

Wellness Incentive Program

New Hires or Newly-Benefited Associates

One of Centura Health's top priorities is managing the health of its associates and spouses on the Medical Plan. The Code You Wellness Incentive Program offers all Centura Health associates and spouses on the Medical Plan a chance to earn up to \$1,000 to offset health insurance 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 during the next fiscal year.

New associates and their spouses on the Medical Plan have 90 days from their benefit-effective date to complete the incentive requirements. If they choose not to participate, they will see a \$1,000 premium increase annually for both the associate and spouse on the Medical Plan.

To earn wellness incentive dollars, visit CafeWell.com/code/wellbeing to:

1. Create an account (Please note that it will take up to two weeks from your hire date to gain access to CaféWell; spouses will gain access 2 weeks after their benefit effective date).
2. Select a biometric screening method. You may complete the screening with your healthcare provider or at Centura Laboratory Services.
3. Complete a biometric screening and submit results within 90 days of your benefit-effective date. Biometric results will be accepted if they were taken within 12 months of your benefit-effective date.
4. Complete the online health assessment at CafeWell.com/code/wellbeing within 90 days of your hire date.
5. If your benefit-effective date falls between April 1 and Oct. 31, 2015, you will need to meet biometric screening outcomes by March 31, 2016. These will apply to the plan year beginning July 1, 2016. See the table below entitled "Benefit-Effective Date between April 1 and Oct. 31, 2015."

Benefit-Effective Date between April 1 and Oct. 31, 2015

The table below outlines the requirements for new hires or newly benefited associates and spouses on the Medical Plan with a benefit-effective date between April 1 and Oct. 31, 2015. If your benefit-effective date falls in this period, you will need to complete a biometric screening and an online health assessment to earn the wellness incentives for the current Medical Plan premium, which runs through June 30, 2015. Associates hired after January 1, 2015 will not need to complete another cotinine/tobacco screen, however spouses on the Medical Plan will need to complete a full biometric screening including a cotinine/tobacco test that shows negative to earn the wellness incentives.

In addition, you will need to meet the defined biometric screening outcomes or show improvement of 2 or more BMI points from your original biometric submission by March 31, 2016 for the 2016-2017 Medical Plan premiums starting July 1, 2016.

As a new hire or newly-benefited associate, you may use the original biometric screening results submitted to meet your 90 day requirement, or you may choose to provide a second set of biometric results by March 31, 2016, which will be used to calculate the FY17 Medical Plan premium.

Your WELLNESS. Your WELLBEING.

At a Glance Summary Table for Benefit-Effective Date between April 1 and Oct. 31, 2015

Wellness Incentive Program Activities	How to Complete the Activities	Due Dates	Earning Wellness Incentive Dollars
Complete the online health assessment	Complete the online health assessment at CafeWell.com/code/wellbeing The health assessment only needs to be competed once for both plan years.	Within 90 days of your benefit-effective date	Applied to current Medical Plan premium through June 30, 2016. -AND- Meets the gateway requirement of completing a health assessment for the FY17 Medical Plan premium (July 1, 2016-June 30, 2017).
Complete a biometric screening	Complete a biometric screening with your healthcare provider and submit the Health Screening Results Form. (Lab results will be accepted if they were taken within 12 months of your benefit-eligible date). The form can be downloaded at CafeWell.com/code/wellbeing	Within 90 days of your benefit-effective date	Applied to the current Medical Plan premium through June 30, 2016.
-AND-	-AND-	-AND-	-AND-
Meet biometric outcome measurements and test negative for cotinine/tobacco	Meet defined biometric outcome measurements. Visit CafeWell.com/code/wellbeing for the defined biometric screening target ranges. If you meet the outcome measurements within the first 90 days of your benefit-effective date, you do not need to resubmit your outcome measurements. If you do not re-submit new biometric results, the original measurements will be used to determine your wellness incentive amount for the FY17 Medical Plan year.	March 31, 2016	Applied to the FY17 Medical Plan year (July 1, 2016-June 30, 2017).

Earning Wellness Incentive Dollars Based on Biometric Outcomes Applied to FY16 (July 1, 2016-June 30, 2017) Medical Plan premiums		
Complete a biometric screening		Gateway
Complete an health assessment		Gateway
Biometric Outcome Measurements	Target Range	Dollars
BMI or Waist circumference	≥18.5-≤24.9 (or 2 points lower than last year) ≤40 men; ≤35 women	\$50
Blood pressure	≤140/90	\$50
Glucose or A1C	≤110 or ≤5.7%	\$50
HDL	≥40 for males; ≥50 for females	\$25
Triglycerides	≤150	\$25
Complete a biometric screening with your health care provider between April 1, 2015 and March 31, 2016 and submit your lab results by March 31, 2016		\$50
Bonus for meeting all biometric outcome target ranges		\$150
Maximum Incentive for biometric outcomes		\$400
Tobacco free incentive	Negative	\$600
Total Wellness Incentive		\$1,000

Instructions for Creating a CaféWell Account

CaféWell is the portal that Centura Health has partnered with to provide you with enhanced online health programs and incentive tracking tools for the Code You Wellness Incentive Program. To start earning your wellness incentives, register at CafeWell.com/code/wellbeing.

How to Register

1. Create an account by visiting CafeWell.com/code/wellbeing.
2. Click “Sign Up” in the top right hand corner of the home page.
3. Sign up using your email address.
 - It is recommended that you create a user name that does not contain your first and last name.
4. Fill out all fields on the “Account Info” page to create your CaféWell account.
 - Spouses on the Centura Health Medical Plan must create their own account. Multiple members cannot use the same account, and a unique email is required for each participant.
5. CaféWell provides a secure and private experience (no one knows you are on CaféWell but you). Confirm your eligibility with the last four digits of your social security number and your date of birth.

Instructions for Completing the Online Health Assessment

After you register at CafeWell.com/code/wellbeing, take the online health assessment by clicking on the “Take your online health assessment” button.

Instructions for Completing the Biometric Screening

The biometric screening includes tests for blood pressure, body mass index (BMI) and a venipuncture blood draw to assess measurements of HDL cholesterol, triglycerides, glucose and cotinine (tobacco).

- Schedule an annual wellness visit with your healthcare provider and complete the Health Screening Results Form within 90 days of your benefit-effective date. Lab results taken within 12 months of your benefit-effective date will be accepted. Download the Health Screening Results Form at CafeWell.com/code/wellbeing. The Health Screening Results Form should be faxed to 401-336-2899 or emailed to Centura@provanthealth.com
- Participants may also go to any of the Centura Laboratory Services locations to complete the biometric screening; they do not need to go to the location where they work. Labs obtained through the process below will be covered at 100 percent by Centura Health. Labs taken through Centura Laboratory Services are available on a first-come, first-serve basis.

Steps Completing a Biometric Screening with Centura Laboratory Services

1. Download the Centura Health Lab Requisition Form at CafeWell.com/code/wellbeing.
2. Select a Centura Laboratory Services location.
(Avista Adventist Hospital, Castle Rock Adventist Health Campus, Littleton Adventist Hospital, Mercy Regional Medical Center, Parker Adventist Hospital, Penrose Hospital, Porter Adventist Hospital, St. Anthony Hospital, St. Catherine Hospital, St. Francis Medical Center, St. Mary-Corwin Medical Center, St. Anthony North Hospital, St. Anthony Summit Medical Center or St. Thomas More Hospital)
3. Take a printed Centura Health Wellness Incentive Lab Requisition Form to the Centura Hospital Patient Access department to be registered as a Centura Wellness Client.
4. Complete your biometric screening.
5. Lab results will be sent to CaféWell within 14 business days and will be in the Centura Health Electronic Health Record. You may view your results at cafewell.com/code/wellbeing. A full report with your results will also be sent to you at your home address.

If you have questions, contact the Centura Health Wellness Incentive Helpline at 1-888-280-6069.