



EXECUTIVE REVIEW

& 2023 STRATEGIC PLANNING

06/07/2023



Kapnick
Strive

WALBRIDGE.DIG

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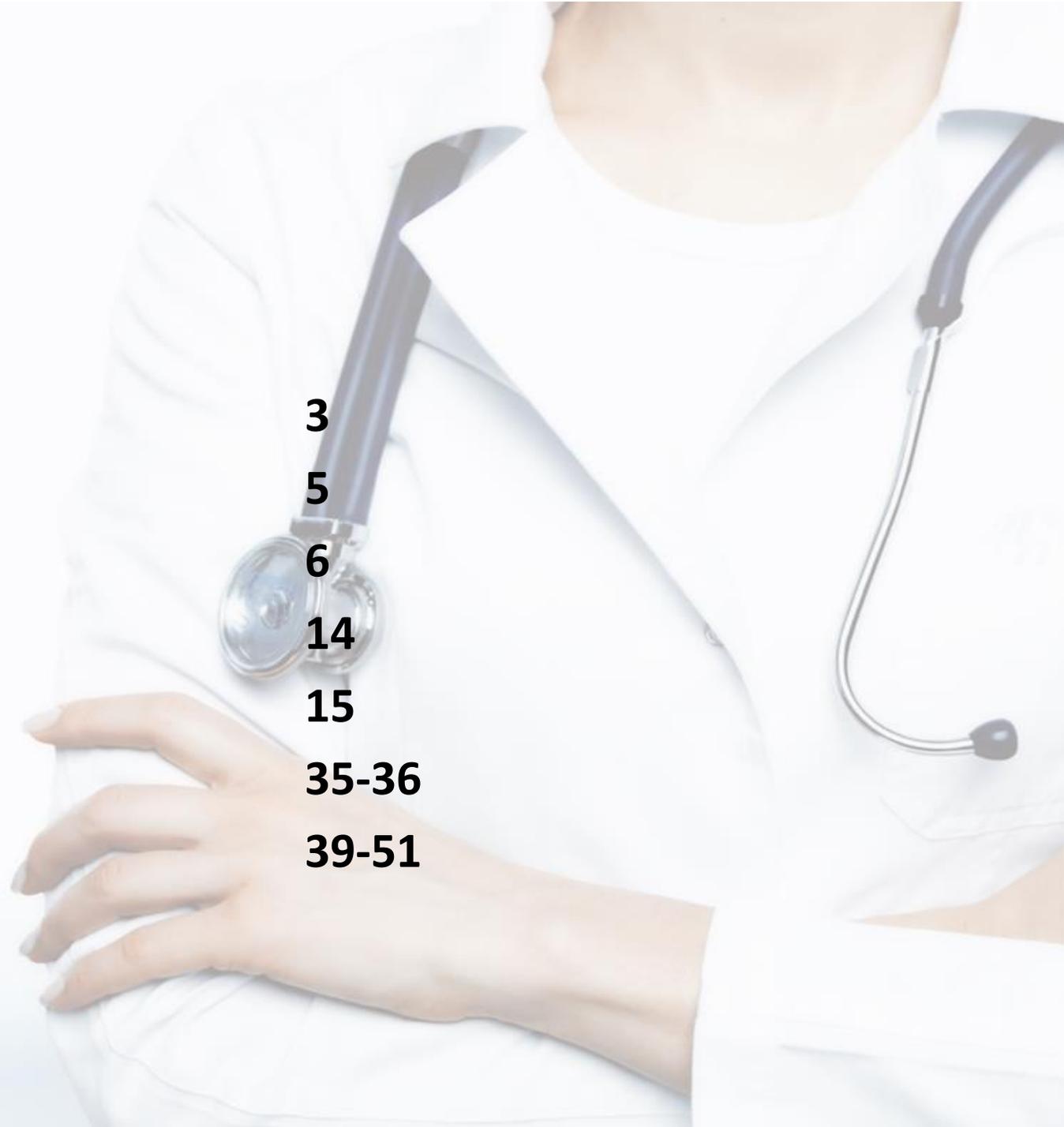
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2022 KEY FINDINGS

- 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 - 4th 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 <small>Repeat Participants Average: 81</small>
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

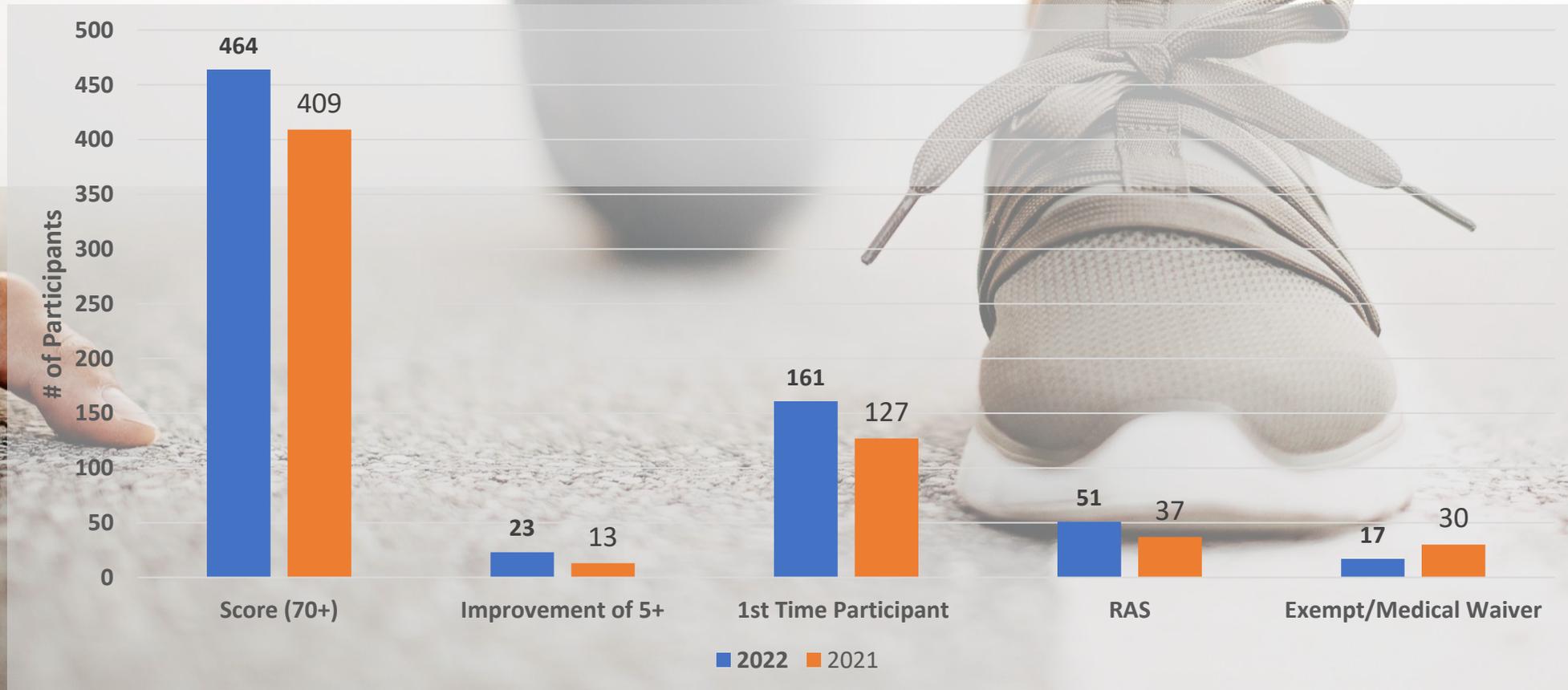


BIOMETRIC AVERAGES

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

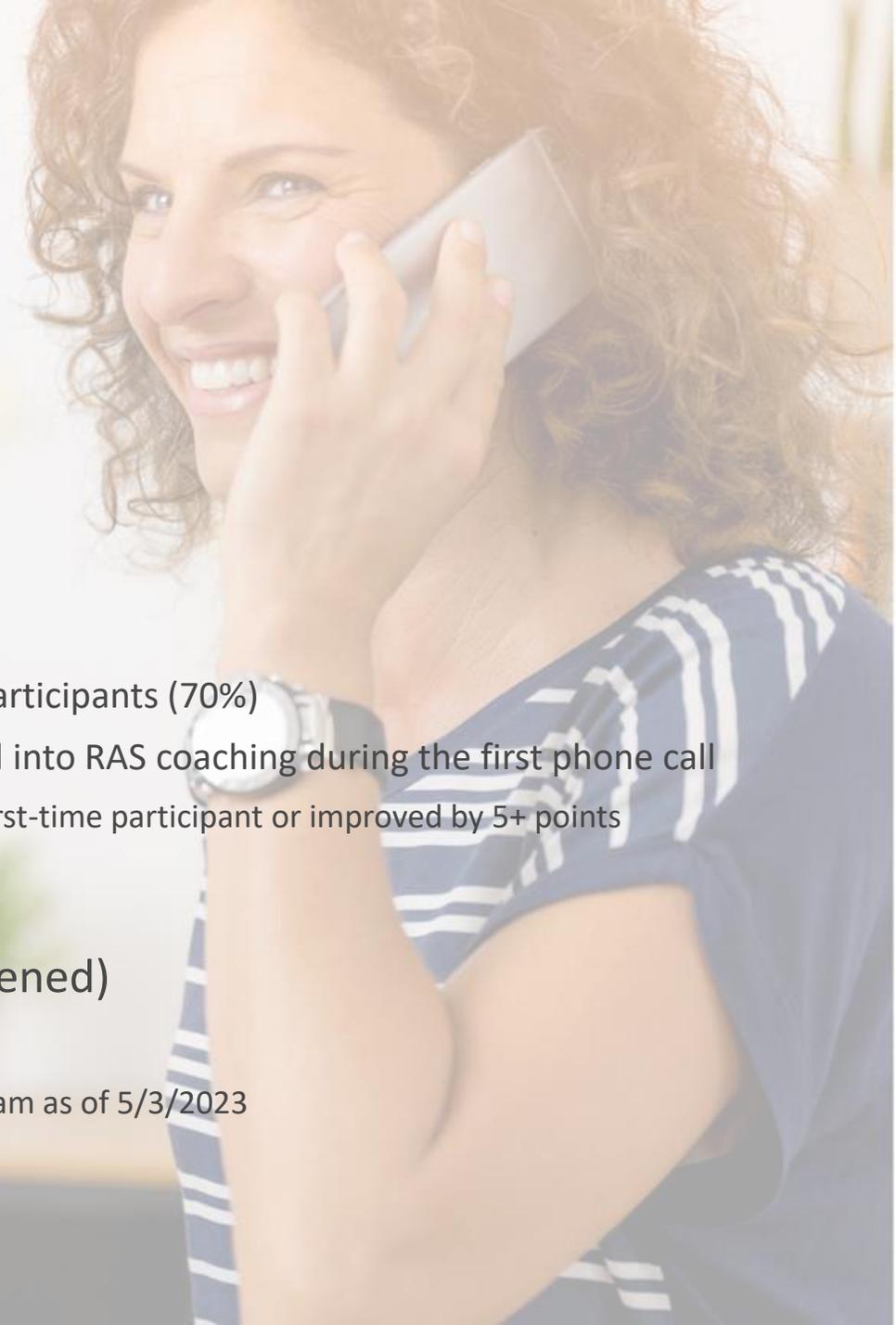
60 & BELOW

- 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

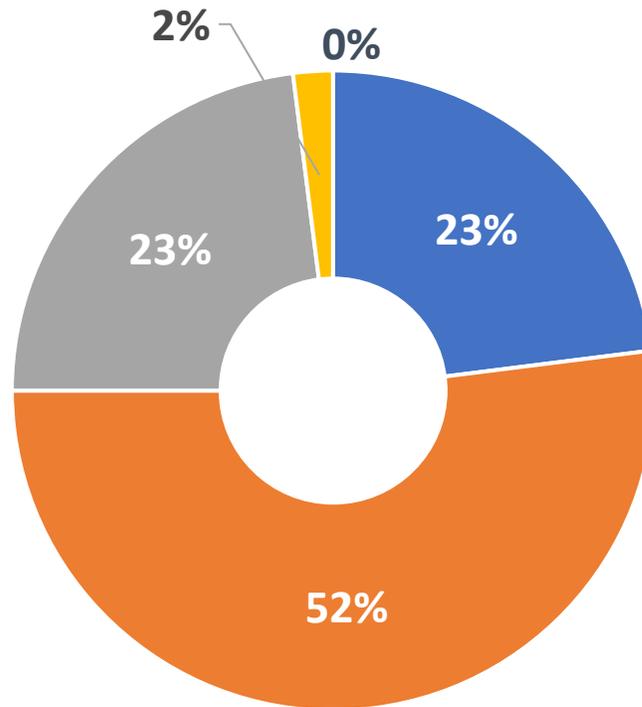
Low Risk = 84-70

Moderate Risk = 69-60

High Risk = 59-50

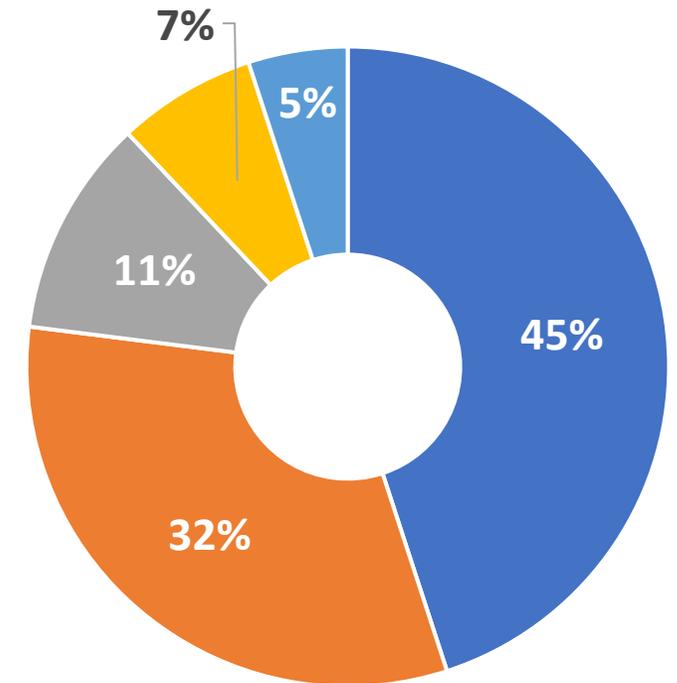
Very High Risk = 49-0

SELF-PERCEPTION OF HEALTH



■ Ideal ■ Low ■ Moderate ■ High ■ Very High

ACTUAL HEALTH SCORE



■ Ideal ■ Low ■ Moderate ■ High ■ Very High



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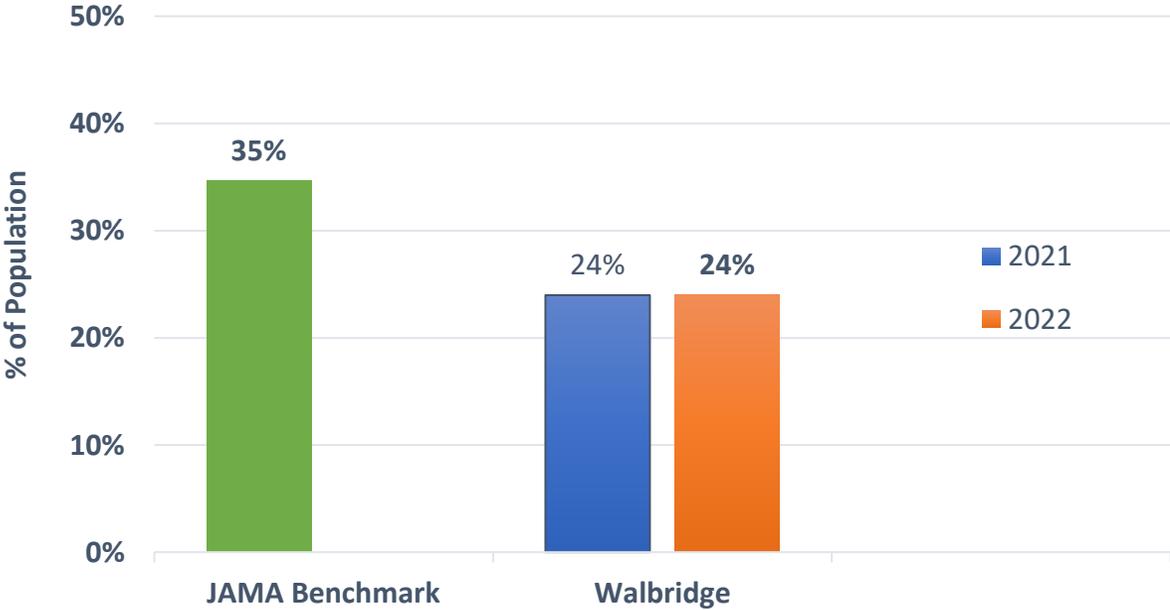


HEALTH SCORE BENCHMARKING

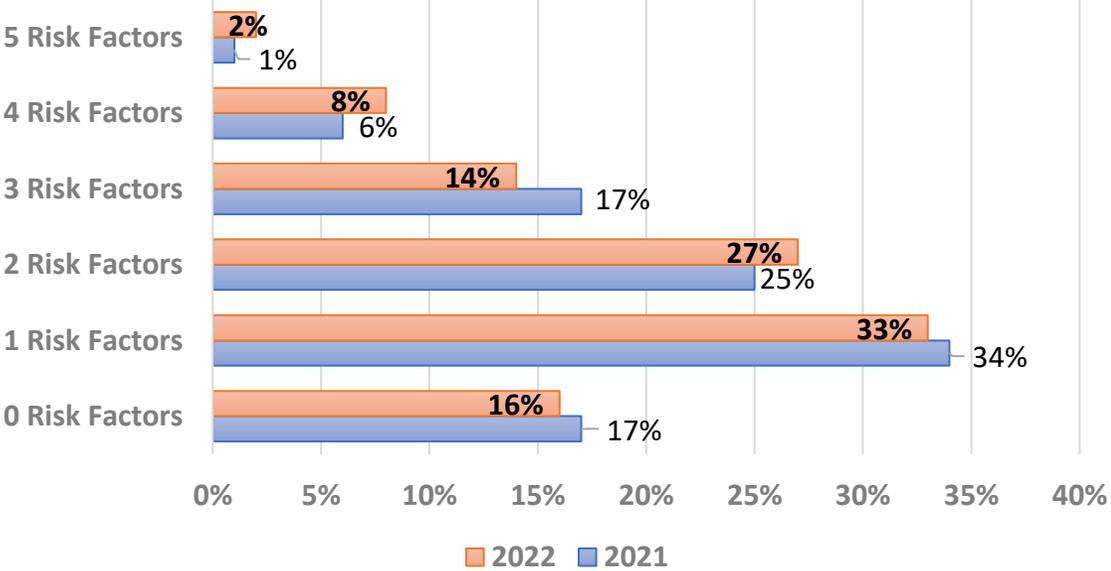


METABOLIC SYNDROME RISK

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%

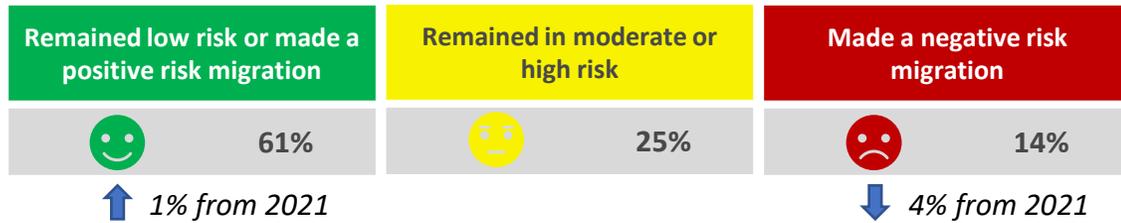


1% from 2021

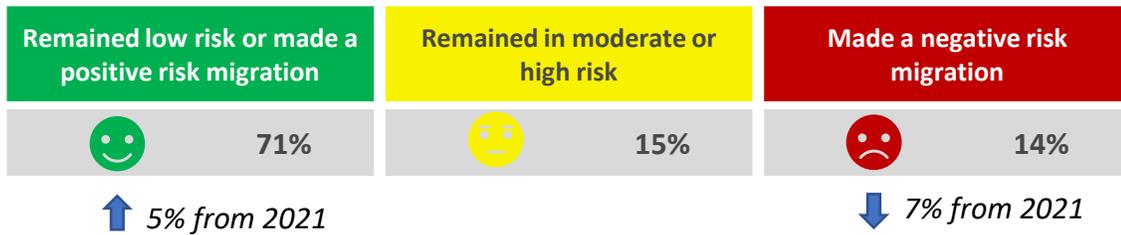


REPEAT PARTICIPANT BIOMETRIC RISK CHANGE:

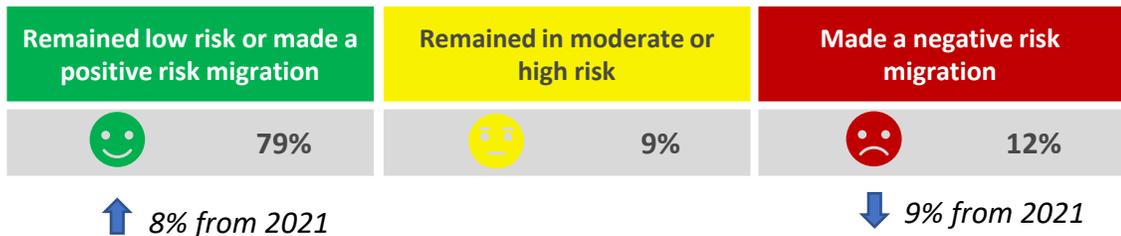
Total Cholesterol



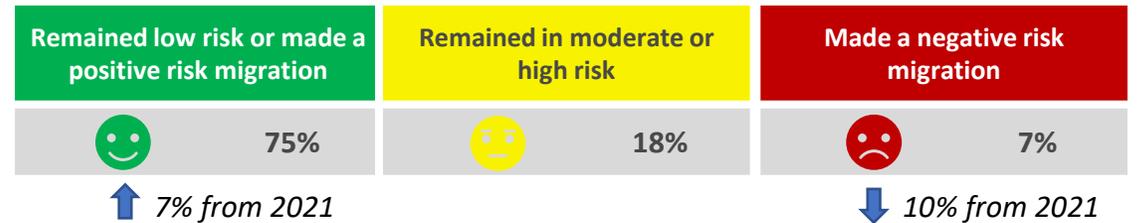
Systolic Blood Pressure



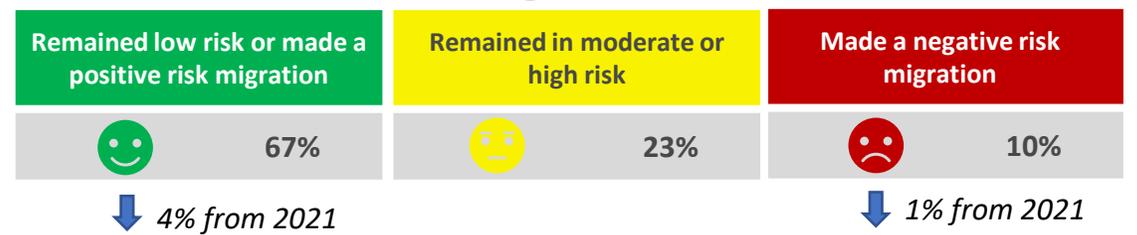
Diastolic Blood Pressure



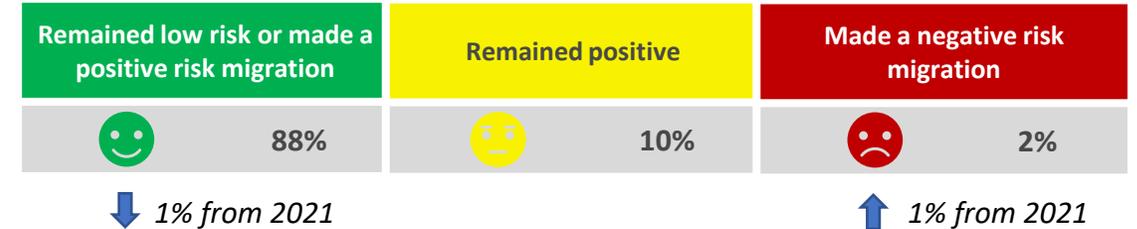
Blood Glucose



Hemoglobin A1C



Tobacco



TOP RISK FACTORS



DIABETES



CHOLESTEROL



BLOOD PRESSURE

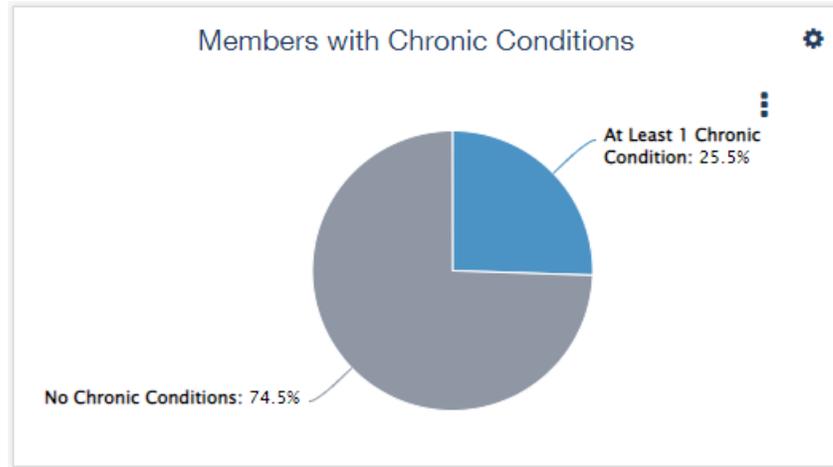


CHRONIC CONDITIONS & HEALTH SCREENING CLAIMS ANALYSIS

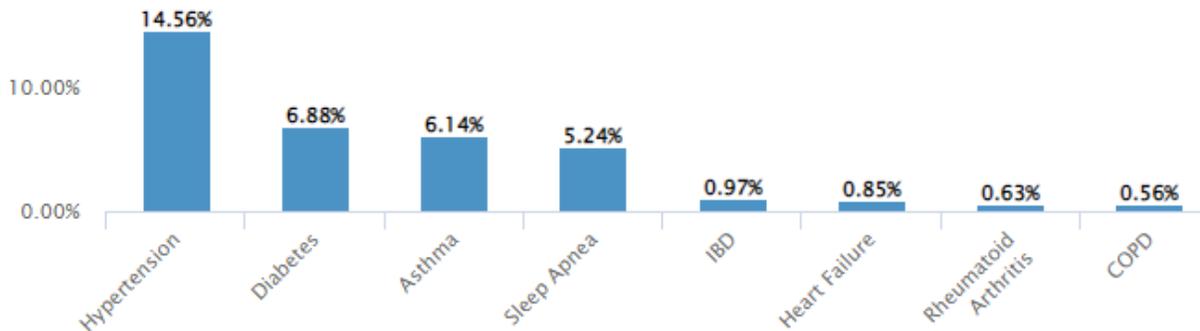


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Chronic Condition Prevalence



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**

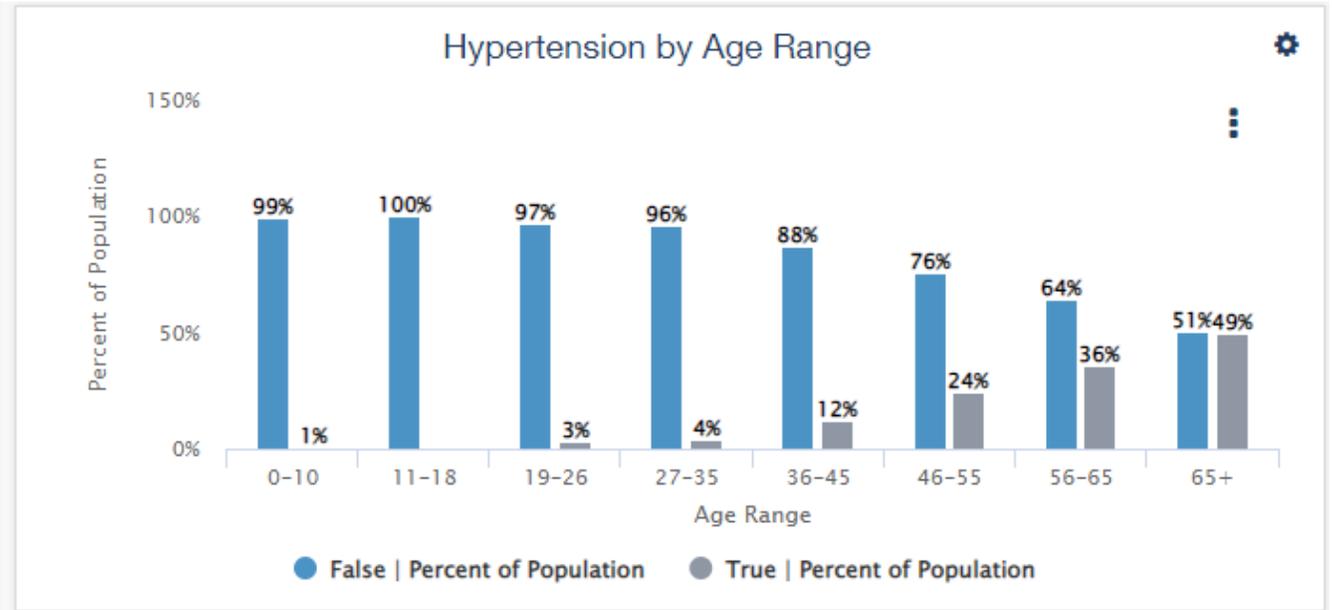
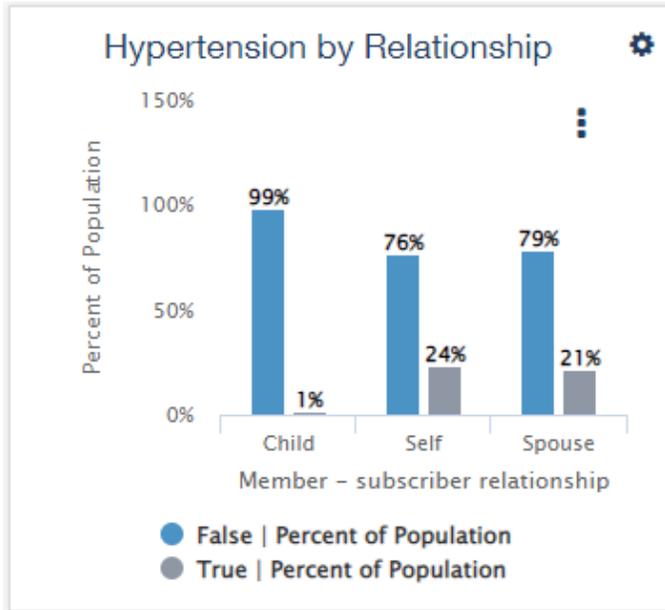
Assumptions:

- 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)



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:

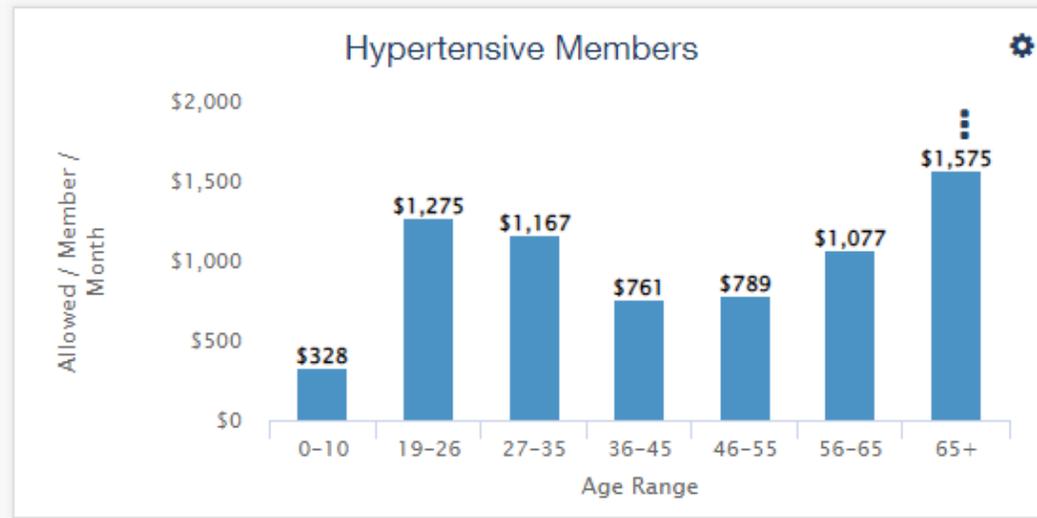
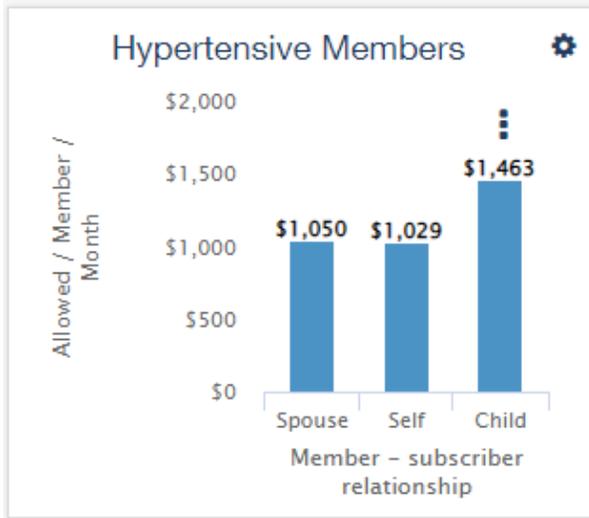
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick’s book of business benchmark (49k members)

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:

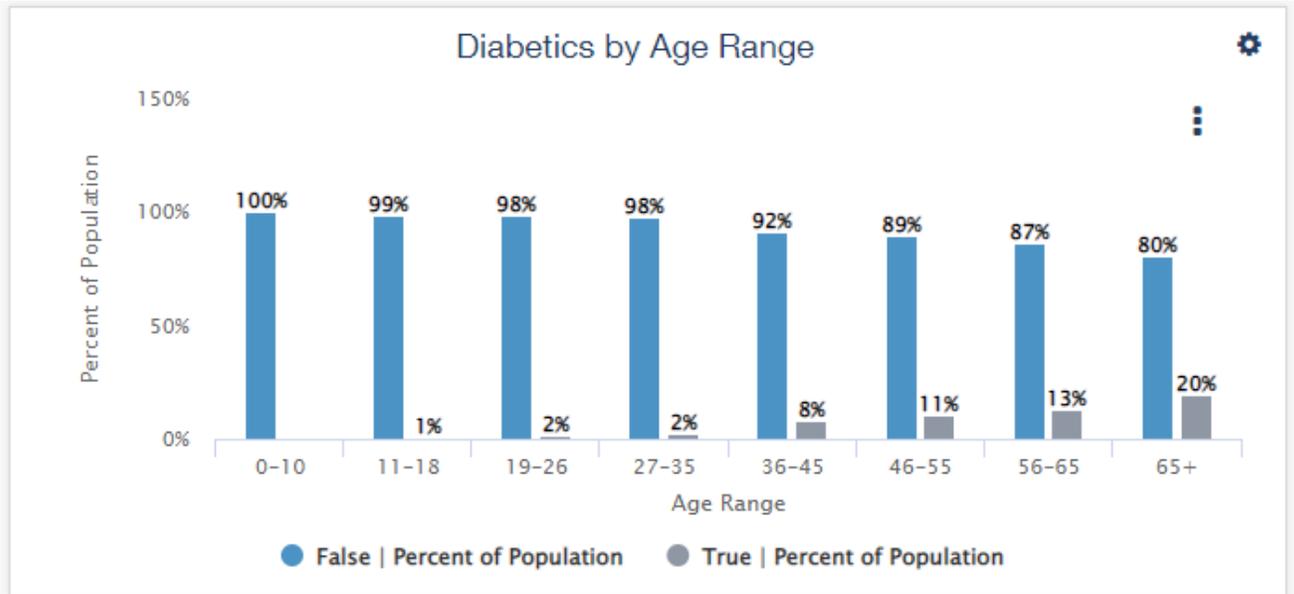
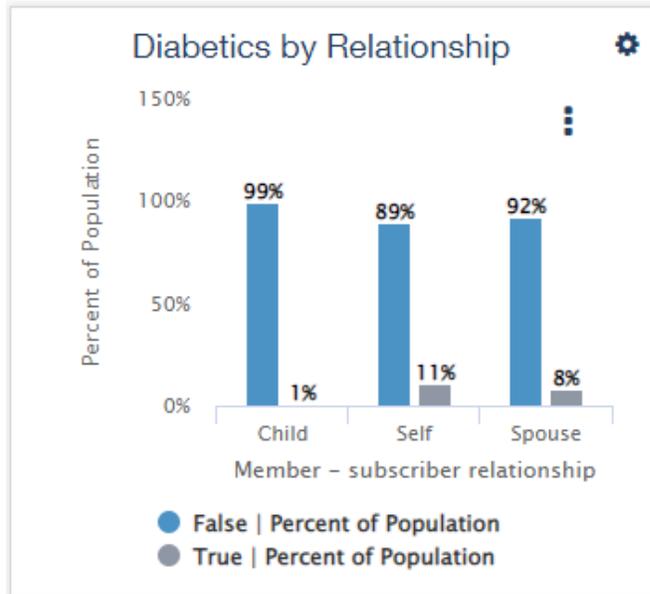
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included in the table (dependent children excluded)
- All members enrolled in the health plan are included in the bar charts
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark 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:

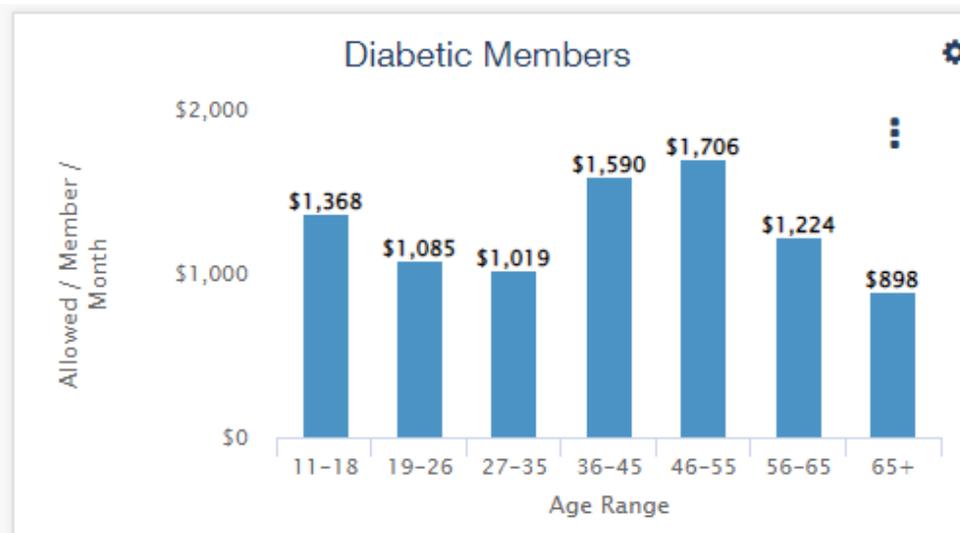
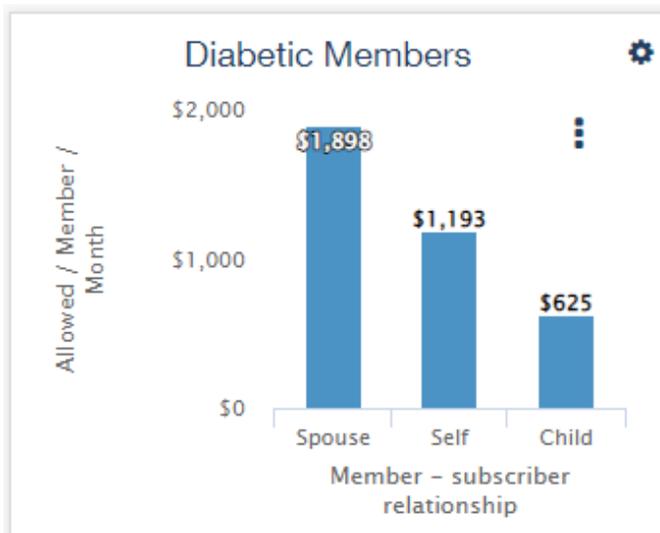
- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2022 were included (dependent children excluded)
- Data is from Jan 2022 through Dec 2022 on an incurred basis
- Benchmark reflects Kapnick's book of business benchmark (49k members)

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)





Diabetes: Highest-Costing Drugs

Highest Costing Diabetic Rx in 2022 ⚙️									
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

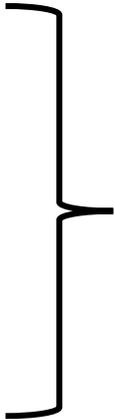
Assumptions:

- 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

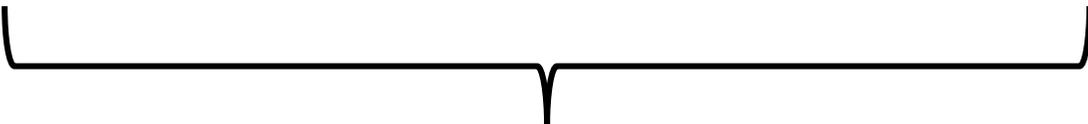
Screenings & Cost

Members with Screenings ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	739	\$5,327,241	\$7,209

Members without Screenings (EE & SP Only) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	231	\$1,414,341	\$6,123

Members with Screenings (Excl 8 HCC) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	731	\$4,193,702	\$5,737

Members without Screenings (EE & SP Only; Excl 3 HCC) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
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 60-69 ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	79	\$654,377	\$8,283

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 50-59 ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	48	\$259,350	\$5,403

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 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!

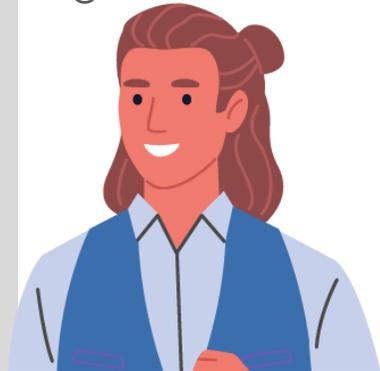
Participant C: Improved their health score by 32 points, migrating from high risk to ideal risk by losing 120+ lbs., improving their BP, cholesterol, LDL, glucose, A1C, GGT and triglycerides!

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



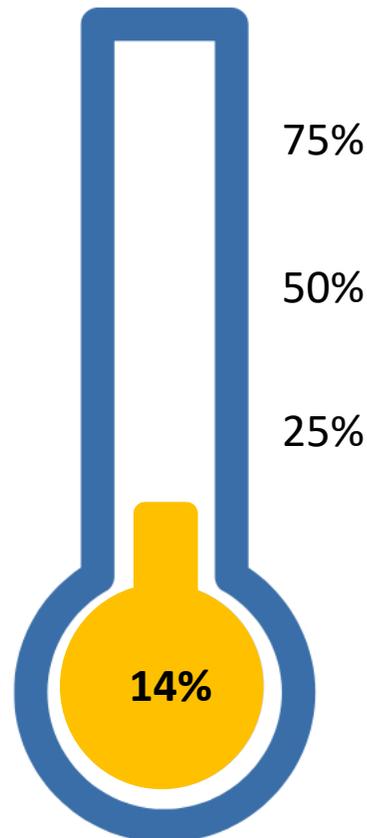
67 PARTICIPANTS RECEIVED A HEALTH SCORE OF 100



STRIVE PROGRAMMING GOALS

2
0
2
3

GOAL: 700



HRA Participation

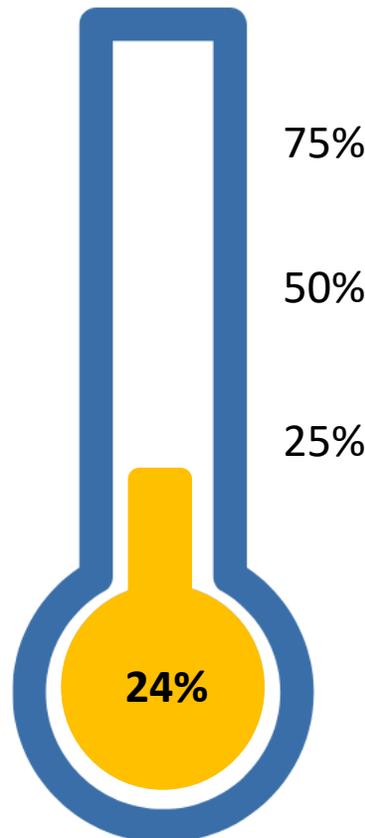
2021: N/A

2022: 682

2023 Goal: 700

(3% increase)

GOAL: 100



Challenge Participation

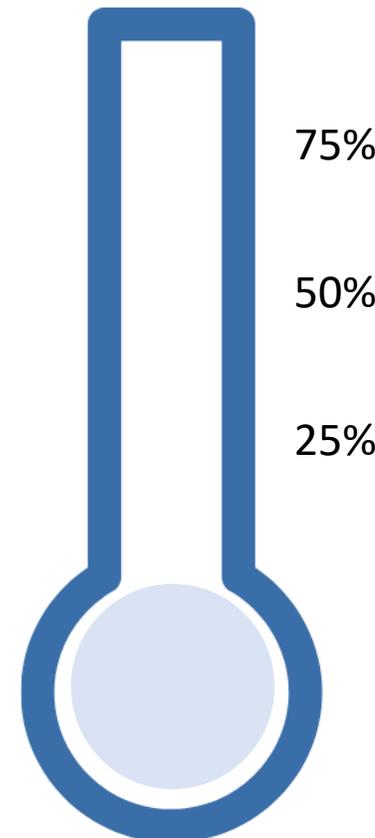
2021 – 91

2022: 92

2023 Goal: 100 total participants

(8.7% increase)

GOAL: 65%



RAS Health Coaching

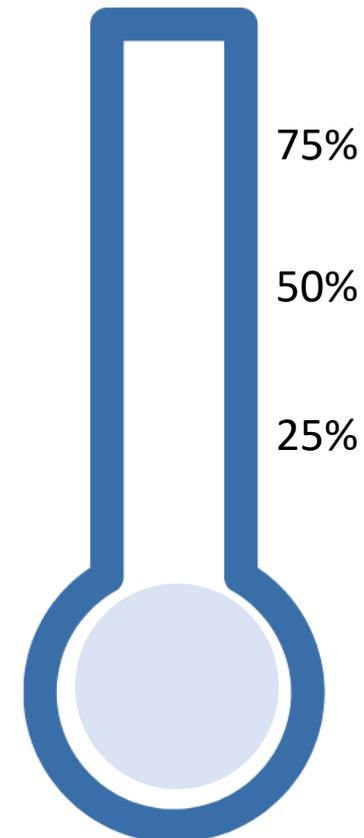
2021: 41%

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

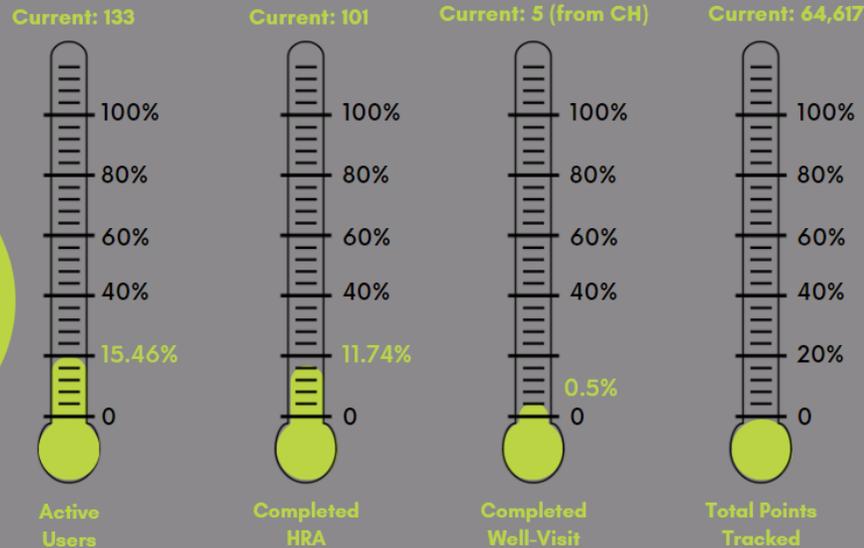
2023 Goals	2023 Strategies	Overall Strategies
<p>Focus on Top Health Risks</p> <ul style="list-style-type: none"> Blood Pressure Diabetes Cholesterol 	<ul style="list-style-type: none"> Drip campaign for high blood pressure awareness month Promote participation in wellness challenges that focus on heart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

Pulse Checks – NEW LOOK!

PULSE CHECKS

Client: Walbridge/DIG

Quarter #1



Eligible Population: 860

Reward Point Winners

Structure:	6 winners of \$25 Amazon gift card per quarter
Winners:	Eugenia Proda Michael Cusano Brittany Rosensky Antonio Scavo 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)

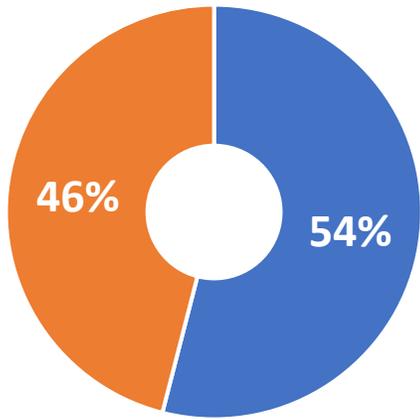
GGT is used for diagnosing and monitoring disease of the liver, gallbladder, bile ducts and bile. Levels outside of the normal range could indicate any form of liver disease or biliary obstruction.

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.



GENDER

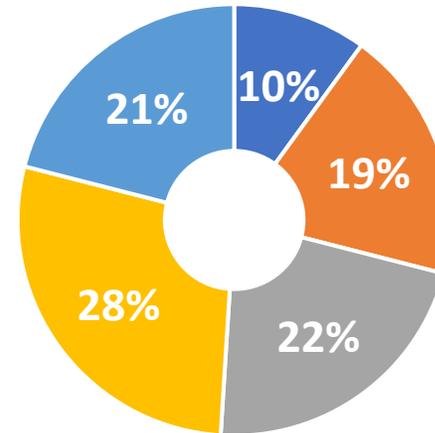


■ Male ■ Female



■ Male ■ Female

AGE



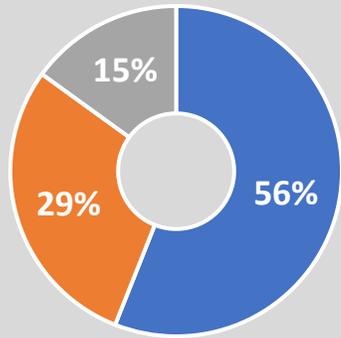
■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

AVERAGE – 48

HEART HEALTH: TOTAL CHOLESTEROL

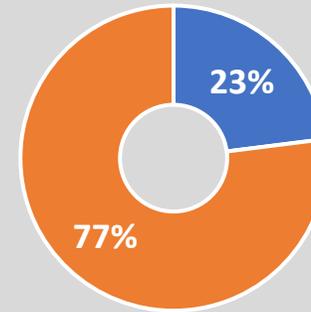
(HDL + LDL + TRIGLYCERIDES)

TOTAL CHOLESTEROL BREAKDOWN



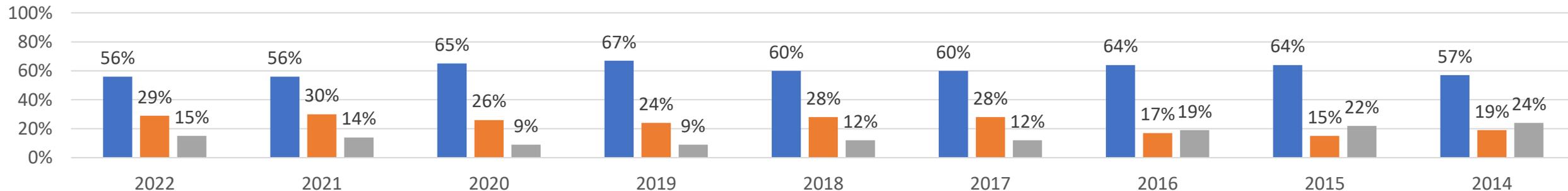
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

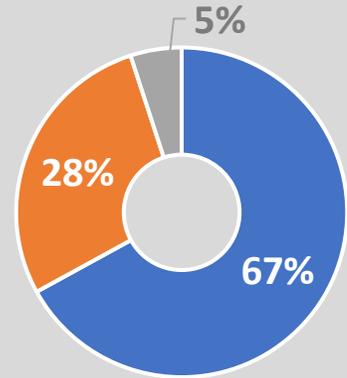
Low Risk = <200mg/dL Moderate Risk = 200-239mg/dL High Risk = ≥240mg/dL



■ Low ■ Moderate ■ High

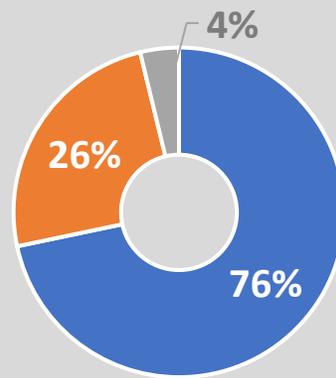
HEART HEALTH: BLOOD PRESSURE

SYSTOLIC BREAKDOWN



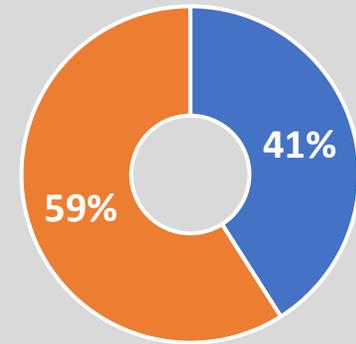
■ Low ■ Moderate ■ High

DIASTOLIC BREAKDOWN



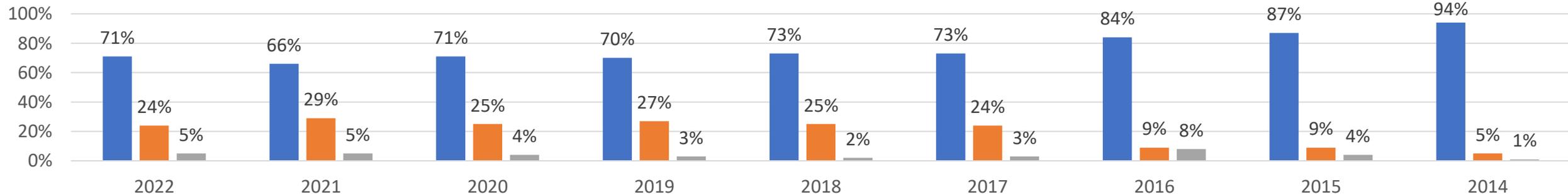
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

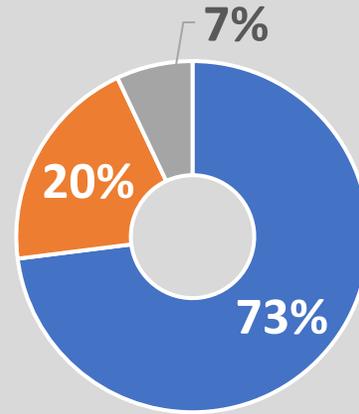
Low Risk = $\leq 121\text{mmHg} / \leq 81\text{mmHg}$ Moderate Risk = $122-140\text{mmHg} / 82-90\text{mmHg}$ High Risk = $\geq 141\text{mmHg} / \geq 91\text{mmHg}$



■ Low ■ Moderate ■ High

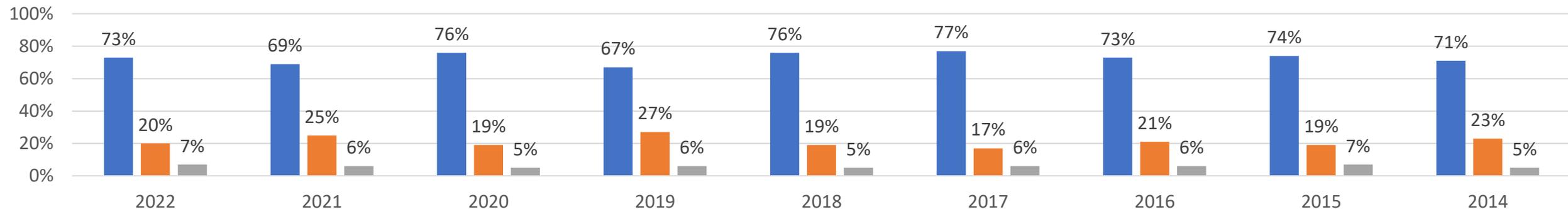
DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



■ Low ■ Moderate ■ High

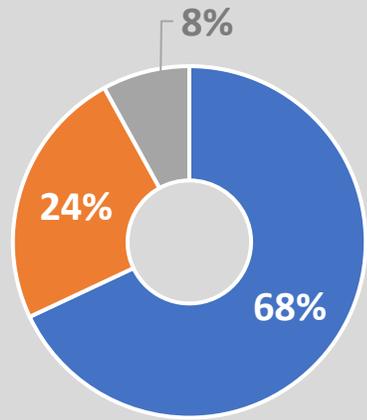
Low Risk = ≤ 100 mg/dL Moderate Risk = 101-125mg/dL High Risk = ≥ 126 mg/dL



■ Low ■ Moderate ■ High

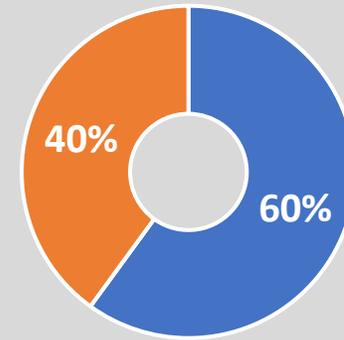
DIABETES: HEMOGLOBIN A1C

A1C BREAKDOWN



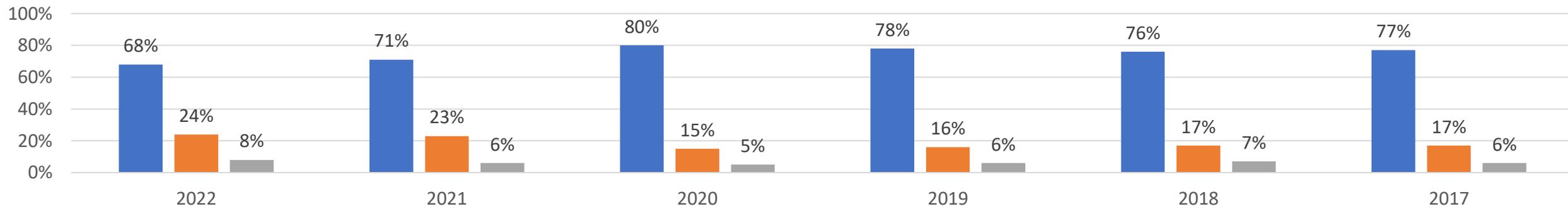
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



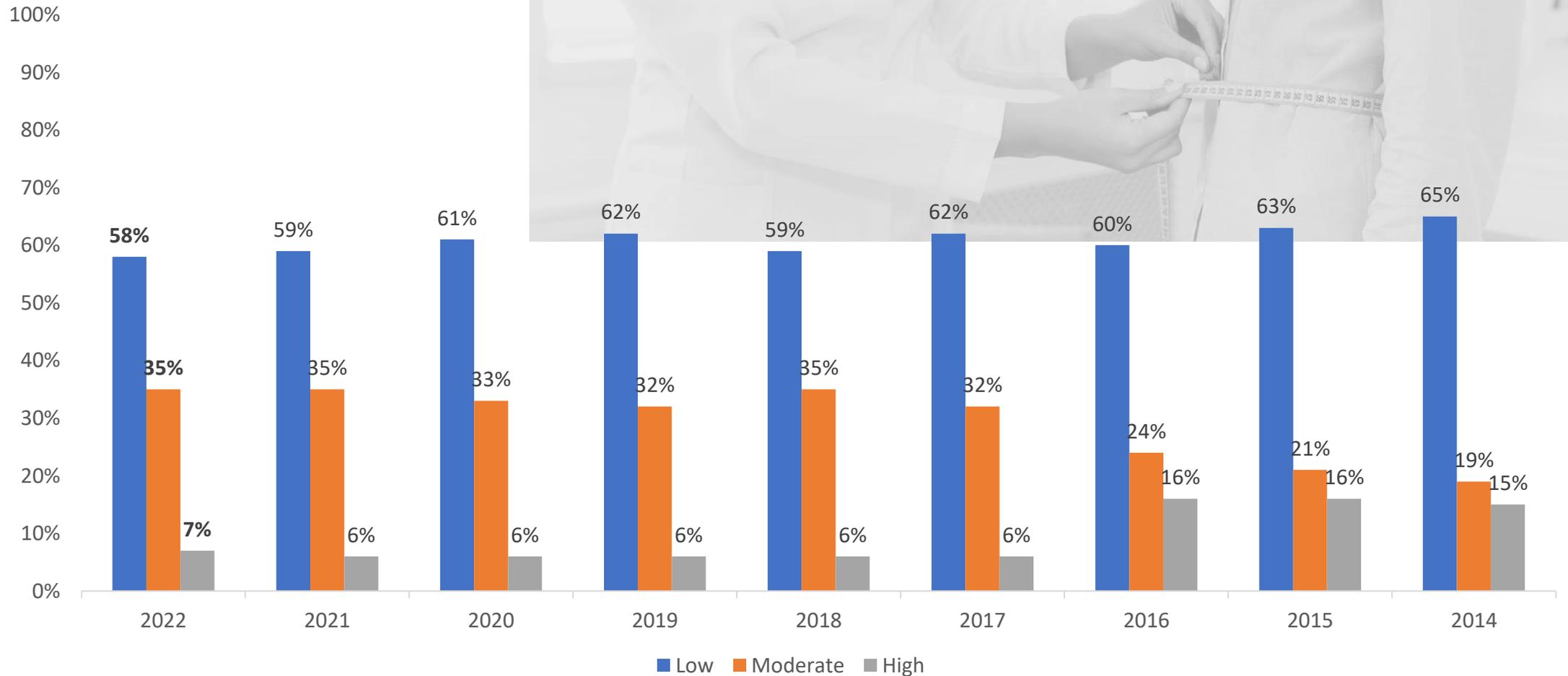
■ Aware ■ Not Aware

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



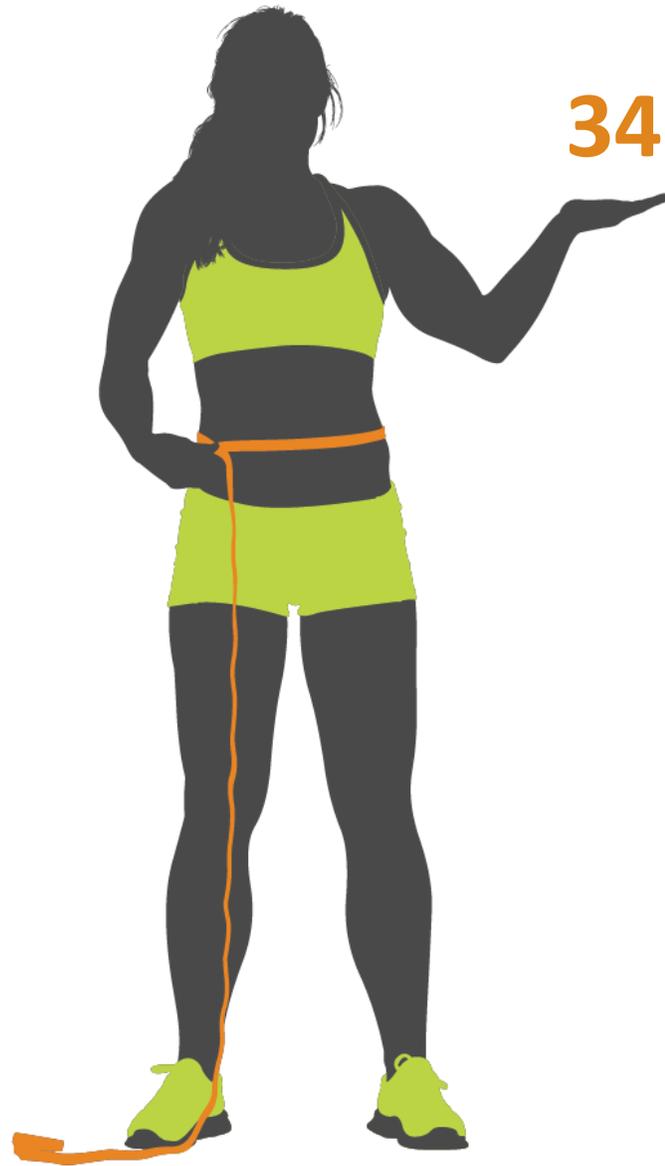
■ Low ■ Moderate ■ High

BODY COMPOSITION: BODY MASS INDEX



Low Risk = 18.5-29.9 Moderate Risk = 30-39.9 High Risk = ≥ 40

AVERAGE WAIST CIRCUMFERENCE FOR MEN AND WOMEN



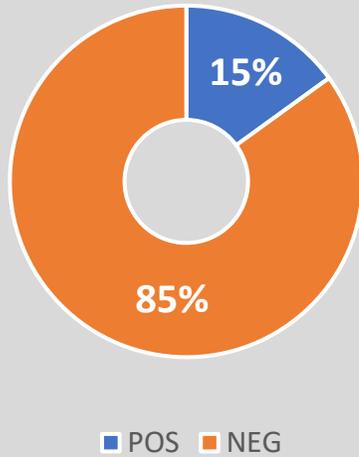
34.5



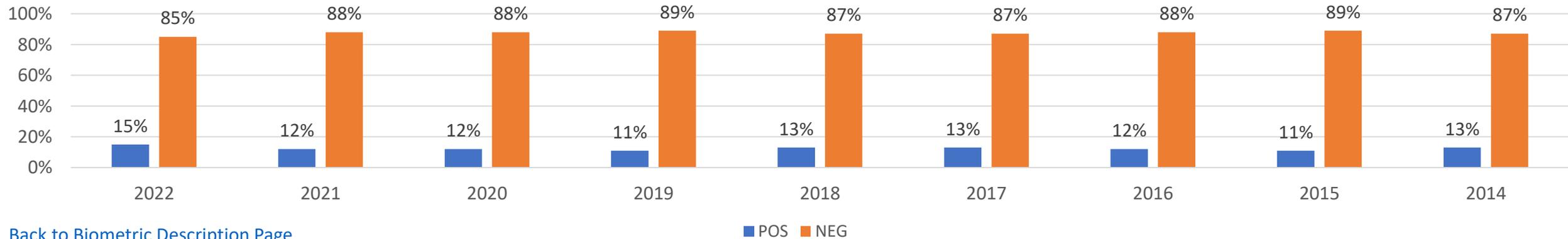
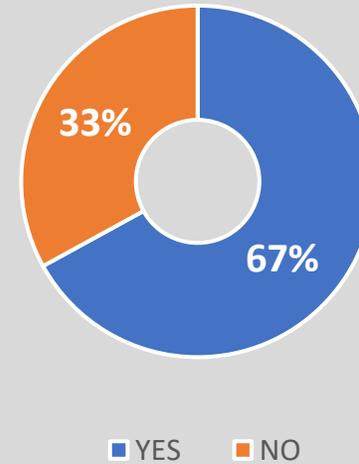
39.36

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

TESTED POSITIVE



INTERESTED IN QUITTING

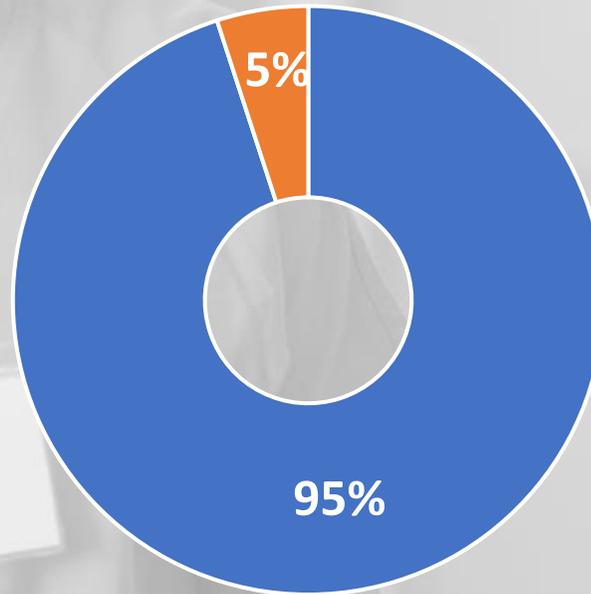




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GAMMA-GLUTAMYLTRANSFERASE (GGT) TEST RESULTS

GGT BREAKDOWN

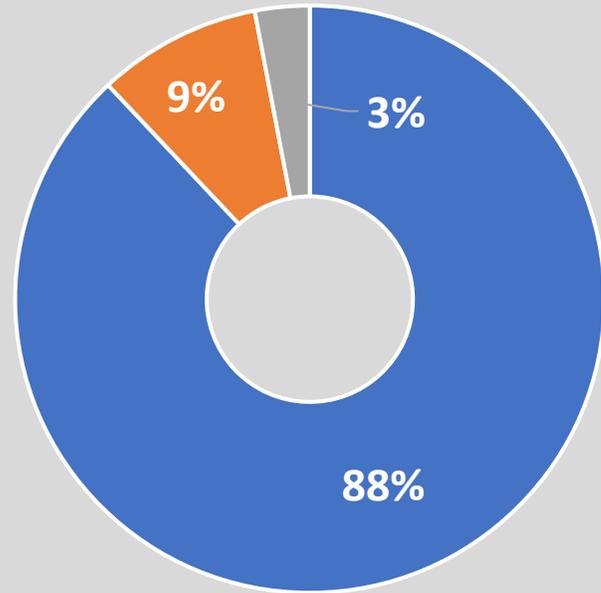


■ Low ■ High

Low Risk = <66 High Risk = ≥ 66

ADDITIONAL TEST OFFERED

PROSTATE SPECIFIC ANTIGEN (PSA)



■ Low ■ Moderate ■ High

Low Risk = 0 - 2.4 Slightly Elevated = 2.5 – 6.5 Moderately Elevated = >6.6



Thank you!



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Questions?