

Health and Wellness Program

Employees must earn a total of 85 points or more between October 1, 2019 and September 30, 2020 to qualify for the incentive in calendar year 2021. Employees qualified for the Health and Wellness Program will save 10% on their medical premiums or receive contributions to their health savings account. Visit www.HealthAdvocate.com/Devereux to access your member portal.

| Personal Health Profile | Definition of Compliance | Points |
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| Personal Health Profile (PHP) | Complete the Personal Health Profile (PHP) found on your "To-Do List." | Required |
| Online Tobacco Affidavit | Definition of Compliance | Points |
| Online Tobacco Affidavit | Complete the online Tobacco Affidavit found on your "To-Do List." | Required |
| Non-Tobacco Use – Must earn 25 points in this category to qualify for incentive. | | Points |
| <p>You will earn 25 points if you certify that you're tobacco-free.</p> <p>If you use tobacco: If you use tobacco, you can complete a cessation program that will coach you through creating your own Quit Plan and allow you to learn new tips and strategies to become—and stay—tobacco free:</p> <ul style="list-style-type: none"> • Complete the 12-week Tobacco Cessation workshop worth 35 pts.; or • Complete a 12-week Wellness Coaching program for smoking cessation, accessed on your member portal or by calling (866) 695-8622, worth 35 pts. | | 25 |
| Weight Management | | Points |
| <p>Log your weight weekly for 25 weeks using the weight health tracker on your member portal (1 point per week); or</p> <p>Complete a six week weight management or nutrition workshop; or</p> <p>Complete a 12-week Wellness Coaching program, accessed on your member portal or by calling (866) 695-8622, worth 35 pts.; or</p> <p>Complete a 12-week online weight management program--Don't Weight! Make a Change, worth 35 pts.; or Enroll in Weight Watchers®, Weight Watchers® Online, or an approved weight management program at any network hospital and Independence Blue Cross will reimburse up to \$150 for program fees if you create an account at www.ibx.com/reimbursement and submit proof of payment and progress in the weight management program.</p> | | 25 |
| Fitness | | Points |
| <p>Log your exercise time (5 points per week) and/or distance (1 point per day) for 25 days using exercise health trackers on your member portal; or</p> <p>Complete a six week fitness workshop, accessed on your member portal; or</p> <p>Complete 120 gym workouts (about three times a week) at an approved fitness center and Independence Blue Cross will reimburse up to \$150 of your annual fitness center fees if you create an account at www.ibx.com/reimbursement and submit proof of payment and a log of your workouts.</p> | | 25 |
| Workshops | | Points |
| Complete workshops to earn 25 points each, up to a maximum of 75 points for finishing 3 workshops. There are currently 17 workshops and more will be added throughout the year. | | 25 |
| Preventive Care | Definition of Compliance | Points |
| Preventive Screenings | Earn 5 points for receiving 1 preventive screening, up to a maximum of 10 points for receiving 2 preventive screenings. Preventive screenings include: Physical exam, Pap test, mammogram, colonoscopy, prostate cancer screening and flu vaccine. <i>Note:</i> It can take up to three months from the date of service for your points to be updated. | 5 |
| Center Wellness Participation | | Points |
| Receive 10 points for participating in 1 center or community event, up to a maximum of 20 points for participating in 2 center or community events. You can also participate in a company-wide fitness competition through Health Advocate (2 offered per year) to earn an additional 10 points for each fitness challenge. | | 20 |

Questions? Contact your local People Operations representative or Jelsy Kravatz at jkavatz@devereux.org or call 610-542-3093.

