



# EXECUTIVE REVIEW

## & 2023 STRATEGIC PLANNING

06/07/2023



WALBRIDGE.DIG

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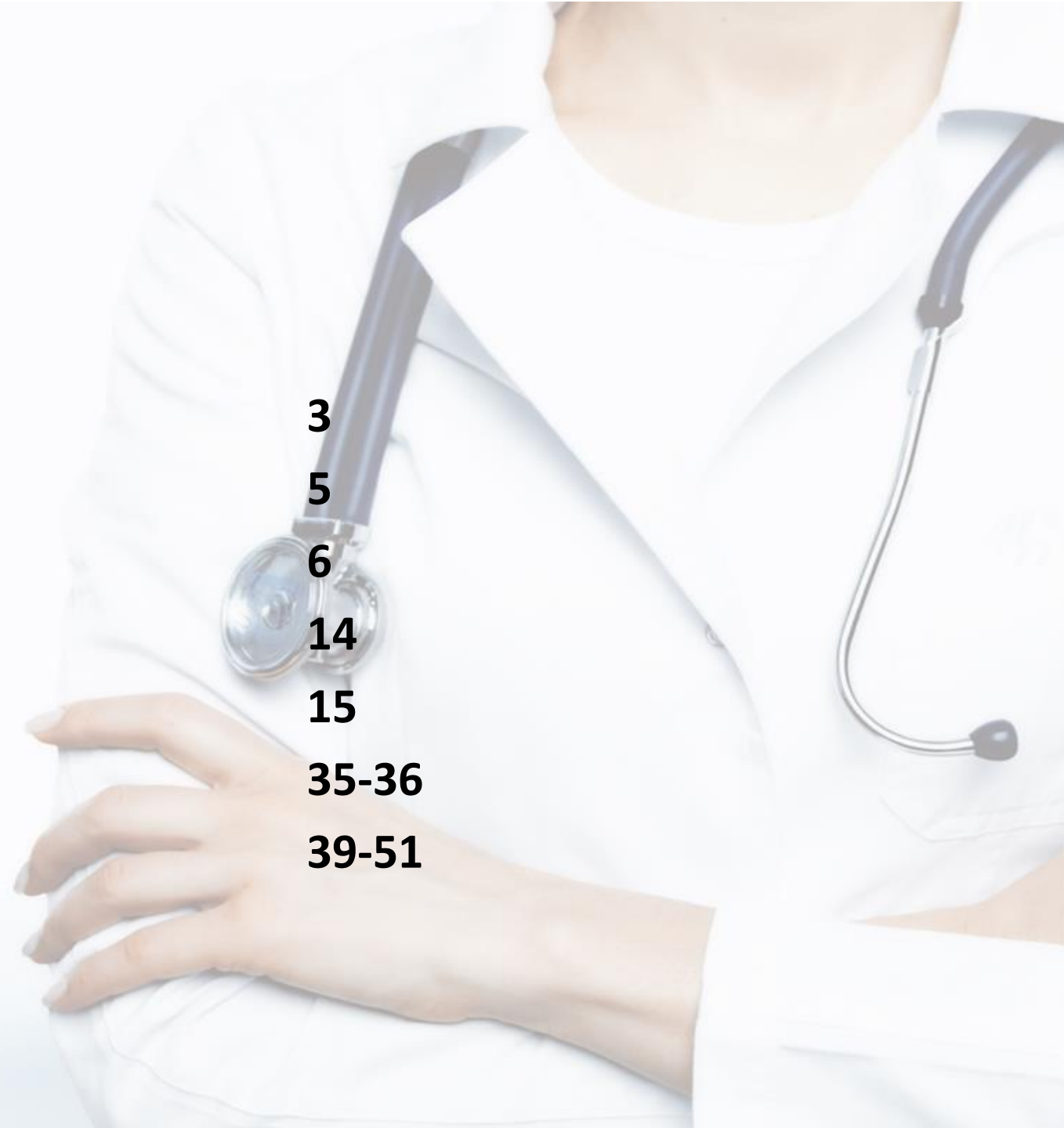
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## 2022 KEY FINDINGS

- Average health score (79) remained in **low-risk range**
  - Average health score for repeat participants: **81**
- **176** employees submitted their health results to their PCP via consent form (***new offering in 2022***)
- Eligible employee participation **increased** from 2021 to 2022
  - Total screened participation increased by **104** participants
- **77%** of screened participants fell into the **low to ideal risk range**
- **83%** of repeat participants remained in **low risk** or made a **positive risk migration**
- Top risk factors are **diabetes, cholesterol, and blood pressure**
- **25.5%** of members have a chronic condition compared to benchmark at 27.9%
- 5.5% of members who screened had **0 claims** compared to 11.5% of members who didn't screen
- **48.3%** of members who screened had a **wellness visit** compared to 33.3% of members who didn't screen
- When excluding high-cost claimants, members with a health score of at least 70 cost **\$1,188 less per member** than members with a health score below 70
- Members who participated in the screening both years experienced a **\$175 increase in costs** largely due to an increase in diabetic costs

# 2022 EMPLOYEE EVENTS

## STRIVE WELLNESS PRESENTATIONS

- March – Navigating Fad Diets
- June – Live Smart, Play Smart, Reducing Risk of Skin Cancer
- August – Mindfulness Meditation
- November – Your Total Well-being Matters

## WELLNESS CHALLENGES

- April - 4<sup>th</sup> Annual Kapnick Strive Corporate Challenge – *18 participants*
- June – Hydration Station – *24 participants*
- August – Get Fit Crime Mystery – *21 participants*
- November – Maintain Don't Gain – *29 participants*

## POINTS PROGRAM

- 6 winners drawn every quarter to win a \$25 Amazon gift card
- 4 winners drawn annually to win a \$100 Amazon gift card

## HEALTH SCREENINGS

- Held in October, and November
- At-Home Screenings: 62 participants

## ADDITIONAL WELLNESS EVENTS

- 12 Strive Monthly Webinars
- 4 Meditation Moment Sessions
- Mental Health Speaker – Frank King



# TOTAL PARTICIPATION

YEAR	TOTAL PARTICIPATION	% OF EE PARTICIPATION	AVG HEALTH SCORE
2022	743	86%	79 Repeat Participants Average: 81
2021	639	85%	81
2020	606	84%	83
2019	644	88%	83
2018	625	80%	82
2017	644	82%	82
2016	634	84%	78
2015	667	87%	78
2014	679	n/a	79
2013	697	n/a	79
2012	647	n/a	78
2011	459	75%	75

582 repeat participants in 2022



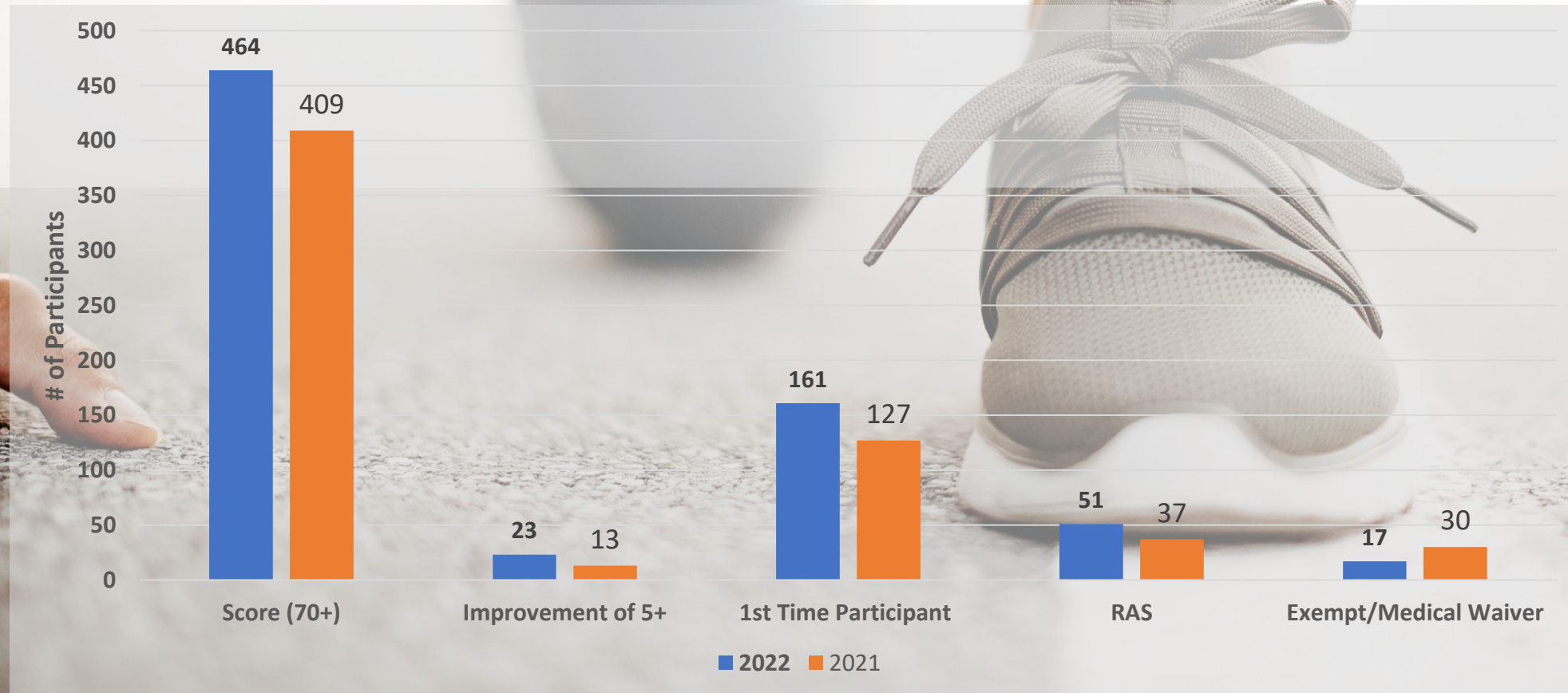


# BIOMETRIC AVERAGES

Biometric	2022 AVG	2021 AVG	2020 AVG	Strive Benchmark	Ideal Range
Health Score	<b>79</b> <small>Repeat Participants Average: 81</small>	<b>81</b>	<b>83</b>	<b>76</b>	70 - 100
BMI	<b>29.7</b>	<b>29.5</b>	<b>29.3</b>	<b>30</b>	18.5 - 29.9
Waist/Hip Ratio	<b>0.89</b>	<b>0.88</b>	<b>0.88</b>	<b>0.92</b>	≤ 0.95
BP: Systolic	<b>119</b>	<b>119</b>	<b>118</b>	<b>119</b>	≤121mmHg
BP: Diastolic	<b>76</b>	<b>76</b>	<b>77</b>	<b>75</b>	≤81mmHg
Total Cholesterol	<b>197</b>	<b>197</b>	<b>190</b>	<b>193</b>	<200mg/dL
HDL Cholesterol	<b>54</b>	<b>57</b>	<b>57</b>	<b>54</b>	≥50
LDL Cholesterol	<b>117</b>	<b>115</b>	<b>110</b>	<b>112</b>	≤129
Triglycerides	<b>124</b>	<b>123</b>	<b>117</b>	<b>134</b>	<150
Blood Glucose	<b>99</b>	<b>99</b>	<b>97</b>	<b>100</b>	≤100mg/dL
Hemoglobin A1C	<b>5.6</b>	<b>5.6</b>	<b>5.5</b>	<b>5.6</b>	<5.7%

# WELLNESS INCENTIVE BREAKDOWN

YEAR-TO-DATE 2022 SCREENED  
INCENTIVE ELIGIBLE: 716/760 = 94%



# PROGRAM OUTREACHES

## CRITICAL VALUES

- There were no critical values reported in 2022

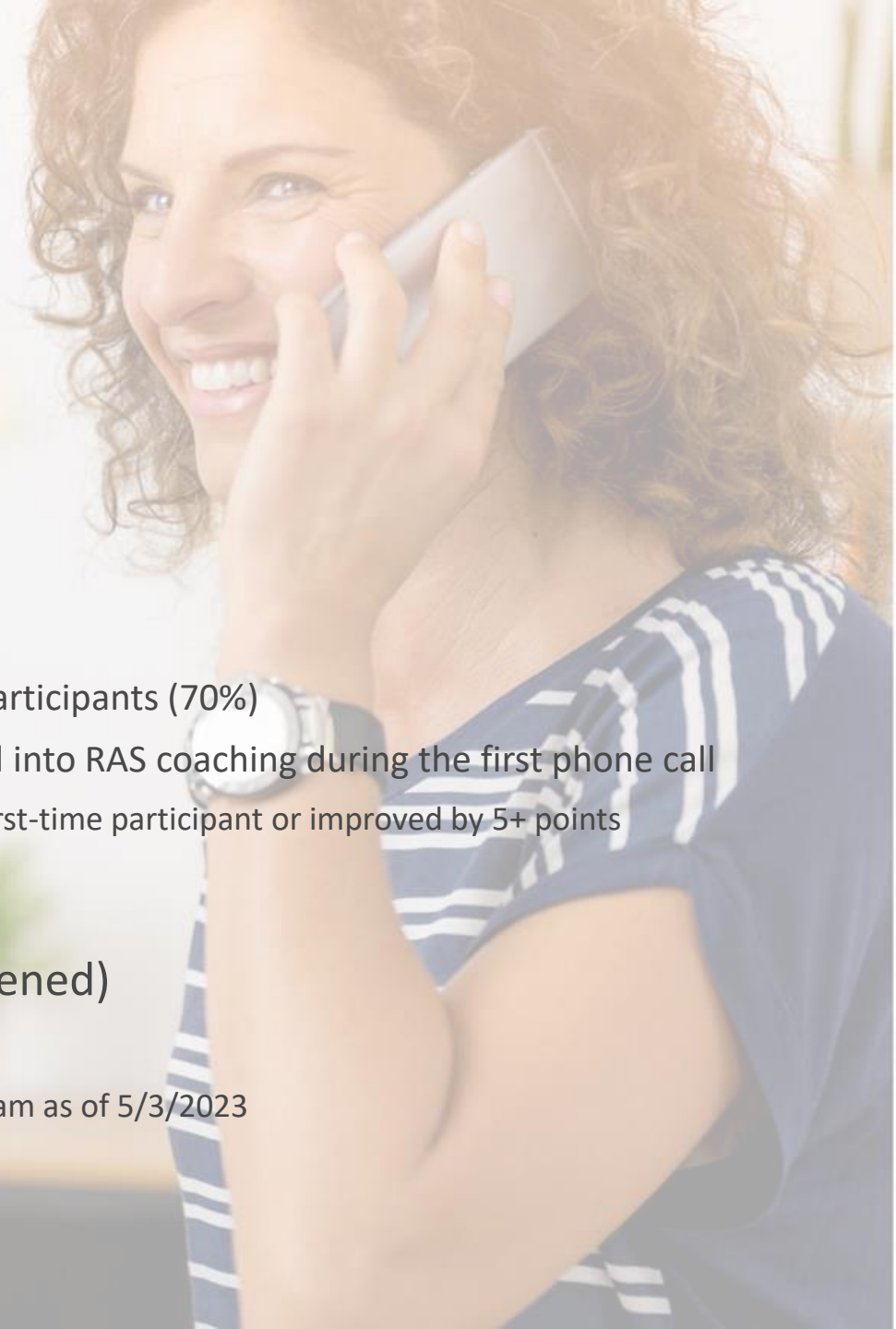
## 60 & BELOW

- 54 participants (7%) scored 60 or below
  - A health coach was able to connect with 38 out of the 54 participants (70%)
  - Out of the 70% connected with, 29% of them were enrolled into RAS coaching during the first phone call
    - Out of the 70% connected with, 68% of them were either a first-time participant or improved by 5+ points

## RAS TELEPHONIC HEALTH COACHING

- 93 participants were eligible for RAS (12.5% of total screened)
  - 53 participants enrolled (57% of those eligible for RAS)
    - Of the 53 enrolled, 51 participants have completed the program as of 5/3/2023

**\*NEW IN 2022: Lab Results Sent to PCP - 176**





# SELF-PERCEPTION VS ACTUAL HEALTH

Ideal = 100-85

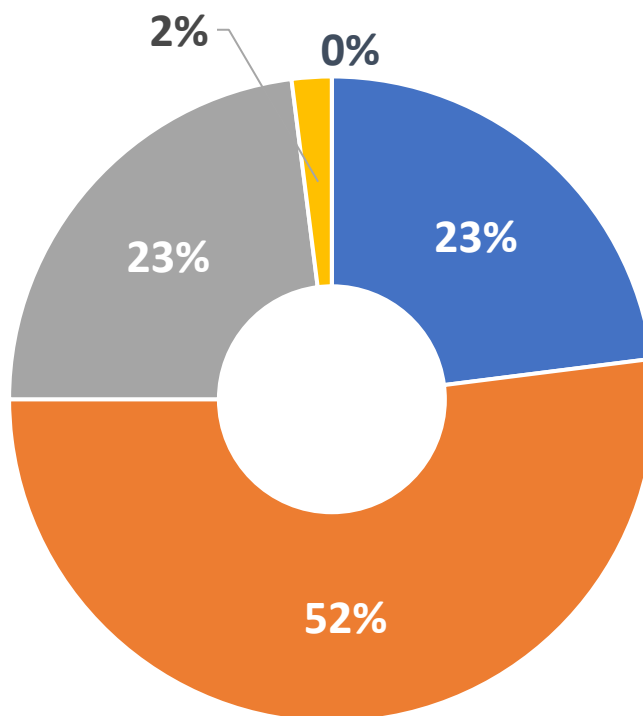
Low Risk = 84-70

Moderate Risk = 69-60

High Risk = 59-50

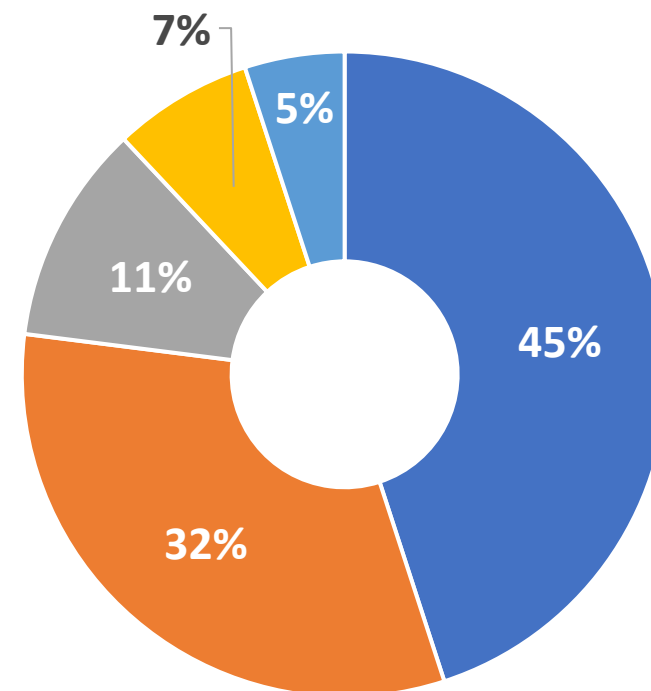
Very High Risk = 49-0

SELF-PERCEPTION OF HEALTH



■ Ideal ■ Low ■ Moderate ■ High ■ Very High

ACTUAL HEALTH SCORE



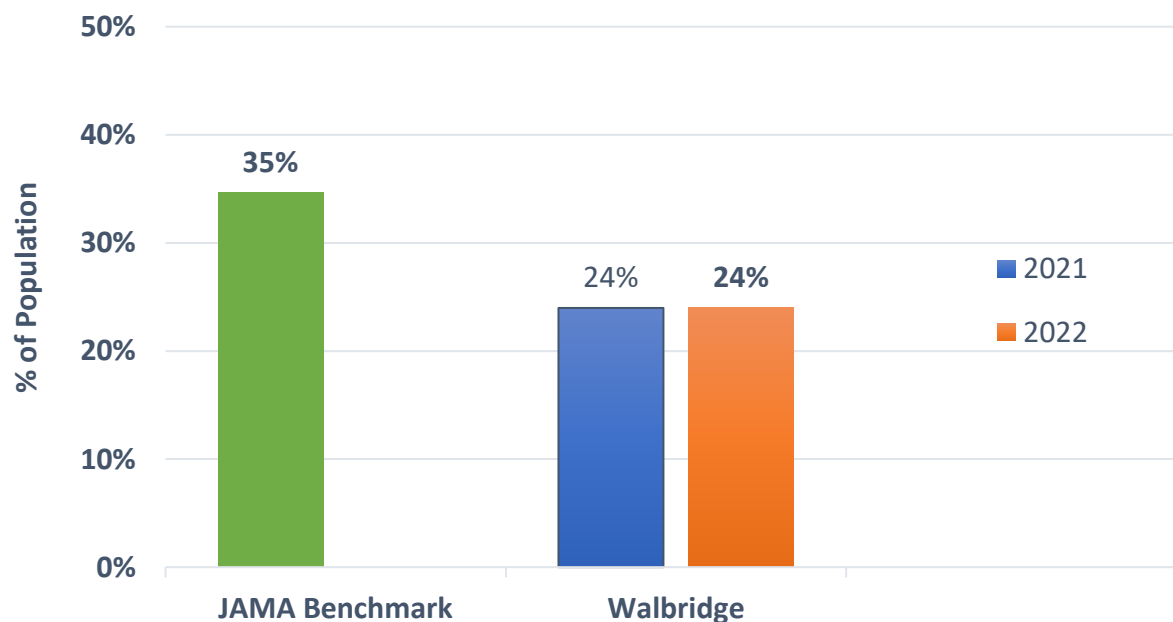
■ Ideal ■ Low ■ Moderate ■ High ■ Very High

# HEALTH SCORE BENCHMARKING

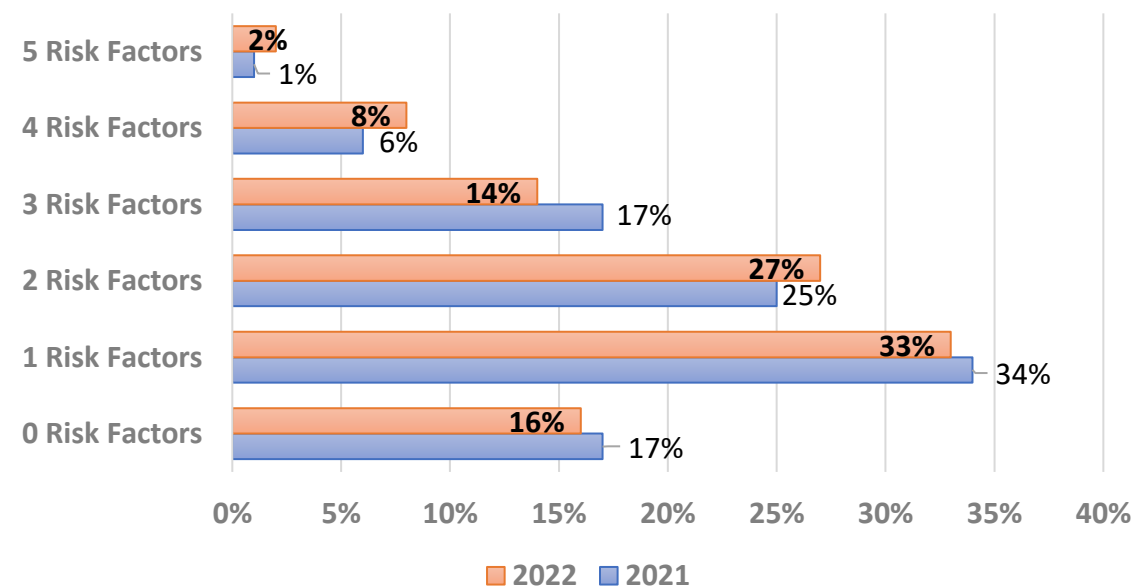


# METABOLIC SYNDROME RISK

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

**REMAINED IDEAL/LOW  
AND/OR MADE  
POSITIVE RISK  
MIGRATION**



**83%**

**REMAINED MODERATE  
OR HIGH/V HIGH**



**8%**



*1% from 2021*

**MADE A NEGATIVE  
RISK MIGRATION**



**9%**



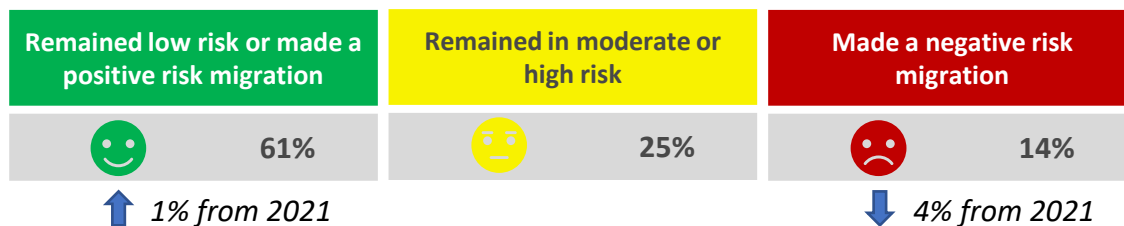
*1% from 2021*



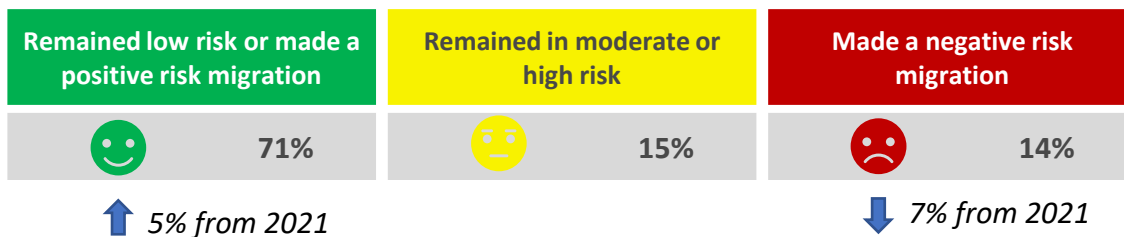


## REPEAT PARTICIPANT BIOMETRIC RISK CHANGE:

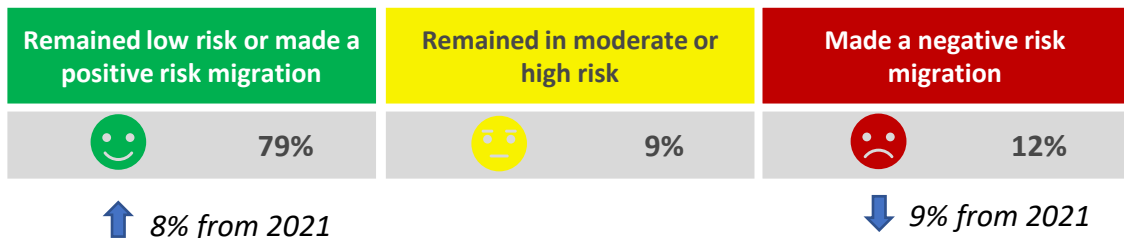
### Total Cholesterol



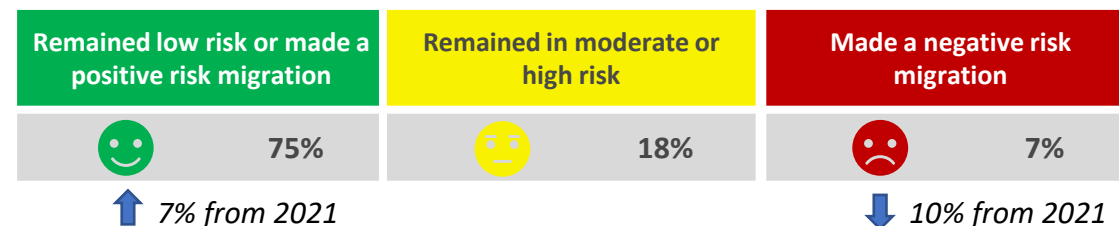
### Systolic Blood Pressure



### Diastolic Blood Pressure



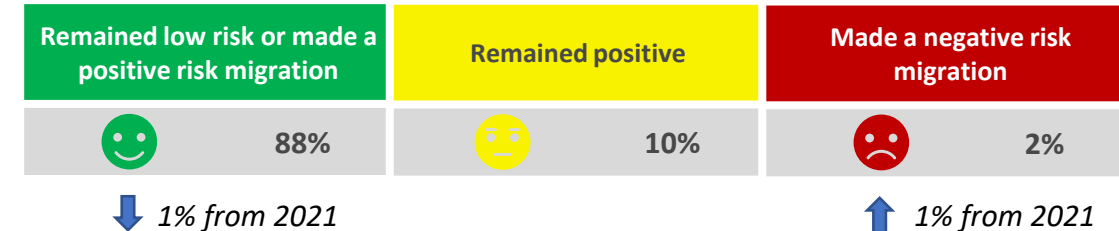
### Blood Glucose



### Hemoglobin A1C



### Tobacco





**DIABETES**

# TOP RISK FACTORS



**CHOLESTEROL**



**BLOOD PRESSURE**

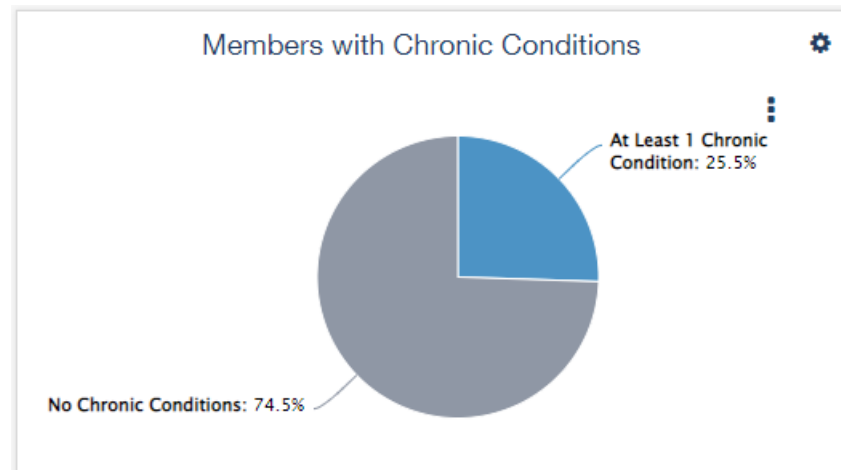


# CHRONIC CONDITIONS & HEALTH SCREENING CLAIMS ANALYSIS

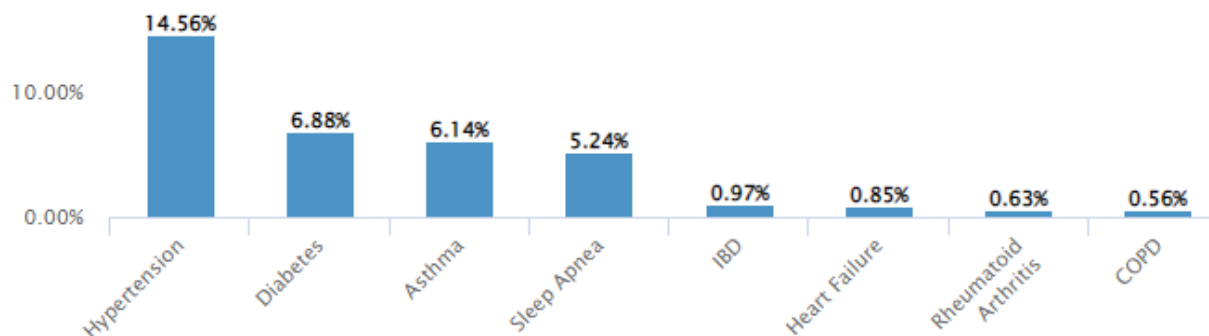


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# Chronic Condition Prevalence



Chronic Condition Prevalence



- 25.5% of members on Walbridge'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 Walbridge's population as compared to benchmark
- Sleep apnea, IBD and rheumatoid arthritis are the only conditions with a **higher prevalence** as compared to 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%
  - Rheumatoid Arthritis: 0.47%

## Assumptions:

- All members enrolled in the health plan are included
- 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	Walbridge PMPM without Chronic Condition	Walbridge PMPM with Chronic Condition	Benchmark PMPM without Chronic Condition	Benchmark PMPM with Chronic Condition
\$8,516,116	\$5,225,605	61%	\$218	\$1,034	\$217	\$907

- The PMPM cost of members without chronic conditions is in-line with benchmark
- The PMPM cost of members with chronic conditions is 14% **above benchmark**

### Assumptions:

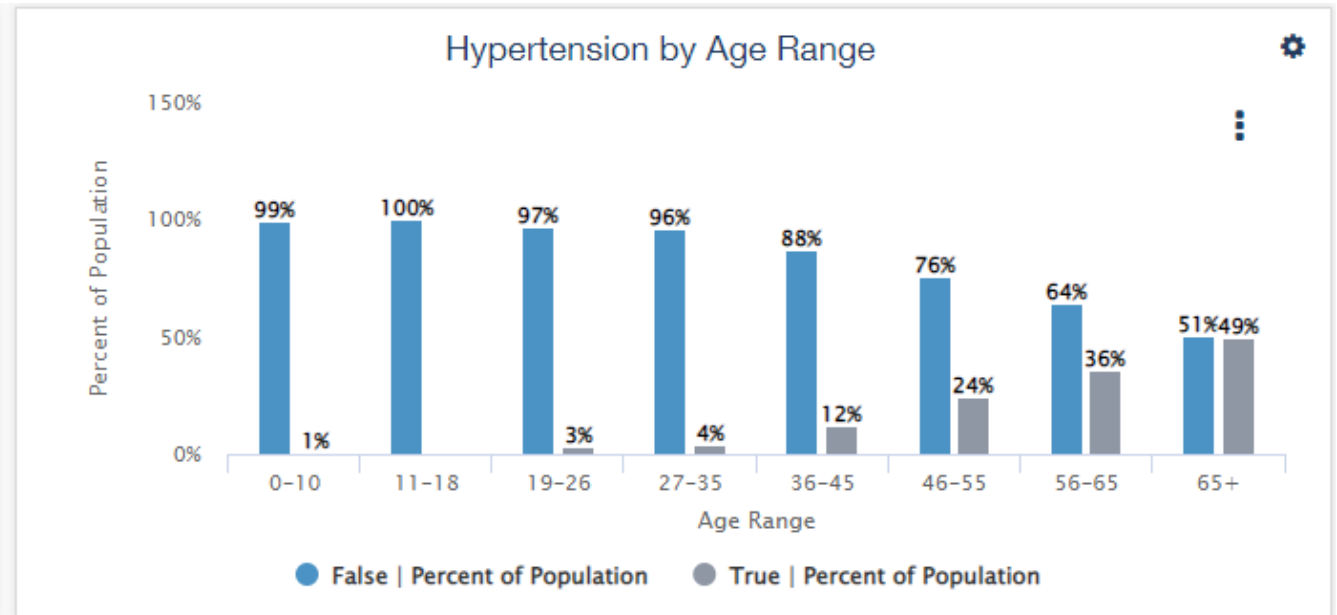
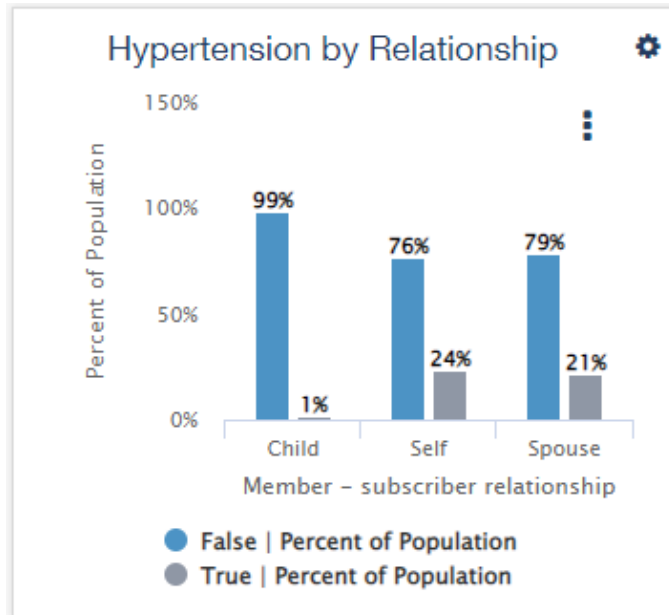
- All members enrolled in the health plan are included
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)



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# Hypertension: Demographics

- **Total hypertensive members:**
  - 2021: 247
  - 2022: 251
- **Total hypertensive employees:**
  - 2021: 166
  - 2022: 161
- **Total hypertensive spouses:**
  - 2021: 75
  - 2022: 82
- **Total hypertensive dependent children:**
  - 2021: 6
  - 2022: 8



## Assumptions:

- All members enrolled in the health plan are included
- 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	241	117	13.0%	22 (18.8%)
2022	243	119	12.3%	21 (17.6%)

- In 2021, 6 of the 22 members without maintenance drugs were non-strive participants
- In 2022, 2 of the 21 members without maintenance drugs were non-strive participants

**Assumptions:**

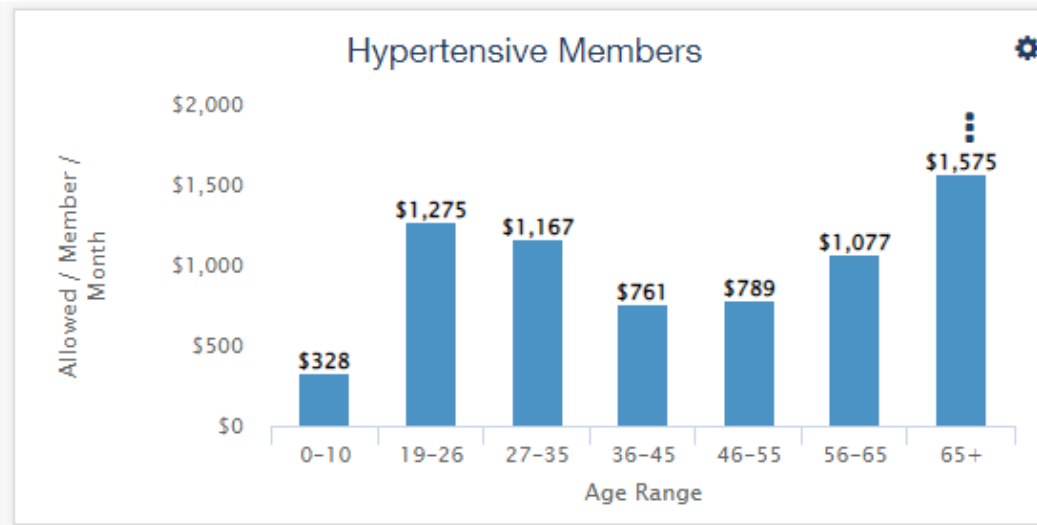
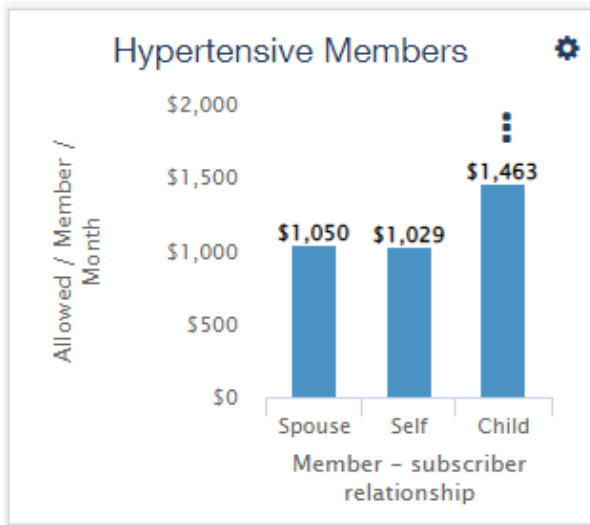
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)

# Hypertension: PMPM Cost

Year	Hypertensive Members PMPM Cost	Hypertensive Members PMPM Cost (Excluding Claimants > \$100k)	Hypertensive Members PMPM Cost Benchmark
2021	\$1,064	\$970	\$953
2022	\$1,036	\$778	\$845

## Assumptions:

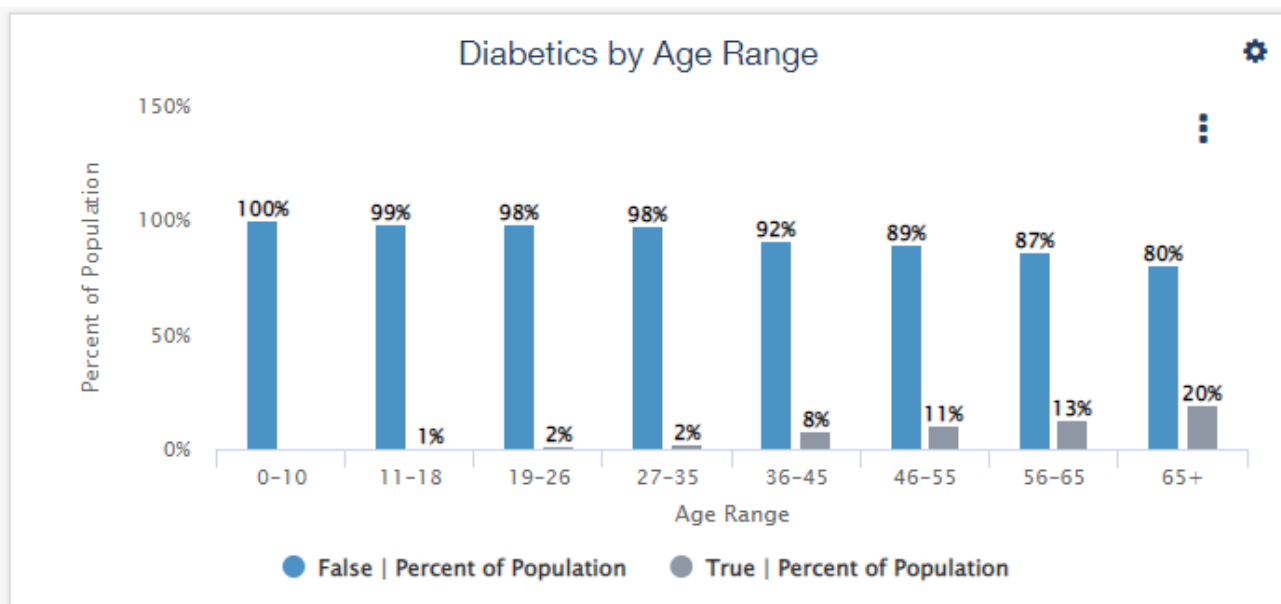
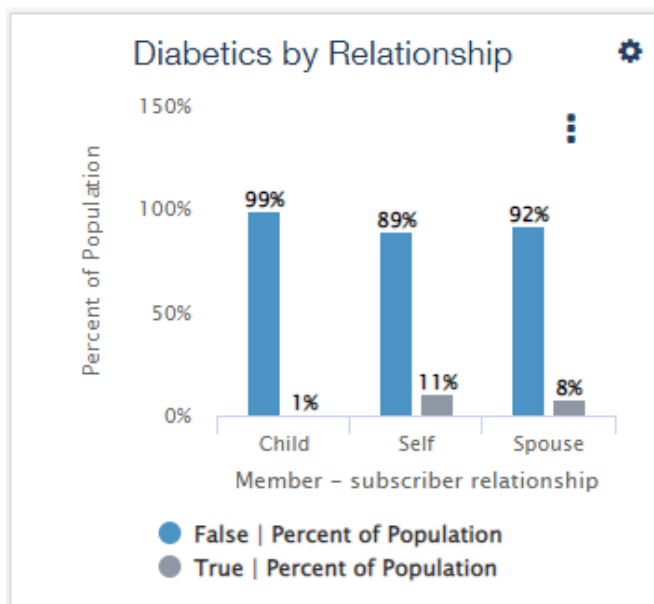
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included in the table (dependent children excluded)
- All members enrolled in the health plan are included in the bar charts
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark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





# Diabetes: Demographics

- **Total diabetic members:**
  - 2021: 91
  - 2022: 103
- **Total diabetic employees:**
  - 2021: 57
  - 2022: 70
- **Total diabetic spouses:**
  - 2021: 28
  - 2022: 28
- **Total diabetic dependent children:**
  - 2021: 6
  - 2022: 5



## Assumptions:

- All members enrolled in the health plan are included
- 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	91	56	6.2%	10 (17.9%)
2022	103	66	6.8%	8 (12.1%)

- In 2021, 3 of the 10 members without maintenance drugs were non-strive participants
- In 2022, 2 of the 8 members without maintenance drugs were non-strive participants

## Assumptions:

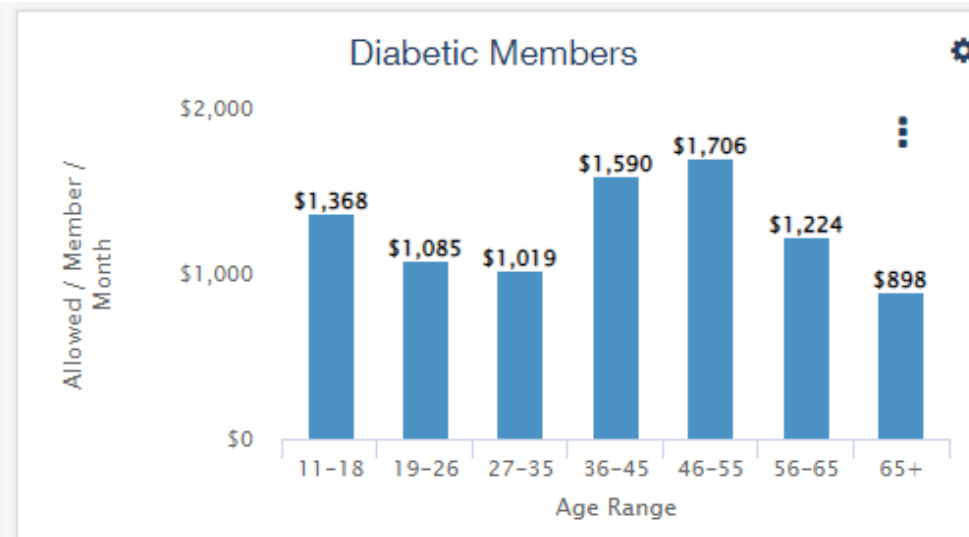
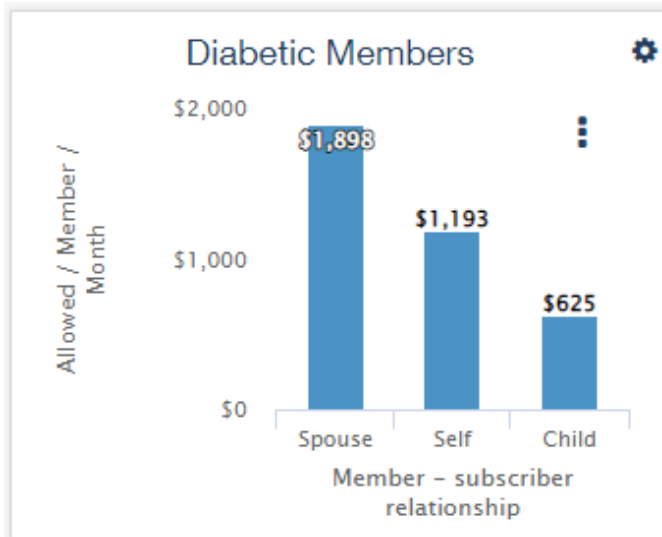
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)

# Diabetes: PMPM Cost

Year	Diabetic Member PMPM Cost	Diabetic Member PMPM Cost (Excluding Claimants > \$100k)	Diabetic Member PMPM Cost Benchmark
2021	\$1,132	\$1,083	\$1,277
2022	\$1,394	\$1,027	\$1,169

## 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
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)





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# Diabetes: Highest-Costing Drugs

Highest Costing Diabetic Rx in 2022 <span></span>									
Year number	2021					2022			
	Drug Product Name	Members	Total amount paid	Total provider allowed charge	Paid per Quantity	Members	Total amount paid	Total provider allowed charge	Paid per Quantity
1	Jardiance	10	\$38,979	\$46,141	\$15	18	\$60,241	\$74,168	\$15
2	Trulicity	6	\$34,466	\$39,822	\$352	10	\$50,248	\$63,471	\$335
3	NovoLOG FlexPen	8	\$35,244	\$35,992	\$34	7	\$35,265	\$38,031	\$32
4	Saxenda	6	\$18,817	\$21,390	\$76	6	\$20,825	\$27,271	\$66
5	Ozempic (0.25 or 0.5 MG/DOSE)	5	\$7,897	\$8,235	\$395	7	\$19,558	\$25,751	\$326
6	Ozempic (1 MG/DOSE)	1	\$3,967	\$4,117	\$264	5	\$17,666	\$18,819	\$268
7	Lantus SoloStar	6	\$17,621	\$20,907	\$23	6	\$17,032	\$17,810	\$25
8	Tresiba FlexTouch	1	\$5,825	\$8,181	\$22	4	\$15,415	\$16,085	\$30
9	NovoLOG	1	\$4,196	\$4,196	\$28	3	\$12,744	\$14,237	\$25
10	NovoLOG Mix 70/30 FlexPen	1	\$16,012	\$18,348	\$30	2	\$11,486	\$14,417	\$26
Total			\$183,025	\$207,329	\$32		\$260,481	\$310,060	\$33
Grand Total		70	\$283,059	\$324,022		87	\$339,852	\$412,057	

## Assumptions:

- All members enrolled in the health plan are included
- Data is from Jan 2021 through Dec 2022 on an incurred basis



# Screening Overview

Participated in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	478	261	739
Enrolled all 12 Months	392	229	621
Had 0 Claims	28	6	34
% Total w/ 0 Claims (Enrolled 12 Months)	7.1%	2.6%	5.5%

Did not Participate in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	143	88	231
Enrolled all 12 Months	49	38	87
Had 0 Claims	7	3	10
% Total w/ 0 Claims (Enrolled 12 Months)	14.3%	7.9%	11.5%

- Overall total employees & spouses enrolled for 12 months with no claims was 6.2%
- Of the 44 employees & spouses with no claims in 2022:
  - 4 were aged 19-26
  - 11 were aged 27-35
  - 12 were aged 36-45
  - 7 were aged 46-55
  - 10 were aged 56-65
- When evaluating all members (including dependent children) enrolled for all 12 months of 2022, 7.1% had no claims
  - 34 dependent children had no claims

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children 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	478	261	739
Enrolled all 12 Months	392	229	621
Had a Wellness Visit	165	135	300
% with a Wellness Visit (Enrolled 12 Months)	42.1%	59.0%	48.3%

Did not Participate in the Health Screening	Employees	Spouses	Total
Enrolled in Health Plan in 2022	143	88	231
Enrolled all 12 Months	49	38	87
Had a Wellness Visit	17	12	29
% with a Wellness Visit (Enrolled 12 Months)	34.7%	31.6%	33.3%

- Overall total employees & spouses enrolled for 12 months with a wellness visit was 46.5%

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children 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	739	\$5,327,241	\$7,209	1	231	\$1,414,341	\$6,123
Members with Screenings (Excl 8 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	731	\$4,193,702	\$5,737	1	228	\$1,011,781	\$4,438



## Assumptions:

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

- When excluding members with total claims over \$100k, members with screenings cost \$1,300 more per member than members without screenings
- Of the strive participants, 85 had less than \$100 in claims; of the non-strive participants, 76 had less than \$100 in claims

# Cost by Health Score

Health Score for All Members 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	731	\$4,193,702	\$5,737
Health Score 85-100 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	331	\$1,869,238	\$5,647
Health Score 70-84 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	239	\$1,251,672	\$5,237
Health Score 60-69 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	79	\$654,377	\$8,283
Health Score 50-59 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	48	\$259,350	\$5,403
Health Score 0-49 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	34	\$159,064	\$4,678

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **8 high-cost claimants with total costs over \$100k are excluded**

# Cost by Health Score

Health Score 70 and Above				Health Score 69 and Below			
	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	574	\$3,670,888	\$6,395	1	165	\$1,656,354	\$10,039

Health Score 70 and Above (Excl 4 HCC)				Health Score 69 and Below (Excl 4 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	570	\$3,120,911	\$5,475	1	161	\$1,072,791	\$6,663

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **8 high-cost claimants with total costs over \$100k are excluded**

**When excluding high-cost claimants, members with a health score of at least 70 cost \$1,188 less per member than members with a health score below 70**

# Repeat Participants

## Members who Participated in the Screening in 2021 & 2022


Members with Screenings					Members with Screenings (Excl 8 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	560	\$3,797,858	\$6,782	1	2021	552	\$3,233,136	\$5,857
2	2022	560	\$4,134,702	\$7,383	2	2022	552	\$3,329,894	\$6,032

### Assumptions:


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

- Members who participated in the screening both years experienced a \$175 increase in costs (when excluding members over \$100k)
- The increase is driven by Rx costs which increased \$239k
  - \$90k increase in diabetic drugs
  - \$63k increase due to Enbrel
  - \$53k increase due to Humira
  - \$44k increase due to Taltz
  - Enbrel, Humira & Taltz total \$160k & all treat psoriasis & arthritis
- Overall Rx costs from 2021 to 2022 experienced a 47% increase (\$847k)


# Repeat Participants


Health Score Improved by 15+ 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	35	\$176,581	\$5,045
2	2022	35	\$221,404	\$6,326


Health Score Improved by 10-14 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	51	\$413,898	\$8,116
2	2022	51	\$431,051	\$8,452


Health Score Improved by 5-9 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	65	\$374,129	\$5,756
2	2022	65	\$295,162	\$4,541

Health Score Improved 1-4 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	79	\$371,737	\$4,706
2	2022	79	\$461,955	\$5,848

Health Score Stayed the Same 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	88	\$270,806	\$3,077
2	2022	88	\$439,668	\$4,996


Health Score Decreased 				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2021	234	\$1,625,984	\$6,949
2	2022	234	\$1,480,654	\$6,328

## Assumptions:


- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **8 high-cost claimants with total costs over \$100k are excluded**



# 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	151	\$964,609	\$670,864	\$293,745	2,532	2,320	4,852	\$6,388
2	2022	151	\$947,617	\$549,697	\$397,920	2,784	2,719	5,503	\$6,276

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	151	201	88	124	\$980	\$16,010	\$1,187	\$162
2	2022	151	248	124	182	\$1,589	\$34,086	\$1,163	\$220

- Members with a health score improvement of at least 5 points from 2021 to 2022 experienced \$112 less in costs
- Per member Rx costs increased including hypertension & diabetes maintenance medications

## Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- **8 high-cost claimants with total costs over \$100k are excluded**

## Livongo Engagement:

**32 members**  
enrolled in the  
diabetes program



**35 members**  
enrolled in the  
hypertension  
program



**12 members**  
enrolled in the  
weight management  
program



**40 members**  
enrolled in the  
diabetes prevention  
program



Provides a glucometer and unlimited blood sugar test strips, along with ongoing medical monitoring

# STAND-OUT-STATS & STORIES

**Participant A:** Consistently in the moderate to very high-risk range for years. In 2022, they improved their score by 35 points by losing 20 lbs., improving their cholesterol, HDL, and triglycerides.

**Participant B:** Improved their health score by 34 points to earn a health score of 100, migrating from high risk to ideal risk by losing 20 lbs., and improving their cholesterol and triglycerides!

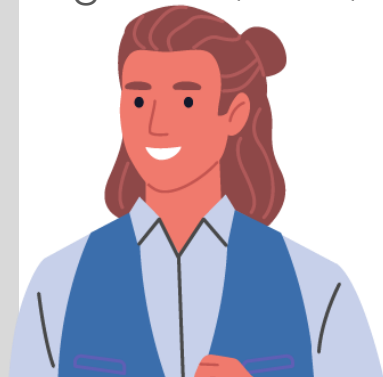
**Participant C:** Improved their health score by 32 points, migrating from high risk to ideal risk by losing 120+ lbs., improving their BP, cholesterol, LDL, glucose, A1C, GGT and triglycerides!

**6 employees received health coaching to improve their wellness!** (already incentive eligible)

**88 repeat participants improved 10+ points**

- 35 of the 88 improved 15+
- 13 of the 88 improved 20+
- 4 of the 88 improved 30+

**8 people quit smoking**

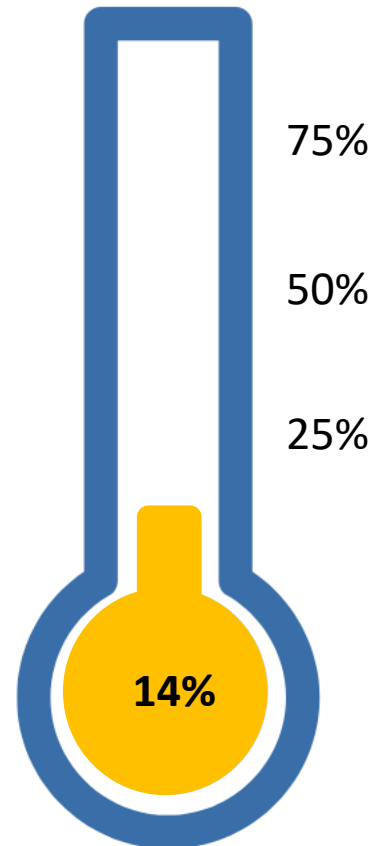


**67 PARTICIPANTS RECEIVED A HEALTH SCORE OF 100**

# STRIVE PROGRAMMING GOALS

2023

GOAL: 700



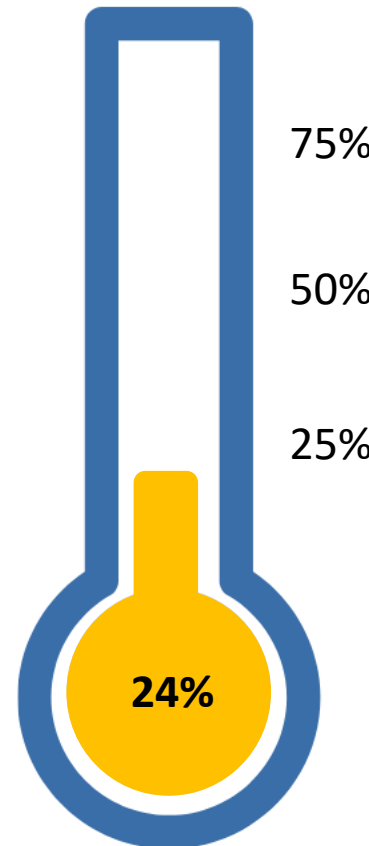
**HRA Participation**

2021: N/A

2022: 682

**2023 Goal: 700**  
(3% increase)

GOAL: 100



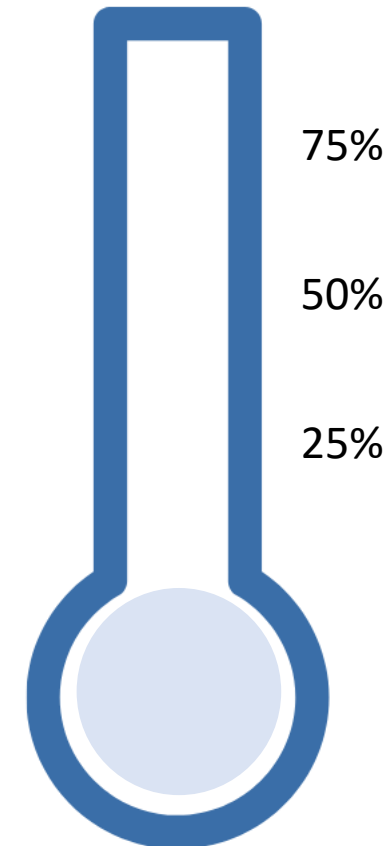
**Challenge Participation**

2021 – 91

2022: 92

**2023 Goal: 100 total participants**  
(8.7% increase)

GOAL: 65%



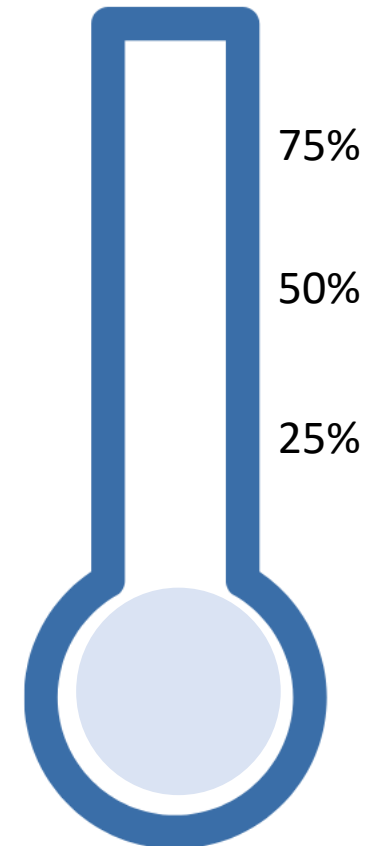
**RAS Health Coaching**

2021: 41%

2022: 57%

**2023 Goal: 65%**  
(8% increase)

GOAL: 780



**Health Screening Participation**

2021: 649

2022: 743

**2023 Goal: 780**  
(5% increase)

# 2023 GOALS AND STRATEGIES

2023 Goals	2023 Strategies	Overall Strategies
<p>Focus on Top Health Risks</p> <ul style="list-style-type: none"> <li>Blood Pressure</li> <li>Diabetes</li> <li>Cholesterol</li> </ul>	<ul style="list-style-type: none"> <li>Drip campaign for high blood pressure awareness month</li> <li>Promote participation in wellness challenges that focus on heart health, weight management, nutrition, etc.</li> <li>Promote utilization of Livongo programs quarterly and as a RAS option</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly pulse</li> <li>Wallet card and home mailer</li> <li>Leadership participation in challenges</li> <li>Monthly meeting with site contacts               <ul style="list-style-type: none"> <li>Create '<i>Wellness Minute</i>' for them to review                   <ul style="list-style-type: none"> <li>Upcoming events</li> <li>Did you know?</li> <li>Reminder about screenings and incentive</li> <li>Reward Points Program</li> <li>Etc.</li> </ul> </li> </ul> </li> <li>Monthly meetings with team members for health screenings and upcoming events</li> <li>Strive Health HUB</li> <li>Wellness Survey for upcoming Health Screenings</li> </ul>
<p>↑ 8% enrollment and completion for those eligible for RAS</p>	<ul style="list-style-type: none"> <li>RAS health coaching drip campaign provided after screenings are completed (total of 4 emails)</li> <li>Post screening wellness presentation</li> </ul>	
<p>Mental Health Awareness Campaign</p>	<ul style="list-style-type: none"> <li>Monthly '<i>Mental Health Minute</i>' for team leaders to review with team</li> <li>Assist with coordination of two mental health speakers</li> <li>Quarterly check-in surveys via email and/or text</li> <li>Monthly mental health campaign email to team members</li> <li>Integrate mental health resources, like EAP, into wellness presentations and challenges</li> </ul>	

# Pulse Checks – NEW LOOK!

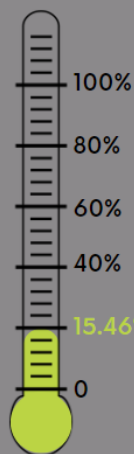


## PULSE CHECKS

Client: Walbridge/DIG

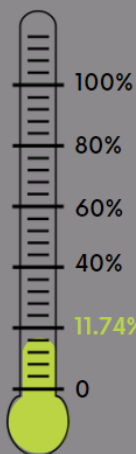
Quarter #1

Current: 133



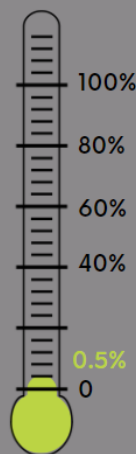
Active Users

Current: 101



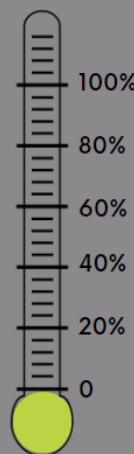
Completed HRA

Current: 5 (from CH)



Completed Well-Visit

Current: 64,617



Total Points Tracked

Eligible Population: 860

### Reward Point Winners

Structure:

6 winners of \$25 Amazon gift card per quarter

Winners:

Eugenia Proda  
Michael Cusano  
Brittany Rosensky  
Antonio Seavo  
Rachel Koos  
Helen Habuda

### Health Hub Analytics

Page Views: 150

Bounce Rate: 44%

Time per Page View:

83 seconds



### Testimonials:

Audrey and Rick participated in the Strive Video that will be used for the Well-Being Workshop

### End of Quarter Summary

#### Challenges:

No wellness challenges for Q1

#### Presentations:

- Name of Wellness Presentation: Happy, Healthy Heart
- What did attendees learn: what is heart disease, current stats, and the best practices to have a happy and healthy heart
- # of Attendees: 14 attendees

#### Other Event Details:

Discussion on mental health campaign for 2023 and upcoming health screenings

#### 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: 3/16 12-1PM
- 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: 6/1 12-1PM
- 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: 9/28 12-1PM
- Q3 Reward Points Due: 9/30
- Health Screenings

NOV

## Perfectionism & OCD

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

AUG

## Cannabis: Reducing Harm

- International Overdose Awareness Day: 8/31
- HIIT for 30: 8/2 - 8/31
- Health Screenings

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: 12/6 12-1PM
- Maintain Don't Gain: 12/11 - 1/1
- Q4 Reward Points Due: 12/29

- 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





# BIOMETRIC RISK BREAKDOWN



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# BIOMETRIC DESCRIPTIONS



## CHOLESTEROL

A fat-like, waxy substance found in the blood. In excess, it can form tough, fatty plaques that clog arteries, which can increase the risk of heart disease.



## BLOOD PRESSURE

Blood pressure is another main factor in determining overall heart health. Systolic pressure is the pressure in the arteries when the heart is contracting. Diastolic blood pressure is the pressure on the walls of the arteries when the heart is relaxing.



## BLOOD GLUCOSE & HEMOGLOBIN A1C

Blood glucose is sugar that the blood stream carries to all the cells in the body to supply energy. High blood glucose for a prolonged period of time can cause damage to the kidneys, eyes, and other organs. Hemoglobin A1C measures average glucose levels over a 2-3 month period and is the best predictor and indicator of diabetes.



## BODY COMPOSITION

BMI is an indicator of excess body weight. Generally, those with a higher BMI are 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).

# BIOMETRIC DESCRIPTIONS

## 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.

## PROSTATE-SPECIFIC ANTIGEN (PSA)

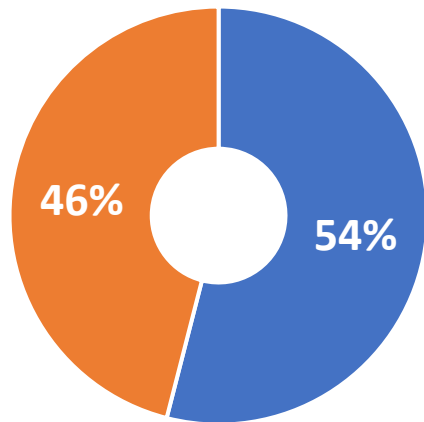
Elevations in the PSA, or Prostatic-Specific Antigen, can occur from any inflammation of the prostate, including enlargement of the prostate gland, prostatitis or prostate cancer.



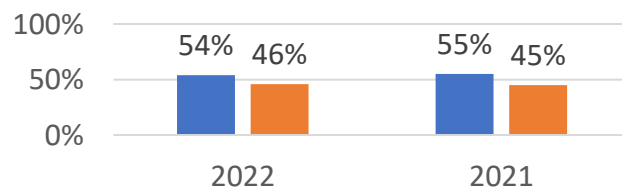
Kapnick  
Strive

# 2022 DEMOGRAPHICS

## GENDER

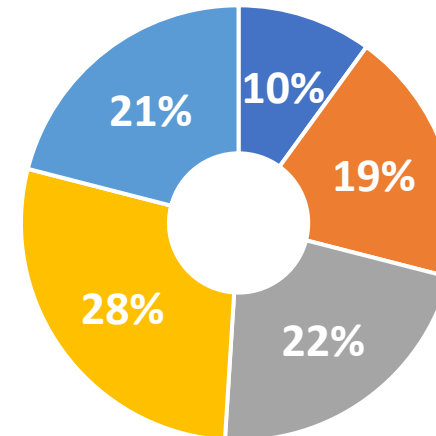


■ Male ■ Female



■ Male ■ Female

## AGE



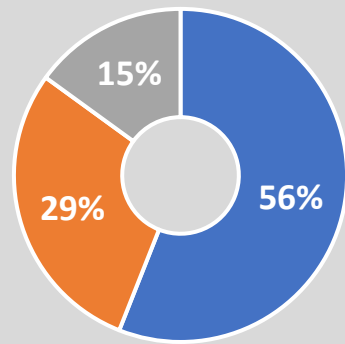
■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

**AVERAGE – 48**

# HEART HEALTH: TOTAL CHOLESTEROL

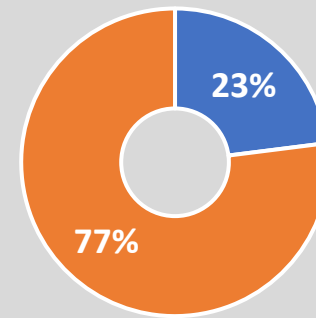
(HDL + LDL + TRIGLYCERIDES)

TOTAL CHOLESTEROL BREAKDOWN



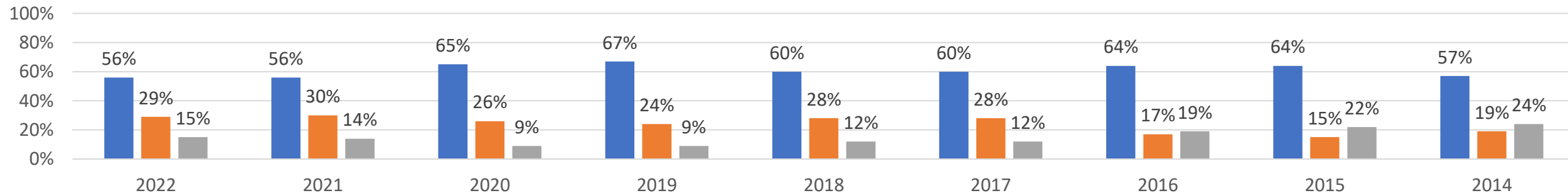
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

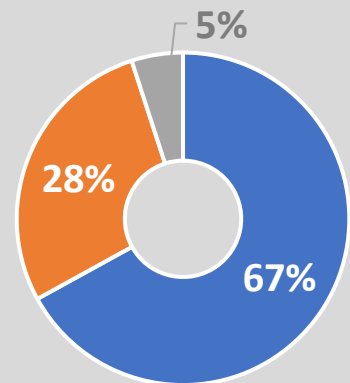
Low Risk = <200mg/dL   Moderate Risk = 200-239mg/dL   High Risk = ≥240mg/dL



■ Low ■ Moderate ■ High

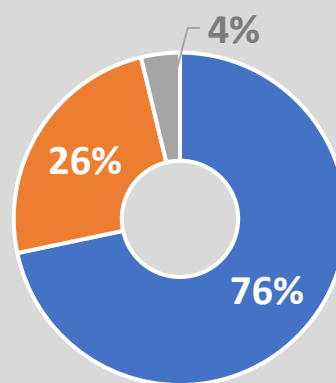
# HEART HEALTH: BLOOD PRESSURE

SYSTOLIC BREAKDOWN



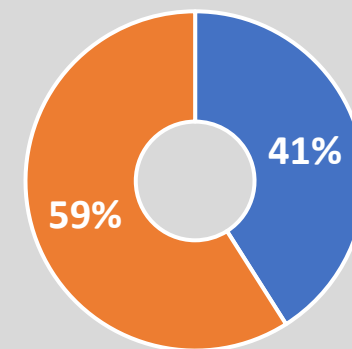
■ Low ■ Moderate ■ High

DIASTOLIC BREAKDOWN



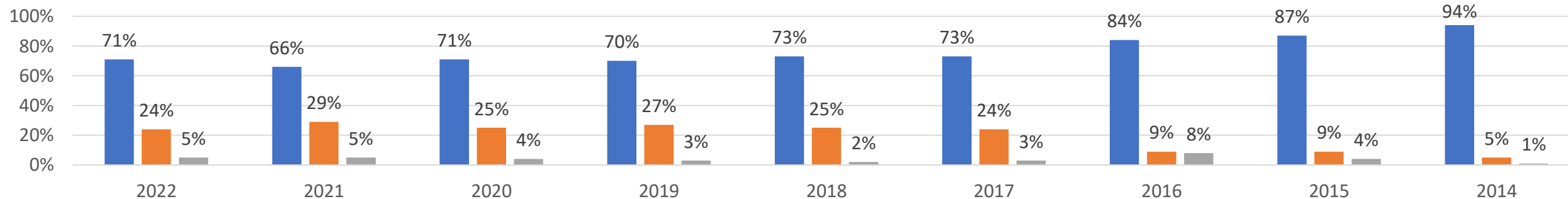
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

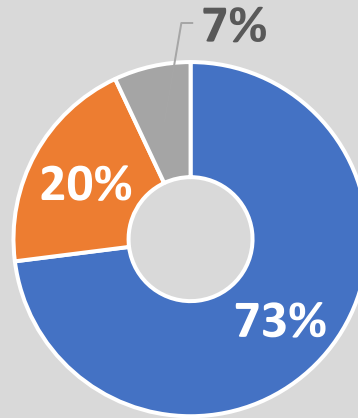
Low Risk =  $\leq 121\text{mmHg} / \leq 81\text{mmHg}$  Moderate Risk =  $122-140\text{mmHg} / 82-90\text{mmHg}$  High Risk =  $\geq 141\text{mmHg} / \geq 91\text{mmHg}$



■ Low ■ Moderate ■ High

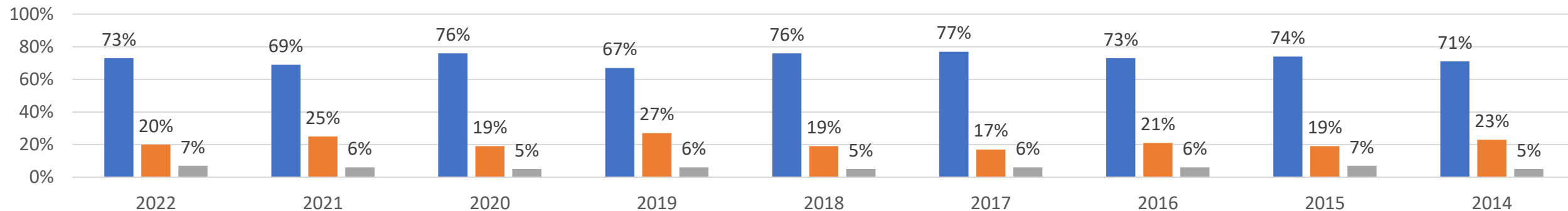
# DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



■ Low ■ Moderate ■ High

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

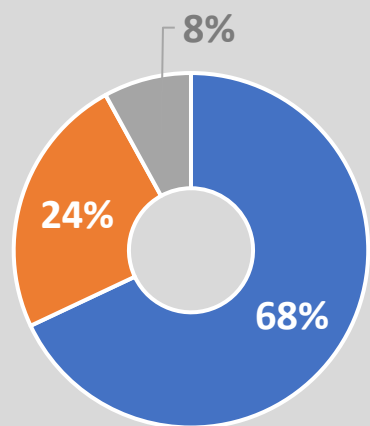


■ Low ■ Moderate ■ High



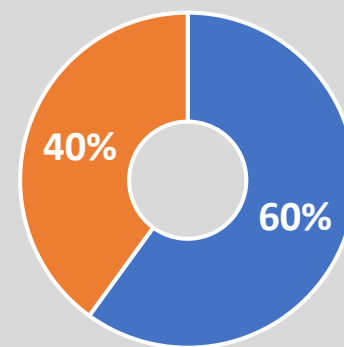
# DIABETES: HEMOGLOBIN A1C

A1C BREAKDOWN



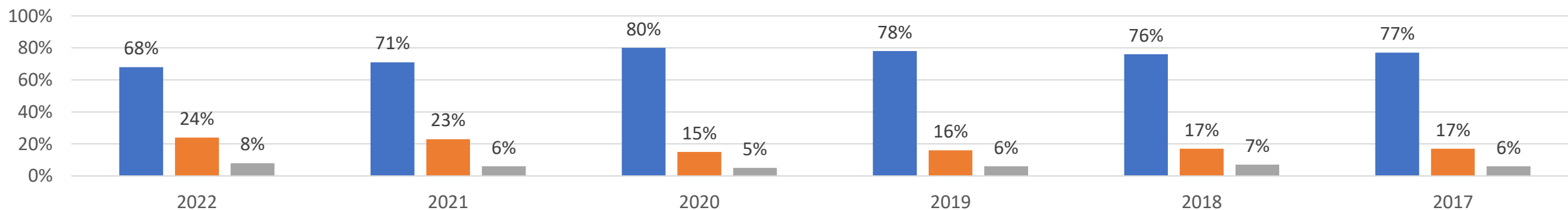
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



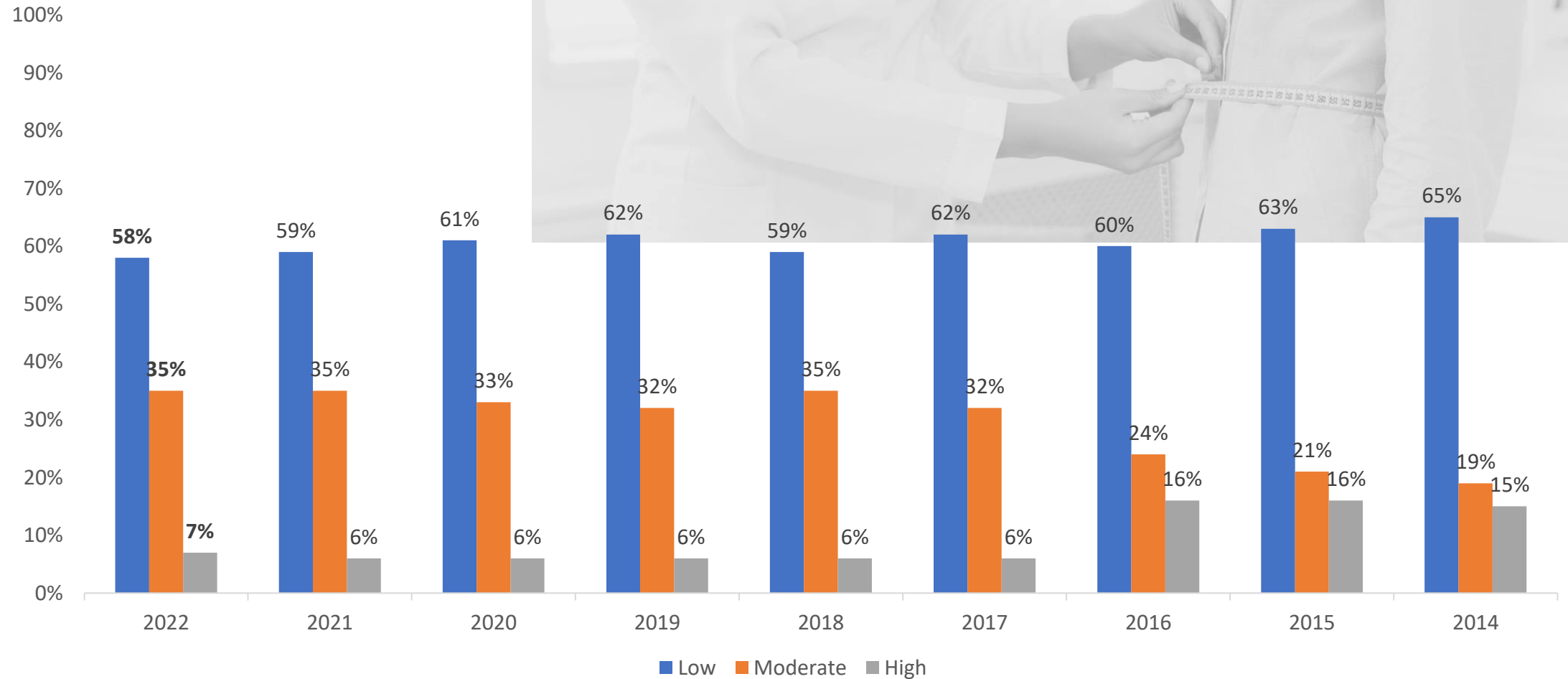
■ Aware ■ Not Aware

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



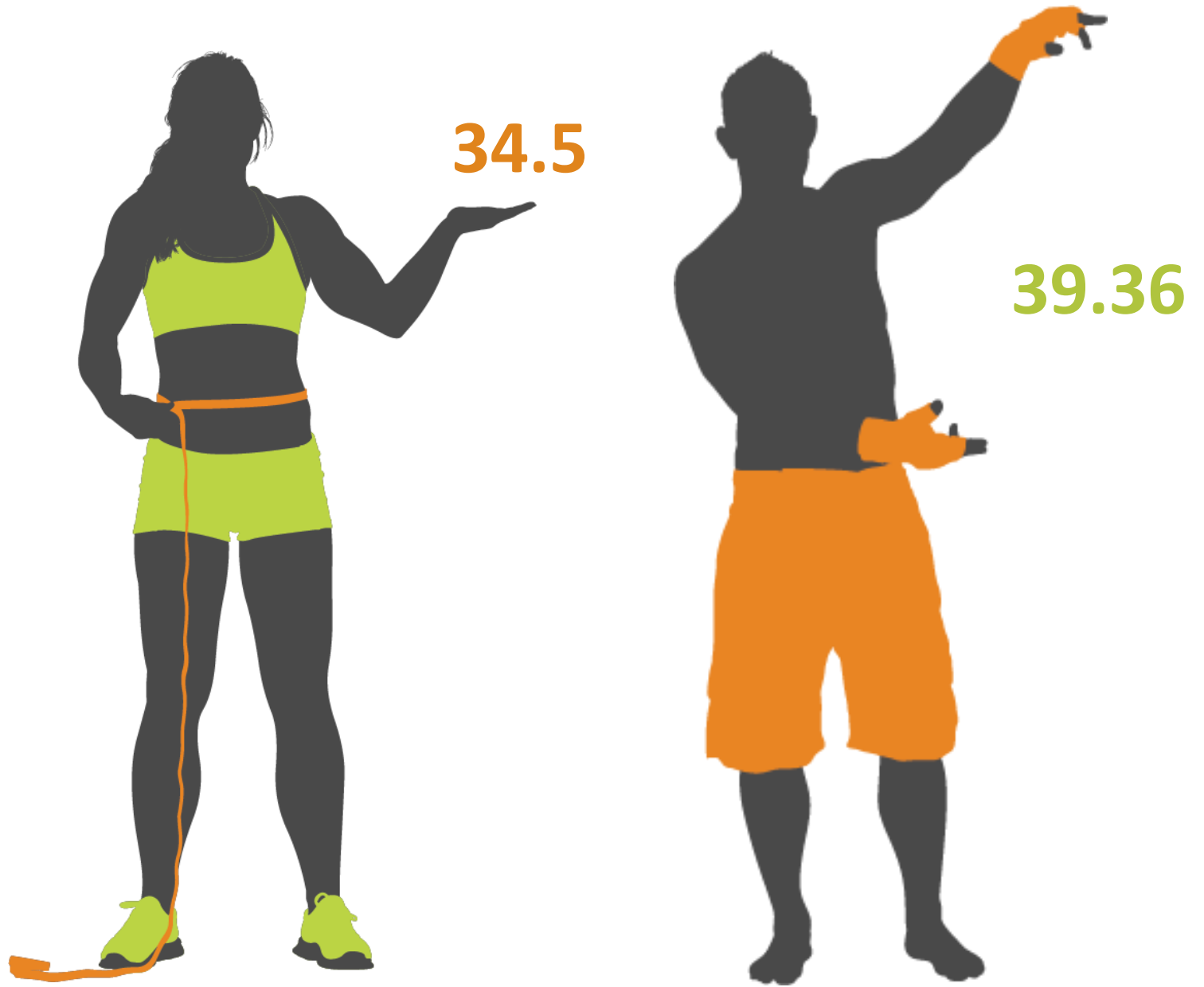
■ Low ■ Moderate ■ High

# BODY COMPOSITION: BODY MASS INDEX



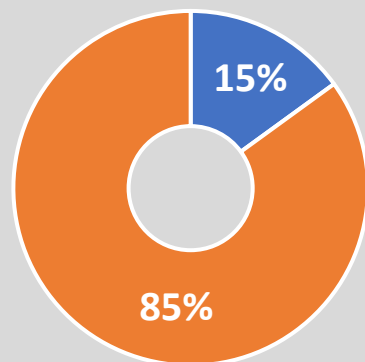
Low Risk = 18.5-29.9   Moderate Risk = 30-39.9   High Risk =  $\geq 40$

# AVERAGE WAIST CIRCUMFERENCE FOR MEN AND WOMEN



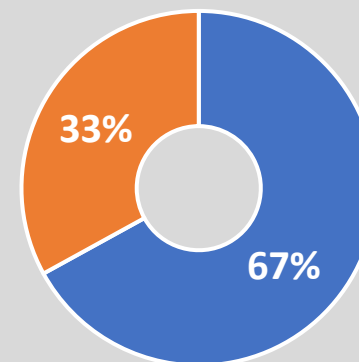
Female High Risk= >35 inches    Male High Risk= >40 inches

TESTED POSITIVE

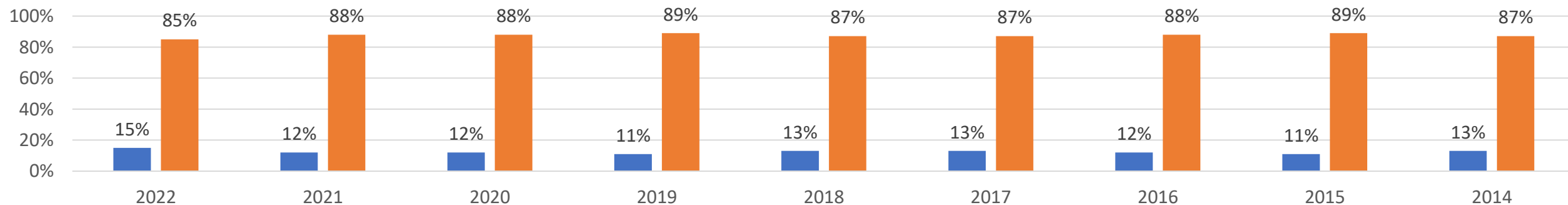


■ POS ■ NEG

INTERESTED IN QUITTING



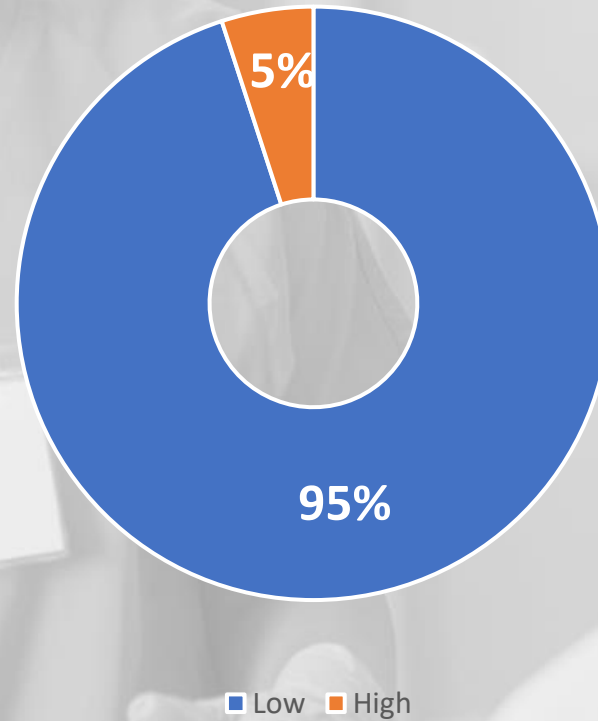
■ YES ■ NO



■ POS ■ NEG

# GAMMA-GLUTAMYLTRANSFERASE (GGT) TEST RESULTS

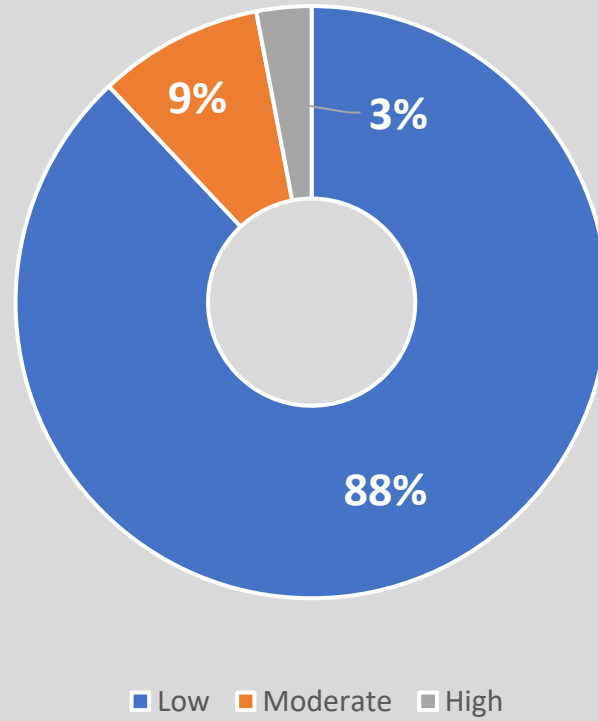
GGT BREAKDOWN



Low Risk =  $<66$     High Risk =  $\geq 66$

# 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?