



Wellness Reward Discount Program

SJ/C encourages co-workers to make smart, healthy choices! **The Wellness Program rewards co-workers and their families who actively manage their health with a lower health plan premium.** To track wellness program success, participants will access their checklist, HealthTrax, at www.healthgram.com.

For Co-workers and Covered Spouses

Wellness Program Requirement	How do I get credit?
Tobacco/Nicotine Free (or participation in a cessation program)	Co-worker: Test performed <i>prior</i> to benefit eligibility date and random testing thereafter Spouse: Tobacco/Nicotine status is recorded by PCP annually on the Bio/Lab work Form – due by April 30 th each year
Biometrics (height, weight, & BP)	Co-worker: Obtained annually from OH Assessment during month of hire Spouse: Obtained annually by PCP and recorded on Bio/Lab work form – due by April 30 th each year
Fasting Lipid & A1C	Co-worker: Obtained annually from OH Assessment during month of hire Spouse: Obtained annually by PCP and recorded on Bio/Lab work form – due by April 30 th each year
Age/Gender Preventive Screenings	Completed Screenings are reported by claims submitted to Healthgram – due by April 30 th each year
Disease Management	Potential disease management cases identified through claims, labs or OH screening. If identified, the SJ/C WellPath Navigator will contact you for next steps.

For Co-workers ONLY

Wellness Program Requirement	How do I get credit?
Weight Management (for BMI 30 or greater)	Your BMI comes from the biometrics obtained annually at your OH Assessment during month of hire. Participate in SJ/C Weight Management Program or self-manage with a 5% reduction in weight at next annual OH Assessment weight.

- Success with each requirement is how you maintain the Wellness Reward Discount each plan year.
- If not successful in the current plan year, you will lose Discount for the next plan year (7/1 – 6/30), considered the ‘off’ plan year.
- Success with each requirement is expected during the ‘off’ plan year to be eligible for the Discount again.

Details of the Wellness Program

Tobacco/Nicotine Free

Co-workers who are new to health coverage, Occupational Health (OH) performs a nicotine saliva test prior to your benefit eligibility date. Once you have a negative tobacco/nicotine test on file, you will be subject to random testing thereafter. Spouse tobacco/nicotine use must be recorded on the Bio/Lab Work Form (located on the HR SharePoint) during their annual PCP visit, due by April 30th of each year. To receive credit, the completed form should be submitted to SJ/C WellPath.

Tobacco/Nicotine Cessation Program Options

If you/your spouse desire to quit using tobacco and/or nicotine, you have the opportunity to earn the Wellness Reward Discount by participating in a program below. You are required to provide proof of completed program or purchase of cessation product to HR prior to your benefit eligibility date.

- SJ/C Tobacco Cessation Program: 819-8407 for details
- Hypnosis - Services must be provided by a licensed hypnotist
- Plan will cover up to two 90-day supplies (if already covered on health plan) for Zyban, Chantix, nicotine inhaler cartridge, nicotine spray, and nicotine gum or lozenge, or nicotine transdermal patches (generic, quantity limits and trial requirements may apply).

Biometrics

Biometrics = height and weight are used to calculate BMI. Biometrics and your blood pressure are taken at your OH Assessment annually during your month of hire. Spouse biometrics must be recorded on the Bio/Lab Work Form (located on the HR SharePoint) during their annual PCP visit, due by April 30th of each year. To receive credit, the completed form should be submitted to SJ/C WellPath.

Fasting Lipid - Coronary Risk Profile (Total Cholesterol,

HDL, LDL, and Triglycerides) and Hemoglobin A1C. The fasting lab work will be drawn at your OH Assessment annually during your month of hire. Spouse lab work must be recorded on the Bio/Lab Work Form (located on the HR SharePoint) during their annual PCP visit, due by April 30th of each year. To receive credit, the completed form should be submitted to SJ/C WellPath.

Age and Gender Preventive Screenings

Applicable screenings must be completed by April 30th of each year. Early detection is the quickest and safest way to catch health problems early to help minimize their efforts and improve your quality of life. These preventive screenings are fully covered by the Health Plans and do not require a co-pay or deductible.

Men

- Primary Care Physician (PCP) check-up at age 21+, each year
- Colorectal Screening Endoscopy at age 50+, every 10 years or Cologuard®, every 3 years*

Women

- Primary Care Physician (PCP) check-up at age 21+, each year
- Cervical Examination (PAP Smear) at age 21+, every three years
- Mammography at age 40+, every two years
- Colorectal Screening Endoscopy at age 50+, every 10 years or Cologuard®, every 3 years*

***Note:** Cologuard® colorectal screening is an at-home risk based test ordered by your physician. Physician determines which screening method is preferred based on medical and family history.

Disease Management Programs

Chronic conditions like diabetes, asthma, COPD and/or heart disease can be managed if detected and treated properly. Plus, it's the largest drain on your healthcare dollar if not managed properly. Potential disease management cases are reported to Healthgram through claims and lab work. If you and/or your covered spouse are identified as moderate to high risk for any disease program below, you will be contacted by SJ/C WellPath Navigator with specific information on how to participate and the steps to take for Wellness Program success.

Disease Management for Wellness Program:

- Diabetes Management
- Cardiac Rehab Management
- Hyperlipidemia Management
- Asthma Management
- Hypertension Management

Weight Management Program Options (CO-WORKER ONLY)

Participation in one of the Weight Management Programs below is required if your BMI is 30 or greater. If your BMI is less than 30, you are not required to participate. Your BMI is obtained at your most recent annual OH Assessment and you may obtain the results by logging on to www.healthgram.com, calling Healthgram at 1-800-446-5439 or SJ/C WellPath Navigator at 912-819-8805.

1. SJ/C Comprehensive Weight Management program
2. Diabetes "Weigh to Go" program
3. SJ/C "Weigh to Go" program
4. Self-Management

Success under the first three weight management programs requires your participation in the program. Success with the Self-Management program is a 5% weight reduction (or BMI under 30) at your next annual OH Assessment.

Contact SJ/C Wellness Center at 912-819-8828 with questions regarding all management programs available. Contact the SJ/C WellPath Navigator at 912-819-8805 to work with you (and, if you wish, your doctor) to find a wellness program with the same reward that is right for you, if you feel you are unable to meet the standards. Physician documentation may be required.