

2019 Wellness Program Incentive Guide

live well.be well.

The Black & Veatch Holding Company (the company), in partnership with Cerner, designed the Wellness Program to support and reward you for taking steps to achieve your health goals.

Improve your health and earn a maximum of \$400 toward your Health Savings Account (HSA participants) or paycheck (Non-HSA participants) by participating in the wellness activities from 1 January - 30 November 2019.

HSA and Non-HSA participants must complete the three steps in the *Be Aware* section to be eligible to start earning incentives.



Be Aware

Complete all three steps to unlock your 2019 incentives

- Step 1) Personal Health Assessment
- Step 2) Wellness Screening
- Step 3) Physician Matching

Once all three steps are completed, you can start earning incentives toward your HSA or paycheck. 2019 incentives are paid in July and December.



Be Proactive

Max 50 Points

Cervical Screening	10
Colonoscopy	10
Dental Exam (Semi-annual)	5/visit
Flu Shot	10
Mammogram	10
Physical Exam with PCP (Annual)	10
Prostate Screening	10
Vision Exam (Annual)	10



Be Engaged

Max 150 Points

Exercise Challenge (Q2)	25
Nutrition Challenge (Q3)	25
Maternity Program Satisfaction Survey	25
Meet with a Health Coach (Max 75 points)	25/visit
Wellness Workshops	25



Outcomes*

Max 300 Points

Blood Pressure	100
<ul style="list-style-type: none"> • Less than 120/80 mmHg OR • 3% improvement (compared to results from previous year) OR • Risk category improvement (High to Moderate or Moderate to Low) 	

Glucose	100
<ul style="list-style-type: none"> • Fasting 70 – 99 mg/dl OR • Random 80 – 139 mg/dl OR • 3% improvement (compared to results from previous year) OR • Risk category improvement (High to Moderate or Moderate to Low) 	

Waist Circumference	100
<ul style="list-style-type: none"> • Men less than 40 in./women less than 35 in. OR • 3% improvement (compared to results from previous year) OR • Risk category improvement (High to Moderate or Moderate to Low) 	



*If one or more outcomes are not met, members have the option to complete a Reasonable Alternative Curriculum by completing a minimum of two health coaching sessions and workshops.

	HSA	Non-HSA
Eligible Participants	Professional, spouses and domestic partners	Professional, spouses and domestic partners
Wellness Activities	One point = \$1 toward HSA	One point = \$1 toward paycheck
Total Incentives	Max of \$400 toward HSA	Max of \$400 toward paycheck

To receive incentives via HSA, professionals must be employed and enrolled in a company HSA at the time incentives are awarded. Spouses/domestic partners must be actively enrolled in a company medical plan at the time incentives are awarded for the professional to receive the incentives. Professionals are not required to be actively enrolled in a company medical plan to participate in the Wellness Program. However, they must be employed and not enrolled in a company HSA at the time incentives are awarded to receive incentives via paycheck.

Reasonable Alternative Curriculum

live well. be well.

What is the Reasonable Alternative Curriculum?

The company offers professionals and spouses/domestic partners an opportunity to receive a contribution to their HSA or paycheck for any biometric screening outcome that was not met at the time of the Wellness Screening. By participating in these programs, you are participating in “reasonable alternatives.” The curriculum will consist of meeting with a Cerner health coach **and** completing workshops developed by Cerner’s Coaching Center of Excellence (CCE).*

How do I complete the Reasonable Alternative Curriculum?

Participate in the Reasonable Alternative Curriculum from 1 January - 30 November 2019. To get started, visit www.PrimaryHealthNetwork.com and select **Outcomes** from the image slider. Plan your workshops accordingly as late submissions will not be accepted.**

* If two or more outcomes were not met, you will only need to complete two coaching sessions with a Cerner health coach.

**You will need to enroll in the workshops by 1 November 2019 to complete them by the deadline.



Blood Pressure (100 points)

- Four-week online CCE Controlling Your Blood Pressure Workshop through [Primary Health by Cerner](#)
- Two coaching sessions with a Cerner health coach (at least one week apart)



Glucose (100 points)

- Four-week online CCE Managing Your Blood Sugar Workshop through [Primary Health by Cerner](#)
- Two coaching sessions with a Cerner health coach (at least one week apart)



Waist Circumference (100 points)

- Four-week online CCE Weight Management Program Workshop through [Primary Health by Cerner](#)
- Two coaching sessions with a Cerner health coach (at least one week apart)