



Executive Review

2024

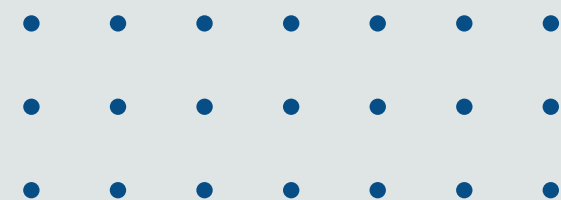
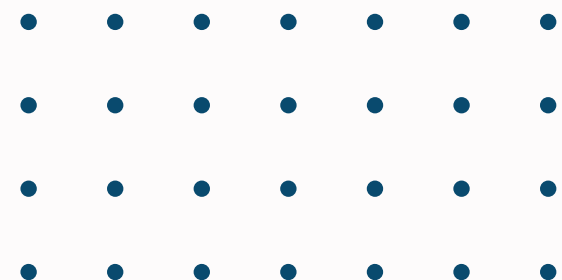


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All Participants

- Average health score (79) remained in **low-risk range**
 - Average health score for repeat participants: **78**
- **75%** of screened participants fell into the low to ideal risk range
- **60%** of participants that completed the 2024 HRA and indicated they use Tobacco also indicated that they are interested in quitting
- **64%** of participants that completed the 2024 HRA indicated they are interested in losing weight
- **94%** of the screened population earned the wellness incentive
- Metabolic Risk Syndrome **increased by 2%** from the previous year
- Of those who qualified for RAS, **100%** of them enrolled and completed the program to earn the wellness incentive
- Top risk factors: **sleep apnea**, **physical inactivity**, and **diabetes**

Repeat Participants

- **93%** of total participation were repeat participants
- **65%** of repeat participants remained in the Ideal or Low risk range and/or made a positive risk migration
- **44%** of repeat participants improved by 1+ points from the previous year
 - **30%** of these participants improved by 10 or more points
- **5** participants quit smoking

Lens

- The group as a whole is **below benchmark** with chronic conditions only 35% having 1 or more.
- The number of members with **0 claims has decreased** in the screened population from 16.5% in 2023 to 12.8% in 2024.
- The average score for those who screened and had **at least one claim is 79.**
- Members who have screened are **more likely to go to the doctor with 86%** of the screened population seeing a doctor at least once.
- Overall repeat participants had a **decrease in allowed costs.**
 - Those with a health score increase saw an increase in costs, largely due to the uptick in maintenance medications.



Employee Events

Presentations

- Power Meals
- Bone Health
- Feeding Your Microbiome
- Home Remedies

Challenges

- Annual Corporate Challenge
 - 12 participants
- Them Bones
 - 3 participants
- No Time Like the Pleasant
 - 12 participants
- Save Up!
 - 10 participants (*error on Strive end*)
- Maintain Don't Gain
 - 0 participants



Reward Points Program

- 6 Quarterly Winners to receive \$100
- 2 Annual Winners for grand prize of \$250

Additional Offerings

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

Health Screenings

- 3 Events
- 4 Home Screenings



Total Screening Participation

Year		Participation Breakdown			
	# Screened		% of Eligible		# of Repeat Participants (% of Total)
2024	89	EMP: 64 SPO: 25	53%	EMP: 51% SPO: 57%	83 (93% of Total)
2023	100		56%		87 (87%)
2022	93		57%		-
2021	90		66%		-
2020	105		69%		-



Wellness Incentive

Incentive: Reward Contribution Rate

How to Earn:

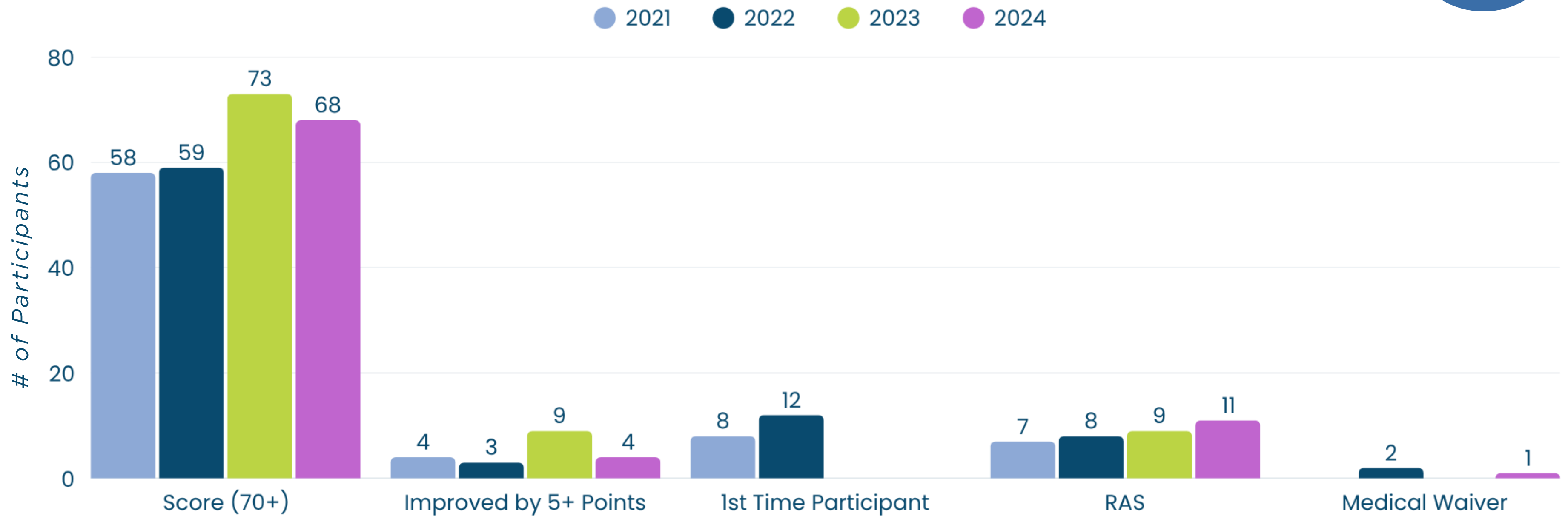
- Score 70 or higher
- Improve previous score 5+ points
- Complete RAS health coaching program
- Submit medical waiver



Wellness Incentive Breakdown

2025 Incentive Eligible: 84/89 = 94%
2024 = 91%

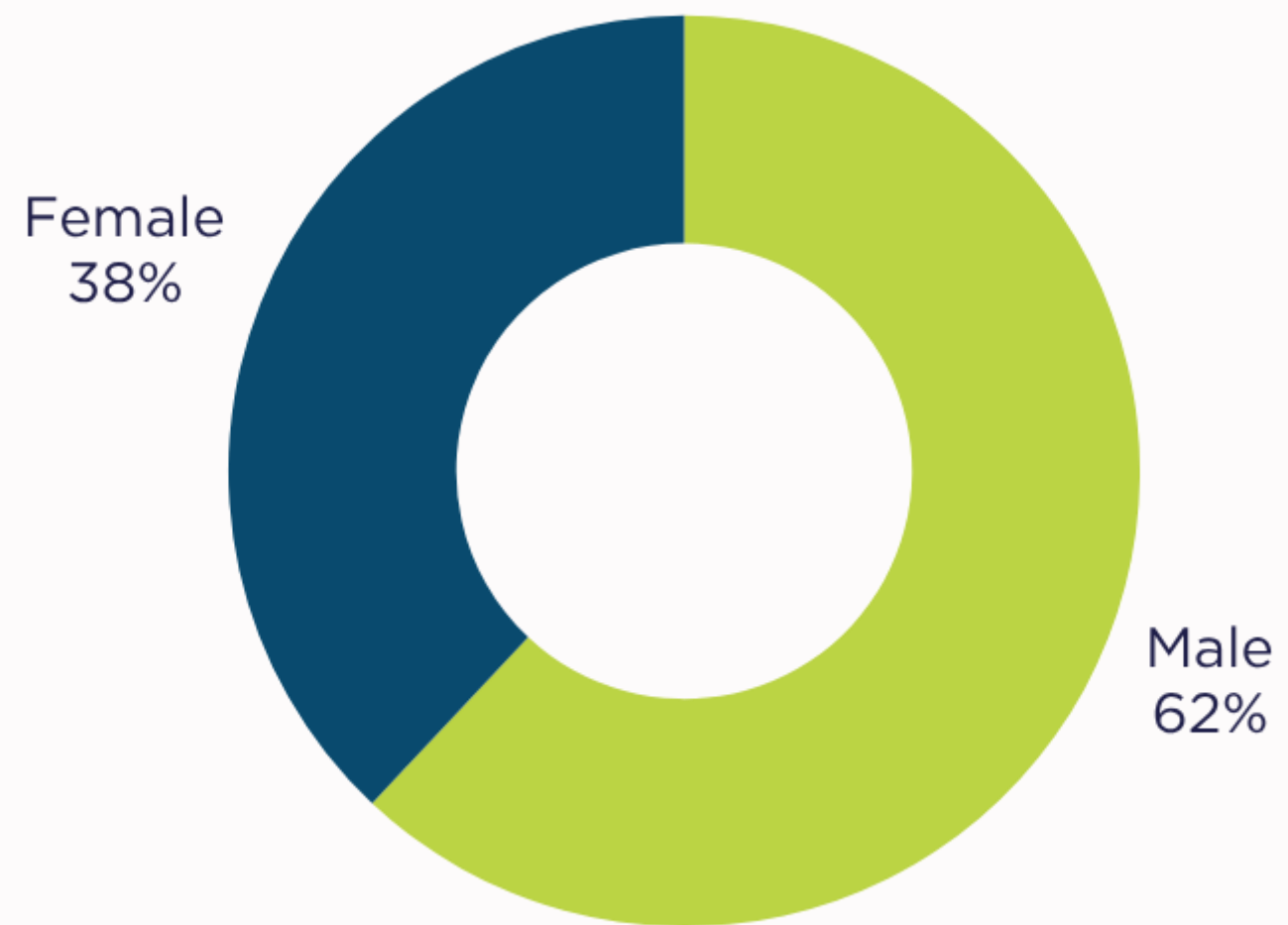
8 first time
participants



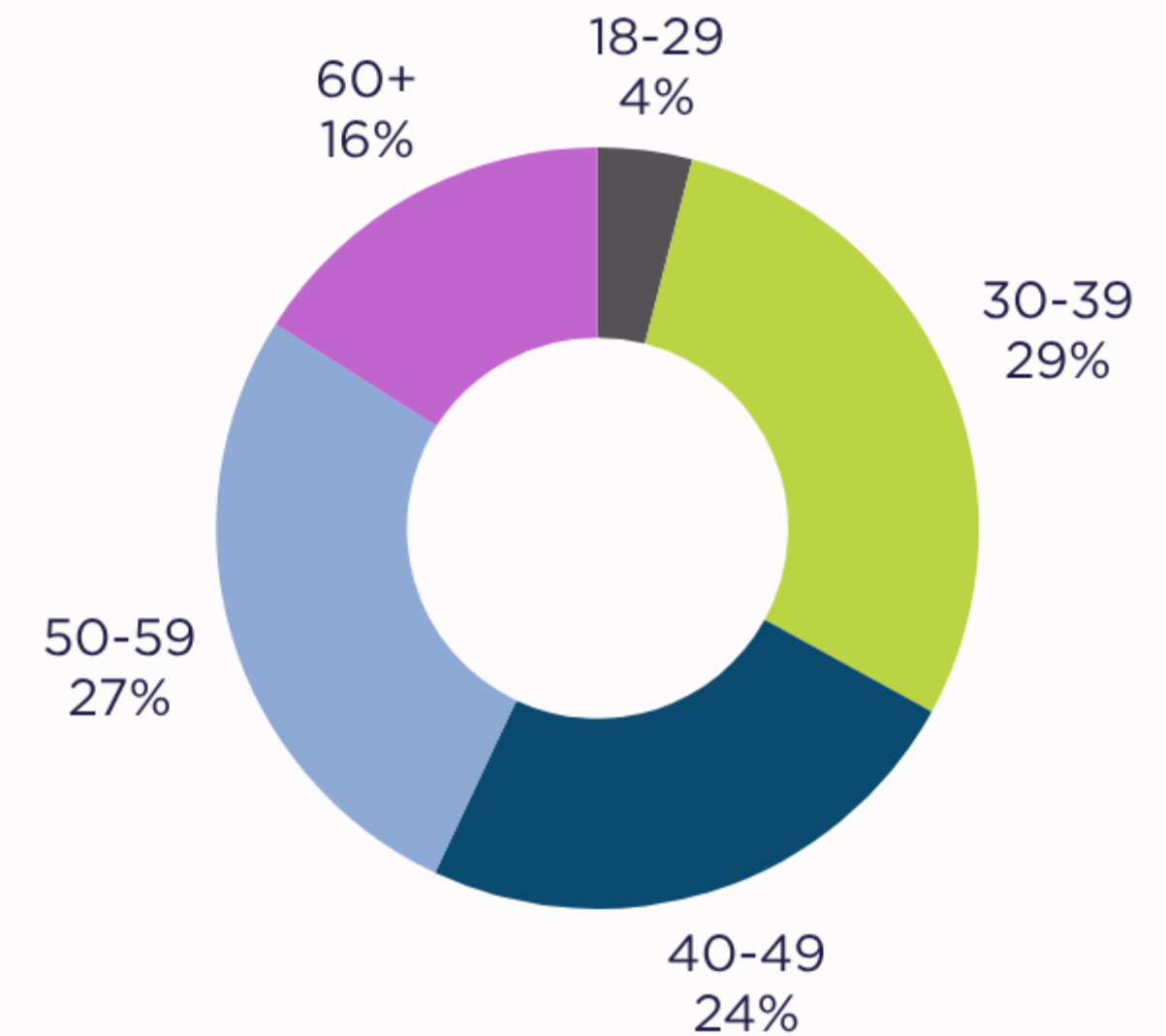


Demographics

GENDER



AGE

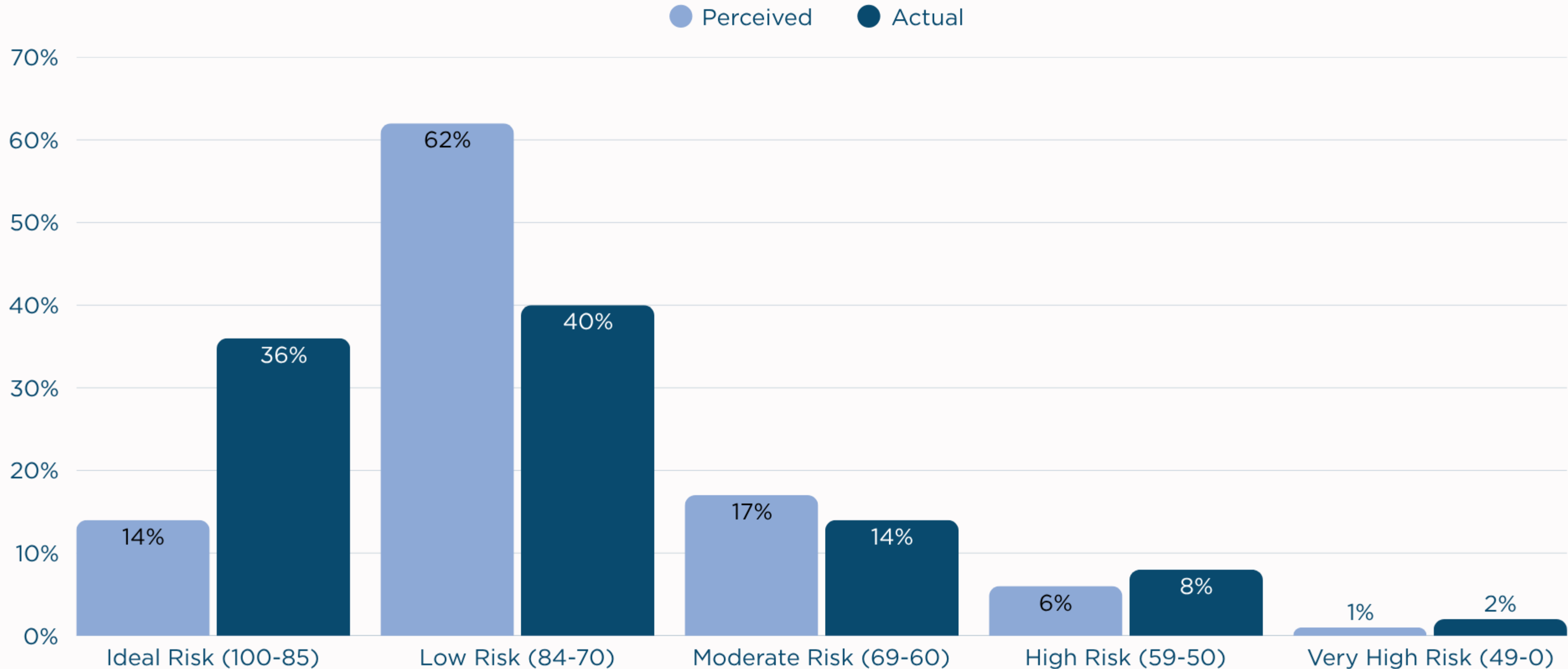


AVERAGE AGE: 47

	2024	2023	2022	2021	2024 Strive Benchmark	Ideal Range
Health Score	79	78	76	78	78	70 – 100
BMI	30	30	29.8	29.6	30	18.5 – 29.9
Waist/Hip Ratio	0.89	0.91	0.98	0.88	0.91	≤ 0.95
Blood Pressure: Systolic	119	121	122	121	119 mmHg	≤121 mmHg
Blood Pressure: Diastolic	77	77	79	77	76 mmHg	≤81 mmHg
Total Cholesterol	193	194	199	202	190 mg/dL	<200 mg/dL
HDL Cholesterol	57	55	54	55	55 mg/dL	≥50 mg/dL
LDL Cholesterol	109	115	118	120	110 mg/dL	≤129 mg/dL
Triglycerides	129	113	130	137	129 mg/dL	<150 mg/dL
Blood Glucose	99	98	97	100	100 mg/dL	≤100 mg/dL
Hemoglobin A1C	6.0%	5.5	5.6	5.5	5.6%	<5.7%

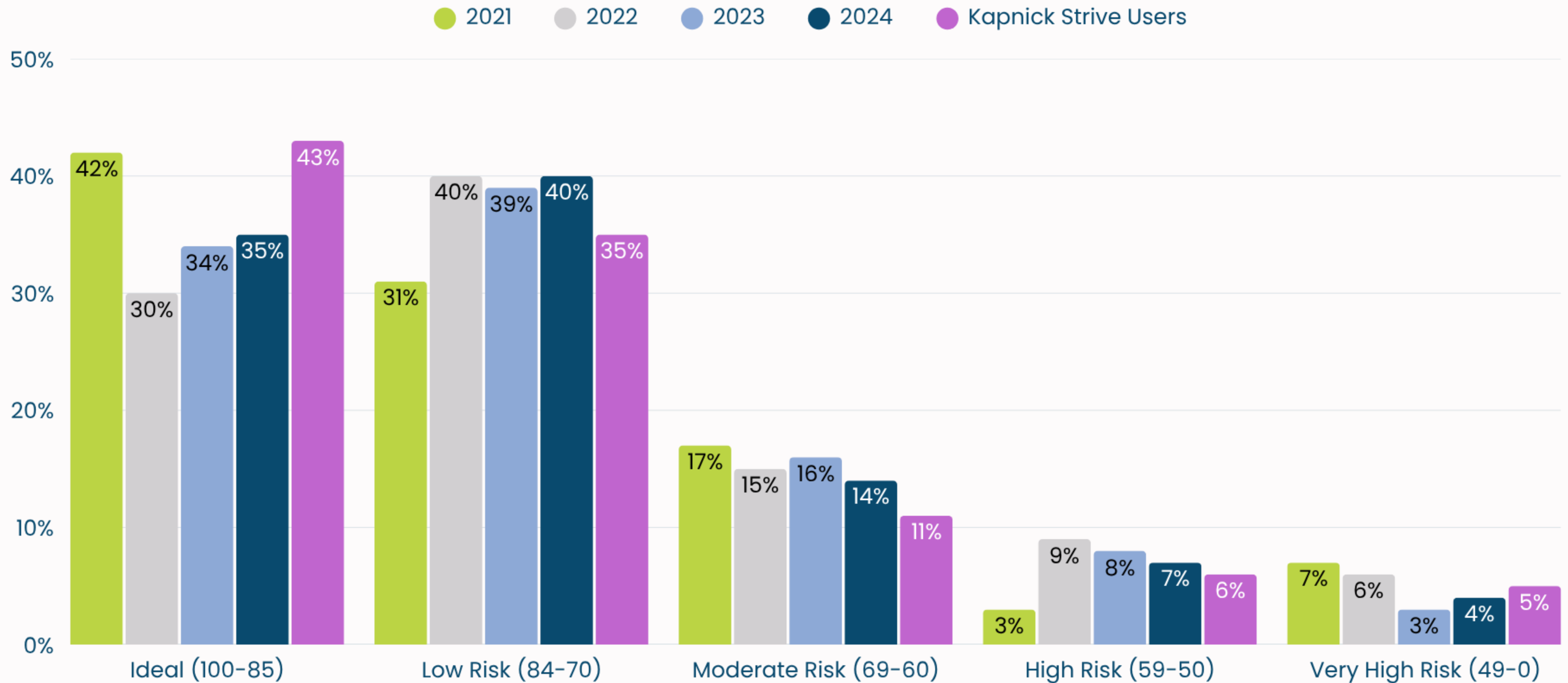


Health Risk Awareness





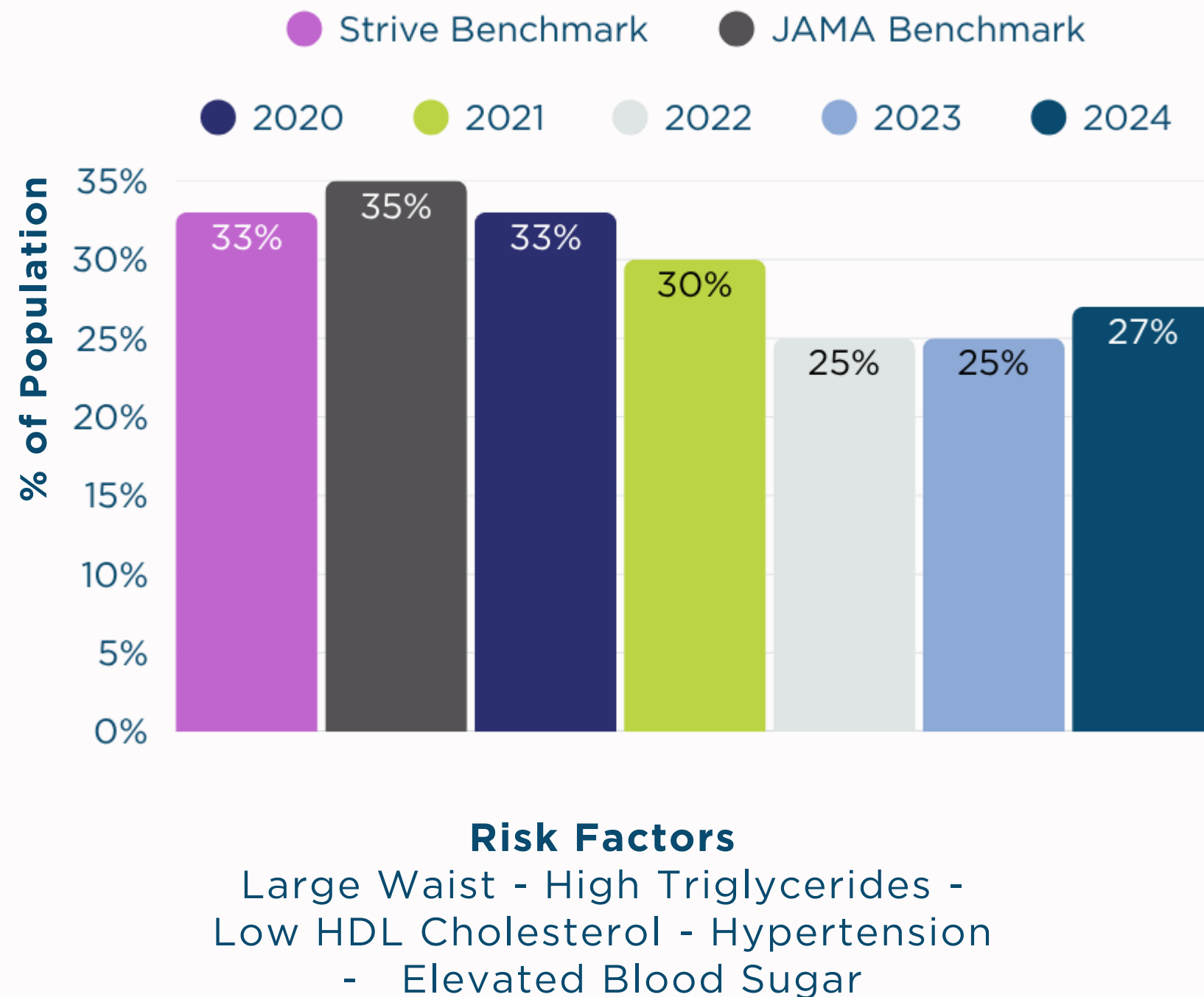
Health Score Benchmarking



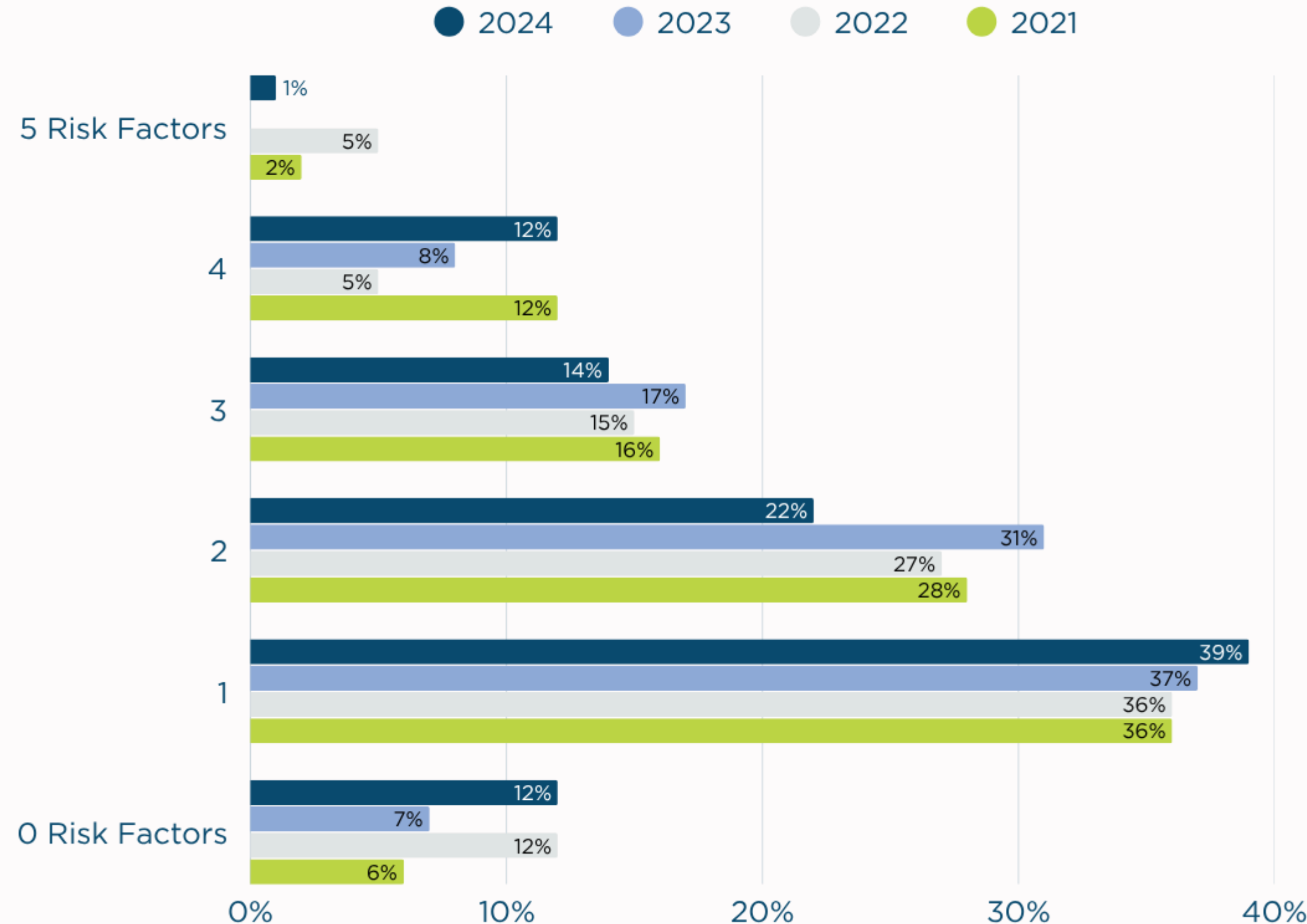


Metabolic Syndrome Risk

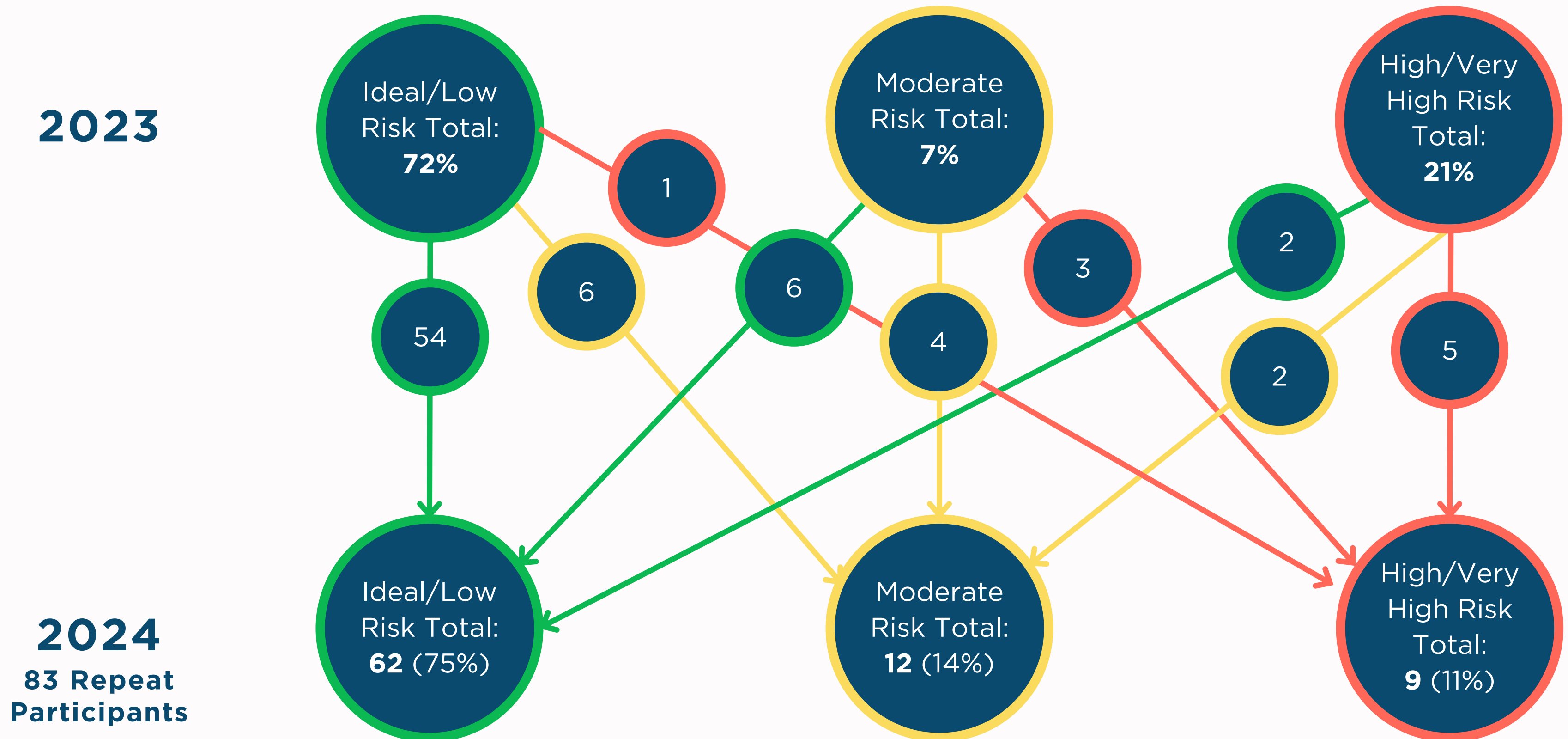
Prevalence of Metabolic Syndrome -
3 or More Risk Factors



% Breakdown



Repeat Participant Risk Change[🎯]

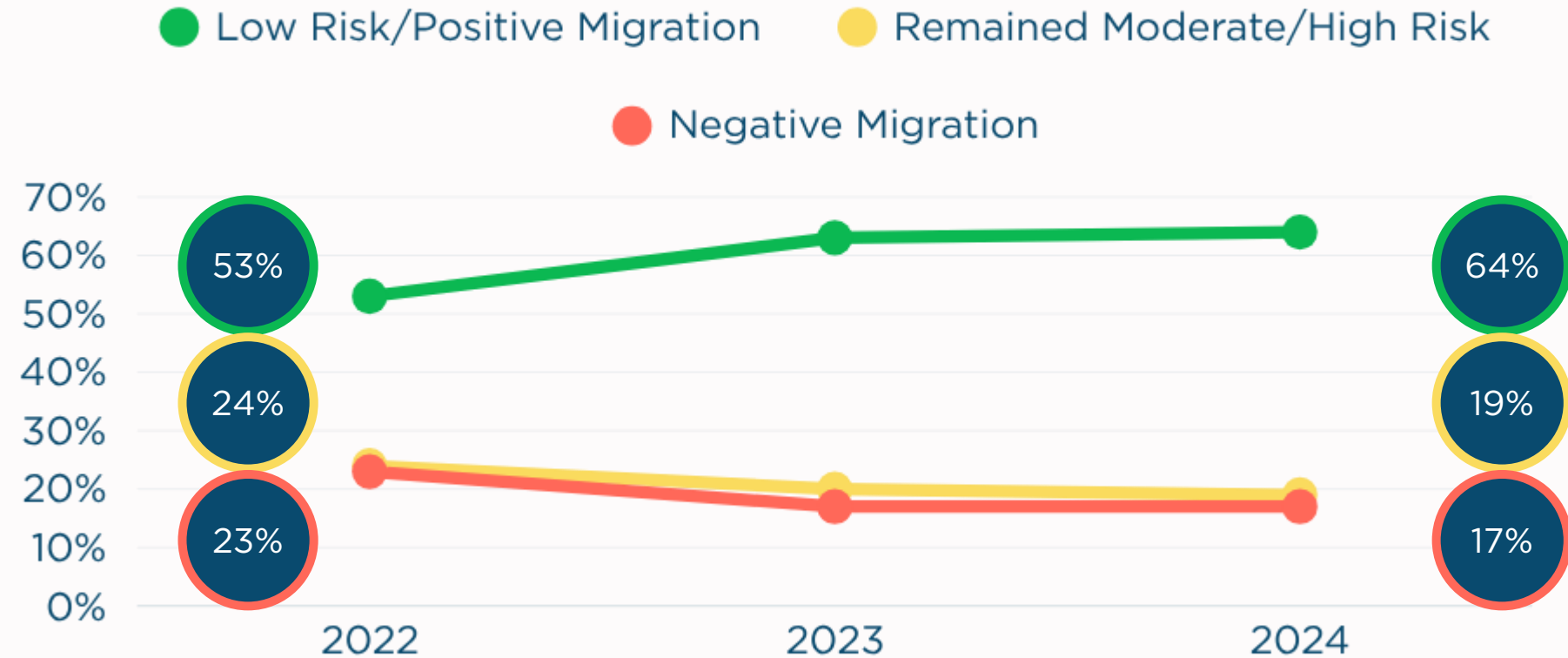


Repeat Participant Risk Change

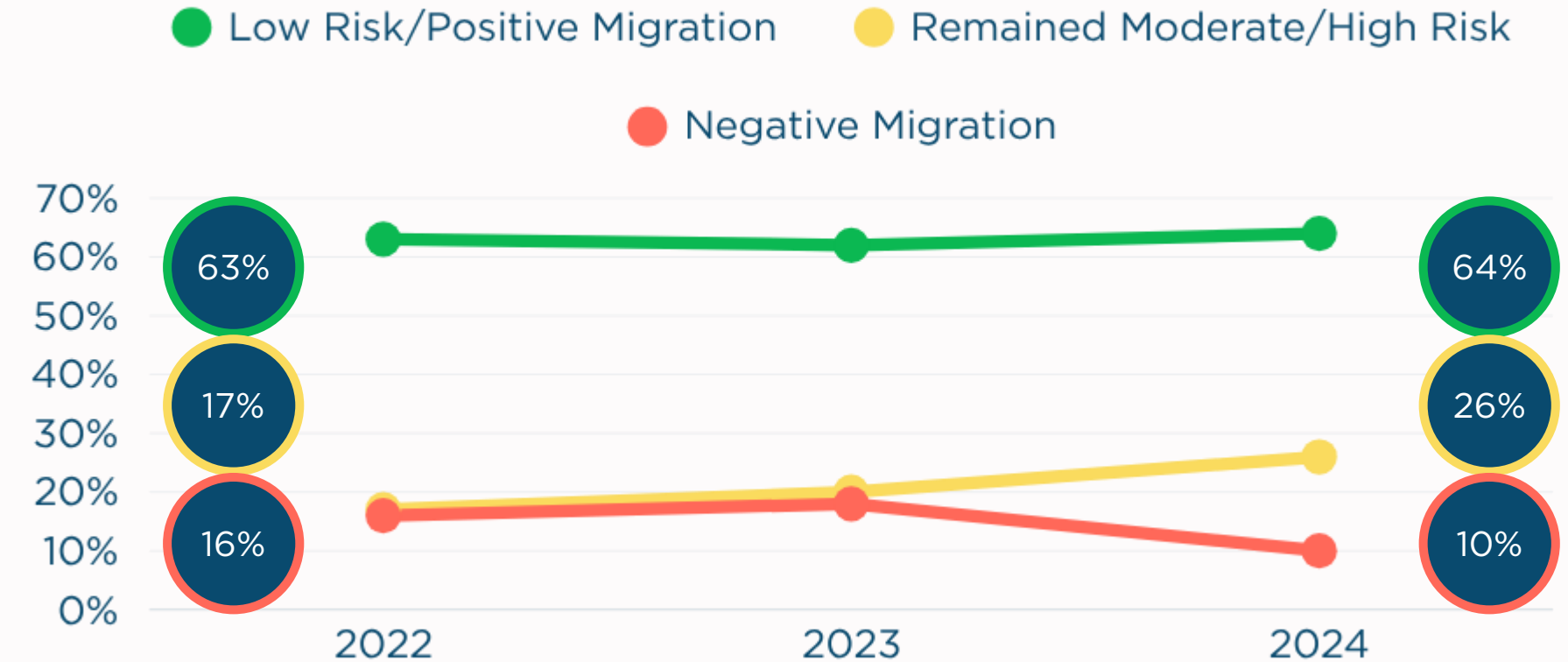
Heart Health



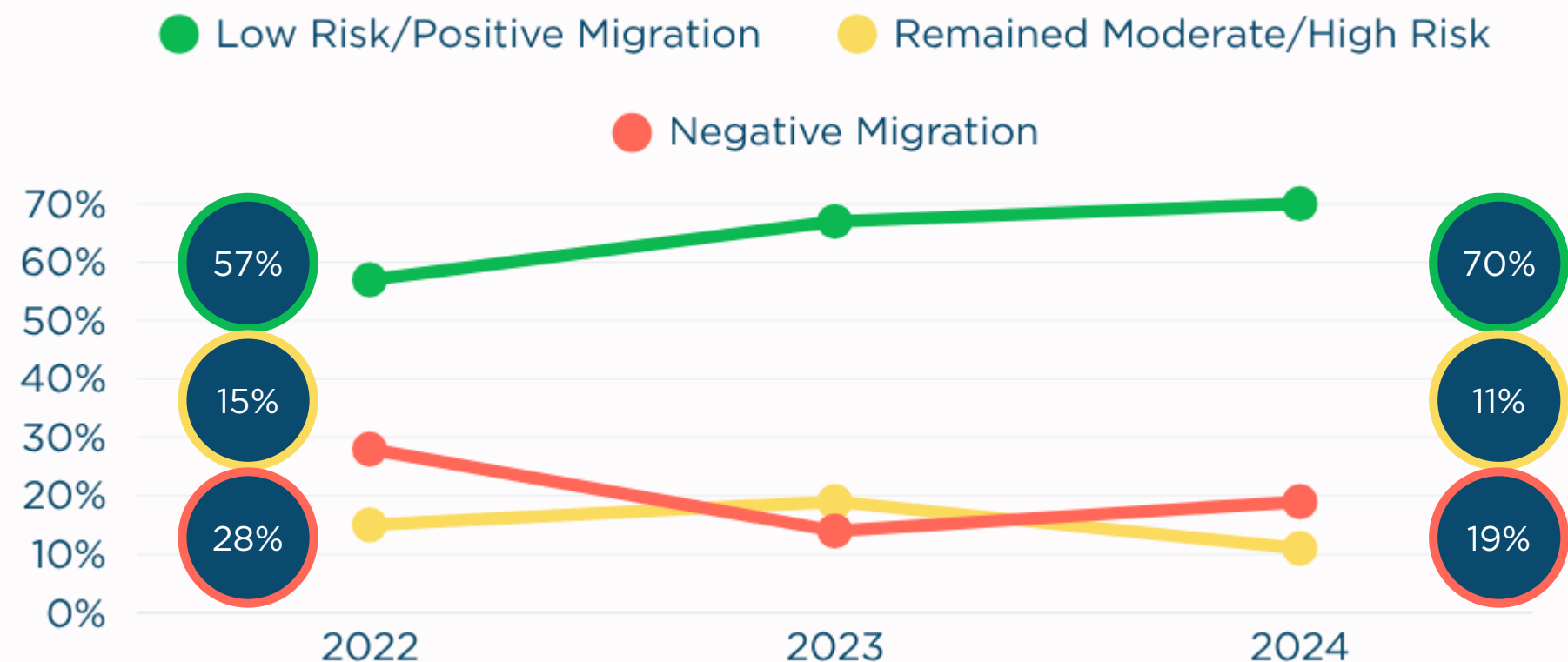
Systolic Blood Pressure



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.

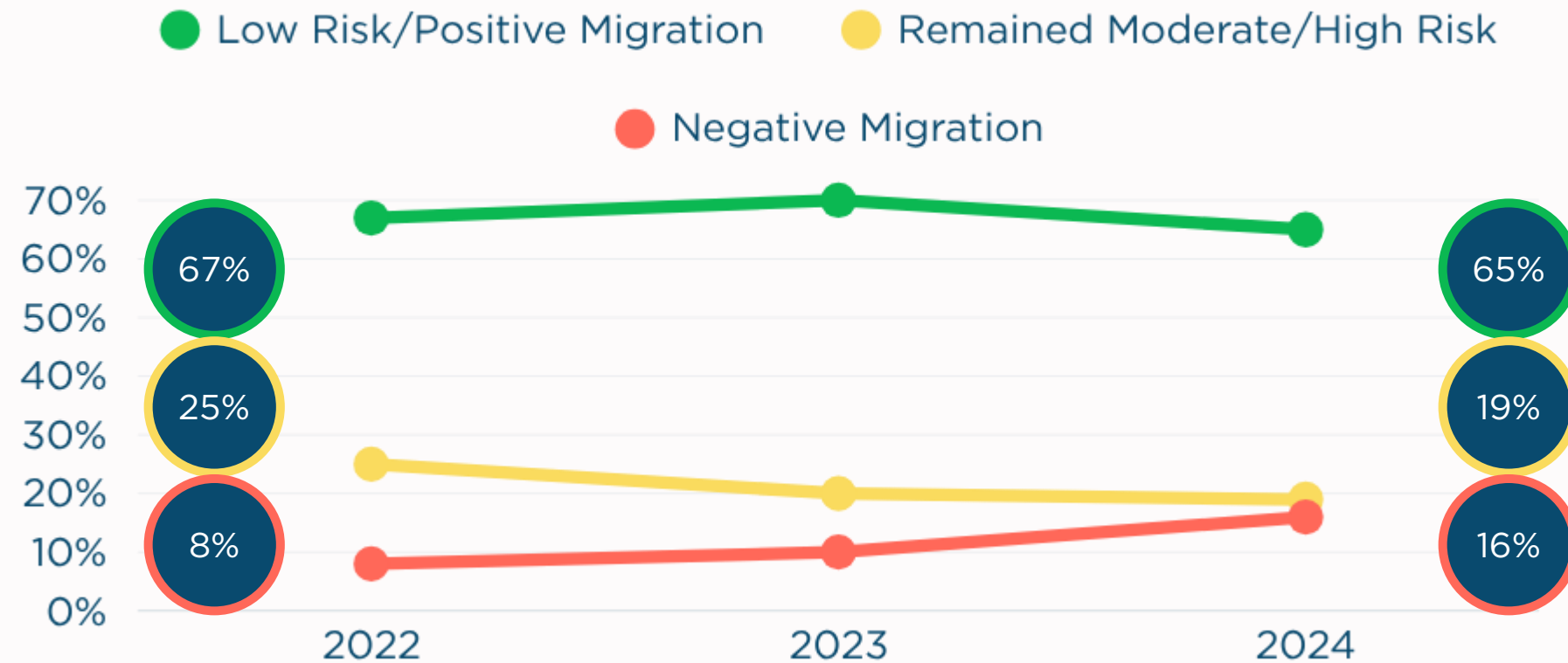
Diastolic blood pressure (the bottom number) measures the same force when the heart is at rest between beats.

Repeat Participant Risk Change *Nicotine & Diabetes Management*

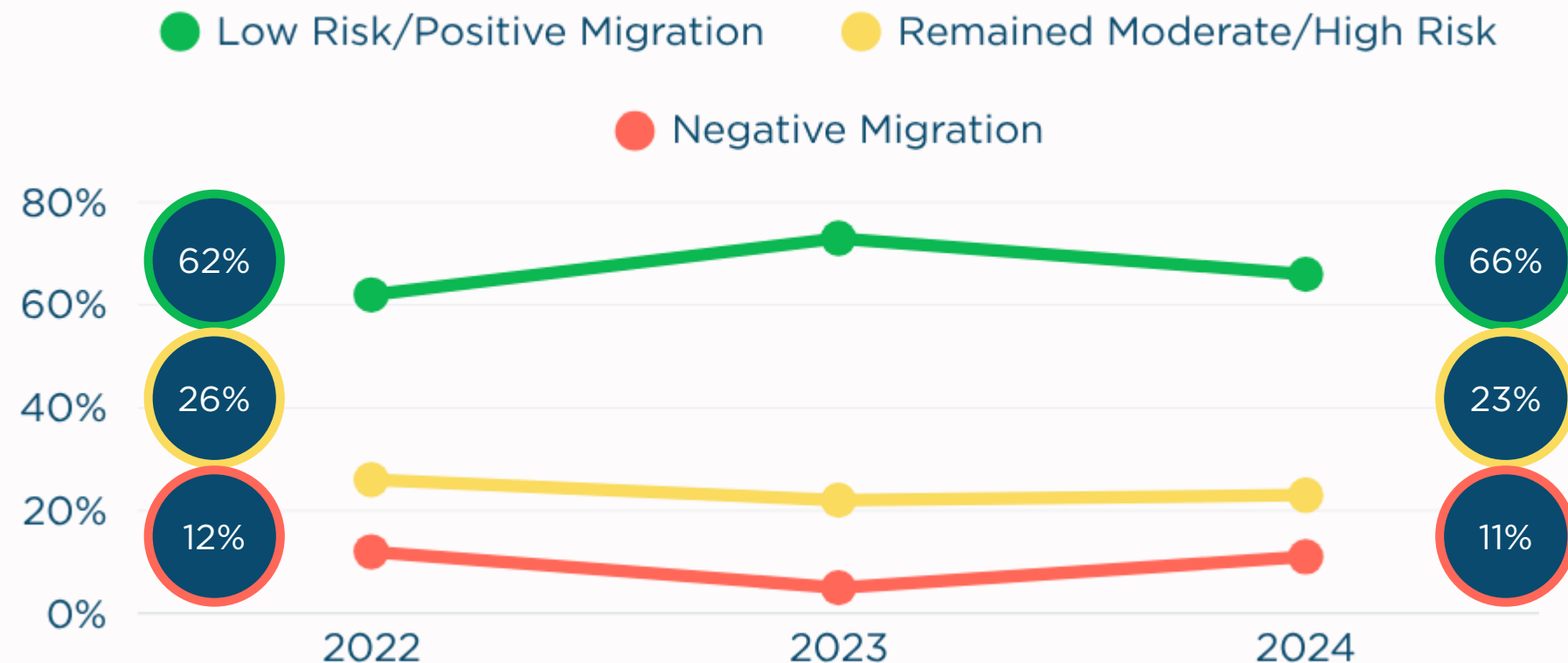


5
participants
quit
smoking!

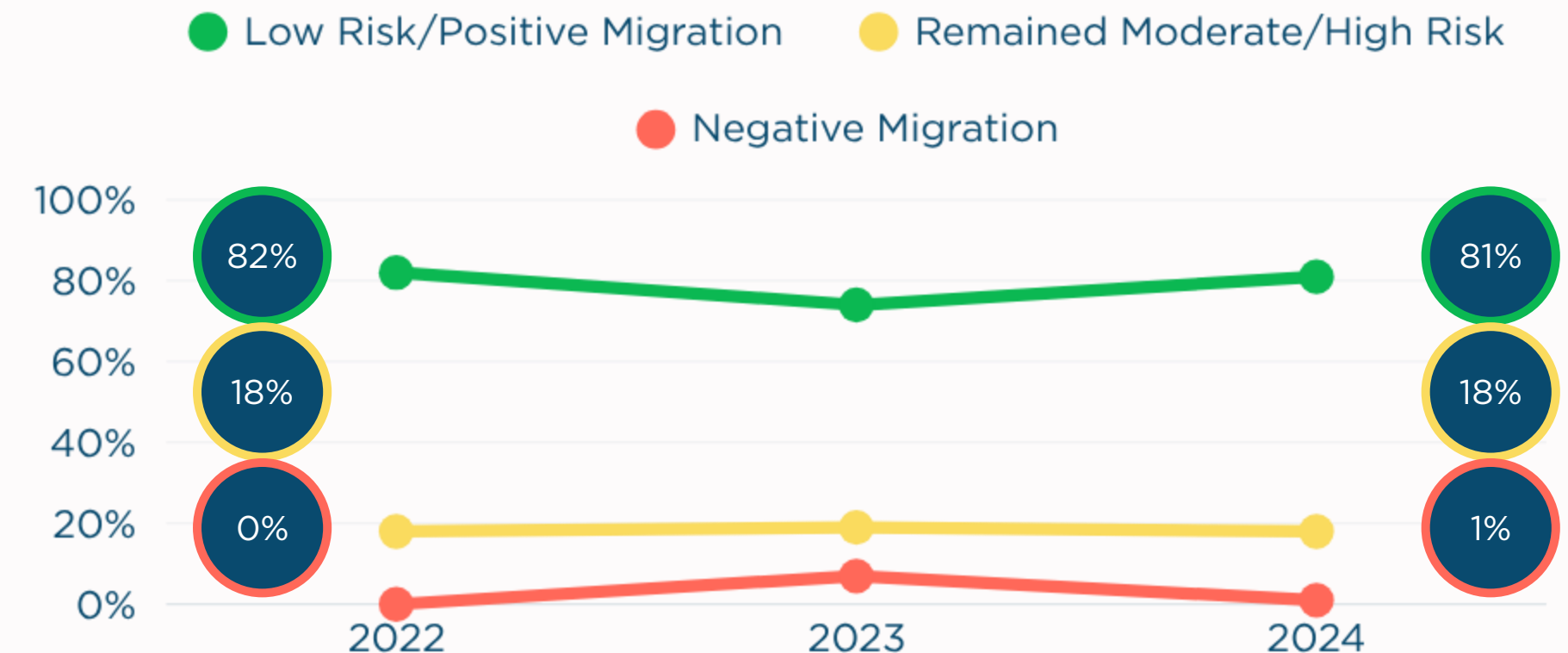
Blood Glucose



Hemoglobin A1c



Nicotine



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.



Program Outreaches

Qualification Category:	2024	2023
60 & Below	11% screened participants	13 % screened participants
	Connected with 63%	Connected with 34%
RAS Reasonable Alternative Standard	18% eligible for RAS	16% eligible for RAS
	61% enrolled	53% of eligible
	100% completed	100% completed
Critical Value	0	0

- **7 of 9 participants (78%) from the 2023 RAS program took part in the 2024 screenings**
- **Of the 7 participants who completed RAS health coaching:**
 - **4 participants (57%)** made 0 to 1+ score improvements in 2024:
 - **1 participant** achieved a score of **70 or higher**
 - **1 participant** increased their score by **5+ points** but remained below 70
 - **1 participant** increased their score by 1+ point, also remaining below 70



Top Risk Factors



SLEEP APNEA



**PHYSICAL
INACTIVITY**



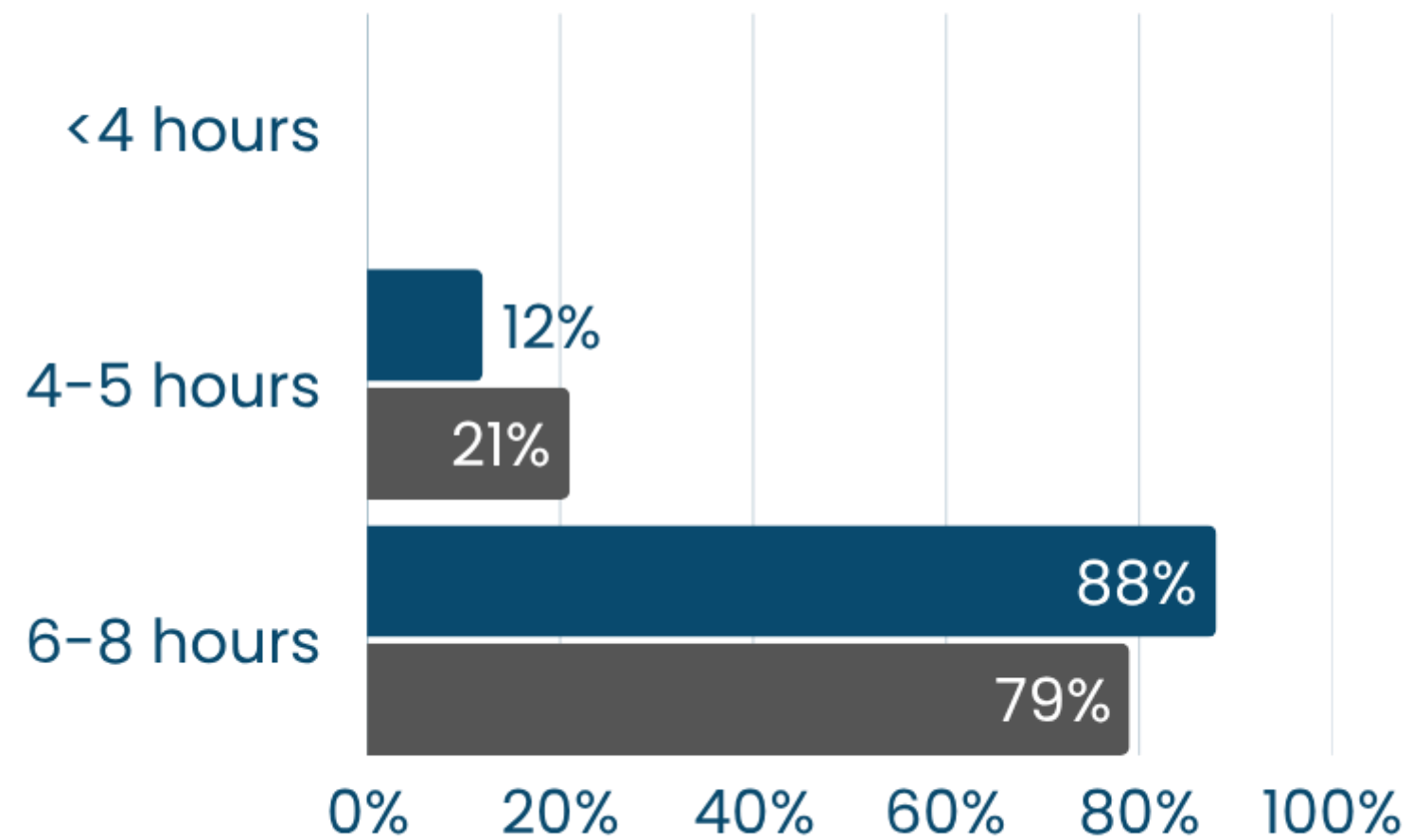
DIABETES

Sleep Habits

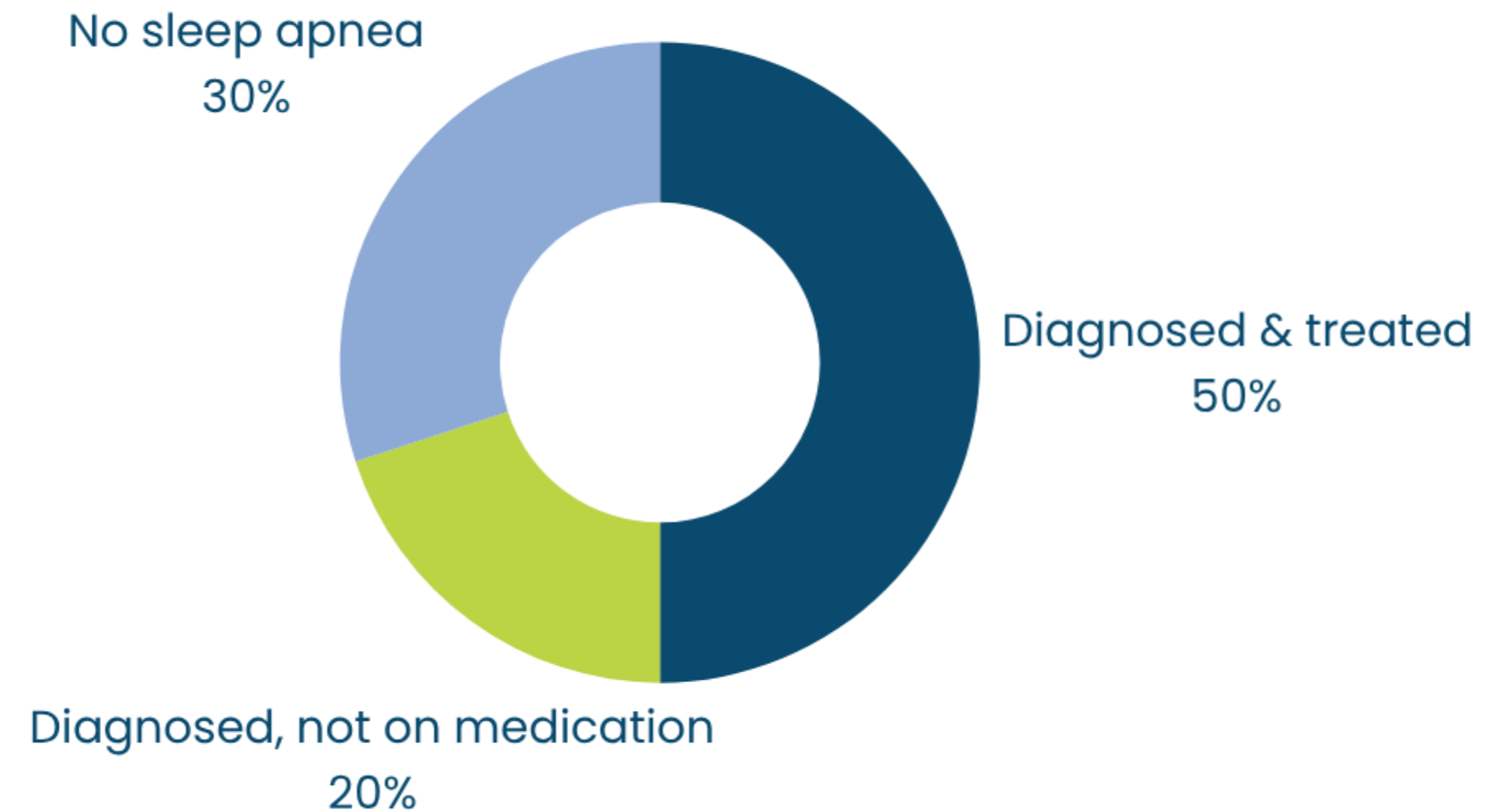


Hours of Sleep per Night

● 2024 ● 2023



Sleep Apnea

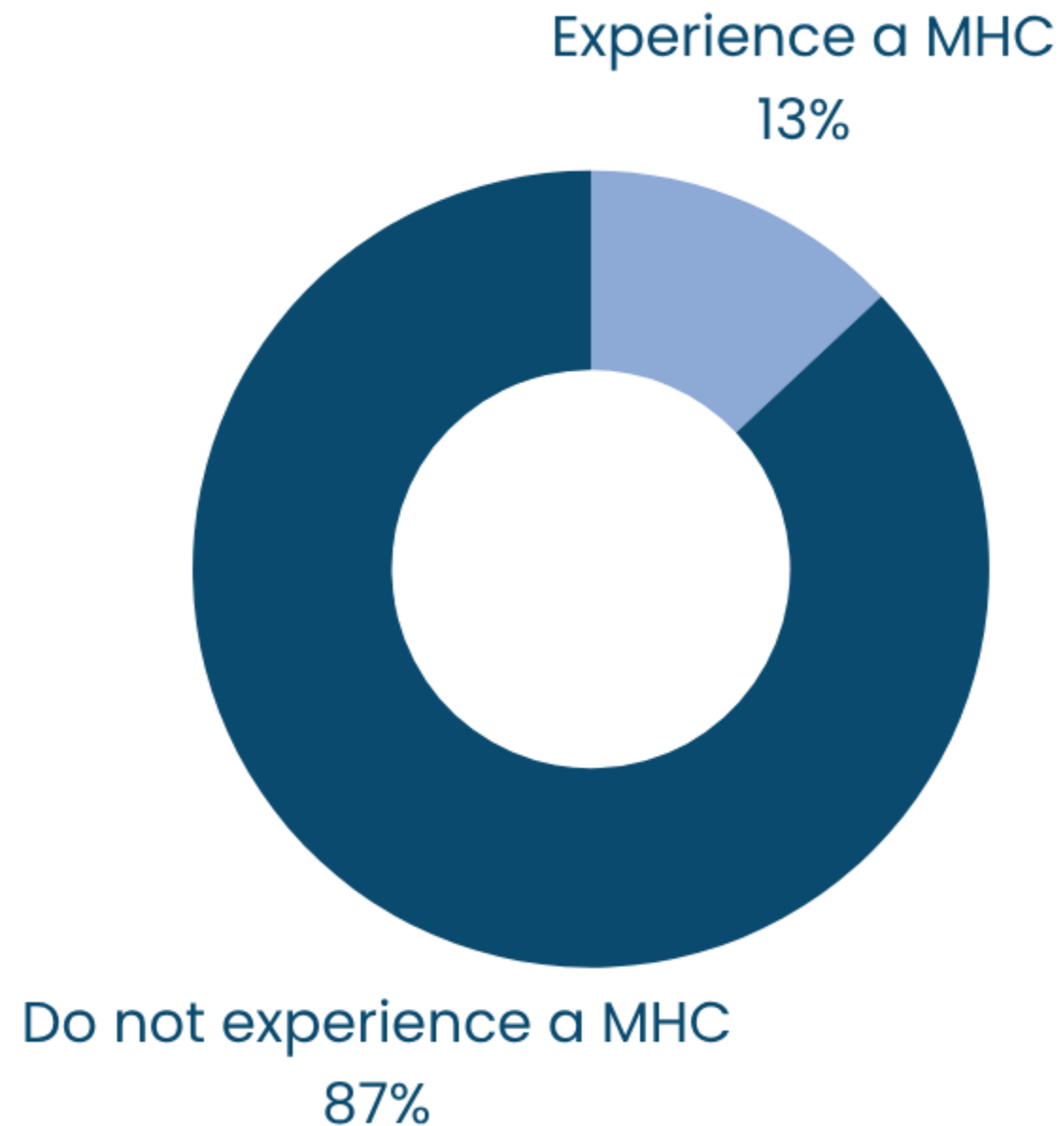


Self-Reported via HRA

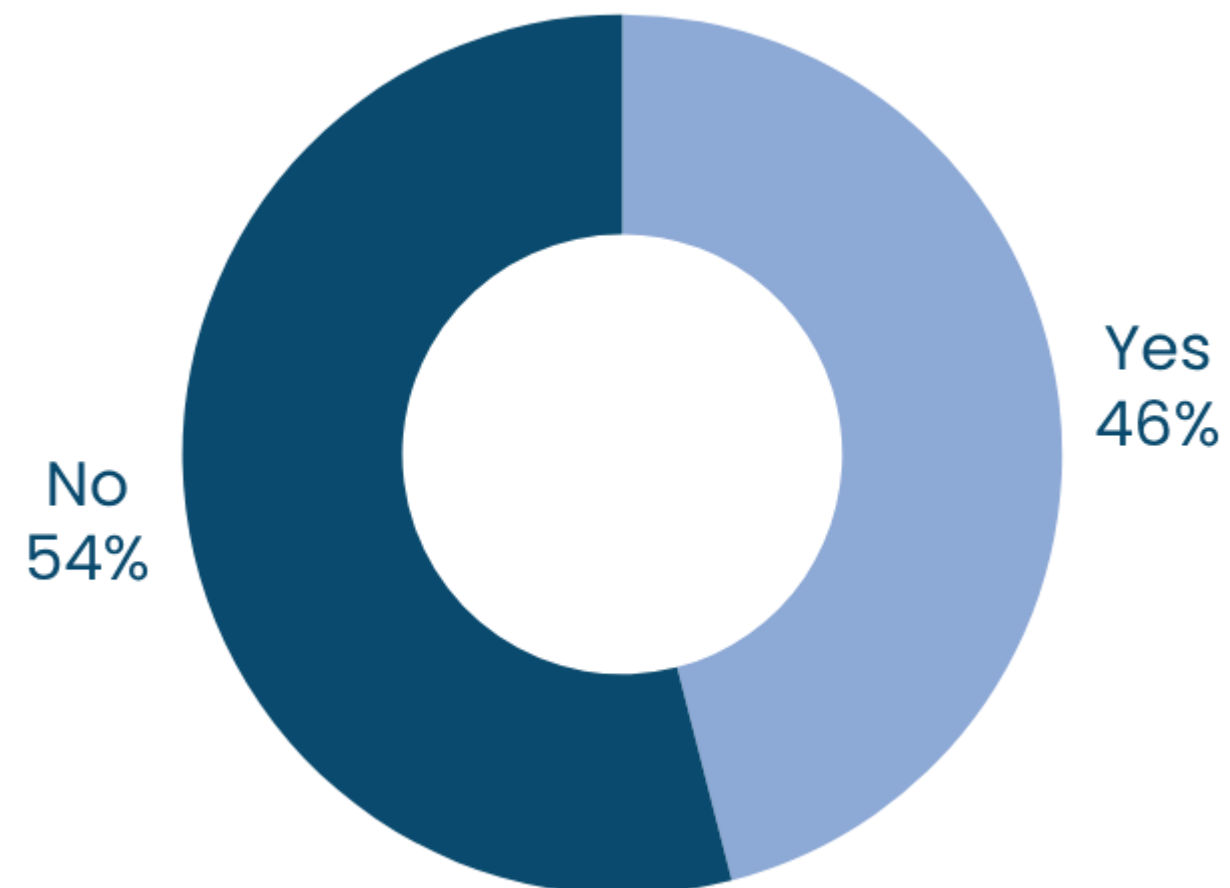


Mental Health & Well-being

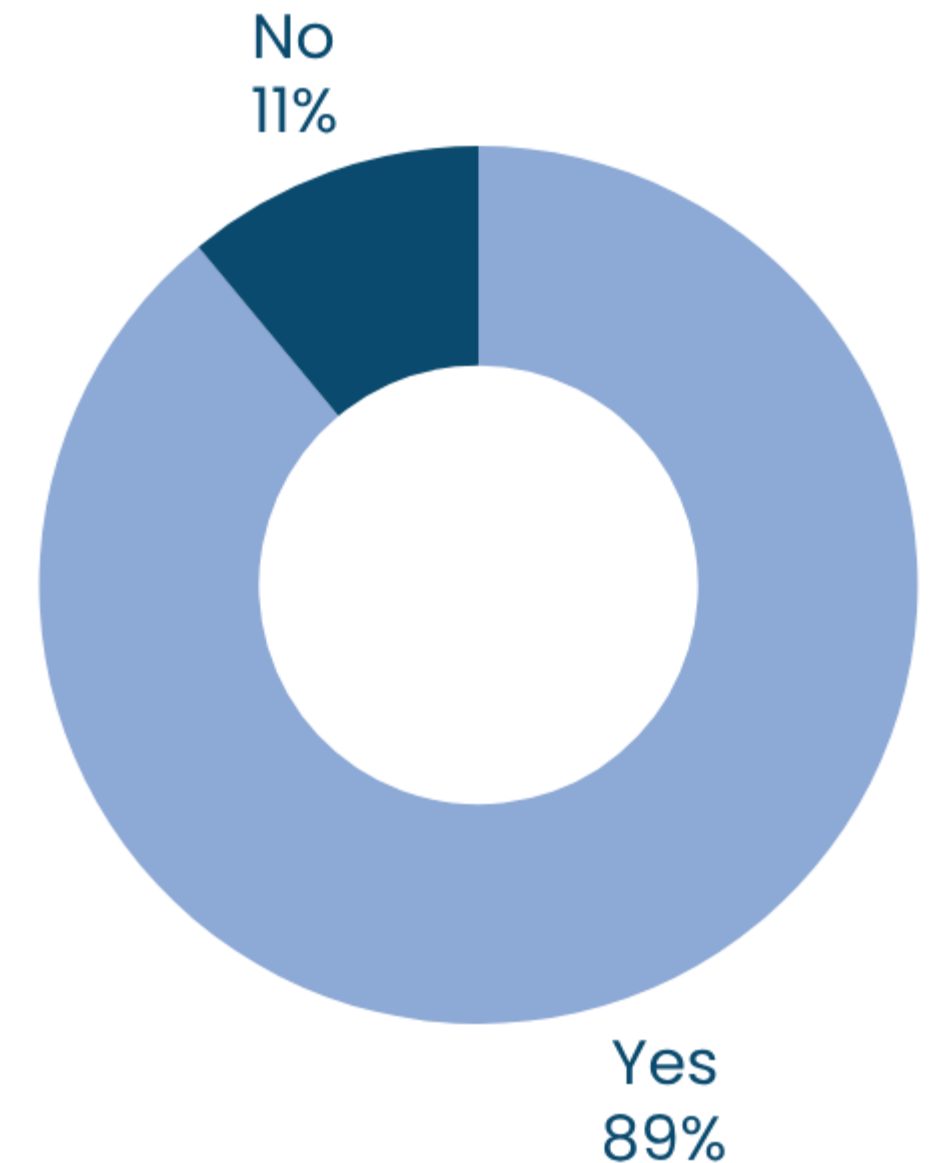
Do you experience a mental health condition (MHC), like anxiety or depression?



If yes, do you take medication?



Maintains a Healthy Work-Life Balance



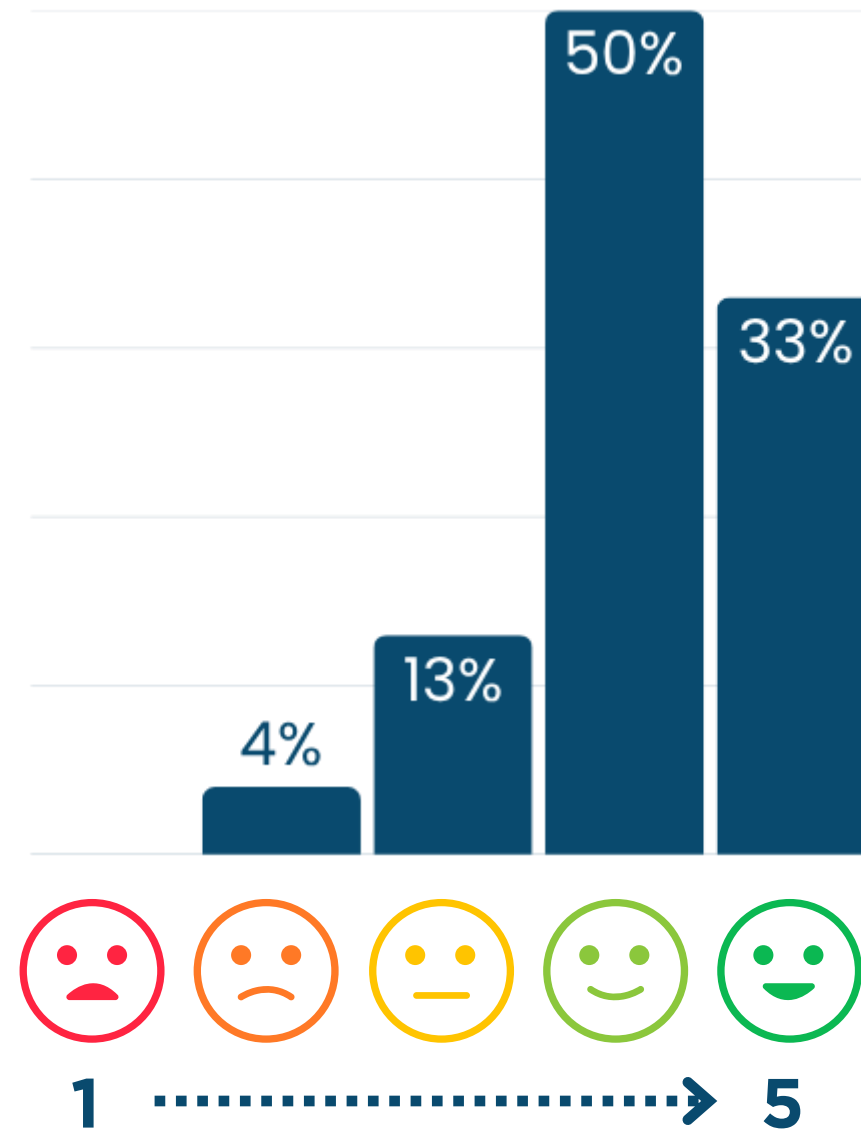
Self-Reported via HRA



NEW: Occupational Well-Being, pt. 1

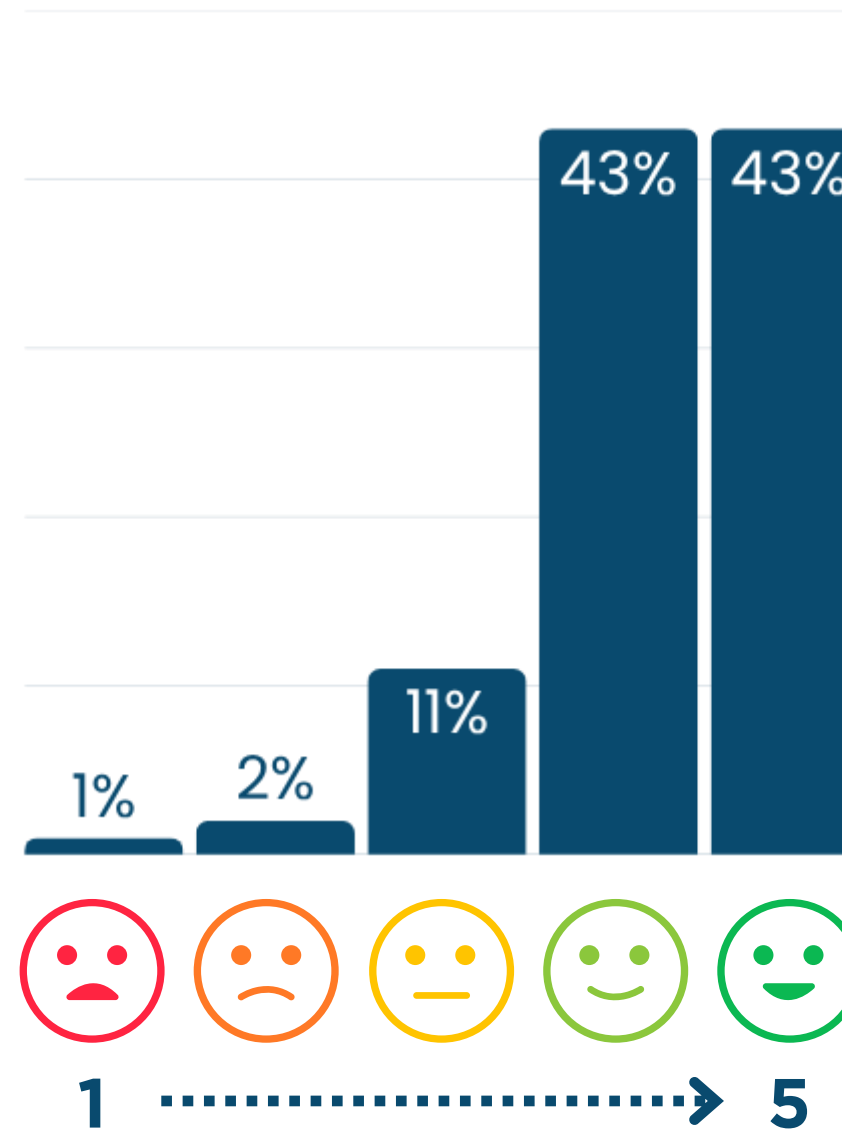
Fulfillment at Work

Average Score: **4.13**
Benchmark Average: 4.00



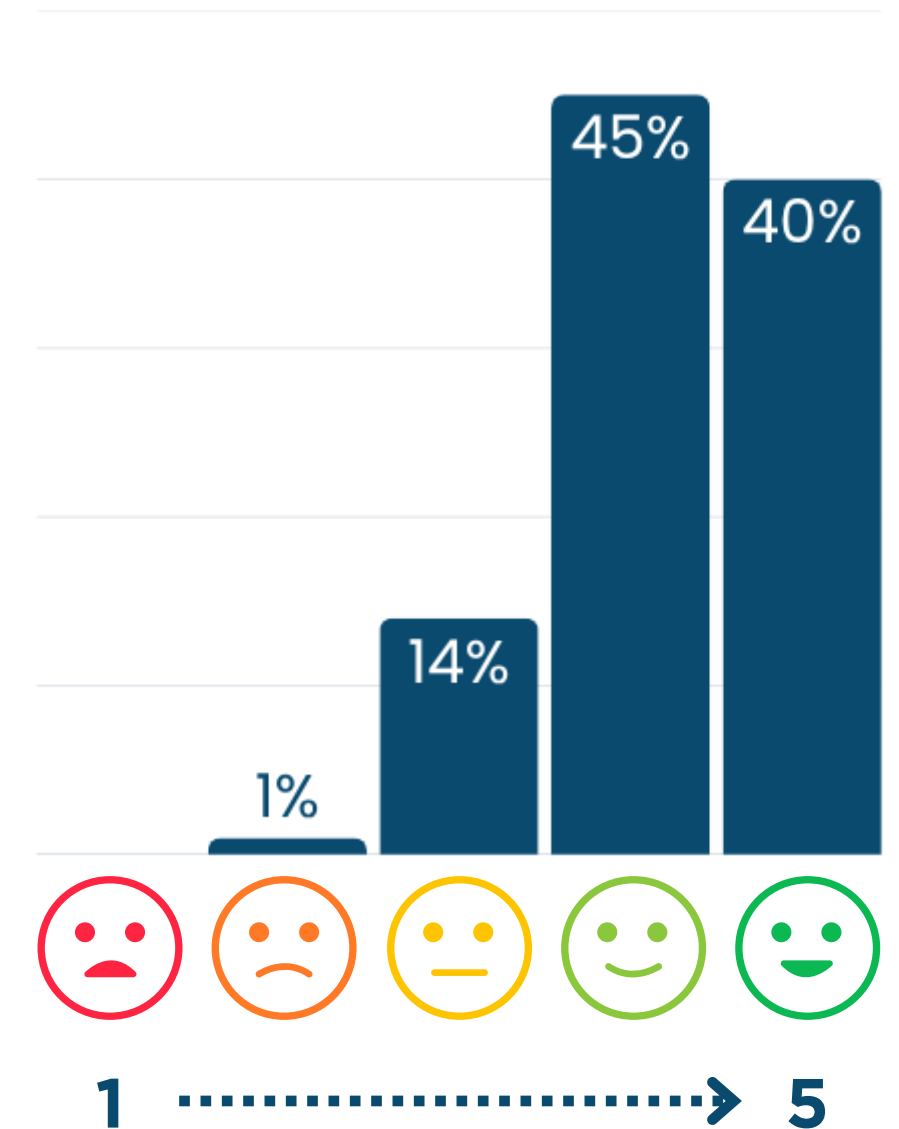
Feeling Valued at Work

Average Score: **4.23**
Benchmark Average: 3.97



Job Satisfaction

Average Score: **4.22**
Benchmark Average: 3.99

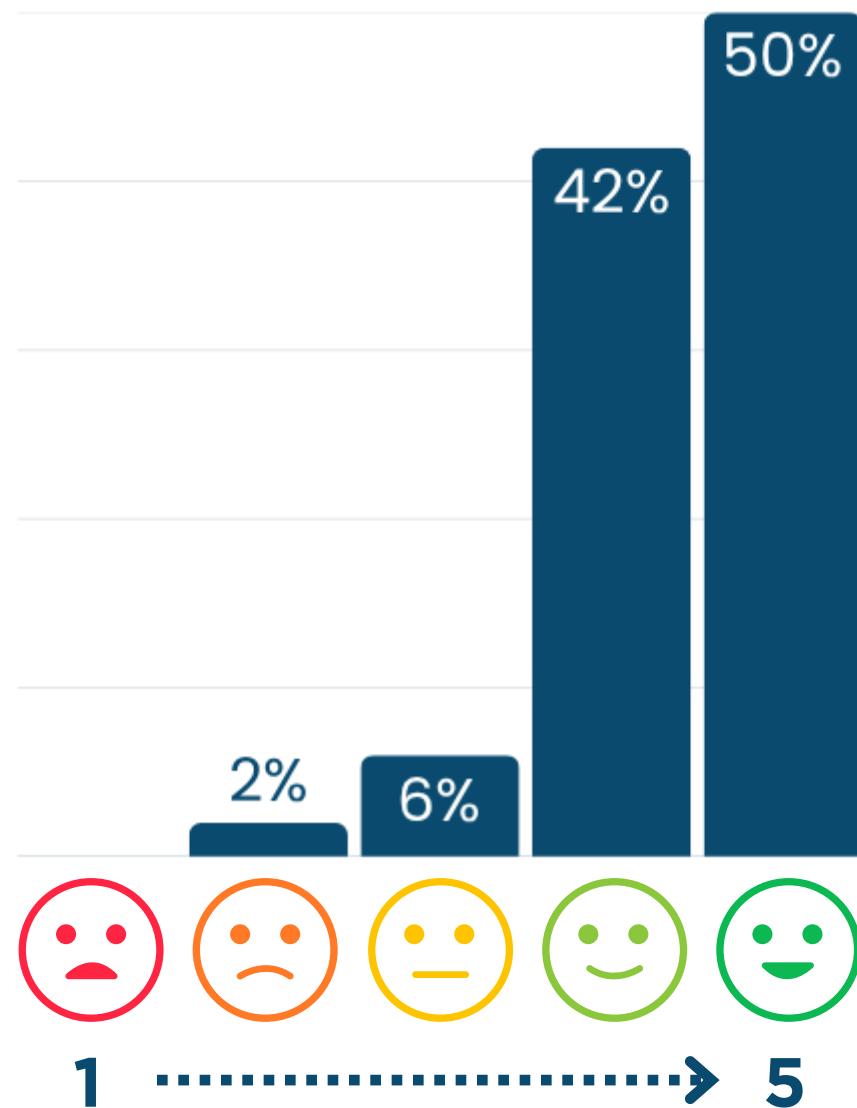




NEW: Occupational Well-Being, pt. 2

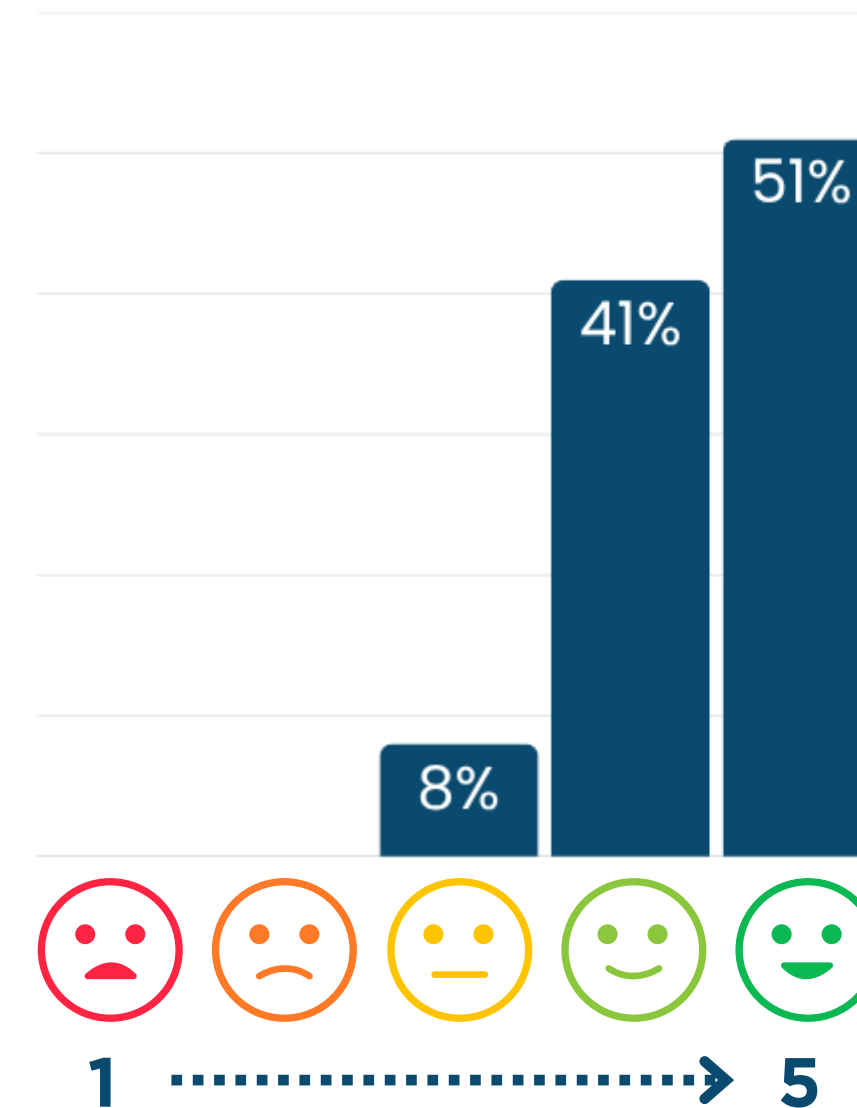
My Work is Meaningful to Me

Average Score: **4.39**
Benchmark Average: 4.14



My Employer Provides Well-Being Tools & Resources

Average Score: **4.42**
Benchmark Average: 4.08





Stand-Out-Stats & Stories

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



Participant A: Improved their health score by 26 points, moving from Very High risk to Low risk. They achieved this by improving their WHR, lowering their blood pressure, and quit smoking!

6 participants received a health score of 100

Participant B: Improved their health score by 20 points moving from Moderate risk to Low risk. They achieved this by lowering their blood pressure, LDL, and quit smoking.



11 participants improved by 10+ points

Chronic Conditions & Health Screening Claims Analysis



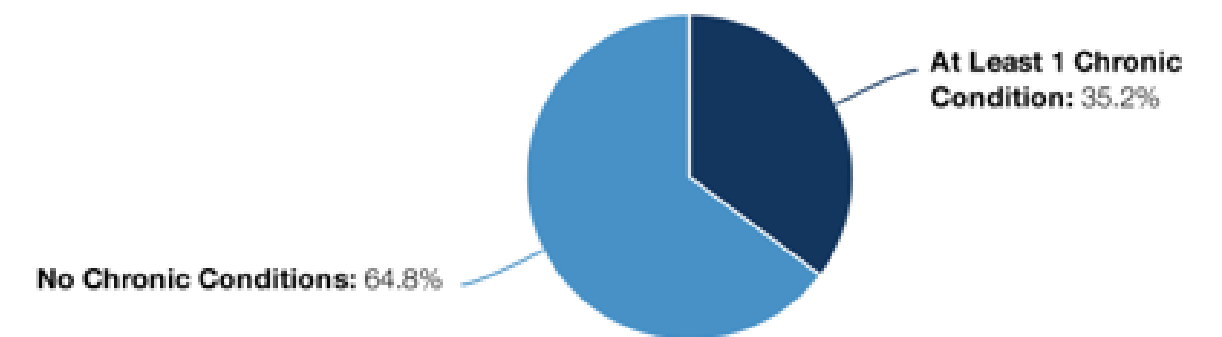
Chronic Condition Prevalence

- **35.2% (77) 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 44.3%
 - In 2023, 38.5% (85) of members had at least 1 chronic condition.
- **Of the members with a chronic condition, 53.2% (41) have only 1 while 46.8% (36) have more than 1**
 - This is **favorable** compared to benchmark which had 44.4% with only 1 and 55.6% with more than 1
- **The top 5 chronic conditions are obesity, hypertension, hyperlipidemia, diabetes & Asthma**
 - Hyperlipidemia has a **higher prevalence** as compared to benchmark
- **Compared to benchmark, Ajax Paving had a lower average age & higher member ratio**
 - The avg age was 33.7 compared to benchmark at 36.1
 - The member ratio was 2.4 compared to benchmark at 2.1

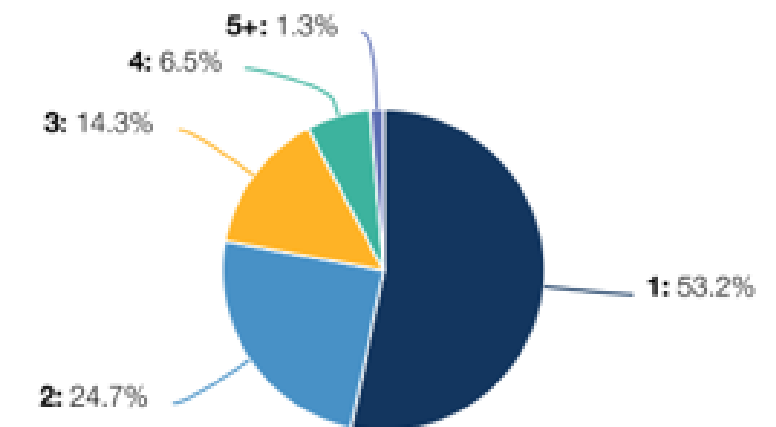
Assumptions:

- All members enrolled in the health plan are included
- Data is from the most recent 12 months ending Dec 2024 on an incurred basis
- Chronic conditions include: Asthma, COPD, Congestive Heart Failure, Diabetes, End Stage Renal Disease, HIV, Hyperlipidemia, Hypertension, Inflammatory Bowel Disease, Kidney Disease, Mental Illness, Obesity, Osteoarthritis, Parkinson's, Rheumatoid Arthritis, & Sleep Apnea

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	\$1.9M	\$1.6M	82%	73%
2023	\$1.3M	\$1.1M	89%	75%
2024	\$1.0M	\$781k	78%	77%

While members with chronic conditions make up 35% of membership, they make up 78% 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 PMPM 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	\$780	\$1,610	\$236	\$751	\$168
2023	\$487	\$1,119	\$90	\$825	\$179
2024	\$393	\$735	\$155	\$926	\$276

The PMPM cost of members with chronic conditions is 4.7 x higher than members without chronic conditions

The PMPM cost of members with chronic conditions is 3.4 x 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

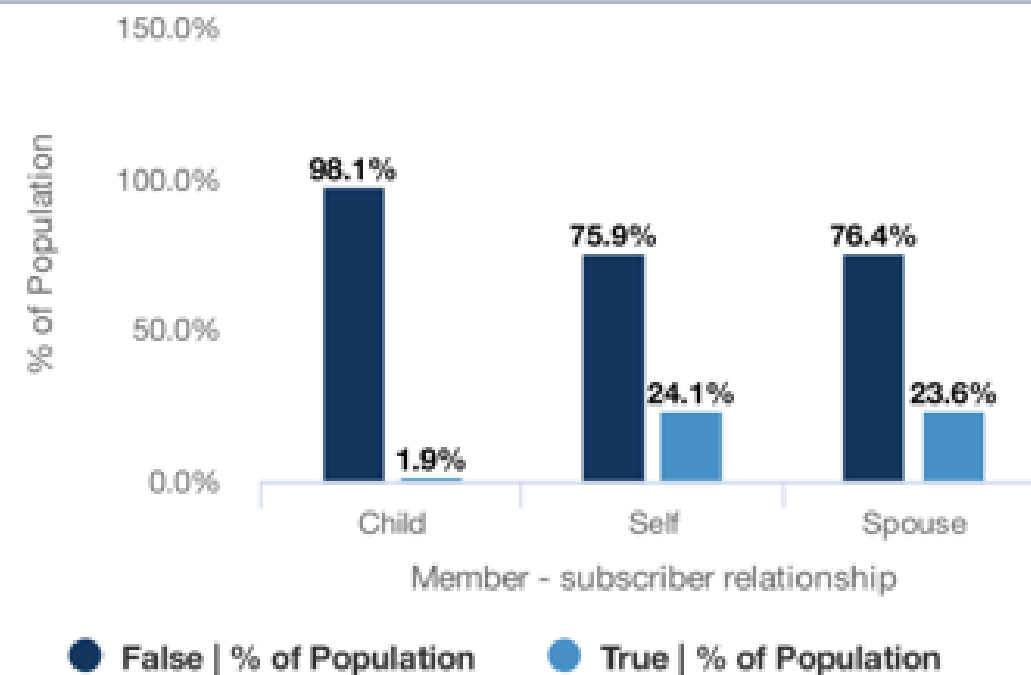


Kapnick
Strive

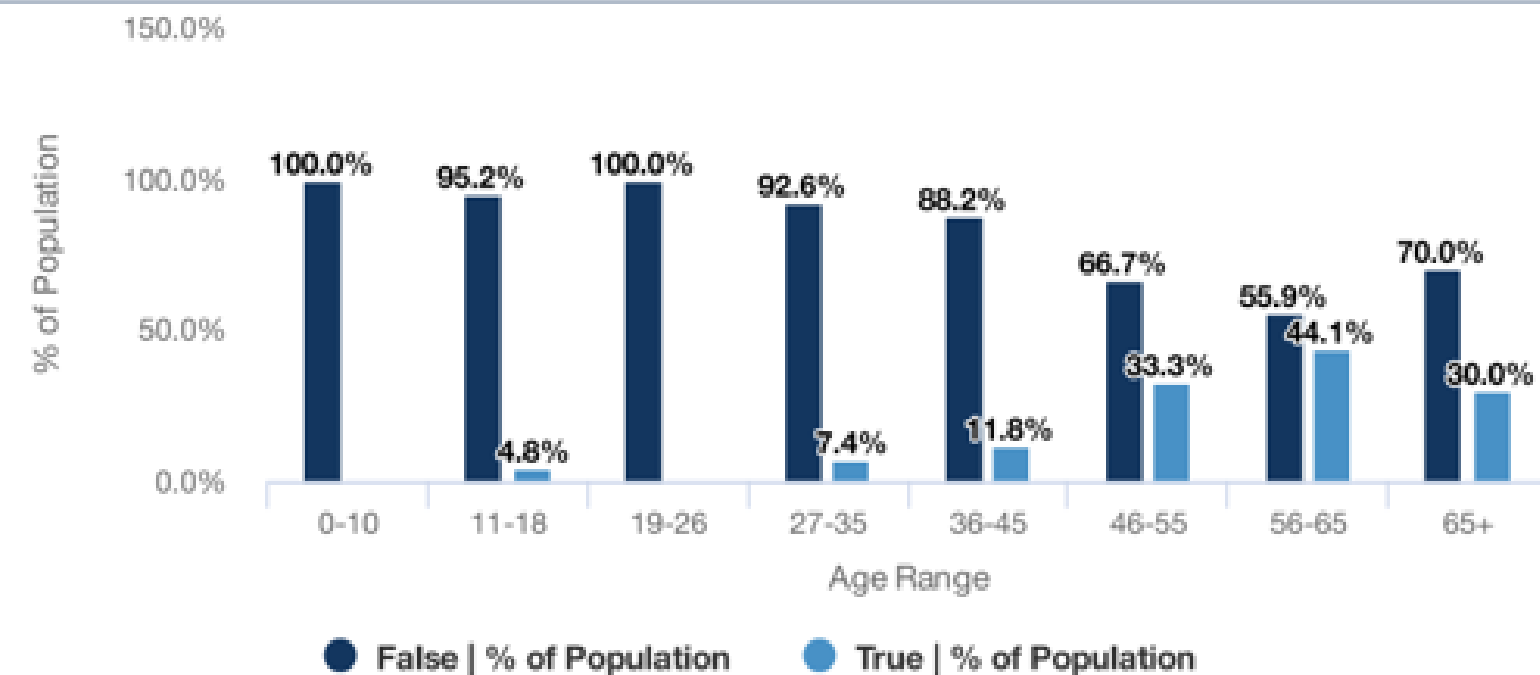
Hypertension: Demographics

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	30	10	1	41	20.0%	17.8%
2023	33	12	3	48	21.0%	18.5%
2024	27	13	2	42	13.6%	18.6%

Hypertension by Relationship



Hypertension by Age Range



Kapnick
Lens



Kapnick
Strive

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	41	21	4 (19%)
2023	48	21	1 (5%)
2024	42	22	5 (23%)

- 2 of the Strive participants have a high-risk biometric result

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.

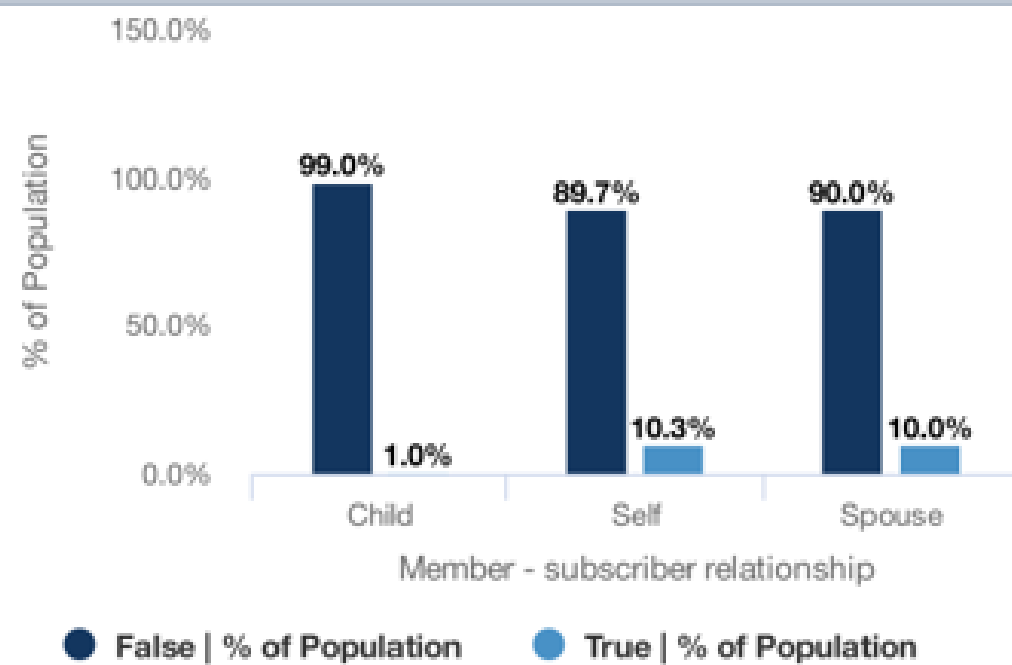


Kapnick
Strive

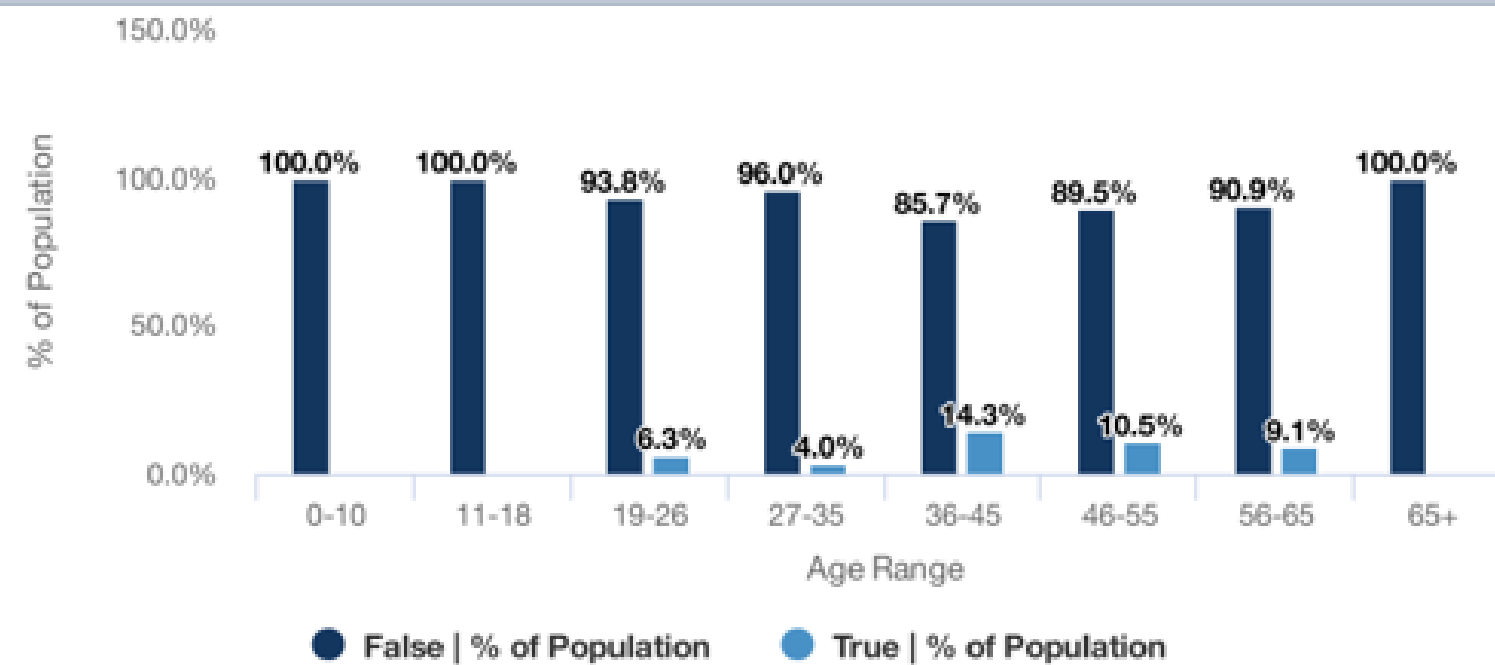
Diabetes: Demographics

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	10	3	1	14	6.8%	9.0%
2023	11	4	1	16	7.3%	9.7%
2024	11	5	1	17	6.4%	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	14	6	0
2023	16	9	0
2024	17	11	1

- All diabetic Strive members in 2022, 2023 & 2024 had at least 1 diabetic prescription during the year

Type 1 versus Type 2:

- There are 6 members with type 1 diabetes and 11 members with type 2 diabetes.

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.

Screening Overview

Participated in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	100	82
Enrolled all 12 Months	91	78
Had 0 Claims	15	10
% Total w/ 0 Claims (Enrolled 12 Months)	16.5%	12.8%

- **Of the 10 strive participants with no claims:**
 - The average age was 45
 - The average health score was 71
- **Of the 68 strive participants with at least 1 claim:**
 - The average age was 48
 - The average health score was 79

Did not Participate in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	57	72
Enrolled all 12 Months	33	44
Had 0 Claims	7	9
% Total w/ 0 Claims (Enrolled 12 Months)	21.2%	20.4%

- **Of the 9 non-strive participants with no claims:**
 - The average age was 44
- **Of the 35 non-strive participants with at least 1 claim:**
 - The average age was 45

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

Wellness/Office Visit

Participated in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	100	82
Enrolled all 12 Months	91	78
Had a Wellness Visit	50	38
% with a Wellness Visit (Enrolled 12 Months)	55%	49%
Had an Office Visit	66	62
% with an Office Visit (Enrolled 12 Months)	73%	79%
Had a Wellness or Office Visit	72	67
% with a Wellness or Office Visit (Enrolled 12 Months)	79%	86%

Did not Participate in the Health Screening	2023 Total	2024 Total
Enrolled in Health Plan	57	72
Enrolled all 12 Months	33	44
Had a Wellness Visit	13	16
% with a Wellness Visit (Enrolled 12 Months)	39%	36%
Had an Office Visit	22	22
% with an Office Visit (Enrolled 12 Months)	67%	50%
Had a Wellness or Office Visit	23	28
% with a Wellness or Office Visit (Enrolled 12 Months)	70%	64%

- Those who participated in the health screening had a higher rate of having a wellness visit or an office 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

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	80	\$503,977	\$6,300

Members without Screenings

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	74	\$342,897	\$4,634

Members with Screenings (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	79	\$352,357	\$4,460

No members in this group had costs over \$100k

- **Members with screenings cost \$1,666 more than members without screenings**
- **When excluding high-cost claimants (HCCs) over \$100k, members with screenings cost \$174 less than members without screenings**
 - There was 1 member in the screening group with claims over \$100k
 - A 63 y/o spouse with \$151k in allowed claims due lung cancer that metastasized to the brain
- **In the members with screenings group, 20 members or 25% had less than \$500 in claims**
- **In the members without screenings group, 36 members or 49% had less than \$500 in claims**

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 70 & Above

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	59	\$281,692	\$4,774

No members in this group had costs over \$100k

Health Score 69 and Below

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	21	\$222,285	\$10,585

Health Score 69 & below (Excl HCC)

	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2024	20	\$70,665	\$3,533

Score 70+ vs <69

- Members with a health score of 70+ cost \$5,811 less than members with a health score below 70

Score 70+ vs <69: Excluding 1 HCC over \$100k

- Members with a health score of 70+ cost \$1,241 more than members with a health score below 70

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				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	75	\$649,782	\$8,664
2	2024	74	\$495,159	\$6,691

Members with Screenings (Excl HCC)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	74	\$395,763	\$5,348
2	2024	73	\$343,540	\$4,706

- Repeat participants experienced a **22.7% decrease** in costs
- When excluding the HCC over \$100k, repeat participants experienced a **12% decrease**
 - Members who had a health score increase averaged a **21% increase**
 - Members who had the same health score averaged a **48% decrease**
 - Members who scored the same both years averaged a score of 84
 - 8 of 10 members had less than \$5k in costs; 4 had less than \$1k in costs
 - 2 of the 10 members had no costs (scores of 70 & 73)
 - Members who had a health score decrease averaged an **27% decrease**

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 2023 through Dec 2024 on an incurred basis

Health Score Increased (Excl HCC)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	32	\$147,032	\$4,595
2	2024	32	\$183,998	\$5,750

Health Score Stayed the Same (Excl HCC)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	10	\$83,119	\$8,312
2	2024	10	\$43,231	\$4,323

Health Score Decreased (Excl HCC)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed Per Member
1	2023	32	\$165,612	\$5,175
2	2024	31	\$116,311	\$3,752

Repeat Participants

Repeat Participants							
	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	\$649,782	\$551,581	\$98,201	1,091	1,213	2,304
2	2024	\$495,159	\$353,976	\$141,183	977	1,550	2,527

Repeat Participants							
	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	111	85	87	\$1,450	\$30,552	\$3,668
2	2024	123	170	107	\$1,281	\$33,837	\$8,265

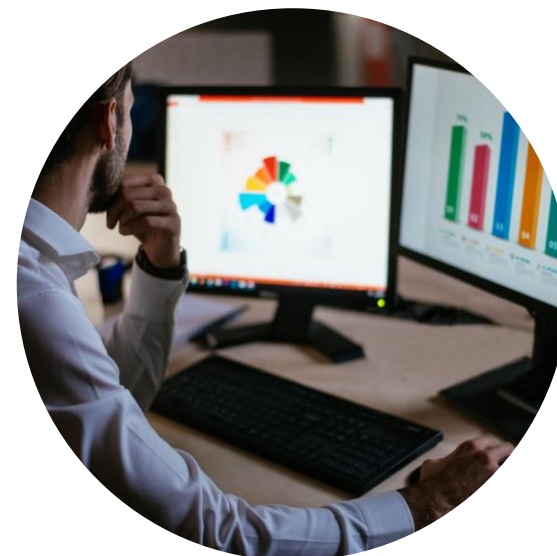
- Total medical & Rx costs decreased \$155k
- Medical costs decreased \$198k while Rx costs increased \$43k
- Utilization of hypertension, diabetes & cholesterol medications all increased

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	Trulicity	3	\$13,570	3	\$16,982
2	Wegovy	1	\$10,947	2	\$14,773
3	Eliquis	2	\$4,067	1	\$8,532
4	Omnipod DASH Pods (Gen 4)			1	\$8,293
5	Motegrity	1	\$9,627	1	\$7,339
	Total		\$38,212		\$55,920
	Grand Total	57	\$85,271	59	\$122,985

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 2023 through Dec 2024 on an incurred basis

2025 Goals & Strategies





Strive 2024 Programming Goals

Well-Visit Utilization



Goal: 65% of Eligible Census

2023 - 55% active users
2024 - 49% active users

75% to goal

HRA Completion



Goal: 60% of Census

2022 - 85
2023 - 90
2024 - 85

83% to goal

Health Screening Participation



Goal: 60% Total Eligible

2022 - 57%
2023 - 56%
2024 - 53%

88% to goal

RAS Health Coaching



Goal: 100% Complete RAS

2022 - 53%
2023 - 100%
2024 - 100%

100% to goal



Strive 2025 Programming Goals

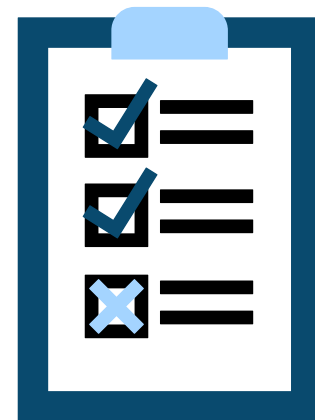
Goal:
150,000 points
tracked



Portal
Engagement

2024 - 138,541
2025 Goal - 150,000
total points

Goal:
56% of Total
Eligible Census



HRA
Completion

2022 - 85
2023 - 90
2024 - 85
2025 Goal - 95 (56%)

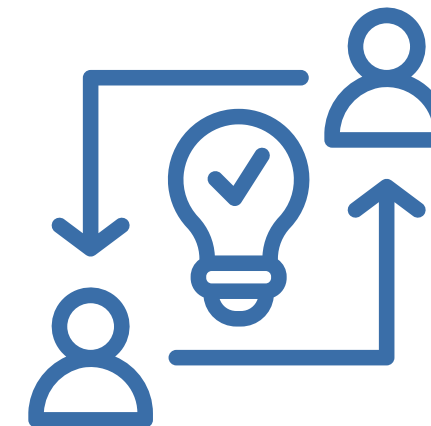
Goal:
58%
Participation



Health Screening
Participation

2022 - 57%
2023 - 56%
2024 - 53%
2025 Goal - 58%

Goal:
100% Enrolled
Complete RAS



RAS Health
Coaching

2022 - 53%
2023 - 100%
2024 - 100%
2025 Goal - 100%

Goal:
95% Incentive-
Eligible



Incentive
Eligible

2023 - 91%
2024 - 94%
2025 Goal - 95%



2025 Goals and Strategies

Goals	Strategies	Overall Strategies
Employee Engagement		<ul style="list-style-type: none">Physical marketing materials (posters, infographics, postcards, etc.)Leadership/Manager participation in challengesMonthly new hire emailSite Contact Quarterly Meetings
<ul style="list-style-type: none">Portal Engagement<ul style="list-style-type: none">2025 Goal: 56% total census complete HRA2025 Goal: 150,000 total points tracked	<ul style="list-style-type: none">Wellness portal updateFive with StrivePromote resourcesTango utilization for Reward Points ProgramMonthly CommunicationWellness Survey	
Health Screening		<ul style="list-style-type: none">Additional Offerings:<ul style="list-style-type: none">Mental Health First AidNutrition ServicesAdditional Screening Tests (Vitamin D)Health Hub QR code employee freebie (wallet card, magnet, sticker, water bottle, etc.)
<ul style="list-style-type: none">Screening Participation<ul style="list-style-type: none">2025 Goal: 58% of eligible census participationRAS Enrollment<ul style="list-style-type: none">2025 Goal: 100% enrolled in RAS complete programWellness Incentive<ul style="list-style-type: none">2025 Goal: 95% eligible	<ul style="list-style-type: none">Pre- and Post- Health Screening WebinarsHealth Screening Microsite via Health HubInclude 2024 aggregate data in communicationBenefit Snapshots at each screening	



Leadership's Role in Employee Wellness

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



2025 Wellness Programming

Presentations

- Benefits of A Good Night's Sleep
- Feeding Your Microbiome
- Pre- & Post Health Screenings
- The Healthy Traveler

Challenges

- Snooze or Lose
 - 7 participants
- **Strive Corporate Challenge**
 - **Currently in 3rd place!**
- Amazing America
- Face-to-Face
- One Month Madness

2025 Health Screenings

- 3 Events Confirmed
 - October 15
 - November 12
 - December 3



Reward Points Program

- 6 Quarterly Winners to receive \$100
- 2 Annual Winners for grand prize of \$250

Additional Offerings

- 12 Strive Monthly Webinars
- 12 Strive Monthly Newsletters
- 12 Custom Monthly Communications
- 4 Meditation Moments
- Health Hub
- Site Contact Website



2025 Health Screenings

HEALTH SCREENING DATE	EVENT START TIME	EVENT END TIME
Wednesday, October 15	6:00 AM	11:00 AM
Wednesday, November 12	6:00 AM	11:00 AM
Wednesday, December 3	6:00 AM	11:00 AM



Kapnick WELLNESS BENEFITS SNAPSHOT



Ulliance

Ulliance EAP is a free benefit to you and your family and is **totally confidential, beginning with your first phone call**. The EAP benefit is available to you, to your spouse or live-in partner, and any dependent!

📞 800.448.8326

🌐 lifeadvisor.com

ASR

With ASR, you have access to **comprehensive benefits that support your physical, mental, and financial well-being**, along with helpful tools and dedicated support to make managing your health easy.

800.968.3033 📞

asrhealthbenefits.com 🌐



SCAN ME!

Humana

Humana gives you access to quality **dental and vision coverage** designed to support your overall well-being—including preventive care, exams, and discounts on services—all with a network of providers and easy-to-use tools.

📞 800.233.4013

🌐 humana.com



first stop health®

First Stop Health provides 24/7 access to virtual doctor visits and counseling, giving you **fast, convenient care for physical and mental health**—anytime, anywhere, at no cost to you.

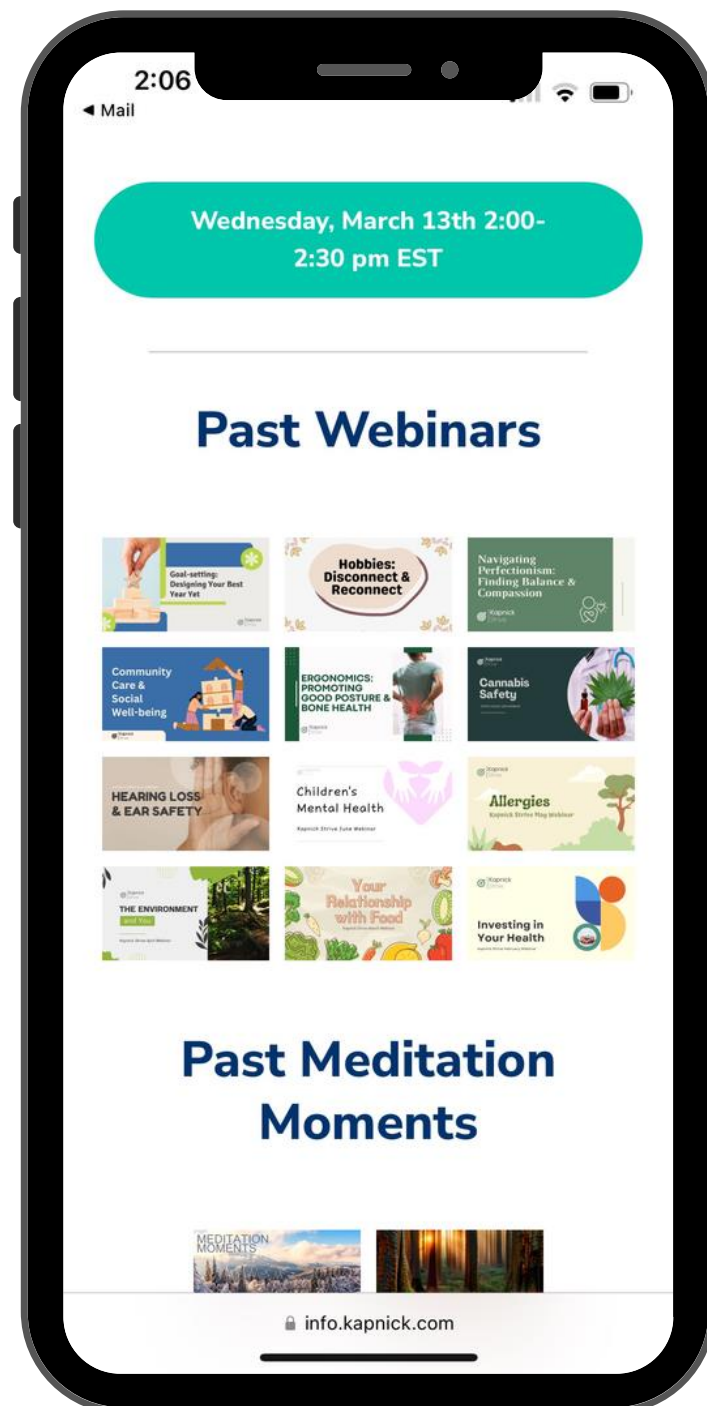
888.691.7867 📞

fshealth.com 🌐

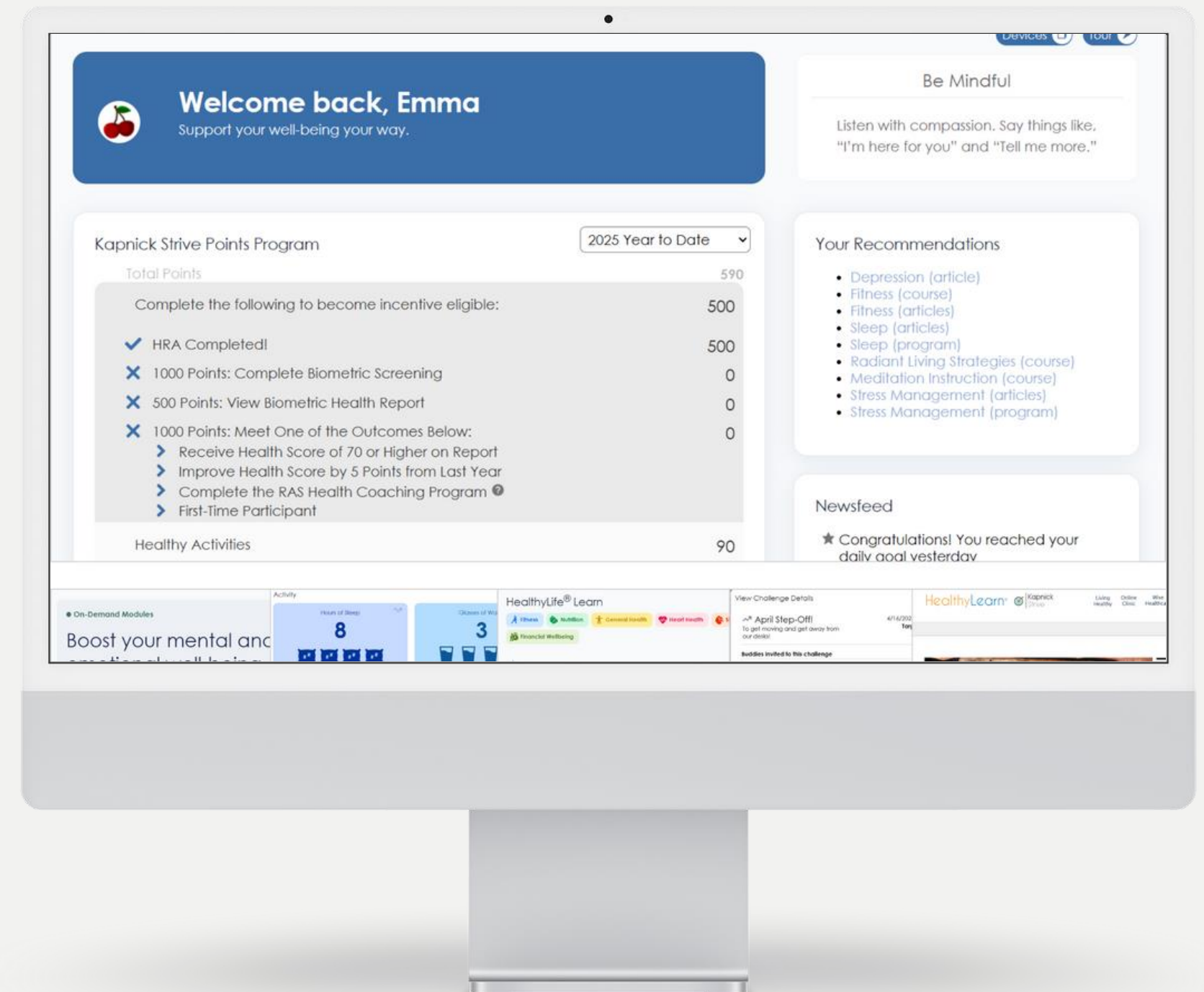
BENEFIT SNAPSHOT



Wellness Resources



NEW LOOK for Wellness Portal





NEW Offerings!

Mental Health First Aid

What is it?

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

What's included?

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

Additionally, participants will receive:

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



Nutrition Services

What's available?

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

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





Well-Being Moving Forward

Discussion:

- What's AJAX Paving's biggest business goal?
- Questions on May Newsletter?
- Updates for Strive?

Priority:

- Review of June 5-Minute Video: Protect Your Assets – Back Health & Injury Prevention on the Job
- Strive Corporate Challenge Communications Campaign
- Executive Review

Upcoming:

- Portal Features Marketing Campaign
- June Newsletter

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.

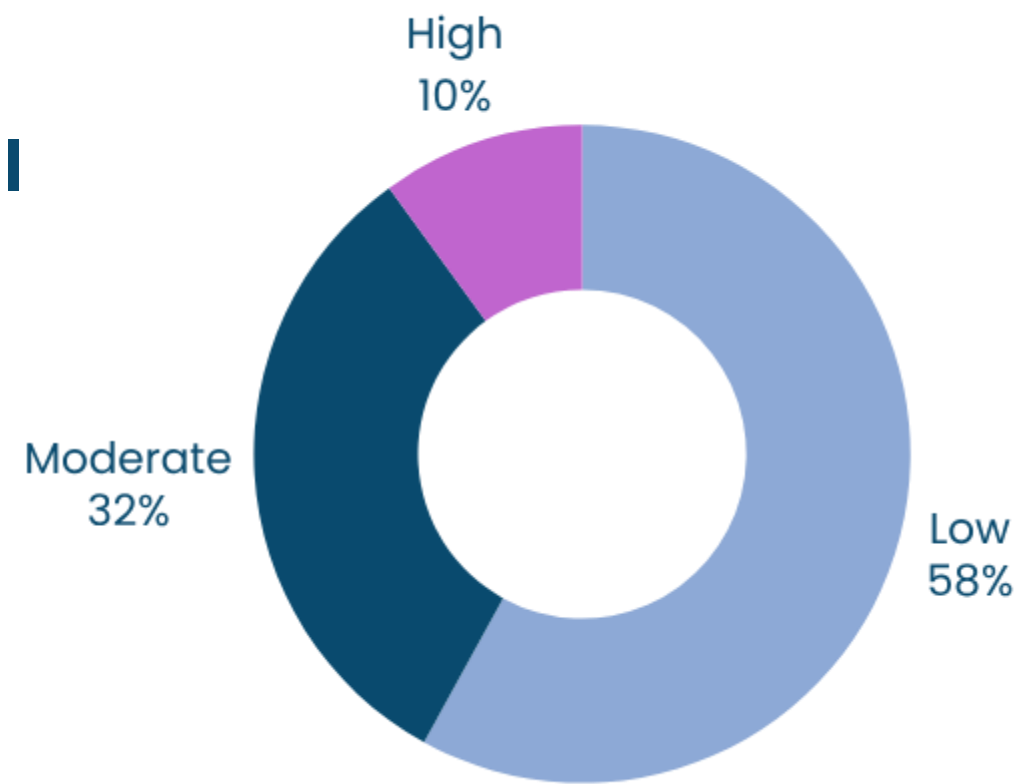
Gamma-Glutamyltransferase (GGT)

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.

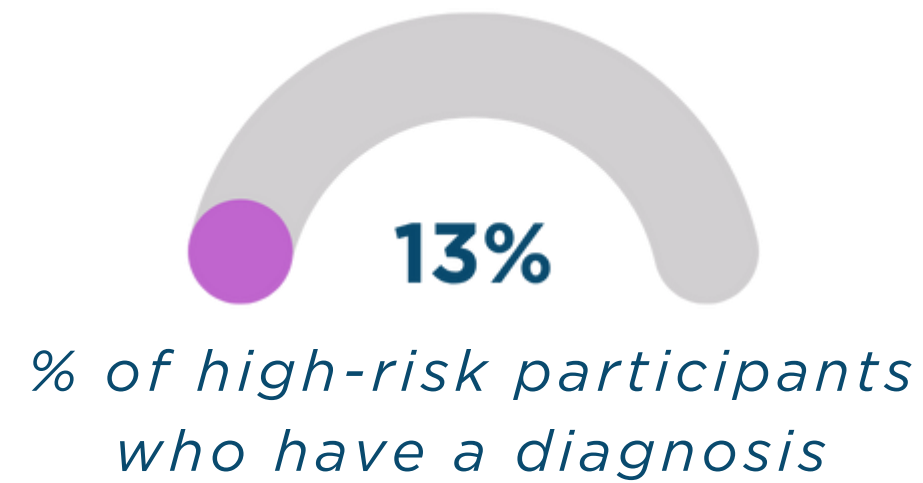


Heart Health: *Total Cholesterol*

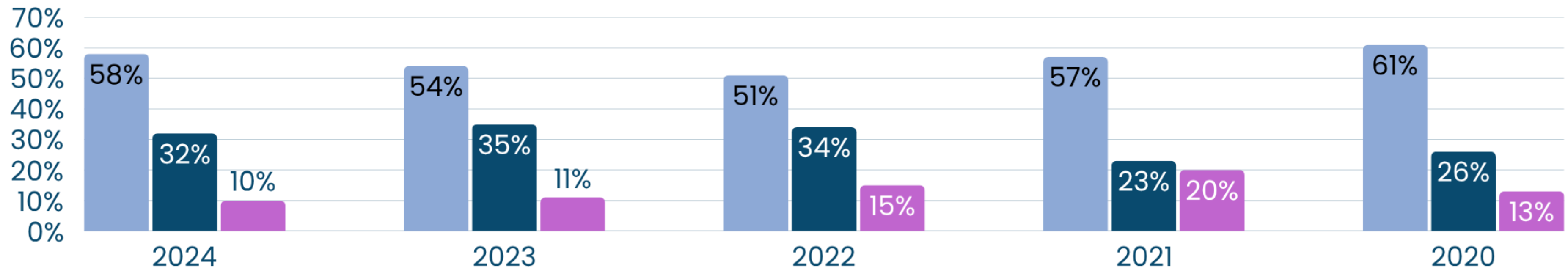
Cholesterol Breakdown



High Risk Awareness



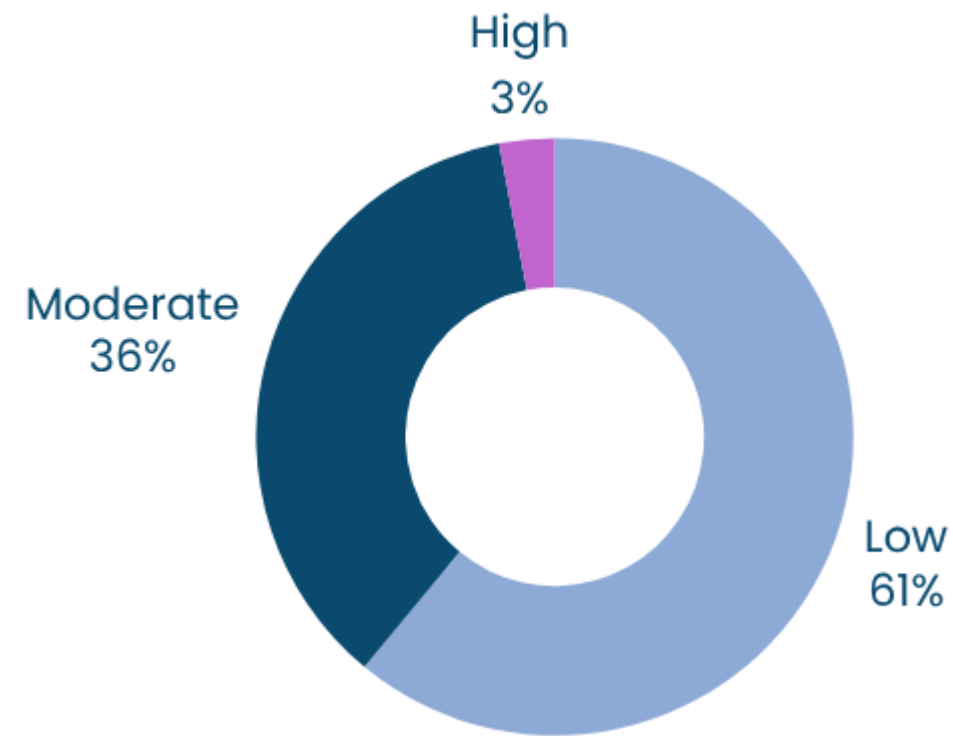
● Low Risk: <200 mg/dL ● Moderate Risk: 200–239 mg/dL ● High Risk: >240 mg/dL





Heart Health: *Blood Pressure*

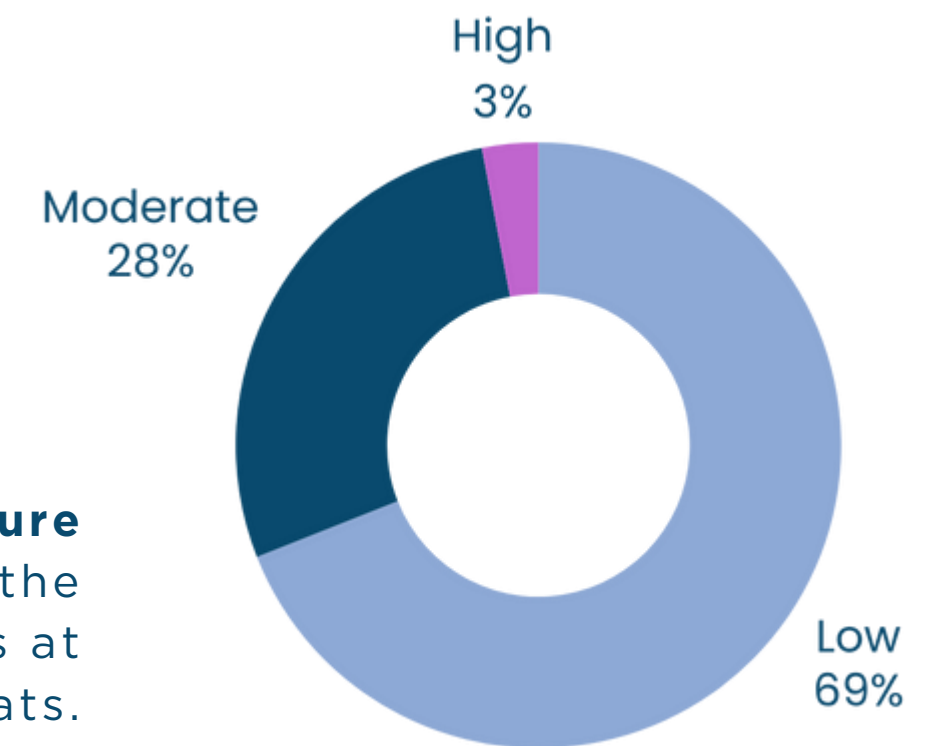
Systolic Breakdown



Systolic blood pressure

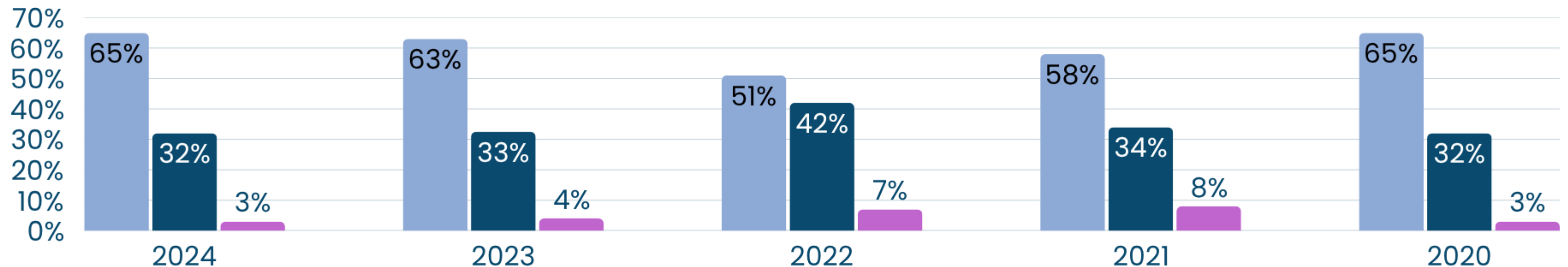
(the top number) measures the force of blood against artery walls when the heart contracts.

Diastolic Breakdown



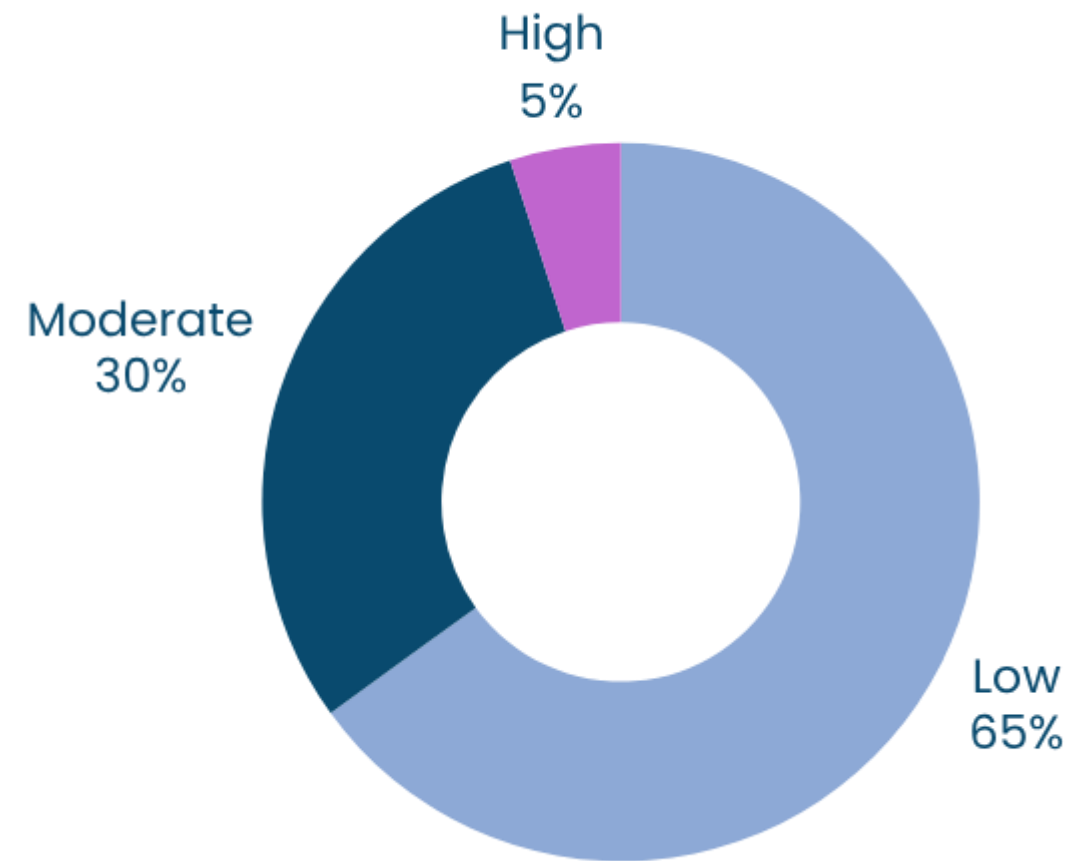
Diastolic blood pressure

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

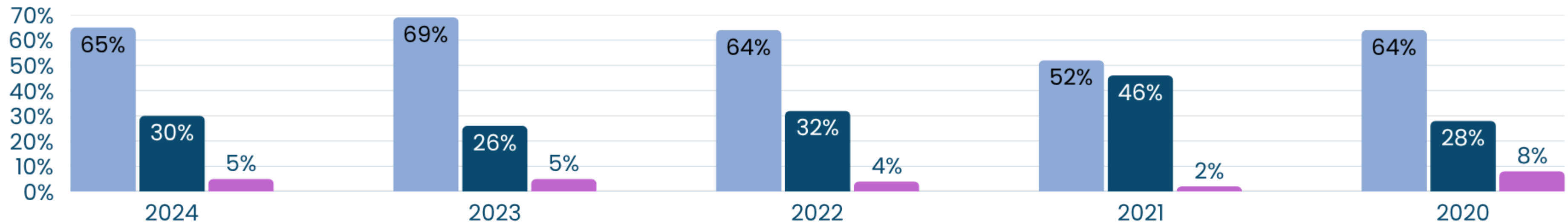




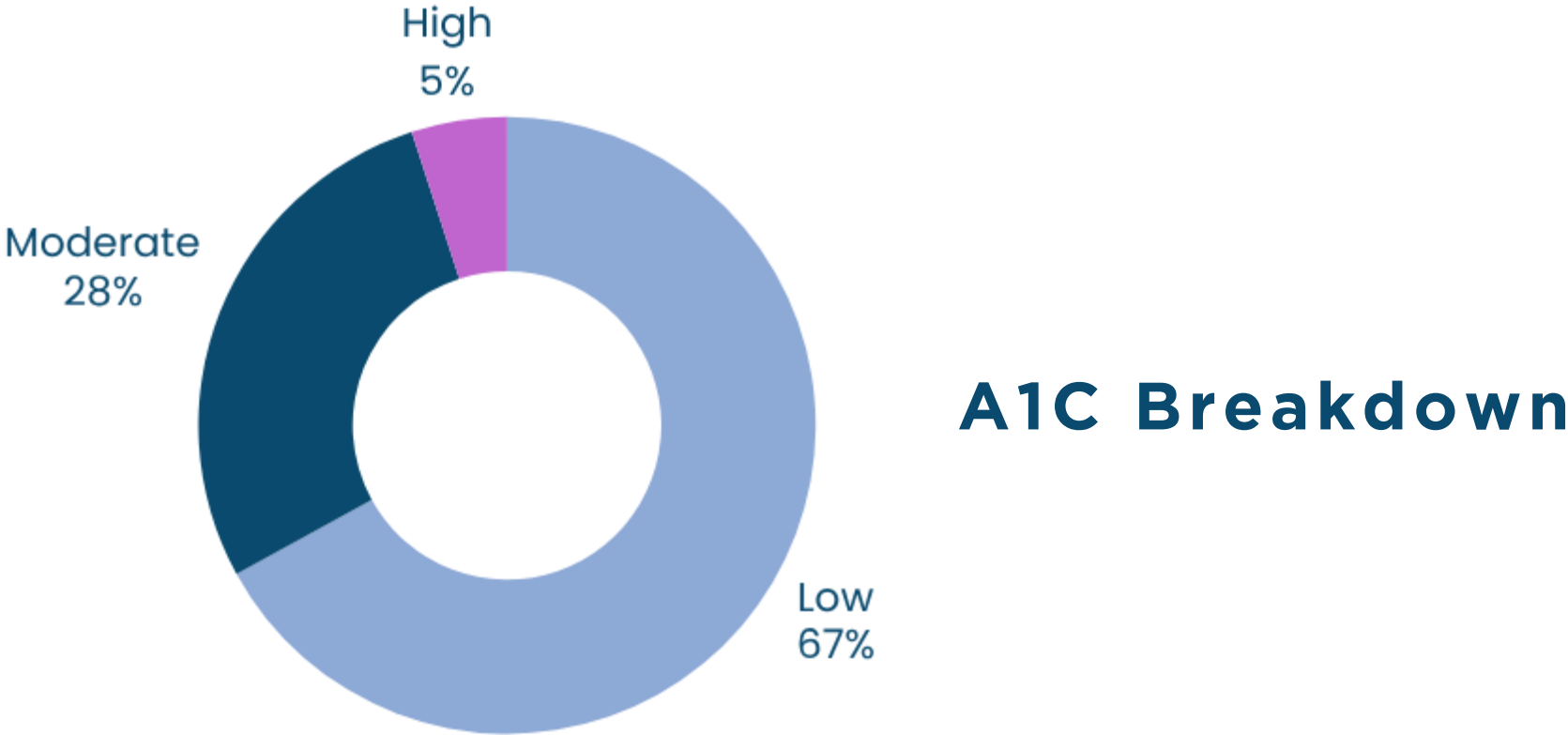
Diabetes Management: *Blood Glucose*



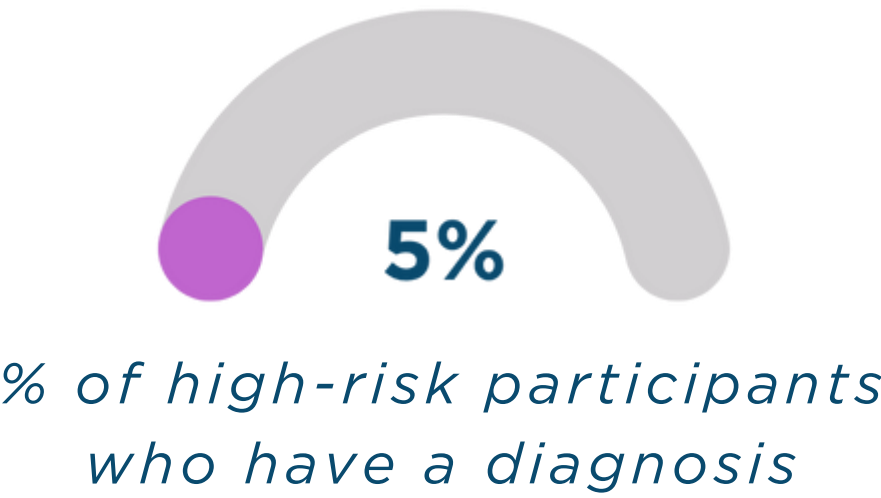
● Low Risk: <100 mg/dL ● Moderate Risk: 101-125 mg/dL ● High Risk: >126 mg/dL



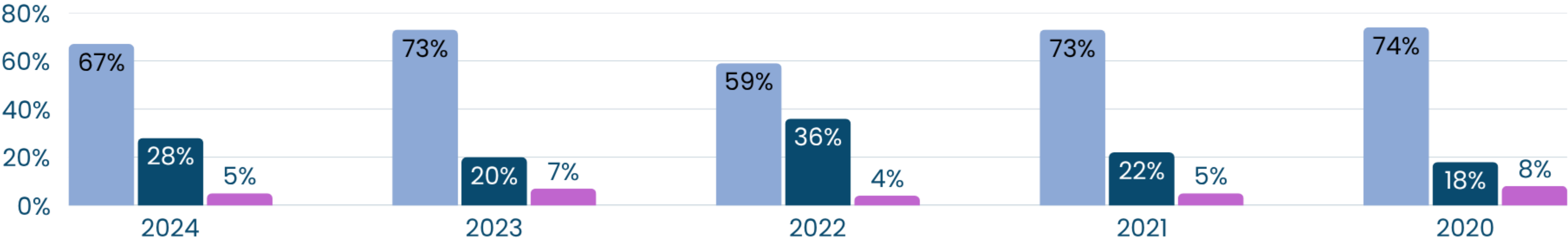
Diabetes Management: Hemoglobin A1C



High Risk Awareness

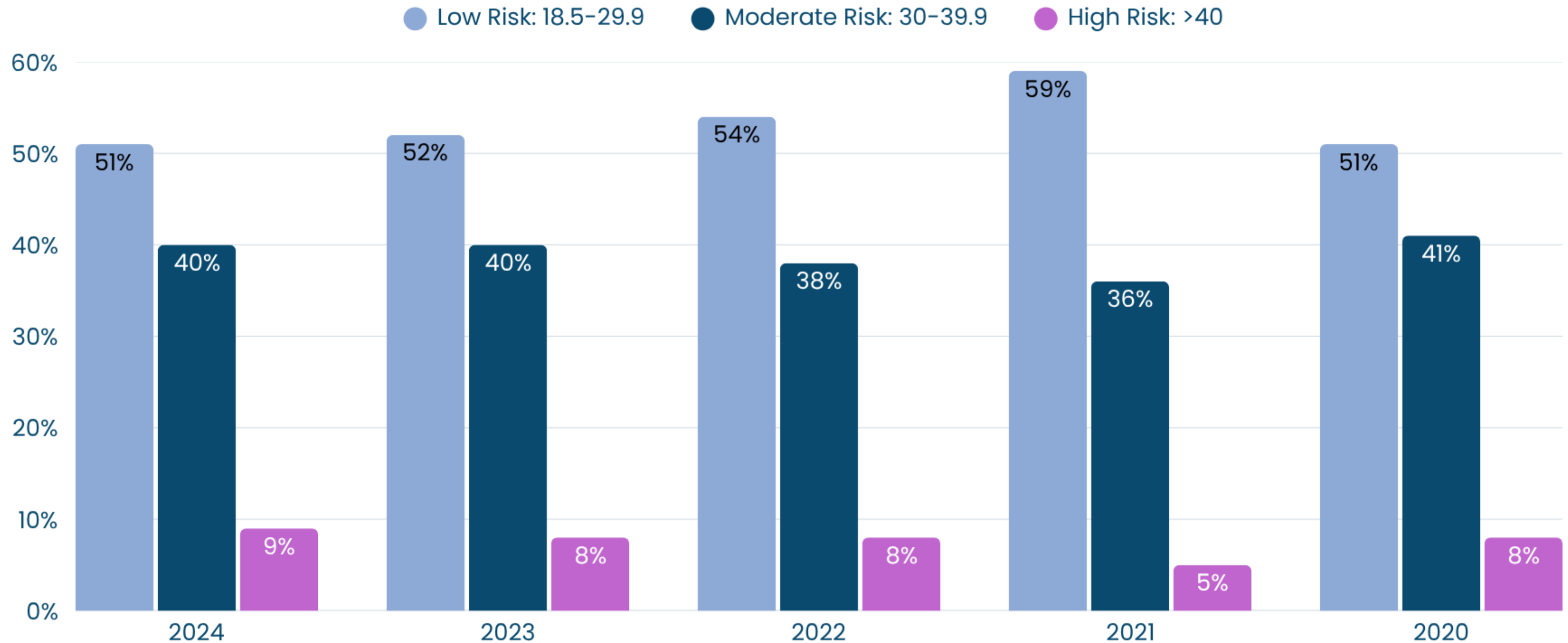


● Low Risk: <5.7% ● Moderate Risk: 5.7–6.4% ● High Risk: >6.5%





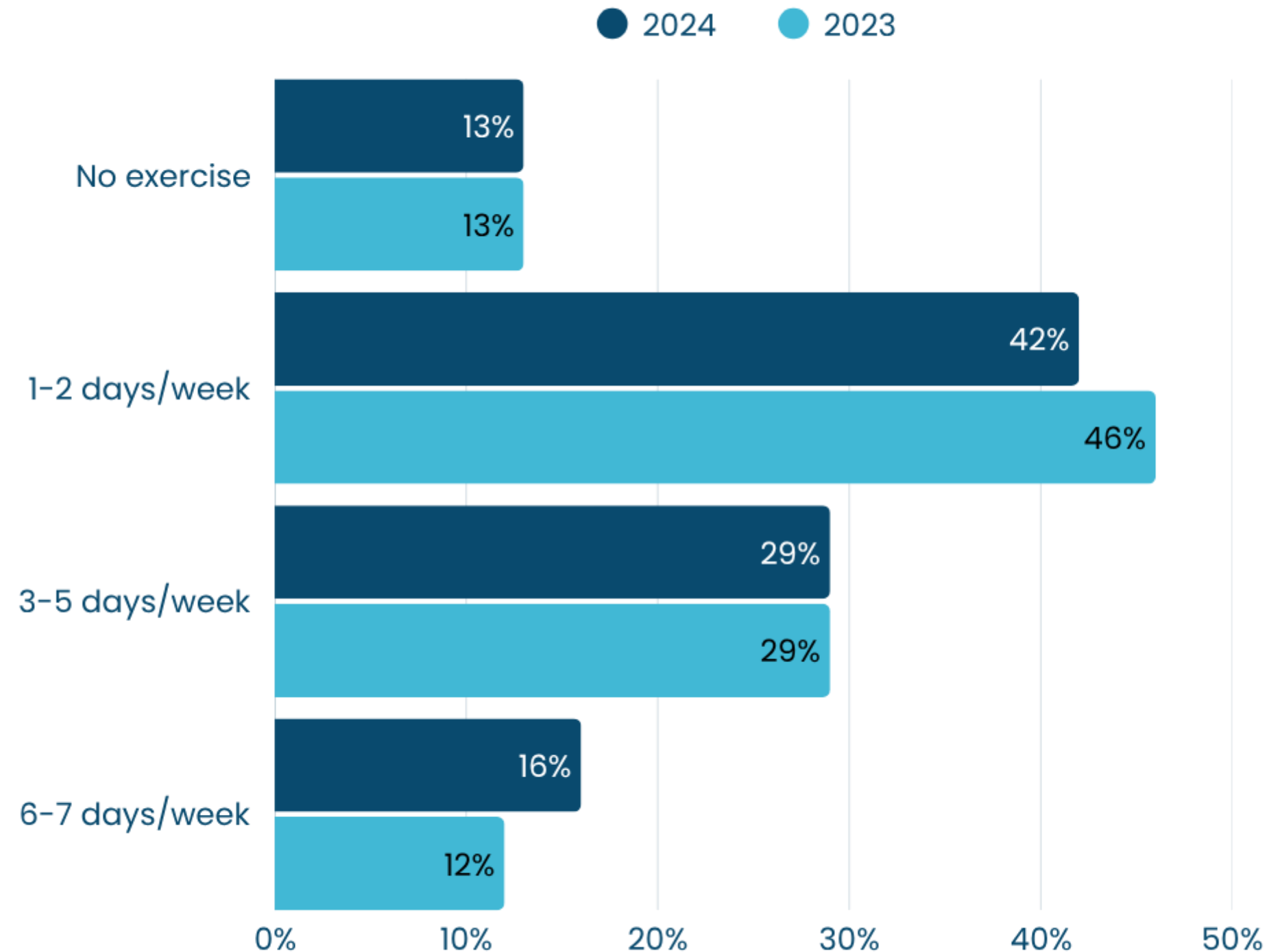
Body Composition: *Body Mass*



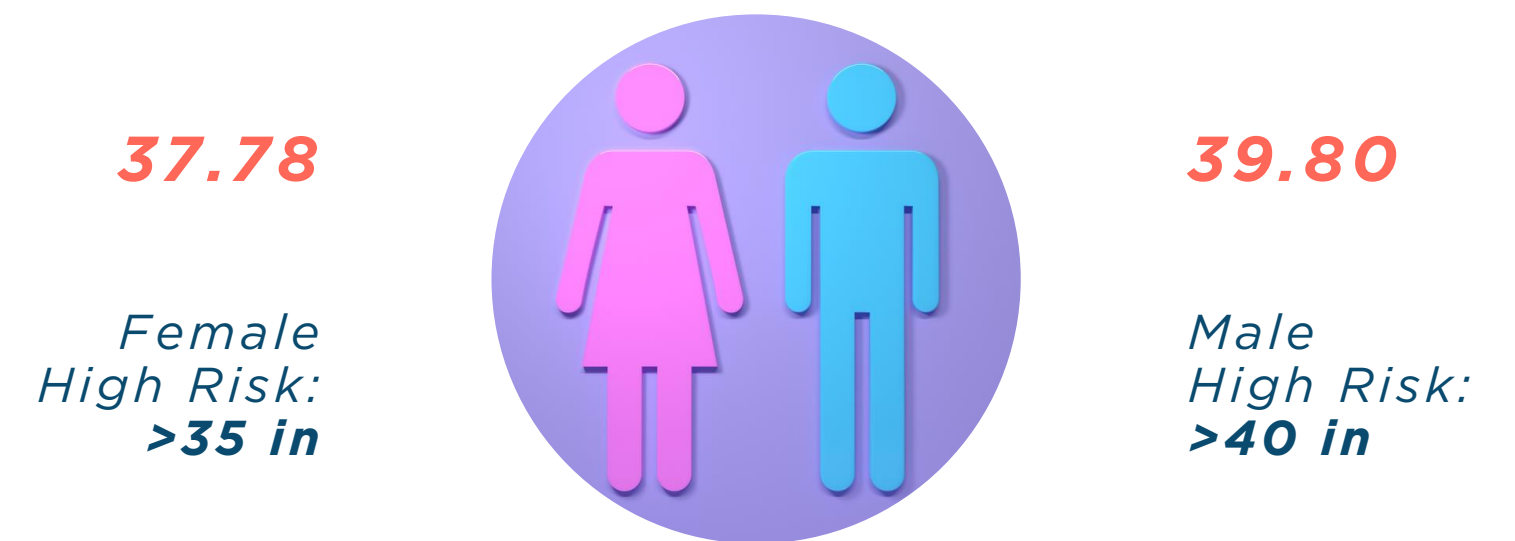


Body Composition

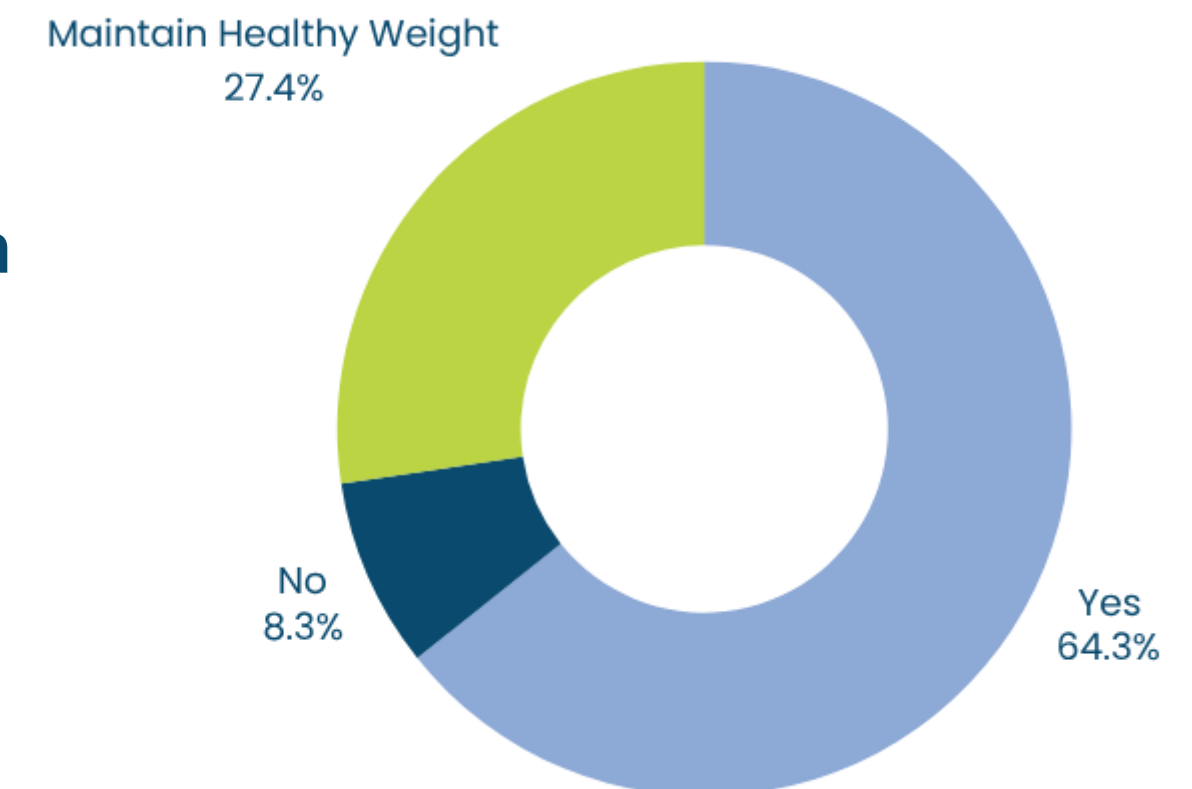
Exercise Habits



Average Waist Circumference



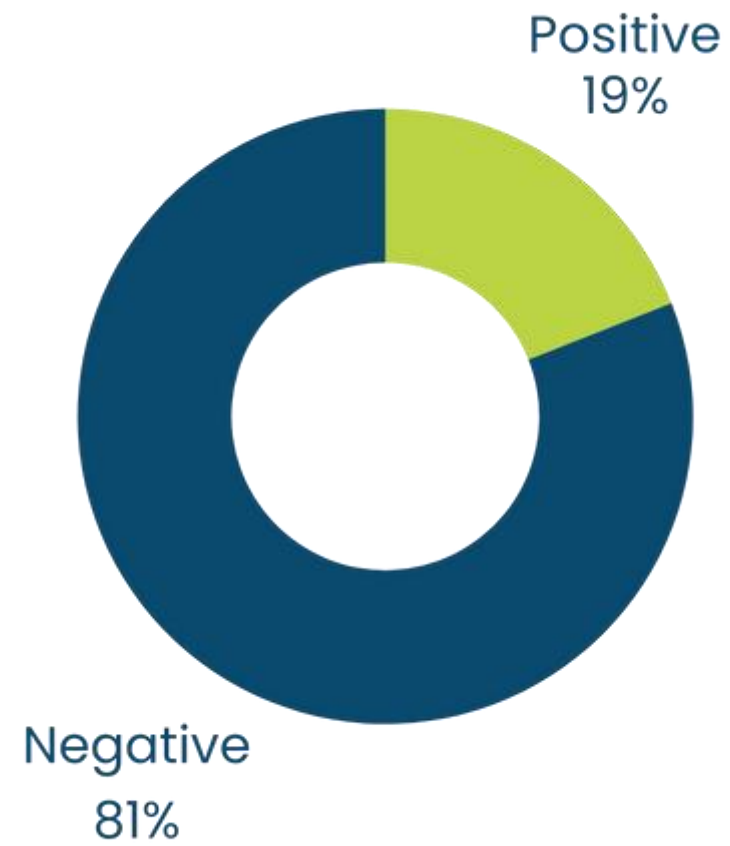
Interest in Losing Weight



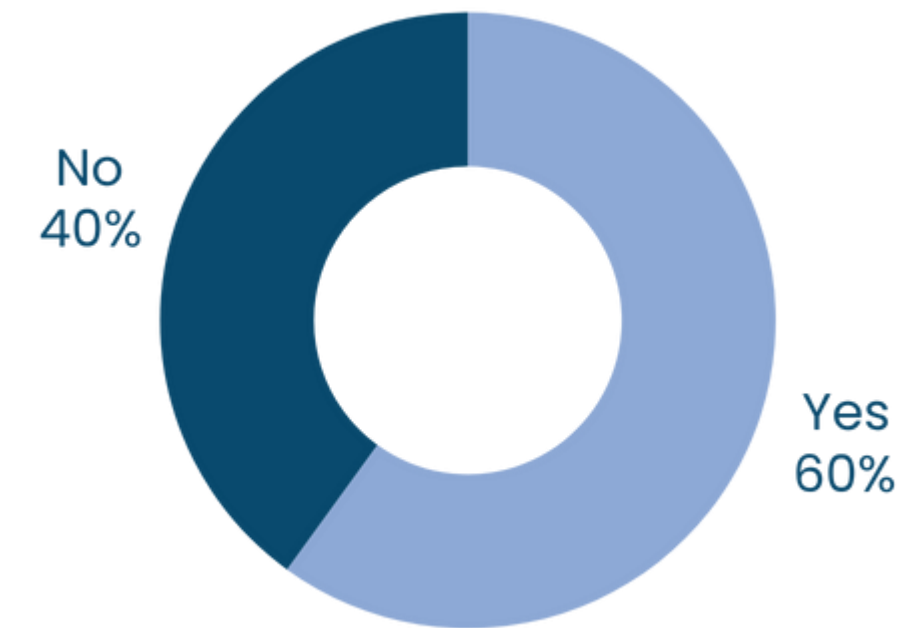


Nicotine Use

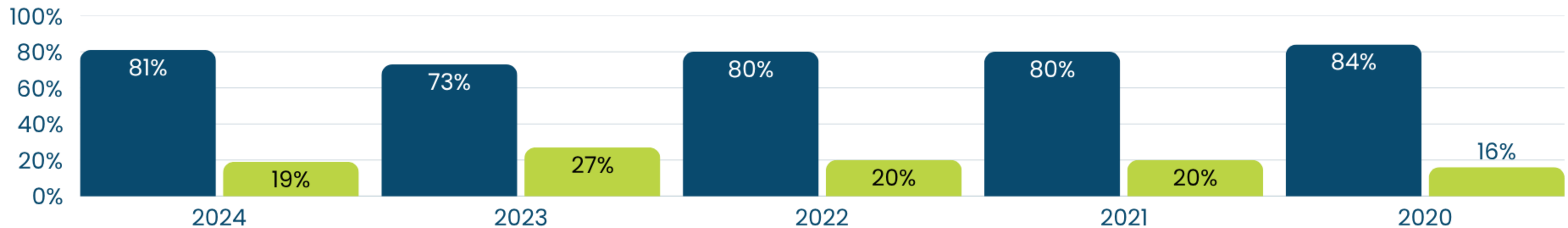
Tested Positive



Interested in Quitting



● Negative ● Positive

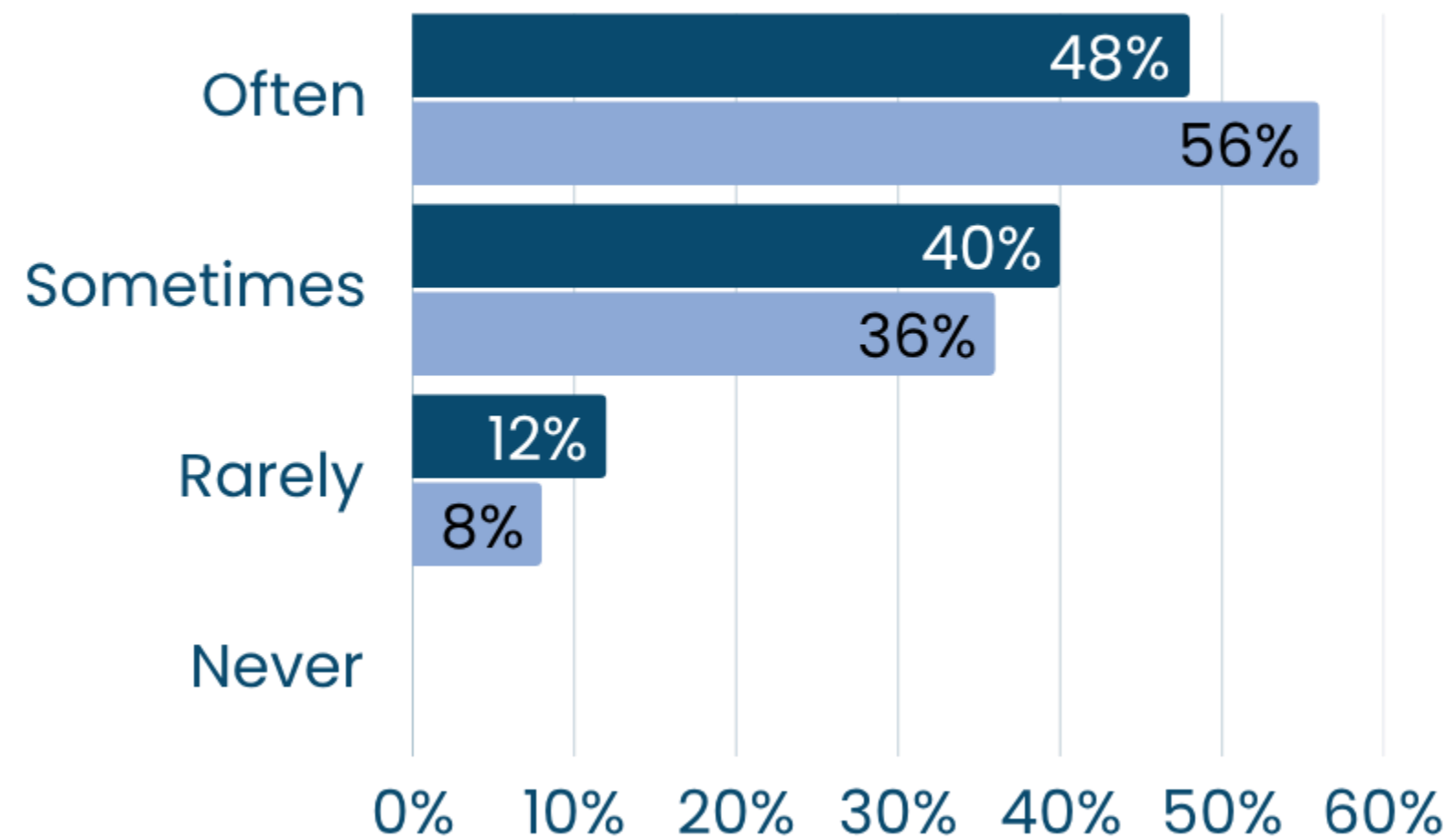




Nutritional Habits

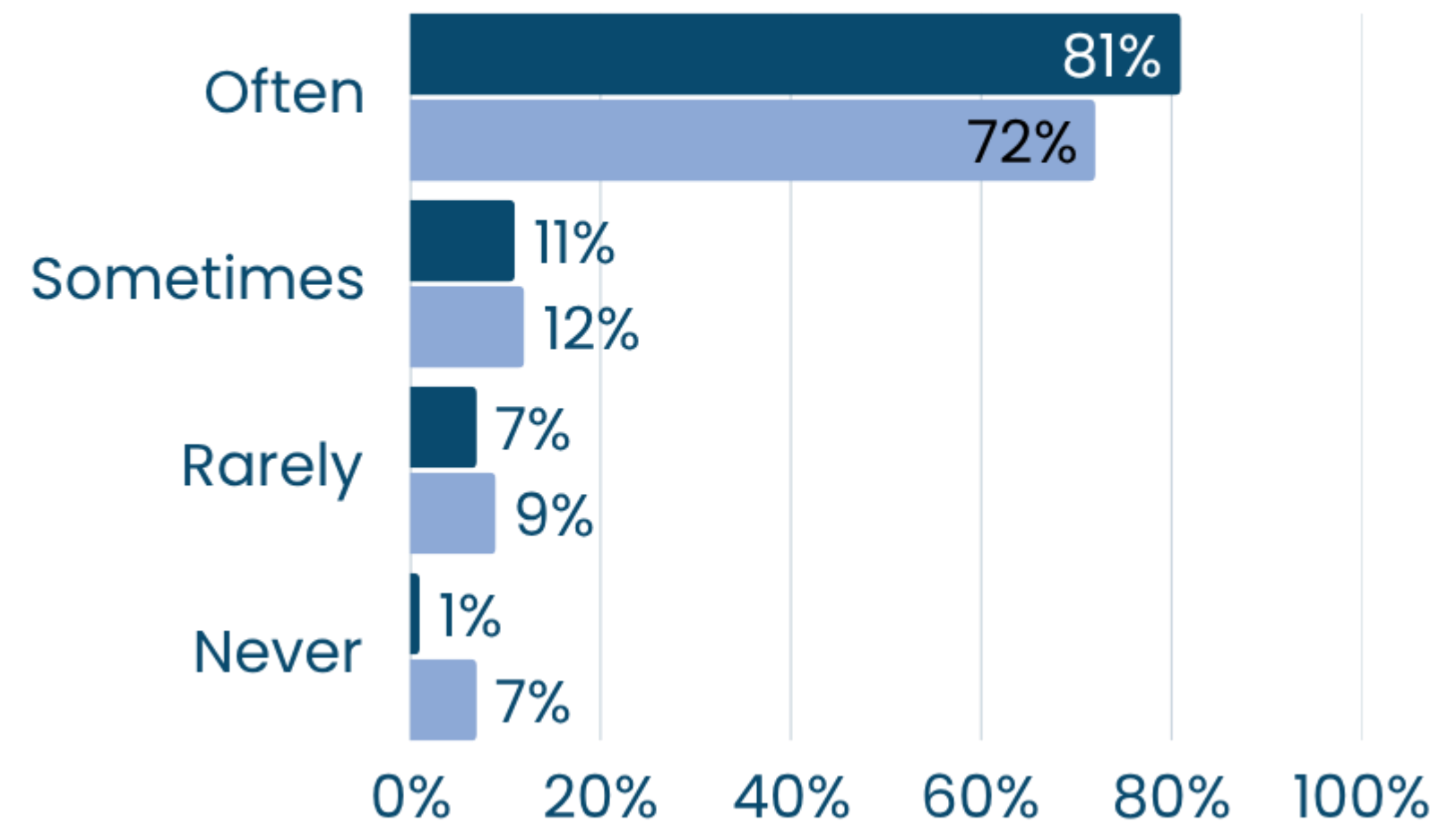
Balanced Meals

● 2024 ● 2023



Choose Water Over Sugary Beverages

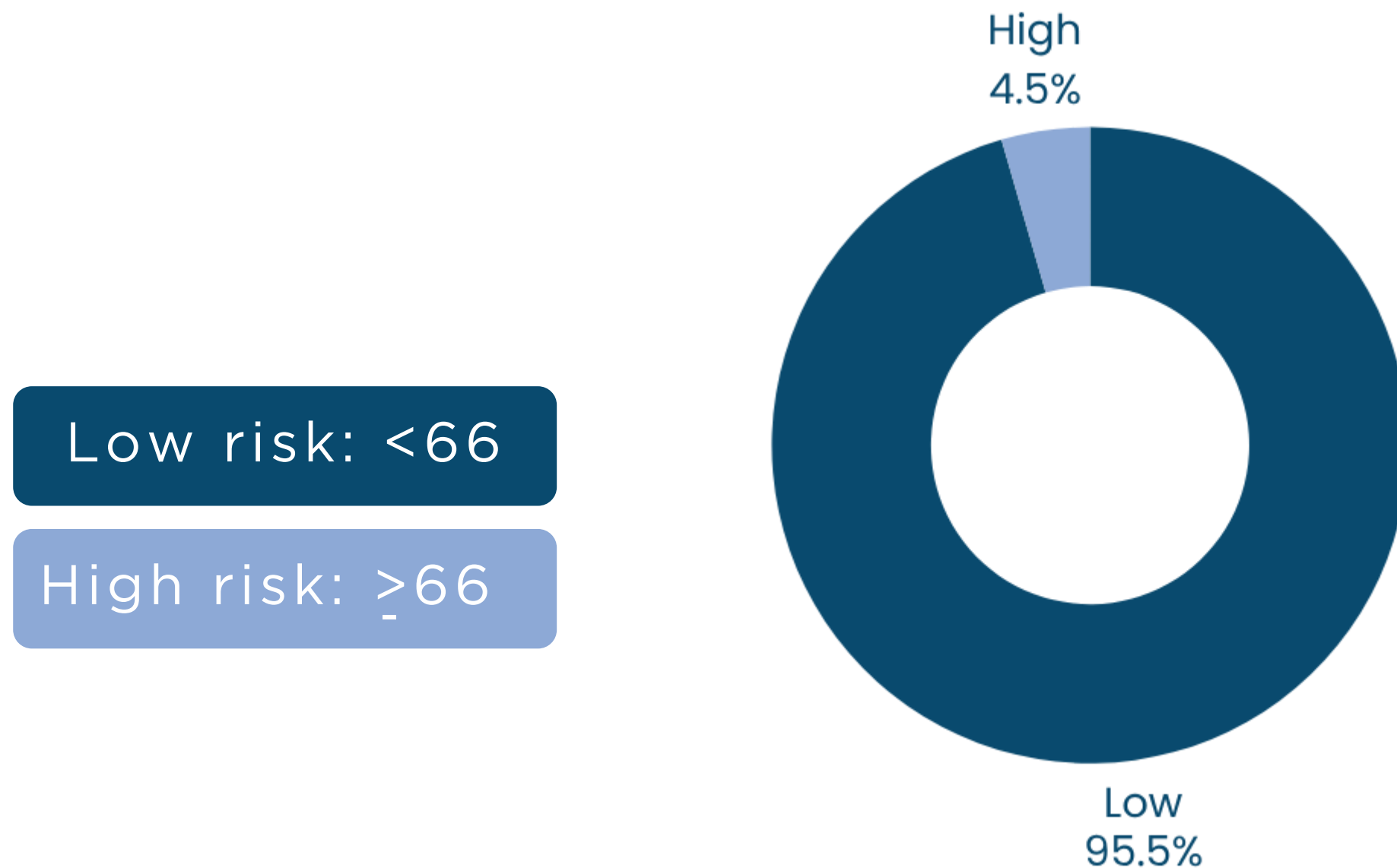
● 2024 ● 2023





Gamma-Glutamyltransferase (GGT)

Breakdown



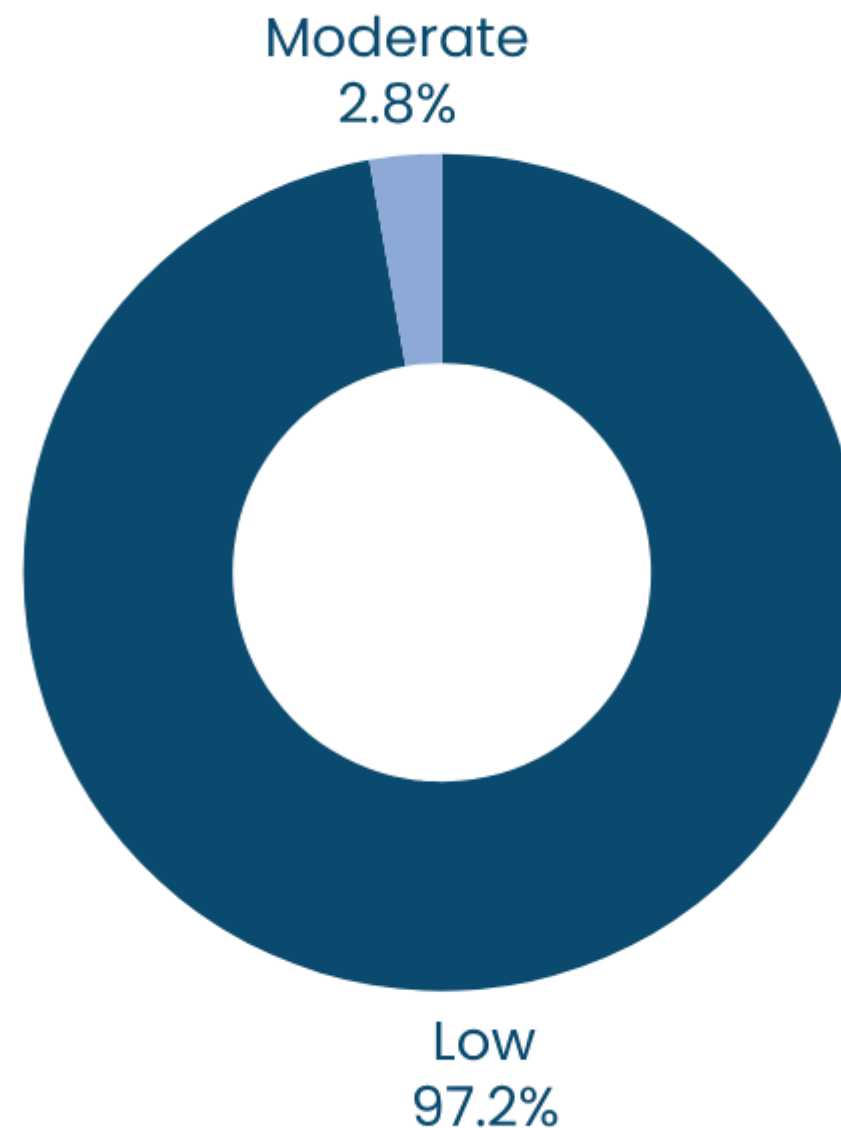
What is GGT?

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.



Prostate Specific Antigen (PSA)

Breakdown



Low risk: <66

High risk: ≥ 66

What is PSA?

A protein produced by the prostate gland. It is found in semen and small amounts are released into the bloodstream. Elevated PSA levels can indicate prostate conditions such as benign prostatic hyperplasia (BPH), prostatitis, or prostate cancer.



Thank you!

Questions?

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Lexi.Judkins@kapnick.com

