



EXECUTIVE REVIEW

& 2023 STRATEGIC PLANNING

06/14/2023



*The Future
is Riding on AJAX.®*

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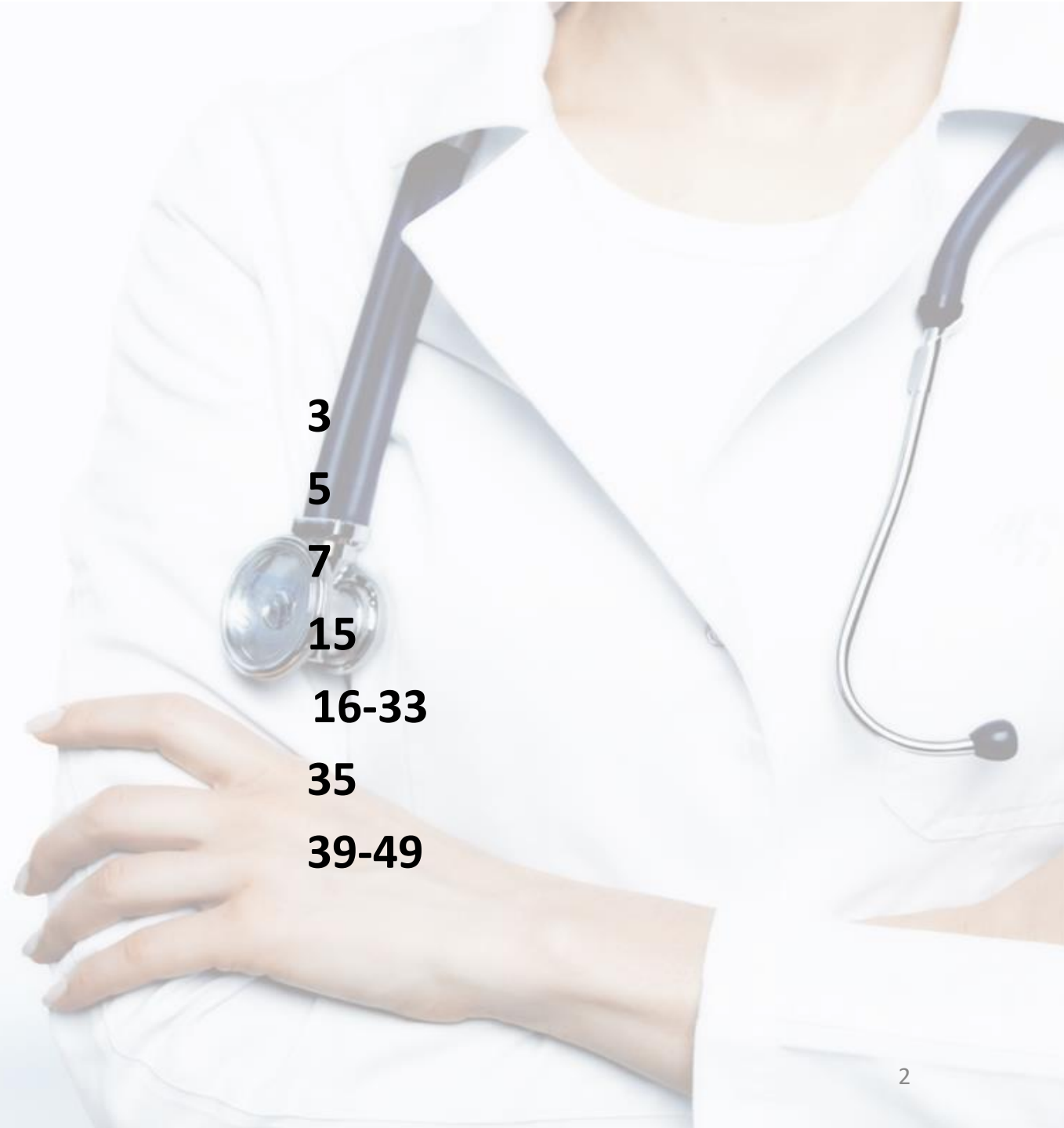
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2022 KEY FINDINGS

- Average health score (76) remained in **low-risk range**
 - Average health score for repeat participants: **77**
- **70%** of screened participants fell into the low to ideal risk range
 - **77%** of repeat participants remained in **low risk** or made a **positive risk migration**
- **87%** of screened participants were **repeat participants**
- 18% of repeat participants **improved by 5+ points**
- 2 participants **quit smoking**
 - **0%** of participants made a negative risk migration in tobacco
- 5% **improvement** in metabolic syndrome risk
- **88%** of the screened population are currently earning the wellness incentive
- Top risk factors are **diabetes, blood pressure, and body composition**
- **24.6% of members** have a chronic condition compared to benchmark at 27.9%
- The PMPM cost of members with chronic conditions is **38% above benchmark**, when excluding high-cost claimants
- Chronic condition gaps in care metrics are positive, with only 4 hypertensive members and 0 diabetic members not taking a maintenance medication for the condition
- 9.9% of members who screened had **0 claims** compared to 11.4% of members who didn't screen
- **48.1% of members** who screened had a wellness visit compared to 42.9% of members who didn't screen
- Members with screenings have an average cost of **\$7,773** compared to members without screenings at \$8,068
- Members with a health score improvement of at least 5 points from 2021 to 2022 experienced \$1,152 more in costs per member.
 - Diabetic maintenance medications increased in this population

2022 EMPLOYEE EVENTS

WELLNESS PRESENTATIONS/RECORDINGS

- February – Happiness Is...
- June – Live Smart. Play Smart. Reducing Risk of Skin Cancer
- October – Your Total Wellbeing Matters
- December – Managing Mental Health

WELLNESS CHALLENGES

- February – Positive Outlook – *4 participants*
- April - 4th Annual Kapnick Strive Corporate Challenge – *10 participants*
- July – Hydration Station – *8 participants*
- December – Maintain Don't Gain – *11 participants*

HEALTH SCREENINGS

- Held in October, November, December

ADDITIONAL WELLNESS EVENTS

- 12 Strive Monthly Webinars
- 4 Meditation Moment Sessions



TOTAL PARTICIPATION

Repeat participants: 81

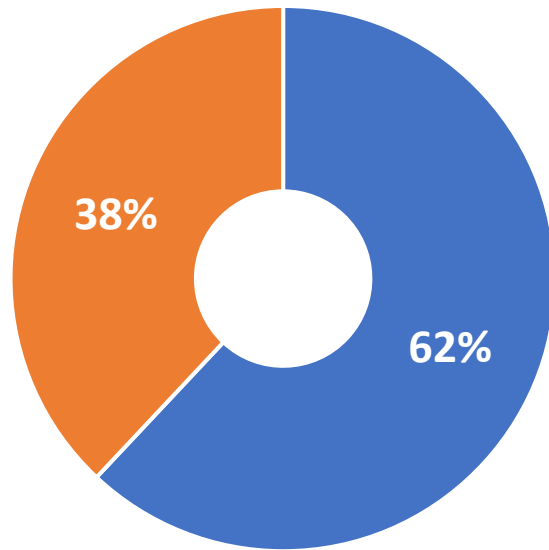


YEAR	TOTAL PARTICIPATION	% OF TOTAL ELIGIBLE
2022	93	57%
2021	90	66%
2020	105	69%

AVERAGE AGE - 47

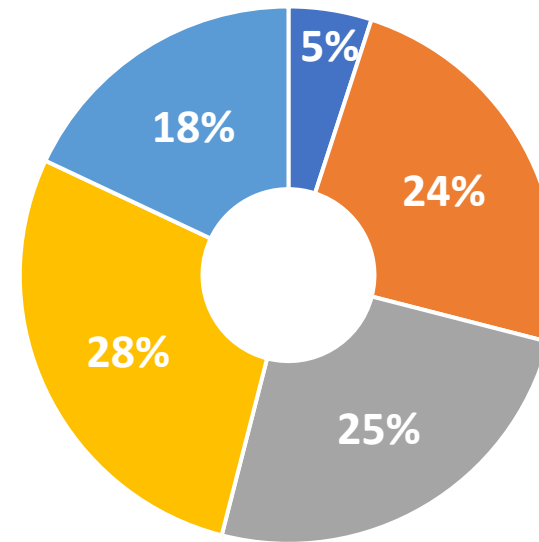
2022 DEMOGRAPHICS

GENDER



■ Male ■ Female

AGE



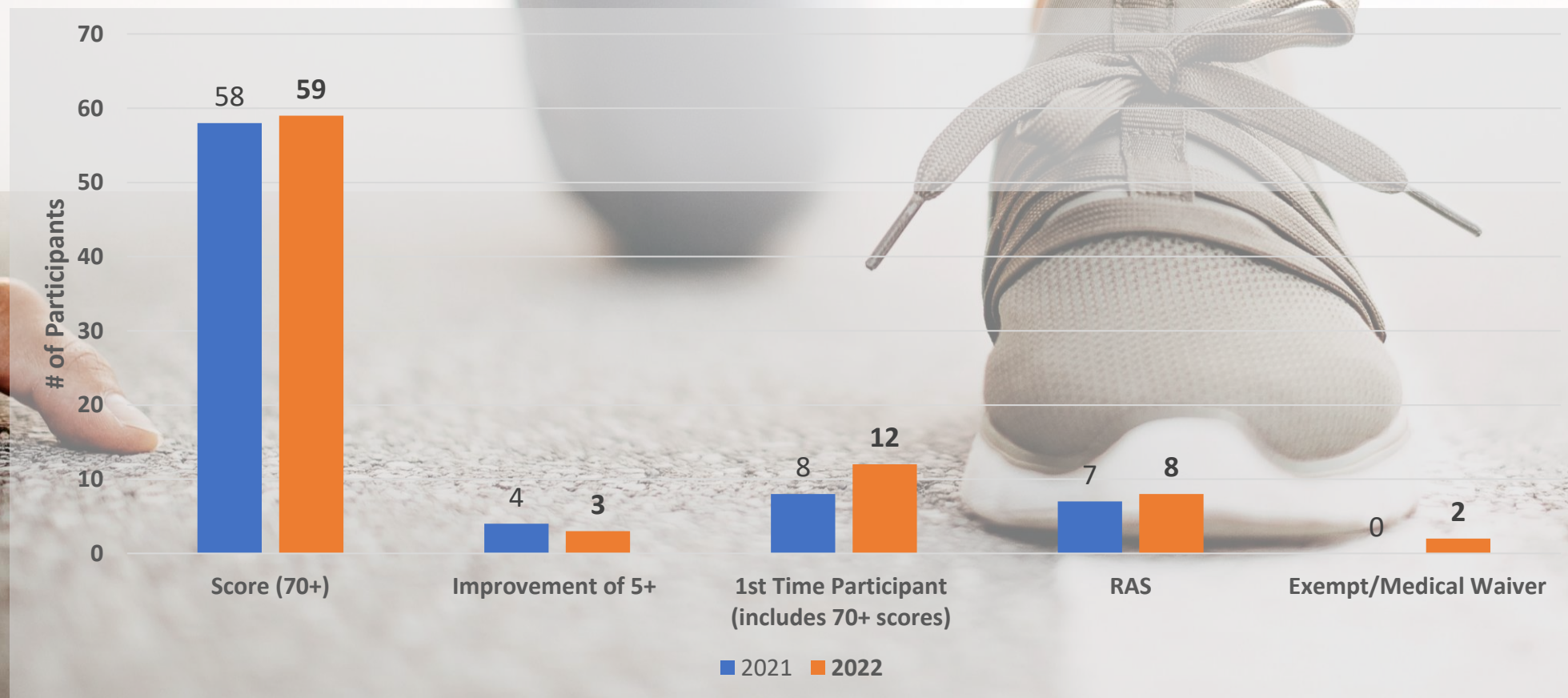
■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

BIOMETRIC AVERAGES

Biometric	2022 AVG	2021 AVG	2020 AVG	Strive AVG Benchmark	Ideal Range
Health Score	76 <small>Repeat Participants Average: 77</small>	78	78	76	70 - 100
BMI	29.8	29.6	29.9	30	18.5 - 29.9
Waist/Hip Ratio	0.90	0.88	0.91	0.92	<= 0.95
BP: Systolic	122	121	119	119	≤121mmHg
BP: Diastolic	79	77	77	75	≤81mmHg
Total Cholesterol	199	202	195	193	<200mg/dL
HDL Cholesterol	54	55	54	54	≥50
LDL Cholesterol	118	120	111	112	<=129
Triglycerides	130	137	152	134	<150
Blood Glucose	97	100	101	100	≤100mg/dL
Hemoglobin A1C	5.6%	5.5%	5.6%	5.6%	<5.7% ₇

WELLNESS INCENTIVE BREAKDOWN

YEAR-TO-DATE 2022 SCREENED
INCENTIVE ELIGIBLE: 84/94 = 89%





PROGRAM OUTREACHES

CRITICAL VALUES

- No critical values reported in 2022

60 & BELOW

- A total of 14 participants (15%) scored 60 or below
 - A health coach was able to connect with 8 out of the 14 participants (57%)
 - Of the 57% connected with, 63% enrolled into RAS within the first outreach

RAS TELEPHONIC HEALTH COACHING

- 17 participants were eligible for RAS (18% of total screened)
 - 9 participants enrolled (53% of those eligible for RAS)
 - 7 participants have successfully completed the program to become incentive eligible as of 5/23/2023

SELF-PERCEPTION VS ACTUAL HEALTH

Ideal = 100-85

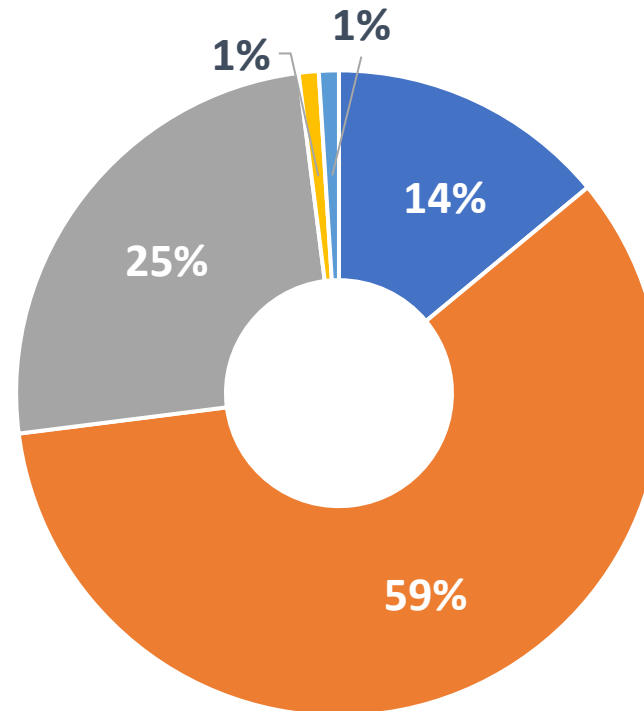
Low Risk = 84-70

Moderate Risk = 69-60

High Risk = 59-50

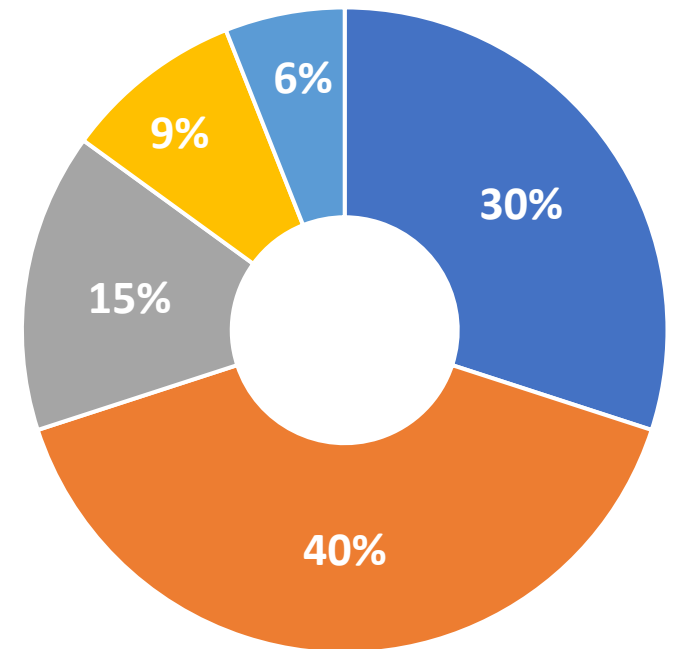
Very High Risk = 49-0

SELF-PERCEPTION OF HEALTH



■ Ideal ■ Low ■ Moderate ■ High ■ Very High

ACTUAL HEALTH SCORE



■ Ideal ■ Low ■ Moderate ■ High ■ Very High



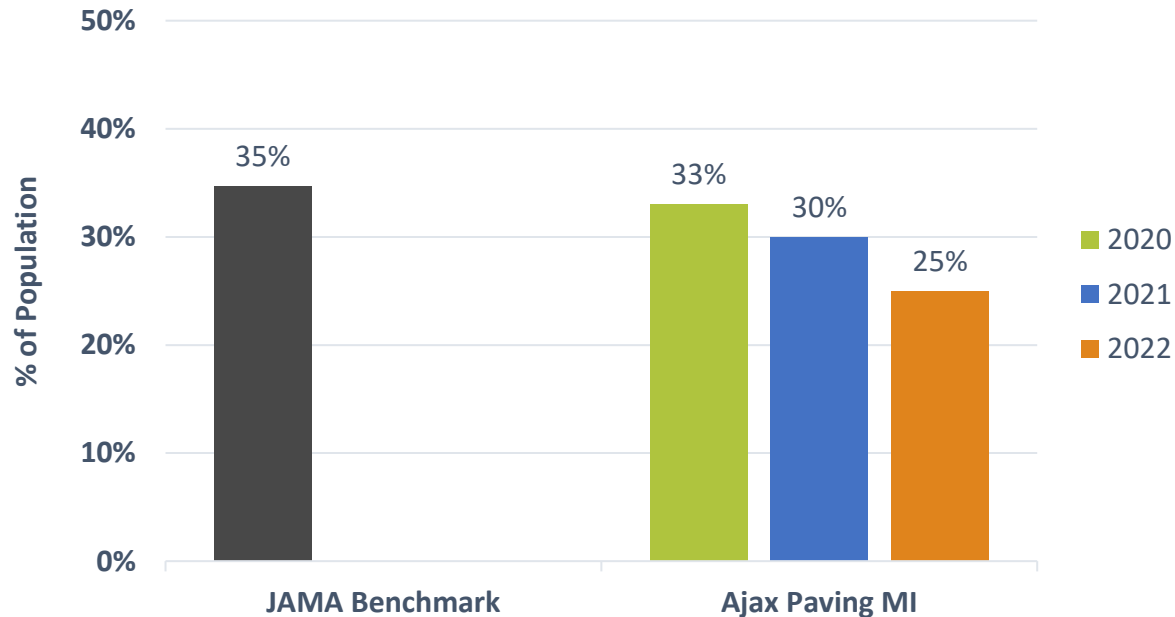
Kapnick
Strive

HEALTH SCORE BENCHMARKING

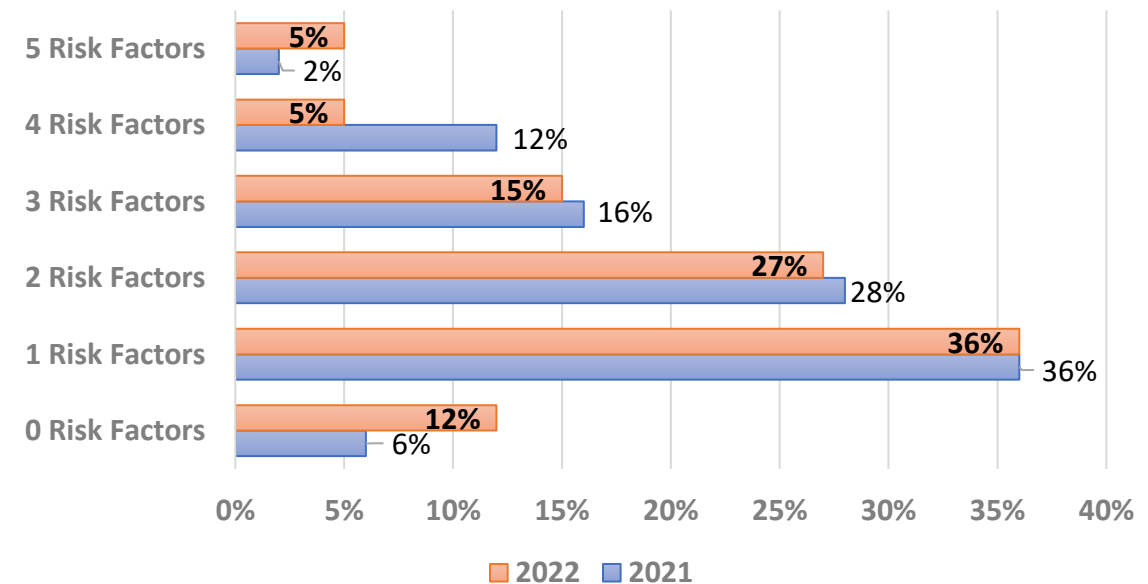


METABOLIC SYNDROME RISK

Prevalence of Metabolic Syndrome – 3 or more risk factors



% Breakdown



The National Institutes of Health guidelines define metabolic syndrome as having three or more of the following traits, including traits you're taking medication to control:

- **Large waist** — A waistline that measures at least 35 inches for women and 40 inches for men
- **High triglyceride level** — 150 milligrams per deciliter (mg/dL) or higher of this type of fat found in blood
- **Reduced "good" or HDL cholesterol** — Less than 40 mg/dL in men or less than 50 mg/dL in women of high-density lipoprotein (HDL) cholesterol
- **Increased blood pressure** — 130/85 millimeters of mercury (mm Hg) or higher
- **Elevated fasting blood sugar** — 100 mg/dL or higher

REPEAT PARTICIPANT RISK CHANGE

Repeat participants: 81

REMAINED IDEAL/LOW
AND/OR MADE
POSITIVE RISK
MIGRATION



77%



1% from 2021

REMAINED MODERATE
OR HIGH/V HIGH



12%



2% from 2021

MADE A NEGATIVE
RISK MIGRATION



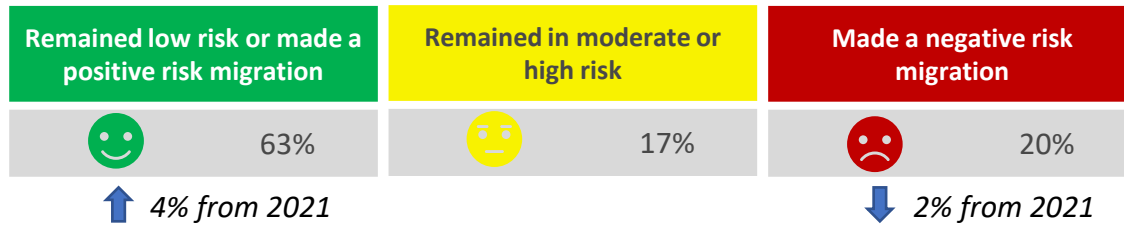
11%



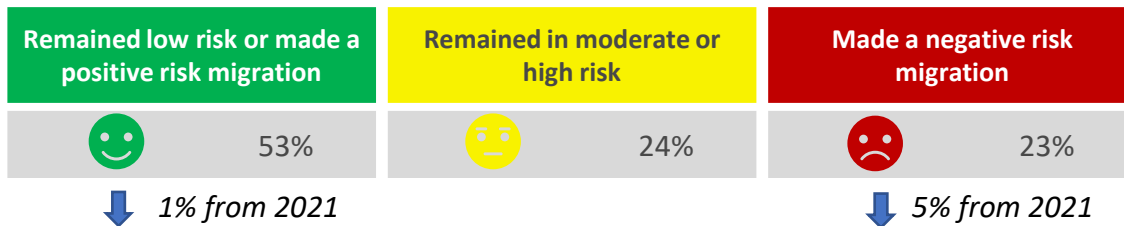
3% from 2021

REPEAT PARTICIPANT BIOMETRIC RISK CHANGE

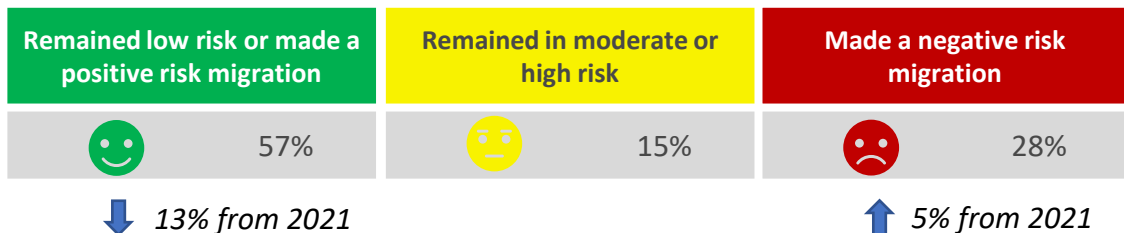
Total Cholesterol



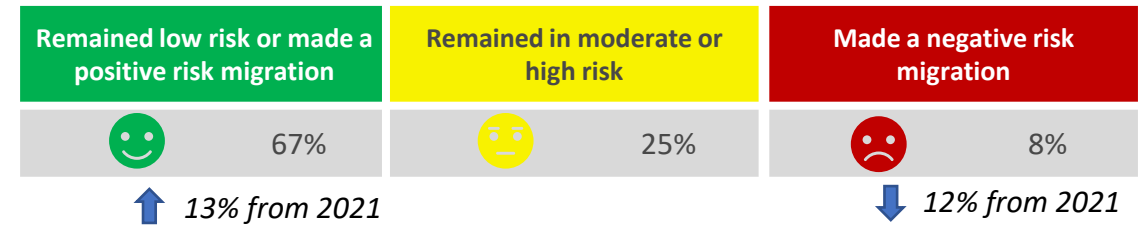
Systolic Blood Pressure



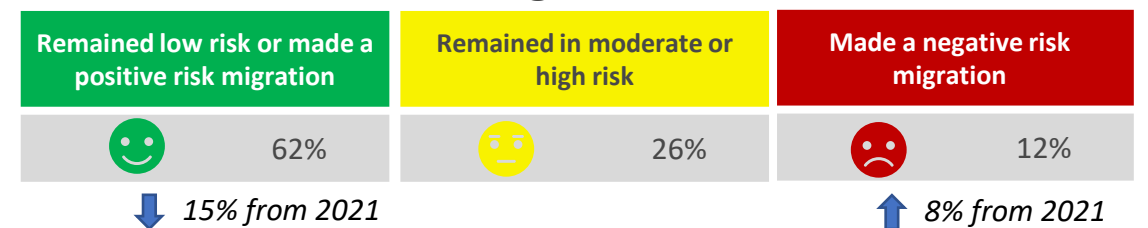
Diastolic Blood Pressure



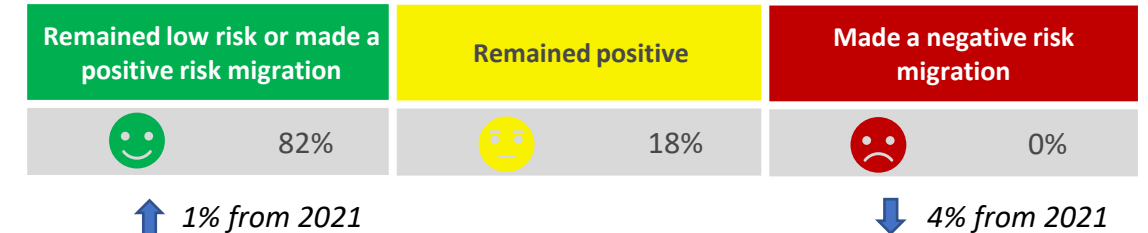
Blood Glucose



Hemoglobin A1C



Tobacco



2 participants quit smoking!

TOP RISK FACTORS



DIABETES



BLOOD PRESSURE

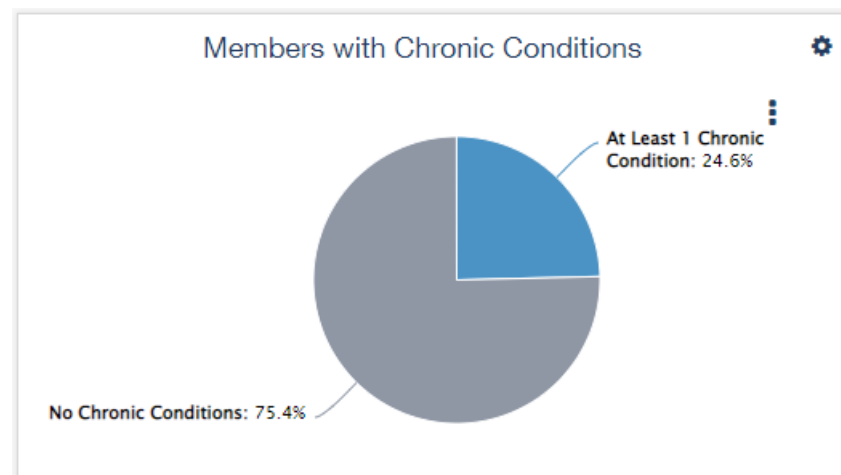


**BODY
COMPOSITION**

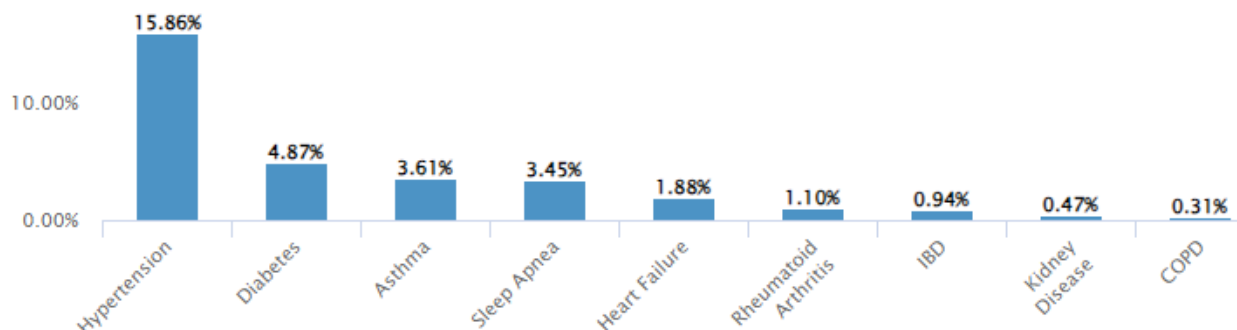


Chronic Conditions & Health Screening Claims Analysis

Chronic Condition Prevalence



Chronic Condition Prevalence



- 24.6% of members on Ajax Paving's health plan have at least 1 chronic condition
 - This is **below** the Kapnick book of business benchmark which is 27.9%
- The majority of chronic conditions have a **lower prevalence** in Ajax Paving's population as compared to benchmark
- Heart failure, RA and IBD all have a **higher prevalence** than benchmark
- Chronic condition prevalence in the Kapnick benchmark is as follows:
 - Hypertension: 16.82%
 - Diabetes: 8.58%
 - Asthma: 7.33%
 - Sleep Apnea: 5.01%
 - COPD: 1.20%
 - Heart Failure: 1.08%
 - IBD: 0.61%
 - Kidney Disease: 0.57%
 - Rheumatoid Arthritis: 0.47%

Assumptions:

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

Chronic Condition Cost

Total Cost & PMPM Cost of Members with and without Chronic Conditions

Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	Ajax PMPM without Chronic Condition	Ajax PMPM with Chronic Condition	Benchmark PMPM without Chronic Condition	Benchmark PMPM with Chronic Condition
\$1,914,476	\$1,360,153	71%	\$216	\$1,667	\$217	\$907



Assumptions:

- All members enrolled in the health plan are included, excluding members in FL
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)

- The PMPM cost of members without chronic conditions is in-line with benchmark
- The PMPM cost of members with chronic conditions is 84% **above benchmark**

Chronic Condition Cost

Total Cost & PMPM Cost of Members with and without Chronic Conditions
Excluding all Members with at least \$100k in Claims

Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	Ajax PMPM without Chronic Condition	Ajax PMPM with Chronic Condition	Benchmark PMPM without Chronic Condition	Benchmark PMPM with Chronic Condition
\$1,242,530	\$688,208	55%	\$216	\$896	\$179	\$648

Assumptions:

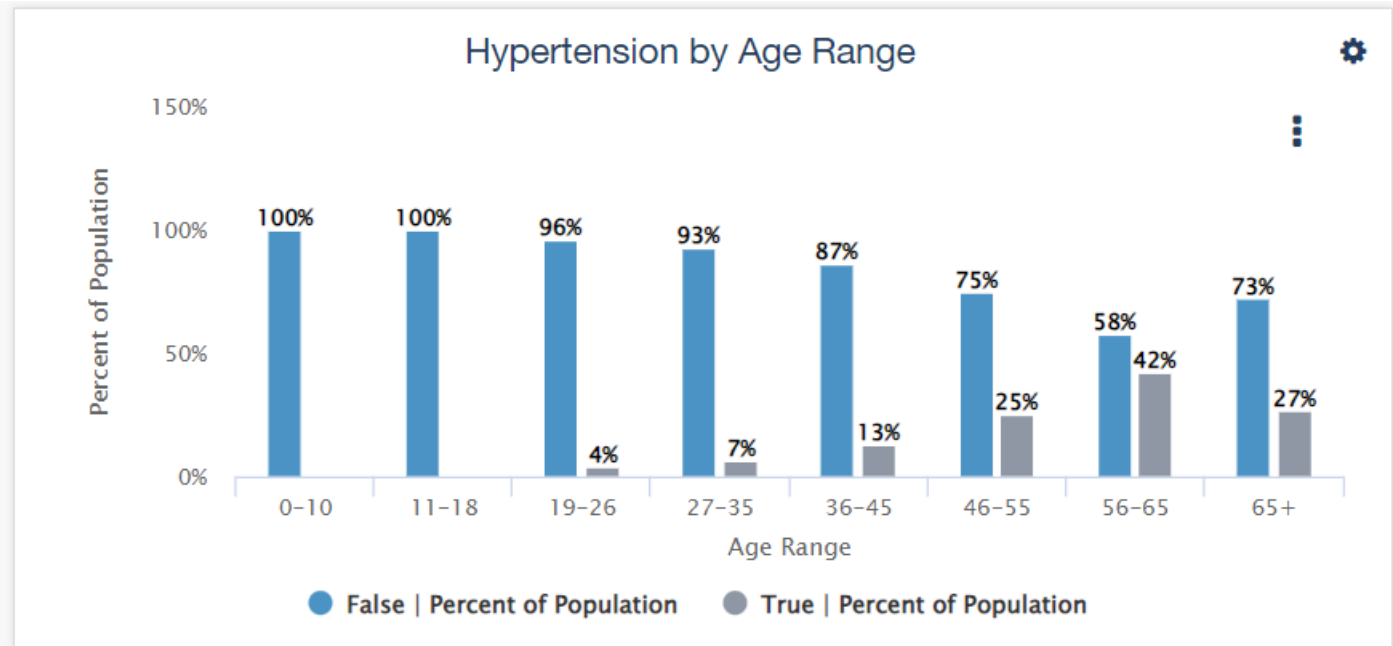
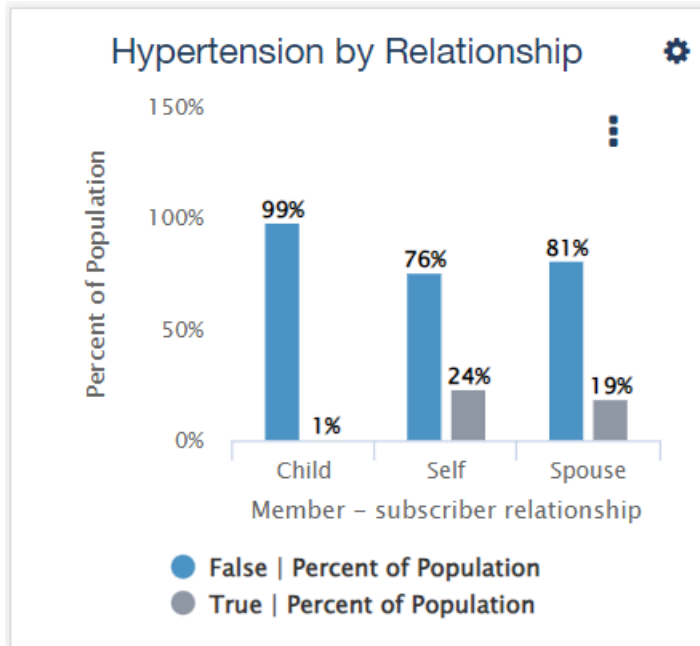
- All members enrolled in the health plan are included, excluding members in FL
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)
- All members with claims of at least \$100k are excluded for Ajax & the benchmark
 - For Ajax, 4 members were excluded & all 4 members had at least 1 chronic condition

- The PMPM cost of members without chronic conditions is in-line with benchmark
- The PMPM cost of members with chronic conditions is 38% **above benchmark**



Hypertension: Demographics

- **Total hypertensive members:**
 - 2021: 45
 - 2022: 44
- **Total hypertensive employees:**
 - 2021: 35
 - 2022: 34
- **Total hypertensive spouses:**
 - 2021: 10
 - 2022: 9
- **Total hypertensive dependent children:**
 - 2021: 0
 - 2022: 1



Assumptions:

- All members enrolled in the health plan are included, excluding members in FL
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- True = hypertensive members

Hypertension: Gaps in Care

Year	Total Hypertensive Members	Total Hypertensive Members (enrolled full 12 months)	% Hypertensive Members (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx (enrolled full 12 months)
2021	45	15	12.5%	4 (26.7%)
2022	43	20	17.1%	4 (20.0%)

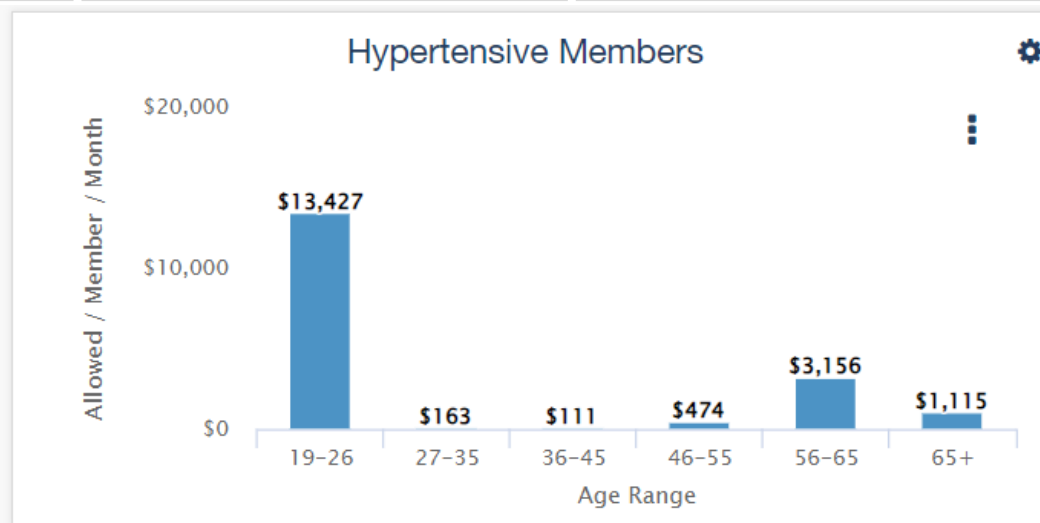
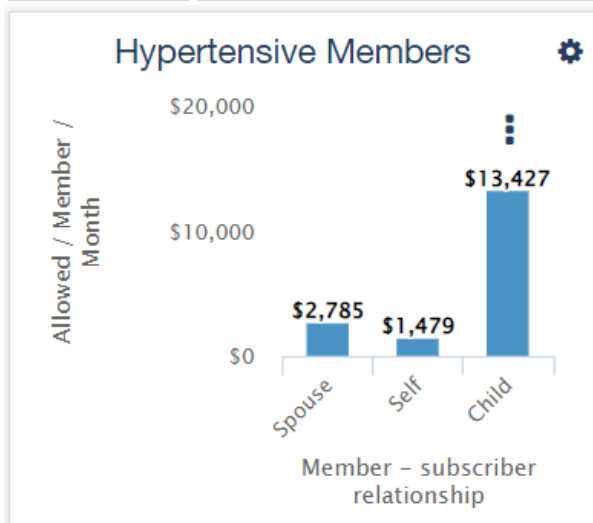
- Of the 4 members with no hypertension medication in 2021 & 2022; 2 were the same member with no maintenance medication in either year

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children & members in FL were excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Hypertension: PMPM Cost

Year	Hypertensive Members PMPM Cost	Hypertensive Members PMPM Cost (Excluding Claimants > \$100k)	Hypertensive Members PMPM Cost Benchmark
2021	\$3,117	\$605	\$1,016
2022	\$1,753	\$890	\$926



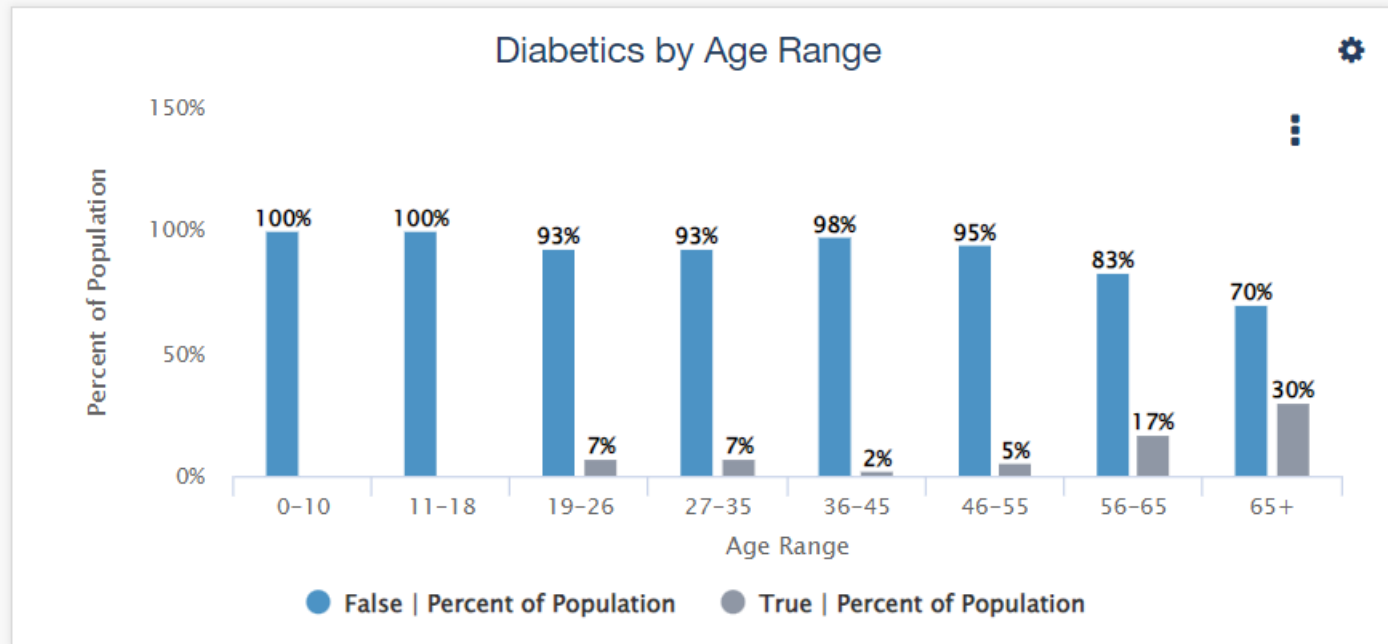
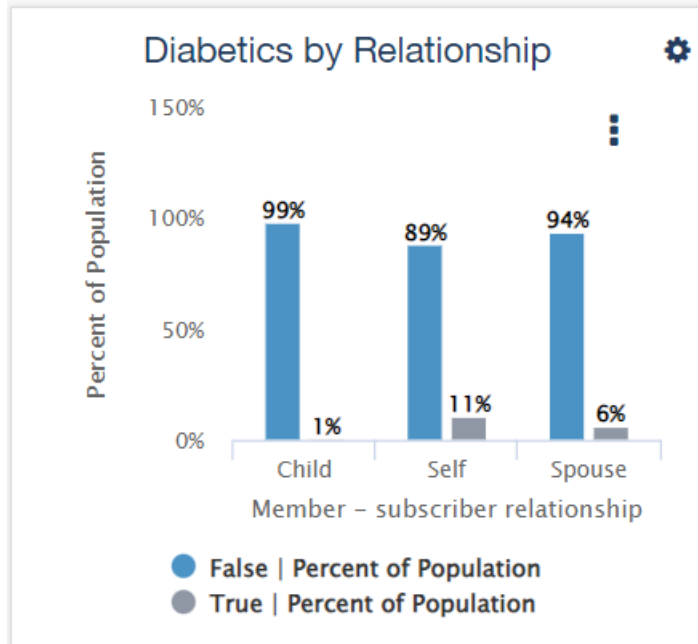
Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included in the table (dependent children excluded)
- All members enrolled in the health plan are included in the bar charts
- Members located in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)



Diabetes: Demographics

- **Total diabetic members:**
 - 2021: 13
 - 2022: 17
- **Total diabetic employees:**
 - 2021: 10
 - 2022: 14
- **Total diabetic spouses:**
 - 2021: 3
 - 2022: 3
- **Total diabetic dependent children:**
 - 2021: 0
 - 2022: 0



Assumptions:

- All members enrolled in the health plan are included, excluding members in FL
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- True = diabetic members

Diabetes: Gaps in Care

Year	Total Diabetic Members	Total Diabetic Members (enrolled full 12 months)	% Diabetic Members (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx (enrolled full 12 months)
2021	13	7	5.8%	0 (0%)
2022	17	6	5.1%	0 (0%)

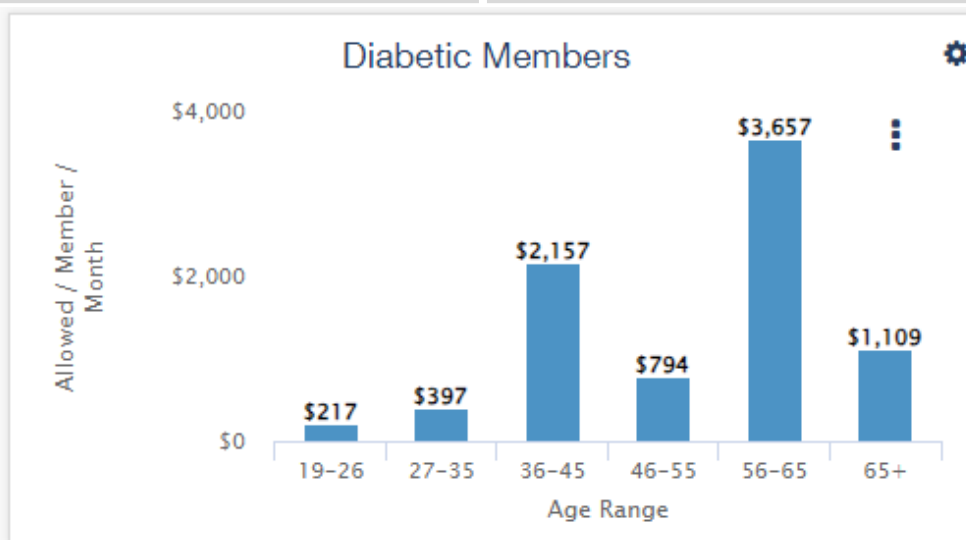
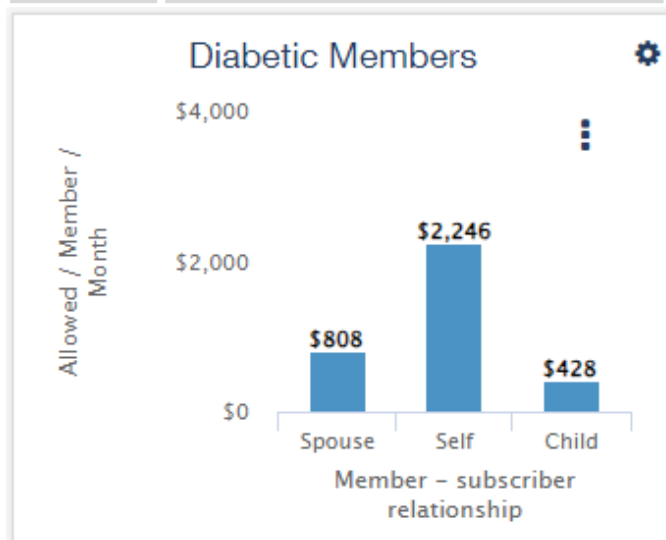
- All diabetic members in 2021 & 2022 had at least 1 diabetic prescription during the plan year

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children & members in FL were excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Diabetes: PMPM Cost

Year	Diabetic Member PMPM Cost	Diabetic Member PMPM Cost (Excluding Claimants > \$100k)	Diabetic Member PMPM Cost Benchmark
2021	\$8,428	\$1,130	\$1,365
2022	\$1,992	\$825	\$1,258



Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included in the table (dependent children excluded)
- All members enrolled in the health plan are included in the bar charts
- Members located in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)

Screening Overview

Participated in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	69	23	92
Enrolled all 12 Months	60	21	81
Had 0 Claims	7	1	8
% Total w/ 0 Claims (Enrolled 12 Months)	11.7%	4.8%	9.9%

Did not Participate in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	60	22	82
Enrolled all 12 Months	20	15	35
Had 0 Claims	3	1	4
% Total w/ 0 Claims (Enrolled 12 Months)	15.0%	6.7%	11.4%

- Overall total employees & spouses enrolled for 12 months with no claims was 10.3%
- Of the 12 employees & spouses with no claims in 2022:
 - 1 were aged 19-26
 - 2 were aged 27-35
 - 5 were aged 36-45
 - 3 were aged 46-55
 - 1 were aged 56-65

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Wellness Visit

Participated in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	69	23	92
Enrolled all 12 Months	60	21	81
Had a Wellness Visit	26	13	39
% with a Wellness Visit (Enrolled 12 Months)	43.3%	61.9%	48.1%



Did not Participate in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	60	22	82
Enrolled all 12 Months	20	15	35
Had a Wellness Visit	9	6	15
% with a Wellness Visit (Enrolled 12 Months)	45.0%	40.0%	42.9%



- Overall total employees & spouses enrolled for 12 months with a wellness visit was 46.6% (54 members)

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis

Screenings & Cost

Members with Screenings 				Members without Screenings (EE & SP Only) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	92	\$715,130	\$7,773	1	78	\$629,313	\$8,068

Members with Screenings (Excl 1 HCC) 				Members without Screenings (EE & SP Only, Excl 3 HCC) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	91	\$495,690	\$5,447	1	75	\$219,612	\$2,928

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis

- Members with screenings cost \$295 less than members without screenings
- When excluding members with total claims over \$100k, members with screenings cost \$2,519 more per member than members without screenings
- 11 members with screenings & 20 members without screenings had \$0 in claims

Cost by Health Score

Health Score for All Members				Health Score 60-69			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	91	\$495,690	\$5,447	1	14	\$48,313	\$3,451
Health Score 85-100				Health Score 50-59			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	27	\$182,228	\$6,749	1	8	\$63,093	\$7,887
Health Score 70-84				Health Score 0-49			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member		Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	36	\$186,747	\$5,187	1	6	\$15,310	\$2,552

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **1 high-cost claimant with total costs of \$219k & a diagnosis of lung cancer was excluded with a health score of 92**

Cost by Health Score

Health Score 70 and Above			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	64	\$588,414	\$9,194
Health Score 70 and Above (Excl 1 HCC)			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	63	\$368,974	\$5,857
Health Score 69 and Below			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	28	\$126,716	\$4,526

When excluding a high-cost claimant, members with a health score of at least 70 cost \$1,331 more per member than members with a health score below 70

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **1 high-cost claimant with total costs of \$219k & a diagnosis of lung cancer was excluded with a health score of 92**

Repeat Participants

Members who Participated in the Screening in 2021 & 2022







Members with Screenings					Members with Screenings (Excl 1 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	2021	77	\$622,480	\$8,084	1	2021	76	\$415,071	\$5,461
2	2022	77	\$677,949	\$8,805	2	2022	76	\$458,509	\$6,033

- Members who participated in the screening both years experienced a \$721 increase in costs
- Members who participated in the screening both years experienced a \$572 increase in costs (when excluding a HCC)
 - Medical costs increased \$61k
 - Rx costs decreased \$18k

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **1 high-cost claimant with total costs of \$219k & a diagnosis of lung cancer was excluded with a health score of 92 in 2022 & 96 in 2021**


Repeat Participants


Health Score Improved by 15+ 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	3	\$54,583	\$18,194
2	2022	3	\$56,108	\$18,703
Health Score Improved by 10-14 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	6	\$24,554	\$4,092
2	2022	6	\$39,599	\$6,600
Health Score Improved by 5-9 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	8	\$28,747	\$3,593
2	2022	8	\$31,757	\$3,970
Health Score Improved 1-4 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	8	\$31,033	\$3,879
2	2022	8	\$38,824	\$4,853
Health Score Stayed the Same 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	15	\$40,905	\$2,727
2	2022	15	\$57,478	\$3,832
Health Score Decreased 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	36	\$235,249	\$6,535
2	2022	36	\$234,743	\$6,521

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **1 high-cost claimant with total costs of \$219k & a diagnosis of lung cancer was excluded with a health score of 92 in 2022 & 96 in 2021**

Repeat Participants

Health Score Improved by 5+ 									
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count	Allowed per Member
1	2021	17	\$107,884	\$78,490	\$29,394	308	271	579	\$6,346
2	2022	17	\$127,464	\$95,351	\$32,113	235	347	582	\$7,498

Health Score Improved by 5+ 									
	Year number	Member ID (Count Distinct)	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	Allowed Rx PMPM
1	2021	17	36	42	16	\$157	\$18,512	\$312	\$144
2	2022	17	36	57	14	\$488	\$21,411	\$388	\$157

- Members with a health score improvement of at least 5 points from 2021 to 2022 experienced \$1,152 more in costs per member
- Medical costs increased \$17k while Rx costs increased \$3k
- Diabetic maintenance medications increased in this population

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Members in FL were excluded
- Data is from Jan 2022 through Dec 2022 on an incurred basis

2022 STAND-OUT STORIES

Participant A: Improved their health score by 31 points and moved from moderate risk to ideal risk. They achieved this by decreasing their cholesterol, LDL, and glucose, improving their HDL, and quit smoking!

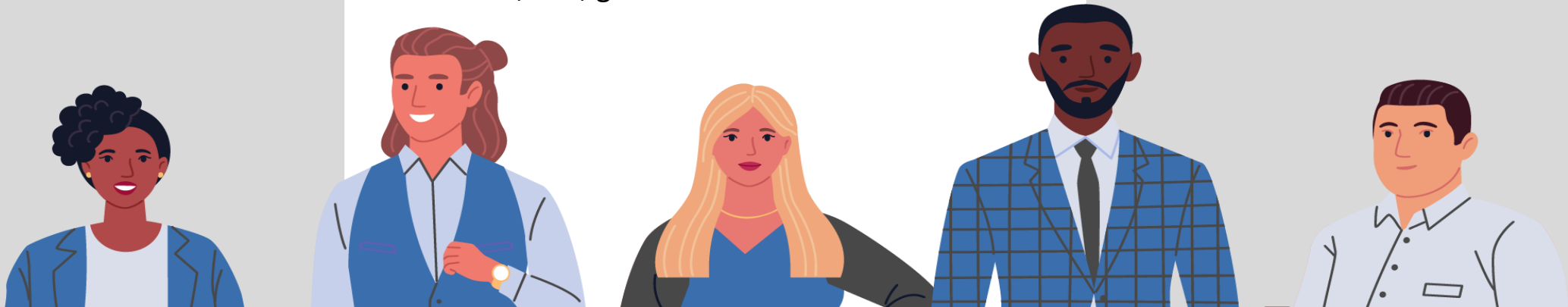
Participant B: Improved by 16 points by losing almost 20+ lbs., improving their HDL, reducing their blood pressure and triglycerides.

Participant C: Increased their health score by 15 points and has made a steady positive migration over the years to be in low-ideal risk. They achieved this by improving their HDL, and reducing their BP, cholesterol, LDL, glucose and GGT!

17 repeat participants improved their health score by 5+ or more points

- 9 of 17 participants improved 10+ points

2 repeat participants quit smoking!



4 PARTICIPANTS RECEIVED A PERFECT HEALTH SCORE OF 100

39 PARTICIPANTS RECEIVED A HEALTH SCORE OF 80+

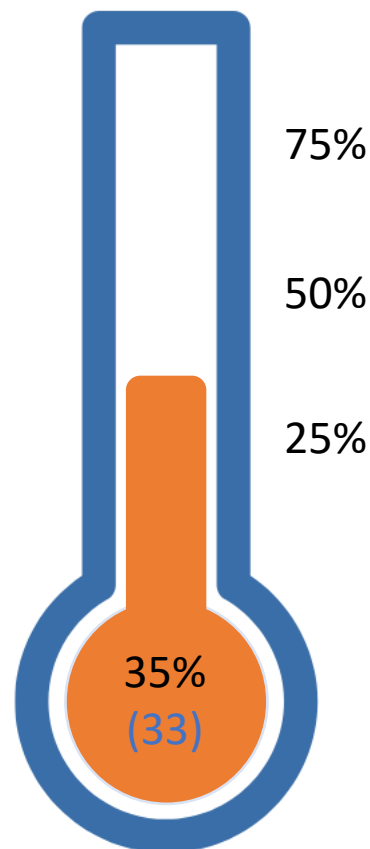
2023 GOALS AND STRATEGIES

2023 Goals	2023 Strategies	Overall Strategies
Target Top Health Risks <ul style="list-style-type: none"> • Blood Pressure • Diabetes • Body Composition 	<ul style="list-style-type: none"> • Drip campaign in November for Diabetes awareness month • Drip campaign in August & September that focus on Health and Wellbeing • Promote participation in wellness challenges and wellness presentations that focus on hearth health, weight management, nutrition, etc. <ul style="list-style-type: none"> • Increase challenge participation by 20% • Leadership participation in challenges (managers and team leads) 	<ul style="list-style-type: none"> • Quarterly wellness newsletter that include: <ul style="list-style-type: none"> • Upcoming events • Did you know? • Reminder about screenings and incentive • Reward Points Program • Roll out to two-week well-being survey in September • Texting capabilities • Wallet card and home mailer
Increase screening & HRA participation by 10%	<ul style="list-style-type: none"> • Market health screenings during wellness challenges and presentations • Continue screenings during October, November, December timeframe • Host 2 monthly health screening events for employees prior to health screening • Reminder email to participants day before health screening 	
Increase RAS enrollment and completion by 10%	<ul style="list-style-type: none"> • RAS health coaching drip campaign provided after screenings are completed (total of 4 emails) • Post screening wellness presentation • Email to all participants that qualify for RAS program 	
Mental Health Campaign	<ul style="list-style-type: none"> • Drip campaign in March and December for mental health awareness. Include resources (internal and external) that focus on mental health 	

STRIVE PROGRAMMING GOALS

2023

GOAL: 93



HRA Participation

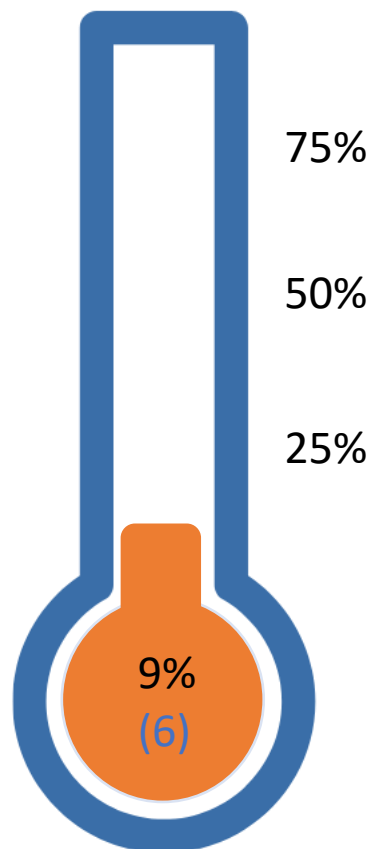
2021: N/A

2022: 85

2023 Goal: 93

(10% increase)

GOAL: 65



Challenge Participation

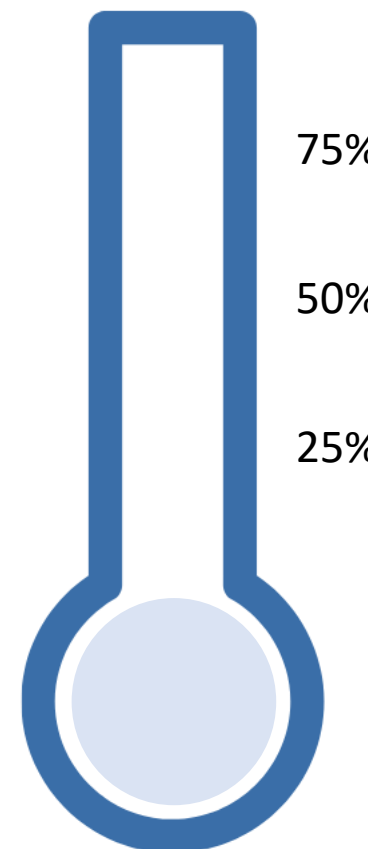
2021 – 112

2022: 33

2023 Goal: 65 total participants

(20% increase)

GOAL: 63%



RAS Health Coaching

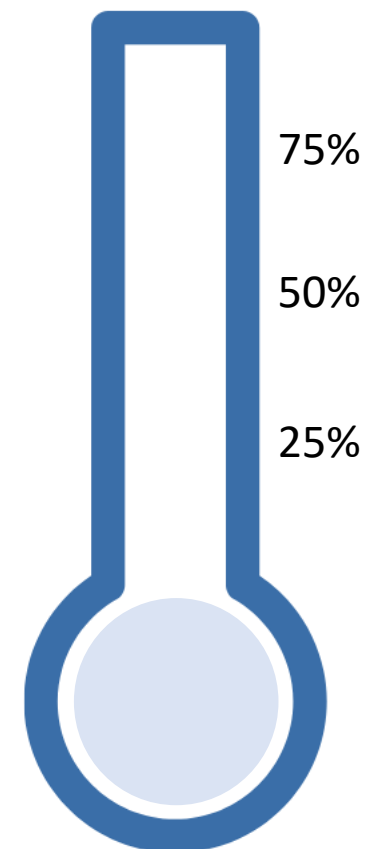
2021: 35%

2022: 53%

2023 Goal: 63%

(10% increase)

GOAL: 70%



Health Screening Participation

2021: 66%

2022: 57%

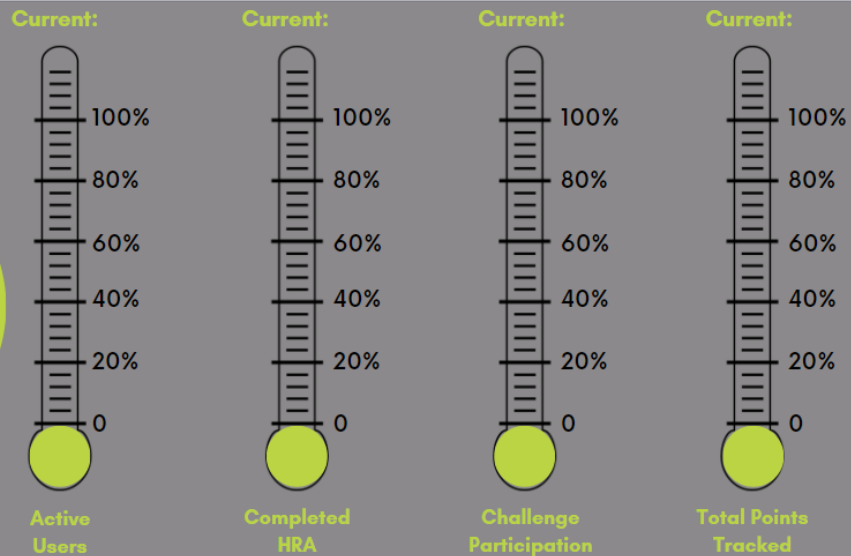
2023 Goal: 70%

PULSE CHECKS – NEW LOOK!

PULSE CHECKS

Ajax Paving

Quarter 1



Reward Point Winners

Structure:	5 winners at \$100 each
Winners:	GREGORY TAYLOR DAVID BRACEWELL TAMMY NOWAK JERRY JOHNSON SHAWN SZCZEPANSKI

Health Hub Analytics

Page Views: 12

Bounce Rate: 62.5%

Time per Page View: 2.7 min



Testimonials:

None at this time

End of Quarter Summary

Challenges:

No wellness challenges for Q1

Presentations:

- Name of Wellness Presentation: Happy, Healthy Heart (Recorded)
- What did attendees learn: what is heart disease, current stats, and the best practices to have a happy and healthy heart

Other Event Details:

N/A

Campaign Details:

March: 5-part email campaign on Mental Health and resources available to team members.

2023 WELLNESS CALENDAR

JAN

Patient Experience & Empowerment

- National Drugs & Alcohol Facts Week: 1/20 - 1/26

MAR

Practical Nutrition & Your Relationship with Food

- Neurodiversity Celebration Week: 3/21 - 3/27
- Happy, Healthy, Heart: Recording
- Q1 Reward Points Due: 3/31

MAY

All About Allergies

- Women's Health Month
- Mental Health Awareness Week: 5/10 - 5/16

FEB

The Cost of Health & Self-Investment

- Wear Red Day: 2/5
- African Heritage & Health Week: 2/1 - 2/7

APR

The Environment & You

- National Oral Health Month
- Earth Day: 4/22
- Strive Corporate Challenge: 4/3 - 4/21

JUN

Children's Mental Health

- National Migraine & Headache Awareness Month
- Stress Busters: Recording
- Q2 Reward Points Due: 6/30

JUL

Hearing Loss & Ear Safety

- UV Safety Month
- International Self-Care Day: 7/24

SEP

Ergonomics, Posture, & Reducing Pain

- Pain Awareness Month
- Nutrition 101: Recording
- Q3 Reward Points Due: 9/30

NOV

Perfectionism & OCD

- American Diabetes Month
- World Diabetes Day: 11/14
- Health Screenings

AUG

- International Overdose Awareness Day: 8/31
- Hydration Station: 8/2 - 8/23

OCT

Community Care & Social Well-Being

- World Food Day: 10/16
- No Time Like the Pleasant: 10/10 - 10/24
- Health Screenings

DEC

Disconnect & Reconnect (To Your Youth)

- Human Rights Day: 12/10
- Breaking Burnout: Recording
- The Beat Goes On: 12/11 - 1/1
- Q4 Reward Points Due: 12/29
- Health Screenings

- Awareness Observance Dates
- Wellness Challenge
- Wellness Presentation
- HRA/Quarterly Reward Points Dates

- **Webinar** - Held on the fourth Wednesday of each month at 12pm EST. Held on the third Wednesday for November & December



STRIVE BIOMETRIC RISK ANALYSIS

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 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 also 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. The CDC estimates that tobacco use costs \$156 billion in lost productivity each year and \$170 billion in healthcare expenditures (CDC, 2017).

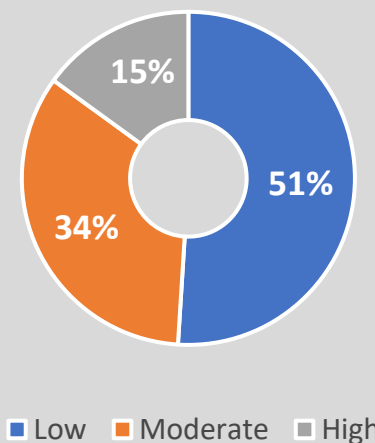
GAMMA-GLUTAMYLTRANSFERASE (GGT)

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.

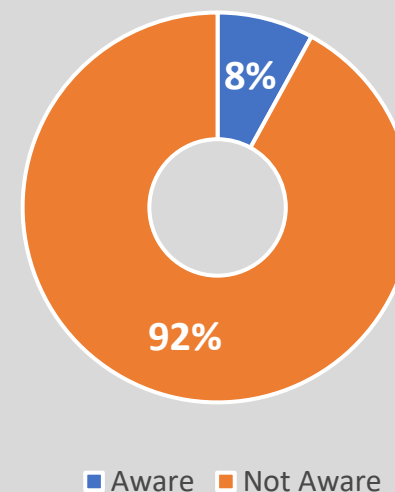
HEART HEALTH: TOTAL CHOLESTEROL

(HDL + LDL + TRIGLYCERIDES)

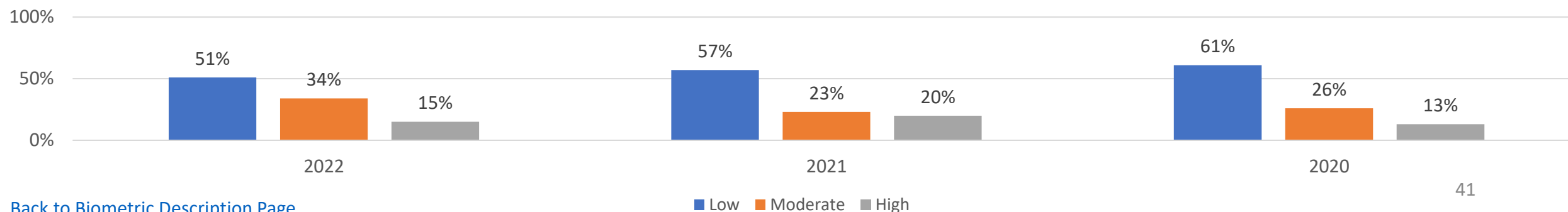
TOTAL CHOLESTEROL BREAKDOWN



HIGH RISK AWARENESS

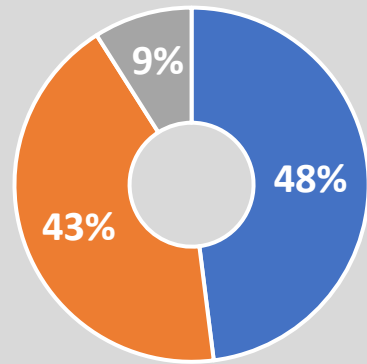


Low Risk = <200mg/dL Moderate Risk = 200-239mg/dL High Risk = ≥240mg/dL



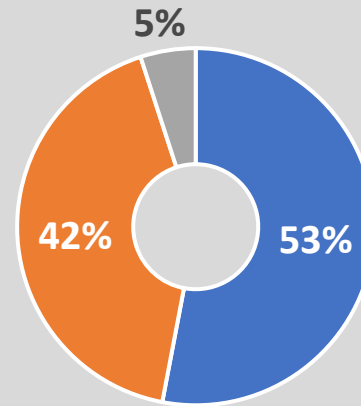
HEART HEALTH: BLOOD PRESSURE

SYSTOLIC BREAKDOWN



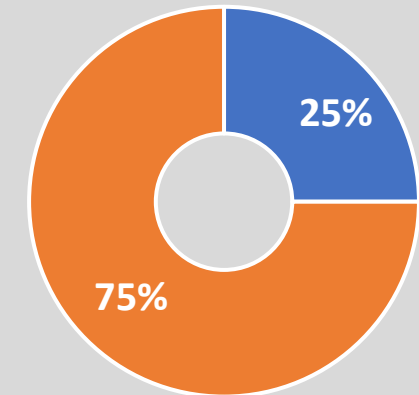
■ Low ■ Moderate ■ High

DIASTOLIC BREAKDOWN



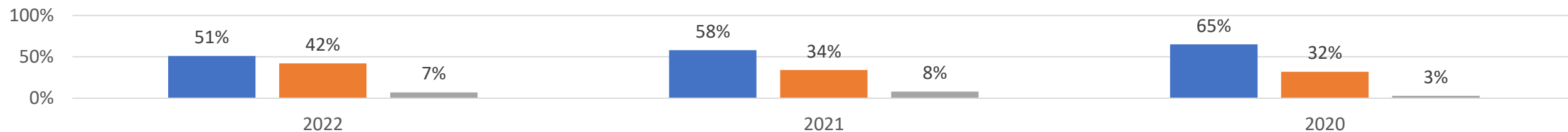
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

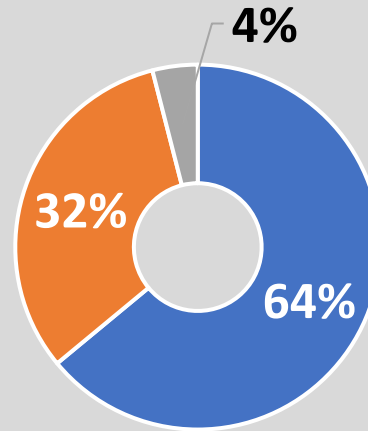
Systolic BP: Low Risk = ≤ 121 mmHg Moderate Risk = 122-140mmHg High Risk = ≥ 141 mmHg
Diastolic BP: Low Risk = ≤ 81 mmHg Moderate Risk = 82-90mmHg High Risk = ≥ 91 mmHg



■ Low ■ Moderate ■ High

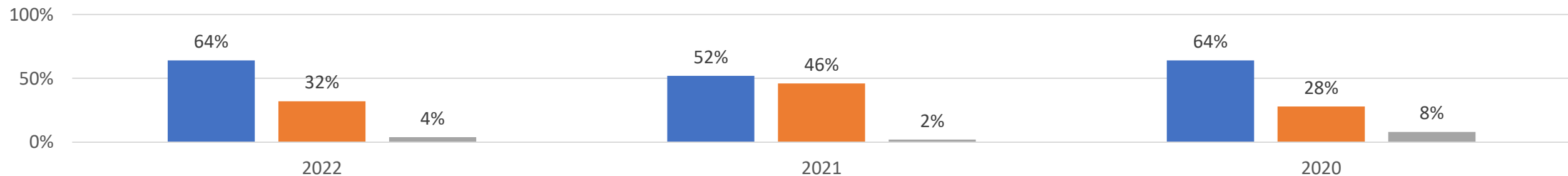
DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



■ Low ■ Moderate ■ High

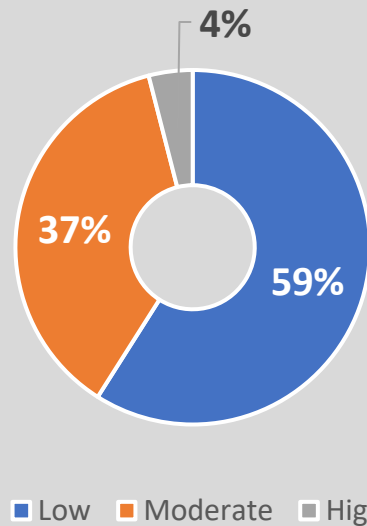
Low Risk = $\leq 100\text{mg/dL}$ Moderate Risk = $101-125\text{mg/dL}$ High Risk = $\geq 126\text{mg/dL}$



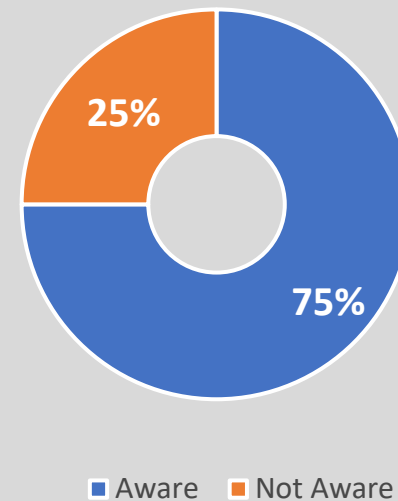
■ Low ■ Moderate ■ High

DIABETES: HEMOGLOBIN A1C

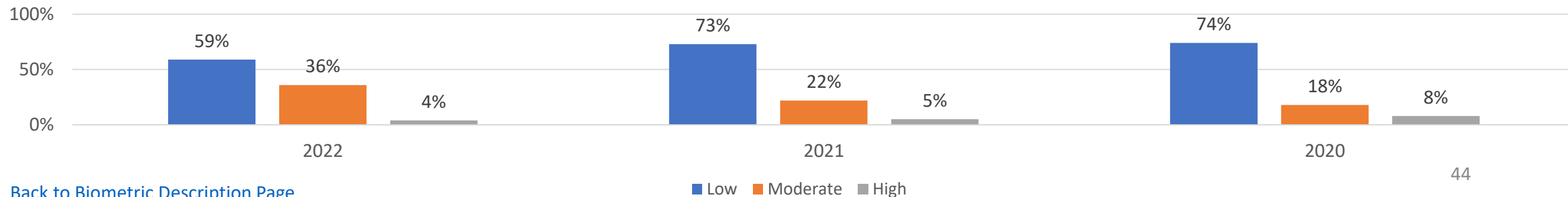
A1C BREAKDOWN



HIGH RISK AWARENESS



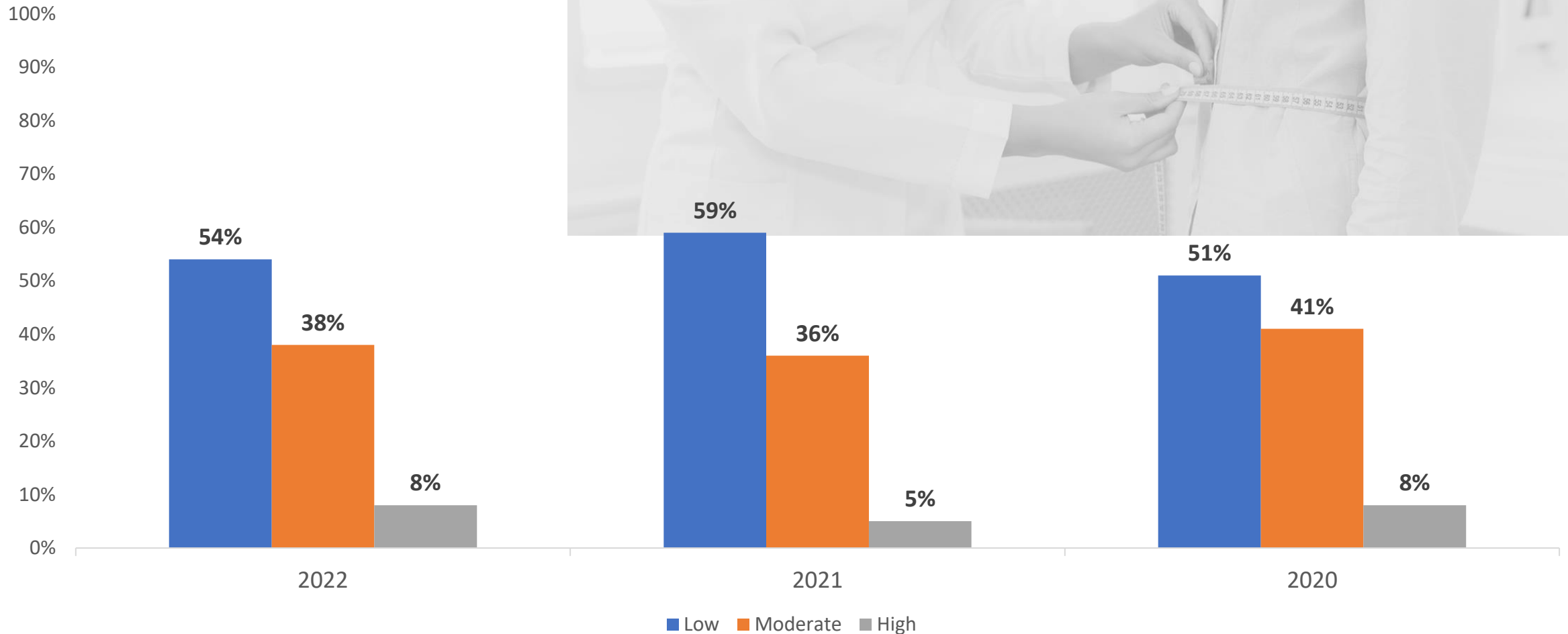
Low Risk = <5.7% Moderate Risk = 5.7%-6.4% High Risk = ≥6.5%





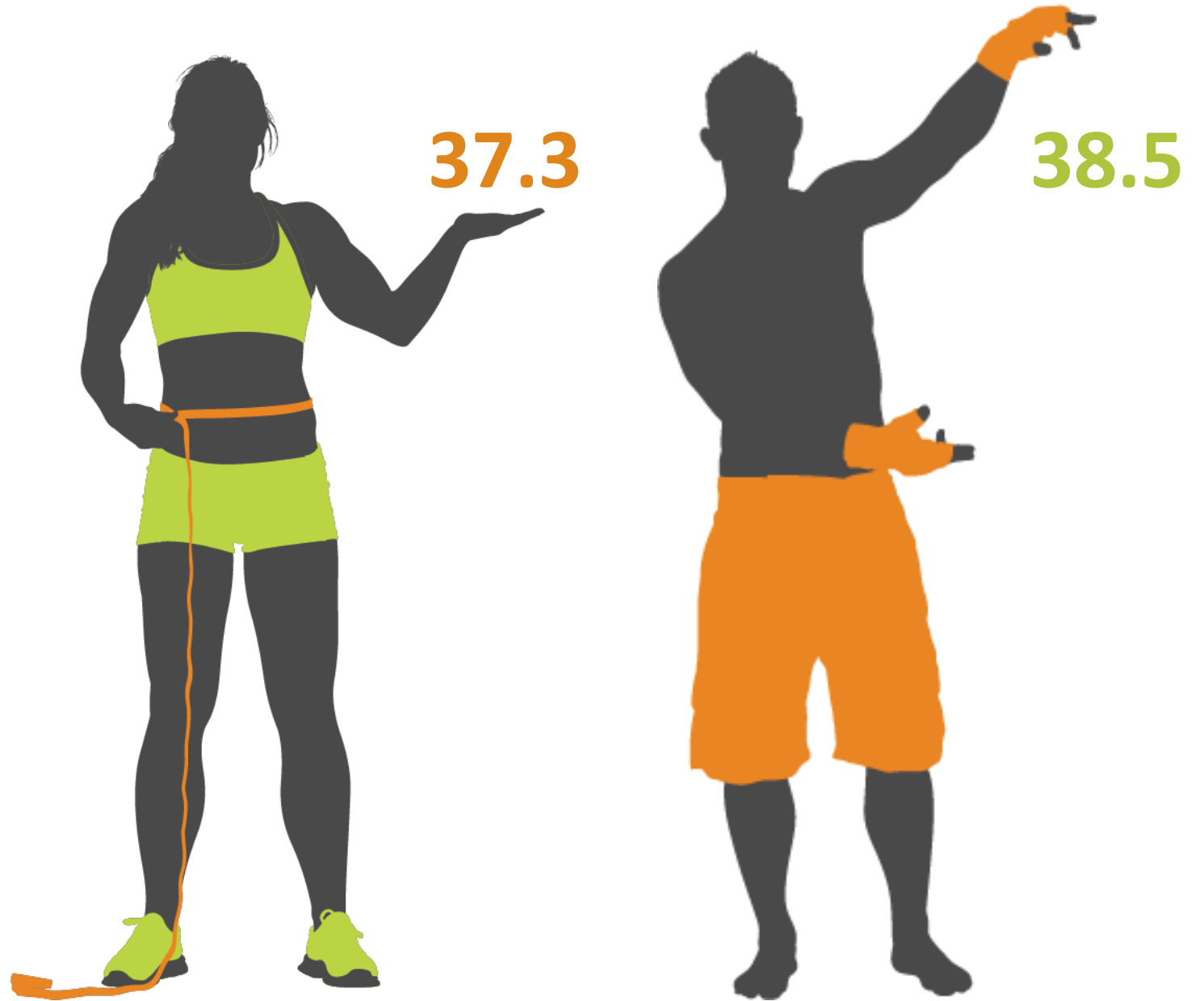
Kapnick
Strive

BODY COMPOSITION: BODY MASS INDEX



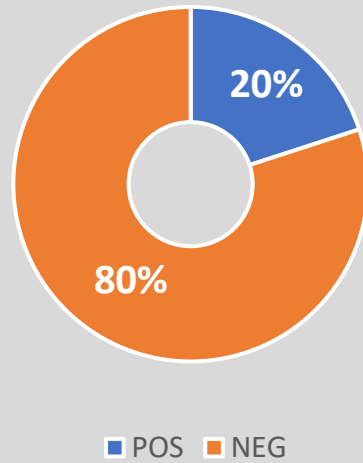
Low Risk = 18.5-29.9 Moderate Risk = 30-39.9 High Risk = ≥ 40

AVERAGE WAIST CIRCUMFERENCE FOR MEN & WOMEN

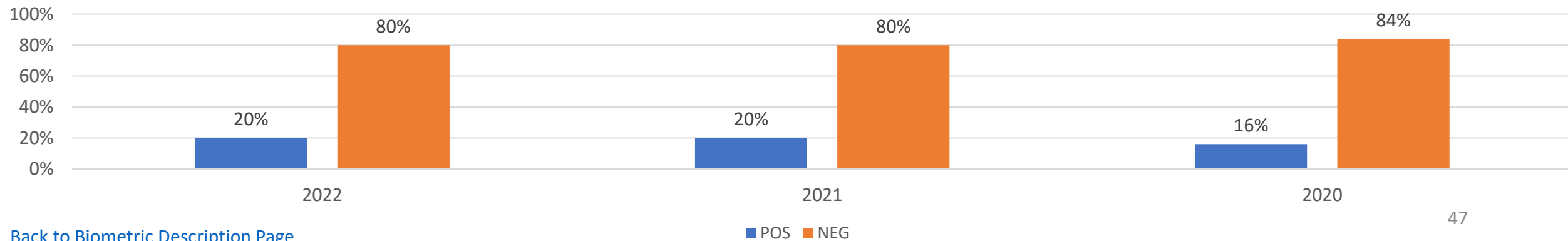
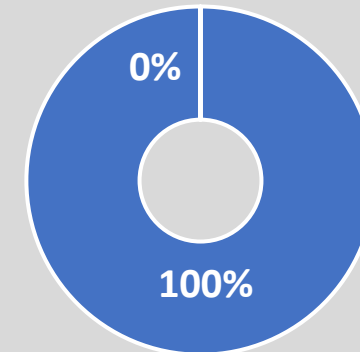


Female High Risk= >35 inches Male High Risk= >40 inches

TESTED POSITIVE

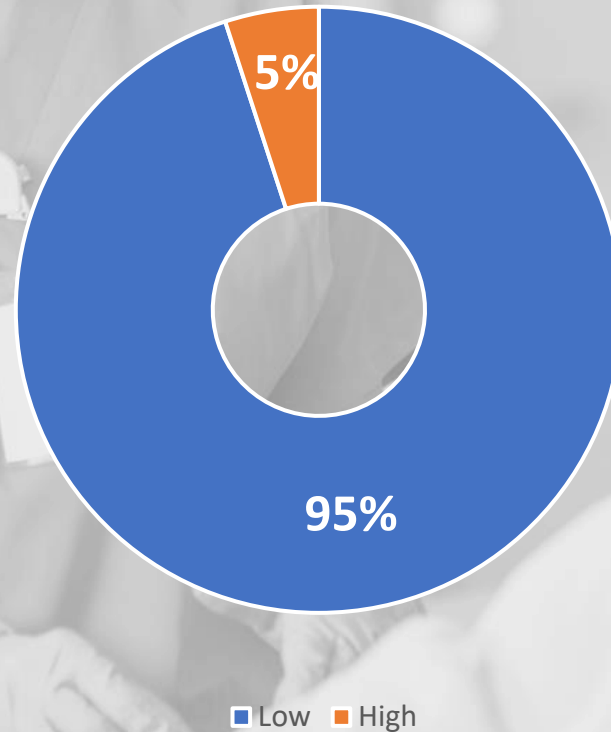


INTERESTED IN QUITTING



GAMMA-GLUTAMYLTRANSFERASE (GGT) TEST RESULTS

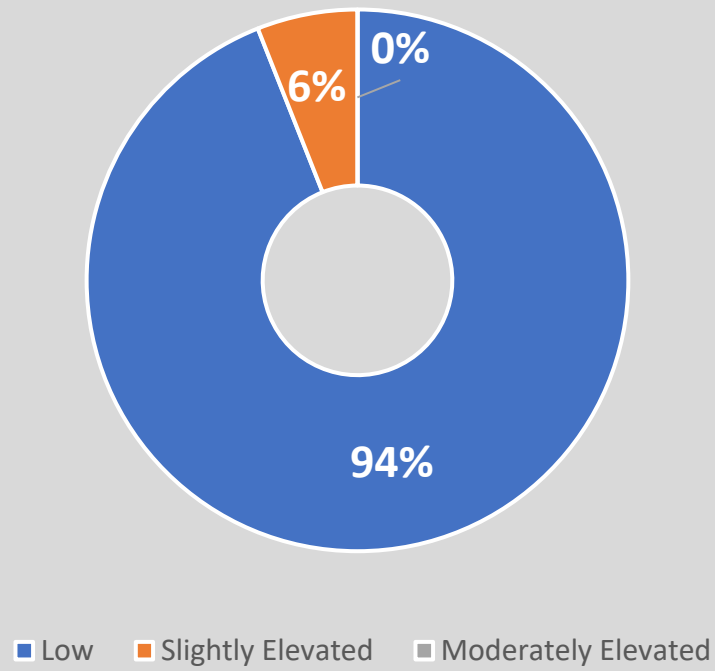
GGT BREAKDOWN



Low Risk = <66 High Risk = ≥ 66

ADDITIONAL TEST OFFERED

PROSTATE SPECIFIC ANTIGEN (PSA)



Low Risk = 0 - 2.4 Slightly Elevated= 2.5 – 6.5 Moderately Elevated = >6.6



Thank you!



Kapnick
Strive

Questions?