



2023 HRA Executive Review

GKUPI
4.23.2024



TABLE OF CONTENTS

Section I. Summary 2

2023 Wellness Events 3

Section II. Participation

HRA Participation 4

Demographics 5

Section III. Health Perception Analysis

Annual Physical 6

Wellness Incentive 7

Self Perception 8

Top Risk Factors 9

Section IV. Risk Factor Breakdown

High Cholesterol 11

High Blood Pressure 12

Diabetes 13

Body Composition/Weight Mgt. 14

Nicotine Usage 15

Mental Health & Well-Being 16

Sleep Habits 17

Exercise Habits 18

Nutrition Habits 19

Section V. Additional Program Items

Stand-out Stats 20

2023 Goals and Outcomes 21

2024 Programming Goals 22

2024 Programming Strategies 23

2024 Wellness Plan 24

Program Considerations 25

2023 WELLNESS EVENTS

WELLNESS PRESENTATIONS

- May- Stress Busters, 25 live attendees
- December- Jog Your Memory, 5 live attendees

CHALLENGES

- February - Positive Outlook, 1 participant
- April - Strive Corporate Challenge, 19 Participants
- July - Disconnect and Reconnect, 5 Participants
- November - Going For Growth, 13 Participants

12 Monthly Webinars

12 Monthly Newsletters

Quarterly Meditation Sessions



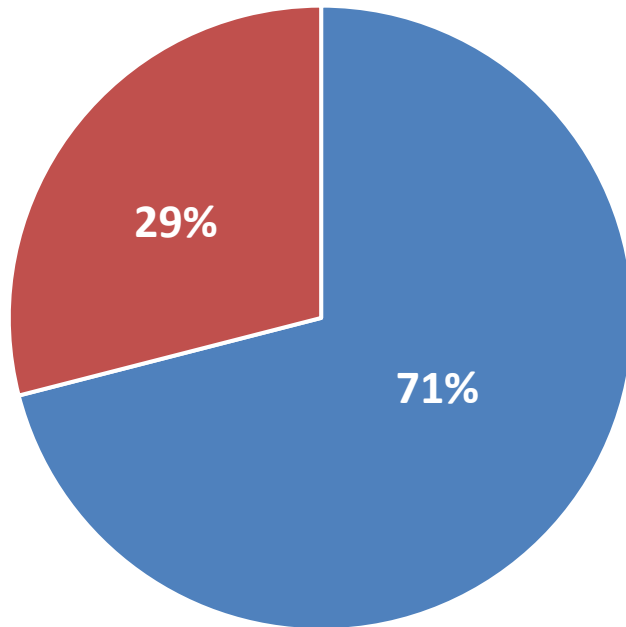
HRA PARTICIPATION



Year	Total Participation	% of Census
2023	169	41%
2022	118	36%
2021	33	15%
2020	22	12%
2019	52	30%

2023 HRA PARTICIPANTS DEMOGRAPHICS

GENDER



■ Male ■ Female

AVERAGE AGE - 46

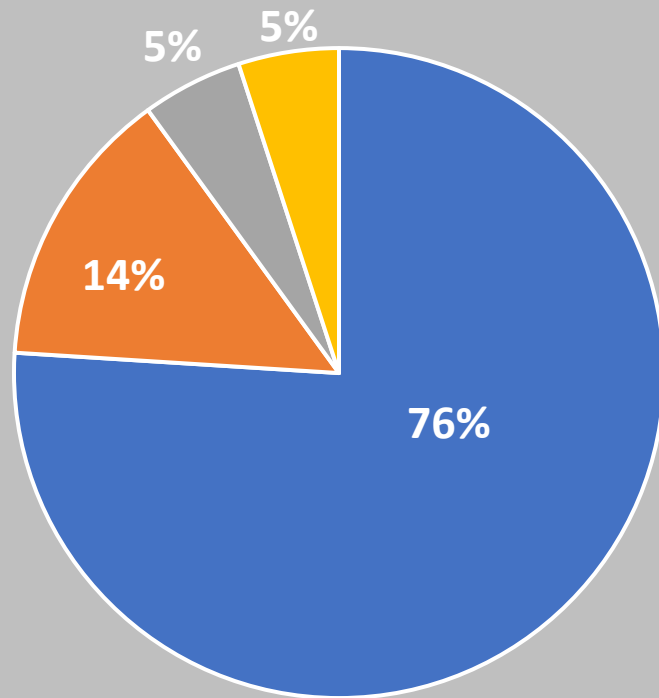


ANNUAL PHYSICAL



Self-reported Well-Visits in 2023

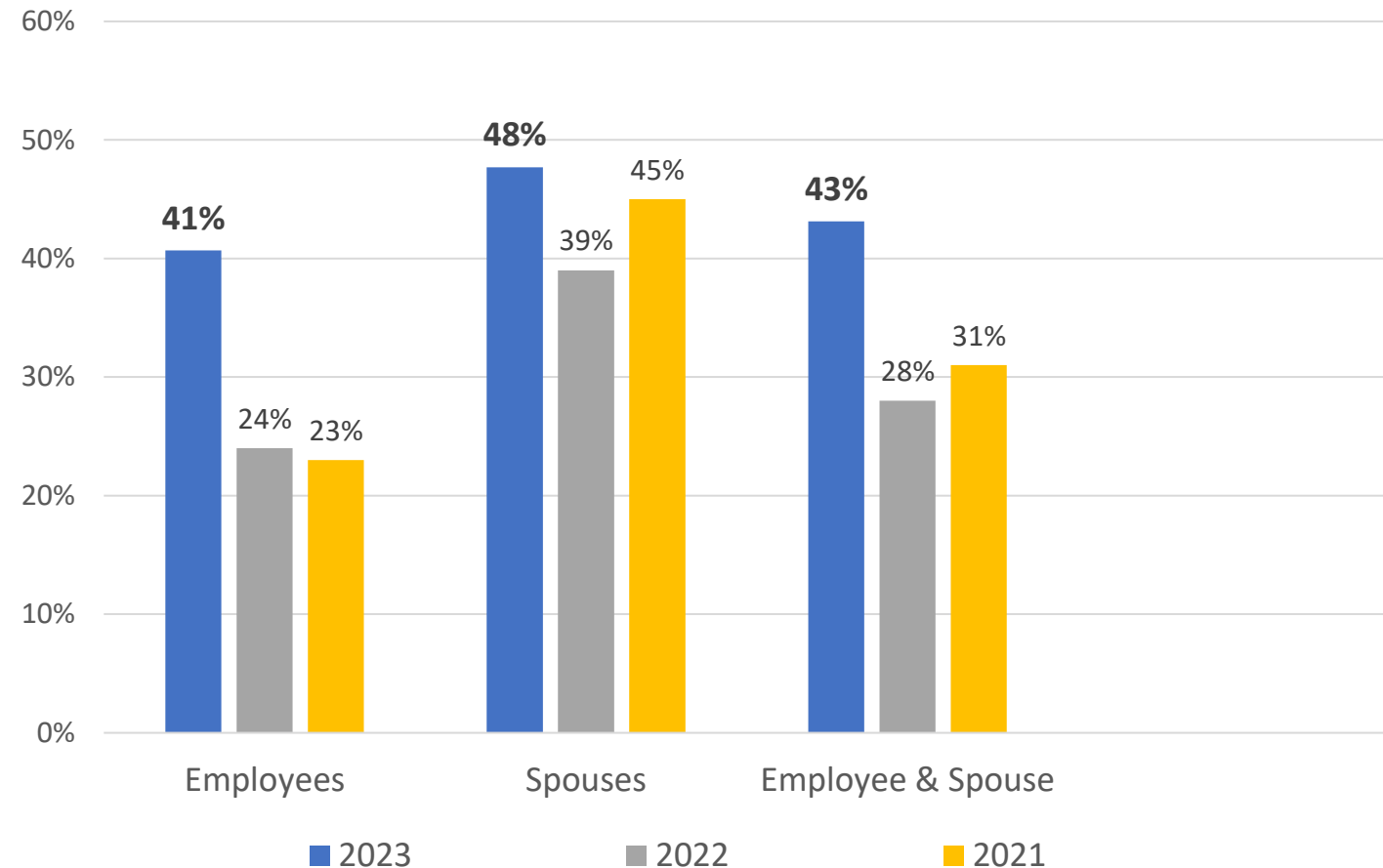
(from 169 HRA responses)



■ In last 12 months ■ In last 1-2 years
■ In last 3-5 years ■ Longer than 5 years

Well-Visits Captured via Kapnick Lens

(those on Medical Plan)



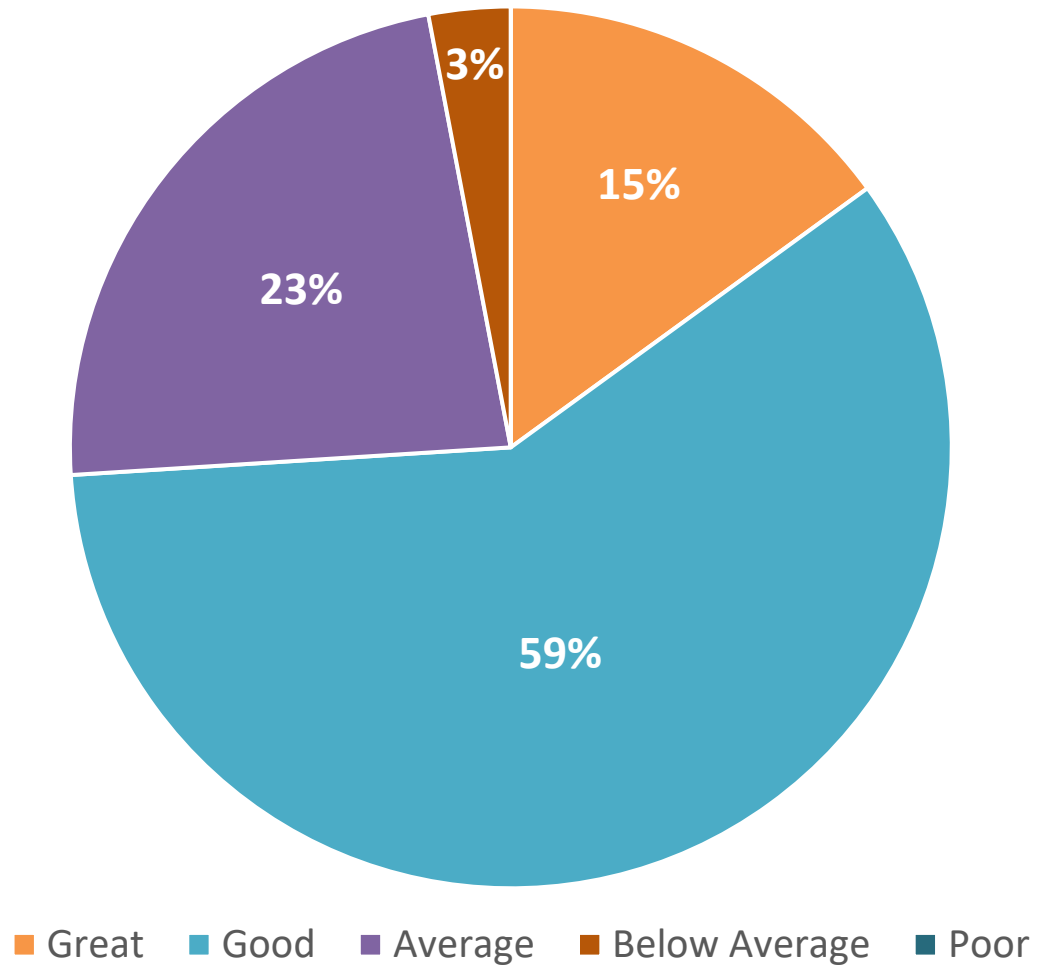


WELLNESS INCENTIVE

2023 Wellness Incentive Design: Full-time, covered employees & spouses can earn a \$250 payroll contribution for completing and submitting their well-visit to the portal.

Earned Wellness Incentive	
2023	111 (30% of those on medical plan)
2022	79 (24% of those on medical plan)

SELF-PERCEPTION OF HEALTH





RISK FACTOR BREAKDOWN



Kapnick
Strive

TOP RISK FACTORS

BODY COMPOSITION



BLOOD PRESSURE



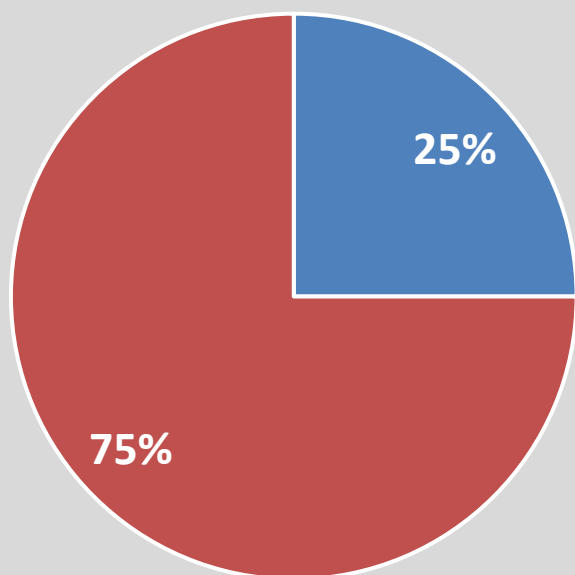
EMOTIONAL AND MENTAL HEALTH





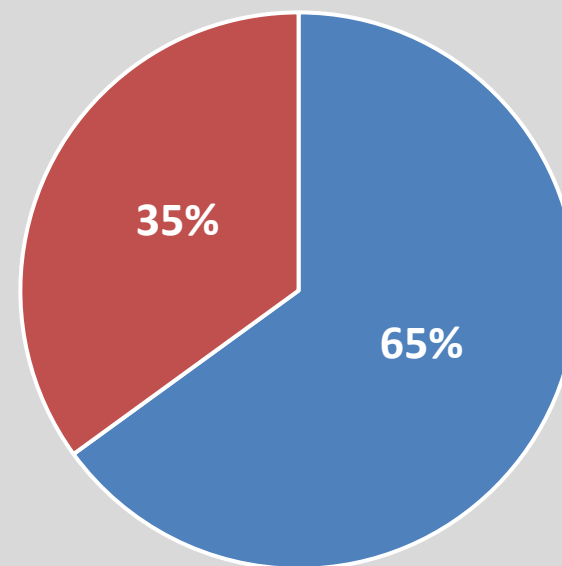
HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



- Diagnosed with High Cholesterol
- Not Diagnosed with High Cholesterol

DIAGNOSED & TAKING MEDICATION
FOR CHO MANAGEMNT



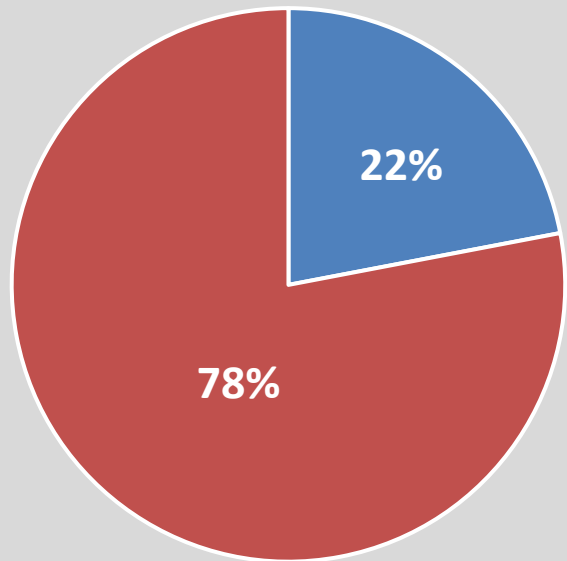
- Taking Cholesterol Medication
- Not taking medication for cholesterol

Self-Reported



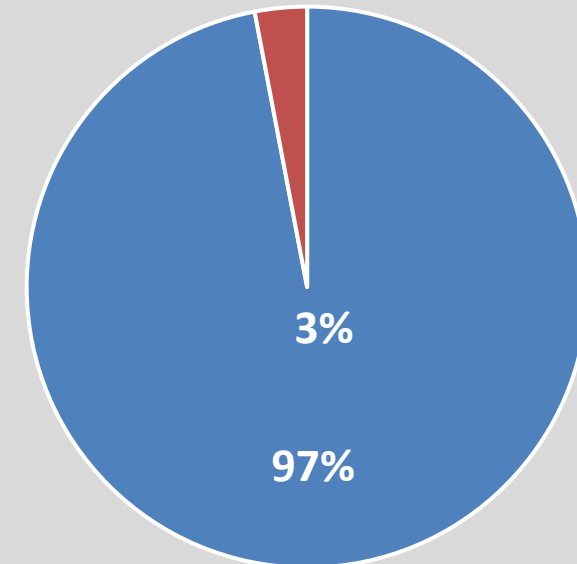
HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



- Diagnosed with High Blood Pressure
- Normal Blood pressure

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT



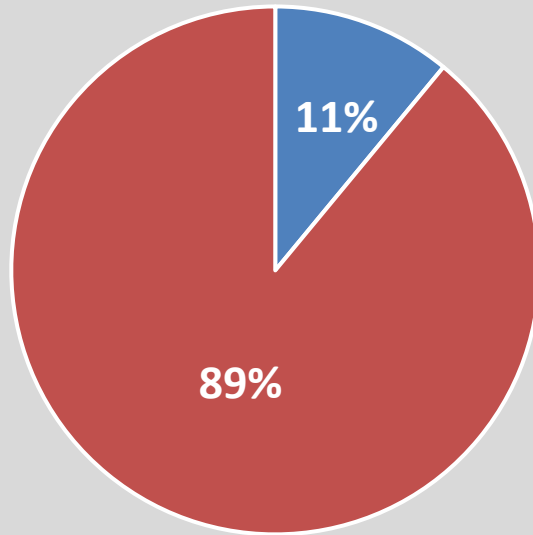
- Taking Medication for Blood Pressure
- No medication

Self-Reported



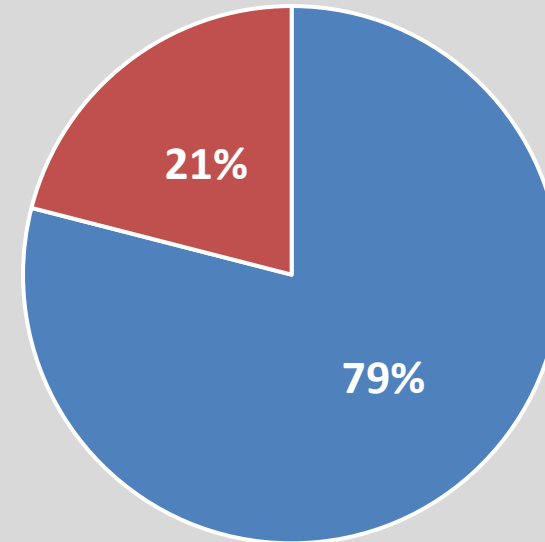
METABOLIC HEALTH: DIABETES

DIABETES



■ Diagnosed with diabetes ■ No diabetes diagnosis

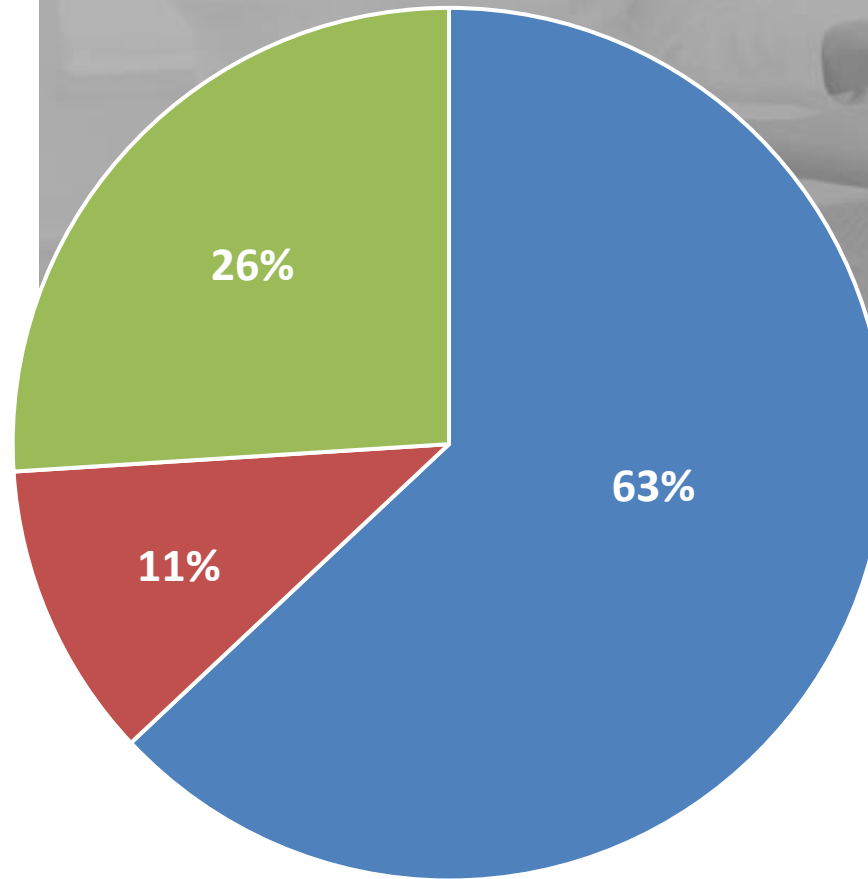
DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT



■ Taking diabetes medication
■ Not taking diabetes medication

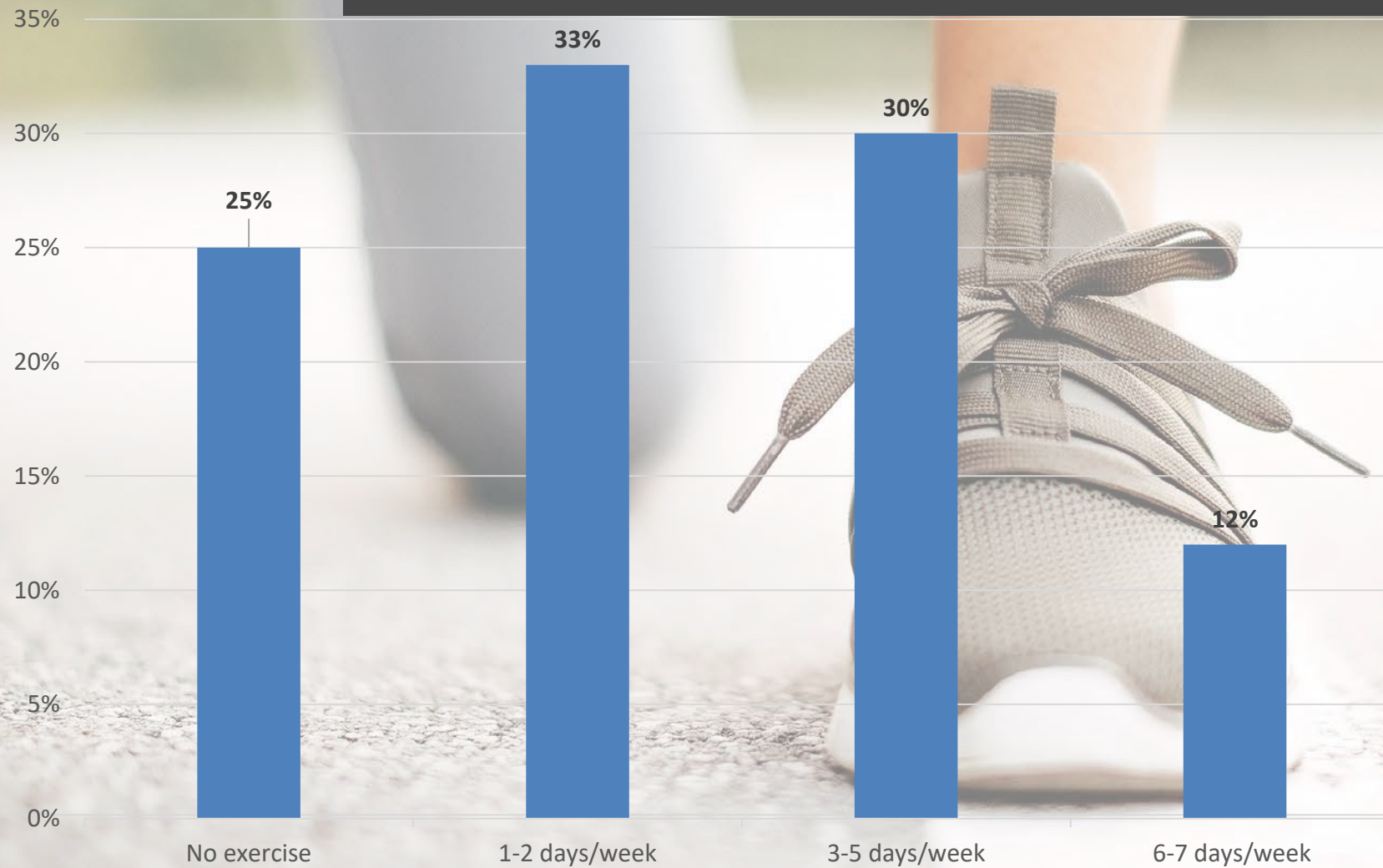


BODY COMPOSITION: Interested in Losing Weight



■ Yes, Interested in losing weight ■ No ■ Maintain a Healthy Weight

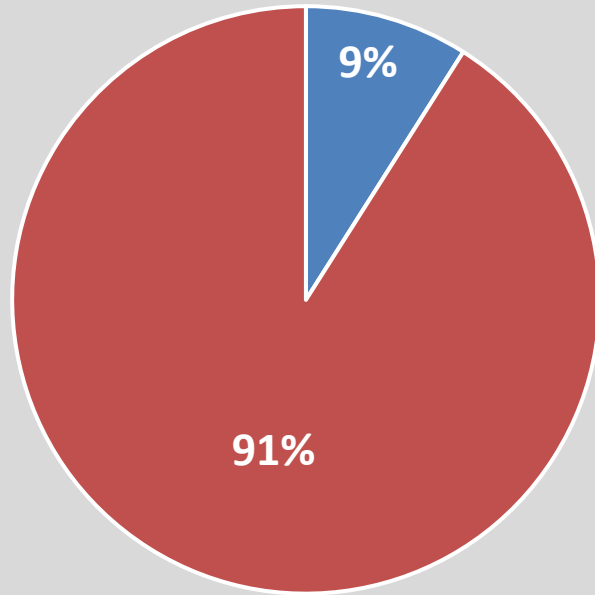
EXERCISE HABITS





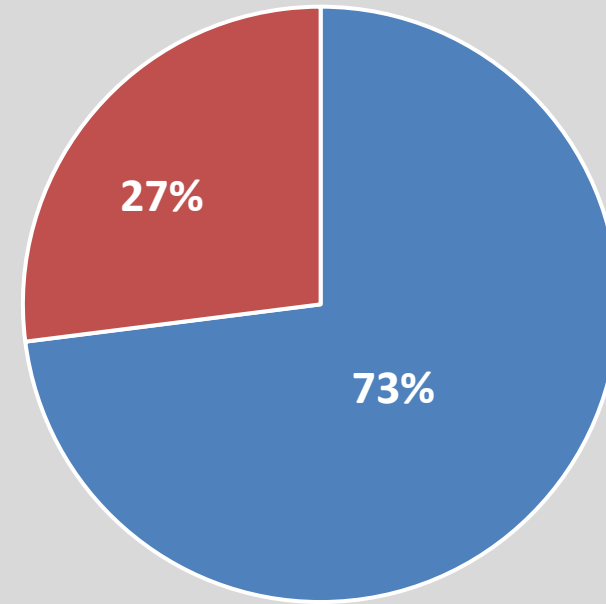
NICOTINE USE

USES NICOTINE



■ Using Tobacco ■ Tobacco Free

INTERESTED IN QUITTING

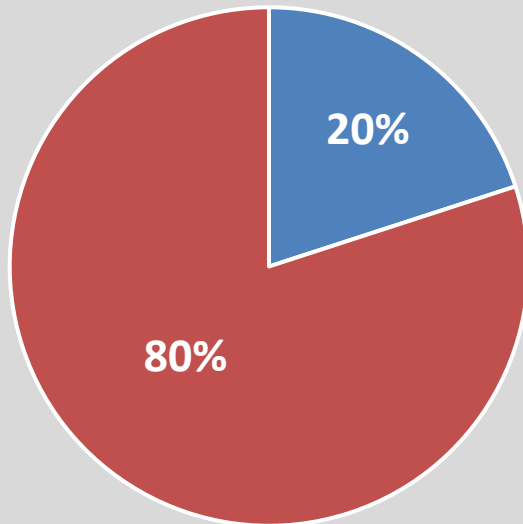


■ Want to quit ■ Not thinking about quitting



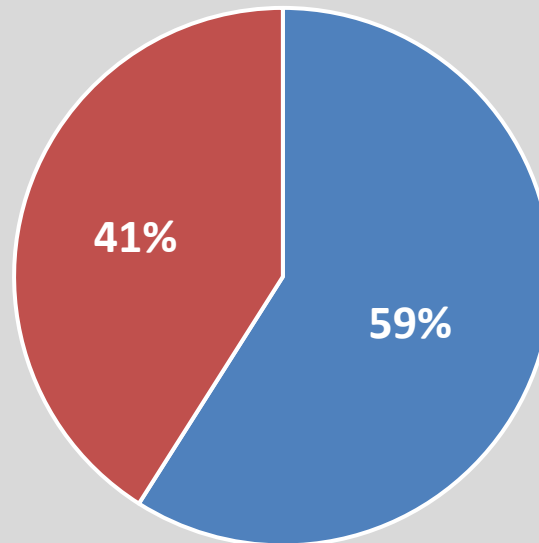
EMOTIONAL AND MENTAL HEALTH

**ANXIETY &
DEPRESSION**



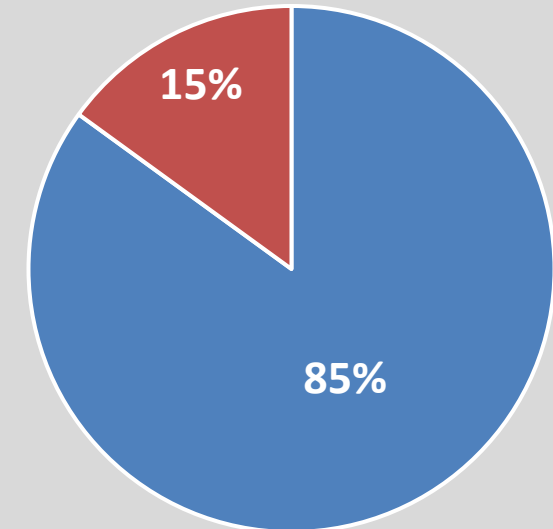
- Have anxiety/depression
- Do not have anxiety or depression

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



- Taking medication
- Not taking medication

**MAINTAINS A HEALTHY WORK-LIFE
BALANCE**



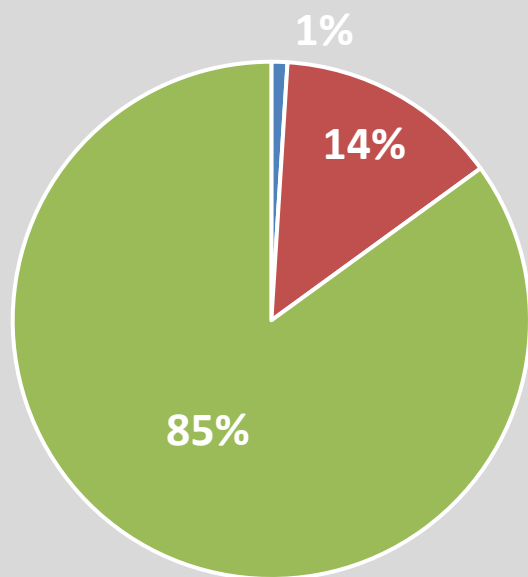
- Work does not interfere with my personal life
- Work DOES interfere with my personal life

Self-Reported



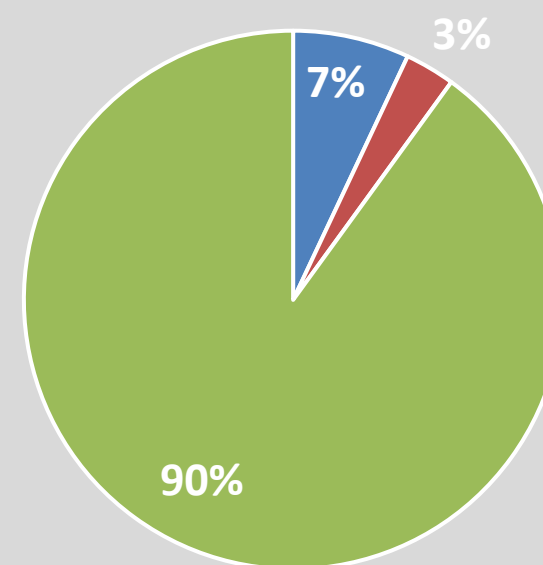
SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ Less than 4 hours ■ 4-5 hours ■ 6-8 hours

SLEEP APNEA

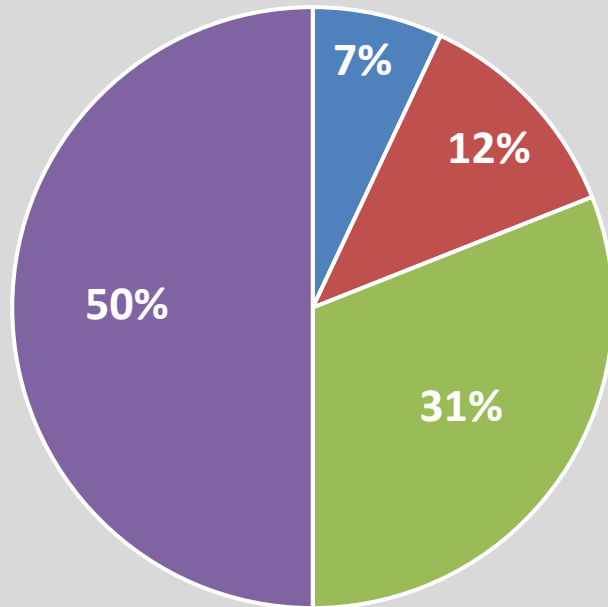


■ Diagnosed and on medication or using cpap
■ Diagnosed but not using medication or cpap
■ No sleep apnea



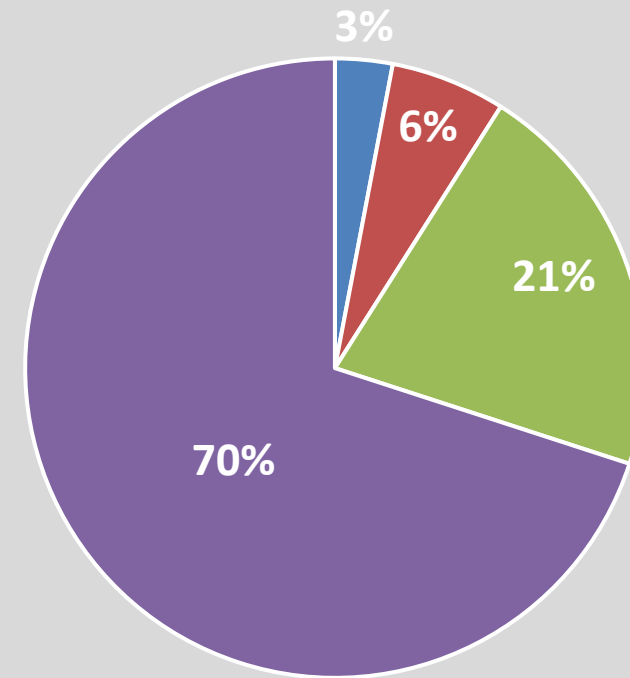
NUTRITION HABITS

3 BALANCED MEALS



■ Never ■ Rarely ■ Sometimes ■ Often

CHOOSES WATER OVER SUGARY BEVERAGES



■ Never ■ Rarely ■ Sometimes ■ Often

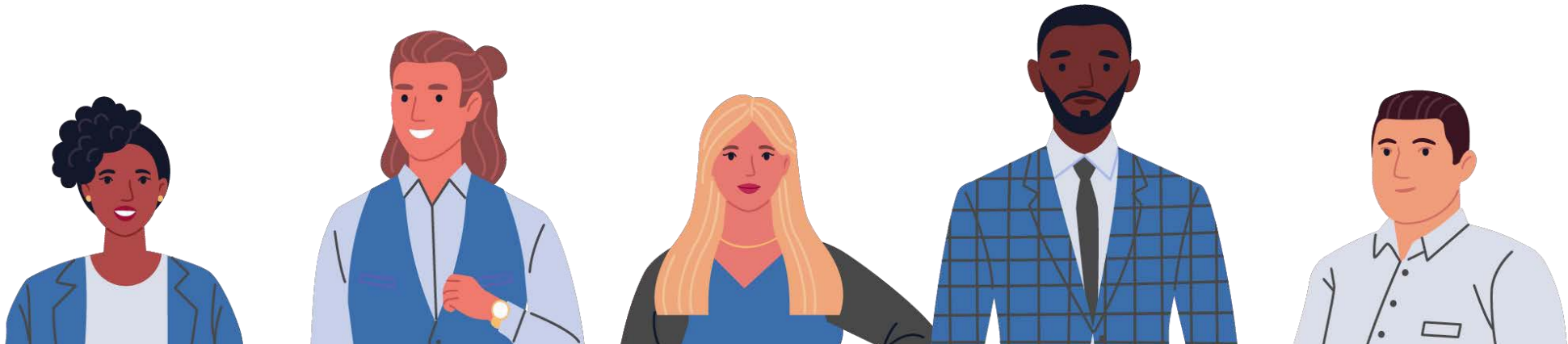
Self-Reported

STAND-OUT-STATS

Year	Points Tracked
2023	204,425
2022	119,269
2021	23,979
2020	16,035

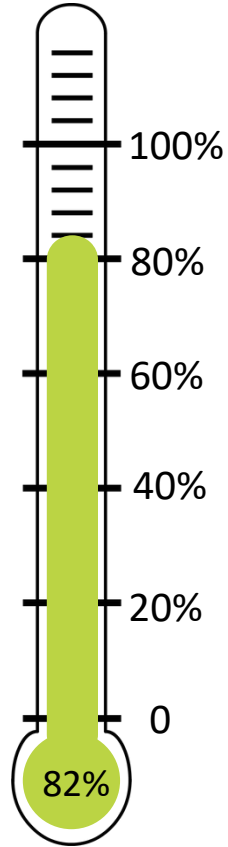
Points Earned	Number of Participants
500 – 999	62
1,000 – 1,999	99
2,000 – 2,999	6
3,000 – 4,000	2

* Average of 965 points per active user



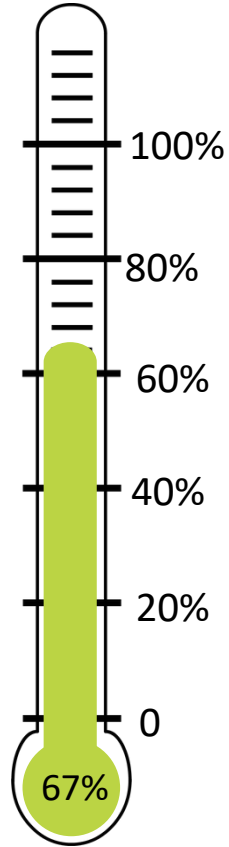
2023 PROGRAMMING GOALS

RESULT:
169 completed
HRA



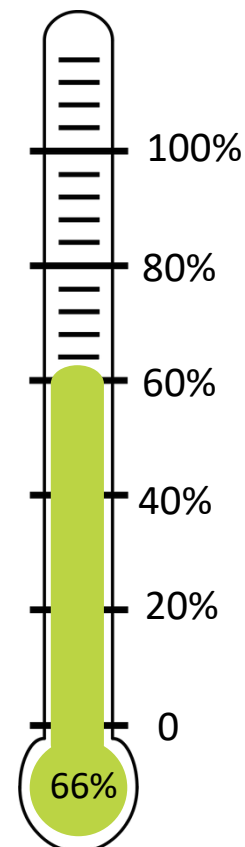
**HRA
Participation**
2023 Goal – 50% of
census

RESULT:
Average of 10 participants
per challenge



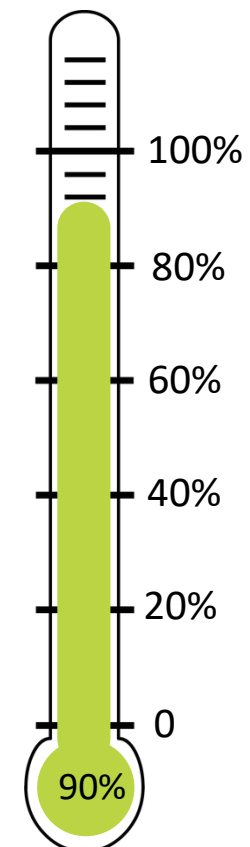
**Challenge
Participation**
2023 Goal – 15/challenge

RESULT:
55 attended a wellness
presentation



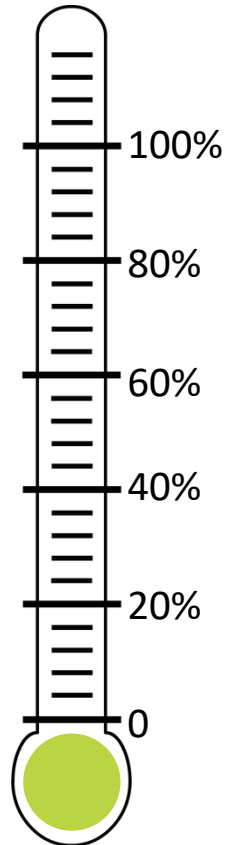
Presentation Attendance
2023 goal – 83 attendees

RESULT:
27% earned well visit
incentive

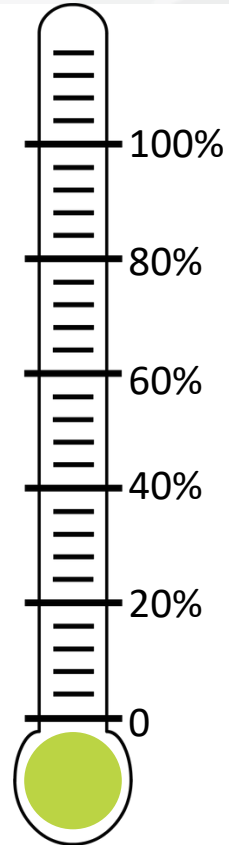


Well Visit Incentive
2023 goal – 30% of census

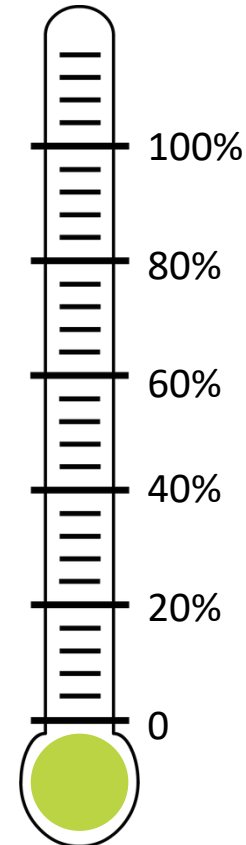
2024 PROGRAMMING GOALS



**HRA
Participation**
Goal – 50% of Census



**Points
Tracked**
Goal – 10% increase
1,100 points per
active user



**Well Visit
Incentive**
Goal – 40% of employees
on medical plan receive
well visit incentive

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 • Integrate Strive into new hire orientation /new hire email 	<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 • Update rewards points program to match increase census • Increase awareness and utilization of resources (Blue 365, Health Hub, Les Mills, Weight Management guide, etc.) • Implementing Core Internal Practices • Transition to Silver+ or Gold Strive Programming for 2025
Total Points <ul style="list-style-type: none"> • 10% increase in average points per active user 	<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 Incentive <ul style="list-style-type: none"> • 40% of employees/eligible spouses receive the well visit incentive 	<ul style="list-style-type: none"> • Monthly Campaigns within Monthly Communications • Provide thorough instructions on how to upload well visit form – also include in new hire orientation 	

Rewards Points Program

Reward Points Program	Type	Breakdown
Current Reward Points Program	Quarterly & Annual Winners w/ Tango-integration	Quarterly: 3 winners at \$50 gift card Annual: 1 winner at \$250 gift card
Option 2	Threshold instead of raffle (1,000 points quarterly = \$25 gift card)	25% = \$3,975 /quarter 50% = \$7,950 /quarter <i>(based off recent 2024 census)</i>

Note: These are only examples and can be modified to any budget



2024 WELLNESS PLAN

Wellness Presentations	Challenges	Miscellaneous
<ul style="list-style-type: none">• May – Navigating FAD Diets• November – Managing Mental Health	<ul style="list-style-type: none">• February – Snooze or Lose• May – Strive Corporate Challenge• July – No Time like the Pleasant• October – Nutrition 101• December – Strive to Hydrate	<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

Option 1 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?