

Your WELLNESS. *Your* WELLBEING.



Wellness Incentive Program Guide

October 15, 2013 through April 30, 2014

Code You

 Centura Health.

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| ALL Associates and Spouses on the Centura Health Medical Plan | | | | |
|---|---|---|--|---|
| | Milestone | Points | Activities | Targets |
| Gateway | Biometric Screening & Health Assessment | Gateway to Activate Wellness Incentives | Biometric Screening | Both the biometric screening and health assessment are required before any incentives can be earned. |
| | | | Health Assessment | |
| Centura Health Wellness Incentive Program | Biometrics | 50 | BMI within range | BMI= >18.5 -<=27.5 |
| | | 50 | Blood Pressure within range | Blood Pressure <= 140/90 |
| | | 50 | Total cholesterol within range | Total Cholesterol <=240 |
| | | 50 | Glucose/A1C within range | Glucose <= 125 mg/dl A1C <=5.7% |
| | Bonus | 150 | Target achieved for all 4 measurements | If BMI, Blood Pressure, Total Cholesterol, and Glucose are within defined ranges, then participant earns 150 bonus points. |
| | Preventive Office Visit with a Health Care Provider or a Preventive Screening | 50 | Annual Wellness Visit | Participants can complete either the annual wellness visit or preventive screening during the incentive earning period for a maximum of 50 points. |
| | | | Preventive Screening | |
| | Wellness Activities | 50 points each 100 point maximum | Wellness Coaching | Participants can complete up to 2 wellness activities during the incentive earning period for a maximum of 100 points. Each activity may be completed once. |
| | | | Online Wellness Coaching | |
| | | | Profile Employee Assistance Program | |
| Nutrition and Physical Activity Tracker-CaféWell | | | | |
| Fitness Classes | | | | |
| Weight Management Program | | | | |
| Associates and Spouses on the Centura Health Medical Plan | | | | |
| | Milestone | Points | Activities | Target |
| Tobacco Free | Cotinine/Tobacco-Free | 600 | Tobacco-Free Screening | Cotinine = 0 |
| | | | Minimum 5 coaching sessions with Centura Health Quitline | Complete the 5 coaching calls. |

If associates and/or spouses on the medical plan decline to participate in the incentives their FY15 medical plan premiums will reflect a premium increase in the amount the wellness incentives are being offered.

Get started earning your wellness incentives by visiting:
www.CafeWell.com/Code/Wellbeing



Your WELLNESS. *Your* WELLBEING.

SUMMARY

At Centura Health, we care about the wellness and wellbeing of our entire community – the patients we serve, our associates and our families. As caregivers, we often put the needs of others before our own. But we also know that taking care of ourselves is essential to taking care of others. That's why we've teamed up with CaféWell. Here you'll find all the resources you need to make healthy choices that make sense for you and fit your lifestyle. Of course feeling better – and happier – is its own reward, but we want to offer you a little extra encouragement. By participating in the Wellness Incentive Program, you'll accumulate points that could earn you up to \$1,000.

Earn Your Wellness Incentives between October 15, 2013 through April 30, 2014

Centura Health is pleased to enter its second year of offering wellness incentives to all of our associates and the first year for spouses on the Centura Health medical plan. In an effort to deepen our commitment to the health and wellbeing of the entire Centura Health community, we have expanded the wellness incentives program by:

- CaféWell, our exciting new partner in health! Their engaging destination provides health recommendations on how to get active, eat better, relieve stress, connect with peers.
- It is designed to track points earned toward your wellness incentives.
- Up to \$400 available in wellness incentives (All associates and spouses on the Centura Health Medical Plan).
- Earn \$600 for being tobacco free (Centura Health Plan Members).

- Earn an additional \$1,000 in incentives when your spouse participates too.

Set your personal health goals today and start earning points toward your wellness incentives. In early December you will begin seeing what you have completed in the Incentive Tracking Page.

Remember, this is all about your wellness and your wellbeing. You've set your goals, and together, we can make a big difference in the lives of our entire community.

Activate your Wellness Incentives by:

- Completing a biometric screening
- Completing an online health assessment through CaféWell (available January 1, 2014)

Earn Points by:

- Meeting targeted biometric values
- Completing your annual wellness visit with your healthcare provider
- Completing your recommended preventive screening
- Engaging in up to two wellness activities

Learn more and begin earning your wellness incentives at www.CafeWell.com/code/wellbeing.

To activate your wellness incentive you need to complete a biometric screening and health assessment. For each health target you meet you will receive points. If you don't meet all of the health targets you can complete wellness activities to earn points. All points must be earned between October 15, 2013 and April 30, 2014.

If you choose not to participate you can expect your medical plan premiums to increase by the amount of wellness incentives being offered.

Complete Your Biometric Screening

Complete five Biometric Screening Tests: BMI, Blood Pressure, Total Cholesterol, Glucose/A1C and Cotinine (Tobacco) at an onsite screening event or with your health care provider. Onsite events will be scheduled for January and February 2014. You can find more details at www.CafeWell.com/code/wellbeing.

Complete Your Health Assessment

After you complete your biometric screening complete the Health Assessment on www.CafeWell.com/code/wellbeing (your biometric results will automatically populate 10 days after your biometric screening). The Health Assessment will be available starting January 1, 2014.

Earn Points

As part of this year's wellness incentive program, you can earn a \$200 or \$400 discount on your health insurance by earning points. You can also earn an additional bonus of 150 points if you meet all four targeted biometric values (BMI, Blood Pressure, Total Cholesterol, Glucose or A1C, and Cotinine (Tobacco)). Click here to view a grid summary of the Wellness Incentive Program; Your Wellness, Your Wellbeing.

You will need to complete an online health assessment and biometric screening to be eligible for the wellness incentives.

200 points = \$200 annually

400 points = \$400 annually

1,000 points = \$1,000 annually plan (The associate and spouse on the medical plan are each eligible for \$1,000, for a total of \$2,000).

Complete Your Health actions by April 30, 2014 to receive your incentive starting July 1, 2014.

Associates and spouses on the Centura Health Medical Plan will receive their incentive as a credit toward their FY15 medical plan premium applied through bi-weekly payroll over 26 pay periods.

Associates not on the medical will earn their cash incentive through bi-weekly payroll over 26 pay periods.

For more information, email codeyou@centura.org or call the Centura Health Incentive Program helpline at 1-888-280-6069. 11am-10pm, Monday-Thursday and 11am-9 pm on Friday.

The table below is a summary of the wellness activities and targeted outcome ranges, including the points that can be earned towards your wellness incentives.

| MEASUREMENT | TARGET OUTCOMES | POINTS |
|-----------------------------------|---------------------------------------|----------------------|
| Body Mass Index (BMI) | ≥ 18.5 - ≤ 27.5 | 50 |
| Blood Pressure | $\leq 140/90$ mmHg | 50 |
| Fasting Glucose or A1C | ≤ 125 mg/dL or $\leq 5.7\%$ | 50 |
| Fasting Total Cholesterol | ≤ 240 mg/dL | 50 |
| Healthy Incentive Bonus | Meet all 4 desired range measurements | 150 |
| Preventive Office Visit/Screening | | 50 |
| Wellness Activities | | 100 (50 points each) |
| Cotinine/Tobacco* | =0 | 600 |

**Cotinine/Tobacco only applies to associates and spouses covered on the Centura Health Medical Plan.*

Instructions to Register with CafeWell.

CaféWell is the platform that Centura Health has partnered with to provide you with enhanced online health programs and incentive tracking tools for our Wellness Incentive Program!

To get started earning your wellness incentives register at www.CafeWell.com/code/wellbeing

HOW TO REGISTER

- 1 Create an account by visiting www.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
- 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 one account.
- 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.
 - Spouses, who are on the Centura Health Medical Plan, must use the Social Security Number of the Centura Health associate, but their own date of birth. Centura associates who are listed as a spouse on another associate's health plan



Already Have a CaféWell Account

- 1 Use your existing account information to access activities and qualify for your 2014 incentives by logging into www.cafewell.com/code/wellbeing.

NOTE

CafeWell is a third party vendor that is HIPAA/HITECH compliant and HITRUST CSF certified. Security measures are in place to prevent the loss, misuse or alteration of the information you submit. All Internet communications with the websites are done under SSL encryption to protect the data in transit. The web pages were designed with security and privacy as their primary objective.

Centura Health is embracing this social approach to improving health- reengineering health care, emphasizing prevention and wellness and giving people the tools to take responsibility for their own health.



BIOMETRIC SCREENING

The biometric screening and health assessment are the gateway into the wellness incentive program, both need to be completed before you may earn any amount of the wellness incentive.

Knowing your numbers can help you understand and manage your health.

Knowing your five key measurements: BMI (body mass index), blood pressure, total cholesterol, glucose or A1C and cotinine/tobacco level will help you assess your risk for health problems, such as heart disease and diabetes.

Body mass index (BMI): Knowing your BMI is important because your weight alone does not tell the whole story. If your BMI is too high, you may be at an increased risk for many chronic health problems.

Total cholesterol: One of several components that form the lipid profile. Total cholesterol is the total amount of cholesterol in the body at any given time, including HDL (good cholesterol) and LDL (bad cholesterol).

Fasting blood sugar or A1C: Checking fasting glucose is necessary during the diagnosis of diabetes. Having type 1 diabetes means your body doesn't produce insulin. Insulin helps sugar move from blood into cells, where it is used for energy. Without insulin, sugar builds up in your blood. This can cause a range of serious health problems and complications.

Blood pressure: High blood pressure often has no symptoms. You may have this dangerous condition and not know it. If your blood pressure is too high, it's a risk factor for serious medical problems such as heart attack, stroke and kidney disease. The higher your blood pressure, and the longer it stays untreated, the greater your risk for these problems.

| BIOMETRIC SCREENING | |
|---------------------------|----------------------------------|
| Measurement | Target Ranges |
| Body Mass Index (BMI) | ≥ 18.5 - ≤ 27.5 |
| Blood Pressure | $\leq 140/90$ mmHg |
| Fasting Glucose or A1C | ≤ 125 mg/dL or $\leq 5.7\%$ |
| Fasting Total Cholesterol | ≤ 240 mg/dL |
| Cotinine/Tobacco* | =0 |

Things to keep in mind as you prepare for your biometric screening:

- Fasting: don't eat or drink anything but water nine hours before your appointment time. These fasting tests provide you with the most accurate picture of your current health status.
- Drink plenty of water, which will make it easier to give a blood sample.
- Continue taking medication as prescribed the day of your biometric screening.
- For onsite biometric screening appointments, arrive five minutes early to register and allow about 15-20 minutes to complete the screening process.

Completing Your Biometric Screening

Select one of the three convenient options below to complete your biometric screening:

- Onsite screening events in January through March 2014: Register for a screening at any location they are offered; you do not have to attend the one at your location. [Click here for calendar of dates and locations.](#)

- Your health care provider:

Visit your health care provider and bring the Health Screening Results Form. Your health care provider will complete the form, reporting lab values from your annual wellness visit. Lab values taken between March 16, 2013 through April 1, 2014 will be accepted. **Fax the Health Screening Results form to 401-398-1708 by April 30, 2014.**

- Lab screening kits

The biometric screening vendor has a partnership with Lab Corp. You may register at CafeWell.com/code/wellbeing for an appointment at a Lab Corp location. After you register an instruction kit along with the Lab Corp locations that are closest to you will be emailed to you. There is not a cost to you for using the Lab Corp option but you must register and have the paperwork provided from the vendor in the instruction packet.

Your results will be sent to the biometric screening vendor and will be applied to your wellness incentives.

Lab screening kits provide access to a national network of LabCorp Patient Service Center laboratory locations throughout the country. The standard kits include: cholesterol, triglycerides, LDL, HDL, glucose, blood pressure, height, and weight. Participants may request lab screening kits online at the registration website.

recommendations for improving their health along with the national preventive health guidelines. Participant results are posted online to the Reporting Center within 2-3 weeks of the biometric screening and can be accessed at www.CafeWell.com/code/wellbeing.

Biometric Screening Confidentiality

Individual results are completely confidential. The biometric screenings and online health assessments are managed independently, and your employer Centura Health will not be made aware of your individual results or specific health risks. The program is operated in compliance with the privacy requirements of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and will not share any personal health information that is not permitted for treatment and operation of the health plan.

Group (not individual) results for the broad population will be shared with Centura Health to help its health plan providers and health vendors design and implement future health programs. Individual results may be shared with those plan providers and health vendors so they can invite you to participate in a health management program or health coaching. Information about whether you've completed the biometric screening and online health assessment will be shared with Centura Health in order to earn the wellness incentive rather than to receive the incentive.

We recommend completing your annual wellness visit with your health care provider and having your biometric screening as part of the visit. Remember to ask your healthcare provider to include the cotinine (tobacco) screen (cpt code 83887).

Estimated time to complete: 20-45 minutes
Cost to you: \$0
Wellness Incentive: Gateway
Timeline: October 15, 2013 through April 30, 2014



Onsite Biometric Screening Results

Participants will receive the myFocus report which will provide them with their personal results along with insight needed to understand, maintain, or improve their health. Additionally, the report contains an explanation of each test measured, normative values and a visual indicator that demonstrates the potential health risk category of each test provided. The red light indicates a high-risk screening value; the yellow light indicates a moderate-risk screening value and the green light represents optimal screening value. Participants also receive



HEALTH ASSESSMENT

Complete Your Health Assessment

The health assessment and biometric screening are the gateway into the wellness incentive program, both need to be completed before you may earn any amount of the wellness incentive.

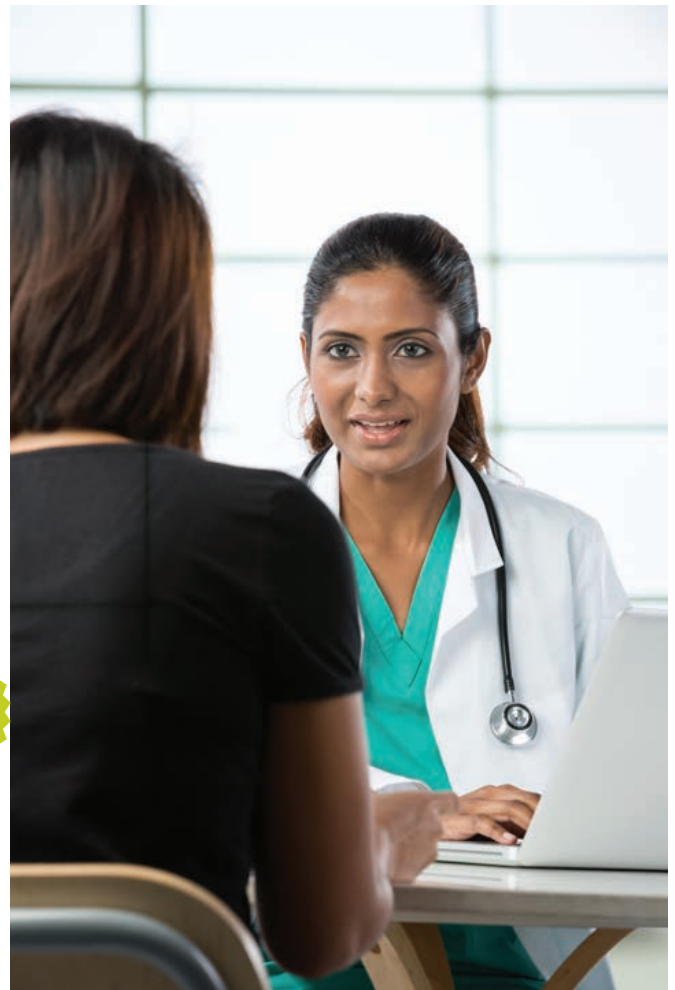
The health assessment is a confidential online survey that takes 20 minutes or less to complete and generates a personal report about your health based on your lifestyle. The online health assessment will be available starting January 1, 2014 and can be taken at www.cafewell.com/code/wellbeing. You may take the online health assessment any time after January 1, 2014, but we recommend that you take it 10-15 days after you complete your biometric screening (your biometric results will automatically populate into the online health assessment) to give you a more accurate “health score.”

Estimated time to complete: 20 minutes

Cost to you: \$0

Wellness Incentive: Gateway

Timeline: January 1, 2014 through April 30, 2014



A note about confidentiality:

The health assessment is administered through CaféWell in partnership with Wellsource. Completion of the health assessment will be shared with CaféWell as a Yes or No. Centura Health will not have access to your individual results.



PREVENTIVE WELLNESS VISIT OR PREVENTIVE SCREENING

You can earn 50 points toward your wellness incentive goal by completing an annual wellness visit with your healthcare provider or preventive screening (PSA, Pap Smear, Mammogram, Colonoscopy or Bone Density Scan).

Preventive Wellness Visit

Routine preventive wellness visit to maintain your health and prevent disease are important to living a health life. Associates and spouses on the Centura Health Medical Plan can have a preventive wellness visit with their health care provider once a plan year. The comprehensive annual physical includes routine tests and biometric labs.

Lab results completed between March 16, 2013 and April 1, 2014 will be accepted.

The incentive tracker will automatically update for Associates and spouses on the Centura Health Medical Plan who complete their annual wellness visit for the 50 points.

If you completed a biometric screening as part of your annual wellness visit you will need to submit the Health Provider Screening Results Form to earn points for the biometric targets.

Associates not on the Centura Health Medical Plan will need to submit the Health Screening Results Form to earn points for both the annual wellness visit and biometric targets via fax to 1-401-398-1708.

50
Points

Preventive Screening

Preventing disease and detecting health issues at an early stage is essential to living a healthy life. Preventive care focuses on evaluating your health when you are symptom-free. Routine checkups and screenings can help you avoid more serious health problems down the line. You can earn 50 points toward your wellness incentive goal by having a Prostate Specific Antigen (PSA), Pap Smear, Mammogram, Colonoscopy or Bone Density Scan. Preventive screenings results completed between March 16, 2013 and April 1, 2014 will be accepted.

If you are on the Centura Health Medical Plan and you complete a preventive screening your results will automatically populate into the Wellness Incentive Tracking tool. If you are NOT on the Centura Health Medical Plan you will need to submit a completed Preventive Screening Form via fax to 1-800-762-1851.





WELLNESS ACTIVITIES

The wellness activities outlined in this section are part of the Wellness Incentive Program. The activities are designed to help you meet your personal wellness goals and you can earn 50 points for each one of these offerings that you complete. (you can earn a maximum of 100 points for the incentive earning period). Wellness activities can be completed between October 15, 2013 and April 30, 2014.

Your entity may offer additional wellness challenges and opportunities through the CaféWell platform but please note that if it is not outlined in this Wellness Activity section it will NOT count towards this year's wellness incentive program.

NUTRITION AND PHYSICAL ACTIVITY TRACKERS

Select from one of the following nutrition or physical activity trackers outlined below to track and monitor your nutrition, weight loss, diet and fitness. You can earn a maximum of 50 points for completion of the nutrition or physical activity tracker.

Nutrition Tracker Chews Wisely

A daily food tracker to understand the types of foods you are eating, their nutritional value and their calorie count. **Log into CafeWell at www.cafewell.com/code/wellbeing**

Physical Activity Tracker-Move to Improve

An activity tracker to track your exercise goals and learn how many calories your favorite activity burns. **Log into CafeWell at www.cafewell.com/code/wellbeing**

Nutrition and Physical Activity Tracker- CounterWeight

A recommended daily calorie budget tailored to your body type and weight loss goals. **Log into CafeWell at www.cafewell.com/code/wellbeing**

ELIGIBLE POPULATION: All associates employed by Centura Health and spouses on the Centura Health medical plan.

TO EARN YOUR POINTS: Track your nutrition, physical activity or both for 20 days out of 30 consecutive days. Once you complete the requirements your incentive tracker will automatically be updated.



WELLNESS COACHING

UnitedHealthcare Wellness Coaching

Wellness coaching is available to Centura Health’s Medical Plan members. Healthy changes come easier when there is someone in your corner to help you succeed. Wellness Coaching offers one-to-one support, insight and motivation. Join, and your coach will help you create a personalized, achievable plan to lose weight, increase your fitness, eat better or reach the health goal that can help you live better! Connect with a Wellness Coach today – 855-575-0290. TTY callers, please dial 711. Call Mon.-Thurs., 6 am to 9 pm; Fri., 6 am to 6 pm; or Sat., 7 am to 3:30 pm MST.

ELIGIBLE POPULATION: Associates and spouses on the Centura Health Medical Plan, with the exception of associates and their spouses employed at Penrose-St.Francis Medical Center, St.Mary-Corwin and St.Thomas More.

TO EARN YOUR POINTS: Complete the United Healthcare coaching program. Once you complete the requirements your incentive tracker will automatically update.



South State Wellness Coaching

Available to all associates and their spouses covered on the Centura Health Medical Plan who are employed by Penrose St. Francis Medical Center, St. Mary Corwin and St. Thomas More.

Create a vision for the “Healthiest You” in a one-on-one interactive process that supports and empowers you to develop and sustain a healthier lifestyle. Your coach will help you understand what is important to you and will help you set realistic action steps to reach your goals. You will overcome obstacles and focus on solutions as your coach provides accountability, encouragement, and resources. During your coaching sessions, you will focus on one of the following topics: Good Eats, Active Living, Healthy Weight, Tobacco Freedom, Stress Busters. For more information on Wellness Coaching and the STRIVE Reward Program call 719-776-7983 or check out the STRIVE website at www.myvirtualworkplace.org/Reference/STRIVE.

ELIGIBLE POPULATION: Associates employed by Penrose-St. Francis Medical Center, St. Mary-Corwin and St. Thomas More and their spouses on the Centura Health Medical Plan.

TO EARN YOUR POINTS: Complete a minimum of 6 coaching sessions. Once you complete the requirements your incentive tracker will automatically update.



Mercy Regional Medical Center Wellness Coaching

Take advantage of the opportunity to know your fitness status and/or create a wellness vision and to work on maintaining or improving it—personal wellness/fitness programs are designed to meet individuals where they are at and progress from there. MRMC Personal Trainers/Wellness Coaches create integrated, safe programs that consider the functional capacity for each individual. Call 970-764-2701 or email jolieensign@centura.org to get started. You can visit <http://mercydurango.motivationalalliance.org> for more information.

ELIGIBLE POPULATION: Associates employed by Mercy Regional Medical Center and their spouses if they attend the same session as the employed associate.

TO EARN YOUR POINTS: Complete a minimum of 6 coaching sessions. Once you complete the requirements your incentive tracker will automatically update.



UnitedHealthcare Chronic Disease Management

Disease Management is available to Centura Health's Medical Plan Members. Find personalized tools and get support from an experienced nurse who can help you take control of your asthma, coronary artery disease (CAD), chronic obstructive pulmonary disease (COPD), diabetes or heart failure to realize a better quality of life.

Personal Health Support/Disease Management – 1-866-783-7489, extension 31066. TTY callers, please dial 711. Call Mon.-Fri., 7am to 5pm MST.

ELIGIBLE POPULATION: Associates and spouses on the medical plan.



TO EARN YOUR POINTS: Complete the first three disease management sessions with a nurse. Once you complete the requirements your incentive tracker will automatically update.

Online Coaching Programs

Online coaching programs includes articles, slideshows, videos, activity trackers, calculators and more to help support you through your health journey.

Select from the follow online coaching programs

- Chronic disease management
- Diabetes lifestyle
- Exercise
- Heart health lifestyle
- High blood pressure
- Nutrition
- Stress management
- Weight management



Associates and spouses on the Centura Health medical plan

Access the online coaching programs at www.myuhc.com; enter your username and password; select the "Health and Wellness" tab on the top right hand side of the menu bar.

For complete step by step instructions please visit myvitruualworkplace.org, click on the 2020 tab at the top of the page and select Code You.

Associates NOT covered on the Centura Health medical plan

Access the online coaching programs at <https://client.myhealth.com/codeyou>; enter your user name and password; select the "Health and Wellness" tab on the top right hand side of the menu bar.

For complete step by step instructions please visit myvitruualworkplace.org, click on the 2020 tab at the top of the page and select Code You.

ELIGIBLE POPULATION: All associates employed by Centura Health and spouses on the Centura Health medical plan, with the exception of associates and their spouses employed by Penrose-St. Francis Medical Center, St. Mary-Corwin and St. Thomas More..

TO EARN YOUR POINTS: Complete a minimum of 12 items- such as articles, tools and videos and complete five tracker entries over a 5 week time frame, one per week is required. It takes a minimum of 5 weeks to finish a program.



Fitness Classes

Participate in a physical activity class that is designed to help you improve your overall fitness level such as yoga, Pilates, Zumba, boot camp, personal training etc.

ELIGIBLE POPULATION: All associates employed by Centura Health and spouses on the Centura Health medical plan.



TO EARN YOUR POINTS: Attend the fitness class twice a week for six consecutive weeks and have the fitness instructor sign the Wellness Activity Form. Submit the signed form via fax to 1-800-762-1851.

Profile Employee Assistance Program

When faced with mental health or well-being challenges in your personal or professional life, it can be hard to know where to turn. With the Profile Employee Assistance Program, Masters-level, experienced clinicians are available to support you. Call any time for help with emotional concerns, substance abuse, legal/financial services, or to find elder care, childcare and other resources that can help.

Counselors are available – 1-800-645-6571

Or visit www.ProfileEAP.org and enter Username: Centura, Password: 3850

ELIGIBLE POPULATION: Benefit Eligible Associates and Centura Health Medical Plan Members



TO EARN YOUR POINTS: Complete 3 session and submit the Wellness Activity Form. Submit it via fax to 1-800-762-1851.

Weight Management Program

Participate in a weight management program such as Weight Watchers, Jenny Craig, or a weight management program offered by your entity that provides you with information, knowledge, tools and motivation to help you make the decisions that are right for you about nutrition and exercise.

ELIGIBLE POPULATION: All associates employed by Centura Health and spouses on the Centura Health.



TO EARN YOUR POINTS: Complete 10 sessions or your entity weight management program and have your dietetic counselor sign off on the Wellness Activity Form and submit it via fax to 1-800-762-1851.





TOBACCO

TOBACCO INCENTIVES

To earn the tobacco free incentives, associates and spouses on the Centura Health Medical Plan must complete a cotinine (tobacco) test. If you attend an onsite biometric screening event in January or February 2014 the test will be included. If you have your biometric screening done by your health care provider you will need to ask them to include the cotinine test on your biometric screening lab order.

Associates and spouses who test tobacco free and are on the Centura Health Medical Plan will each earn an annual wellness incentive of \$600 which will be applied to your bi-weekly payroll medical plan premium contribution over 26 pay periods.

Cotinine is a byproduct of Nicotine, which is detectable after use of tobacco products such as cigarettes and chewing tobacco. Cotinine is also found in all forms of Nicotine Replacement Therapy (NRT), such as the patch, nicotine gum or nicotine lozenges. If you feel you have tested positive for cotinine because you are using NRT in an effort to eliminate tobacco use, you may choose to work with your healthcare provider to submit a Reasonable Alternative Form.

ELIGIBLE POPULATION: Associates and Spouses on the Centura Health Medical Plan

TO EARN YOUR POINTS: Test Tobacco Free through the biometric screening lab results.



TOBACCO QUITLINE

If you are a tobacco user, a Centura Health Quitline is available to assist you with becoming tobacco free. Call the free Centura Health Tobacco Quitline 855-891-9982 seven days a week between 6 am and 11 pm.

The Centura Health Tobacco Quitline is a comprehensive telephonic program offered through a partnership with National Jewish, which is ranked as the number one respiratory hospital in the country by U.S. News and World Report.

The program offers up to five telephonic coaching sessions with the opportunity for additional support calls and Nicotine Replacement Therapy (NRT) for those eligible.

All Centura Health associates, plus spouses and dependents ages 15 and older who are covered under the Centura Health Medical Plan have free access to the Centura Health Tobacco Quitline.

NEW HIRES AND LEAVE OF ABSENCE

NEW HIRES

Benefit Effective Date Between January 1 and May 1, 2014.

As a newly hired associate with a benefit effective date between January 1st and May 1st, 2014 you are eligible to earn wellness incentives to reduce your medical plan premiums. You will receive the lowest medical plan premium rate for 60 days following your benefit eligible date; however, if you do not earn your wellness incentives your medical plan premium will increase.

You are eligible to earn your wellness incentives for both the current 2013-2014 plan year and the upcoming 2014-2015 plan year. To earn the incentives for both the current 2013-2014 plan year and the upcoming 2014-2015 plan year, you will need to complete an online health assessment and biometric screening, which includes a cotinine test for tobacco use.

- You can earn up to \$680* in incentives for the current 2013-2014 plan year for completing the health assessment and self-attesting to not using tobacco. The incentives include up to \$200* in wellness incentives and up to \$480* tobacco free incentives.
- You can earn up to \$1,000 in incentives for the upcoming 2014-2015 plan year by completing the health assessment and biometric screening. The incentive includes \$400 in wellness incentives and \$600 in tobacco free incentives for testing negative for cotinine/ tobacco as part of the biometric screening for the upcoming 2014-2015 plan year. In addition, if you enroll your eligible spouse in the Centura Health medical plan, they are also eligible to earn up to \$1,000 in incentives for the upcoming 2014-2015 plan year.

*The \$680 annual incentive is prorated based upon your benefit effective date.

New Hire Wellness Incentive Summary Table

| ACTIVITY | CENTURA HEALTH 2013-14 PLAN YEAR | CENTURA HEALTH 2014-15 PLAN YEAR |
|---|---|--|
| Health Assessment | Complete the Health Assessment at www.CafeWell.com/code/wellbeing within 60 days of your benefit effective date. | |
| How the Health Assessment Completion is Applied | Completion of the Health Assessment and your answer to the tobacco questions will be applied to your 2013-2014 plan year incentive. | Completion of the Health Assessment is one of two (the second is the biometric screening) new hire requirements to earn the maximum wellness incentive toward the 2014-2015 plan year. |
| Biometric Screening | The biometric screening is waived for the 2013-2014 plan year. | You have 90 days from your benefit effective date to complete and submit the New Hire Health Care Provider Form with lab values. (Lab results will be accepted within 12 months of your benefit effective date). |

Instructions for Completing the Health Assessment

To take the Health Assessment you will need to register on our Wellness Incentive portal at www.CafeWell.com/code/wellbeing. Here are steps to help you sign up:

- Go to www.Cafewell.com/code/wellbeing.
- Click “Sign Up” in the top right hand corner of the home page. Sign up using your e-mail address. We recommend that you do not use your first or last name when creating a user profile but rather a username that does not identify who you are.
- Fill out all fields on the “Account Info” page to create your CaféWell account.
- Verify your eligibility with the last four digits of your Social Security Number and your date of birth (format, XX/XX/XXXX).

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 cholesterol and glucose levels and a cotinine (tobacco) test. Schedule an annual wellness visit with your health care provider and complete the New Hire Health Care Provider Form within 90 days of your benefit eligible date. Lab results taken within 12 months of your benefit eligible date will be accepted.

If you have questions, email CodeYou@Centura.org or call the Centura Health Benefits Service Center at 1-888-622-1111.

LEAVE OF ABSENCE

Leave of Absence Before December 31, 2013

If you are out on leave of absence and return to work before December 31, 2013, you need to complete all the requirements for the Wellness Incentive Program: completing a biometric screening and online health assessment and earning points. Visit www.CafeWell.com/code/wellbeing for more information on the program.

Leave of Absence After January 1, 2014

If you are out on leave of absence anytime after January 1, 2014 you will have 90 days after you return to work to complete all your biometric screening and health assessment.

| ACTIVITY | CENTURA HEALTH 2014-15 PLAN YEAR |
|---------------------|--|
| Health Assessment | Complete the Health Assessment at www.CafeWell.com/code/wellbeing within 90 days of your return to work. |
| Biometric Screening | You have 90 days from your return to work date to complete and submit the Health Care Provider Form with lab values. (Lab results will be accepted within 12 months of your benefit effective date). Download the New Hire Health Provider Form. |



EARNING YOUR WELLNESS INCENTIVES

KEY DATES FOR THE WELLNESS INCENTIVE PROGRAM

| | |
|------------------------------|---|
| October 15, 2013 | Start Earning Your Wellness Incentives |
| March 16, 2013-April 1, 2014 | If you have seen your Health Care Provider between these dates, we will accept health provider wellness exams, biometric lab results and preventive screenings and apply them towards your Wellness Incentive points. |
| January 1, 2014 | Health Assessment opens at www.CafeWell.com/code/wellbeing |
| April 30, 2014 | Last day of the Wellness Incentive Earning period. Make sure all your forms have successfully been submitted at www.CafeWell.com/code/wellbeing |

The table below outlines the Wellness Incentive Structure.

| | ASSOCIATES AND SPOUSES ON THE CENTURA HEALTH MEDICAL PLAN | ASSOCIATES NOT ON THE CENTURA HEALTH |
|----------------------------|---|--|
| Maximum Wellness Incentive | \$2,000 (\$1,000 each person) | \$400 |
| Wellness Incentive | \$200 or \$400 (each person) | \$200 or \$400 |
| Tobacco Free Incentive | \$600 each person | Not applicable |
| Incentives Applied: | Bi-Weekly off the 2014-15 medical plan premium | Bi-weekly starting in the 2014-15 plan year – paid in cash |

Start by familiarizing yourself with the different ways you can earn points at www.CafeWell.com/code/Wellbeing and set your personal goal. The earning period for Wellness Incentives is October 15, 2013 to April 30, 2014. Depending on the activities you choose for your personal goal depends on how you will receive credit for your completion.

The following activities will automatically update within 10-14 days after you complete them into the wellness incentive tracker on www.CafeWell.com/code/wellbeing; onsite biometric screening results, completion of the health assessment, wellness coaching, online wellness coaching, the Nutrition and Physical Activity Trackers, annual wellness visits, preventive screenings, and completion of the Chronic Disease Management Program if you are on the Centura Health Medical Plan.

The following activities will require a completed form to be submitted via fax to 1-800-762-1851 by April 30, 2014 to earn points: Profile Employee Assistance Program, Fitness Classes, Weight Management Programs, annual wellness visits and preventive screenings if you are NOT on the Centura Health Medical Plan. Please allow 7-10 business days for the form to be processed. Note that unsigned forms will not be processed. If you do not see your points posted on the incentive tracking site after 10 business days please contact customer service at 1-888-280-6069. If you complete your biometric screening with your health care provider, the Health Screening Results Form must be faxed to 1-401-398-1708 by April 30, 2014.

WELLNESS INCENTIVES FORMS

Health Screening Results Form

Wellness Activity Completion Form

Reasonable Alternative Form

Preventive Screening Form

FORMS

Health Screening Results Form

This form should be used to document an annual wellness visit with your health care provider and lab results for a biometric screening ordered by your health care provider. Your health care provider should complete and sign this form. Biometric screening lab results will be accepted if they were taken between March 16, 2013 through April 1, 2014.

Fax the completed form to 401-398-1708 by April 30, 2014.

Please allow 7-10 business days for the form to be processed. Note that unsigned forms will not be processed. If you do not see your points posted on the incentive tracking site after 10 business days please contact customer service at 1-888-280-6069.

Wellness Activity Completion Form

This form should be used to document wellness activities (EAP Programs, Fitness Classes and Weight Management Programs). Please allow 7-10 business days for the form to be processed. Note that unsigned forms will not be processed. If you do not see your points posted on the incentive tracking site after 10 business days please contact customer service at 1-888-280-6069.

Fax the completed form to 800-762-1851 by April 30, 2014.

Reasonable Alternative Form

This form should be used to document a reasonable alternative/waiver for a biometric screening result. Your primary care provider should complete this form and include a description of the reasonable alternative for meeting the biometric standard.

Please allow 7-10 business days for the form to be processed. Note that unsigned forms will not be processed. If you do not see your points posted on the incentive tracking site after 10 business days please contact customer service at 1-888-280-6069.

Fax the completed form to 800-762-1851 by April 30, 2014.

Preventive Screening Form

This form should be used to document preventive screenings (PSA, Pap Smear, Mammogram, Colonoscopy or Bone Density Scan). Preventive screenings completed between March 16, 2013 and April 1, 2014 will apply to the wellness incentive.

Please allow 7-10 business days for the form to be processed. Note that unsigned forms will not be processed. If you do not see your points posted on the incentive tracking site after 10 business days please contact customer service at 1-888-280-6069.

Fax the completed form to 800-762-1851 by April 30, 2014.

Examples of How Wellness Incentive can be Earned

There are many different ways each associate or their spouse on the Centura Health Medical Plan can earn \$200, \$400, \$600, \$800 or \$1,000! Below are some examples of how you can earn points.

Example(s) for associates and spouses on the Centura Health Medical Plan

| MILESTONE | ACTIVITIES | POINTS EARNED |
|-------------------------------------|-------------------------------|---------------|
| Meets 2 biometric screening targets | Glucose and Total Cholesterol | 100 |
| Completes a preventive screening | Mammogram | 50 |
| Completes a wellness activity | Wellness Coaching Program | 50 |
| Cotinine/Tobacco | Tobacco Screening equals 0 | 600 |
| | Total Incentive Earned | \$800 |

| MILESTONE | ACTIVITIES | POINTS EARNED |
|--|--|---------------|
| Meets all 4 biometric screening targets | Body Mass Index, Blood Pressure, Glucose and Total Cholesterol | 200 |
| Bonus | Target achieved for all 4 biometric screening measurements | 150 |
| Completes an annual wellness visit with a Health Care Provider | | 50 |
| Cotinine/Tobacco | Tobacco free screening equals 0 | 600 |
| | Total Incentive Earned | \$1,000 |

| MILESTONE | ACTIVITIES | POINTS EARNED |
|-------------------------------------|-------------------------------|---------------|
| Meets 2 biometric screening targets | Glucose and Total Cholesterol | 100 |
| Completes a preventive screening | Mammogram | 50 |
| Completes a wellness activity | Wellness Coaching Program | 50 |
| Cotinine/Tobacco | Tobacco Screening is positive | 0 |
| | Total Incentive Earned | \$200 |

Examples for Associates not on the Centura Health Medical Plan

| MILESTONE | ACTIVITIES | POINTS EARNED |
|-------------------------------------|------------------------------------|---------------|
| Meets 2 biometric screening targets | Body Mass Index and Blood Pressure | 100 |
| Completes a preventive screening | Prostate Specific Antigen (PSA) | 50 |
| Completes a wellness activity | Wellness coaching program | 50 |
| | Total Incentive Earned | \$200 |

| MILESTONE | ACTIVITIES | POINTS EARNED |
|--|--|---------------|
| Meets all 4 biometric screening targets | Body Mass Index, Blood Pressure, Glucose and Total Cholesterol | 200 |
| Bonus | Target achieved for all 4 biometric screening measurements | 150 |
| Completes an annual wellness visit with a Health Care Provider | | 50 |
| | Total Incentive Earned | \$400 |



Your WELLNESS. *Your* WELLBEING.

For more information email CodeYou@Centura.org



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