



EXECUTIVE REVIEW

& 2024 STRATEGIC PLANNING

WALBRIDGE.DIG

4.11.24



Kapnick
Strive

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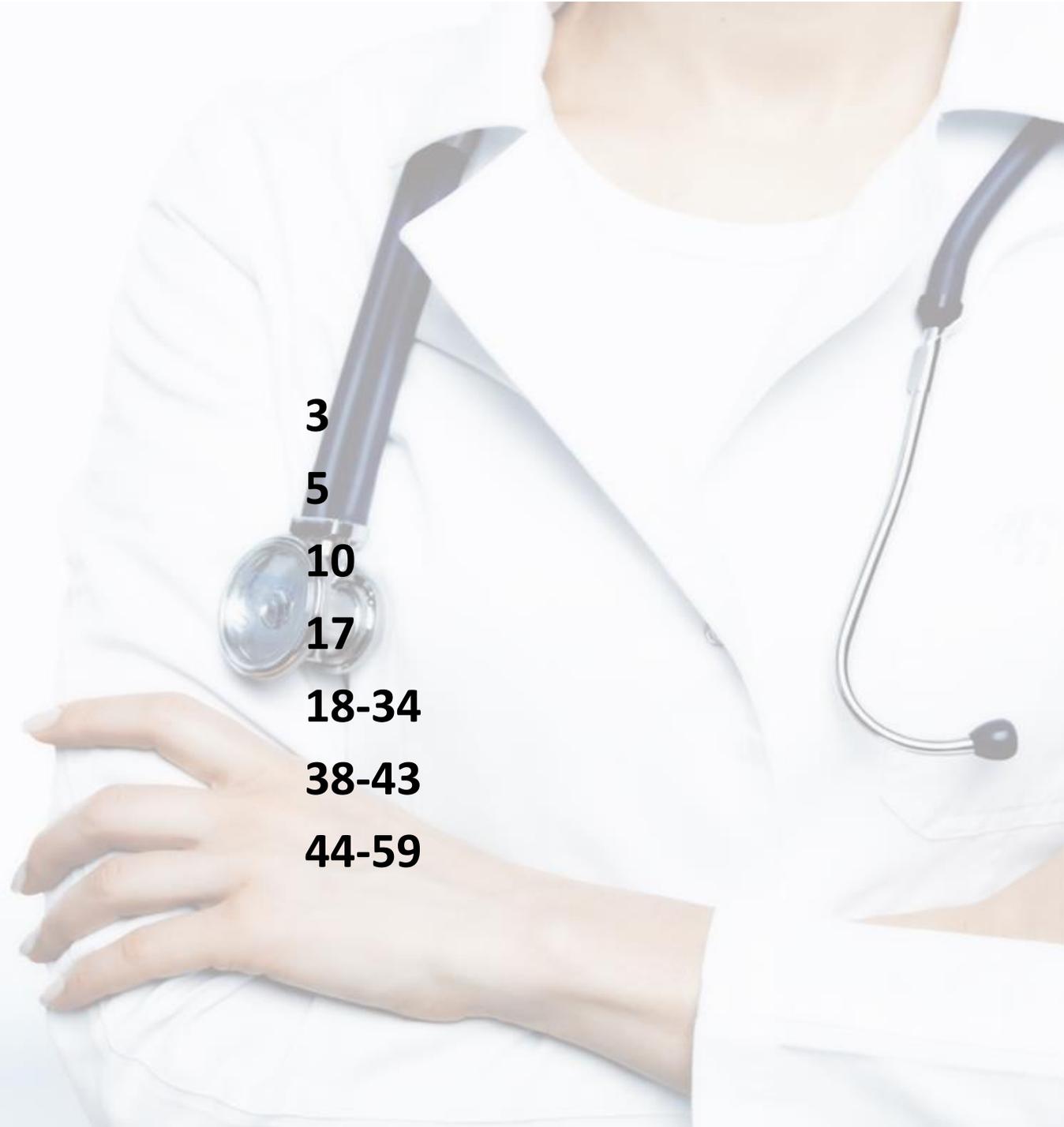
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2023 KEY FINDINGS

- Average health score increased by 2 points (**81**) in 2023
 - Average health score for repeat participants: **81**
- **42** participants submitted their health results to their PCP via consent form
- Eligible employee participation **continuously increased** from 2021
 - Total screened participation increased by **17** participants
- **81%** of screened participants fell into the **low to ideal risk range**
 - **84%** of repeat participants remained in **low risk** or made a **positive risk migration**
- **85%** of those that enrolled in RAS have completed the program
 - 77% of 2022 RAS participants had an **increase in health score** in 2023
- 15 repeat participants **quit tobacco!**
- **40% of members have a chronic condition** & those members make up 79% of the total medical & Rx spend
 - 2 of the top 5 chronic conditions have a higher prevalence than benchmark (obesity & asthma)
 - Top risk factors are **body composition, cholesterol, and blood pressure**
- Members who participated in Strive have a **higher rate of wellness and/or office visits** compared to those who were eligible but did not participate in Strive
- Members with screenings have an annual cost approximately **\$1,200 more** than eligible members without screenings. This is primarily due to a large number of non-participants not using the health plan
- Members with a health score of 70+ have an annual cost approximately **\$2,000 less** than members with a score below 70, when excluding high-cost claimants
- Members with a screening in both 2022 & 2023 experienced an **increase in overall costs**; however, a large portion of the increase is due to an increase in diabetic and weight loss drugs
- Members who completed RAS in 2022 experienced an **11% decrease in medical costs**. Rx costs for this population increased primarily due to diabetic drug utilization

2023 EMPLOYEE EVENTS

STRIVE WELLNESS PRESENTATIONS

- March – Happy, Healthy Heart
- June – Stress Busters
- September – Nutrition 101
- December – Breaking Burnout

WELLNESS CHALLENGES

- April - 5th Annual Kapnick Strive Corporate Challenge – *24 participants*
- August – HIIT for 30 - *27 participants*
- October – No Time Like the Pleasant – *14 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 August - October
- At-Home Screenings: 127

ADDITIONAL WELLNESS EVENTS

- 12 Strive Monthly Webinars
- 4 Meditation Moment Sessions



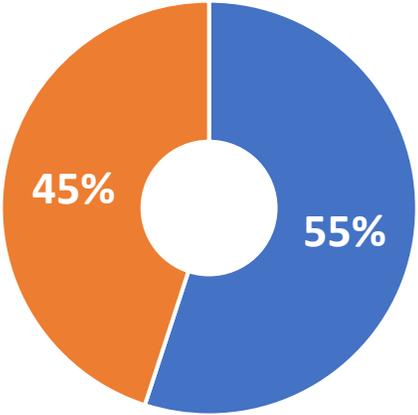
TOTAL PARTICIPATION

627 repeat participants in 2023

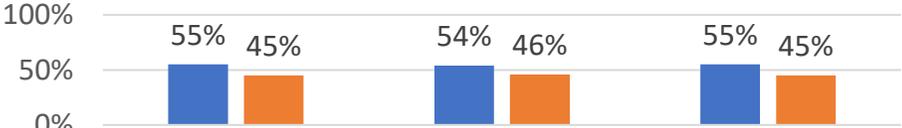
YEAR	TOTAL PARTICIPATION	% OF EE PARTICIPATION	AVG HEALTH SCORE
2023	762	89%	81
2022	743	86%	79
2021	639	85%	81
2020	606	84%	83
2019	644	88%	83
2018	625	80%	82
2017	644	82%	82
2016	634	84%	78
2015	667	87%	78
2014	679	n/a	79
2013	697	n/a	79
2012	647	n/a	78
2011	459	75%	75

2023 DEMOGRAPHICS

GENDER

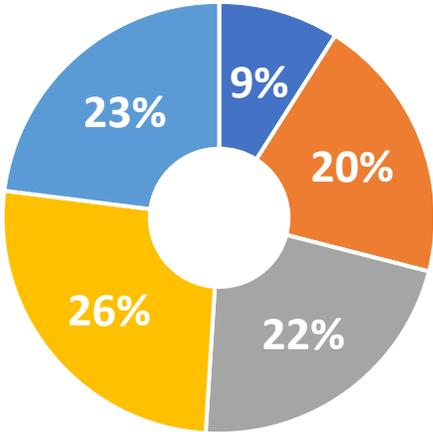


■ Male ■ Female



■ Male ■ Female

AGE



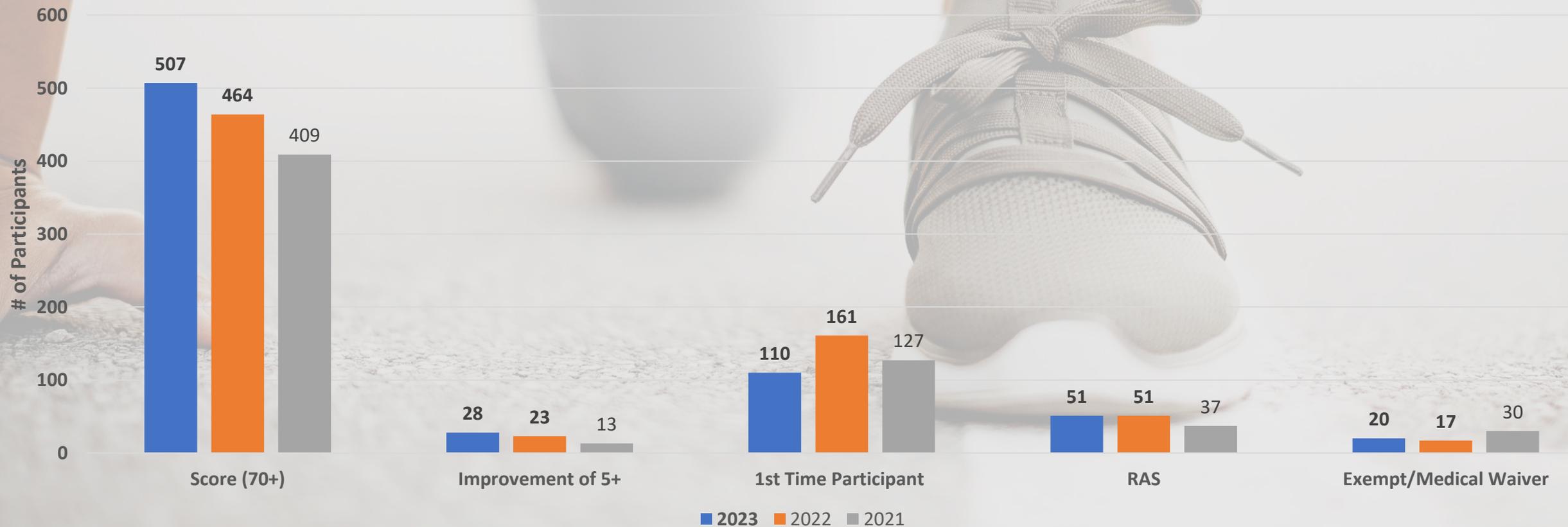
■ 18-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+

AVERAGE – 47.5

WELLNESS INCENTIVE BREAKDOWN

YEAR-TO-DATE 2023

INCENTIVE ELIGIBLE: 716/764 = 94% (as of 4.10.24)



PROGRAM OUTREACHES

Qualification Category:	2023	2022
60 & Below	9% of screened population (connected with 51%)	7% (connected with 70%)
RAS Reasonable Alternative Standard	12% of screened population <ul style="list-style-type: none"> • 67% enrolled • 85% completed – as of 4.10.24) 	12.5% (57% completed RAS)
Critical Value	1	0

- **Lab Results Sent to PCP – 42**
- **Critical Value:** Physician oversight was able to connect with the critical value individual.

2022 RAS PROGRESS

“Started exercising more- golfing, gym, eating more fruits and vegetables, was able to get off blood pressure medicine”

“I believe it help me pay more attention on what was important regarding my eating habits”

“[health coach] was a joy to chat with every week, very understanding and helpful!”

“[health coach] was very easy to talk to and was supportive in my efforts. Offered up encouragement and suggestions moving forward to better my health.”

“[health coach] was very good on asking the correct questions and guiding me through my concerns with good advice”

“[health coach] was always positive and a good listener. Always willing to provide information and advice!”

“better communication with my primary doctor”

“making my well-being a priority and stress management”

Of the 2022 RAS participants:

- 77% had an increase in health score in 2023
- 61% satisfied the eligibility criteria to earn the 2024 wellness incentive without RAS

BIOMETRIC AVERAGES

Biometric	Ideal Range	2023 Strive Benchmark	2023 AVG	2022 AVG	2021 AVG	2020 AVG
Health Score	70 - 100	78	81	79	81	83
BMI	18.5 - 29.9	30	30	29.7	29.5	29.3
Waist/Hip Ratio	≤ 0.95	.91	0.90	0.89	0.88	0.88
BP: Systolic	≤121mmHg	119	118	119	119	118
BP: Diastolic	≤81mmHg	76	76	76	76	77
Total Cholesterol	<200mg/dL	190	194	197	197	190
HDL Cholesterol	≥50	55	56	54	57	57
LDL Cholesterol	≤129	110	113	117	115	110
Triglycerides	<150	129	127	124	123	117
Blood Glucose	≤100mg/dL	100	101	99	99	97
Hemoglobin A1C	<5.7%	5.6	5.6	5.6	5.6	5.5

SELF-PERCEPTION VS ACTUAL HEALTH

Ideal = 100-85

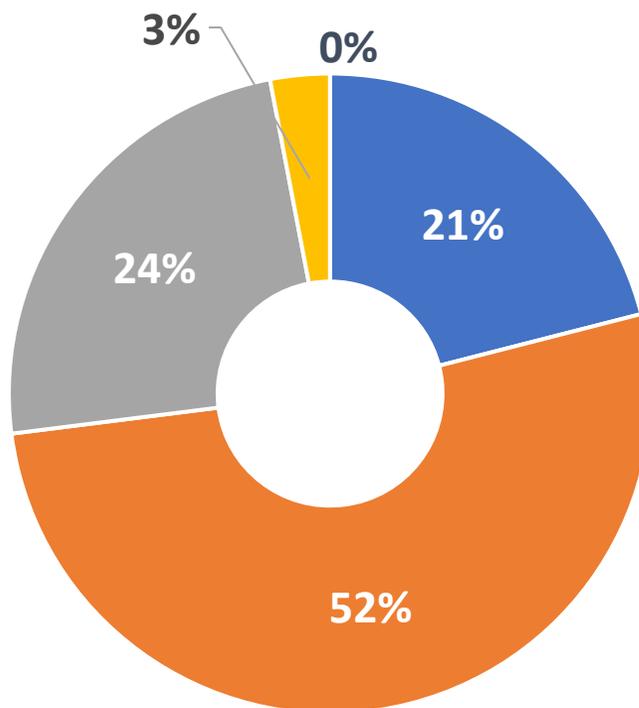
Low Risk = 84-70

Moderate Risk = 69-60

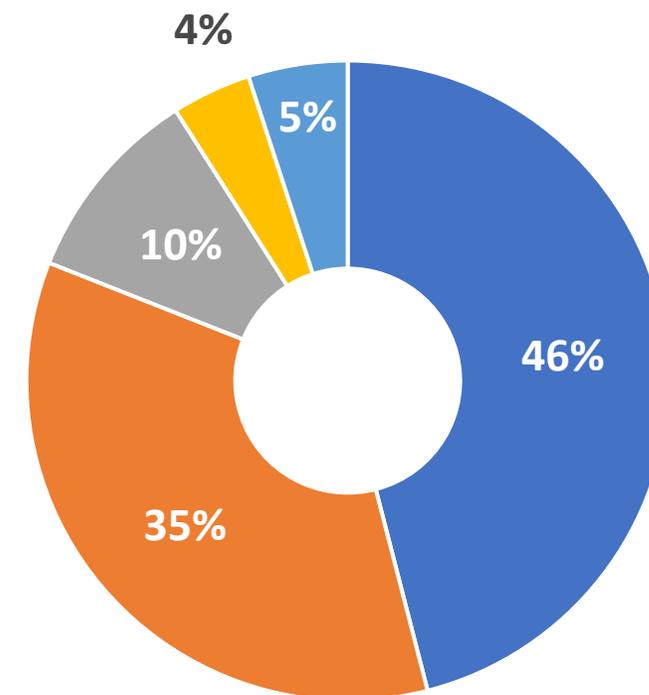
High Risk = 59-50

Very High Risk = 49-0

SELF-PERCEPTION OF HEALTH



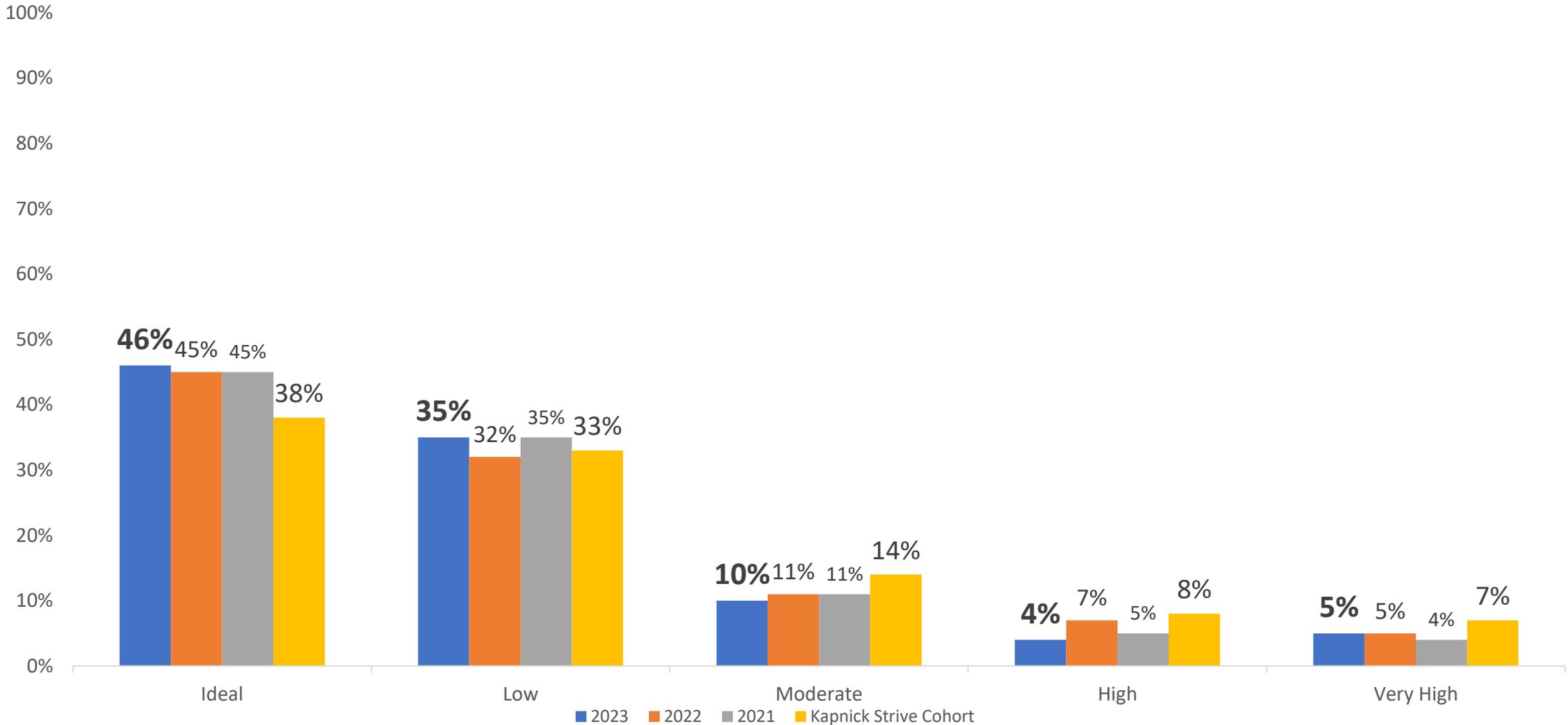
ACTUAL HEALTH SCORE



■ Ideal ■ Low ■ Moderate ■ High ■ Very High

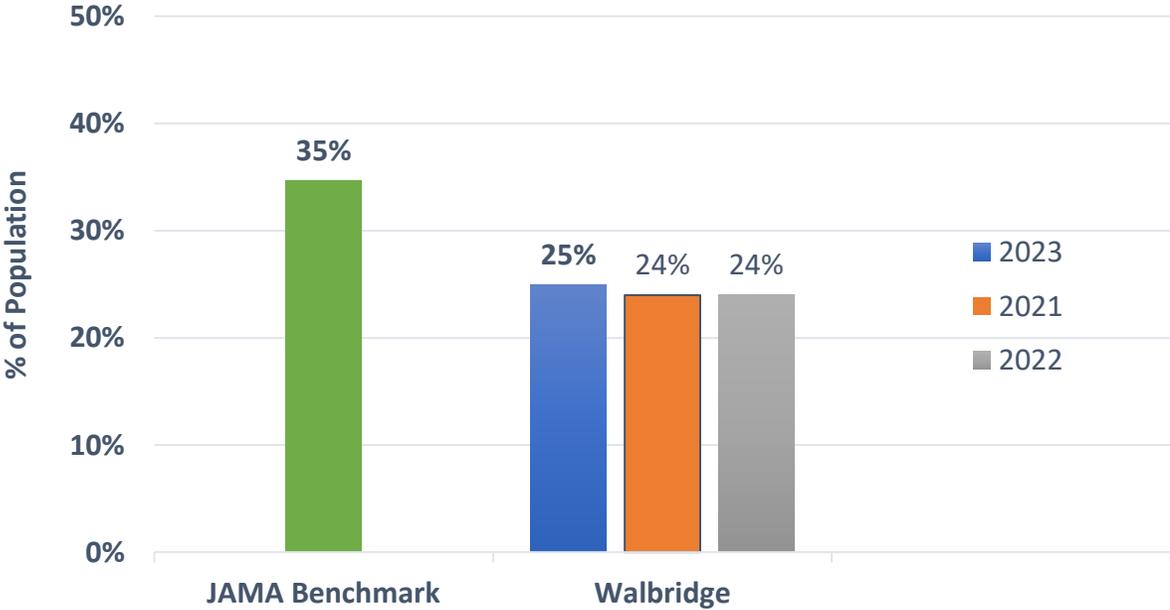
■ Ideal ■ Low ■ Moderate ■ High ■ Very High

HEALTH SCORE BENCHMARKING

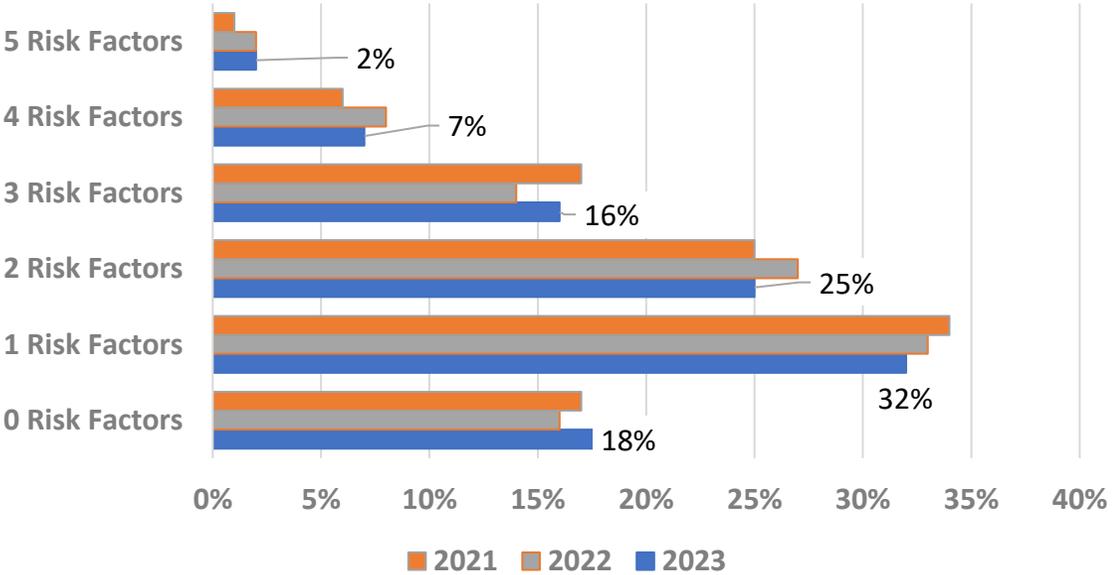


METABOLIC SYNDROME RISK

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

627 repeat participants

REMAINED IDEAL/LOW
AND/OR MADE
POSITIVE RISK
MIGRATION



84%

- Remained Ideal/Low: 468
- Made a Positive Risk Migration: 61

REMAINED MODERATE
OR HIGH/V HIGH



10%

MADE A NEGATIVE
RISK MIGRATION

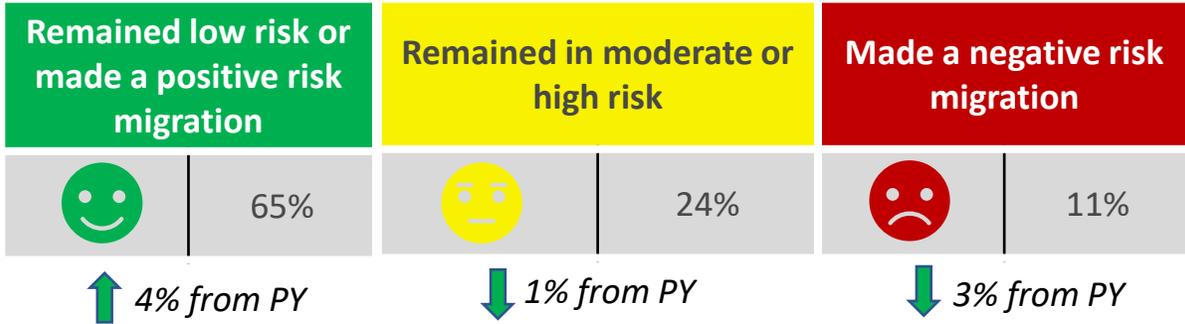


6%

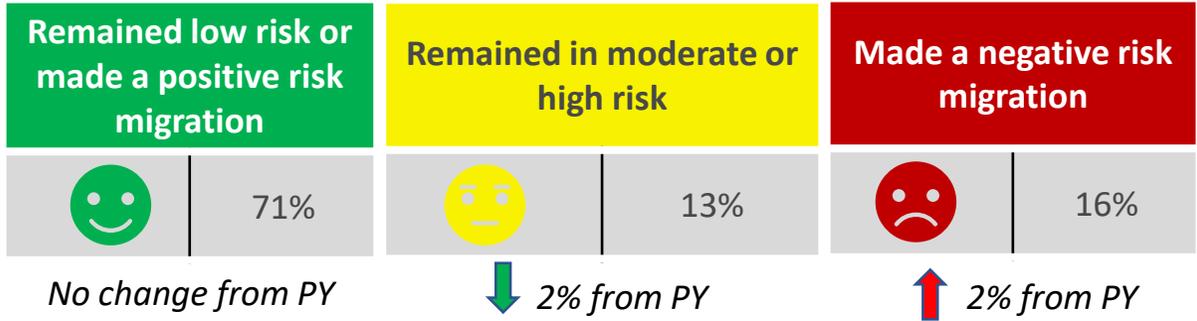
- Ideal/Low to Moderate: 20
- Ideal/Low to High/V. High: 1
- Moderate to High/V. High: 11

REPEAT PARTICIPANT - BIOMETRIC RISK CHANGE Heart Health

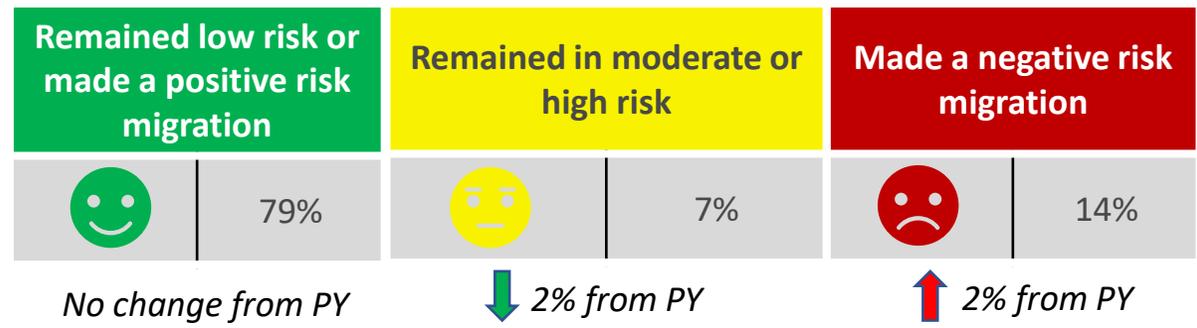
Total Cholesterol



Systolic Blood Pressure



Diastolic Blood Pressure



What is the difference?

Systolic blood pressure (the top number) measures the force of blood against artery walls when the heart contracts.

Diastolic blood pressure (the bottom number) measures the same force when the heart is at rest between beats.

Key: PY = Previous Year

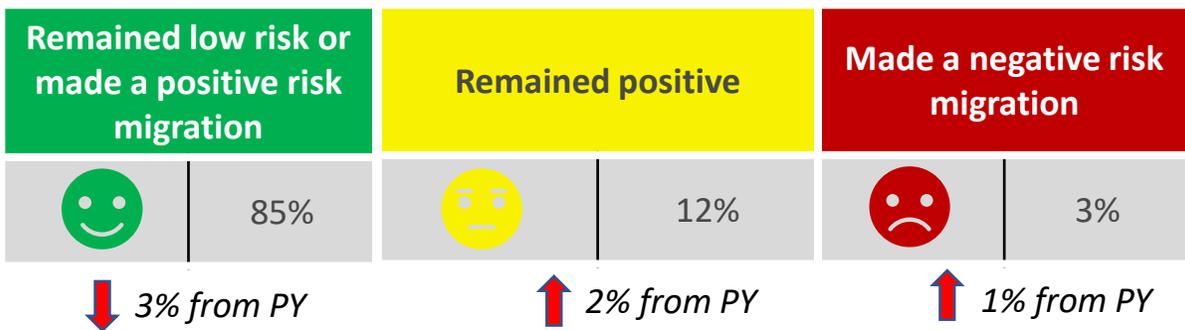
  Positive change
  Negative change

REPEAT PARTICIPANT - BIOMETRIC RISK CHANGE

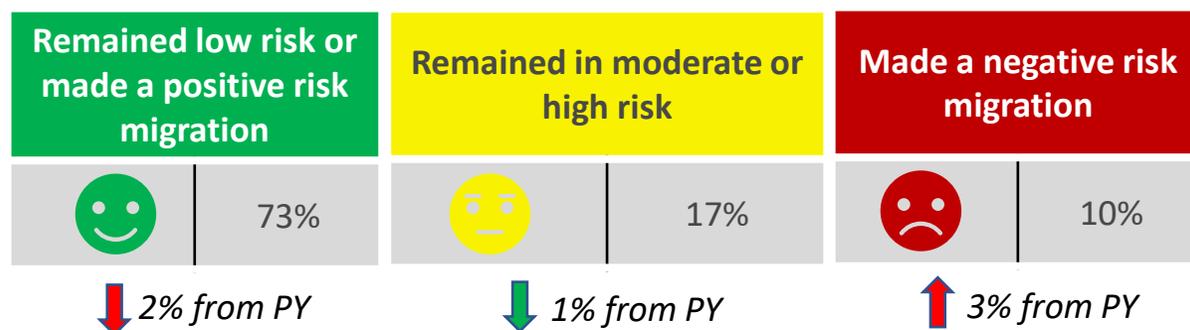
Tobacco & Diabetes Management

15 participants quit smoking!

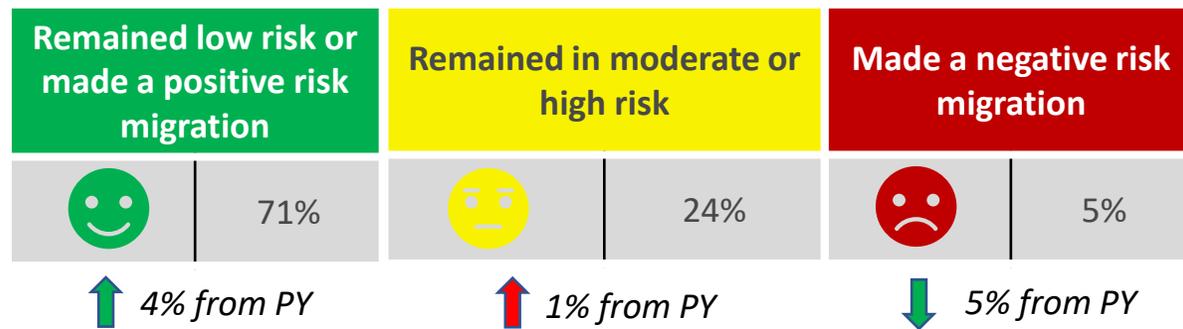
Tobacco



Blood Glucose



Hemoglobin A1C



What is the difference?

Blood Glucose: (blood sugar) measure of the amount of sugar (glucose) in your bloodstream at a given moment. It can fluctuate throughout the day in response to food, exercise, and other factors.

Hemoglobin A1C: is a measure of your average glucose levels over the past 2-3 months. Provides long-term view of your blood sugar control and used to assess diabetes management.

Key: PY = Previous Year

↑ ↓ Positive change

↑ ↓ Negative change

TOP RISK FACTORS



**BODY
COMPOSITION**



CHOLESTEROL



BLOOD PRESSURE



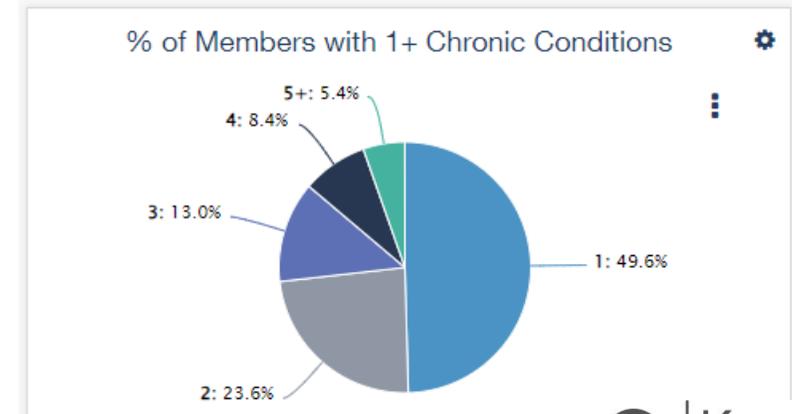
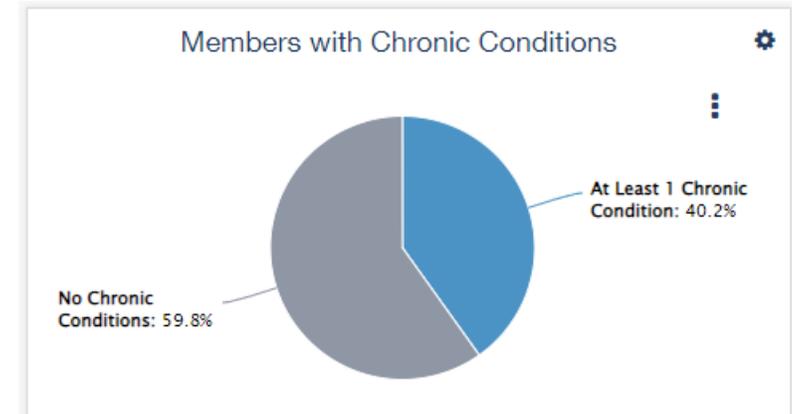
CHRONIC CONDITIONS & HEALTH SCREENING CLAIMS ANALYSIS



Kapnick
Strive

Chronic Condition Prevalence

- **40.2% (548) of members on Walbridge’s health plan have at least 1 chronic condition**
 - This is **below** the Kapnick book of business benchmark which is 42.0%
- **Of the members with a chronic condition, 49.6% (272) have only 1 while 50.4% (276) have more than 1**
 - This is **favorable** compared to benchmark which had 46% with only 1 and 54% with more than 1
- **The top 5 chronic conditions are hyperlipidemia, obesity, hypertension, diabetes & asthma**
 - Obesity & asthma have a **higher prevalence** as compared to benchmark
- **Compared to benchmark, Walbridge had a similar average age & higher member ratio**
 - The avg age was 36.2 compared to benchmark at 36.1
 - The member ratio was 2.5 compared to benchmark at 2.1; being above benchmark is driven by spouses



Assumptions:

- All members enrolled in the health plan are included
- Data is from the most recent 12 months ending Dec 2023 on an incurred basis

Chronic Condition Cost

Year	Total Allowed Amount	Total Allowed with Chronic Conditions	Chronic Condition % of Total Cost	Chronic Condition % of Total Cost (Benchmark)
2021	\$7.8M	\$5.9M	75%	73%
2022	\$8.7M	\$6.4M	74%	73%
2023	\$11.0M	\$8.6M	79%	75%

While members with chronic conditions make up 40% of membership, they make up 79% of the total spend in 2023

Assumptions:

- All members enrolled in the health plan are included except for a 57 y/o employee with \$828k in allowed claims
- Data is from Jan 2021 through Dec 2023 on an incurred basis

Chronic Condition PMPM Cost

Year	PMPM Total Cost	PMPM <u>with</u> Chronic Condition	PMPM <u>without</u> Chronic Condition	PMPM <u>with</u> Chronic Condition (Benchmark)	PMPM <u>without</u> Chronic Condition (Benchmark)
2021	\$461	\$806	\$155	\$772	\$165
2022	\$474	\$799	\$166	\$751	\$168
2023	\$589	\$1,029	\$172	\$825	\$179

The PMPM cost of members with chronic conditions is 3.8-5.0x higher than members without chronic conditions

The PMPM cost of members with chronic conditions is 4.5-4.7x higher than members without chronic conditions

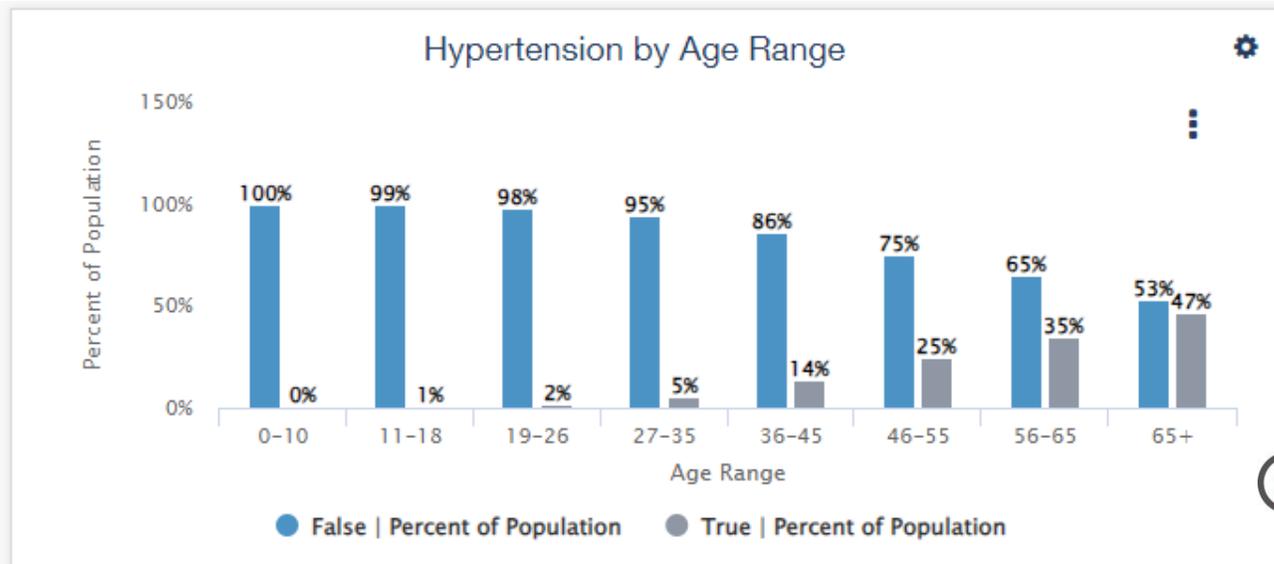
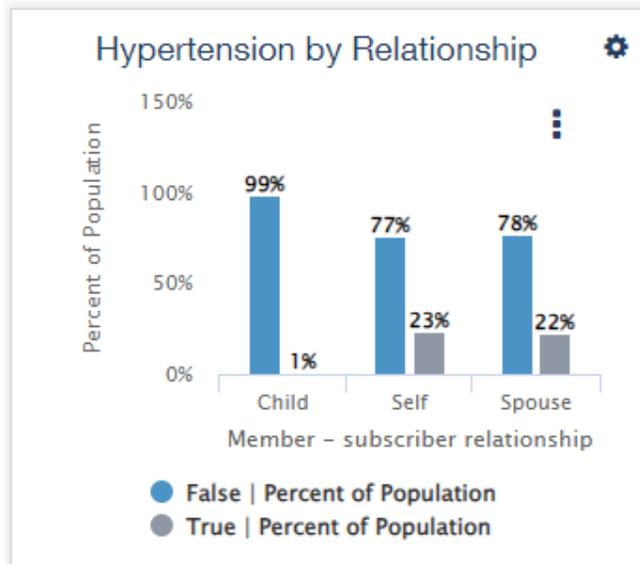
Assumptions:

- All members enrolled in the health plan are included except for a 57 y/o employee with \$828k in allowed claims
- Data is from Jan 2021 through Dec 2023 on an incurred basis



Hypertension: Demographics

Year	Hypertensive Members (Employees)	Hypertensive Members (Spouses)	Hypertensive Members (Dep CH)	Hypertensive Members (Total)	Hypertensive Members (% of Total Population)
2021	171	78	4	253	17.6%
2022	161	87	7	255	16.5%
2023	176	96	5	277	17.5%



Hypertension: Gaps in Care

Year	Total Hypertensive Members (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx (enrolled full 12 months)	Total Hypertensive Members with No Maintenance Rx Strive Participant (in 2023)	Of the 2023 Strive Participants High Blood Pressure Stage 2 (High-Risk)
2021	117	22 (19%)	17	-
2022	119	21 (18%)	20	-
2023	136	26 (19%)	23	1

High-Risk Member 1:

- A 49 y/o employee
- Participated in Strive in both 2022 & 2023 with a decreasing score of 77 to 71
- Identified as having HBP Stage 2 in both years, with no maintenance medications in either year
 - Used to take HBP Rx in 2021
- Total claims of \$7k. There was an office visit followed by lab work in Nov 2023 with the diagnosis of HBP & in the same month an ER visit due to dizziness
- **The member reviewed the health report post-screening**

Success Story 1:

- A 62 y/o employee
- Participated in Strive in both 2022 & 2023 with an increasing score of 58 to 89
- Identified as having HBP Stage 2 in 2022 which dropped to Stage 1 in 2023
- Total claims of \$12k
- Received 8 HBP Rx starting May 2023; Hydrochlorothiazide monthly for \$5/month
- **The member reviewed the health report post-screening**

Success Story 2:

- A 61 y/o employee
- Participated in Strive in both 2022 & 2023 with a decreasing score of 65 to 61
- Identified as having HBP Stage 2 in 2022 which dropped to Stage 1 in 2023
- **The member was coached in & completed RAS**

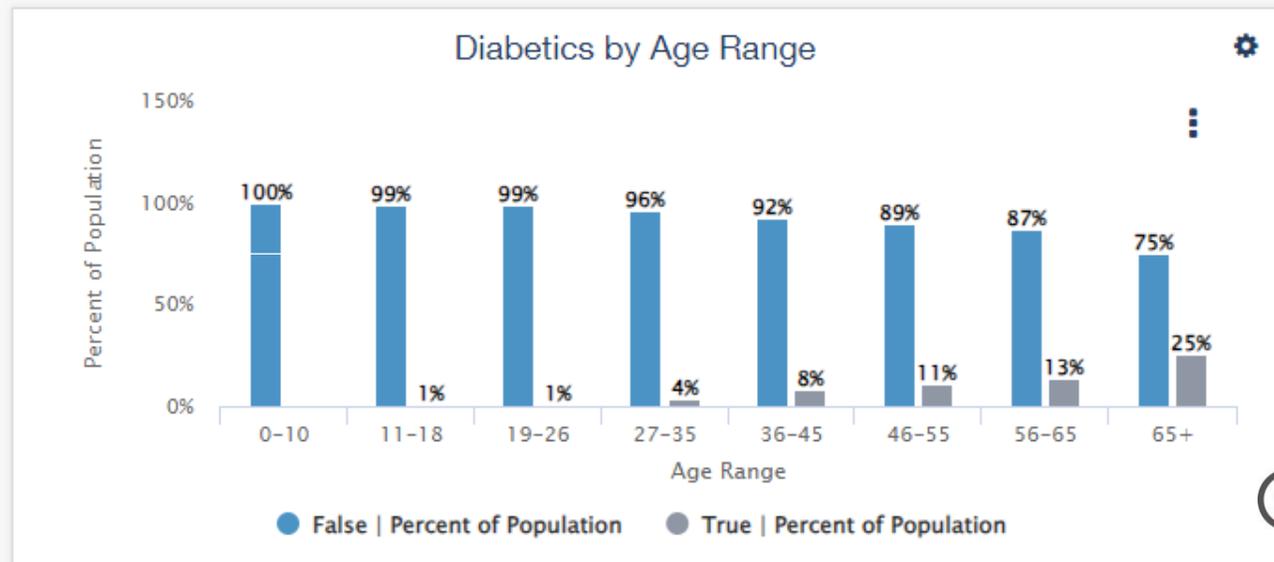
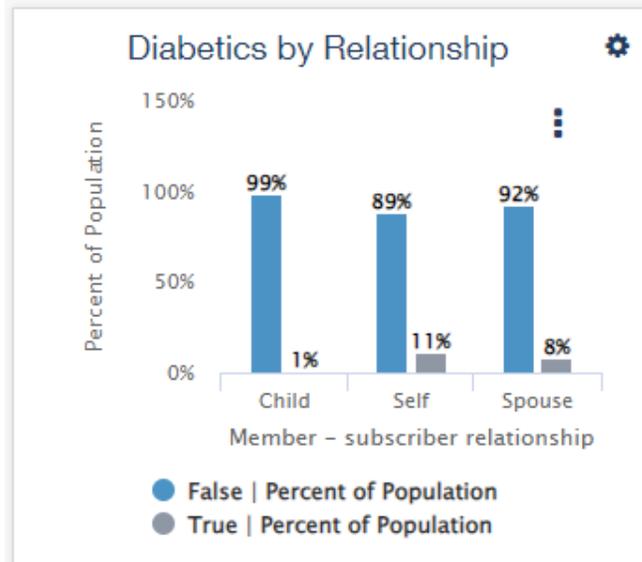
Success Story 3:

- A 52 y/o employee
- Participated in Strive in both 2022 & 2023 with an increasing score of 41 to 50
- Identified as having HBP Stage 2 in 2022 which dropped to elevated in 2023
- **The member reviewed the health report post-screening with a health coach**



Diabetes: Demographics

Year	Diabetic Members (Employees)	Diabetic Members (Spouses)	Diabetic Members (Dep CH)	Diabetic Members (Total)	Diabetic Members (% of Total Population)
2021	60	28	6	94	6.5%
2022	70	28	5	103	6.7%
2023	81	33	5	119	7.5%



Diabetes: Gaps in Care

Year	Total Diabetic Members (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx (enrolled full 12 months)	Total Diabetic Members with No Maintenance Rx Strive Participant (in 2023)	Of the 2023 Strive Participants Diabetic (High-Risk)
2021	60	12 (20%)	6	-
2022	70	9 (13%)	6	-
2023	87	18 (21%)	15	2

High-Risk Member 1:

- A 56 y/o spouse
- Participated in Strive in both 2022 & 2023 with a decreasing score of 43 to 40
- Identified as having diabetes in 2022 & a dangerously high diabetic level in 2023 with no Rx in either year
- Total claims of \$16k primarily due to a minor surgery
- **The member reviewed the health report & enrolled in RAS post-screening**

High-Risk Member 2:

- A 47 y/o employee
- Participated in Strive in both 2022 & 2023 with a decreasing score of 57 to 31
- Identified as having diabetes in 2022 & 2023 but with 1 diabetic Rx in May 2022
- Total claims of \$200
- **The member reviewed the health report & enrolled in RAS post-screening**

Success Story 1:

- A 56 y/o employee
- Participated in Strive in both 2022 & 2023 with a decreasing score of 43 to 36
- Identified as having prediabetes in 2022 & 2023; started utilizing Metformin HCL Jan 2023 for \$4/month
- Total claims of \$8k
- **The member reviewed the health report & enrolled in RAS post-screening**

Success Story 2:

- A 42 y/o employee
- Participated in Strive in 2021, 2022 & 2023 with a score of 90 in 2022 & 2023
- Identified as having prediabetes in 2021, 2022 & 2023
- Started utilizing NovoLog & Tresiba FlexTouch Feb 2022; paid claims total \$15k, OOP total \$3k
- Total claims of \$12k primarily due to diabetic Rx
- **The member reviewed the health report post-screening**

Screening Overview

Participated in the Health Screening	Total
Enrolled in Health Plan	757
Enrolled all 12 Months	677
Had 0 Claims	45
% Total w/ 0 Claims (Enrolled 12 Months)	6.6%

- **Of the 45 strive participants with no claims:**
 - The average age was 41
 - The average health score was 78
- **Of the 632 strive participants with at least 1 claim:**
 - The average age was 49
 - The average health score was 81

Did not Participate in the Health Screening	Total
Enrolled in Health Plan	249
Enrolled all 12 Months	96
Had 0 Claims	8
% Total w/ 0 Claims (Enrolled 12 Months)	8.3%

- **Of the 8 non-strive participants with no claims:**
 - The average age was 55
- **Of the 88 non-strive participants with at least 1 claim:**
 - The average age was 52

Assumptions:

- Employees & spouse enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

Wellness/Office Visit

Participated in the Health Screening	Total
Enrolled in Health Plan	757
Enrolled all 12 Months	677
Had a Wellness Visit	332
% with a Wellness Visit (Enrolled 12 Months)	49.0%
Had an Office Visit	558
% with an Office Visit (Enrolled 12 Months)	82.4%
Had a Wellness or Office Visit	585
% with a Wellness or Office Visit (Enrolled 12 Months)	86.4%

Did not Participate in the Health Screening	Total
Enrolled in Health Plan	249
Enrolled all 12 Months	96
Had a Wellness Visit	42
% with a Wellness Visit (Enrolled 12 Months)	43.8%
Had an Office Visit	77
% with an Office Visit (Enrolled 12 Months)	80.2%
Had a Wellness or Office Visit	81
% with a Wellness or Office Visit (Enrolled 12 Months)	84.4%

- Those who participated in the health screening had a higher rate of having a wellness visit or an office visit
- An office visit is defined as a non-urgent/emergent visit with a doctor

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

Screenings & Cost

Members with Screenings 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	757	\$8,147,431	\$10,763

Members without Screenings (EEs & SPs Only) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	249	\$2,110,439	\$8,476

Members with Screenings (Excl HCC over \$250k) 			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	756	\$7,319,282	\$9,682

No members in this group had costs over \$250k

- **Members with screenings cost \$2,287 more than members without screenings**
- **When excluding high-cost claimants (HCCs) over \$250k, members with screenings cost \$1,206 more than members without screenings**
 - There was 1 member in the screening group with claims over \$250k
 - A 57 y/o employee with \$828k in allowed claims due to a heart attack which occurred in March 2023
 - The member’s score increased from a 45 to a 93 from 2022 to 2023
 - The member quit smoking & experienced an improvement in all biometric metrics tested
- **In the members with screenings group, 518 members or 68.4% had less than \$5,000 in claims & 62 members or 8.2% had 0 claims**
- **In the members without screenings group, 200 members or 80.3% had less than \$5,000 in claims & 72 members or 28.9% had 0 claims**

Assumptions:

- Employees & spouses enrolled in the health plan & eligible to participate in health screenings in 2023 were included (dependent children excluded)
- Data is from Jan 2023 through Dec 2023 on an incurred basis

Cost by Health Score

Health Score 70 and Above ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	615	\$6,766,473	\$11,002

Health Score 69 and Below ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	142	\$1,380,958	\$9,725

Health Score 70 and Above (Excl HCC over \$250k) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	614	\$5,938,325	\$9,672

No members in this group had costs over \$250k

Health Score 70 and Above (Excl HCC over \$100k) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	601	\$4,146,851	\$6,900

Health Score 69 and Below (Excl HCC over \$100k) ⚙️			
	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	141	\$1,261,727	\$8,948

- Score 70+ vs <69**
 - Members with a health score of 70+ cost \$1,277 more than members with a health score below 70
- Score 70+ vs <69: Excluding 1 HCC over \$250k**
 - Members with a health score of 70+ cost \$53 less than members with a health score below 70
 - 1 member had claims of \$828k & scored a 93
- Score 70+ vs <69: Excluding HCC's over \$100k**
 - Members with a health score of 70+ cost \$2,048 less than members with a health score below 70
 - In addition to the HCC mentioned above, there were 14 claimants with costs greater than \$100k, 13 of which had scores above a 70

Cost by Health Score

Health Score All Members (Excl HCC over \$250k) ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	756	\$7,319,282	\$9,682

Health Score 85-100 (Excl HCC over \$250k) ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	351	\$3,287,178	\$9,365

Health Score 70-84 ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	263	\$2,651,147	\$10,080

Health Score 60-69 ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	75	\$684,077	\$9,121

Health Score 50-59 ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	33	\$288,435	\$8,740

Health Score 0-49 ⚙️

	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	34	\$408,447	\$12,013

The \$828k claimant is excluded

There were 14 additional claimants with costs greater than \$100k

- 85-100 Group:**
- 8 claimants over \$100k
 - 24 claimants between \$25k-\$100k
 - 9% total

- 70-84 Group:**
- 5 claimants over \$100k
 - 23 claimants between \$25k-\$100k
 - 11% total

- 60-69 Group:**
- 1 claimant over \$100k
 - 3 claimants between \$25-\$100k
 - 5% total

- 50-59 Group:**
- 3 claimants between \$25-\$100k (9%)

- 0-49 Group:**
- 4 claimants between \$25-\$100k (12%)

Repeat Participants

Members with Screenings				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	622	\$4,970,111	\$7,991
2	2023	623	\$7,015,833	\$11,261

Members with Screenings (Excl HCC over \$250k)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	621	\$4,968,839	\$8,001
2	2023	622	\$6,187,685	\$9,948

Health Score Increased (Excl HCC over \$250k)				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	277	\$2,359,511	\$8,518
2	2023	276	\$3,220,620	\$11,669

Health Score Stayed the Same				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	113	\$921,442	\$8,154
2	2023	113	\$872,865	\$7,724

Health Score Decreased				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	231	\$1,687,886	\$7,307
2	2023	233	\$2,094,200	\$8,988

- Repeat participants experienced a 41% increase in costs
- When excluding the HCC over \$250k, repeat participants experienced a 24% increase
 - Members who had a health score increase averaged a **37% increase**
 - Members who had the same health score averaged a **5% decrease**
 - 38 members scored a 100 both years
 - 77 members scored at least a 90 both years
 - Members who had a health score decrease averaged an **23% increase**



Repeat Participants

Health Score Improved by 15+ (Excl HCC over \$250k) ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	47	\$391,253	\$8,325
2	2023	47	\$450,102	\$9,577

Health Score Improved by 5-9 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	88	\$842,461	\$9,573
2	2023	88	\$1,222,872	\$13,896

Health Score Improved by 10-14 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	51	\$554,478	\$10,872
2	2023	50	\$686,681	\$13,734

Health Score Improved 1-4 ⚙️				
	Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member
1	2022	91	\$571,318	\$6,278
2	2023	91	\$860,966	\$9,461

- Members who had a health score increase averaged a **37% cost increase**
- **277 total members** had a health score improvement
- The **\$828k claimant** is not included on this slide; however, there were **14 additional members** with costs above \$100k
- **Of the 14 members, 11 had a health score improvement**
- **Of the 11 members, 7 had costs over \$100k due to Rx**
 - 1 member utilized Humira, 3 utilized Stelara, 1 utilized Enbrel – all 3 drugs treat arthritis/psoriasis
 - 1 member utilized Avonex Pen – treats MS
 - 1 member utilized Signifor LAR – treats Cushing’s disease
 - **These 7 members totaled \$472k in Rx costs in 2022 which increased to \$751k in 2023, a +\$279k increase**

Repeat Participants

Health Score Improvement

	Year number	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count
1	2022	\$2,360,783	\$1,527,573	\$833,210	4,350	4,763	9,113
2	2023	\$4,048,768	\$2,799,051	\$1,249,718	6,030	5,854	11,884

Health Score Improvement (Excl HCC over \$100k)

	Year number	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count
1	2022	\$1,618,798	\$1,378,238	\$240,560	4,074	4,226	8,300
2	2023	\$2,036,042	\$1,524,939	\$511,102	5,427	5,217	10,644

Health Score Improvement

	Year number	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
1	2022	432	371	300	\$8,115	\$96,194	\$5,239
2	2023	591	491	426	\$13,947	\$185,911	\$5,625

- 277 total members had a health score improvement
- Total medical & Rx costs increased \$1.7M; however, that is primarily due to an increase in HCC's
- When excluding HCC's over \$100k, total costs increased \$417k
 - Medical increased \$147k
 - Rx increased \$271k
- The medical increase of \$147k is due to the following:
 - +\$126k in MSK costs
 - +\$51k in symptoms/signs and ill-defined conditions (doctor's visits, imaging, blood work, etc)
- The Rx increase of \$271k is due to the following:
 - +\$86k in diabetic Rx costs, primarily Ozempic & Mounjaro
 - +\$60k due to Enbrel (arthritis and/or psoriasis)
 - +\$40k due to Skyrizi (arthritis and/or psoriasis)
 - +\$30k due to Wegovy (weight loss Rx)
 - Utilization of hypertension & cholesterol medications increased as well

2022 RAS Participants

Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member	
1	2022	57	\$561,316	\$9,848
2	2023	57	\$663,447	\$11,639

Year number	Member ID (Count Distinct)	Medical/RX Provider Allowed Amount	Allowed per Member	
1	2022	55	\$333,999	\$6,073
2	2023	55	\$506,117	\$9,202

Year number	Medical/RX Provider Allowed Amount	Medical Provider Allowed Amount	RX Provider Allowed Amount	Medical Claim Count	RX Claim Count	Medical/RX Claim Count	
1	2022	\$561,316	\$368,608	\$192,708	982	1,311	2,293
2	2023	\$663,447	\$326,740	\$336,707	1,058	1,680	2,738

Year number	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	
1	2022	188	257	105	\$6,687	\$59,855	\$2,175
2	2023	233	399	133	\$7,464	\$124,018	\$570

- There were 60 2022 RAS participants; 57 participated in the 2023 screening as well
- The 57 participants experienced an 18% cost increase of \$102k
 - Medical costs decreased 11% or \$42k despite an increase in medical claims
 - Rx costs increased 75% or \$144k
- The Rx increase of \$144k is due to the following:
 - +\$64k in diabetic Rx costs, primarily Ozempic & Mounjaro
 - +\$40k due to Skyrizi (arthritis and/or psoriasis)
 - +\$27k due to Tremfya (plaque psoriasis)
 - Utilization of hypertension & cholesterol medications increased as well



2024 GOALS AND STRATEGIES



Kapnick
Strive

Livongo Engagement:

33 members
enrolled in the
diabetes program



68 members
enrolled in the
hypertension
program



30 members
enrolled in the
weight management
program



63 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: significantly enhanced their health score by **48 points** through notable improvements in blood pressure, total cholesterol, HDL, LDL, triglycerides, GGT levels, and by **successfully quitting smoking!**

Participant C: previously categorized as a high-risk repeat participant, exhibited remarkable progress in 2023, elevating their score by **40 points**. Their achievements included losing over 50 pounds and reducing inches from their waist and hip measurements. Moreover, they enhanced their BMI, total cholesterol, HDL, LDL, and glucose levels. Notably, they achieved a remarkable **decrease of over 200 mg/dL** in triglycerides and **lowered their A1C by an impressive 1.9%**.

101 repeat participants improved 10+ points

- 49 of the 101 improved 15+
- 23 of the 101 improved 20+
- 4 of the 101 improved 30+

15 people quit smoking

Participant B: Improved their health score by **35 points**, migrating from high risk to ideal risk by improving their total cholesterol, triglycerides, A1C, GGT and **quit smoking!**

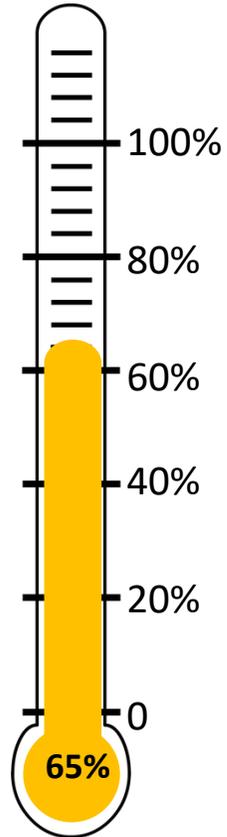


88 PARTICIPANTS RECEIVED A HEALTH SCORE OF 100

2023 PROGRAMMING OUTCOME

Challenge Participation

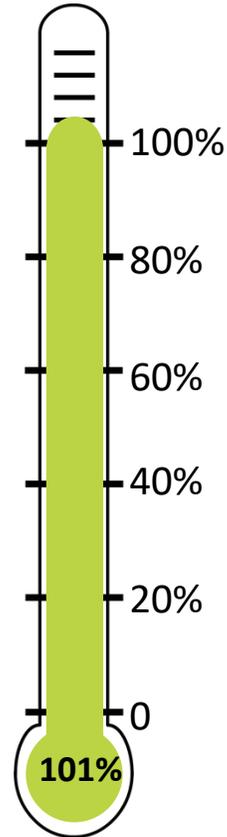
GOAL:
100 participants



2021: 91
2022: 92
2023: 65

HRA Completion

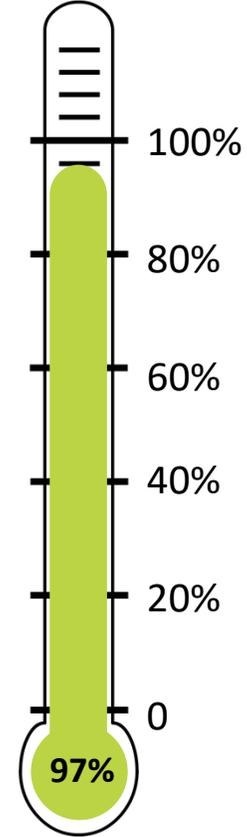
GOAL:
700 of total eligible



2021: N/A
2022: 682
2023: 706

Health Screening Participation

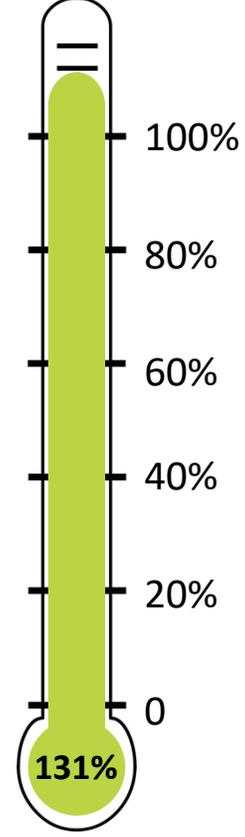
GOAL:
780 of total eligible



2021: 649
2022: 743
2023: 760

RAS Health Coaching

GOAL:
65% complete RAS

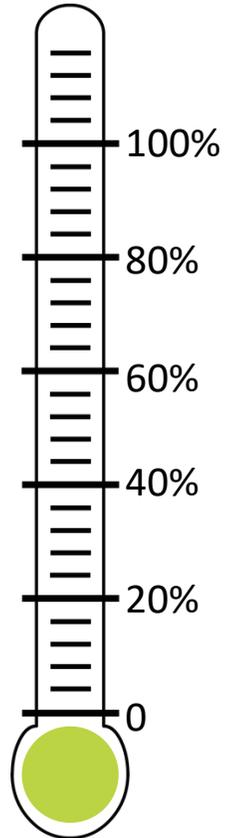


2021: 41%
2022: 57%
2023: 85%
(as of 4.10.24)

2024 PROGRAMMING GOALS

Challenge Participation

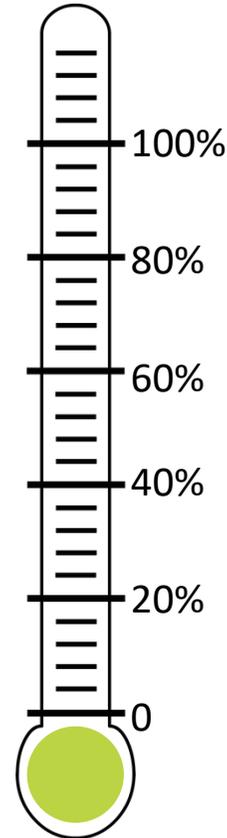
2024 GOAL: = 15% of total eligible census



2021: 91
2022: 92
2023: 65

Well-Visit Utilization

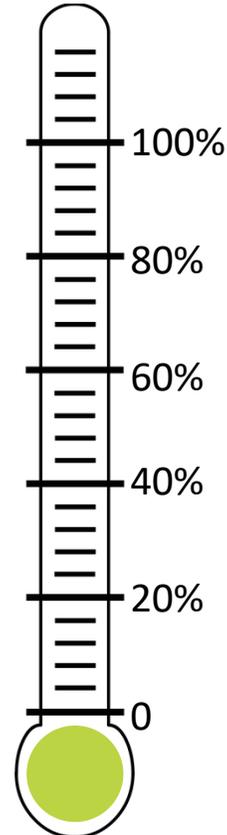
2024 GOAL: = 55% of total eligible census



2022: n/a
2023: 49%

HRA Completion

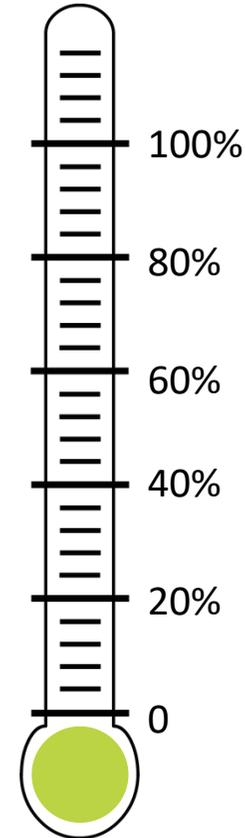
2024 GOAL: 85% of total eligible



2021: N/A
2022: 682
2023: 706 (80%)

Health Screening Participation

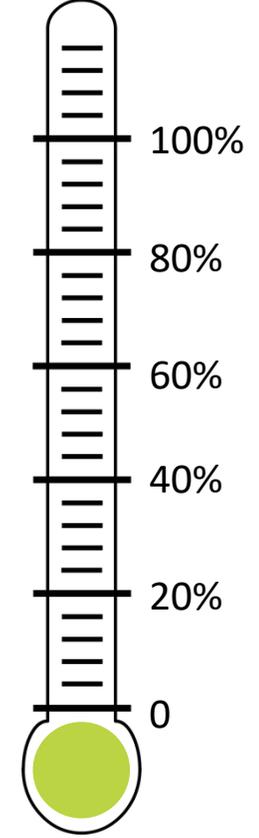
2024 GOAL: 90% of total eligible



2021: 649 (85%)
2022: 743 (86%)
2023: 762 (89%)

RAS Health Coaching

2024 GOAL: 90% of eligible complete RAS



2021: 41%
2022: 57%
2023: 85%
(as of 4.10.24)

2024 GOALS AND STRATEGIES

Goals	Strategies	Overall Strategies
<p>Employee Engagement:</p> <ul style="list-style-type: none"> • Target Top Health Risks <ul style="list-style-type: none"> • Body Composition • Blood Pressure • Cholesterol – 25% on HRA are ‘aware’ of cholesterol (currently 19%) • 15% of total eligible census participate in wellness challenges 	<ul style="list-style-type: none"> • Monthly insider newsletter communication • Drip campaign for heart health awareness month • Presentations and Challenges that target top health risks • Promote utilization of Livongo programs quarterly and as a RAS option • Tango utilization for Reward Points Program 	<ul style="list-style-type: none"> • Continue Quarterly Pulse Checks • Postcard, wallet card and home mailer • Leadership participation in challenges • Survey for upcoming Health Screenings • Utilize text alerts
<p>Health Screening:</p> <ul style="list-style-type: none"> • Reach 90% of those eligible to enroll in RAS health coaching enrollments & completion • 10% increase in total participation • 85% HRA completion • 55% complete well-visit 	<ul style="list-style-type: none"> • RAS health coaching drip campaign provided after screenings are completed (total of 4 emails) • Pre- and post- health screening webinar • Post health screening “next step” email • Monthly site contact meeting 	<ul style="list-style-type: none"> • Monthly new hire email • Attendance to leadership meetings • FAQ Website

2024 Reward Points Program

Quarterly Giveaway	Annual Giveaway
6 Winners	4 Winners
\$25 Amazon Gift Card	\$100 Amazon Gift Card

How to Earn Incentive

Wellness Activity	Points Earned	Examples
Complete annual well-visit	500 points	
Complete a preventative exam	200 points each (max 1200 points)	<i>Mammograms, Dental Exams, Eye Exams, OBGYN Exams, Prostate Exams, etc.</i>
Get a vaccination	200 points each (max 1200 points)	<i>Flu, Covid-19, Chicken Pox, Hepatitis A & B, HPV, Measles, etc</i>
Walk 10,000 steps in a day	5 points per day	
Track 3 servings of vegetables & fruit	6 point per day	
Watch or attend a monthly Strive Webinar	100 points each (max 1200)	
Read an article in the HealthyLearn Library	25 points (max 300 points)	
Attend a Wellness Presentation	200 points (max 800 points)	
Complete an online Strive Challenge	200 points (max 800 points)	
Submit a well-being activity	100 points (max 800 points)	<i>5Ks, triathlons and marathons, volunteering, going to a financial wellness class/advisor, working with a therapist, etc</i>

PRESENTATIONS

- **February:** Aging and Your Health (*virtual*)
- **May:** Bone Health (*On-site*)
- **August:** *Two-Part* – Pre-Health Screening Session & Financial Wellness (*On-site*)
- **November:** Post-Health Screening Info Session
- **November:** Managing Mental Health (Holiday Edition) (*virtual*)

CHALLENGES

- **February:** Beat the Flu
- **May:** 6th Annual Strive Corporate Challenge
- **July:** Summer Fun Challenge
- **September:** Financial Wellness
- **November:** Gratitude Challenge

HEALTH SCREENINGS

- August – October
- On-Site Screenings
- Home Screenings

2024 EMPLOYEE EVENTS

STRIVE REWARD RAFFLES

- 6 winners drawn quarterly
- 4 winners drawn annually

ADDITIONAL OFFERINGS:

- 12 Strive Monthly Webinars
- 12 Strive Monthly Newsletters
- 12 Monthly Insiders
- 4 Meditation Moments
- 12 Monthly Observances
- Health Hub – *now on Employee Navigator*
- Strive Library
- Site Contact Website*

***NEW IN 2024**



BIOMETRIC RISK BREAKDOWN



Kapnick
Strive

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

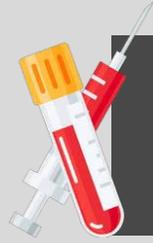
Nicotine use presents a serious risk to individuals. Those who abuse tobacco not only have increased rates of cancer and other diseases, but they are more likely to miss work. The CDC estimates that tobacco use costs \$156 billion in lost productivity each year and \$225 billion in healthcare expenditures (CDC, 2020).

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)

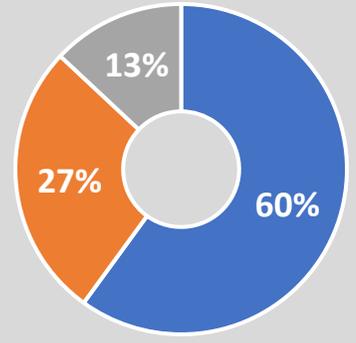
Elevations in the PSA, or Prostatic-Specific Antigen, can occur from any inflammation of the prostate, including enlargement of the prostate gland, prostatitis or prostate cancer.



HEART HEALTH: TOTAL CHOLESTEROL

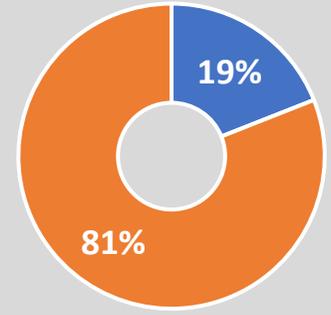
(HDL + LDL + TRIGLYCERIDES)

TOTAL CHOLESTEROL BREAKDOWN



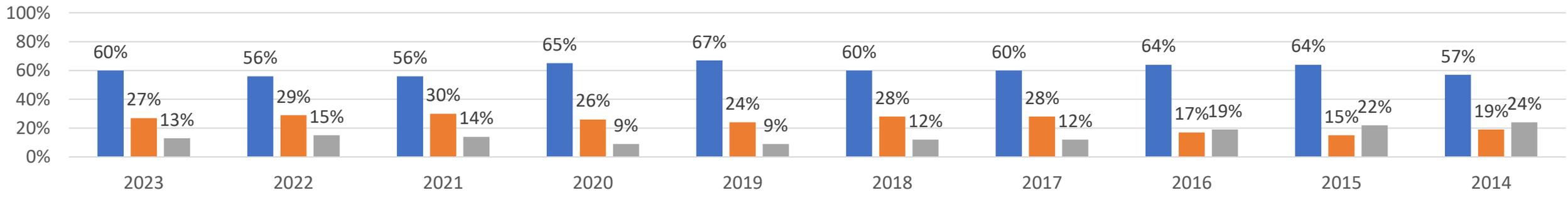
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



■ Aware ■ Not Aware

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

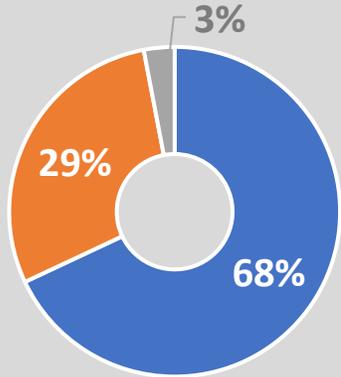


■ Low ■ Moderate ■ High



HEART HEALTH: BLOOD PRESSURE

SYSTOLIC BREAKDOWN



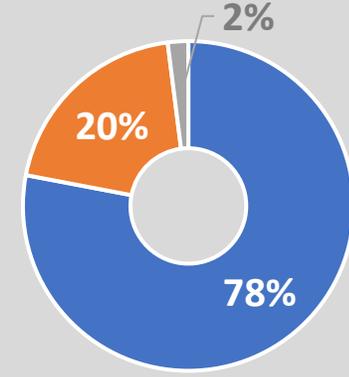
■ Low ■ Moderate ■ High

Systolic blood pressure (the top number) measures the force of blood against artery walls when the heart contracts.



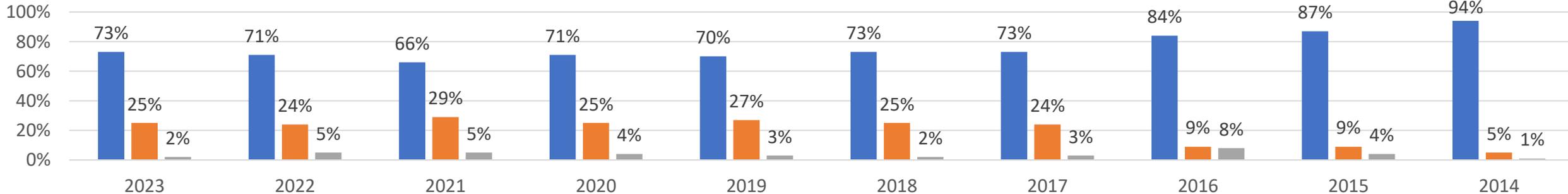
Diastolic blood pressure (the bottom number) measures the same force when the heart is at rest between beats.

DIASTOLIC BREAKDOWN



■ Low ■ Moderate ■ High

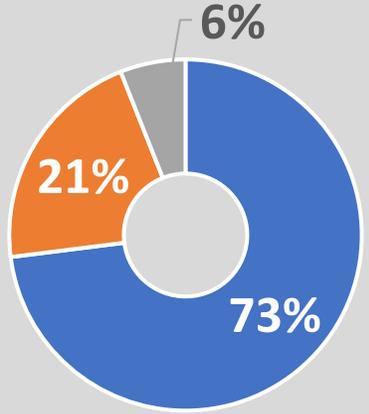
Low Risk = $\leq 121\text{mmHg} / \leq 81\text{mmHg}$ Moderate Risk = $122-140\text{mmHg} / 82-89\text{mmHg}$ High Risk = $\geq 141\text{mmHg} / \geq 90\text{mmHg}$



■ Low ■ Moderate ■ High

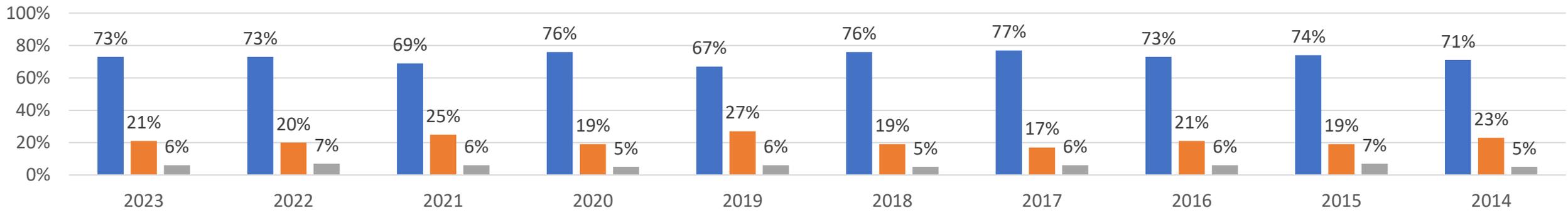
DIABETES: BLOOD GLUCOSE

BLOOD GLUCOSE BREAKDOWN



■ Low ■ Moderate ■ High

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

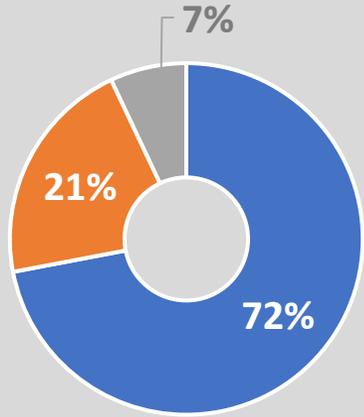


■ Low ■ Moderate ■ High



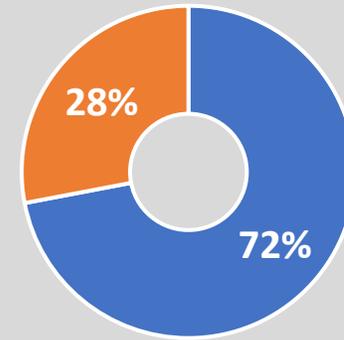
DIABETES: HEMOGLOBIN A1C

A1C BREAKDOWN



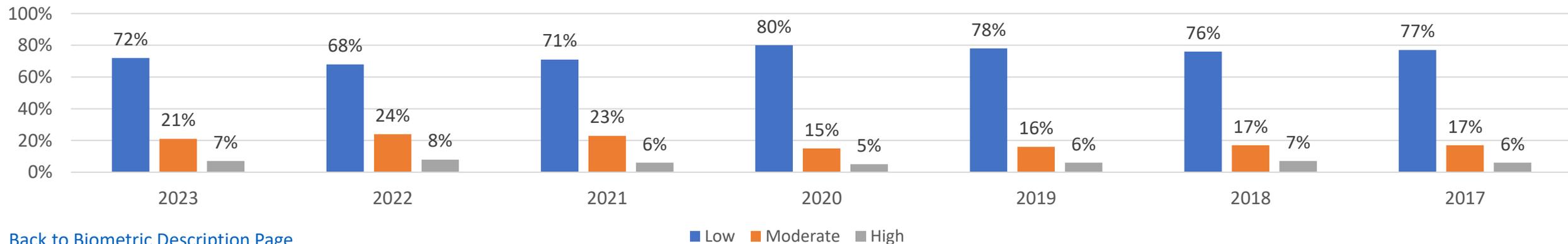
■ Low ■ Moderate ■ High

HIGH RISK AWARENESS



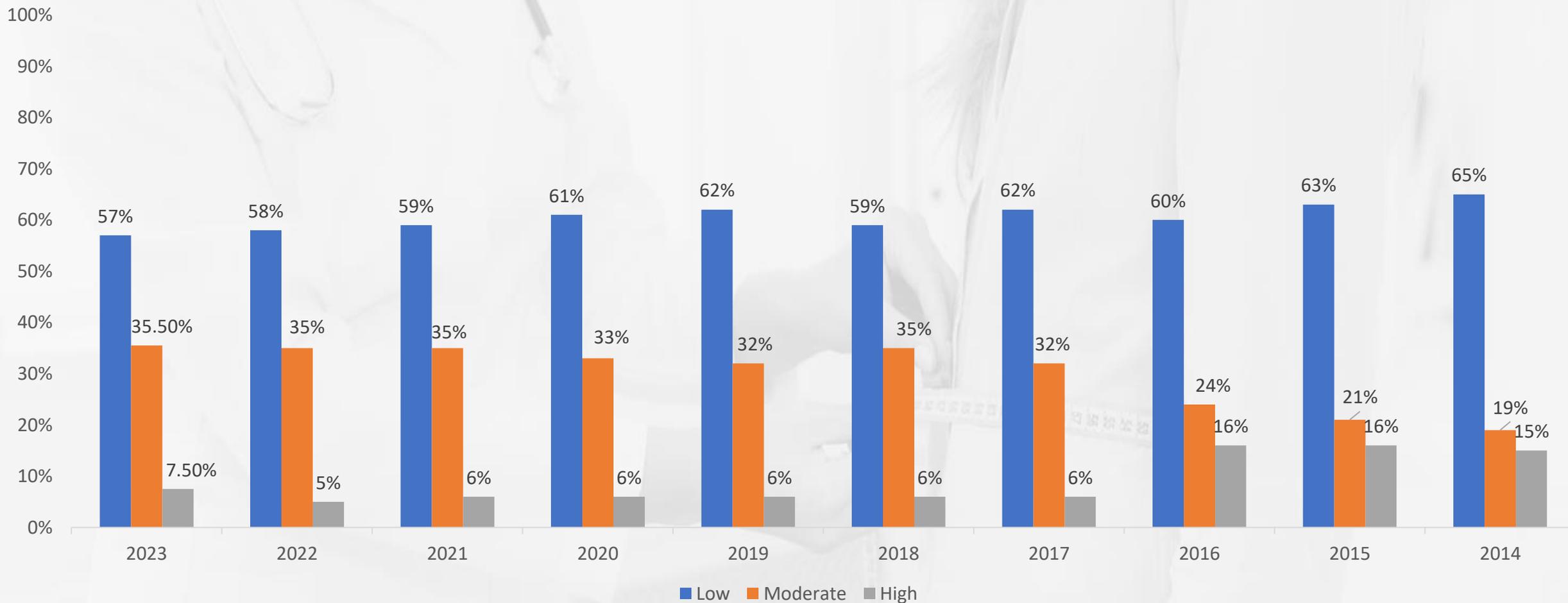
■ Aware ■ Not Aware

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





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



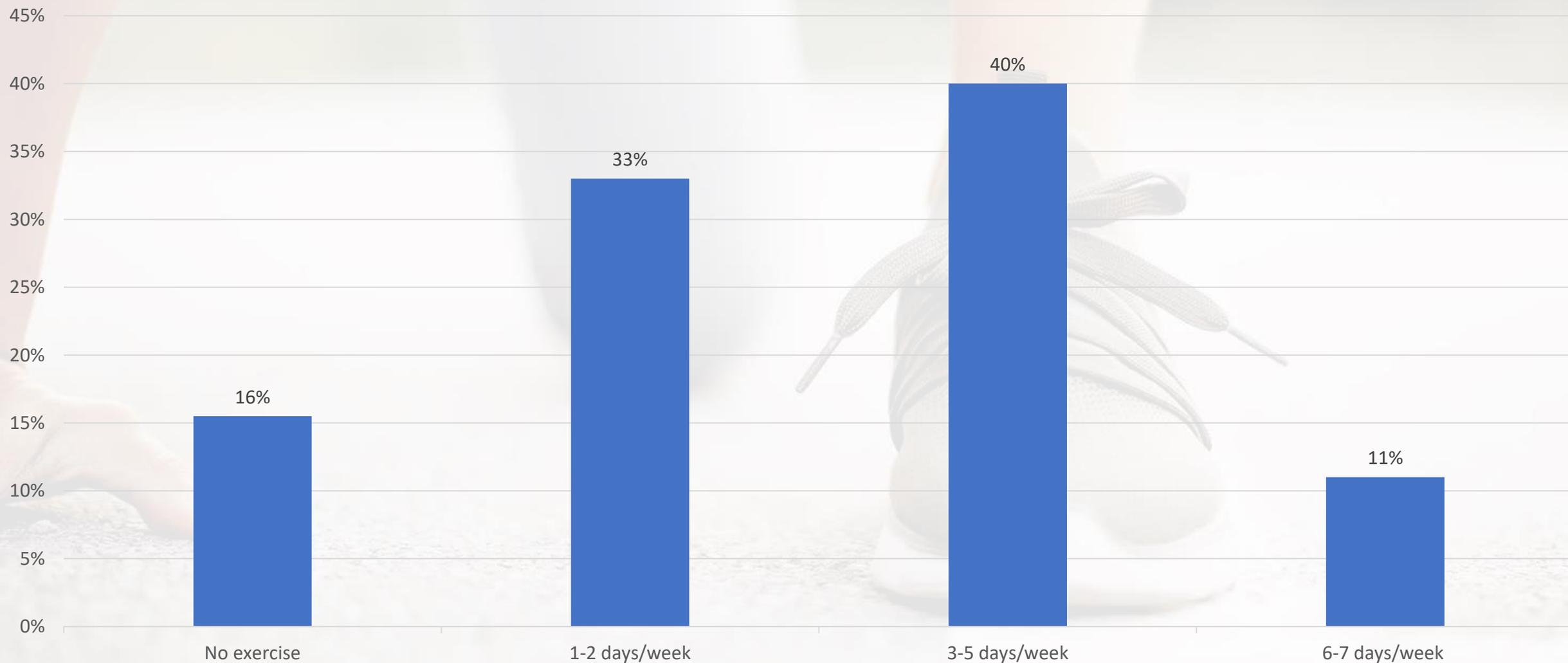
Female High Risk= >35 inches



Male High Risk= >40 inches

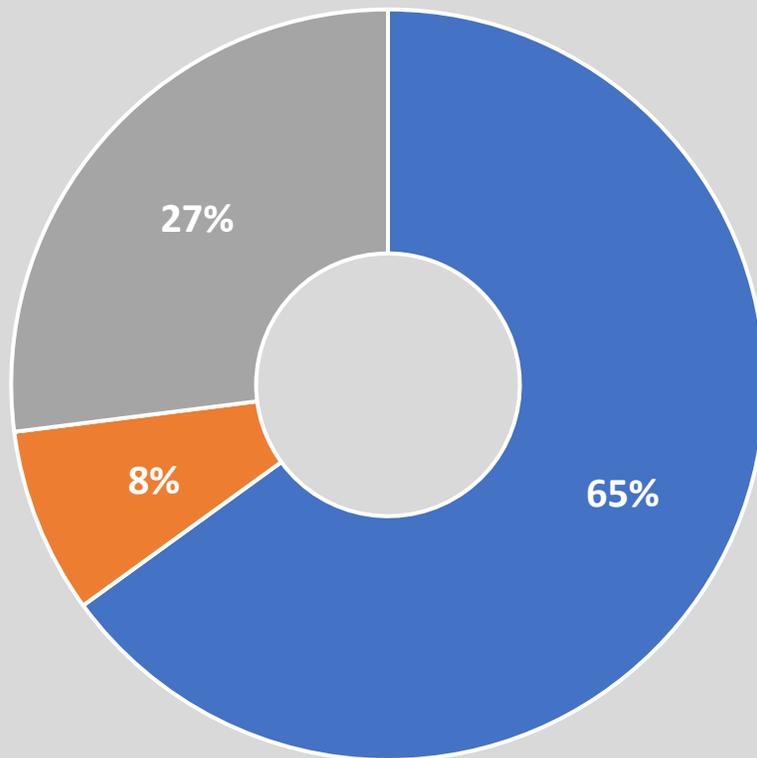


EXERCISE HABITS





BODY COMPOSITION: *Interest in losing weight*

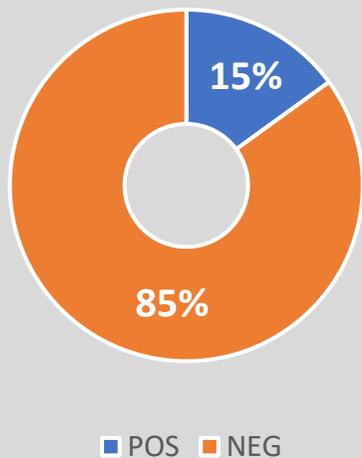


■ Yes, Interested in Losing Weight ■ No ■ Maintain Healthy Weight

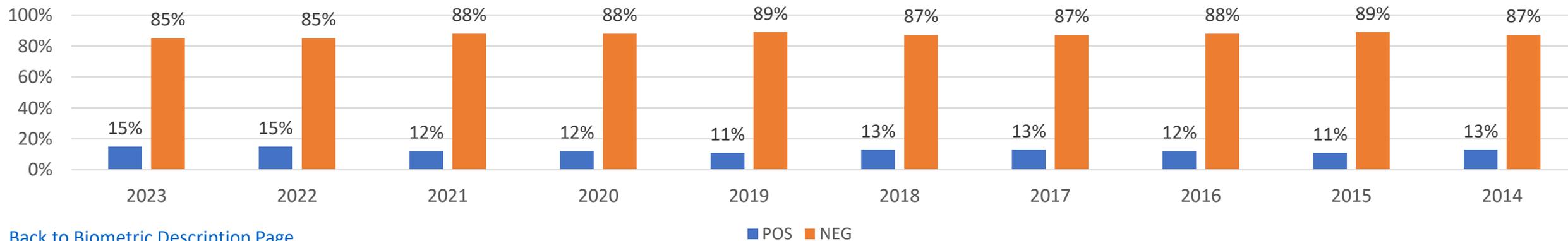
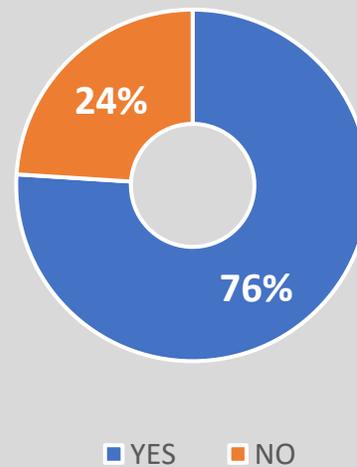


NICOTINE USE

TESTED POSITIVE



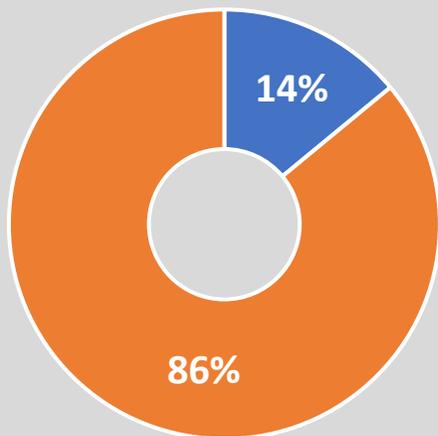
INTERESTED IN QUITTING





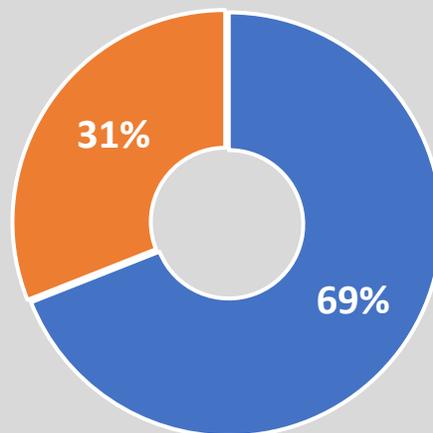
MENTAL HEALTH & WELL-BEING

ANXIETY & DEPRESSION



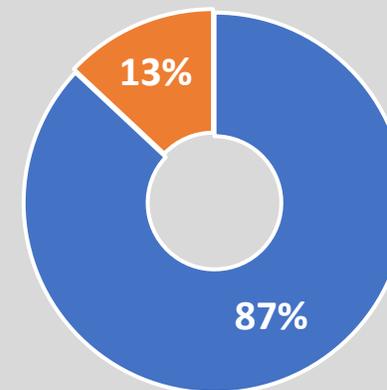
- Have Anxiety/Depression
- Does Not Have Anxiety or Depression

DIAGNOSED & TAKING MEDICATION FOR ANXIETY/DEPRESSION



- Taking Medication
- Not Taking Medication

MAINTAINS A HEALTHY WORK-LIFE BALANCE

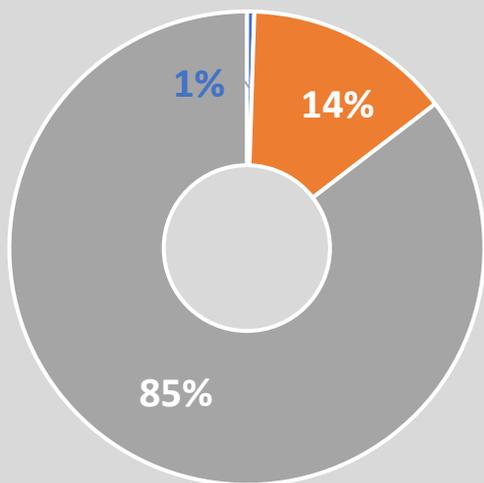


- Work DOES NOT Interfere With Personal Life
- Work DOES Interfere With Personal Life



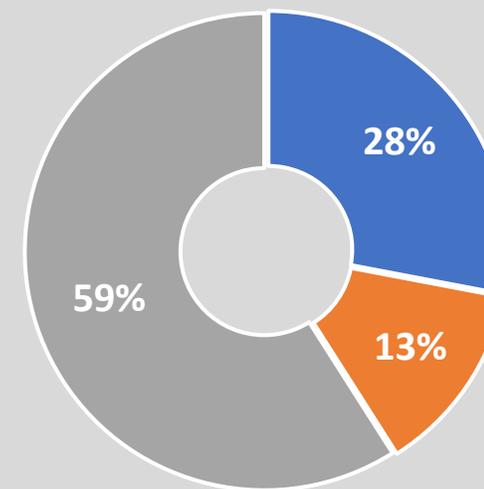
SLEEP HABITS

HOURS OF SLEEP PER NIGHT



■ Less Than 4 Hrs ■ 4-5 Hrs ■ 6-8 Hrs

SLEEP APNEA

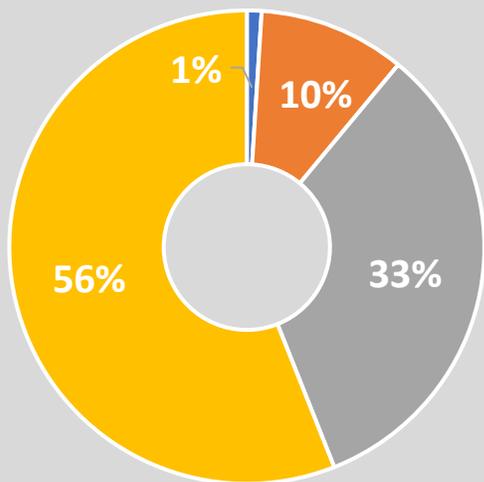


■ Diagnosed and on Medication
■ Diagnosed and NOT using Meds/Cpap
■ No Sleep Apnea



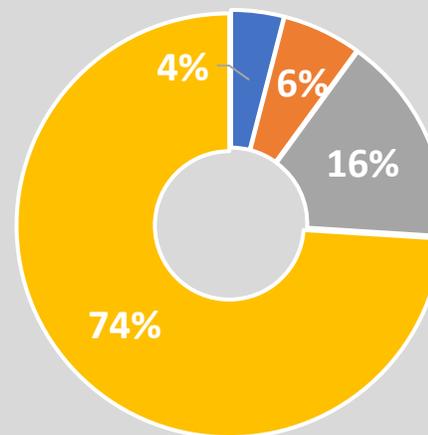
NUTRITIONAL HABITS

BALANCED MEALS



■ Never ■ Rarely ■ Sometimes ■ Often

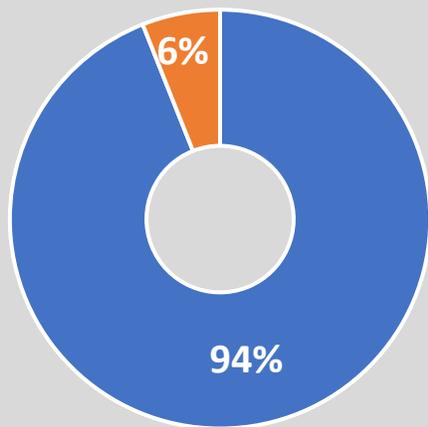
CHOOSE WATER OVER SUGARY BEVERAGES



■ Never ■ Rarely ■ Sometimes ■ Often

GAMMA-GLUTAMYLTRANSFERASE (GGT)

GGT BREAKDOWN

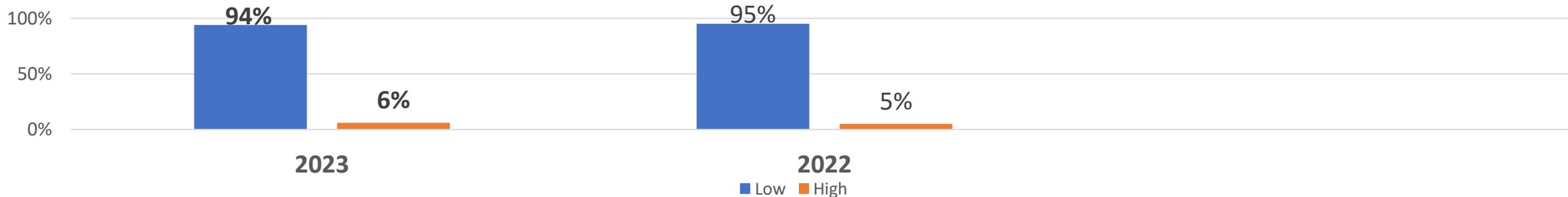


■ Low ■ High

What is GGT?

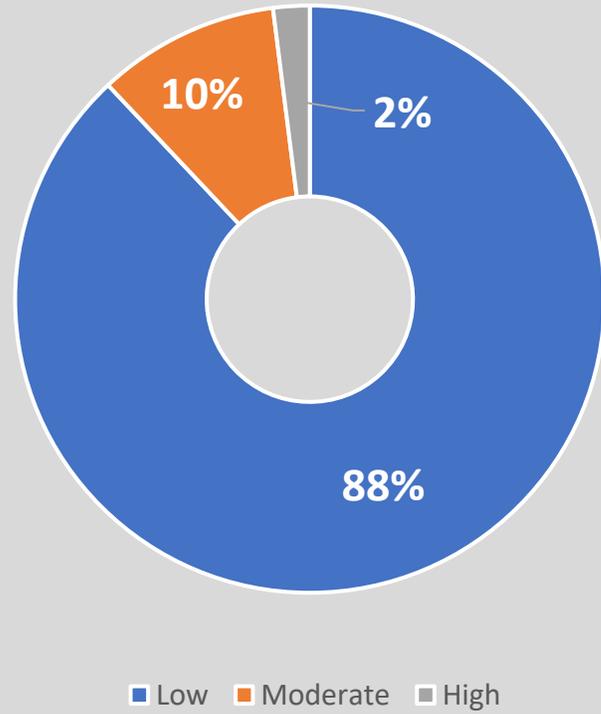
GGT is used for diagnosing and monitoring disease of the liver, gallbladder, bile ducts and bile. Levels outside of the normal range could indicate any form of liver disease or biliary obstruction.

Low Risk = <66 High Risk = ≥66



ADDITIONAL TEST OFFERED

PROSTATE SPECIFIC ANTIGEN (PSA)



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



Thank you!



Kapnick
Strive

Questions?