



**Wellness
2024 Annual Report
Board of Commissioners—May 8, 2025**

Summary

- Report packet includes the *2024 Annual Report* and *First Quarter 2025 Report*.
- *Annual Report* consists of:
 - Holtyn & Associates *Annual Wellness Report* presentation slides—2024 results.
 - *Wellness Key Performance Indicators*—comprehensive view of key metrics from all health-related employee benefits from 2013 through 2024.
- *First Quarter Report* includes data through March 31, 2025.
 - Outlines 6 Primary Objectives established for the wellness initiative by Allegan County and the Board of Commissioners, pg. 1. Metrics on the *Key Performance Indicators* report and the *First Quarter* report align with these objectives.
 - Employee *participation-enrolled* rate is currently 81%, and employee *participation-core* (assessment & coaching) rate is currently 80%, pg. 2.
 - Group program participation, pg. 2.
 - Health risk assessment data is trending in positive direction—we've reached an all-time high percentage of employees in the low-risk category, and all-time low at high-risk, pg. 2.
 - Medical expenditures, pg. 3.
 - Wellness expenditures, pg. 3.

Allegan County Annual Wellness Report

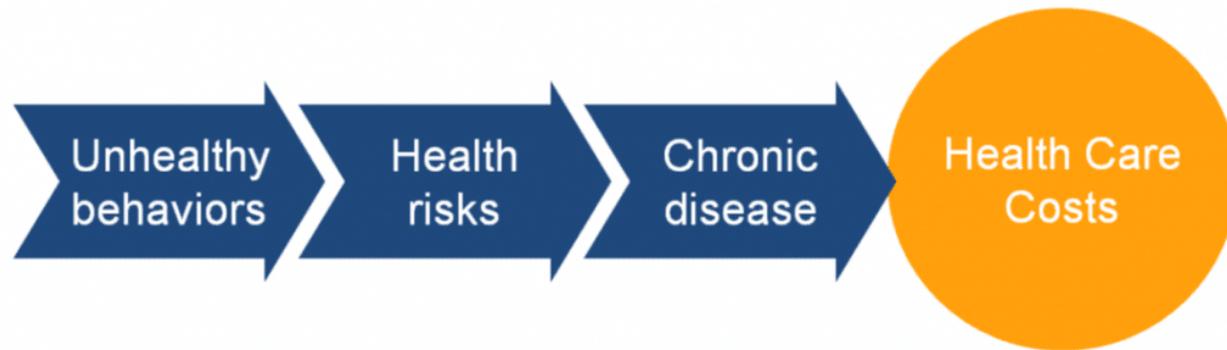
May 8, 2025

Presented by Holtyn & Associates



The Health Continuum

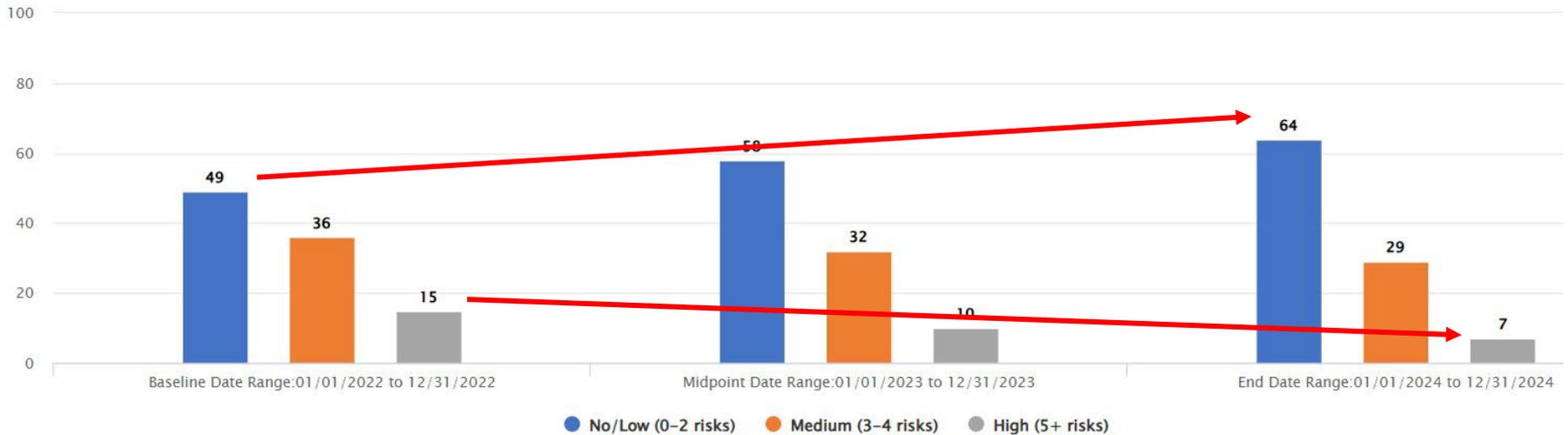
- Unhealthy behaviors
- Lead to high health risks
- Lead to chronic disease
- Lead to higher healthcare costs



Key Program Outcomes

- High participation rates.
- Gains in emotional health and stress management.
- Decrease in blood pressure, cholesterol, and alcohol consumption.
- Employees are more physically active and making better food choices.

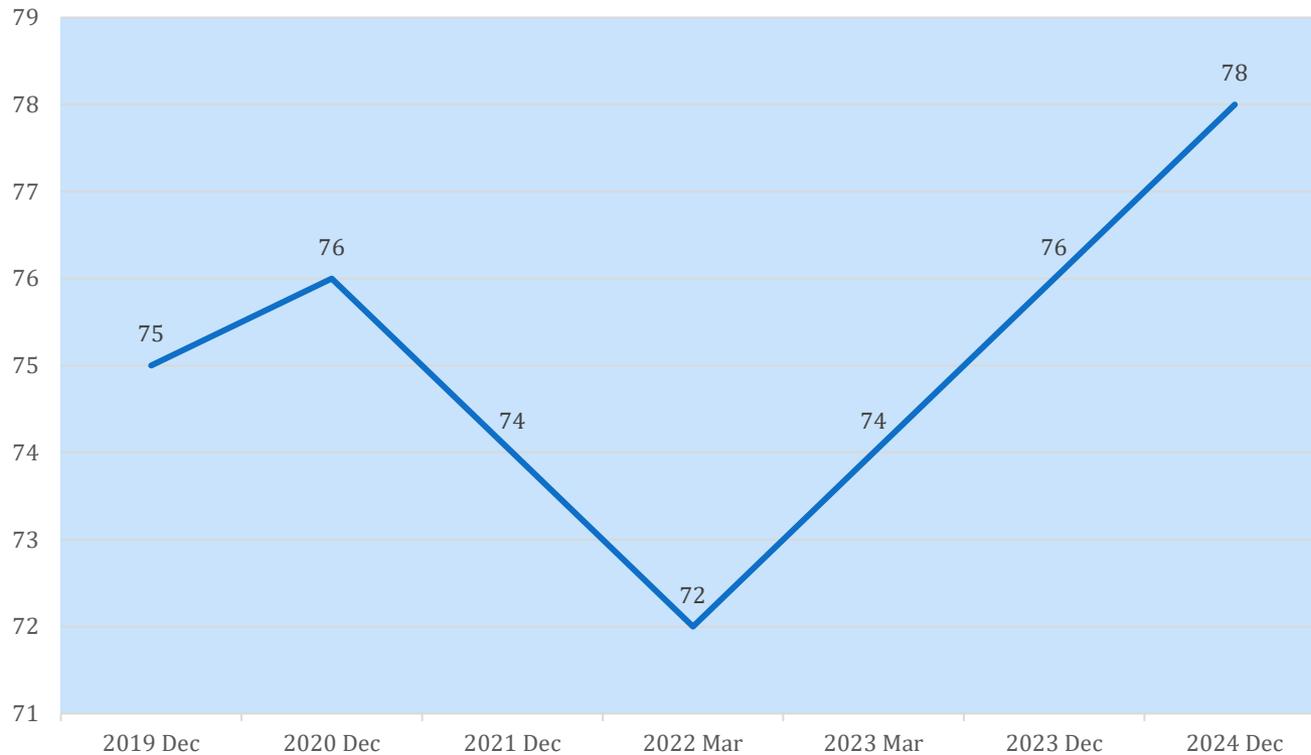
Trend in Lifestyle Health Risk



Date	01/01/2022 to 12/31/2022	01/01/2023 to 12/31/2023	01/01/2024 to 12/31/2024
No of Employee:	327	340	370

Wellness Score Trend

359 participants



Other local clients = 79 (n=307), 77 (n=100)

Allegan County Cultural Support

Cultural Touch Point Questions: % Reporting Strong Agreement or Agreement N=370

Survey Item	January 2014	December 2024
My company leaders are models for a healthy lifestyle.	36%	70%
This company demonstrates its commitment to supporting healthy lifestyles through its use of resources such as time, space and money.	43%	76%
People at this company are taught skills needed to achieve a healthy lifestyle.	25%	87%
New employees at our company are made aware of the organization's support for healthy lifestyles.	25%	84%
People are rewarded and recognized for efforts to live a healthy lifestyle.	15%	90%

Allegheny County Cultural Support

Peer Support Questions: % Reporting Agreement or Strong Agreement N=370

Survey Item	January 2014	December 2024
My immediate supervisor supports my efforts to adopt healthier lifestyle practices.	66%	93%
Coworkers support one another in efforts to adopt healthier lifestyle practices.	63%	95%
My friends support one another in efforts to adopt healthier lifestyle practices.	75%	97%
My family members and/or housemates support one another in efforts to adopt healthier lifestyle practices.	78%	99%

Quality of Life Indicators

Survey Item	January 2014	December 2024
In general, how satisfied are you with your life?	17% partly or not	3% partly or not
How stressful is your life?	47% Stressed	19% Stressed
How often have you found that you could not cope with all the things that you had to do?	6% fairly or very often	3% fairly or very often
Over the past 2 weeks, have you felt down, depressed, or hopeless?	22% Yes	3% Yes
Over the past 2 weeks, have you felt little interest or pleasure in doing things?	17% Yes	1% Yes

Programming 2024

FITNESS/ACTIVITY

- 2 x Coachman Fitness
- Onsite Challenges
 - Farm Fresh
 - Maintain Don't Gain
 - Create New Habits

EDUCATION WORKSHOP

- Farm Fresh
- Dimensions of Wellbeing
- EQ Creating New Habits
- EQ 8 Competencies 2-day
- EQ Transforming the Way We Gather

Participant Satisfaction Surveys

(Assessments and Coaching/strongly agree or agree. 200 responses)

- Participation rate in wellness program. **81%**
- The wellness coach was able to answer my questions to my satisfaction. **99%**
- The wellness coach helped me see things I can do to improve my health. **98%**
- Overall, I was satisfied with the total wellness screening/coaching program. **99%**
- I would recommend the wellness program to others. **99%**

Participant Comments

I love to have Becky Argue in my corner. She is a true blessing in my life. she is very knowledgeable, and I know she cares for me and everyone else she meets.

I love my sessions with Becky. She really does go out of her way to suggest things that I may need help with. She is very encouraging and very relatable

Linda is the best! She makes you feel strong and empowered and never makes you feel bad about your health. She always has good suggestions and ideas to improve health.

I love Linda! I make sure to see her every year at every appointment!

Meagan was great to talk with-I felt comfortable and not judged. Great job!!!!!!!!!!!!!!

Meredith was very personable and genuinely concerned about my well being. No improvement necessary



Holtyn & Associates

www.holtynwellness.com

Improving wellness one employee at a time.

Allegan County Comprehensive Worksite Wellness Program - Key Performance Indicators

Report Date 5/8/25

Objective	Metric	2013	2014	2015	2016	2017	2018	2019*	2020*	2021*	2022*	2023*	2024*
1. Maintain sustainable healthcare costs and expenditures													
1.1. Total Program Benefit													
	1.4. Medical Claims ¹	\$2,473,498	\$1,998,642	\$2,707,325	\$3,354,773	\$2,941,887	\$3,134,439	\$1,983,582	\$2,820,132	\$3,241,454	\$2,021,796	\$2,499,948	\$3,217,142
	1.5. Pharmacy Claims ¹	\$429,267	\$594,253	\$673,774	\$828,302	\$773,655	\$766,795	\$726,350	\$844,421	\$806,316	\$1,113,354	\$1,246,663	\$974,020
	1.6. Dental, Vision and Hearing Costs ²	\$308,621	\$325,864	\$335,693	\$329,094	\$303,255	\$326,524	\$297,570	\$274,479	\$293,092	\$316,000	\$400,775	\$403,125
	1.7. Medical Insurance Fixed Fees/Premiums	\$638,541	\$665,667	\$719,848	\$719,928	\$785,818	\$874,552	\$3,941,852	\$3,901,015	\$4,085,225	\$4,113,326	\$4,402,511	\$4,705,605
	1.8. Benefit Broker Fees	\$23,818	\$33,128	\$34,021	\$32,720	\$42,646	\$35,788	\$24,050	\$53,960	\$59,535	\$50,495	\$51,703	\$43,750
	1.9. HSA Contributions by Employer	\$266,630	\$232,345	\$225,066	\$376,280	\$481,516	\$479,777	\$393,516	\$491,237	\$451,329	\$465,238	\$499,263	\$548,725
	1.10. Less Medical Stop Loss Reimbursements	\$0	(\$54,233)	\$0	(\$274,587)	(\$236,281)	(\$623,622)	n/a	n/a	n/a	n/a	n/a	n/a
	1.11. Medical Insurance Opt Out Payments	\$153,625	\$141,125	\$127,375	\$124,125	\$130,875	\$150,125	\$169,875	\$191,375	\$181,875	\$164,875	\$238,324	\$247,838
	1.12. Disability Insurance Fees	\$118,943	\$125,353	\$127,304	\$125,049	\$116,596	\$122,989	\$127,968	\$133,957	\$124,532	\$132,597	\$144,400	\$144,400
	1.13. Worker's Compensation	\$115,838	\$319,207	\$149,871	\$207,851	\$93,064	\$111,006	\$92,897	\$38,219	\$71,864	\$57,978	\$84,403	\$115,670
	1.14. Employee Assistance Program Fees	\$8,867	\$9,617	\$9,606	\$8,867	\$8,867	\$8,561	\$8,561	\$9,886	\$10,175	\$12,210	\$12,420	\$10,175
	1.16. Wellness Vendor Fees	\$10,000	\$29,236	\$75,355	\$82,320	\$83,317	\$81,069	\$88,392	\$70,072	\$89,192	\$85,777	\$99,693	\$104,994
	1.17. Wellness Administration - Internal	\$37,302	\$35,329	\$38,322	\$35,524	\$38,624	\$39,568	\$41,156	\$41,356	\$46,481	\$65,104	\$38,664	\$74,041
	1.18. Wellness Incentive Payments ³	\$0	\$0	\$71,700	\$81,300	\$87,000	\$83,145	\$87,210	\$91,110	\$88,410	\$85,290	\$90,390	\$104,700
	1.1. Total Program Benefit	\$4,584,950	\$4,455,532	\$5,295,260	\$6,031,546	\$5,650,839	\$5,590,715	\$5,273,047	\$5,296,666	\$5,501,710	\$5,548,890	\$6,062,546	\$6,503,023
	# of Employees ⁴	457	466	471	459	476	552	545	536	505	527	573	583
	Total Program Benefit per Employee per Year	\$10,033	\$9,561	\$11,243	\$13,141	\$11,872	\$10,128	\$9,675	\$9,882	\$10,894.48	\$10,529.20	\$10,580.36	\$11,154.41
1.2. Healthcare Costs - Employer													
	1.4. Medical Claims ¹	\$2,473,498	\$1,998,642	\$2,707,325	\$3,354,773	\$2,941,887	\$3,134,439	\$1,983,582	\$2,820,132	\$3,241,454	\$2,021,796	\$2,499,948	\$3,217,142
	1.5. Pharmacy Claims ¹	\$429,267	\$594,253	\$673,774	\$828,302	\$773,655	\$766,795	\$726,350	\$844,421	\$806,316	\$1,113,354	\$1,246,663	\$974,020
	1.7. Medical Insurance Fixed Fees/Premiums	\$665,667	\$638,541	\$719,848	\$719,928	\$785,818	\$874,552	\$3,941,852	\$3,901,015	\$4,085,225	\$4,113,326	\$4,402,511	\$4,705,605
	1.8. Benefit Broker Fees	\$23,818	\$33,128	\$34,021	\$32,720	\$42,646	\$35,788	\$24,050	\$53,960	\$59,535	\$50,495	\$51,703	\$43,750
	1.9. HSA Contributions by Employer	\$266,630	\$232,345	\$225,066	\$376,280	\$481,516	\$479,777	\$393,516	\$491,237	\$451,329	\$465,238	\$499,263	\$548,725
	1.10. Less Medical Stop Loss Reimbursements	0	(\$54,233)	\$0	(\$274,587)	(\$236,281)	(\$623,622)	n/a	n/a	n/a	n/a	n/a	n/a
	1.11. Medical Insurance Opt Out Payments	\$153,625	\$141,125	\$127,375	\$124,125	\$130,875	\$150,125	\$169,875	\$191,375	\$181,875	\$164,875	\$238,324	\$247,838
	1.16. Wellness Vendor Fees	\$10,000	\$29,236	\$75,355	\$82,320	\$83,317	\$81,069	\$88,392	\$70,072	\$89,192	\$85,777	\$99,693	\$104,994
	1.17. Wellness Administration - Internal	\$37,302	\$35,329	\$38,322	\$35,524	\$38,624	\$39,568	\$41,156	\$41,356	\$46,481	\$65,104	\$38,664	\$74,041
	1.18. Wellness Incentive Payments ³	\$0	\$0	\$71,700	\$81,300	\$87,000	\$83,145	\$87,210	\$95,700	\$88,410	\$85,290	\$90,390	\$104,700
	1.19. Less Medical Insurance Premiums - Employee Cost	(\$446,385)	(\$543,066)	(\$126,959)	(\$72,486)	(\$121,279)	(\$170,607)	(\$144,301)	(\$148,622)	(\$165,381)	(\$154,210)	(\$173,804)	(\$188,701)
	1.2. Healthcare Costs - Employer	\$3,613,422	\$3,105,300	\$4,545,827	\$5,288,199	\$5,007,778	\$4,851,029	\$4,601,750	\$4,696,093	\$4,836,666	\$4,875,895	\$5,246,744	\$5,640,952
	# of Employees ⁴	457	466	471	459	476	552	545	536	505	527	573	583
	Healthcare Costs per Employee per Year - Employer	\$7,907	\$6,664	\$9,651	\$11,521	\$10,521	\$8,788	\$8,444	\$8,761	\$9,578	\$9,252	\$9,157	\$9,676

Objective	Metric	2013	2014	2015	2016	2017	2018	2019*	2020*	2021*	2022*	2023*	2024*
1. Maintain sustainable healthcare costs and expenditures													
	1.3. Employee Medical Costs												
	1.19. Medical Insurance Premiums - Employee	\$446,385	\$543,066	\$126,959	\$72,486	\$121,279	\$170,607	\$144,301	\$148,622	\$165,381	\$154,210	\$173,804	\$188,701
	1.20. Healthcare Costs - Employee	\$411,364	\$516,841	\$593,077	\$667,621	\$873,593	\$972,527	\$974,678	\$1,009,250	\$1,137,192	\$1,209,570	\$1,241,929	\$1,136,801
	1.9. Less HSA Contributions - Employer	(\$266,630)	(\$232,345)	(\$225,066)	(\$376,280)	(\$481,516)	(\$479,777)	(\$393,516)	(\$491,237)	(\$451,329)	(\$465,238)	(\$499,263)	(\$548,725)
	1.3. Employee Medical Costs	\$591,119	\$827,562	\$494,970	\$363,827	\$513,356	\$663,357	\$725,463	\$666,635	\$851,244	\$898,542	\$916,470	\$776,777
2. Increase health and wellness													
	2.1. Reduce lifestyle health risk factors												
	2.1.1. % Low Risk Lifestyle - Employees ⁵	62%	60%	61%	64%	63%	61%	60%	60%	48%	49%	64%	65%
3. Increase productivity													
	3.1. Reduce absenteeism												
	3.1.1. Short Term Disability Days Paid	664	1,338	1,769	1,606	1,234	557	1,353	874	1,049	947	1,963	967
	3.1.2. Short Term Disability Payments	\$49,043	\$93,480	\$122,822	\$99,595	\$109,806	\$51,539	\$115,066	\$89,385	\$74,605	\$80,502	\$172,622	\$87,981
4. Increase healthy workplace culture													
	4.1. % Wellness participants who agree or strongly agree that the organization demonstrates its commitment to supporting healthy lifestyles through its use of resources	43%	58%	75%	81%	81%	82%	79%	74%	73%	74%	76%	76%
	4.2. % Wellness participants who agree or strongly agree that people in the organization are taught skills needed to achieve a healthy lifestyle	25%	54%	66%	76%	81%	81%	81%	76%	68%	76%	74%	87%
	4.3. % Wellness participants who agree or strongly agree that people in the organization are rewarded and recognized for efforts to live a healthy lifestyle	15%	47%	63%	76%	75%	75%	79%	71%	62%	71%	78%	90%
5. Increase engagement													
	5.1. Increase Wellness participation												
	5.1.1 % Employee Participation in Core Wellness (Assessment and Coaching)⁵												
	# Employees Participation Core Wellness	80	133	275	289	308	304	326	312	301	313	327	357
	# Employees Eligible Core Wellness	329	346	351	345	361	368	382	384	395	409	439	449
	5.1.1. % Employee Participation Core Wellness	24%	39%	78%	84%	85%	83%	85%	81%	76%	77%	74%	80%

*AC fully insured in 2019. 2020 and later part of West Michigan Health Ins. Pool for Medical.

¹2018 includes BCBS runoff Jan.- Feb. 2019. 2019 and later, Claims not direct cost, direct cost in Premiums 1.7.

²Prior to 2019: Claims; 2019 and later: Premiums.

³2018 decrease due to adjust./state funding FOC salary & wages.

⁴Data from Wellness Quarterly Report, 4th Quarter. Includes Comprehensive and Select Eligible.

⁵2019: Data from 4th Quarter due to COVID-19 interruption. Other years: Data from subsequent year 1st Quarter.

PRIMARY OBJECTIVES

See *Allegan County Comprehensive Worksite Wellness—Objectives and Metrics* for detailed objectives and metrics.

1. Maintain sustainable healthcare costs and expenditures

A fundamental principle is that preventing costly diseases and keeping healthy employees healthy may result in healthcare cost savings. See page 3 of this report for related data. Additional data will be provided in annual Wellness Key Performance Indicators report.

2. Increase health and wellness

Reducing and eliminating risk factors is a process that occurs over time and we expect to see positive health trends after 3 to 5 years of wellness programming. Programming began in November 2013 and benchmark participation first occurred in September 2015. See page 2 of this report for related data. Annual wellness report will better indicate health trends.

3. Increase productivity

Increased productivity results from reduced absenteeism and reduced presenteeism. Presenteeism occurs when health problems affect productivity of at-work employees. Data on self-reported absenteeism and self-reported presenteeism is currently available.

4. Increase healthy workplace culture

A healthy workplace culture is essential to successful wellness program outcomes as it provides support for individuals beginning or maintaining healthy lifestyle behaviors. Related data can be found on the annual Wellness Key Performance Indicators report.

5. Increase engagement

See page 2 of this report for related data. Plan is to continue our efforts to raise awareness of the wellness benefit and to make wellness activities accessible to increase wellness engagement.

6. Increase integration across County programs

Quarterly Health Strategy meetings with all health-related vendors occur to ensure optimum program utilization, data-sharing and cooperation, and support for organizational wellness objectives. Vendors include: insurance broker, medical insurance, wellness, worker's compensation, disability and employee assistance program. Additional examples of integration are occurring:

- Wellness coaches make medical referrals for routine preventive care and follow-up care for at-risk individuals.
- Wellness coaches make employee assistance program referrals for employees with behavioral/mental/emotional health and/or addiction concerns.
- Wellness and Employee Engagement Teams collaborate to plan and conduct events to meet joint objectives.
- Fitness Center 2016, 2017, 2018 & 2019 fee was waived for wellness-eligible Allegan County employees (all Allegan County employees). Fitness Center Policy update on October 1, 2019 established zero fees for all AC employees and their spouse/adult dependents with AC medical insurance coverage.
- New Fitness Center members receive a welcome email promoting exercise and physical fitness-related wellness benefits.
- See Allegan County Comprehensive Worksite Wellness — Objectives and Metrics for a complete list on integrations solutions implemented.

COMPREHENSIVE WORKSITE WELLNESS—PARTICIPATION

Objective 5. Increase engagement

5.1. Increase Wellness participation

Employees—Comprehensive ¹	Mar '21 ²	Mar '22	Mar '23	Mar '24	Mar '25	Bnchmrk ³
5.1.1. # Enrolled	322	329	334	358	363	
5.1.1. % Enrolled	84%	83%	82%	82%	81%	
5.1.1. # Core Participation ⁴	312	301	313	327	357	
5.1.1. % Core Participation ⁴	81%	76%	77%	74%	80%	75%

Spouses—Comprehensive

5.1.2. # Enrolled	25	12	11	6	6
5.1.2. # Core Participation	2	1	0	1	1

Employees—Select⁵

5.1.3. # Enrolled	14	15	16	4	3
5.1.3. % Enrolled	9%	14%	13%	3%	2%

Spouses—Select

5.1.4. # Enrolled	3	3	3	1	0
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Group Programs

	Date	# Participation
5.1.5 <i>Maintain, Don't Gain</i> Challenge	10/14/24—1/8/25	12/8
5.1.5 <i>Cooked: Art of Cooking</i> Webinar	1/21/25	9/6
5.1.5 <i>Cooked: Art of Cooking</i> Challenge	1/22/25—2/4/25	12/5
5.1.5 <i>Overcoming Limiting Thoughts</i> Webinar	1/29/25	11/5

Participation Incentive implemented January, '15. Benchmark participation initially met Sept., '15.

¹Comprehensive Program # of employees eligible (Full-time, Regular Part-time, Elected Salaried, Job Share): Mar. '21=385, Mar. '22=395 Mar. '23=409, Mar. '24=439, Mar. '25=449, .

²Mar '20: Data skewed due to service interruption w/COVID-19 (partial telephonic assessments/missing biometrics; 3rd Qtr. '20, 1st Qtr. '21: telephonic assessments/missing biometrics.

³Holtyn & Associate best practice benchmark participation indicator at 12 to 24 months. AC Wellness and Holtyn services implemented November, 2013.

⁴Core components: Biometric Screening, Health Survey and Coaching.

⁵Select Program # of employees eligible (Irregular Part-time, Seasonal, Temporary, Per Diem):

Mar. '21=156, Mar. '22=109, Mar. '23=128, Mar. '24=145, Mar. '25=136. Per Diem eligible as of 1/1/18.

Key: EE=employee, L&L=Lunch and Learn, G&G=Grab and Go, BP=blood pressure.

COMPREHENSIVE WORKSITE WELLNESS—HEALTH METRICS

Comprehensive Employee data from Assessment (biometric screening), Health Survey & Coaching

Objective 2: Increase health and wellness

	Mar '21 ²	Mar '22	Mar '23	Mar '24	Mar '25	Bnchmrk ⁶
2.1 Reduce lifestyle health risk factors						
2.1.1. Lifestyle Health Risk Factors ⁷						
Low risk (0-2 risks)	60%	48%	49%	64%	65%	70%
Medium risk (3-4 risks)	30%	35%	37%	28%	30%	—
High risk (5+ risks)	10%	17%	14%	8%	5%	—

Measured Health Risk Factors (low % desired):

2.1.2. Body Mass Index Overweight/Obese ⁸	82%	82%	82%	81%	82%	66%
2.1.3. Waist at risk ^{7,8}	51%	61%	60%	55%	57%	42%
2.1.4. High Blood Pressure Stage 1 ^{7,8,9}	53%	52%	50%	52%	50%	—
High Blood Pressure Stage 2 (140+/90+) ^{7,8,9}	6%	16%	16%	13%	16%	13%
2.1.5. High Cholesterol (≥200) ^{7,8}	33%	44%	32%	36%	32%	32%
2.1.6. Glucose at risk ^{7,8,9}	5%	5%	4%	4%	6%	1%
2.1.7. Poor Fitness ^{7,8,9}	—	26%	27%	23%	22%	13%

Self-reported Health Risk Factors (low % desired):

2.1.8. No Exercise/Leisure-time Activity	13%	18%	14%	20%	21%	12%
2.1.9. Smoking ^{7,8}	6%	6%	7%	7%	6%	12%
2.1.10. High Stress ⁷	30%	31%	31%	20%	14%	32%
2.1.11. Low Coping ⁷	5%	7%	8%	3%	<1%	5%
2.1.12. Depression ⁷	13%	16%	15%	3%	6%	12%
2.1.13. Alcohol at risk ⁷	12%	13%	14%	3%	2%	4%
2.1.14. High Fat Consumption ⁷	25%	35%	22%	24%	19%	20%
2.1.15. Low Fiber Consumption ⁷	34%	34%	35%	21%	19%	30%
2.1.16. Sleep (<7 hours per night) ^{7,10}	39%	44%	41%	40%	37%	—

⁶Holtyn & Associates benchmark best practice goals for AC at 5 yrs. Blue font indicates that benchmark goal was met.

⁷Lifestyle Health Risk Factors include 2.1.3.—2.1.16, except 2.1.8.

⁸Cardiovascular Disease Risk Factors include 2.1.2.—2.1.7. & 2.1.9

⁹Updated national norms for Blood Pressure, Glucose & Fitness as of 1/1/19.

¹⁰New health risk factor as of 1/1/19.



HEALTH CARE EXPENDITURES

Objective 1: Maintain sustainable health care costs and expenditures

1.4. Medical (paid claims) - Actives and Retirees

Period	Amount	Period	Amount	Period	Amount	Period	Amount	Period	Amount	Period	Amount
1/2025—3/2025	613,712	1/2024—3/2024	672,712	1/2023—3/2023	476,536	1/2022—3/2022	422,759	1/2021—3/2021	529,663	1/2020—3/2020	356,467
		4/2024—6/2024	746,023	4/2023—6/2023	527,965	4/2022—6/2022	543,086	4/2021—6/2021	632,477	4/2020—6/2020	266,258
		7/2024—9/2024	940,529	7/2023—9/2023	542,820	7/2022—9/2022	522,925	7/2021—9/2021	736,754	7/2020—9/2020	1,346,893
		10/2024—12/2024	857,878	10/2023—12/2023	952,627	10/2022—12/2022	532,954	10/2021—12/2021	1,342,560	10/2020—12/2020	850,514

1.5. Prescription Drugs (paid claims) - Actives and Retirees

Period	Amount	Period	Amount	Period	Amount	Period	Amount	Period	Amount	Period	Amount
1/2025—3/2025	167,608	1/2024—3/2024	172,239	1/2023—3/2023	232,586	1/2022—3/2022	235,180	1/2021—3/2021	165,349	1/2020—3/2020	183,100
		4/2024—6/2024	277,805	4/2023—6/2023	348,798	4/2022—6/2022	263,234	4/2021—6/2021	193,960	4/2020—6/2020	202,950
		7/2024—9/2024	271,018	7/2023—9/2023	295,487	7/2022—9/2022	295,683	7/2021—9/2021	227,108	7/2020—9/2020	225,924
		10/2024—12/2024	252,958	10/2023—12/2023	369,792	10/2022—12/2022	319,257	10/2021—12/2021	219,899	10/2020—12/2020	232,447

1.15. Comprehensive Worksite Wellness

<u>Jan—Mar 2025</u>		<u>Oct—Dec 2024</u>		<u>July—Sep 2024</u>		<u>Apr—Jun 2024</u>	
1.16. Wellness Vendor	5,149.50	1.16. Wellness Vendor	51,047.40	1.16. Wellness Vendor	3,225.30	1.16. Wellness Vendor	47,290.32
1.17. Wellness Administration	19,753.61	1.17. Wellness Administration	19,813.02	1.17. Wellness Administration	18,984.41	1.17. Wellness Administration	19,017.26
1.18. Incentive	0	1.18. Incentive	97,620.00	1.18. Incentive	1,500.00	1.18. Incentive	300.00
1.15. Total	24,903.11	1.15. Total	168,480.42	1.15. Total	23,709.71	1.15. Total	66,607.58

Period	Vendor	Administration	Miscellaneous	Incentive ¹²	Total	Period	Vendor	Administration	Miscellaneous	Incentive	Total
2013—To Date	904,567.43	547,720.90	3,549.42	864,975.00	2,320,812.75	2020	70,072.30	41,355.98	0	91,110.00	202,538.28
2024	104,994.07	74,041.24	0	99,420.00	278,455.31	2019	88,391.93	41,155.77	0	87,210.00	216,757.70
2023	99,693.25	38,664.48	0	90,390.00	228,747.73	2018	81,069.48	39,567.97	45.39	83,145.00	203,827.84
2022	85,776.55	65,103.52	0	85,290.00	236,170.07	2017	83,316.85	38,624.33	0	87,000.00	208,941.18
2021	89,192.40	46,780.70	0	88,110.00	224,083.10	2016	82,319.91	35,524.10	0	81,300.00	199,144.01
						2015	75,355.19	38,322.35	0	71,700.00	185,377.54
						2014	29,236.00	35,278.76	49.99	NA	64,564.75
						2013	10,000.00	33,848.09	3,454.04	NA	47,302.13