



2023 HRA Executive Review

The Spiratex Company
3.21.24



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WELLNESS PRESENTATIONS

- May – Stress Busters
- November – Managing Mental Health

CHALLENGES

- January – No Time like the Pleasant, 25 Participants
- April – Strive Corporate Challenge, 27 Participants
- June – Disconnect and Reconnect, 17 Participants
- August – Be Kind To Your Mind, 30 Participants
- December – 'Twas The Night Before Christmas, 16 Participants

2023 WELLNESS EVENTS



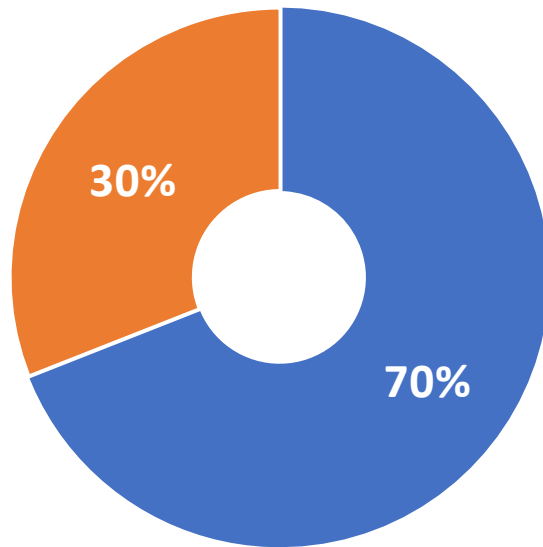
HRA PARTICIPATION



Year	Total Participation	% of Census
2023	58	45%
2022	63	47%
2021	45	36%
2020	56	42%
2019	82	58%

2023 DEMOGRAPHICS

GENDER

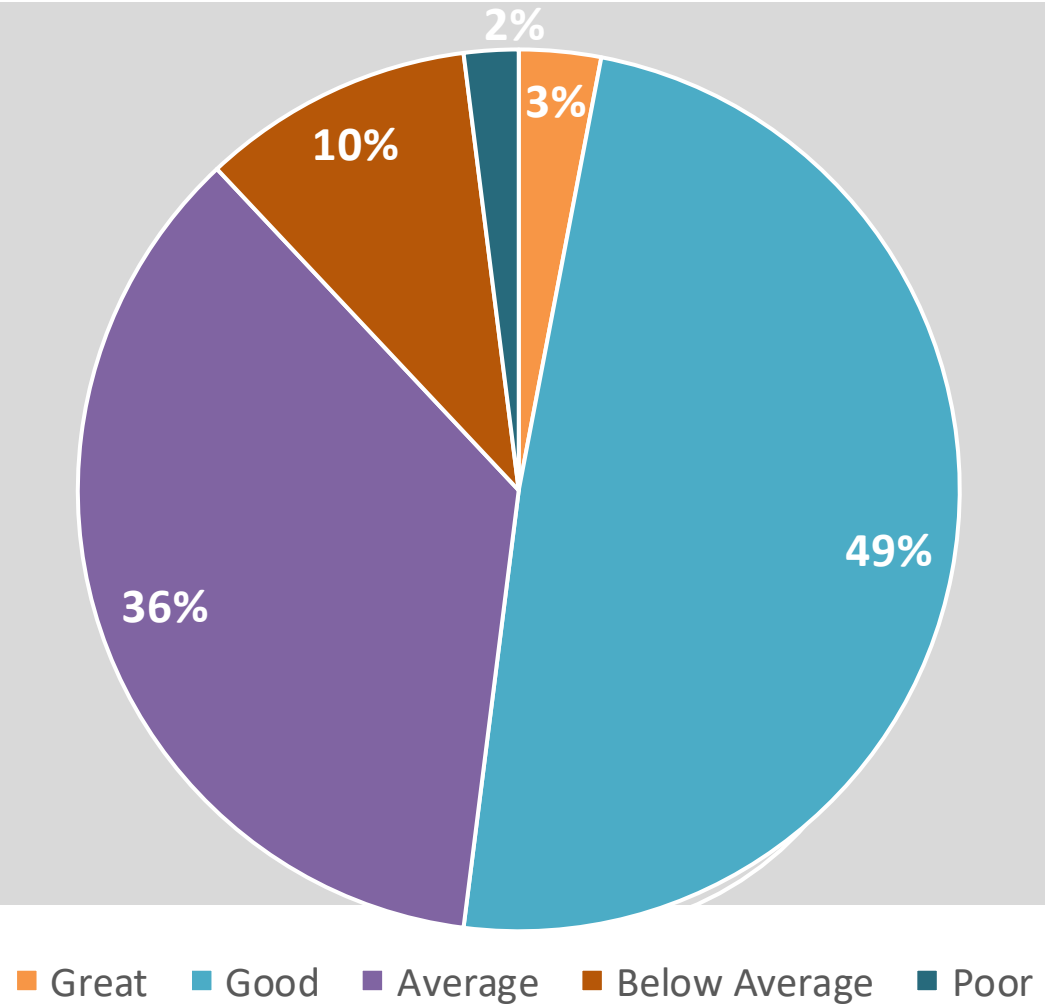


■ Male ■ Female

AVERAGE AGE - 40



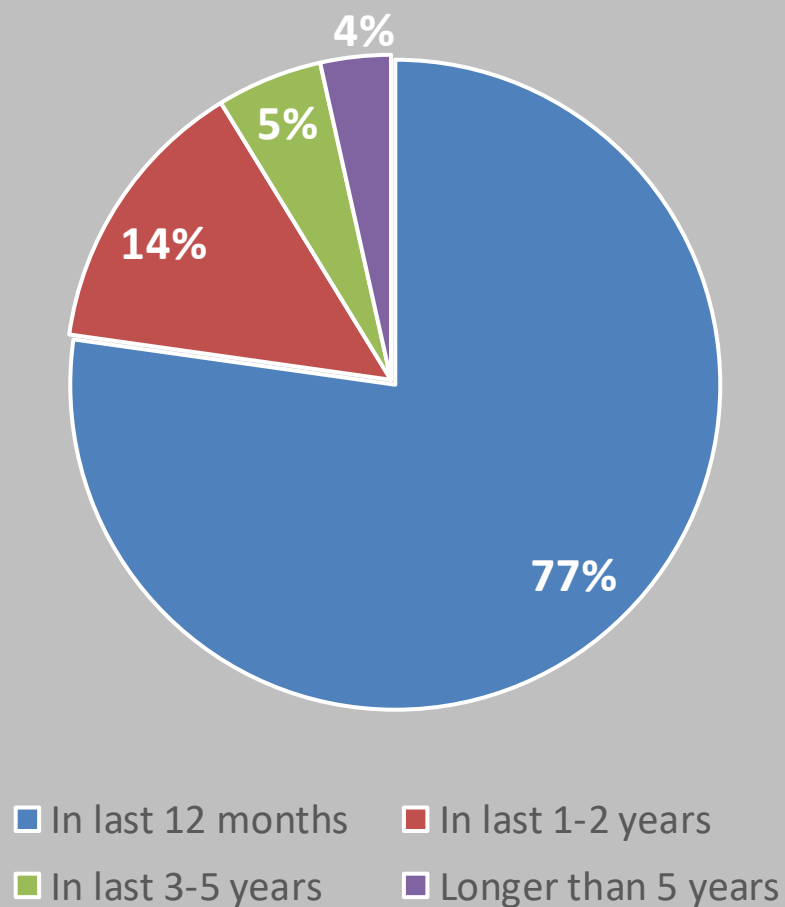
SELF-PERCEPTION OF HEALTH





ANNUAL PHYSICAL

SELF-REPORTED Well-Visit in 2023



Actual LENS Data Well-Visits

	2023	2022	2021
Employees	29%	24%	23%
Spouses	43%	38%	45%
Employees and Spouses	33%	28%	30%

TOP RISK FACTORS

BLOOD PRESSURE



WEIGHT MANAGEMENT



MENTAL HEALTH





RISK FACTOR BREAKDOWN

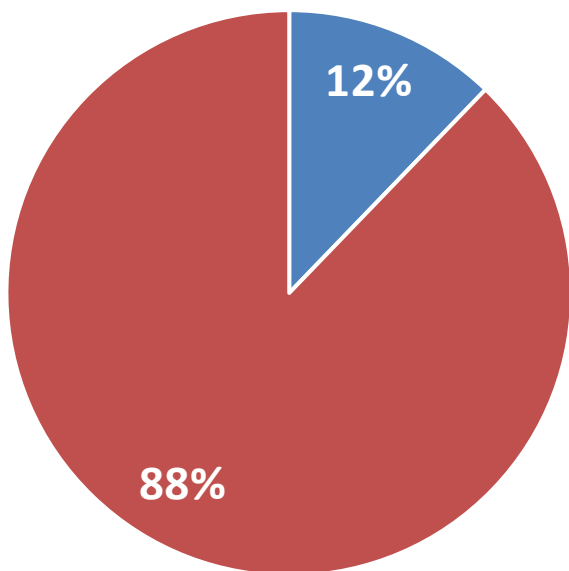


Kapnick
Strive



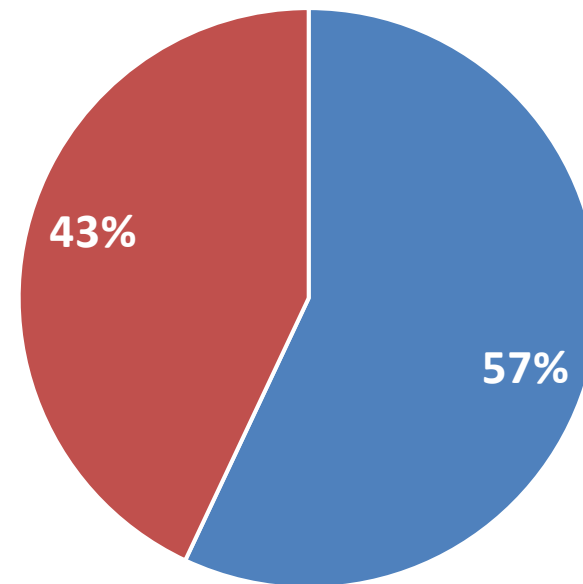
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



- Diagnosed with High Cholesterol
- Not Diagnosed with High Cholesterol

DIAGNOSED & TAKING MEDICATION
FOR CHO MANAGEMENT



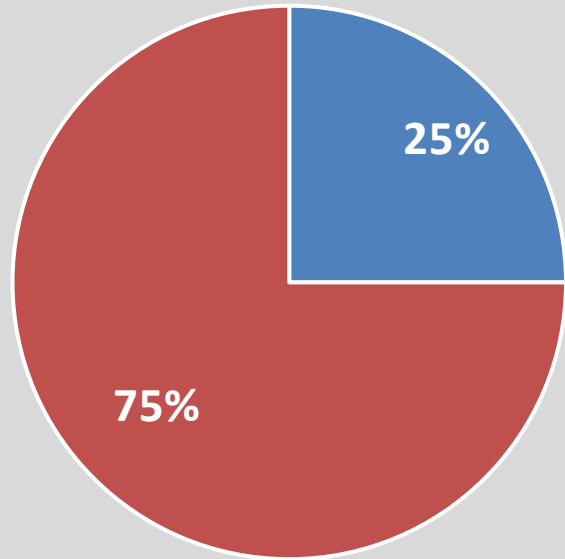
- Taking Cholesterol Medication
- Not taking medication for cholesterol

Self-Reported



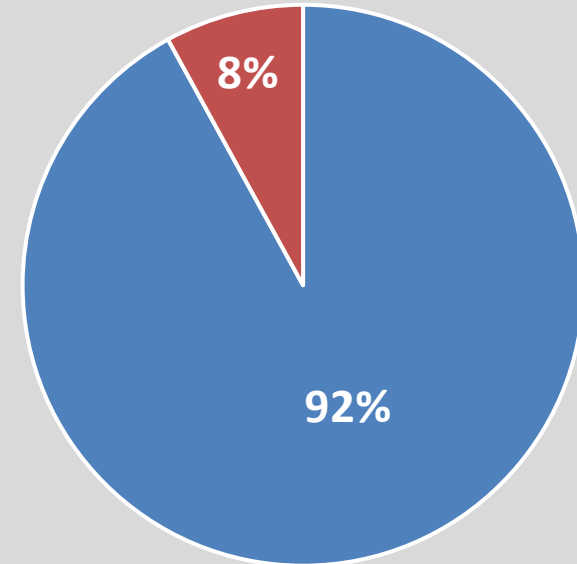
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



- Diagnosed with High Blood Pressure
- Normal Blood pressure

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT



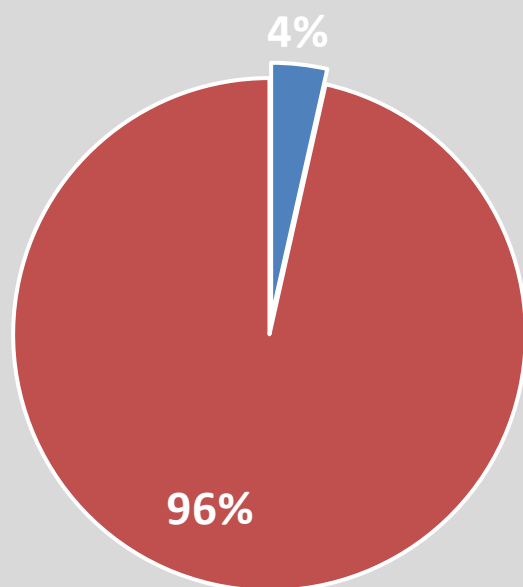
- Taking Medication for Blood Pressure
- No medication

Self-Reported



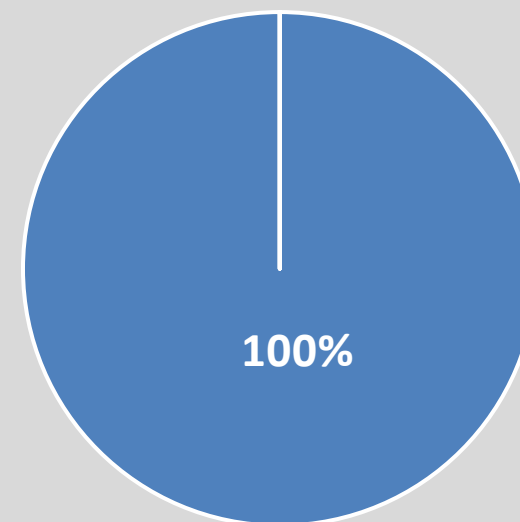
METABOLIC HEALTH: DIABETES

DIABETES



■ Diagnosed with Diabetes ■ No diabetes diagnosis

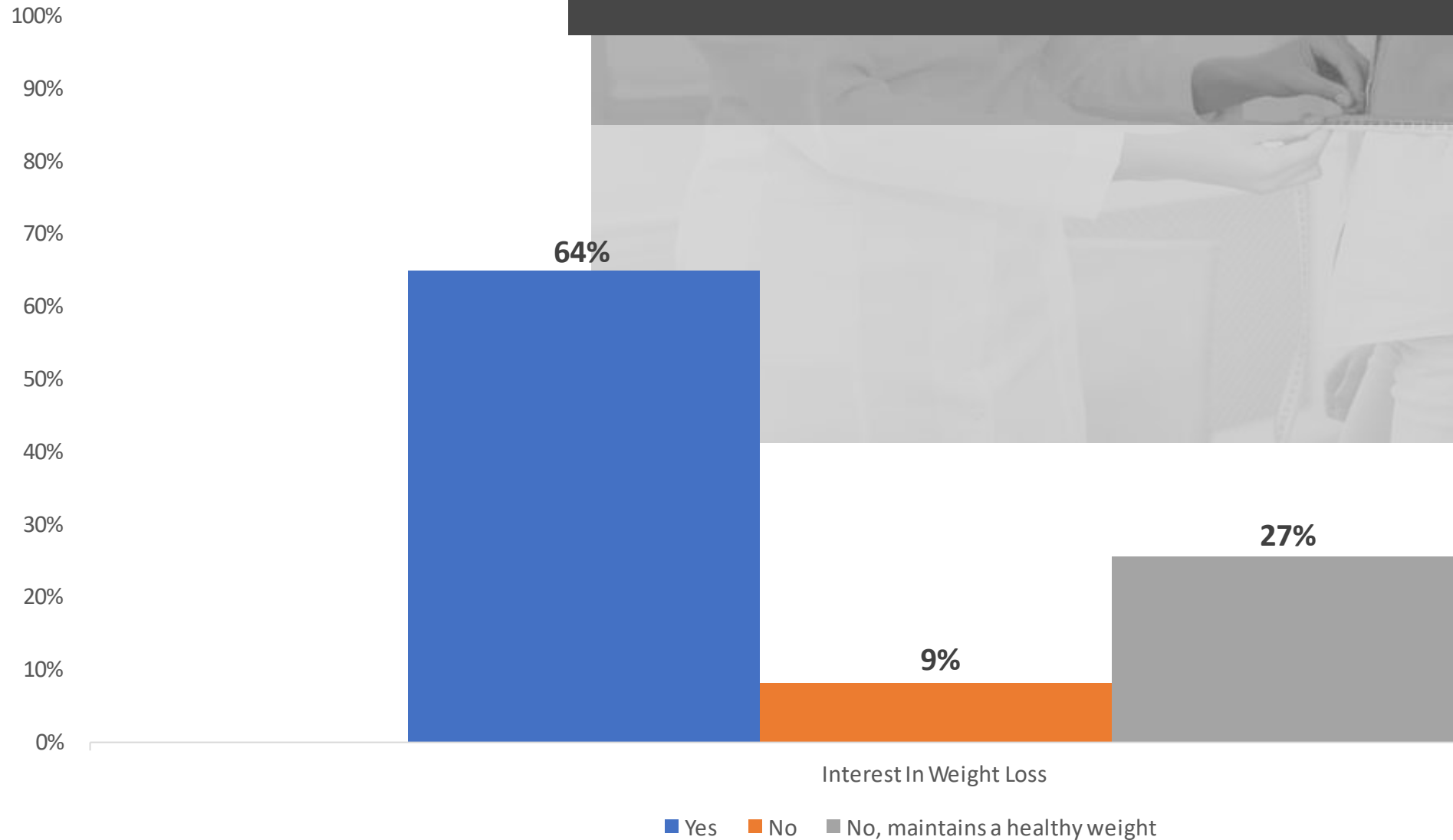
DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT



■ Diagnosed & Taking Medication
■ Diagnosed & Not Taking Medication

Self-Reported

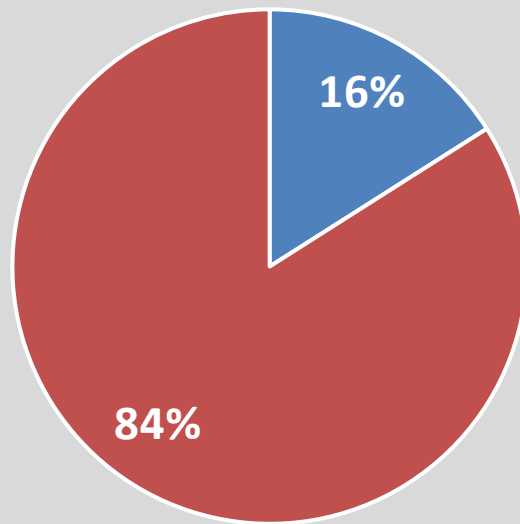
BODY COMPOSITION: Interested in Losing Weight





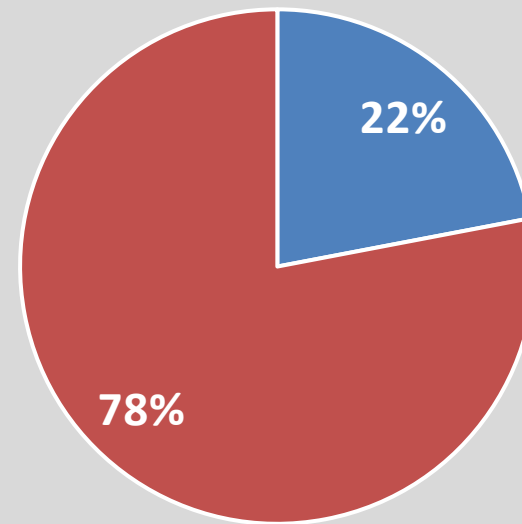
NICOTINE USE

USES NICOTINE



- Use Nicotine Products
- Do Not Use Nicotine Products

WANTS TO QUIT

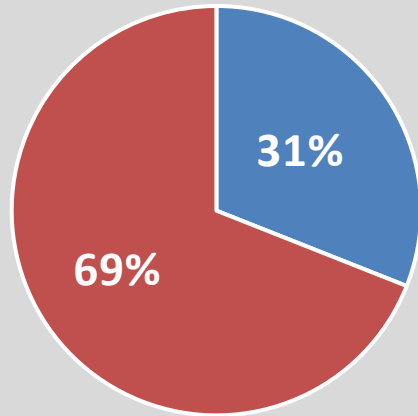


- Interested in Quitting
- Not Interested in Quitting



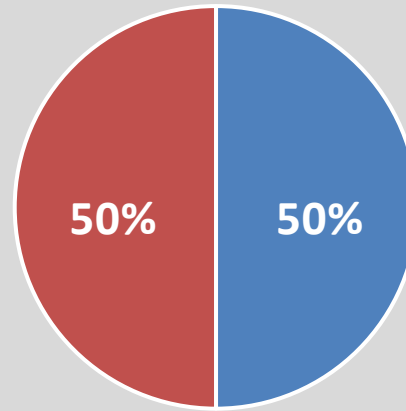
MENTAL HEALTH & WELL-BEING

**ANXIETY &
DEPRESSION**



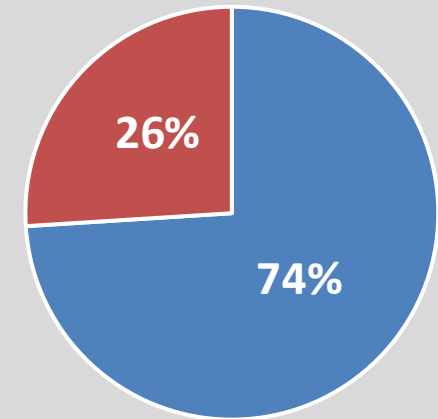
- Reported having Anxiety and/or Depression
- Experiencing Neither

**DIAGNOSED & TAKING MEDICATION FOR
ANXIETY/DEPRESSION**



- Taking Medication
- Not Taking Medication

**MAINTAINS A HEALTHY WORK-LIFE
BALANCE**



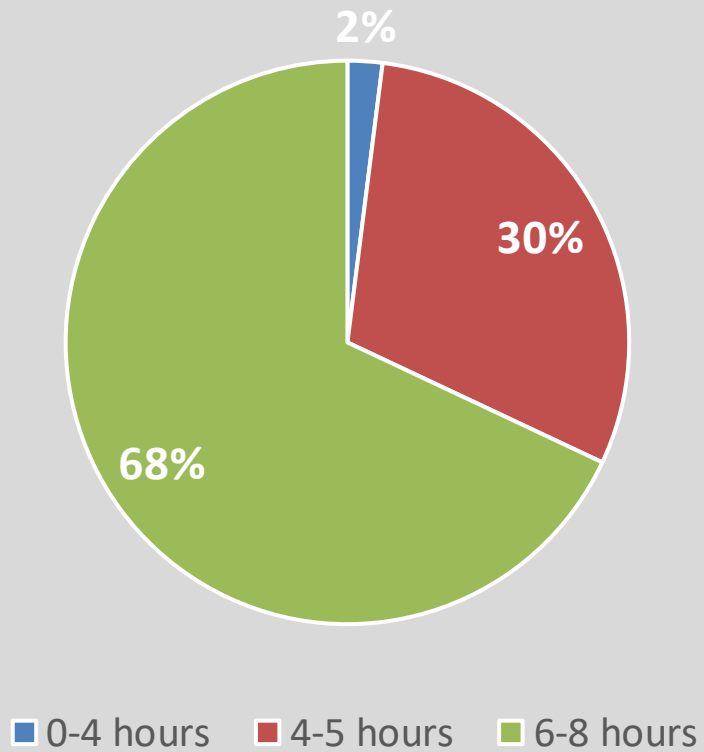
- Work Does NOT Interfere
- Work DOES Interfere

Self-Reported

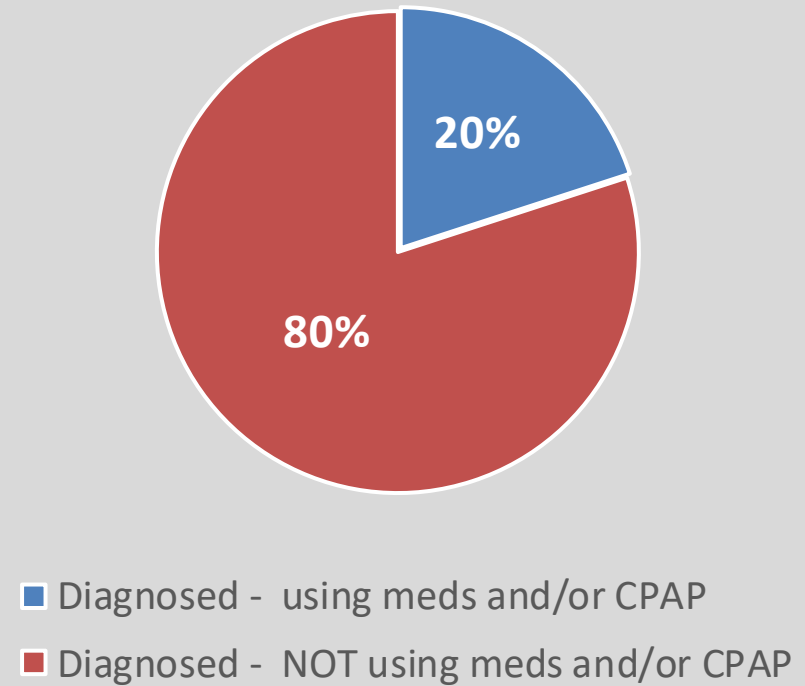


SLEEP HABITS

HOURS OF SLEEP PER NIGHT

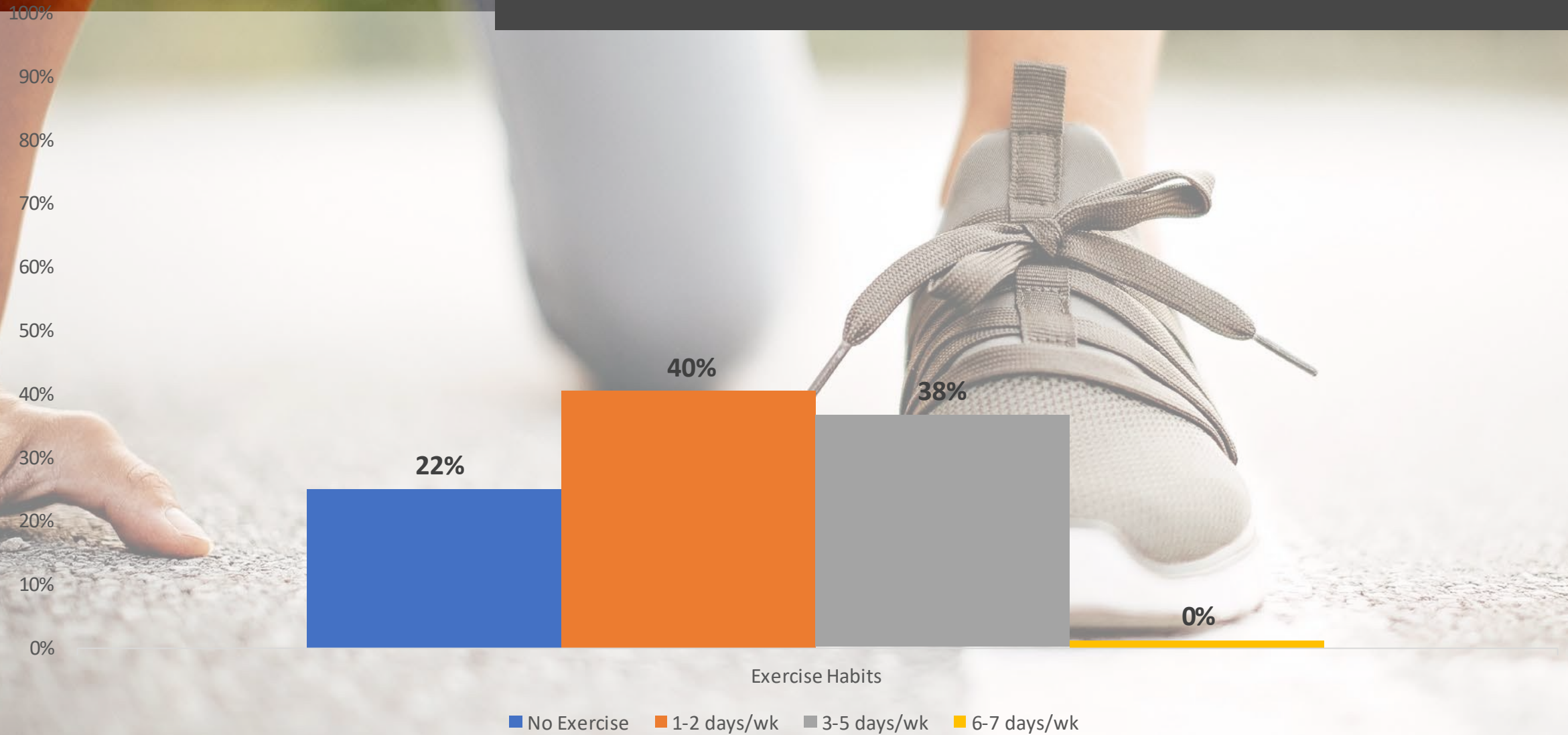


SLEEP APNEA



Self-Reported

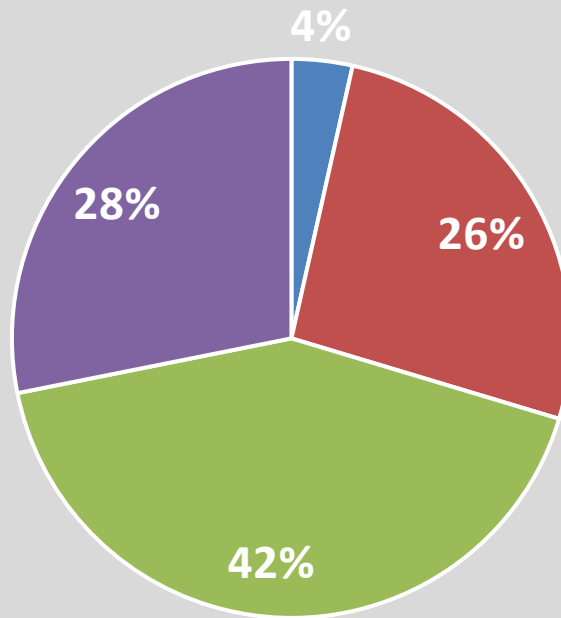
EXERCISE HABITS





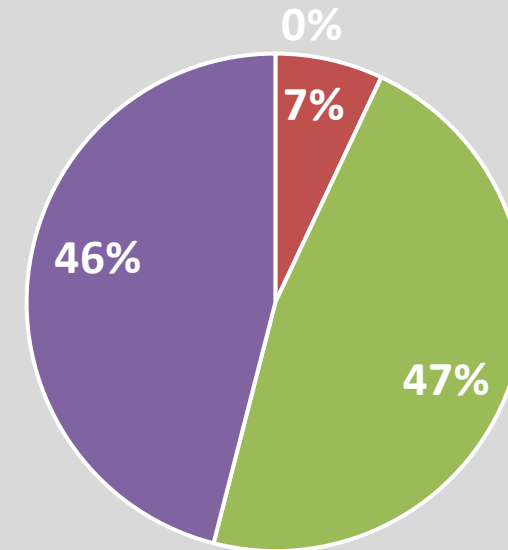
NUTRITION HABITS

3 BALANCED MEALS



■ 0=never ■ 1=rarely ■ 2=sometimes ■ 3=often

CHOOSES WATER OVER SUGARY BEVERAGES



■ Never ■ Rarely ■ Sometimes ■ Often

Self-Reported

STAND-OUT-STATS

Steps tracked on the portal

- **92,966,197** in 2023
- **88,873,298** in 2022

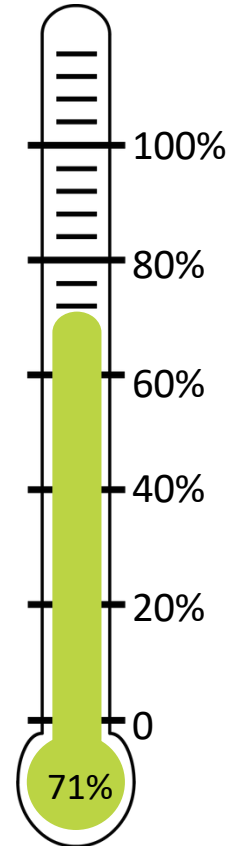
Year	Total Points Earned
2023	193,742
2022	137,153
2021	91,839
2020	84,043

Participants	Number of Points Tracked
20	1-999 points
12	1,000-1,999 points
11	2,000-4,000 points
15	4,000+ points



2023 PROGRAMMING GOALS

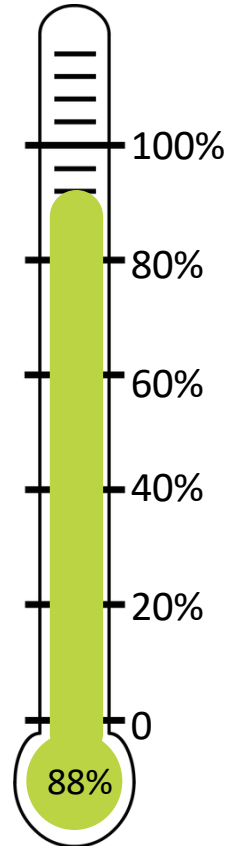
RESULT:
57 completed
HRA



**HRA
Participation**

2021 – 45
2022 – 63
2023 Goal - 80

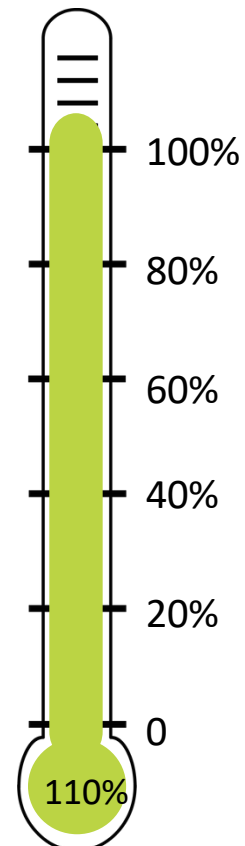
RESULT:
115 participated in
challenges



**Challenge
Participation**

2021 – 98
2022 – 116
2023 Goal - 130

RESULT:
77% completed
well-visit

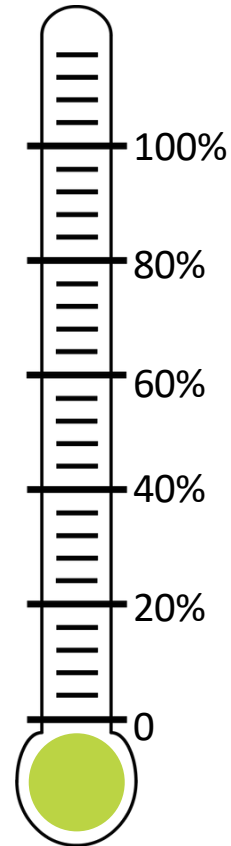


**Well Visit
Utilization**

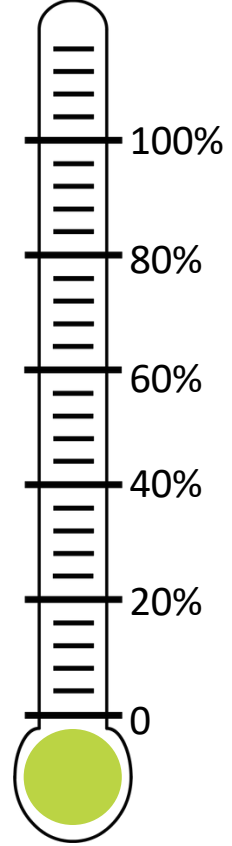
2021 - 69% reported well-visit in <1 year
2022 - 62% reported well-visit in <1 year
2023 goal – 70 % well visit in <1 year



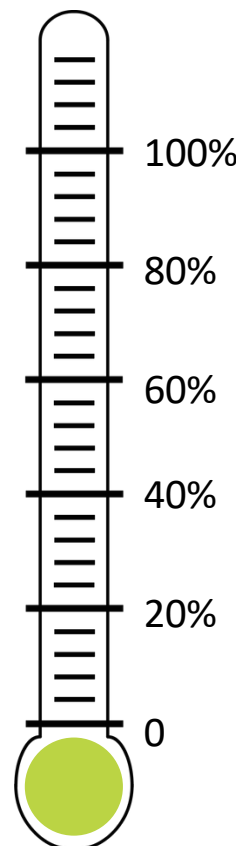
2024 PROGRAMMING GOALS



HRA Participation
Goal – 50% of Census



Points Tracked
Goal – 16% increase (225,000)



Well Visit Utilization
Goal – 35% of employees on medical plan complete well-visit

2024 GOALS AND STRATEGIES

Goals	Strategies	Overall Strategy
HRA Completion <ul style="list-style-type: none"> • 50% of HRA completion (of total census) 	<ul style="list-style-type: none"> • Incentive for HRA Completion by July 1st 	<ul style="list-style-type: none"> • New Hire Campaign <ul style="list-style-type: none"> • Monthly updates for new hires • ‘Meet Your New Colleague’ Spotlight • Quarterly manager meetings • Text utilization – quarterly • Tango integration for Rewards Points Program • Transition to Silver+ or Gold Strive Programming for 2025
Total Points <ul style="list-style-type: none"> • 16% increase of total points 	<ul style="list-style-type: none"> • Home Mailer of Reward Points Program • On-Site Representation for Presentations and Challenges • ‘Refer a Colleague’ and ‘Employee Spotlight’ Campaign • Include Points Goal within Monthly Communications 	
Well-Visit Utilization <ul style="list-style-type: none"> • 35% of employees on medical plan complete well-visit 	<ul style="list-style-type: none"> • Target Top Health Risks: Blood Pressure, Weight Management, Mental Health <ul style="list-style-type: none"> • Monthly Campaigns within Monthly Communications • Increase awareness of resources available (Weight Management Guide, Health Hub, Hartford EAP, Blue 365, etc) 	



2024 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">• May – Find Your Motivation• November – Navigating FAD Diets	<ul style="list-style-type: none">• January – Nutrition 101• March – Save Up• May – Strive Corporate Challenge• August – Amazing America• October – Cancer Awareness	<ul style="list-style-type: none">• Reward Point Program: Monthly, Quarterly, and Annual Giveaways• Monthly Client Communication• Quarterly Pulse Check• Meditation Moments• Monthly Strive Webinars• Monthly Wellness Newsletters & Observance campaigns

Program Considerations

Current Silver

- Complete Health Risk Assessment
- Complete Annual Wellness Visit without biometrics captured

Option 2 Silver+

- Complete Health Risk Assessment
- Complete Annual Wellness Visit with biometrics captured (Silver+)

Option 3 Gold

- Complete Health Risk Assessment
- Onsite Biometric Screenings



Thank you!



Questions?