



Healthy Ways

Associates will have the opportunity to earn points based upon participation and performance. These points will accumulate throughout the program period, and you will earn wellness discounts for the 2023-24 plan year based on the total amount of points you earn (See Below) through 2/28/23. Each time you qualify for points, you can upload them at portal.healthyways.com or you can fax them to WCUSA at 833-854-9426. **Covered spouses must complete the 3 items below that are highlighted in yellow with a check mark next to them. Please refer to the back side for more details on spouse participation for the 2022-23 plan year.**

Screening	Standard	Point Total	Result
Body Composition Measurement	Males: 25% body fat or lower, waist circumference under 40 Females: 30% body fat or lower, waist circumference under 35 BMI 30 or lower**	70 Points	
✓ <u>Dental Cleaning</u>	Completed	40 Points	
Mammography/Pap/PSA Exam	Completed	10/10/20 Points	
Tobacco	TESTED NEGATIVE	70 Points	
✓ <u>Physical Examination</u>	Completed with Medical Form	90 Points	
Cholesterol	200mL/dL or lower **	20 Points	
Glucose	100mL/dL or lower **	20 Points	
Triglycerides	150 or below **	20 Points	
Blood Pressure	Systolic: 140 or less Diastolic: 90 or less **	20 Points	
✓ <u>Vision Screening</u>	Completed	20 Points	
COVID Vaccine	Fully Vaccinated with Verification	70 Points	
Flu Shot	Completed	10 Points	

****Standards can be met if approved by a WCUSA Professional**

Bonus Points

Associates may earn up to a max of 40 Bonus Points by completing these additional tasks.

Gym Membership Attendance: See back for attendance policy to earn points.	10 Points
Self-Reported Physical Activity: See back for details.	10 Points
Participate in Wellness Courses offered on the Healthy Ways platform	10 Points Each
Participate in annual Walking Program offered by Wellness Coaches	10 Points
Health Fair Attendance	10 Points
Sync Wearable Device on Healthy Ways Platform	10 Points
Participation in Real Appeal Program through UHC * Two 4 week programs may be completed for 10 points each	10 Points Each
A1C Test	10 Points
TSH (Thyroid Stimulating Hormone) Test	10 Points
Colonoscopy or Cologuard Testing	10 Points
Shingles Vaccine	10 Points

**Program
Begins:
March 1, 2022

Program
Ends:
February 28, 2023**

2023-24 Wellness Premium Incentive Outline

	Gold	Silver	Bronze
	360-400 Points	320-359 Points	280-319 Points
Weekly Wellness Discount			
Single	\$25	\$15	\$9
Associate & Spouse	\$40	\$24	\$14
Associate & Child(ren)	\$40	\$24	\$14
Family	\$55	\$33	\$20

Spouse Participation: Spouse participation is optional but highly recommend. Covered spouses are encouraged to participate and complete the following items highlighted below between March 1st, 2022 – February 28th, 2023: Physical exam, Dental cleaning and Vision screening. ***If your covered spouse does not complete all three activities by 2/28/23, your wellness incentive will drop one metallic (ex: from Gold to Silver, Silver to Bronze or Bronze to nothing).*** For example, John Doe (who has family coverage) earns 345 points which gets him to Silver. If his spouse completes all requirements stated above then he would get the \$33 Silver family incentive. However, if his spouse didn't complete all requirements then he would only get the Bronze \$20 family incentive.

Reasonable Alternatives are available for wellness tasks in the Healthy Ways Program.

Body Composition Measurement: If your body composition measurement falls within any of the ranges listed, you will earn the appropriate points listed. If your body composition measurement is higher than the listed ranges, you still have the opportunity to earn your points. You need to engage with a health coach, either by consulting with them on the phone, via e-mail or onsite. To earn the 70 points, you must set a measurable goal and reach that goal by the end of the program year (2/28/23).

Dental Cleaning, Physical Exam, Vision Screening: Submit proof of the exam or screening (completed WCUSA medical form and signed by doctor or Explanation of Benefits from insurance) within the program date range (3/1/22-2/28/23). **This task applies to covered spouses as well as Associates.**

Mammogram/Pap/PSA Exam: Submit proof of mammogram/pap/PSA exam (completed WCUSA medical form and signed by doctor or Explanation of Benefits from insurance) within the program date range (3/1/22-2/28/23). *Note: If you are not a female over 40 (mammogram) or male over 50(PSA), you will automatically be credited the points.*

Tobacco: If you test negative at the screening, you will receive these points. If you test positive, you still have the opportunity to earn these points. You may either participate in the WCUSA smoking cessation program or be re-tested by the end of the program year, 2/28/23, (and test negative) to earn your points.

Cholesterol, glucose, triglycerides, and blood pressure: If your results fall within the range listed, you will earn the points assigned. If your result is higher than the recommended range, you still have the opportunity to earn your points. Submit documentation from your physician (completed WCUSA medical form) showing proof of medication or physicians approval of your values.

Flu Shot: Submit proof of a flu shot (WCUSA Medical Form) or receive one during the Ohio Health Clinic flu shot clinic.

COVID Vaccine: Submit proof you are fully vaccinated.

Bonus Points; Maximum of 40 Points Available

Gym Membership Attendance 24 times per year: Outside gym membership attendance must be turned in to Wellness Coaches by the associate in the form of a printout from the facility directly.

***In the case the CYT Fitness Center re-opens, CYT Gym Membership attendance will be submitted by CYT directly.**

Self-Reported Physical Activity 24 times per year: Regular at home workouts or virtual classes, on a regular basis will count for these points. You can email healthyways@wcusa.com with your physical activities for this requirement.

Participate in Wellness Courses offered on the Healthy Ways platform: This includes any course offered on the Healthy Ways platform. 10 points earned per challenge completed.

Participate in Annual Walking Program offered by Wellness Coaches: WCUSA will be rolling out an 8-week walking program in the spring.

Health Fair Attendance: Attend the CYT health fair and sign in.

Sync Wearable Device on Healthy Ways Platform: Login to your Healthy Ways Dashboard, click on the yellow Physical Activity tile and sync your wearable device.

Participation in the Real Appeal Program through UHC: Complete 4 online weight loss sessions with Real Appeal; 10 points each and can be completed twice to earn a total of 20 bonus points.

A1C Test: Complete this test with your physician and submit verification to earn 10 bonus points.

TSH (Thyroid Stimulating Hormone) Test: Complete this test with your physician and submit verification to earn 10 bonus points.

Colonoscopy or Cologuard Test: Complete this test(s) with your physician and submit verification to earn 10 bonus points.

Shingles Vaccine: Get you shingle vaccine and submit verification to earn 10 bonus points.