

Your WELLNESS. Your WELLBEING.

Reasonable Alternative Standard Programs

Outcome-based programs that require an individual to attain or maintain a specific health outcome (such as not smoking or attaining certain results on biometric screenings) in order to obtain a reward must offer a reasonable alternative to earn the incentive.

Centura Health is committed to helping associates and their spouses achieve their best health. Rewards for participating in the wellness incentive program are available to all participants who complete the two gateway activities: a biometric screening and health assessment. A valid biometric measurement (out of range) must be posted to the incentive tracking tool in order to the earn dollars for the reasonable alternative.

If a participant is unable to meet the defined biometric outcome measurements of BMI (or show improvement), blood pressure, glucose/A1C, HDL and triglycerides, wellness coaching, Centura Health chronic disease management or the Centura Health Quitline as the reasonable alternative can be completed.

Exemptions may be granted for pregnancy, acute or chronic illness and/or other health conditions. These requests will be evaluated on a case-by-case basis. All exemption requests must be faxed to 800-762-1851 no later than March 31, 2015. The wellness incentive exemption form is available at CafeWell.com/code/wellbeing.

Reasonable Alternative Standards		
Biometric Measurement	Reasonable Alternative Standard	Description
BMI, blood pressure, glucose, A1C, HDL, triglycerides	Wellness coaching or Centura Health chronic disease management program	Participants who complete a wellness coaching program through UnitedHealthcare, South State Operating Group or Mercy Regional Medical Center or participate for four months in a Centura Health chronic disease management program will earn the incentive amount for the biometric measurements not met.
Cotinine/tobacco	Centura Health Quitline	Participants who complete the five coaching sessions through the Centura Health Quitline (National Jewish Hospital) will earn the incentive amount offered for being tobacco free.

Wellness Coaching

Wellness coaching is a one-on-one interactive process that empowers individuals to develop and sustain healthier lifestyle behaviors. Coaching starts with the belief that individuals are naturally whole and resourceful. They have the answers within them and they are responsible for their own choices. A wellness coach and individual develop a powerful partnership based on trust that helps the individual to recognize and draw upon their strengths, values, internal motivators, and resources to make lasting positive change.

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Wellness Coaching Reasonable Alternative Program

Below are the descriptions and wellness coaching programs available to participants. Completion of the reasonable alternative program will apply to all biometric outcome measurements that were not met and to the \$150 bonus. Participants do not need to complete a form prior to enrollment in one of the approved reasonable alternative programs. Complete the reasonable alternative program requirements by June 1, 2015. The wellness coaching vendors will submit monthly completion reports to CafeWell. Wellness coaching is subject to the availability of the vendors providing the wellness coaching; participants should allow six months to complete the coaching programs. Enrollment after January 1, 2015 may not guarantee completion for this year's wellness incentive program.

UnitedHealthcare Wellness Coaching

Lifestyle changes are easier to implement when there is support to make changes and encouragement to continue with a healthy lifestyle. UnitedHealthcare's wellness coaches are specially trained to provide one-on-one support, offer professional advice and motivate individuals to continue to strive for defined goals. A coach will work to create a personalized, achievable plan to: lose weight, increase fitness, eat better or reach any health goal that is personal importance. Connect with a coach at 855-575-0290 (TTY callers, please dial 711) Mon.-Thurs., 6 am to 9 pm; Fri., 6 am to 6 pm; or Sat., 7 am to 3:30 pm MDT.

Eligible population: Associates and spouses on the Centura Health Medical Plan, with the exception of those employed at Penrose-St. Francis Medical Center, St. Mary-Corwin and St. Thomas More.

South State Wellness Coaching

South State wellness coaching is a one-on-one, interactive process designed to empower associates to commit to a healthier lifestyle. A coach will work with participating associates to develop a realistic plan for overcoming obstacles and reaching their respective goals. During coaching sessions, focus will be on one of the following topics: good eats, active living, healthy weight, tobacco freedom or stress busters. Get started today by calling 719-776-7983 or by visiting www.myvirtualworkplace.org/Reference/SouthStateWellness.

Eligible population: Associates and their spouses enrolled in the Centura Health Medical Plan employed by Penrose-St. Francis Medical Center, St. Mary-Corwin and St. Thomas More.

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Mercy Regional Medical Center (MRMC) Wellness Coaching

MRMC personal trainers/wellness coaches help associates identify health and wellness status, provide guidance in creating a personal wellness vision and goals, and support in achieving and maintaining goals. Personal wellness and fitness programs are designed to meet individuals where they are and progress from there. Professional insights and proven methods are offered to assist in achieving positive changes in an individual's lifestyle.

Call 970-764-2701 or visit MRMC Wellness Ctr, Ste 144, or email jolieensign@centura.org to get started.

Eligible population: Associates employed by Mercy Regional Medical Center and their spouses attending the same session.

Wellness coaching completed between July 1, 2014 and June 1, 2015 will apply to the reasonable alternative process. If a participant completed wellness coaching for the program period October 15, 2013 through April 30, 2014 then a second coaching session will need to be completed for the current period, completion will not be applied to both program years.