exams, eye exams, OBGYN exams, etc.
Walk 10,000 steps a day	5 points per day	
Track 3 serving of fruits & vegetables	6 points per day	
Get a vaccination	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	
Complete an online Strive challenge	200 points each, max 1000	5Ks, triathlons and marathons, volunteering, going to a financial wellness class/advisor, working with a therapist, etc.
Submit a well-being activity	100 points each, max 800	→



Participation Metrics

Metric	Q1	Q2	Q3	Q4	2024	2023	2025 Q1	2025 Q2 (As of 6/10)
Active Users	16	28	9	8	36	56	5	15
Health Risk Assessments Completed	15	12	4	5	36	44	5	10
% of Census Active <i># of unique users/census</i>	6%	9%	7%	3%	11%	22%	2%	6%
Total Points Tracked	9,596	9,773	4,402	2,551	26,490	38,099	3,163	8,305
Average Points per Active User <i>total points tracked/active users</i>	640	444	490	319	735	680	633	553
Health Hub Views	13	0	3	2	18	33	1	4

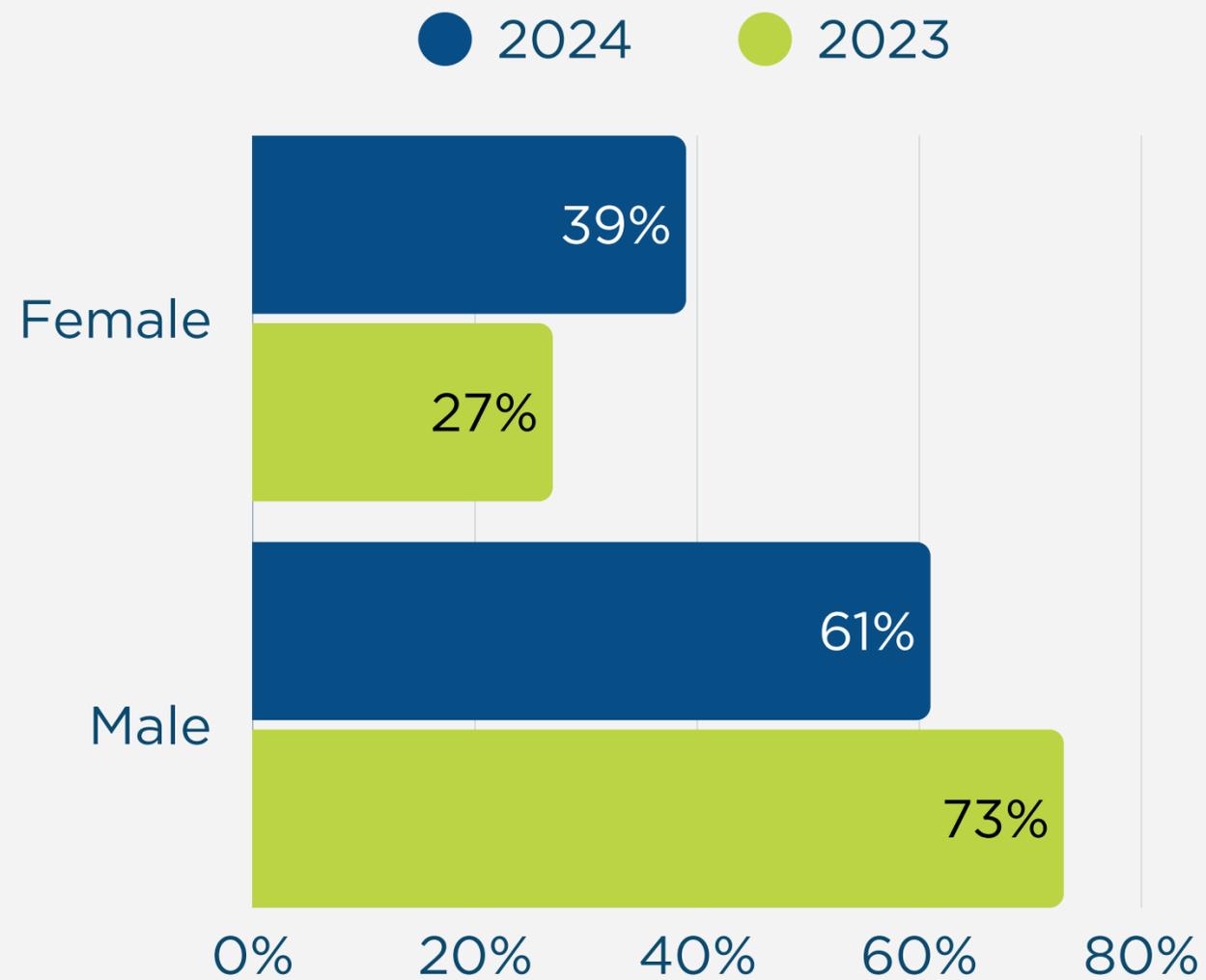
HRA Participation



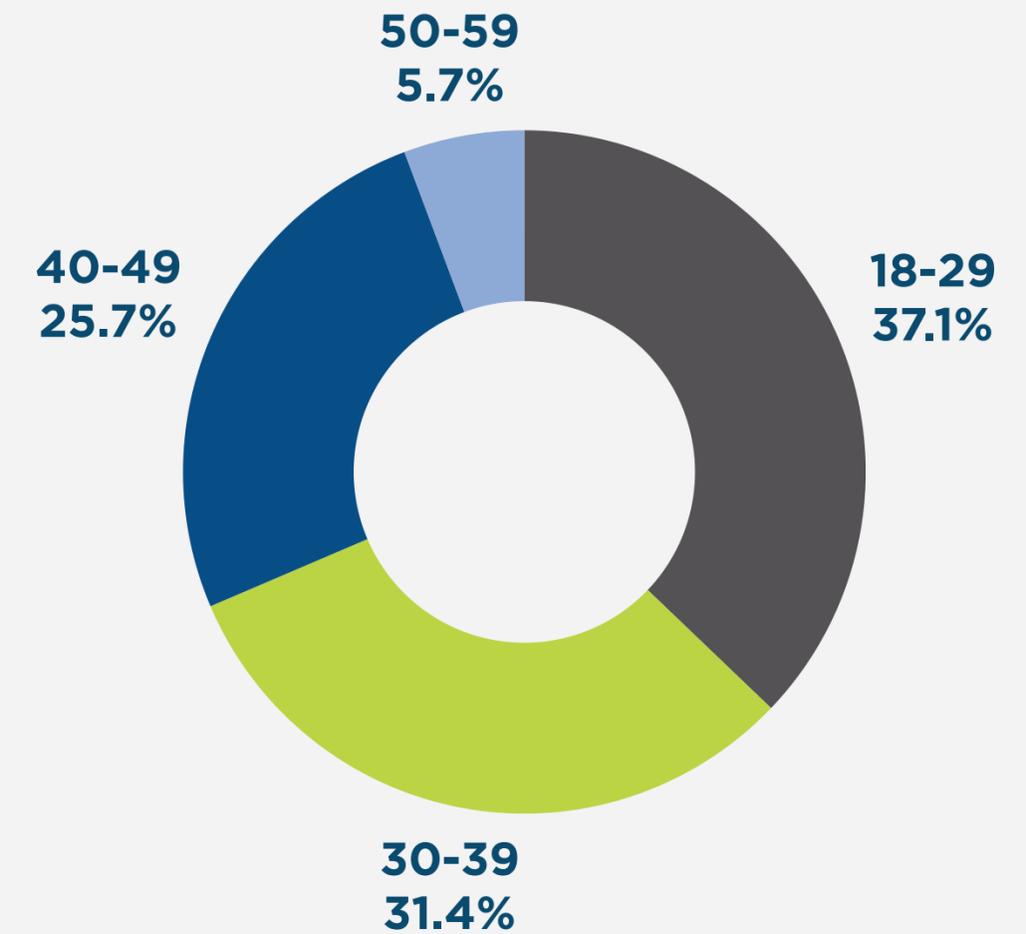
Demographics



GENDER



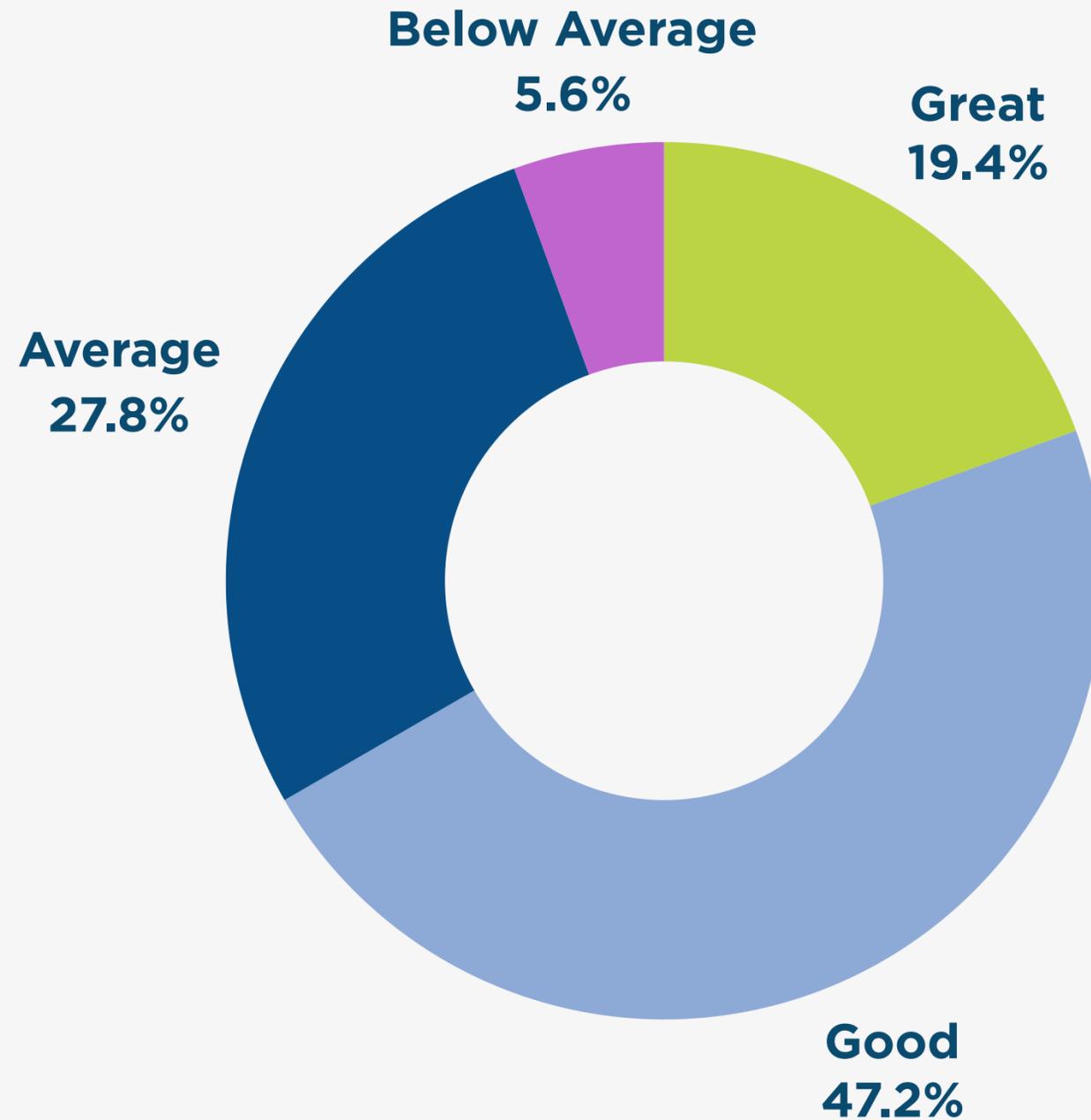
AGE



AVERAGE AGE: 35



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.

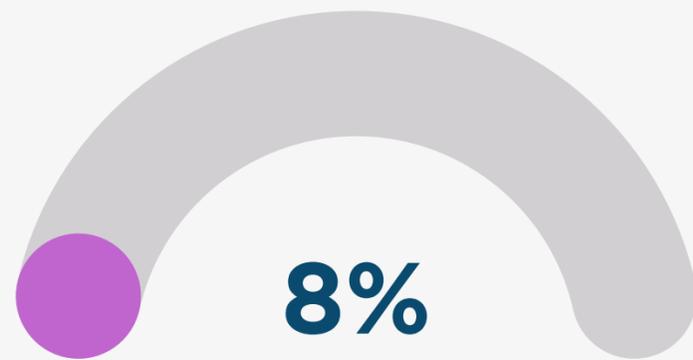
Tobacco Use

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*

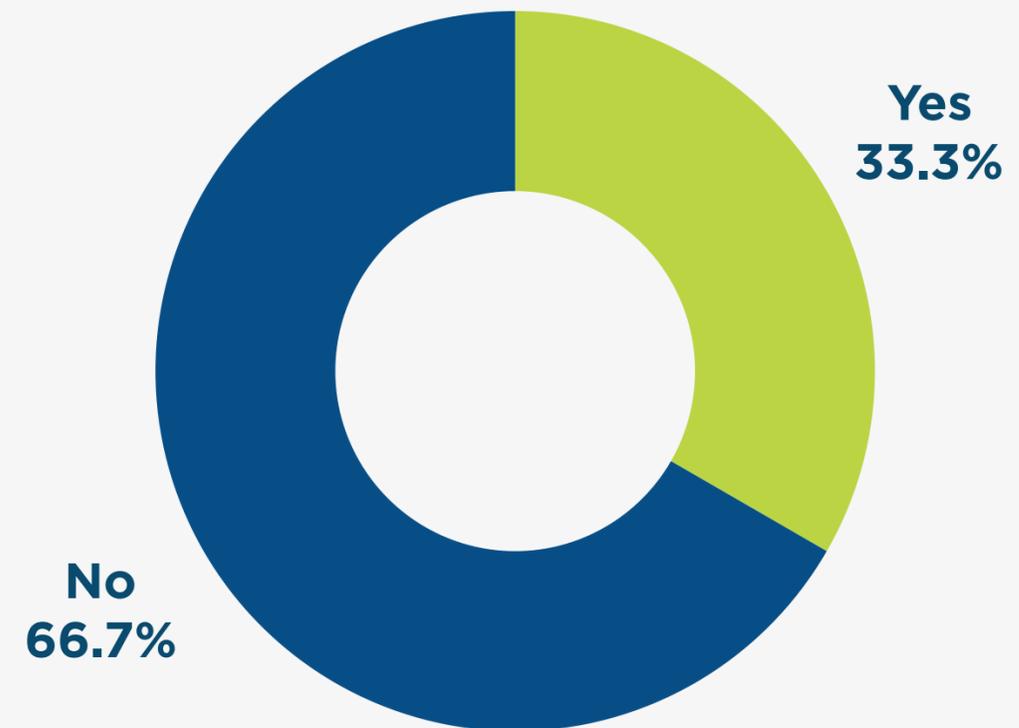
High Cholesterol



Reported Yes

Self-Reported

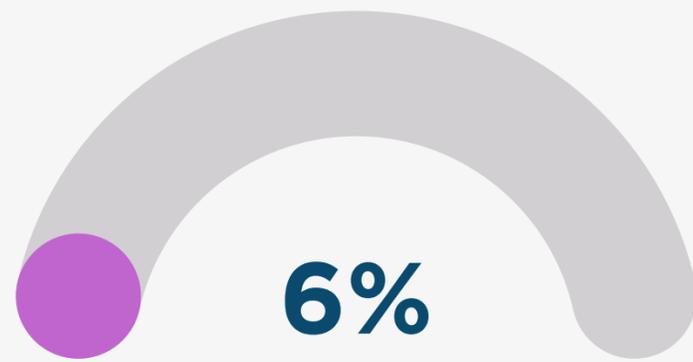
Diagnosed & Taking Medication





Heart Health: *Blood Pressure*

High Blood Pressure



Reported Yes

Self-Reported

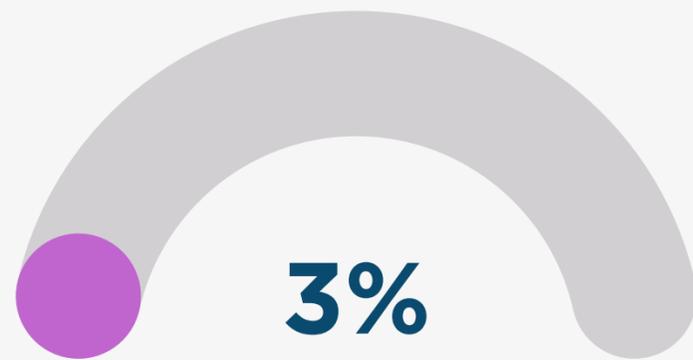
Diagnosed & Taking Medication





Metabolic Health: *Diabetes*

Diabetes



Reported Yes

Self-Reported

Diagnosed & Taking Medication



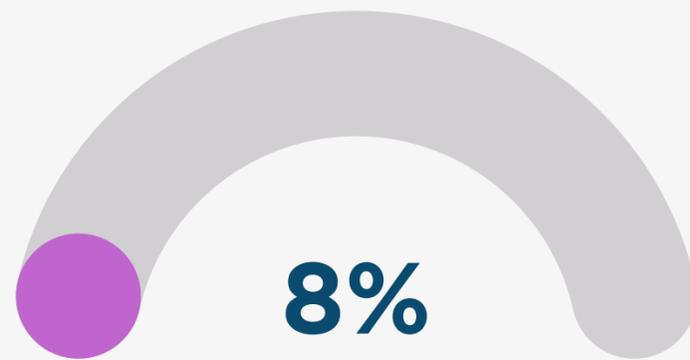
**Yes
100%**



Nicotine Use

Use Nicotine

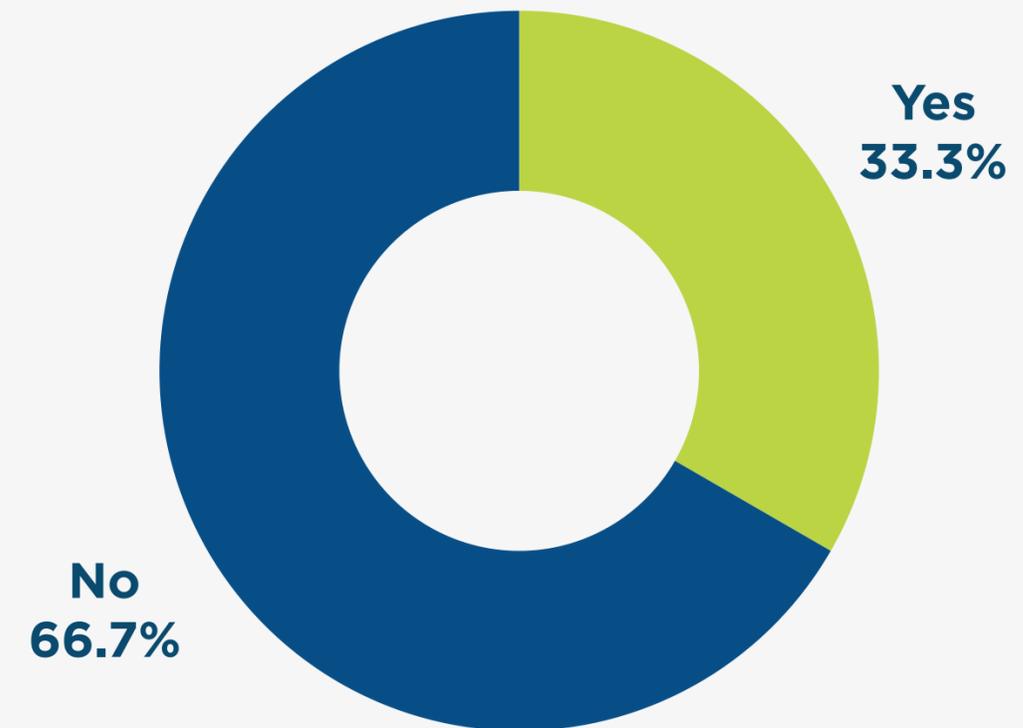
6% Increase
in Nicotine
Usage



Reported Yes

Self-Reported

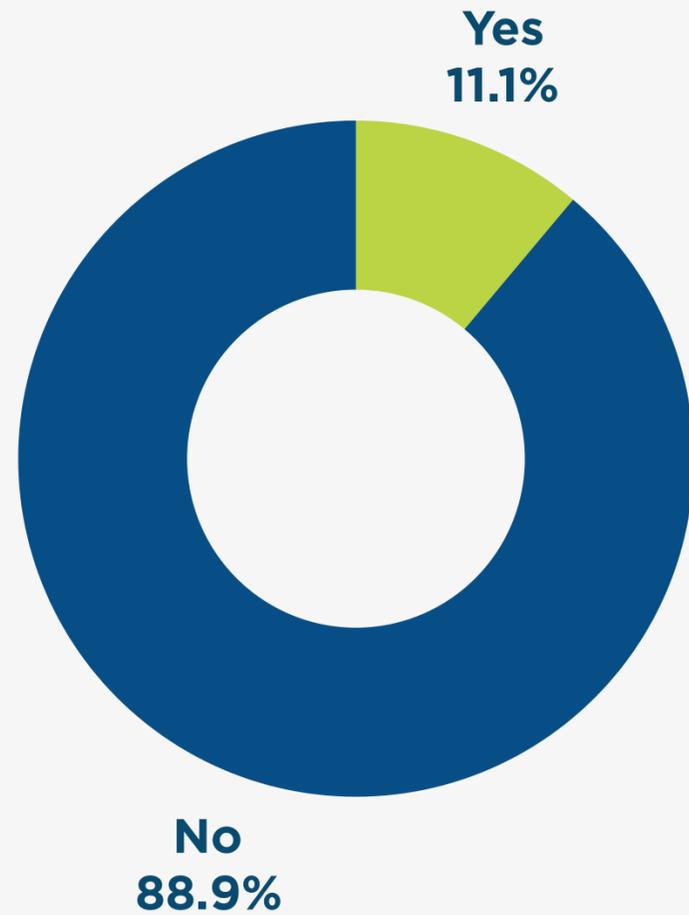
Interested in Quitting



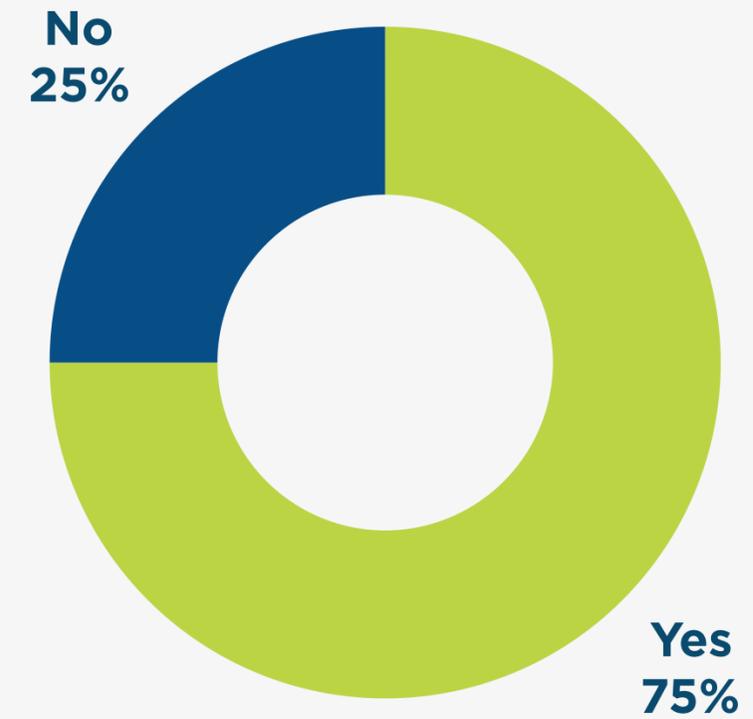


Mental Health & Well-being

Anxiety & Depression



Maintains a Healthy Work-Life Balance



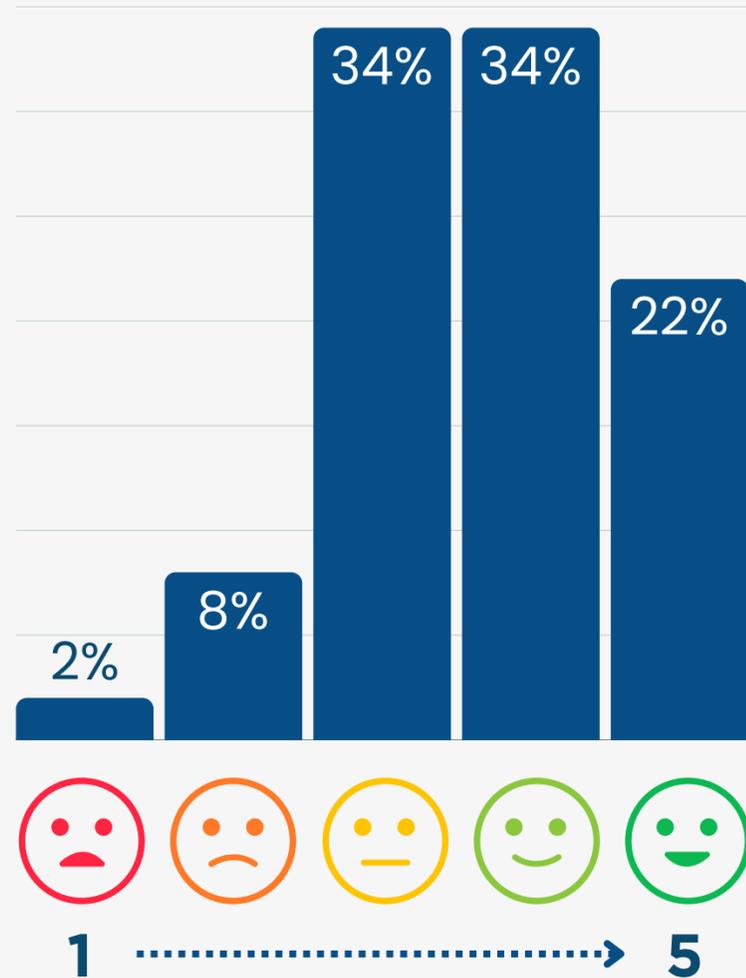
Self-Reported



Occupational Well-Being - Part 1

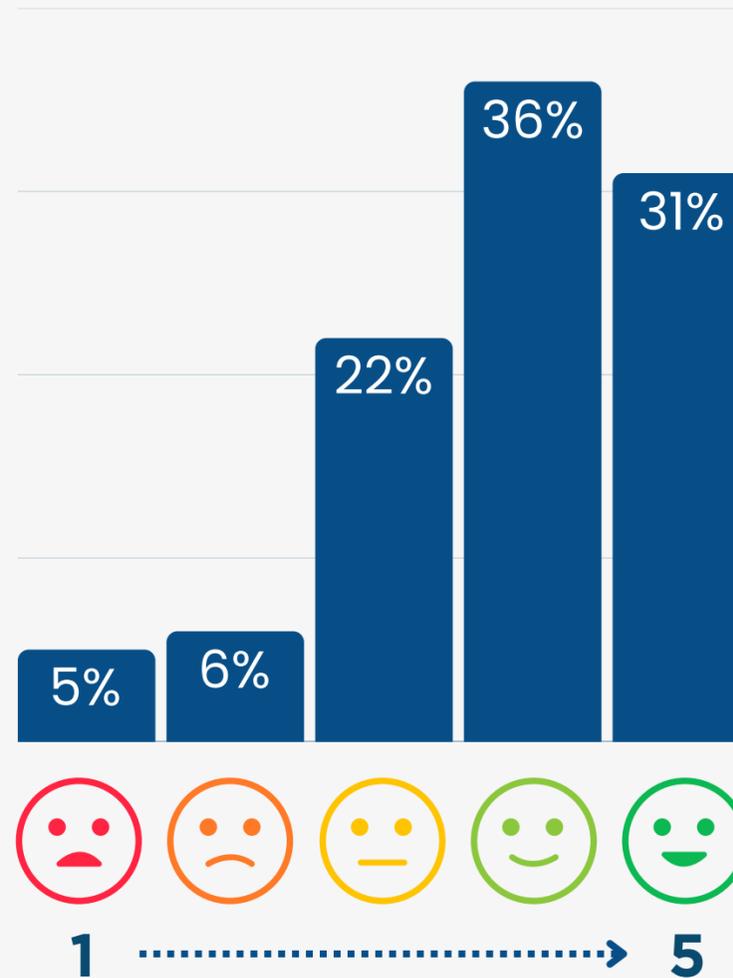
Fulfillment at Work

Average Score: **3.64**
Benchmark Average: 3.94



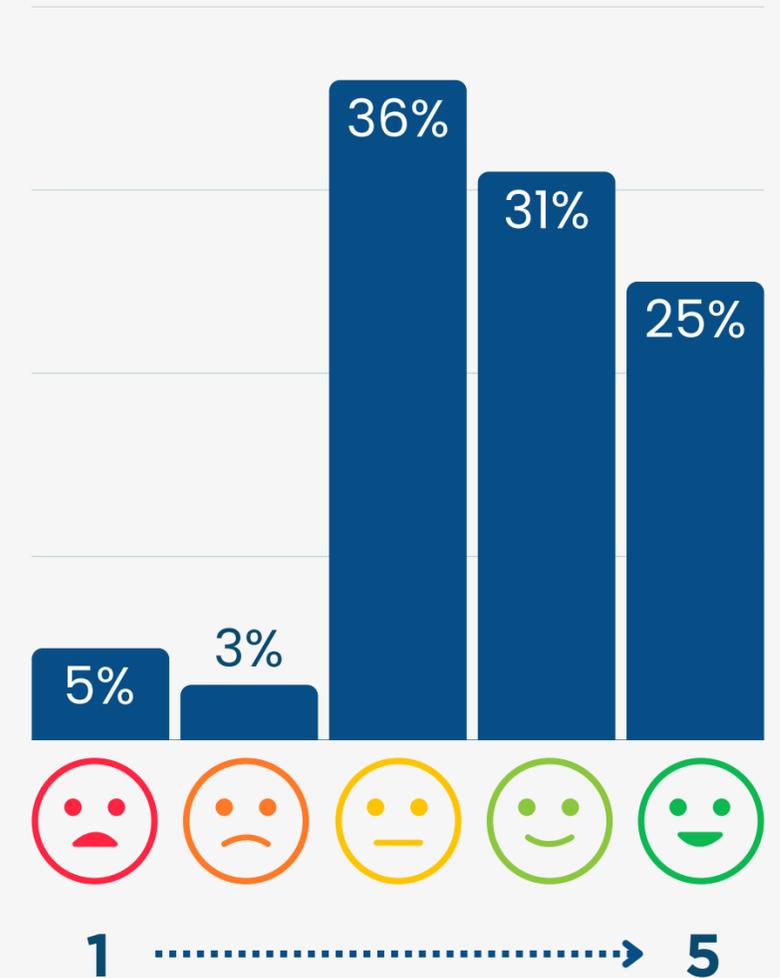
Feeling Valued at Work

Average Score: **3.81**
Benchmark Average: 3.88



Job Satisfaction

Average Score: **3.66**
Benchmark Average: 3.94



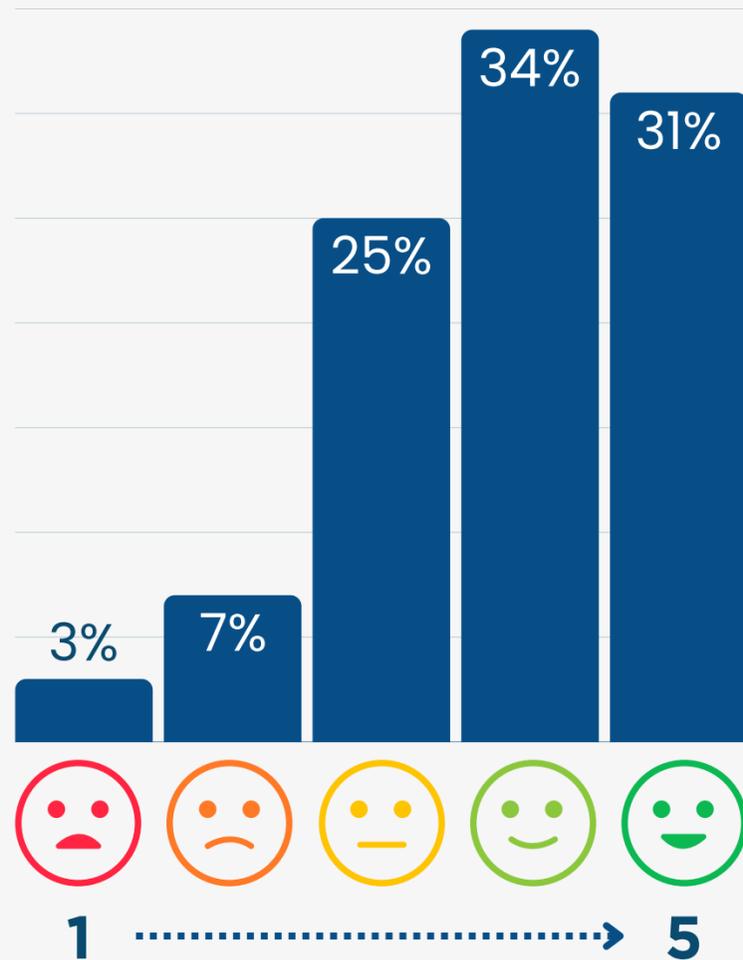
Self-Reported



Occupational Well-Being - Part 2

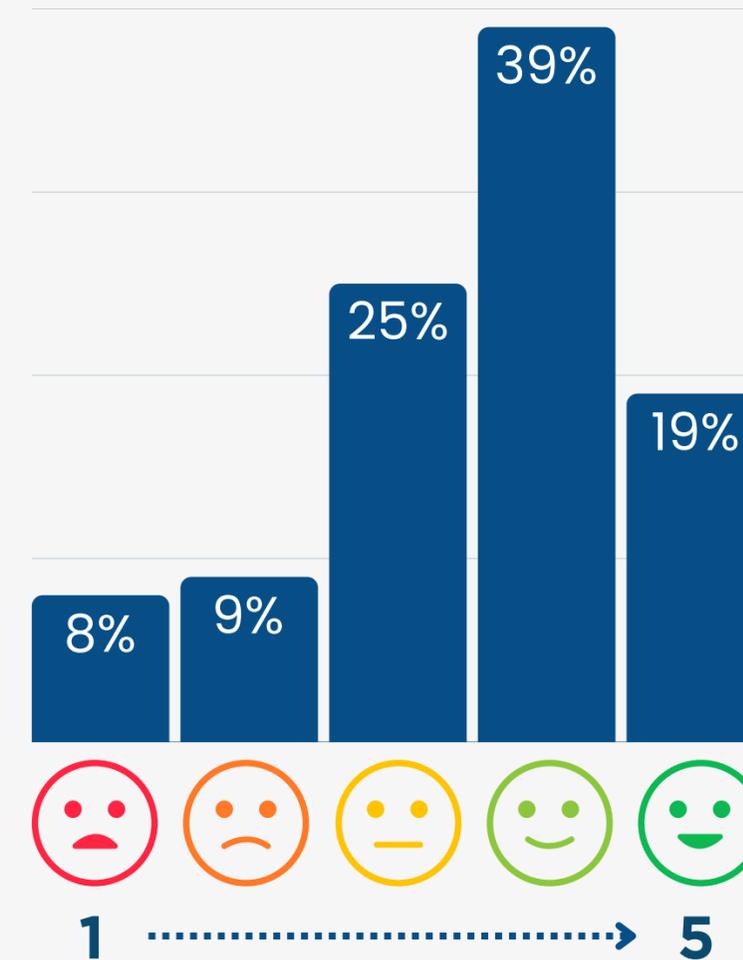
My Work is Meaningful to Me

Average Score: **3.81**
Benchmark Average: 4.08



My Employer Provides Well-Being Tools & Resources

Average Score: **3.53**
Benchmark Average: 3.99

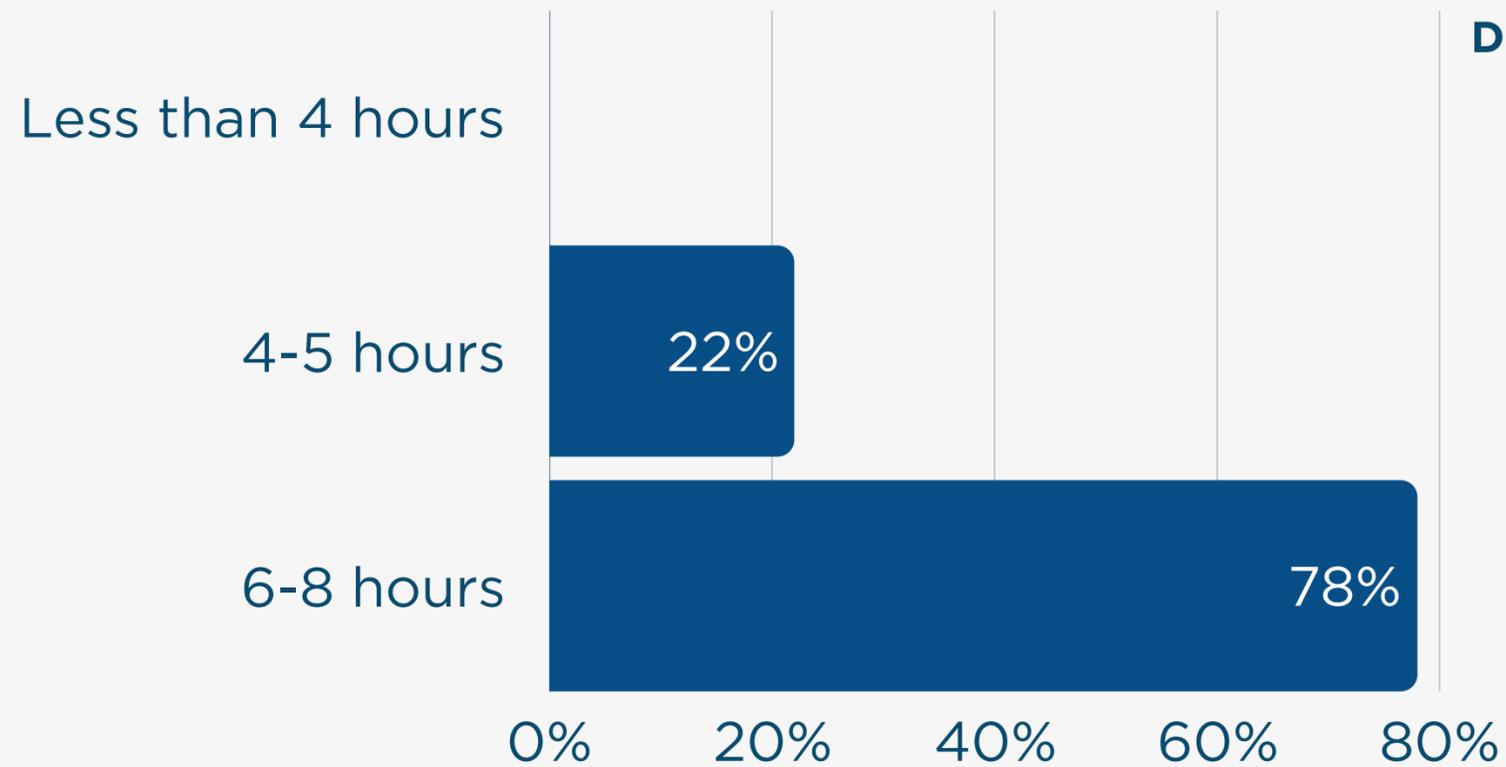


Self-Reported



Sleep Habits

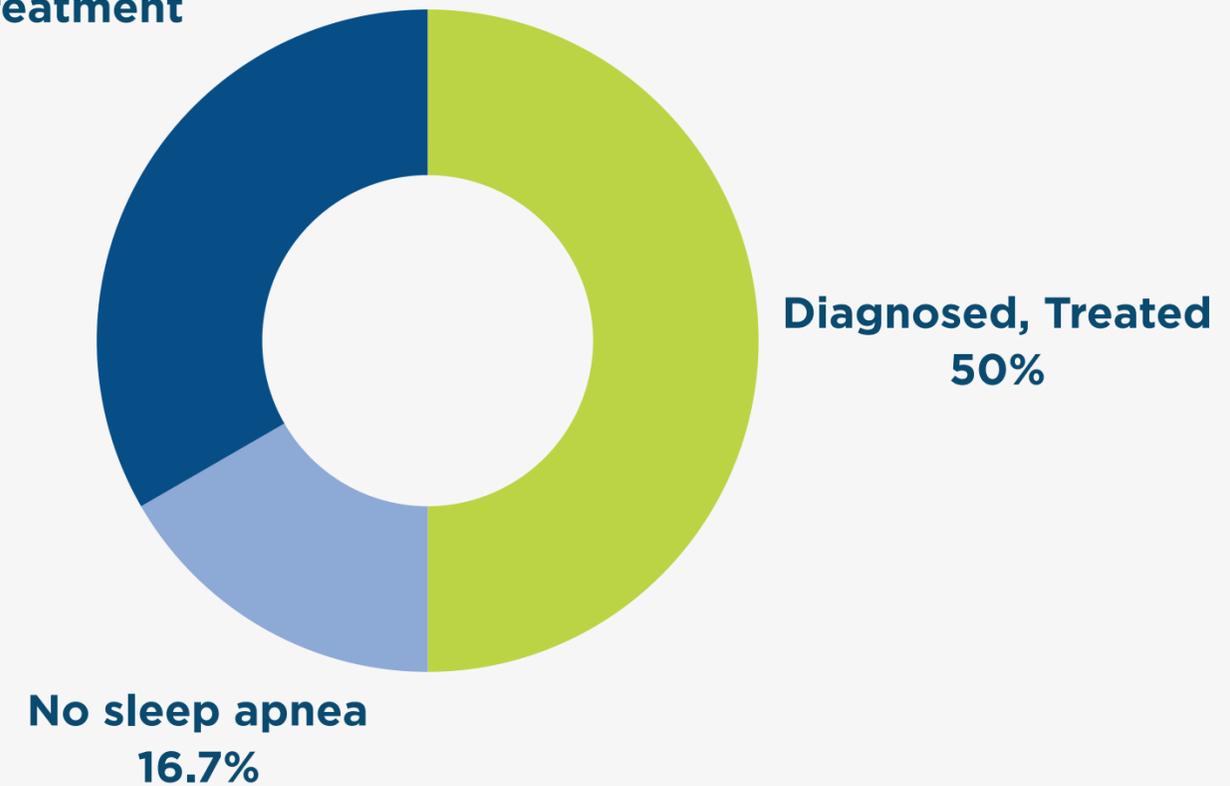
Hours of Sleep per Night



Self-Reported

Sleep Apnea

Diagnosed, NO Treatment
33.3%

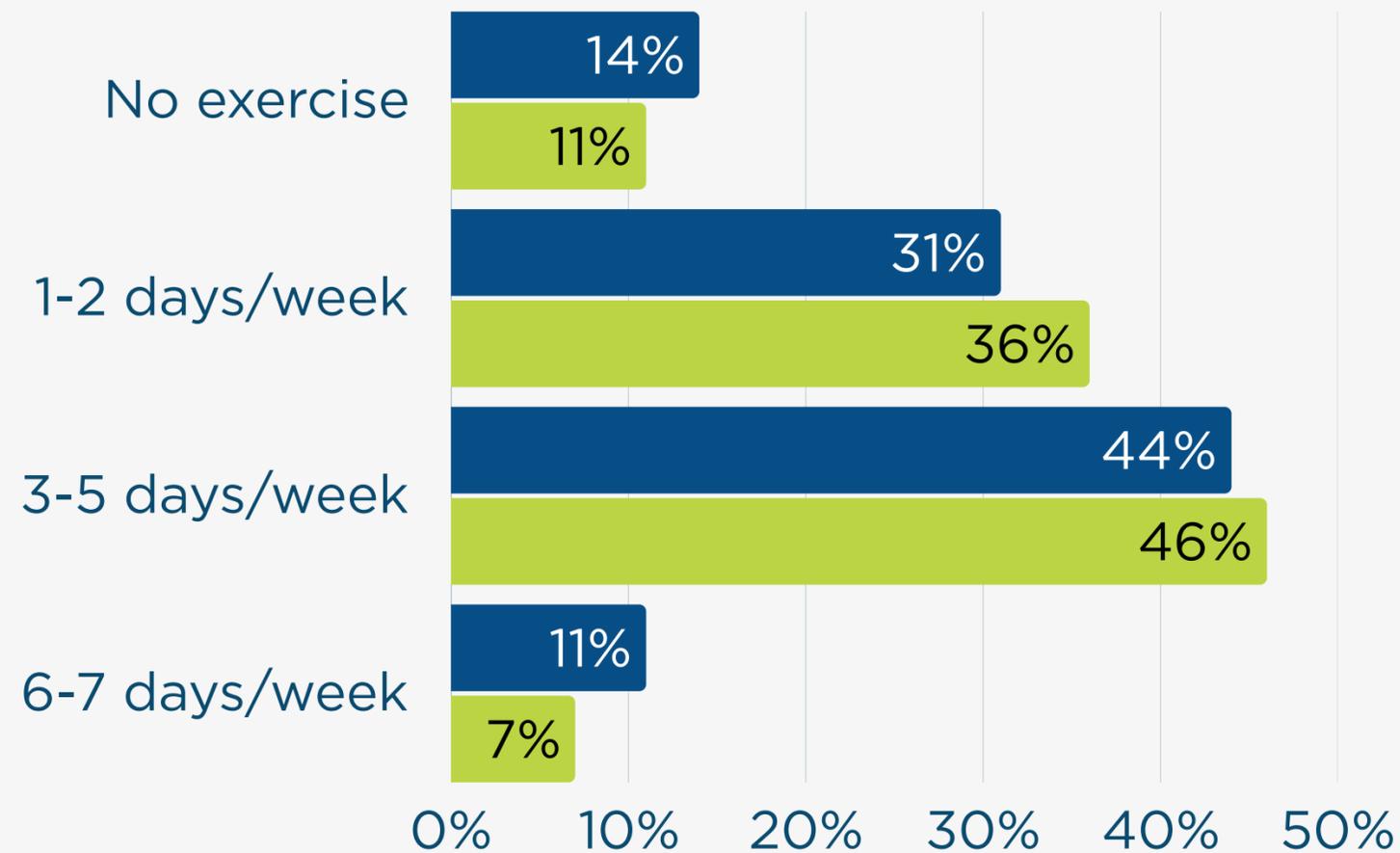




Body Composition

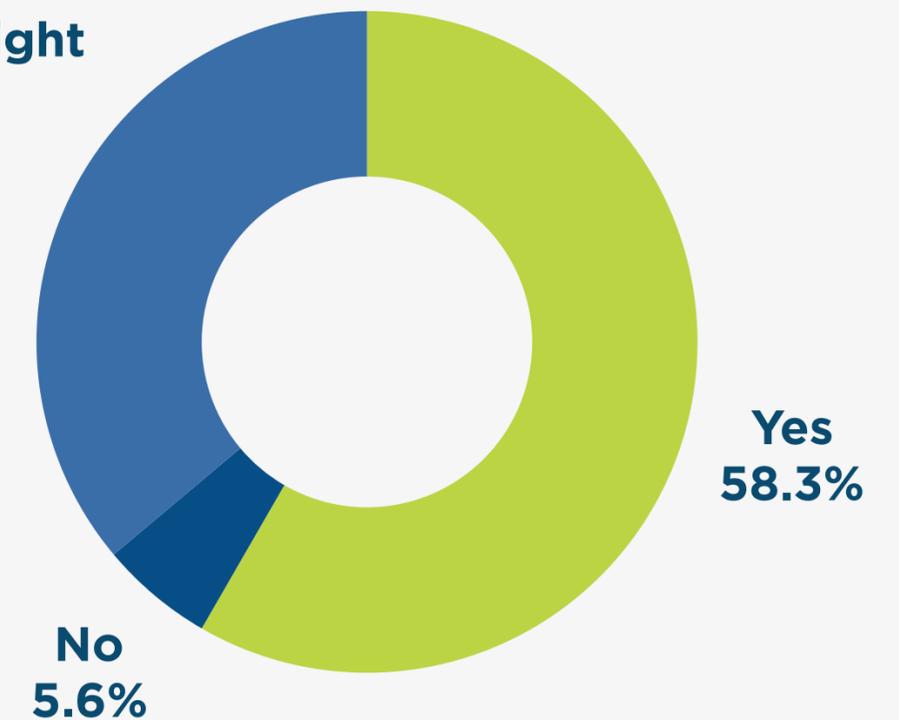
Exercise Habits

● 2024 ● 2023



Interested in Losing Weight

Maintain Healthy Weight
36.1%



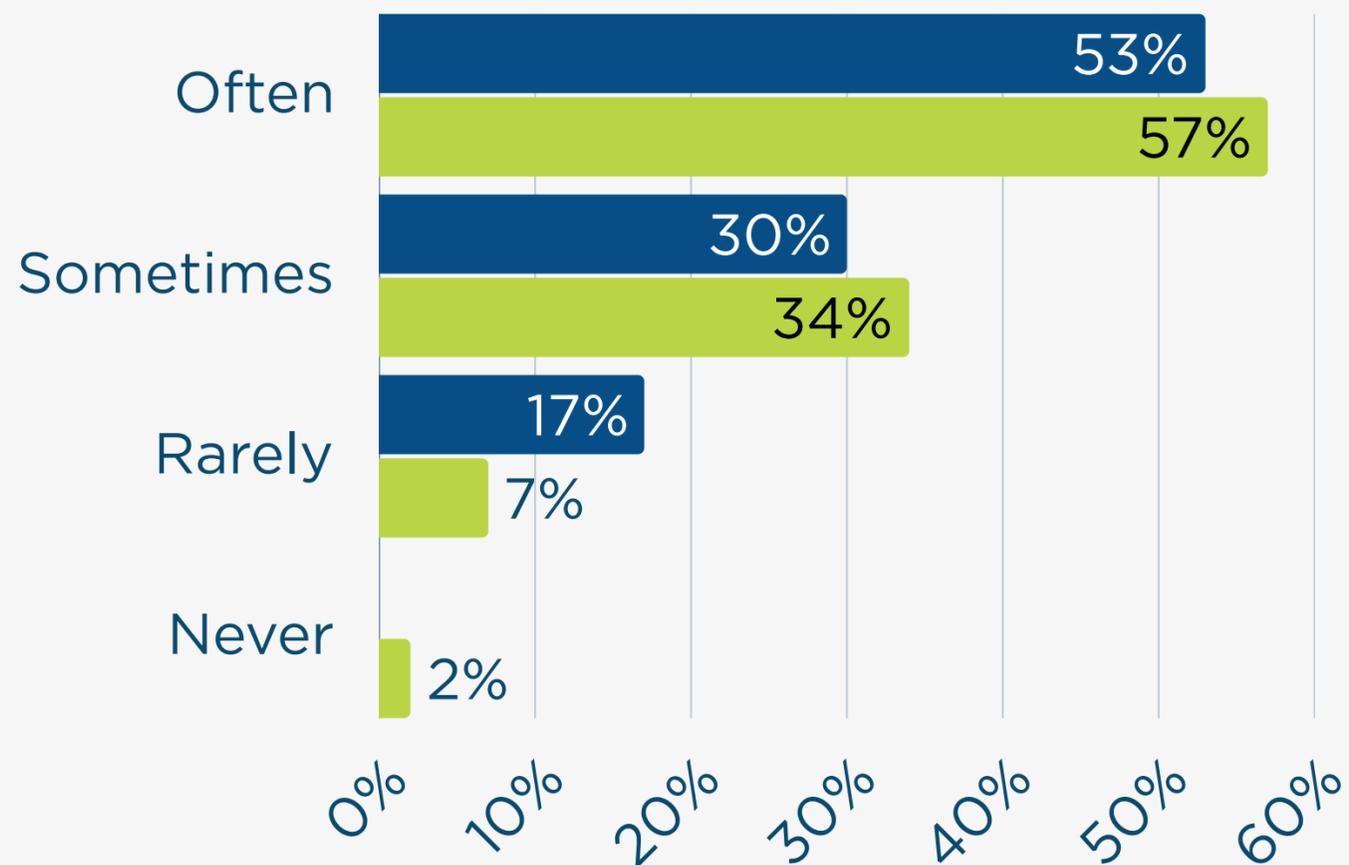
Self-Reported



Nutritional Habits

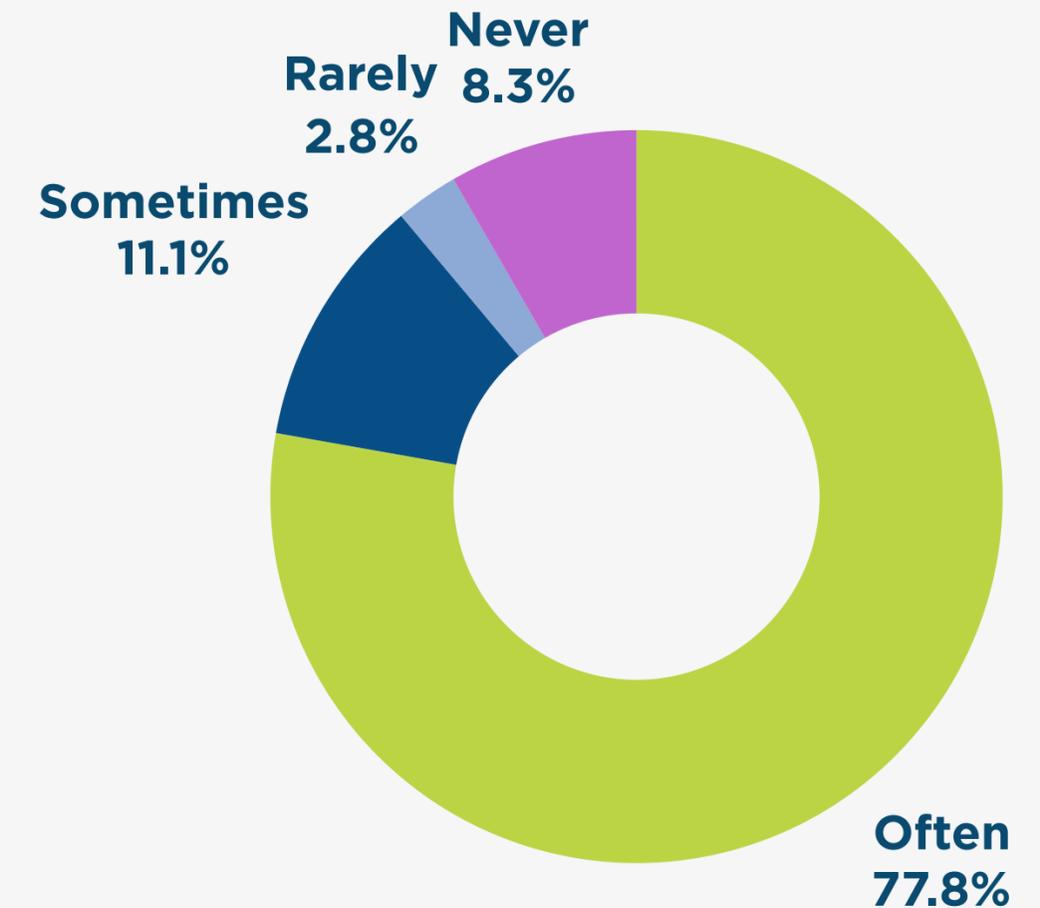
Balanced Meals

● 2024 ● 2023



Self-Reported

Choose Water Over Sugary Beverages





Top Risk Factors



**NUTRITION/
EXERCISE**



**MENTAL HEALTH
WORK -LIFE BALANCE**



NICOTINE USE

Program Engagement



Stand-Out-Stats & Stories

Decrease in participants self-reporting they have high blood pressure



One participant tracked **3850 Points!**



36 Participants tracked over 500 points!

5 Participants tracked over 1000 points!



100% of participants who self-reported they have high BP or diabetes are taking their medications



Strive 2024 Programming Goals

HRA Completed



Goal: 30% of Census

2022 - 22%

2023 - 17%

2024 - 15%

50% to goal

Work Life Balance



Goal: 90% of those who filled out HRA say they have a healthy work/life balance

2023 - 84%

2024 - 75%

83% to goal

Points Tracked



Goal: 10% Increase (42,000 points)

2023 - 38,099

2024 - 26,490

63% to goal

Strive 2025 Programming Goals



**Goal:
25% of
Census**



HRA Completion

2020 - 53%
2021 - 25%
2022 - 22%
2023 - 17%
2024 - 15%

2025 Goal - 25%

Goal:
Goal: 90% of those
who filled out HRA say
they have a healthy
work/life balance



Positive Work/Life Balance

2023 - 84%
2024 - 75%

2025 Goal - 90%

**Goal:
42,000
Points**



Points Tracked

2023 - 38,099
2024 - 26,490

2025 Goal - 42,000



2025 Goals and Strategies

Goals	Strategies	Overall Strategies
Employee Engagement		
<ul style="list-style-type: none"> • HRA Completion <ul style="list-style-type: none"> ◦ <i>2025 Goal: 25% of census</i> 	<ul style="list-style-type: none"> • Wellness portal update: improve user experience, personalized dashboard, additional opportunities to earn points • Portal walk-through video in monthly communication • Continued challenge and presentation marketing materials • Regular Reward Program reminders in monthly communications (ex. completing the HRA earns 500 points) 	<ul style="list-style-type: none"> • Wellness Survey • Continue Quarterly Pulse Checks • Postcard, wallet card and home mailer 2x year (Sept 25 and Jan 2026) • Monthly new hire email • Strive to attend Health Fair
<ul style="list-style-type: none"> • Work/Life Balance <ul style="list-style-type: none"> ◦ <i>Goal: 90% of those who filled out HRA say they have a work/life balance</i> 	<ul style="list-style-type: none"> • Mental health focused campaigns within monthly communications (October 2025) • Increase awareness of resources available (Health Hub, mental health guide, Ulliance EAP, etc.) • Marketing how diet and exercise affect mental health 	
<ul style="list-style-type: none"> • Points Tracked <ul style="list-style-type: none"> ◦ <i>2025 Goal: 42,000</i> 	<ul style="list-style-type: none"> • Increased physical marketing materials on-site (posters, brochures, etc.) • Continued challenge and presentation marketing materials • Tango utilization for Reward Points Program 	



2025 Wellness Plan

Presentations

- Sugar Busters
- Health Benefits of the Great Outdoors
- Feeding Your Microbiome

Challenges

- Flex Your Flexibility
 - 1 participant
- Strive Corporate Challenge
 - 4 Participants
- One Month Madness
- Gratitude Challenge



Reward Points Raffles

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4 Meditation Moments



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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