



Executive Review

2024

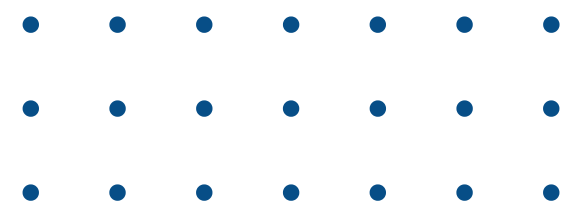


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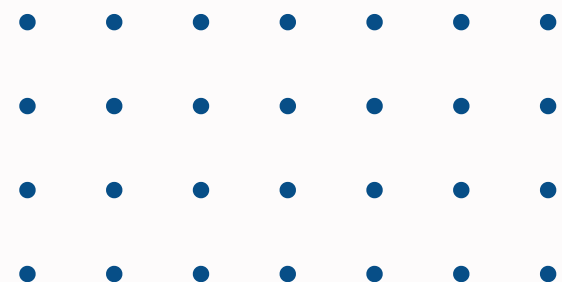
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2024 Wellness Events

Presentations

- Your Total Wellbeing Matters
 - 9 Attendees
- The Healthy Traveler
 - 11 Attendees

Challenges

- Annual Corporate Challenge
 - 4 Participants
- Snooze or Lose
 - 4 Participants
- Strive to Hydrate
 - 0 Participants
- The Beat Goes On
 - 1 Participant



Reward Points Raffles

- 2 Winners drawn quarterly from those that complete their HRA. The top point earners receive \$25
- 2 Top Point Earners for the whole year get \$25 each

Communication

- 12 Custom Newsletters
- Health Hub

Additional Offerings

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



How to Earn Quarterly Reward

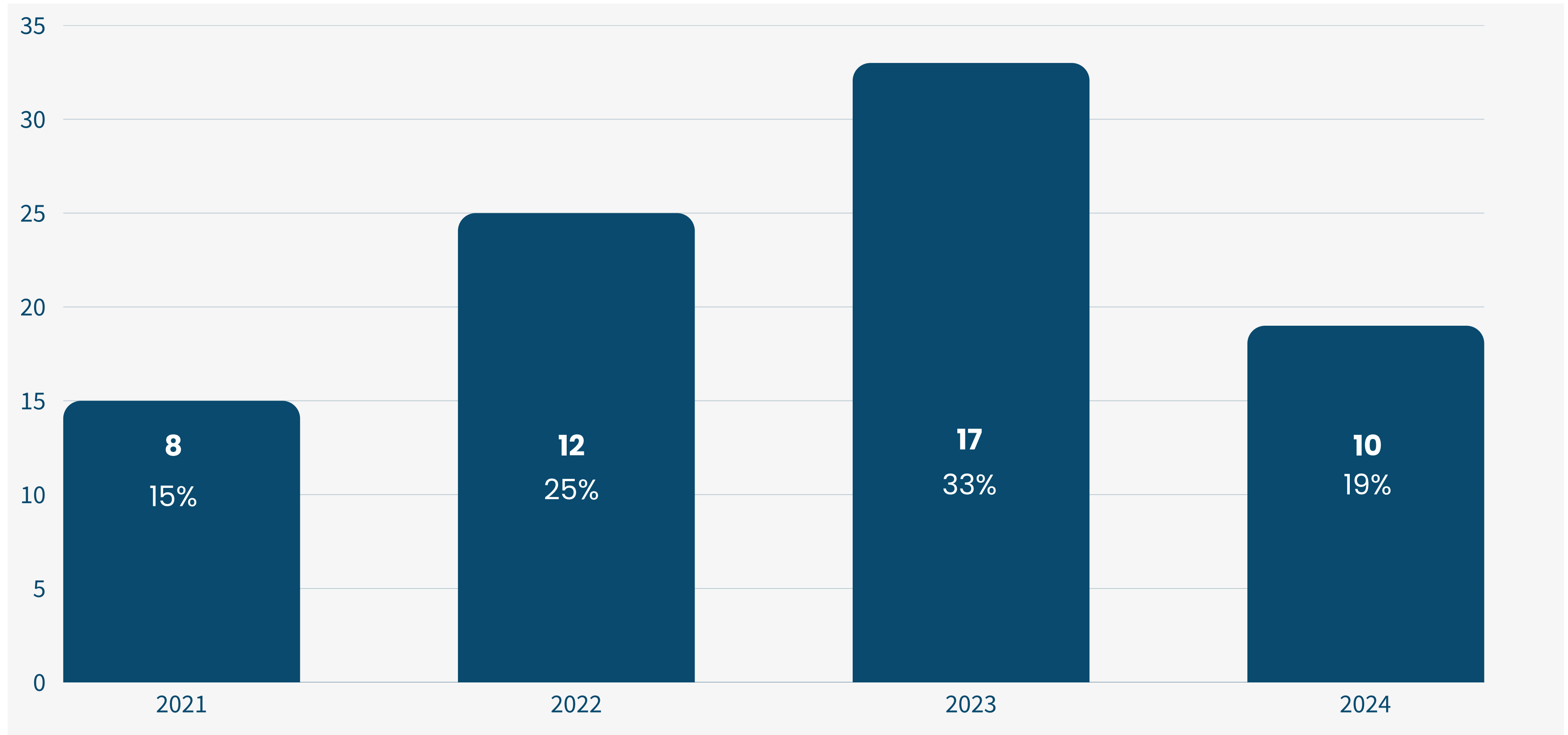
Wellness Activity	Points Earned	Examples
Complete annual well-visit	500 points	
Complete a preventative exam	200 points each, max 1200	→ Mammograms, dental exams, eye exams, OBGYN exams, etc.
Walk 10,000 steps a day	5 points per day	
Track 3 serving of fruits & vegetables	6 points per day	
Get a vaccination	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 6/27)
Health Risk Assessments Completed	6	4	1	0	10	17	0	6
% of Census Active <i># of unique users/census</i>	12%	14%	8%	6%	22%	37%	0%	14%
Total Points Tracked	3928	3020	2700	100	9,748	21,346	0	4,020
Average Points per Active User <i>total points tracked/active users</i>	655	432	675	33	886	1,255	0	670
Health Hub Views	7	4	41	1	53	38	10	6

HRA Participation

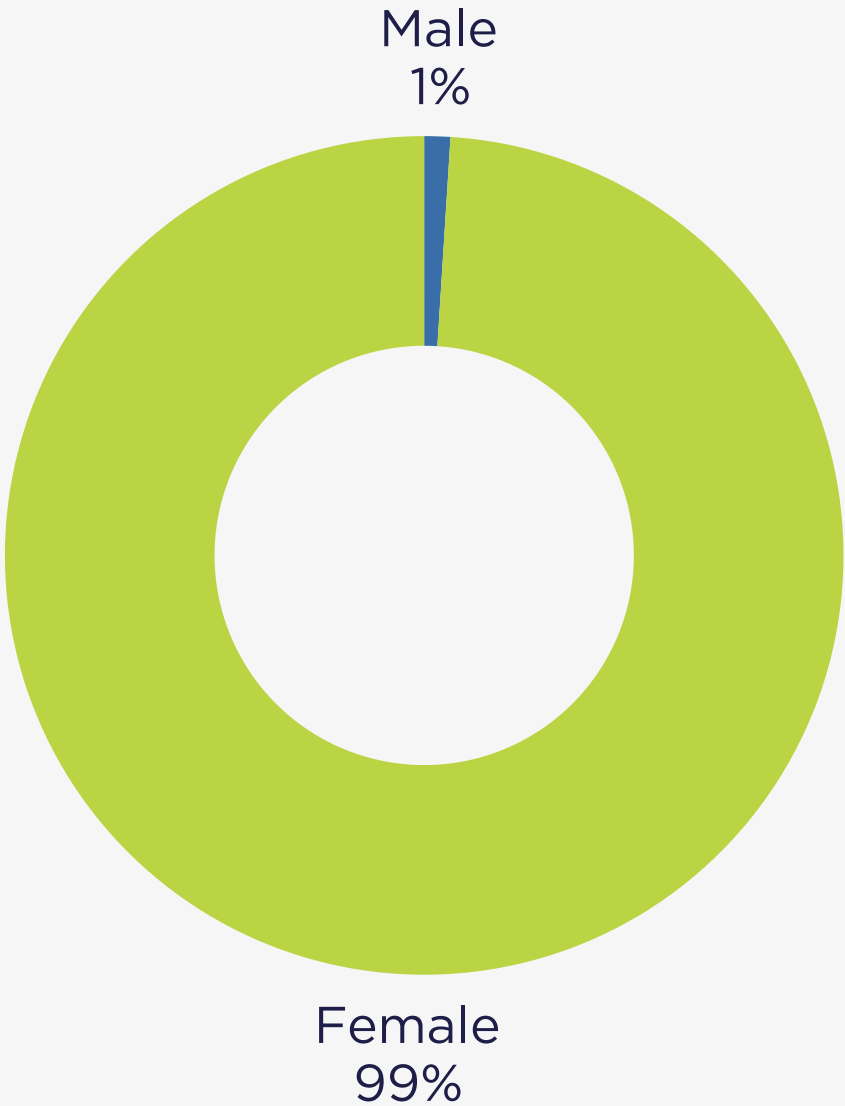


% = % of Census

Demographics

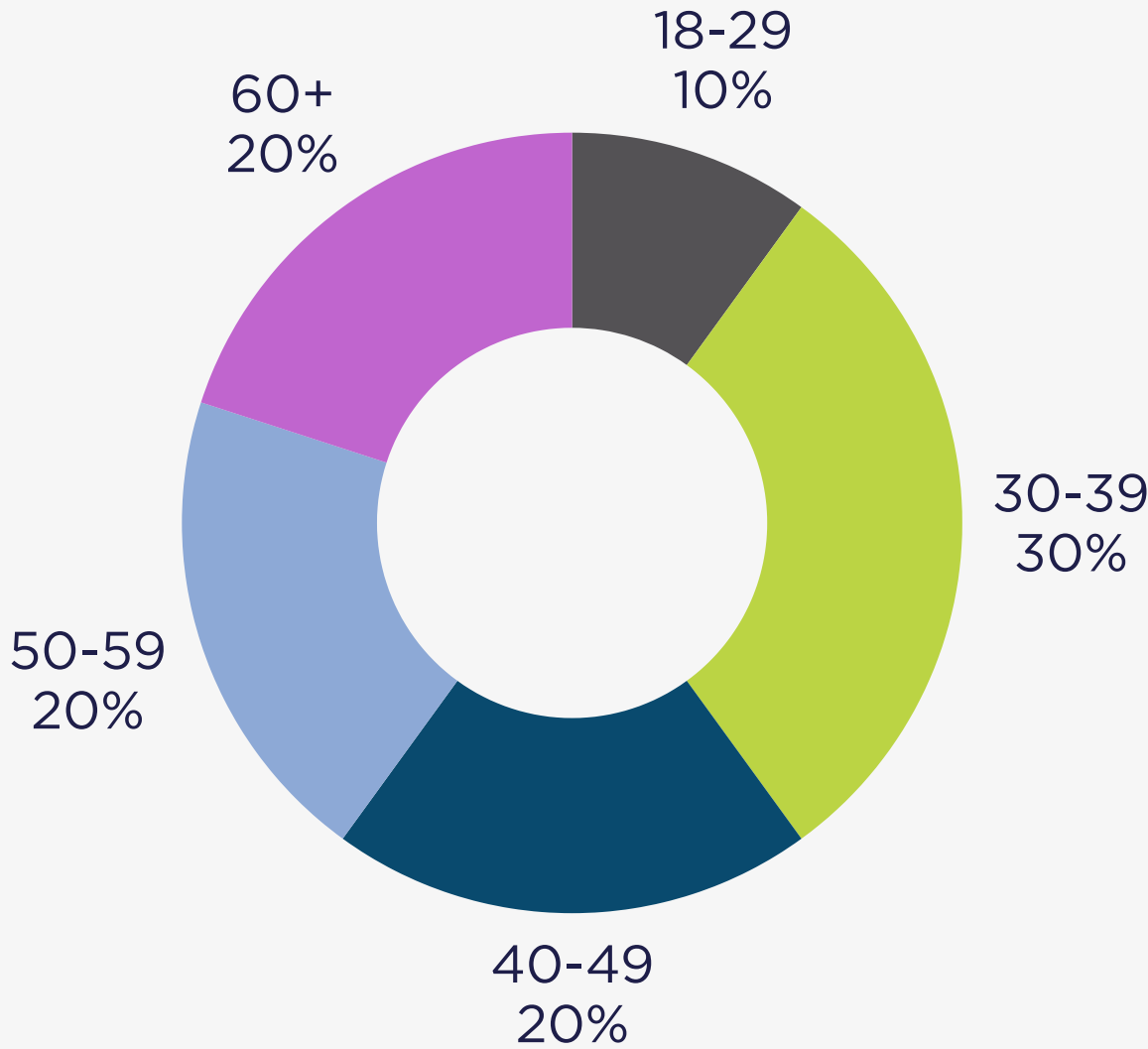
This data is complied from self-reported Health Risk Assessment responses

Gender



Your paragraph text

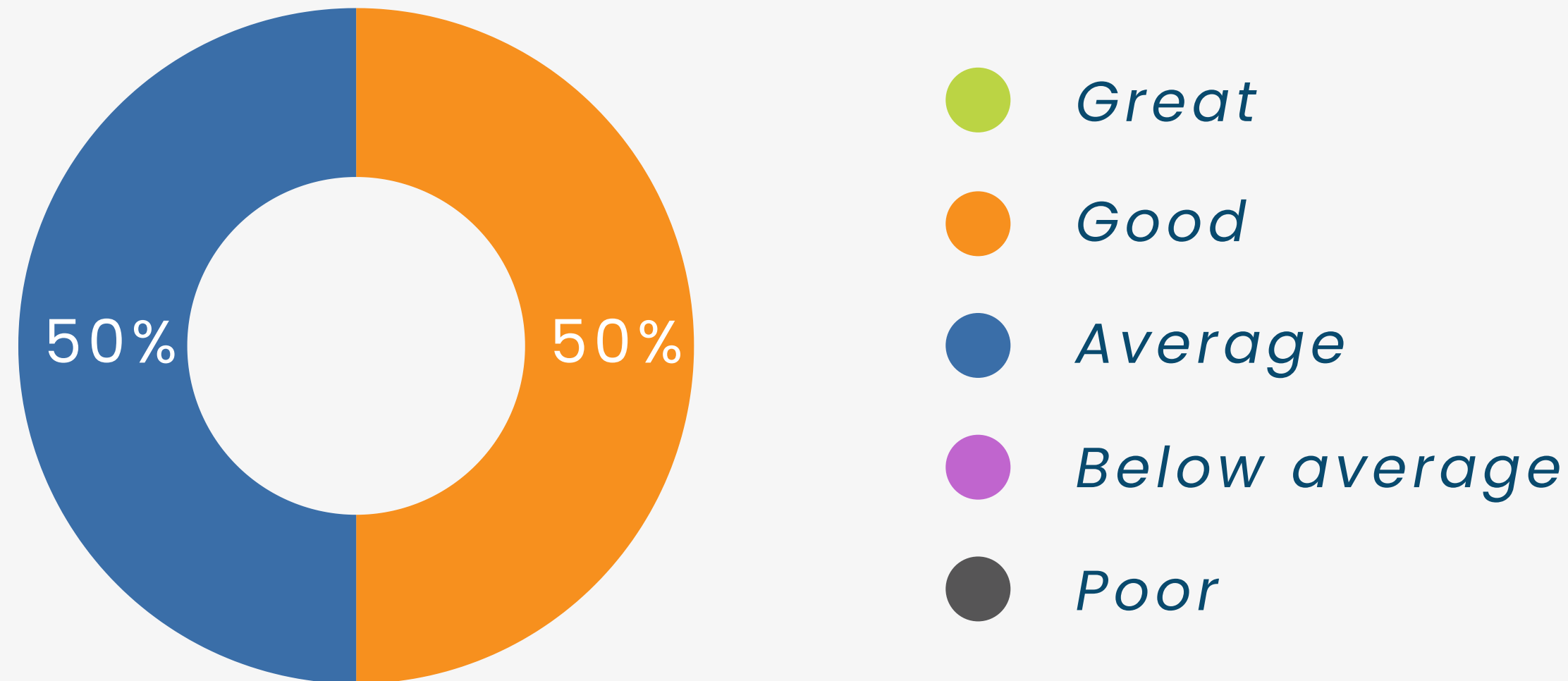
Age



AVERAGE AGE: 46

Self-Perception of Health

This data is compiled from self-reported Health Risk Assessment responses



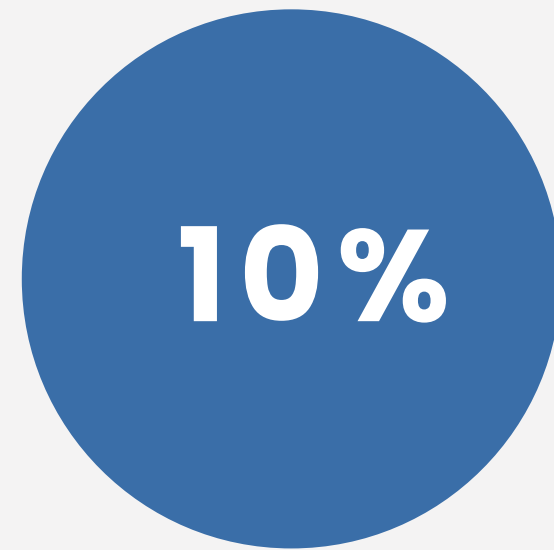
Annual Physical

This data is compiled from self-reported Health Risk Assessment responses

Last Well-visit with PCP



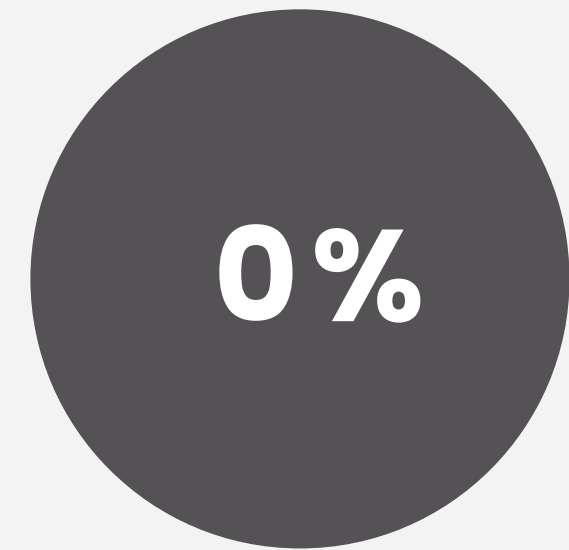
<12 Months



1-2 years



3-5 years

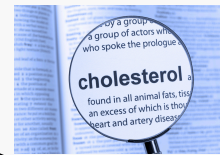


>5 years

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.



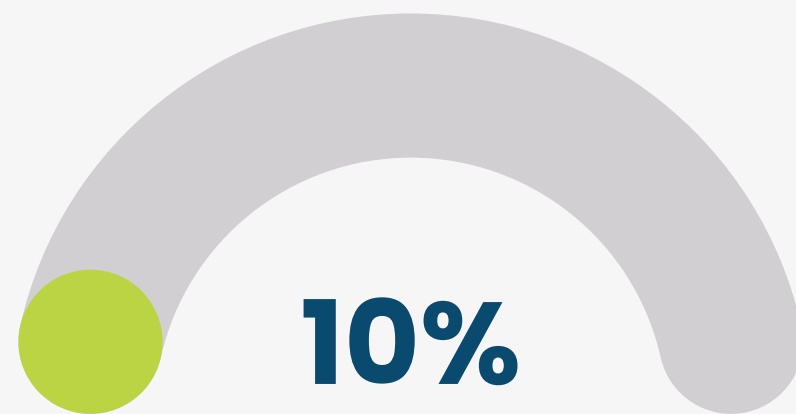
Tobacco Use

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*

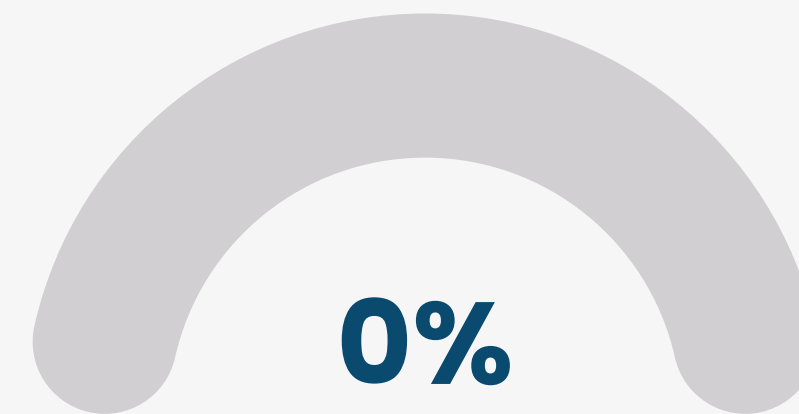
This data is compiled from self-reported Health Risk Assessment responses

High Cholesterol



Reported Yes

Diagnosed & Taking Medication for Cholesterol Management



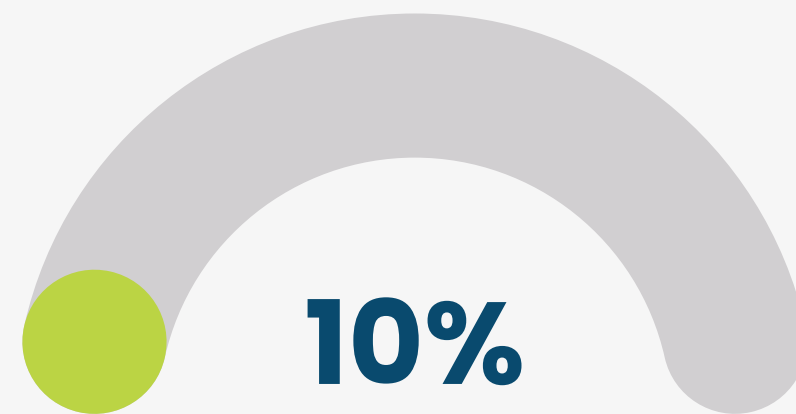
Reported Yes

Self-Reported

Heart Health: *Blood Pressure*

This data is compiled from self-reported Health Risk Assessment responses

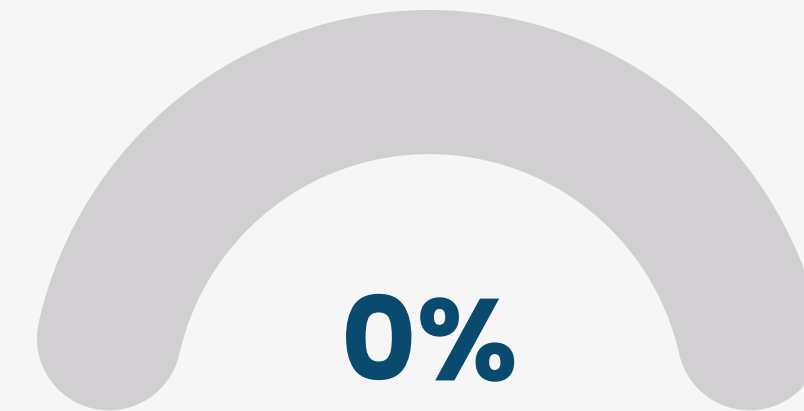
High Blood Pressure



10%

Reported Yes

Diagnosed & Taking Medication for Blood Pressure Management



0%

Reported Yes

Self-Reported

Metabolic Health: *Diabetes*

This data is compiled from self-reported Health Risk Assessment responses

Diabetes



100%

Reported No

Self-Reported

Nicotine Use

This data is compiled from self-reported Health Risk Assessment responses

Uses Nicotine



Reported No

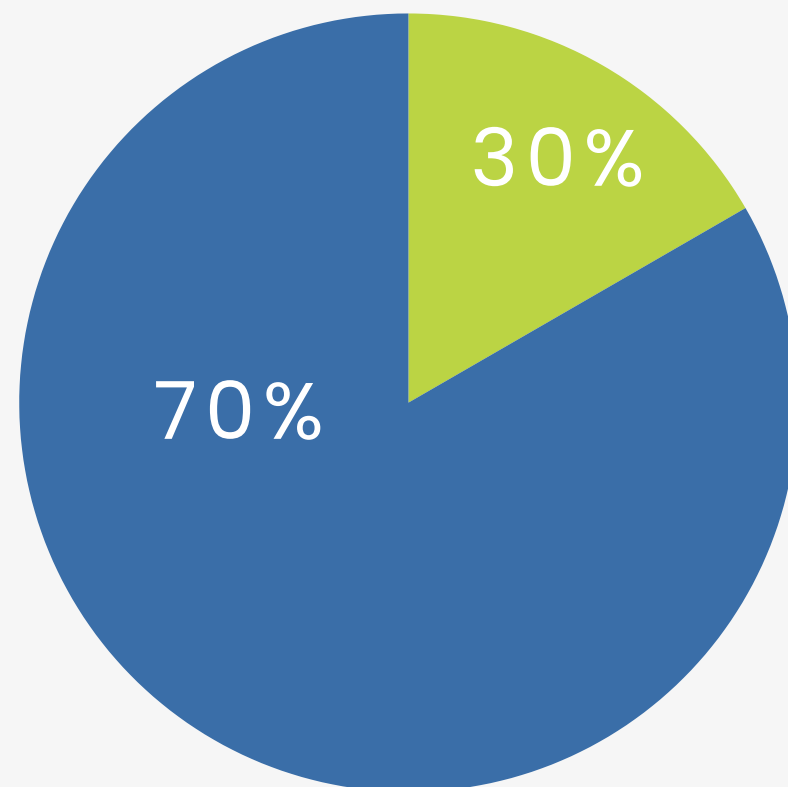
Self-Reported

Mental Health & Well-Being

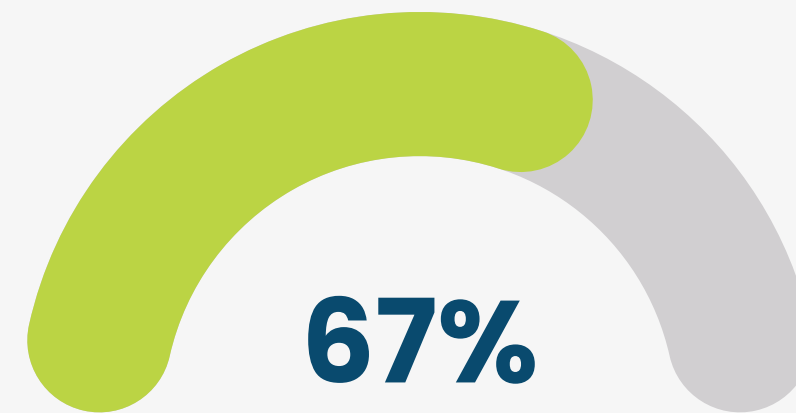
This data is compiled from self-reported Health Risk Assessment responses

Anxiety & Depression

● Yes ● No



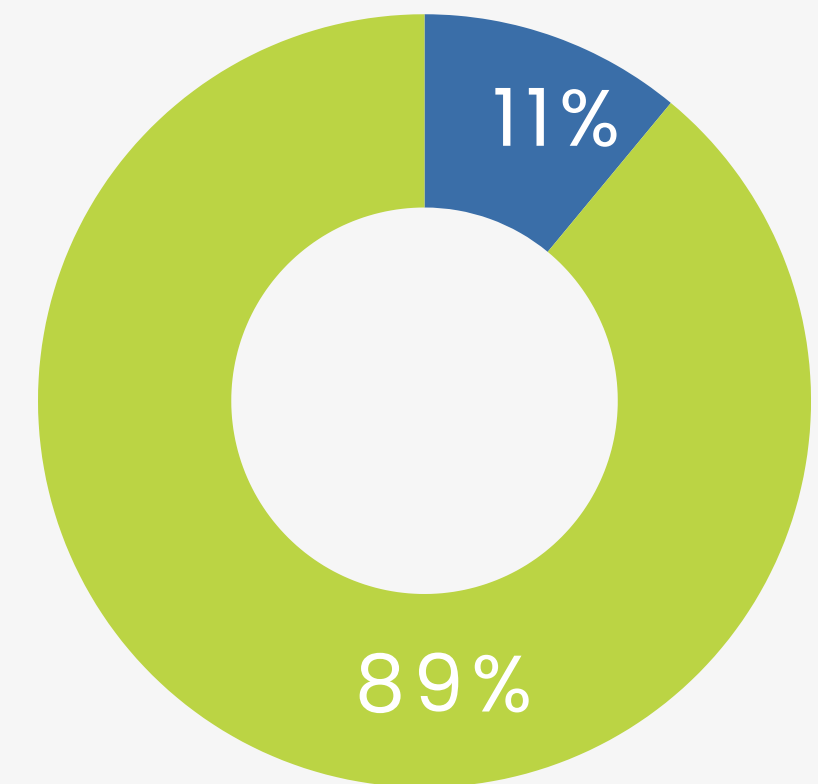
Diagnosed & Taking Medication for Anxiety/Depression



Report taking medication

Maintains a Healthy Work-Life Balance

● No ● Yes



Self-Reported

Occupational Well-Being – Part 1



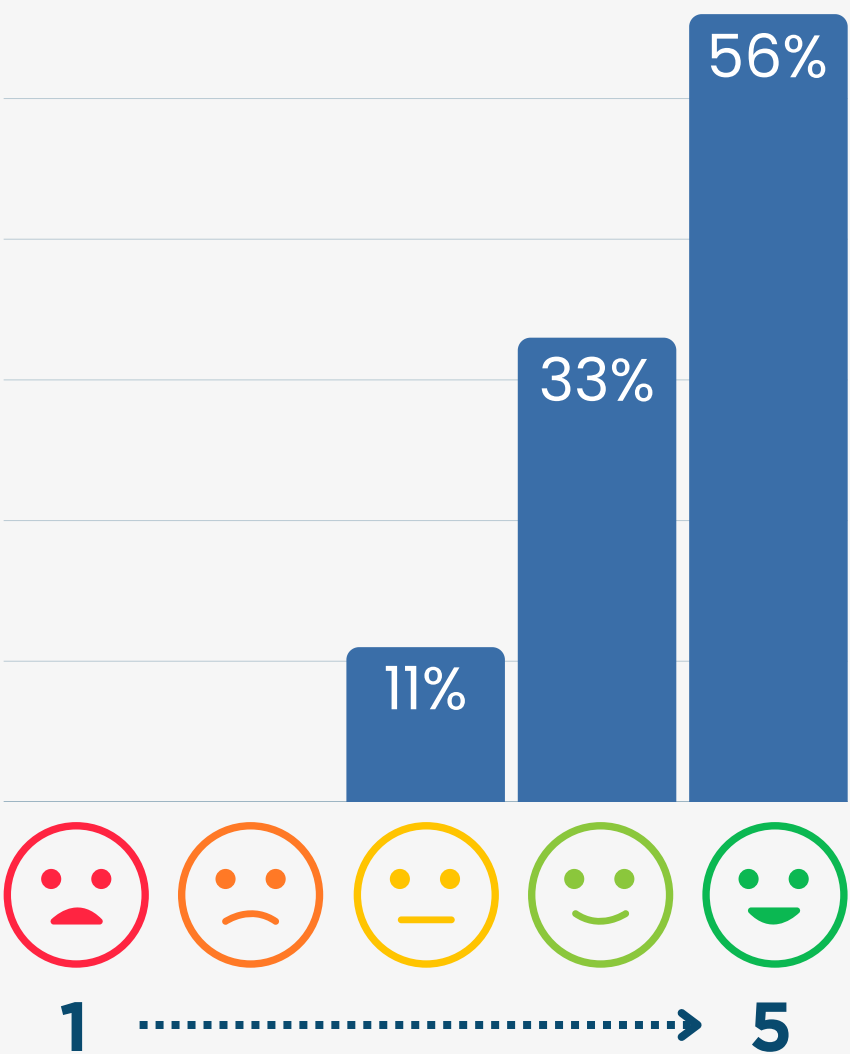
This data is complied from self-reported Health Risk Assessment responses

Fulfillment at Work

Average Score: **4.44**

Benchmark All Strive: 4.0

Benchmark Silver Clients: 3.94

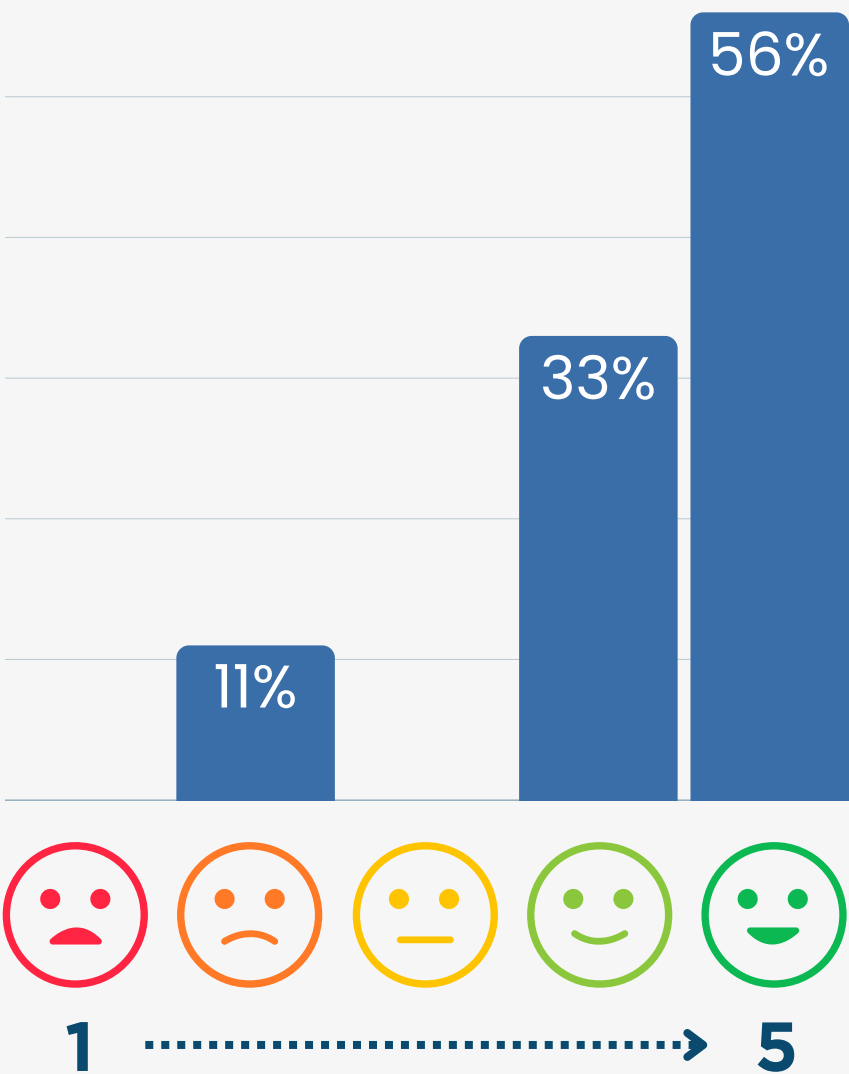


Feeling Valued at Work

Average Score: **4.33**

Benchmark All Strive: 3.97

Benchmark Silver Clients: 3.88

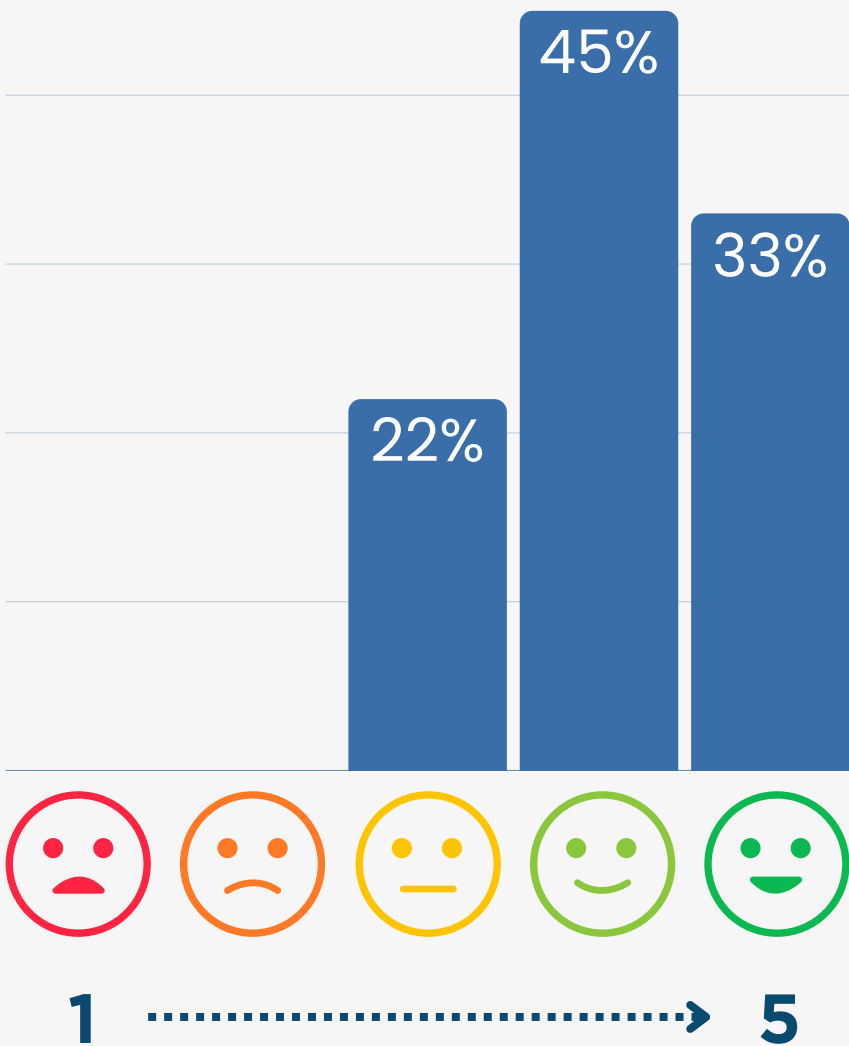


Job Satisfaction

Average Score: **4.11**

Benchmark All Strive: 3.99

Benchmark Silver Clients: 3.94



Occupational Well-Being – Part 2

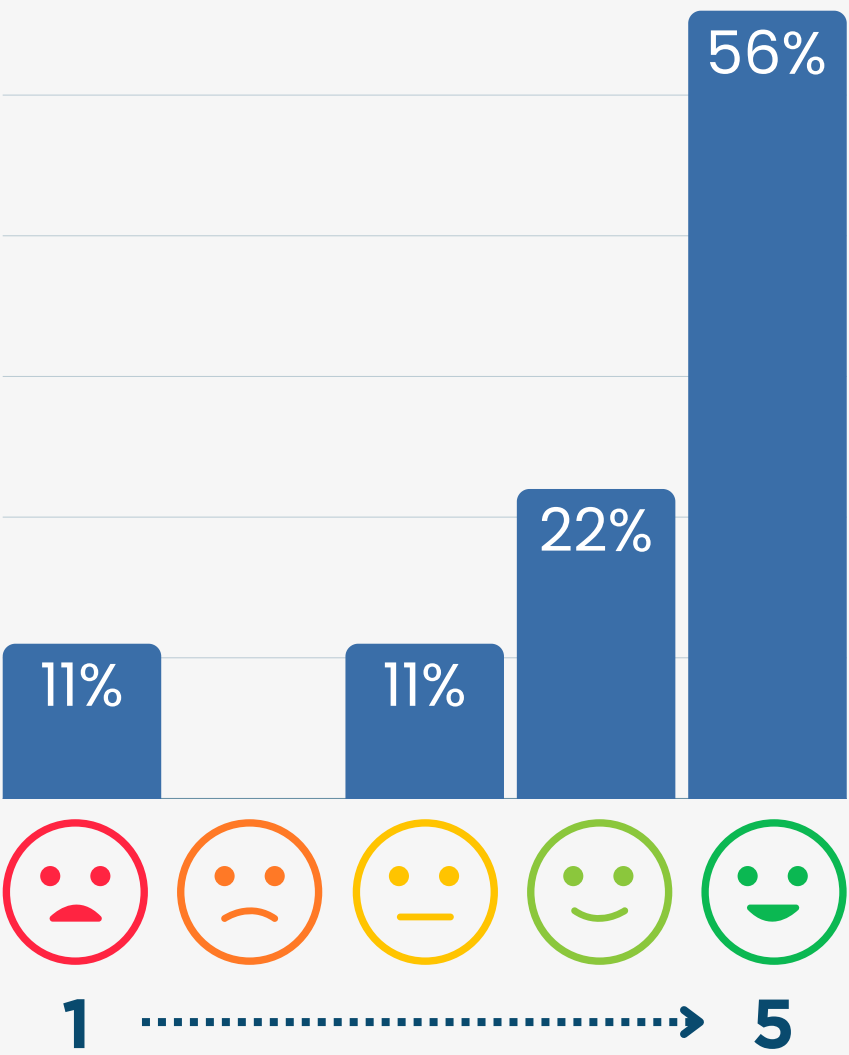
This data is complied from self-reported Health Risk Assessment responses

My Work is Meaningful to Me

Average Score: **4.11**

Benchmark All Strive: 4.14

Benchmark Silver Clients: 4.08

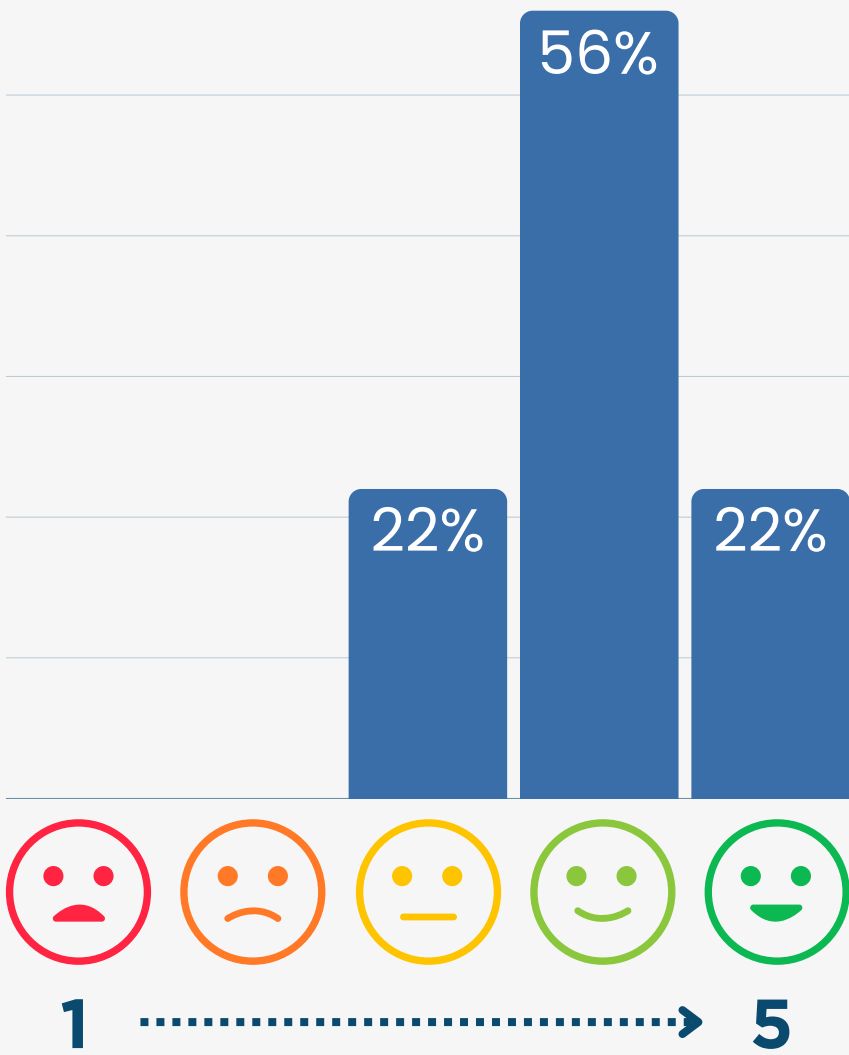


My Employer Provides Well-Being Tools & Resources

Average Score: **4.00**

Benchmark All Strive: 4.08

Benchmark Silver Clients: 3.99



Self-Reported

Sleep Habits

This data is compiled from self-reported Health Risk Assessment responses

Hours of Sleep per Night

6% Increase

● 2024 ● 2023

Less than 4 hours

6%

4-5 hours

22%

18%

6-8 hours

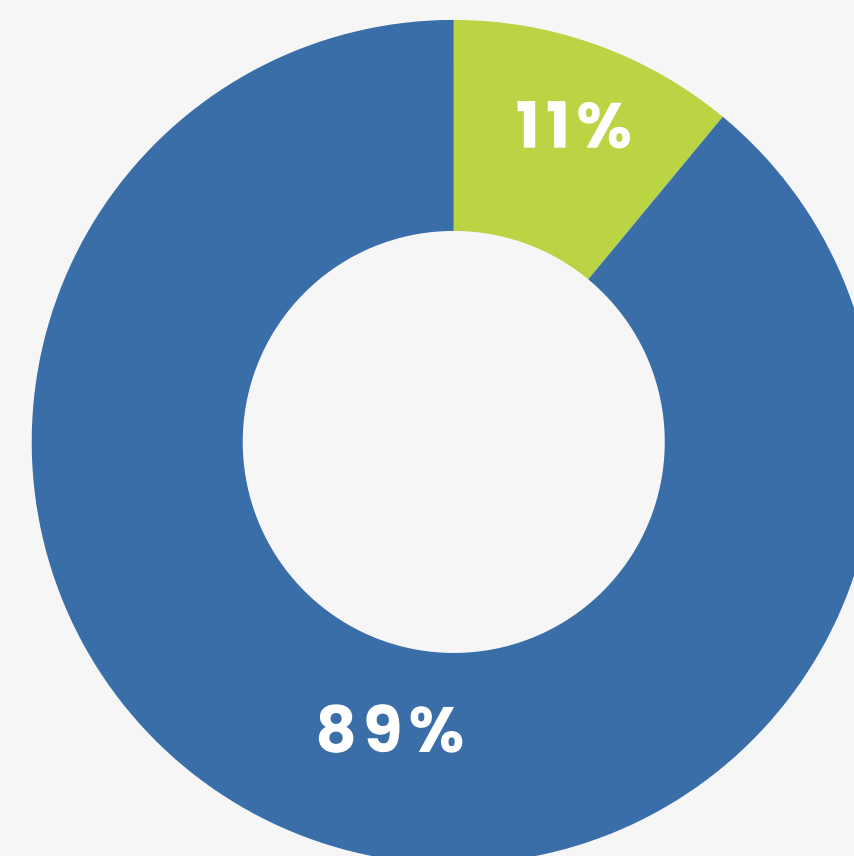
78%

76%

0 20 40 60 80

Self-Reported

Sleep Apnea



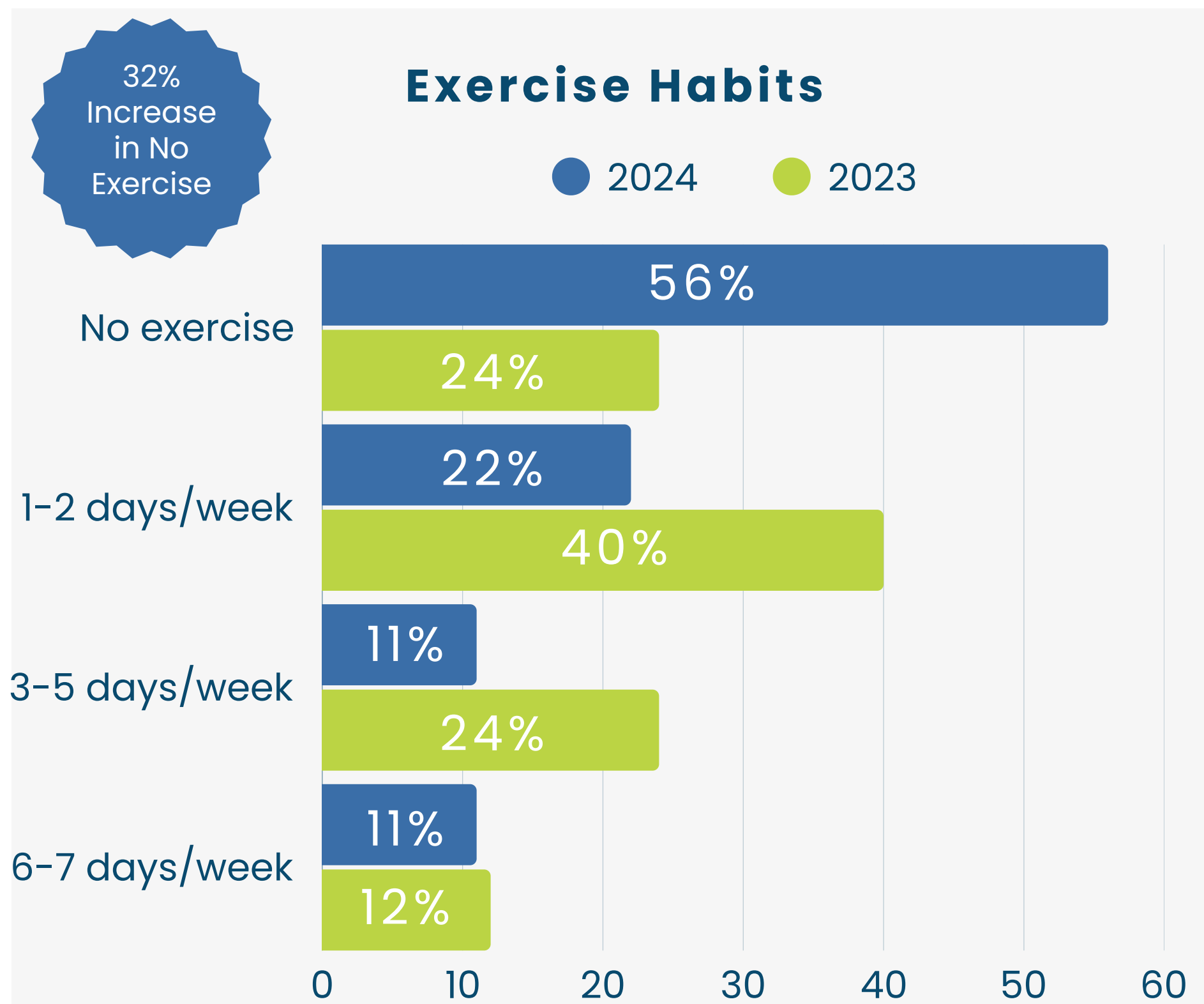
Yes, and
being
treated

Yes, and
NOT being
treated

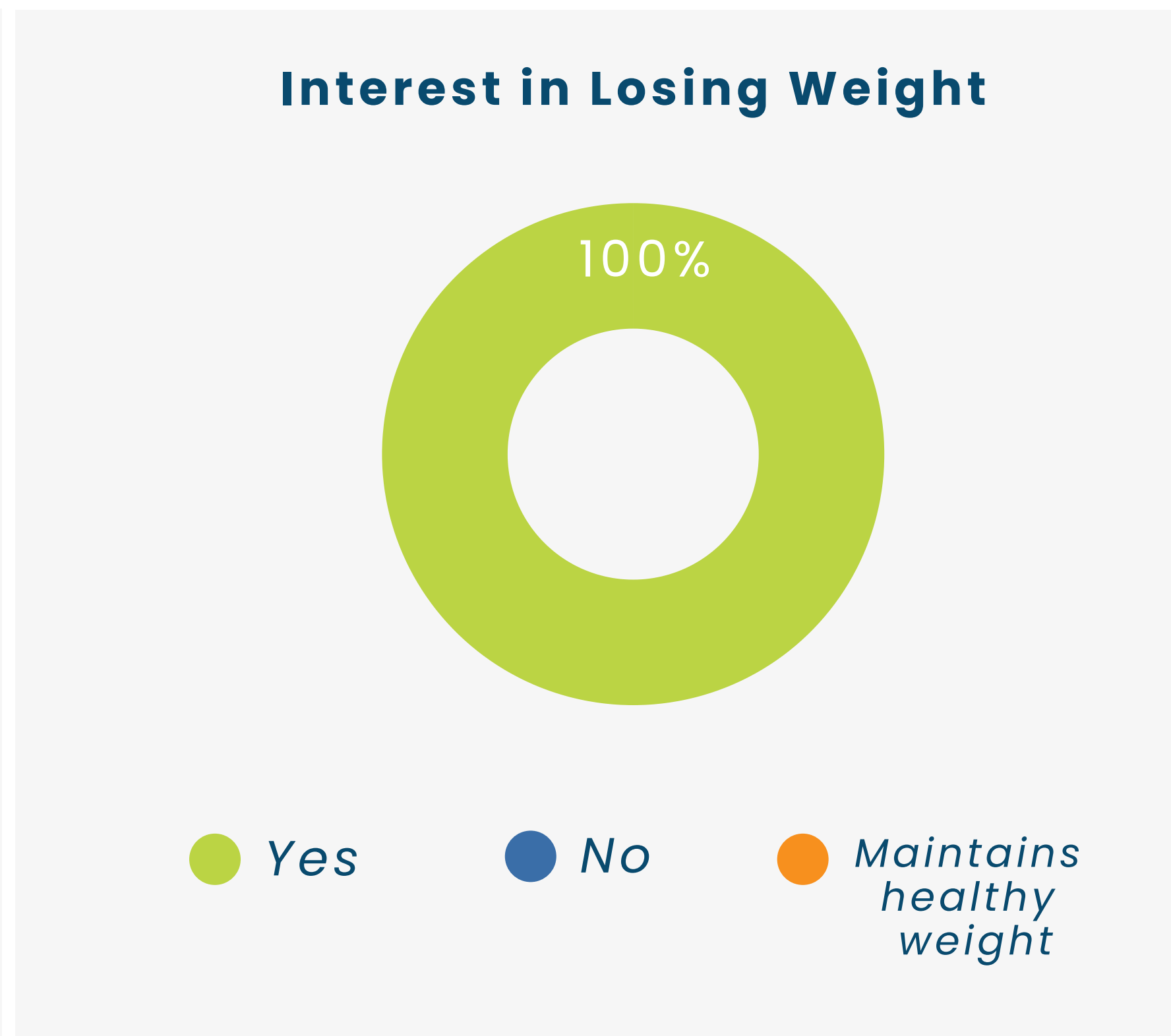
No
diagnosis

Body Composition

This data is compiled from self-reported Health Risk Assessment responses



Self-Reported



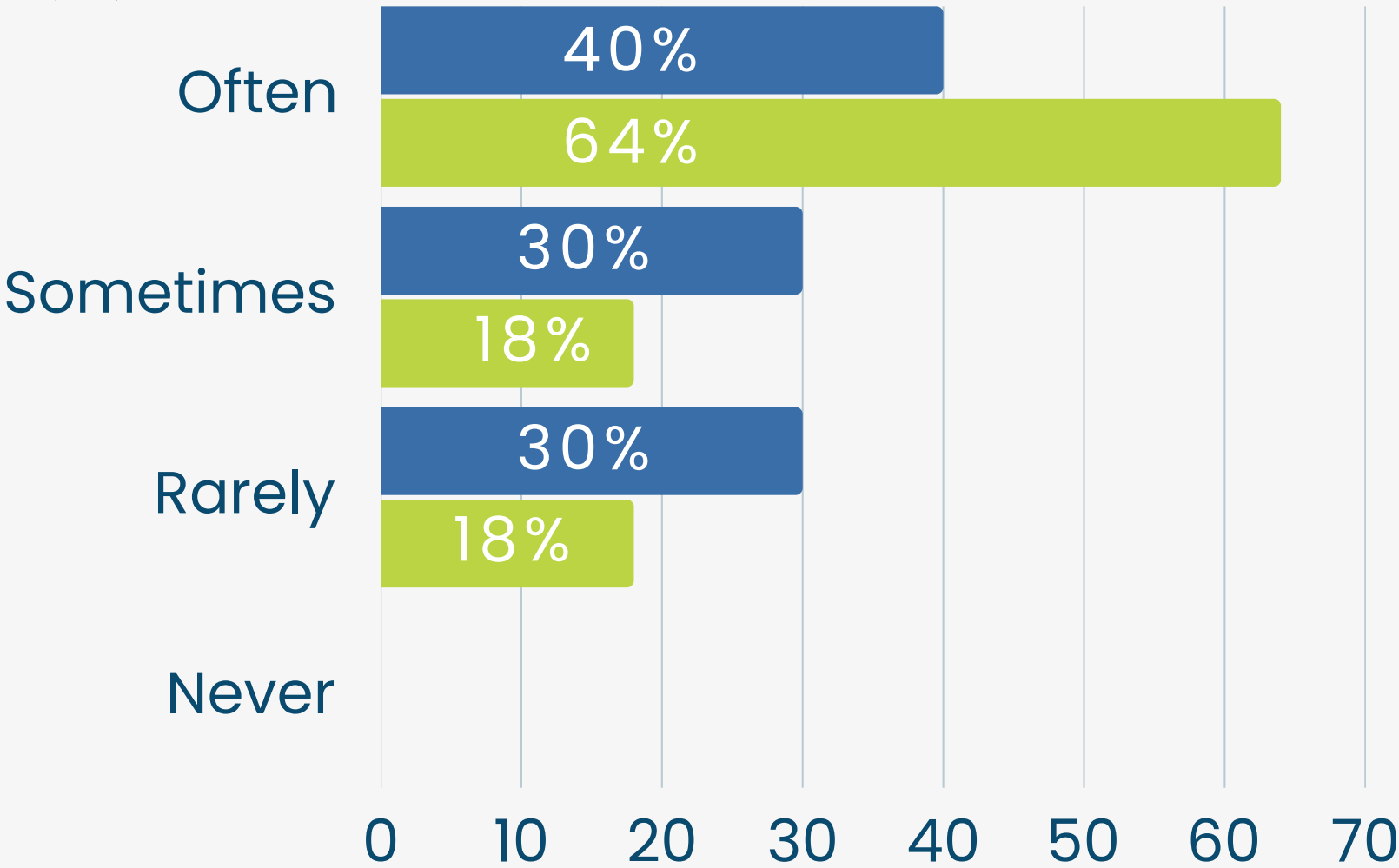
Nutritional Habits

This data is complied from self-reported Health Risk Assessment responses

12% Increase
in Rarely
eating a
balanced
meal

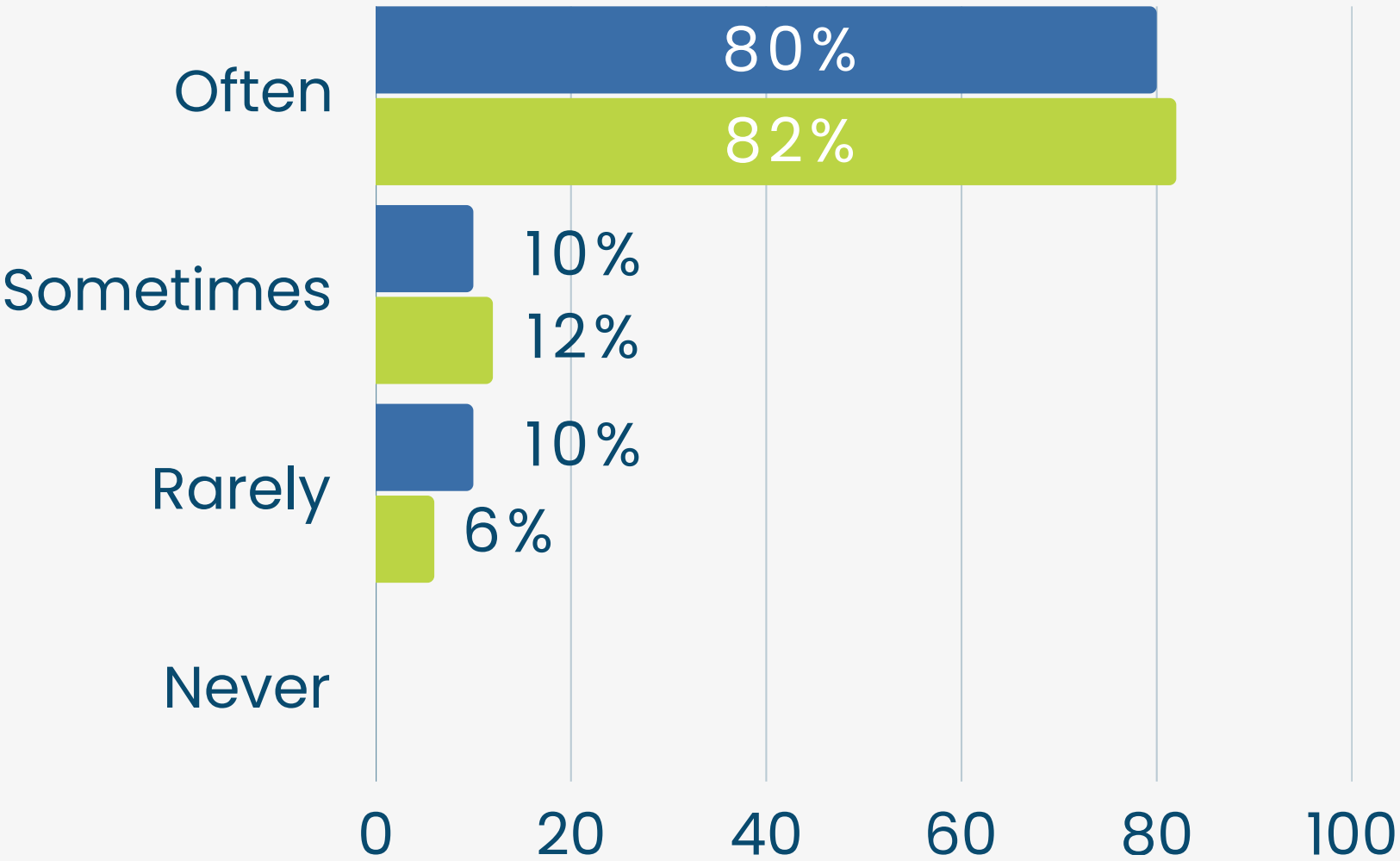
Balanced Meals

2024 2023



Choose Water Over Sugary Beverages

2024 2023



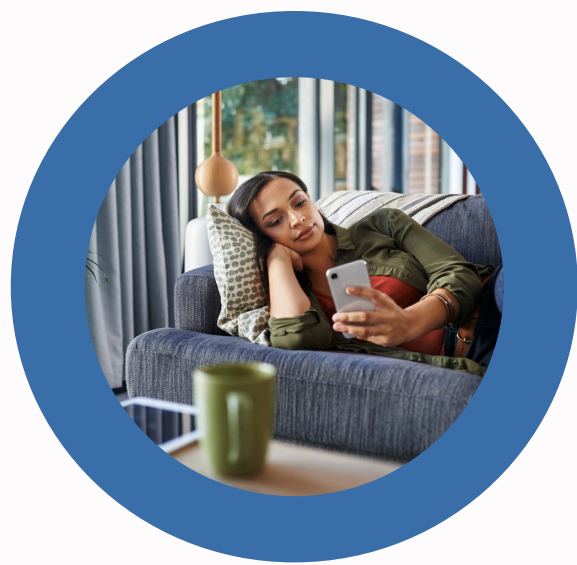
Self-Reported

Top Risk Factors



NUTRITION AWARENESS

30% stating they rarely eat balanced meal (12% Increase) and a 24% decrease in those reporting they often eat a balanced meal



PHYSICAL INACTIVITY

More than half of the participants 56% reporting they are not exercising at all and 78% are exercising only 2 days or less a week (14% increase)

Stand-Out-Stats & Stories

All Occupational Well-being metrics are **above benchmark** of other Silver Clients.

- Feeling Valued at Work
- Job Satisfaction
- Job Fulfillment
- Meaningful Work
- Well-Being Resources



One participant tracked over **1000 Points!**



9 Participants tracked over 500 points!



No participants reported being diabetic or using tobacco products!



Strive 2024 Programming Goals

HRA Completed

Goal: 40% of Census

2023 - 33%
(Goal was 35% of Census)

2024 - 21%

53% to goal

Challenge Participation

Goal: 15% of Census

2023 - 110%
(Goal was 10% of Census)

2024 - 17%

113% of goal met!

Points Tracked

**Goal: 12% Increase
(24,000 points)**

2023 - 21,346

2024 - 9,748

41% to goal

Strive 2025 Programming Goal

Goal:
20% Active
Users



Portal
Engagement

2023 - 37%
2024 - 21%

Goal:
40%
Participation



HRA Completion

2023 - 33%
2024 - 19%



2025 Goals and Strategies

Goals	Strategies	Overall Strategies
Employee Engagement		<ul style="list-style-type: none">• Monthly census updates• Continue Quarterly Pulse Checks• Monthly new hire email• Re-education on doing the HRA every year and tracking presentations to earn points
<ul style="list-style-type: none">• Portal Engagement<ul style="list-style-type: none">◦ 2025 Goal: 20% active users annually	<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• Presentations that are recorded and can be seen when convenient to the participant• Tango utilization for Reward Points Program	
<ul style="list-style-type: none">• HRA Completion<ul style="list-style-type: none">◦ 2025 Goal: 40% 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">• Top Health Risk Focus<ul style="list-style-type: none">◦ Focusing on physical inactivity, balanced meals & weight loss	<ul style="list-style-type: none">• Personalized wellness journeys based on HRA• Challenges that target top health risks• Integrate one or both <i>a la carte</i> options: Nutrition & Leadership Mental Health Trainings• Highlight resources available within Health Hub & monthly communication	

2025 Wellness Plan

Presentations

Setting Goals & Sticking to It

- (6 Live Participants - 0 Tracked)

Five with Strive: What's in your Cart

- (7 Views of Recording)

Sugar Busters

Feeding Your Gut Microbiome

Challenges

Flex your Flexibility

- (0 Participants)

7th Annual Corporate Challenge

- (3 participants)

One Month Madness

Gratitude Challenge



Additional Offerings

12 Strive Monthly Webinars

12 Strive Monthly Newsletters

12 Custom Monthly Communications

4 Meditation Moments

Reward Raffles

2 Winners drawn quarterly from those that complete their HRA. The top point earners receive \$25

2 Top Point Earners for the whole year get \$25 each



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
- Recommendations for company-provided food selections





Thank you!

Questions?

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 Strive@kapnick.com

