Wellness Incentive Program

A feature of our Wellness Program
Be the catalyst for change

Engage your employees, inspire healthy action

Health Advocate has created a comprehensive Wellness Incentive Program, which uses a points-based system to help employers drive participation in wellness programs, improve employee health and productivity, and decrease long-term medical costs. Our Wellness Program allows you to choose from a variety of add-on services that specifically meet your needs.

We will work with you to manage the program from creation through completion. We will help you evaluate the wellness goals of your organization, build the program, set up the website, provide promotional materials, and evaluate and track results.
Help employees get active... and interactive, too.

On the Health Advocate Wellness Website, participants can earn points in real-time by completing wellness activities. They can see how many points they have earned to date and what actions they need to take to meet the incentive program requirements.

We can assign points to any combination of the following activities:

**Interaction with a Wellness Coach***
Employees have unlimited access to a highly trained personal Wellness Coach for ongoing, one-on-one support.

**Completion of a Health Risk Assessment (HRA)**
Employees receive an immediate online report.

**Completion of Wellness Workshops**
We have a variety of online, interactive workshops available on topics such as nutrition, fitness, tobacco cessation, stress management, financial wellness, heart health, and diabetes education.

**Participation in Wellness Challenges**
Employees can also participate and track their activities in wellness challenges like Walk America, Walk Yellowstone, Choose to Lose, and Choose to Move.

**Completion of a Biometric Screening**
Screening results are available immediately to members who participate in onsite screenings. Results are also uploaded on the Wellness Website for members to access in real-time and to track their progress from year to year.

**Becoming, and Remaining, Tobacco-free**
Employees can sign an affidavit, participate in cessation programs, or be tested for nicotine use.

**Activity Tracking**
Employees use online activity trackers to earn points for meeting healthy standards for hours of sleep, time exercised, days of resistance training, water, hours of charity work, and more. Our points tracking system can also incorporate other data sources such as client files, claims data, and physician forms.

* For groups with Wellness Coaching

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**Wellness Points Program Support**

**Turnkey Communications.** We offer a robust selection of communications to support program launch, as well as a variety of ongoing educational and promotional materials to maximize utilization.

**Standard Reporting Package.** Easy to use, standard completion report for you to apply your members’ incentives. At the end of your program, you will receive an aggregate report of your members’ risk based on their Personal Health Profile and an overall Wellness Report.

**Seamless Integration.** The program seamlessly integrates with our Health Advocacy service and all other Health Advocate programs.
Engage Employees to Earn Points

Our Wellness Points Program is participatory, meaning that employees earn points and rewards for simply participating in wellness activities. The below chart lists the available activities in the Wellness Points Program that are tracked through the Wellness Website, as well as the default points assigned to each. The points can be customized for your program. The Wellness Points Program also includes reporting for you to track and apply your employees’ incentives.

### Activity (Participation) | Action to Earn Points | Points | Max | Frequency
--- | --- | --- | --- | ---
Personal Health Profile | Complete Personal Health Profile | 25 | 25 | Yearly
Online Wellness Workshops | Complete Workshop (Nutrition, Weight Management, Tobacco Cessation, Fitness, Financial Wellness, Heart Health and Diabetes Education) | 20 | 60 | Multiple
Challenges | Complete requirements per challenge (log activity each week of challenge) | 25 | 75 | Multiple
Personalized Coaching Program | Complete a Personalized Coaching Program with a Wellness Coach – 6 sessions over 3 months (other than tobacco) | 50 | 50 | Yearly
Tobacco Cessation Program | Complete Tobacco Cessation Program online or with a Wellness Coach | 50 | 50 | Yearly

### Standard Tracker | Default Unit | Healthy Behavior Goal | Awarded | Points | Max
--- | --- | --- | --- | --- | ---
Hours of Sleep | Hours | 7-9 hours | Daily | 1 | 100
Steps | Steps | 10,000 or more steps | Daily | 1 | 100
Time Exercised | Time | 150 or more minutes | Weekly | 5 | 100
Days of Resistance Training | Number | 2 or more days | Weekly | 5 | 100
Resilience Tracker | Check Off Activities | Performed at least one activity on 5 separate days | Weekly | 5 | 100
Hours of Charity Work | Number | 2 or more hours | Monthly | 10 | 100
Ounces of Water | Number | Drink 64 ounces | Daily | 1 | 100
Fruits & Vegetable Servings | Number | 5 or more servings | Daily | 1 | 100
Grams of Fiber | Number | 25 grams or more | Daily | 1 | 100
Milligrams of Sodium | Number | 1,500 or less | Daily | 1 | 100

Total Points Needed to Earn Incentive: 200

Anytime, anywhere.

Your employees can access their wellness website no matter where they are. It’s fully optimized for mobile, so they can log on and complete activities on their smartphones or tablets. Plus, our website supports and syncs with many popular fitness devices to help make activity tracking easy!
More activities, more support

Choose additional activities

We can also support a variety of add-on activities as well as outcome-based activities associated with Health-Contingent programs.

Get expert guidance

Our team of Wellness Program Consultants (WPCs) are here to help with the strategy and planning of your wellness program. Your WPC can assist you in developing an incentive program that is specific to your organization’s health and wellness priorities. Additionally, your WPC will meet with you regularly to review your program and offer recommendations for success.
Ways to Customize Your Program

Add-On Activities
The below activities can be added* to our Wellness Points Program:

<table>
<thead>
<tr>
<th>Activity (Participation)</th>
<th>Action to Earn Points</th>
<th>Points</th>
<th>Max</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Screenings</td>
<td>Completed onsite biometric/screening/physician forms/lab vouchers</td>
<td>25</td>
<td>25</td>
<td>Yearly</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>Completed annual physical (Source is claims data)</td>
<td>25</td>
<td>25</td>
<td>Yearly</td>
</tr>
<tr>
<td>Flu Shots</td>
<td>Completed a flu shot program or provided in claims data</td>
<td>15</td>
<td>15</td>
<td>Yearly</td>
</tr>
<tr>
<td>Workplace Events</td>
<td>Attended event (Source is file from client)</td>
<td>15</td>
<td>30</td>
<td>Up to 2 Events Per Year</td>
</tr>
</tbody>
</table>

*Additional fees apply.

Outcome-Based/Health-Contingent Program Activities
Our points program can also support outcome-based activities associated with Health-Contingent wellness programs that reward employees for both participating AND for making measurable changes to their health. Below are our suggested ranges, based on government healthy standards.

<table>
<thead>
<tr>
<th>Measurement</th>
<th>Incentive Criteria</th>
<th>12 Month Improvement Standard</th>
<th>Points</th>
<th>Max</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Pressure</td>
<td>&lt;140/90 mm Hg</td>
<td>&lt;140/90 mm/Hg</td>
<td>20</td>
<td>30</td>
<td>Yearly</td>
</tr>
<tr>
<td>Waist Circumference*</td>
<td>&lt;41 in</td>
<td>&lt;36 in</td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>BMI</td>
<td>&lt;30</td>
<td></td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>HbA1c</td>
<td>&lt;5.7%</td>
<td></td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>Glucose Fasting</td>
<td>&lt;100 mg/dl</td>
<td></td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>Non-Fasting</td>
<td>&lt;141 mg/dl</td>
<td></td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>Cholesterol Ratio</td>
<td>&lt;5.0</td>
<td>&lt;5.0</td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>HDL Cholesterol</td>
<td>≥40 mg/dl</td>
<td>≥50 mg/dl</td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
<tr>
<td>Tobacco Free - Tobacco Affidavit OR Cotinine</td>
<td>Negative</td>
<td>Negative</td>
<td>20</td>
<td>20</td>
<td>Yearly</td>
</tr>
</tbody>
</table>

*Waist Circumference (WC) will take precedence over BMI. If WC is not present BMI will take precedence.

Contact Us to Learn More!
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West’s Health Advocate Solutions makes healthcare easier for over 11,500 organizations and their members by leveraging a combination of personal support, data and technology to engage people in their health and well-being. HealthAdvocate.com

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