

Your WELLNESS. Your WELLBEING.

Wellness Incentive Program

New Hire

The Centura Health Wellness Incentive Program is designed to create awareness of potential health risks indicated by biometric values and lifestyle choices. The outcomes-based program incentivizes you for completing a biometric screening and online health assessment and rewards you for meeting targeted biometric measurements: body mass index or waist circumference, blood pressure, glucose or A1C, HDL cholesterol, triglycerides and testing negative for tobacco.

What You Need To Know

- As a new associate to Centura Health you (and your spouse, if applicable) are eligible to receive the lowest premium for a Centura Health Medical Plan through the current plan year ending June 30, 2016.
- In order to continue receiving a lower Medical Plan premium for FY17 (starting July 1, 2016), new hires will need to earn wellness incentives by completing: a biometric screening (your pre-employment tobacco/cotinine and biometric screening may be used); online health assessment and meeting targeted biometric screening measurements by March 31, 2016. **If you do not earn wellness incentives your medical plan premiums will increase up to \$1,000 for yourself and your spouse if they are on a Centura Health Medical Plan beginning July 1, 2016.**

The table below provides a summary outline of the new timing and process.

Benefit Effective Date	Action
New hires will receive the lowest Medical Plan premium until they align with the Wellness Incentive Earning Period.	
April 1, 2015-Dec. 31, 2015	Earn wellness incentives by completing a biometric screening, meeting targeted biometric measurements and completing an online health assessment between April 1, 2015 and March 31, 2016.
Jan. 1, 2016-March 31, 2016	Earn wellness incentives by March 31, 2017.

Earn Your Wellness Incentives

The Code You Wellness Incentive Program offers all Centura Health associates and spouses on the Medical Plan the opportunity to earn up to \$1,000 to reduce their Medical Plan premiums – \$400 for completing a biometric screening and an online health assessment and \$600 for being tobacco free. Associates who are not on the Medical Plan can earn up to \$400 in cash incentives that will be applied to their bi-weekly paychecks beginning July 1, 2016.

Participants can earn wellness incentives to reduce their Medical Plan premiums if they:

- Create an account on CaféWell at cafewell.com/code/wellbeing,
- Complete a biometric screening, including a tobacco screening for cotinine between April 1, 2015 and March 31, 2016,
- Meet targeted biometric measurements OR complete a Reasonable Alternative Program OR request an exemption, and
- Complete an online health assessment.

Questions?

Visit the internal HR site at <https://intranet.centura.org/sites/HR/CodeYou/Pages/New-Hire-Information.aspx> or call the Centura Health Wellness Incentive Program Helpline at 1-888-280-6069 (Monday through Thursday from

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7 a.m. to 6 p.m., and Friday from 7 a.m. to 5 p.m. (MDT) for help navigating CaféWell or for questions about the Code You Wellness Incentive Program.