



# 2022 HRA Executive Review

GKUPI



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# 2022 WELLNESS EVENTS

## WELLNESS PRESENTATIONS

- January 10th – Wellness Incentive Kickoff, 27 attendees
- May 25th - Navigating Fad Diets, 19 attendees
- September 7th – Happy, Healthy Heart, 17 attendees

## CHALLENGES

- March – Race to Mount Olympus, 11 participants
- April – Strive Corporate Challenge, 8 Participants
- July – Full Body Blast, 20 Participants
- August – Healthy Brain, 16 Participants
- November – Amazing America Step, 11 Participants

## 12 Monthly Webinars

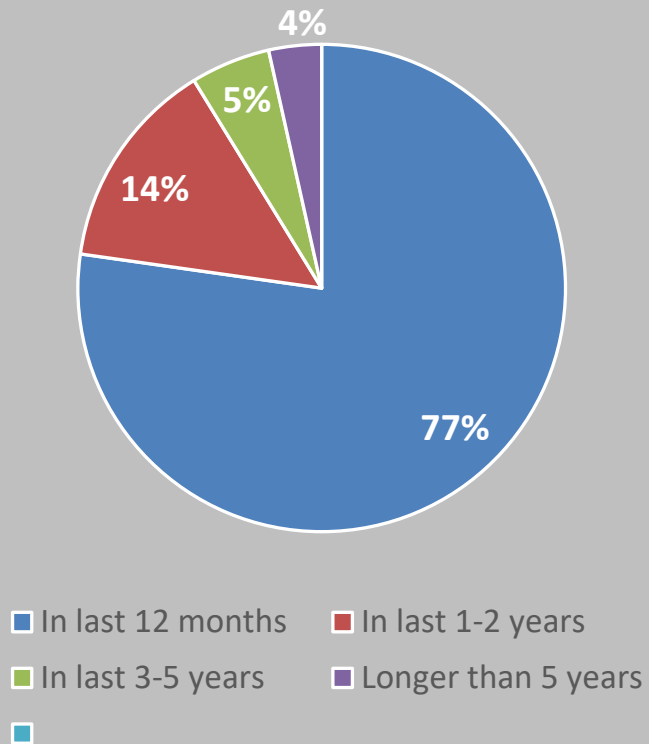
## Quarterly Meditation Session



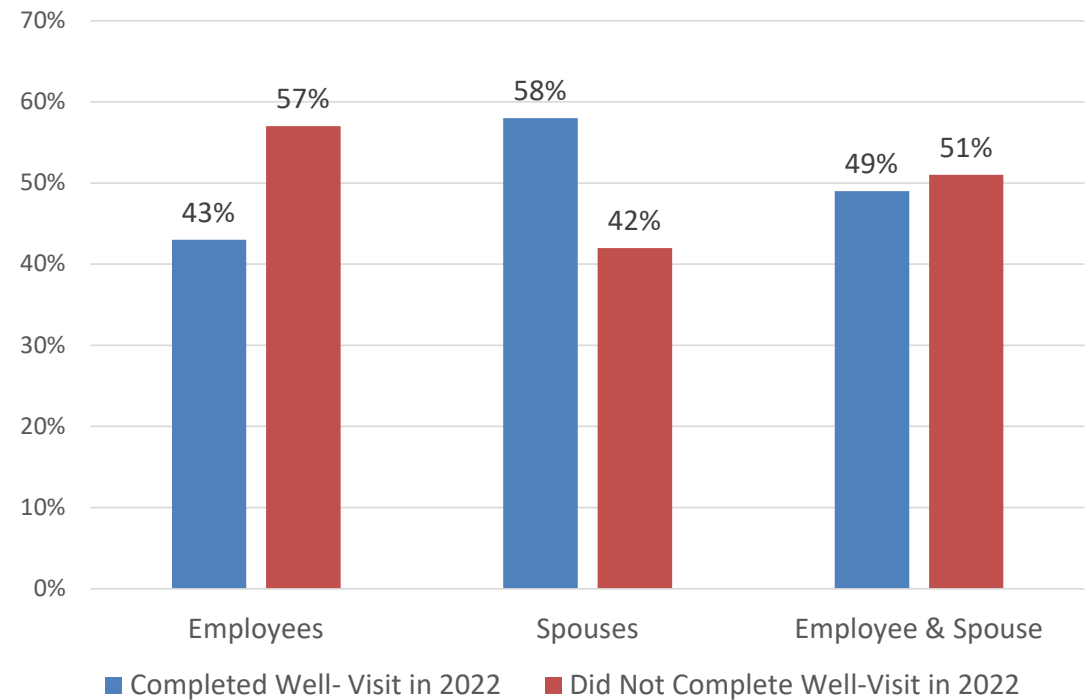
# ANNUAL PHYSICAL



**Self-reported Well-Visits in 2022**  
(from 118 HRA responses)



**Well-Visits in 2022 Captured via Kapnick Lens**  
(those on Medical Plan)





## WELLNESS INCENTIVE

79

(24% of census)

Earned the wellness incentive in 2022

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



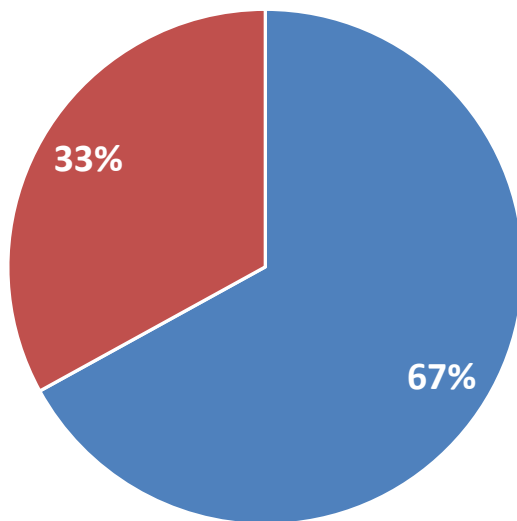
## HRA PARTICIPATION



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

# 2022 HRA PARTICIPANTS DEMOGRAPHICS

## GENDER

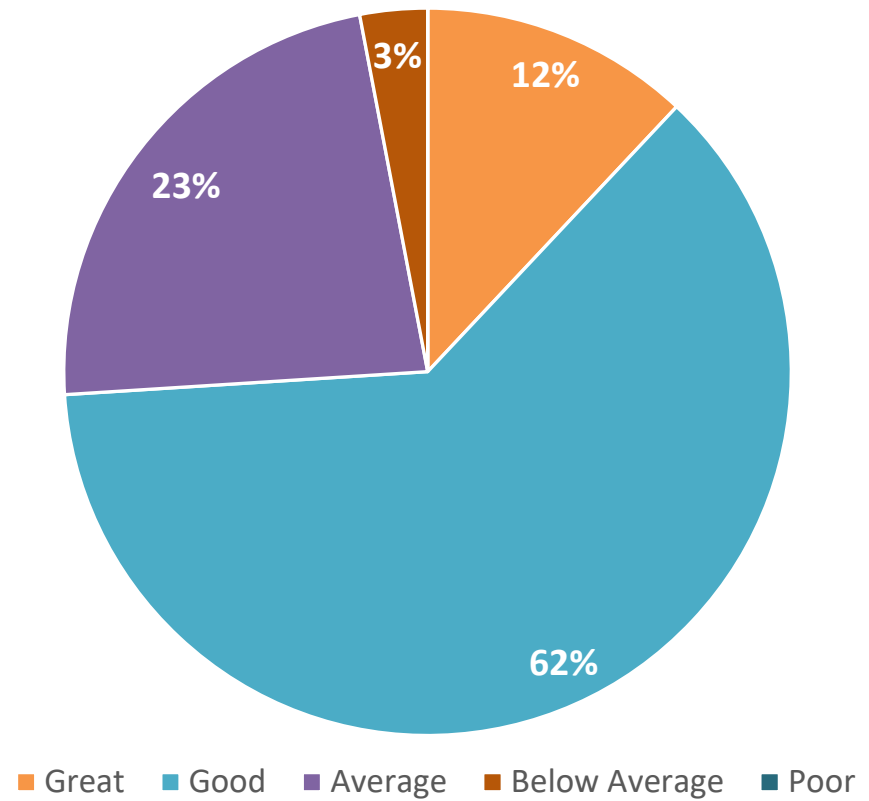


■ Male ■ Female

## AVERAGE AGE - 48



## SELF-PERCEPTION OF HEALTH







## RISK FACTOR BREAKDOWN

# TOP RISK FACTORS

## BODY COMPOSITION



## BLOOD PRESSURE



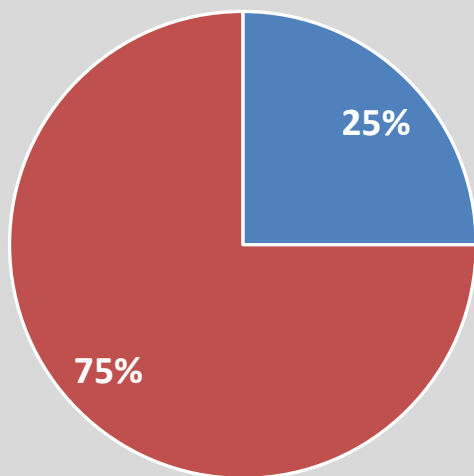
## MENTAL WELLNESS





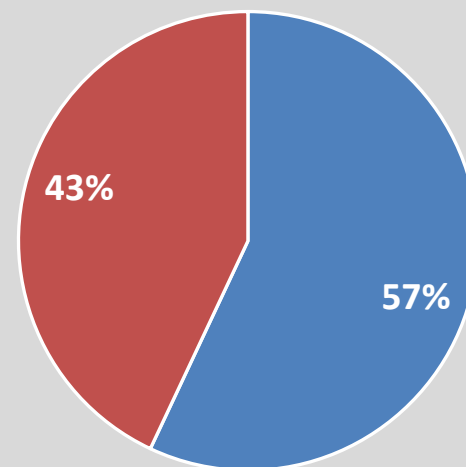
# HEART HEALTH: CHOLESTEROL

HIGH CHOLESTEROL



- Diagnosed with High Cholesterol
- Not Diagnosed with High Cholesterol

DIAGNOSED & TAKING MEDICATION  
FOR CHO MANAGEMNT



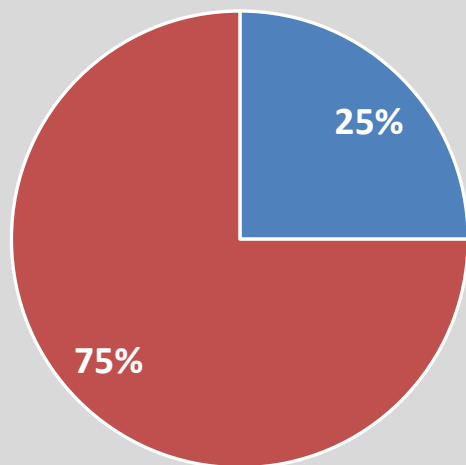
- Taking Cholesterol Medication
- Not taking medication for cholesterol

Self-Reported



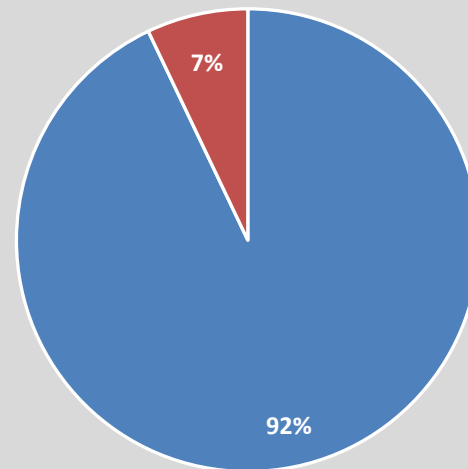
# HEART HEALTH: BLOOD PRESSURE

HIGH BLOOD PRESSURE



- Diagnosed with High Blood Pressure
- Normal Blood pressure

DIAGNOSED & TAKING MEDICATION FOR BLOOD PRESSURE MANAGEMENT

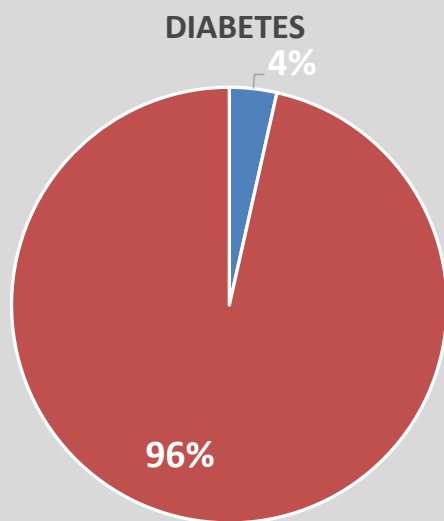


- Taking Medication for Blood Pressure
- No medication

Self-Reported

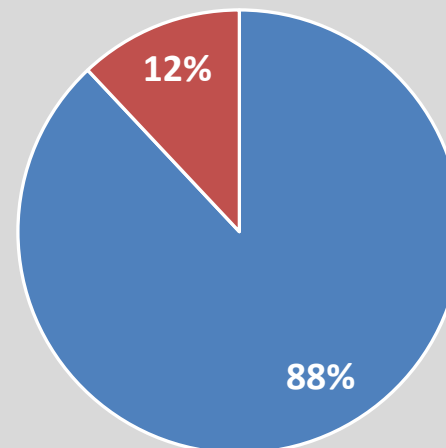


## METABOLIC HEALTH: DIABETES



■ Diagnosed with Diabetes    ■ No diabetes diagnosis

### DIAGNOSED & TAKING MEDICATION FOR DIABETES MANAGEMENT

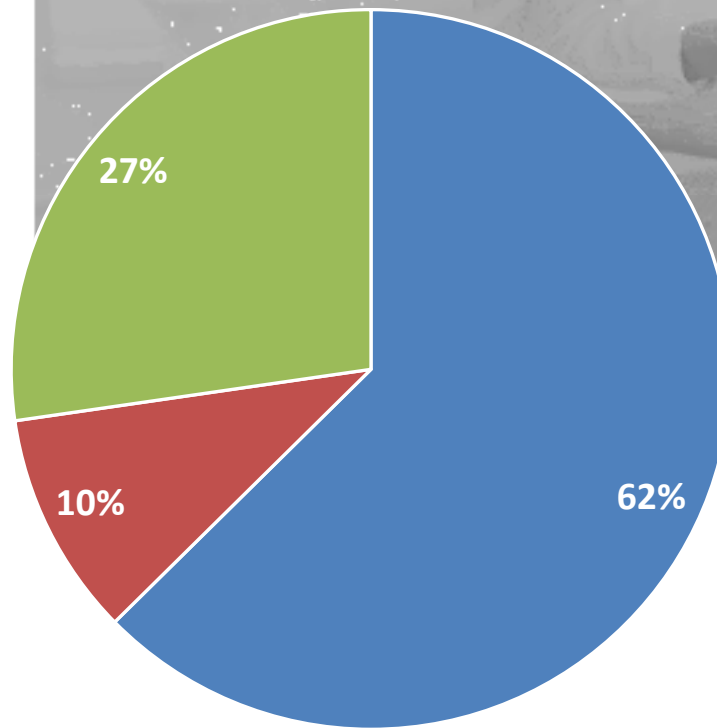


■ Taking diabetes medication  
■ Not taking diabetes medication

Self-Reported



## BODY COMPOSITION: Interested in Losing Weight

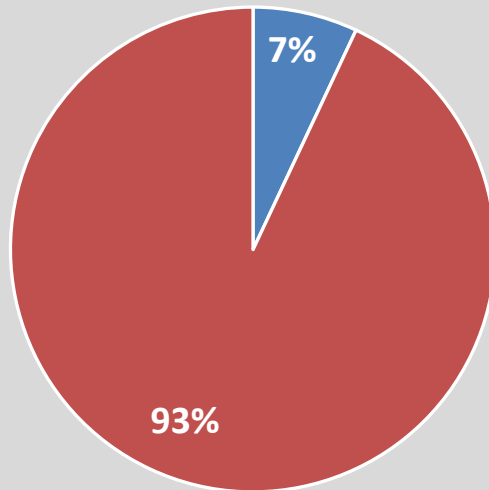


■ Yes, Interested in losing weight   ■ No   ■ Maintain a Healthy Weight



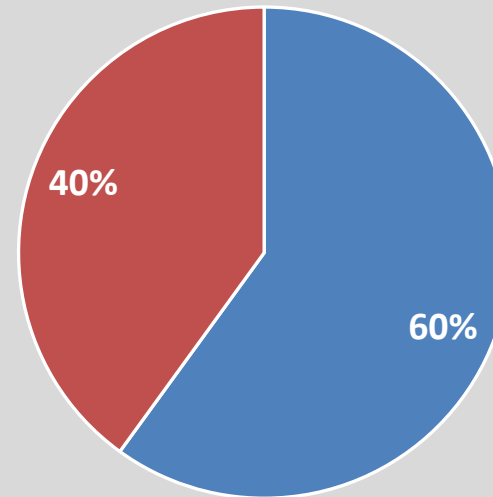
## NICOTINE USE

USES NICOTINE



■ Using Tobacco ■ Tobacco Free

INTERESTED IN QUITTING



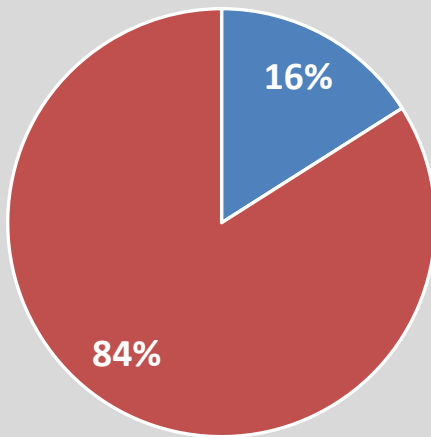
■ Want to quit ■ Not thinking about quitting

Self-Reported



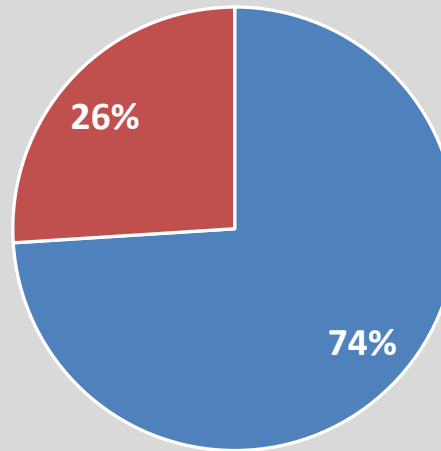
# MENTAL HEALTH & WELL-BEING

**ANXIETY & DEPRESSION**



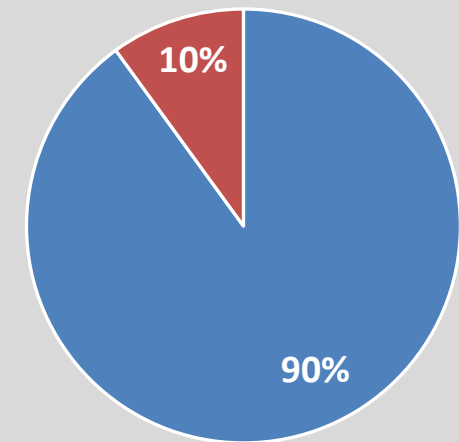
- Have anxiety/Depression
- Do not have Anxiety or Depression

**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

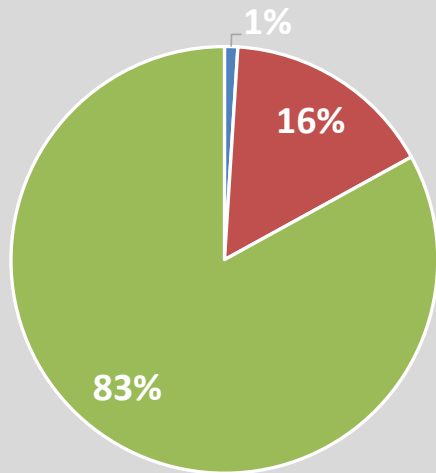




Self-Reported

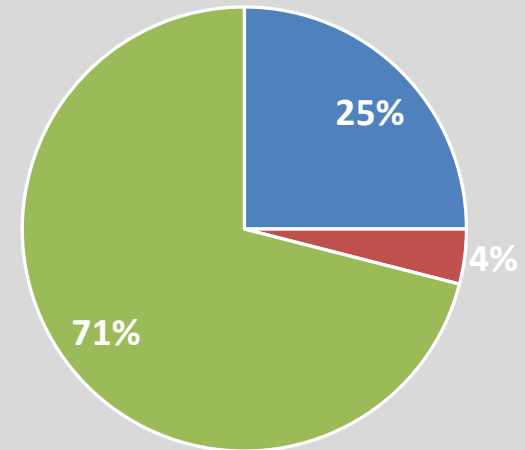
# SLEEP HABITS

HOURS OF SLEEP PER NIGHT



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

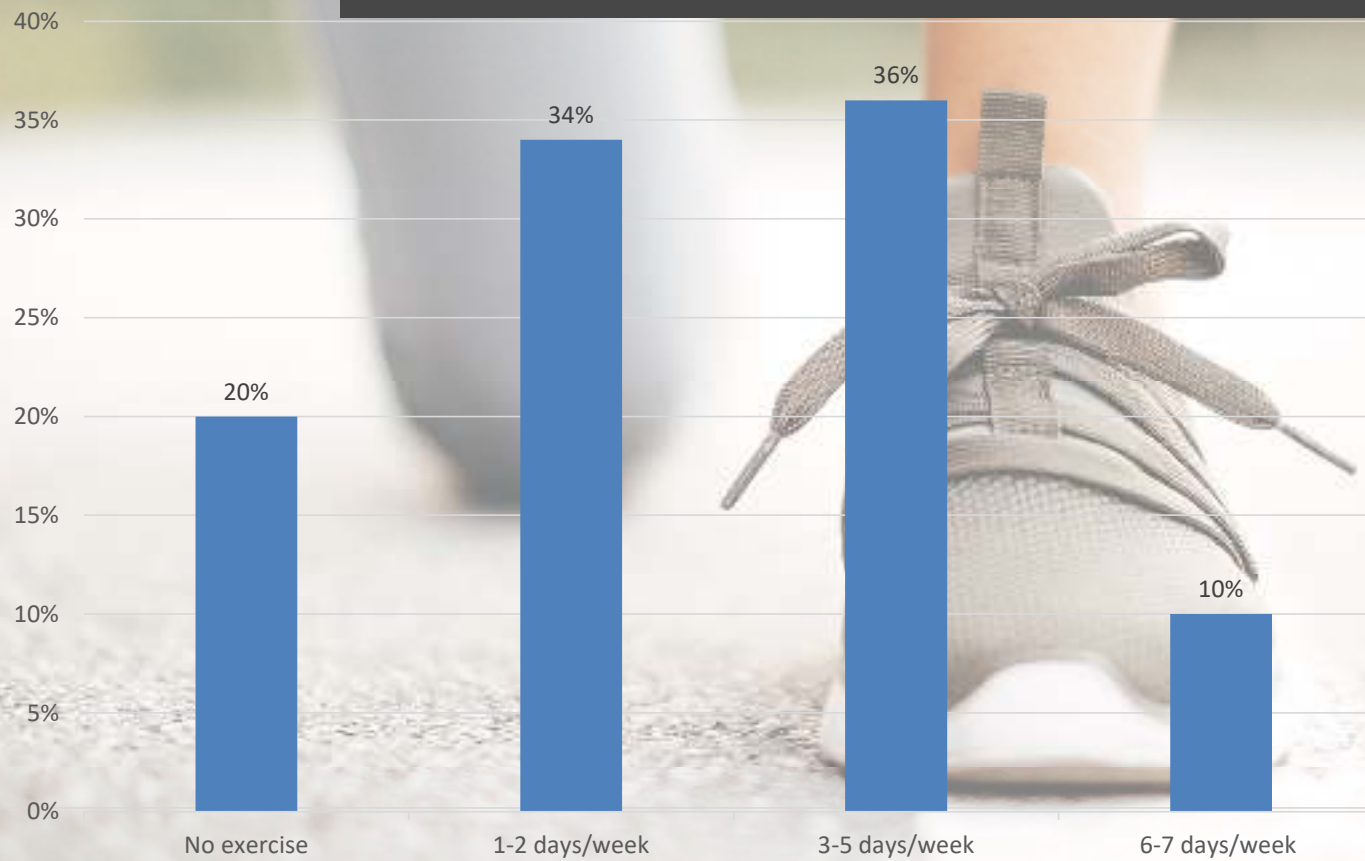
SLEEP APNEA



■ Diagnosed and on Medication  
■ Diagnosed but not using Meds or Cpap  
■ No sleep apnea

Self-Reported

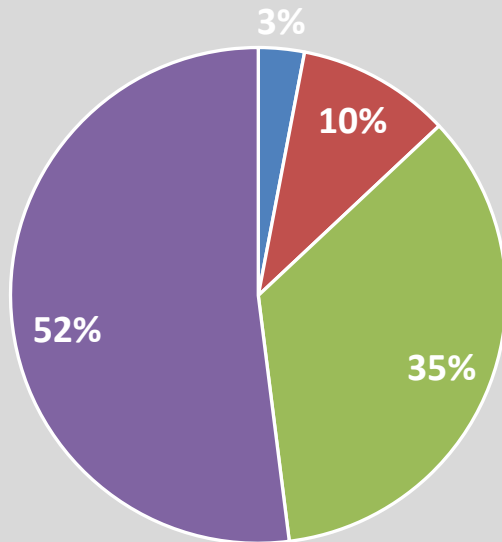
# EXERCISE HABITS





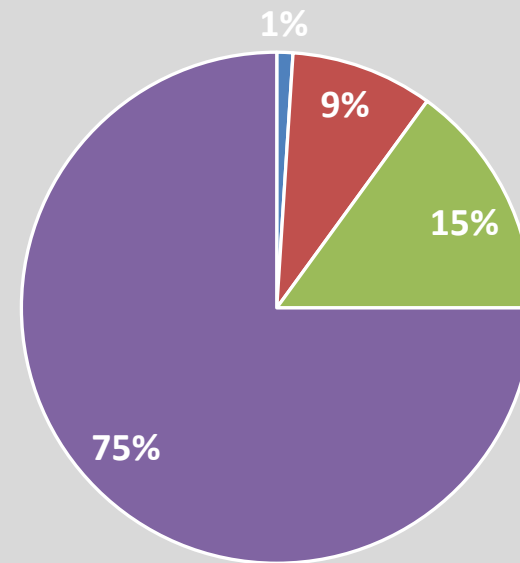
# NUTRITION HABITS

3 BALANCED MEALS



■ Never ■ Rarely ■ Sometimes ■ Often

CHOOSES WATER OVER SUGARY BEVERAGES



■ Never ■ Rarely ■ Sometimes ■ Often

Self-Reported

## STAND-OUT-STATS

Year	Points Tracked
2022	<b>119,269</b>
2021	23,979
2020	16,035

Points Earned	Number of Participants
500 – 999	42
1,000 – 1,999	72
2,000 – 2,999	3
3,000 – 4,000	1



Assisted with implementation of additional wellness program.

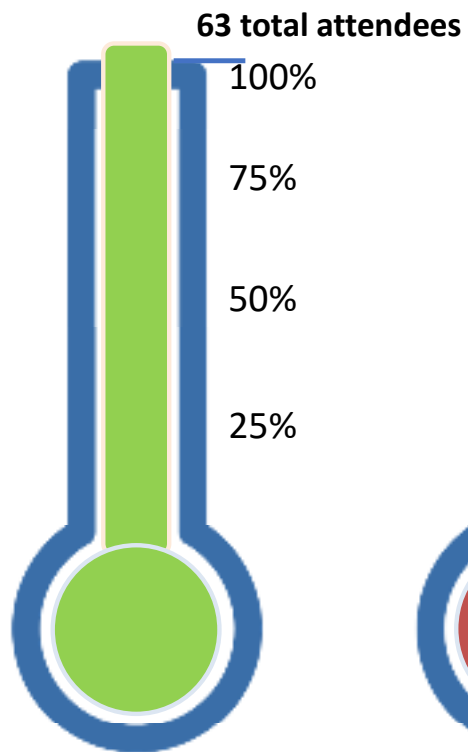




## 2022 GOALS AND OUTCOMES

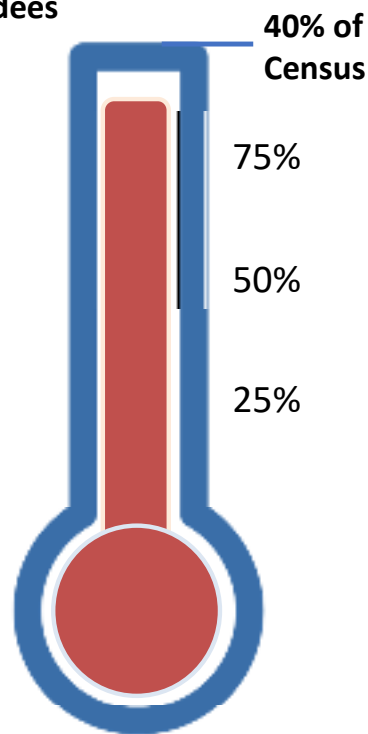
2022 Goals	2022 Outcomes
<b>Increase HRA participation 40% of total census</b> (130 participants)	<ul style="list-style-type: none"><li>• Nearly met our goal</li><li>• 36% (118 participants)</li></ul>
<b>Increase wellness challenge participation by 50%</b> (20 participants/challenge)	<ul style="list-style-type: none"><li>• No change</li><li>• 13 participants per challenge</li></ul>
<b>Increase presentation participation</b> (60 participants/presentation)	<ul style="list-style-type: none"><li>• Met our goal</li><li>• 63 attendees total between 3 presentations</li></ul>
<b>Increase well-visit incentive utilization 50% of total census</b> (165 participants)	<ul style="list-style-type: none"><li>• Saw significant improvement, didn't meet goal</li><li>• 79 (24%) earned the incentive</li></ul>

# STRIVE 2022 GOAL OUTCOMES



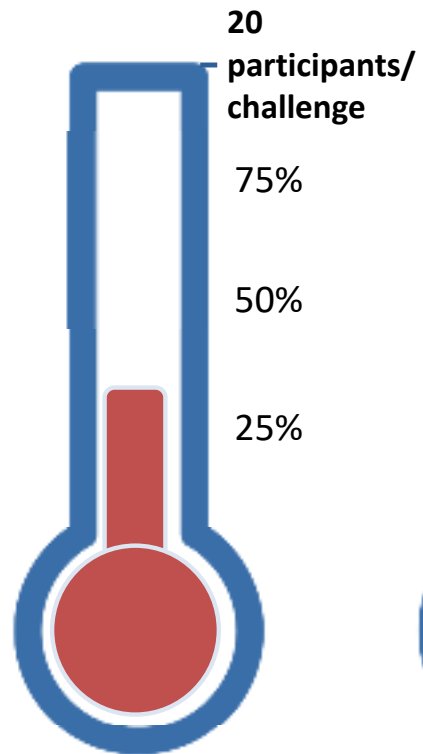
## Presentation Attendance

2021 –  
2022 – 63 total



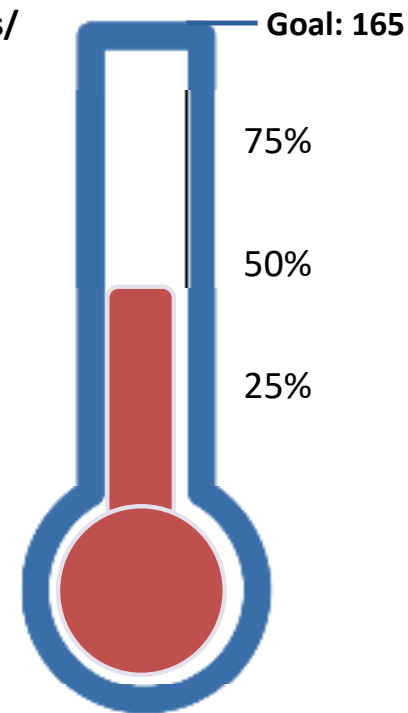
## HRA Participation

2021 – 33  
2022 – 118 (goal was 130)



## Challenge Participation

2022 - 13 per challenge  
(30% increase)



## Well Visit Utilization Incentive

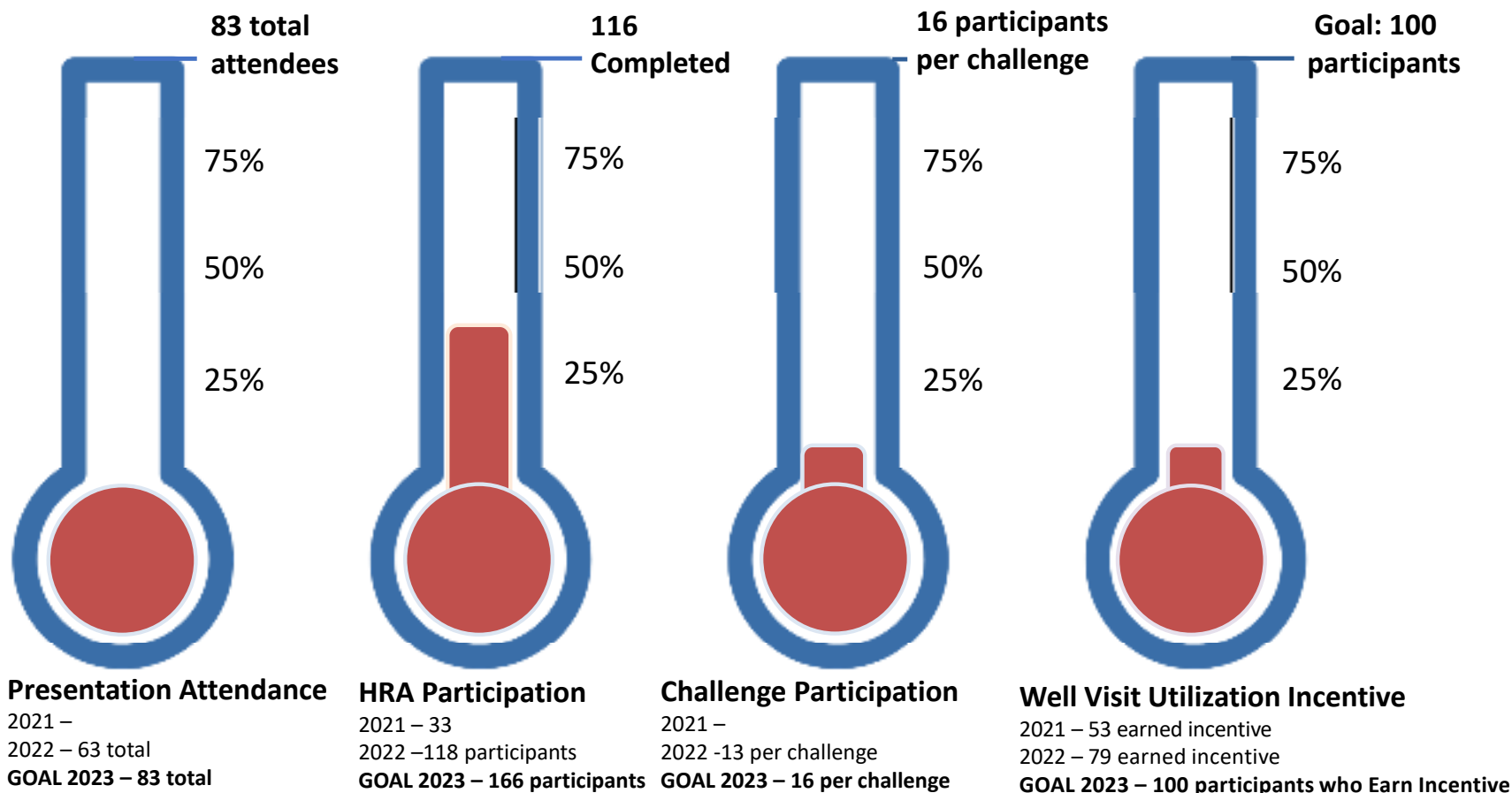
2021 – 53 earned incentive  
2022 – 79 earned incentive



# 2023 GOALS AND STRATEGIES

Goals	Strategy	Quarter 1 Outcomes
<b>Increase wellness presentation participation by 25%</b> (83 total participants)	<ul style="list-style-type: none"> <li>• Offer reward/raffle per event</li> <li>• Online promotion through email and calendar invites</li> <li>• Encouragement and reminders from C-Suite</li> </ul>	First presentation in May
<b>Increase wellness challenge participation by 25%</b> (16 participants/challenge)	<ul style="list-style-type: none"> <li>• Online promotion through email</li> <li>• Offer reward/raffle per event</li> <li>• Try team-based challenges</li> <li>• Encouragement and reminders from C-Suite</li> </ul>	Positive Outlook: 25 participants Annual Corporate: 19 participants
<b>Increase HRA participation to 50% of census</b> (166 participants)	<ul style="list-style-type: none"> <li>• Tie incentive to HRA completion, sign-up by August 1<sup>st</sup></li> <li>• Continued robust communication campaign               <ul style="list-style-type: none"> <li>• Email, home mailings, posters</li> <li>• Add to presentation slides</li> <li>• This worked well in 2022</li> </ul> </li> </ul>	20% of census
<b>Increase well-visit incentive utilization to 30% of total census</b> (100 participants)	<ul style="list-style-type: none"> <li>• Conduct survey in Fall 2023 to capture reasons some employees don't participate</li> <li>• Strive manages well-visit form completions &amp; provides monthly incentive report</li> <li>• Add to presentation slides</li> <li>• Four targeted emails to be sent Q2-Q4</li> <li>• Home Mailer being sent in July, after CCI is onboarded</li> </ul>	3% of census

# STRIVE 2023 GOAL OUTCOMES





- Wellness Development Course
- Wellness Fair/Event
- Wellness Presentation
- 1-hour Learning Journal Project Course
- Center



# 2023 WELLNESS PLAN

<b>JAN</b>	<b>Patient Experience &amp; Empowerment</b>	<b>FEB</b>	<b>The Cost of Health &amp; Self-Improvement</b>
<b>MAR</b>	<b>Practical Nutrition &amp; Your Relationship with Food</b>	<b>APR</b>	<b>The Environment &amp; You</b>
<b>MAY</b>	<b>Art About Arthritis</b>	<b>JUN</b>	<b>Children's Mental Health</b>
<b>JUL</b>	<b>Wearing Masks &amp; Face Safety</b>	<b>AUG</b>	<b>Executive Coaching Series</b>
<b>SEP</b>	<b>Ergonomics, Posture, &amp; Reducing Pain</b>	<b>OCT</b>	<b>Dialysis, Community Action, &amp; Self-Care</b>
<b>NOV</b>	<b>Perfectionism &amp; OCD</b>	<b>DEC</b>	<b>Disconnect &amp; Reconnect for Your Health</b>

## Wellness Events

1. February: Positive Outlook Challenge
2. April: Strive Corporate Challenge
3. May: Stress Busters Presentation
4. July: Disconnect and Reconnect Challenge
5. October: Eat the Rainbow Challenge
6. November: Going for Growth Challenge
7. December: Jog Your Memory Presentation

## Miscellaneous

- Quarter 4 Feedback survey
- Continue Strive Reward Point Program (Monthly, Quarterly, Annual Giveaways)
- Monthly Wellness Newsletter
- Monthly Strive Webinar
- Monthly Observance Campaigns
- Quarterly Meditation Moments
- January TLConnection Kick Off

# 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?