

BREC'S EMPLOYEE PREFERRED PREMIUM WELLNESS PROGRAM

The new year of the Wellness Program kicks off at the health fair during Open Enrollment. You must actively participate in the steps below to meet the preferred premium requirements.

Participation in "BREC's Preferred Premium Wellness Program" continues to grow as we are getting healthier as a company. Participating in the program allows you to know and track your health numbers over time, supports you in better managing your risks and can improve your wellbeing. All employees are encouraged to actively participate in the wellness program; however participation is strictly voluntary and will not impact your employment. As an employee of BREC (covered under the Blue Cross Health Plan) participation in the following five steps will make you eligible for the preferred premium rate.



Step One:

Get your Biometric Health Screenings at Open Enrollment, at the makeup health fair or in the comfort of your personal health care provider's office.



Step Two:

Complete one coaching session with SB Wellness Staff.



Step Three:

Complete Blue Cross Blue Shield's Online Personal Health Risk Assessment.



Step Four:

Complete at least one ADDITIONAL Coaching Session with SB Wellness Staff by August 16, 2019.

Deadline: Dec. 31, 2018

How: Participate in the Health Fair on November 7-8 and complete the biometric screenings and coaching session. See instructions on the next page for completing your Personal Health Assessment.

Dates, times and locations for the makeup health fair will be announced prior to Dec. 31. You may also visit your primary care physician for your annual wellness exam and complete your preventative screenings. (Please note: If you complete your biometrics through your Primary Healthcare provider supporting documentation must be turned in to SB Wellness or the Benefits Administrator for verification.) You must actively participate in the steps above to meet the preferred premium requirements.

Deadline: Aug.16, 2019

How: In addition to the coaching session completed during your annual open enrollment meetings, you must complete at least **one additional coaching session** with SB Wellness by Aug. 16, 2019. SB Wellness will be on-site multiple times at multiple locations prior to the deadline date. You must actively participate in the steps above to meet the preferred premium requirements.

Metabolic Risk Reduction Coaching



Step Five: Customized Wellness Programming determined for you by your biometric screening results. If an employee is deemed to exhibit three or more metabolic risk factors at the health fair, they are required to complete one other activity (as determined by your metabolic risk factors) and required to participate in monthly on-site coaching sessions in 2019 for four of the eight months.

Deadline: Aug.16, 2019

How: Complete one other activity as determined by your metabolic risk factors. Program participants insured under BREC's Blue Cross Blue Shield health insurance plan will be guided to one of the following based on your 2018 Health Fair screening results:

- 1) Those with two or less risk factors for metabolic syndrome can choose between more check-ins with health coaching sessions or another activity (see back for options).
- 2) Those with three or more risk factors for metabolic syndrome as determined at Health Fair or with healthcare provider are required to participate in monthly on-site coaching sessions in 2019 for four of eight months offered.

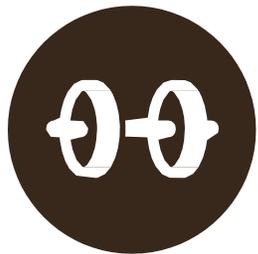


ONLINE PERSONAL HEALTH ASSESSMENT INSTRUCTIONS

Complete during your health fair or in the comfort of your home.

1. Log on to bluewellnessla.com
2. Returning program members may log-in with your existing username and password and click "1. Know Your Health Status" to take the Personal Health Assessment (PHA).
3. If you are a first time user, click "Register New Account." You will be required to enter an e-mail address, a unique username and password and a location code. The BREC location code is **77290FF4**. Click "Get Started Now" then "Take Your Personal Health Assessment" to take the PHA.

You will get an individual report as well as a provider report that will reveal your health score, top risk factors and recommendations to make improvements to those risk factors. The online questionnaire takes about 10-15 minutes to complete.



ADDITIONAL WELLNESS ACTIVITIES

Complete at least one of the following wellness activities by each quarterly deadline date:

- Participate in monthly Metabolic Risk Reduction Program with SBWellness Group (required for those with three or more risk factors)
 - Participate in a local fun run, race, etc. (bring registration or number for proof)
 - Any annual screening (eye doctor, dental, skin cancer screen, gender specific, etc.)
 - Work out at a gym an average of two times a week (must bring in proof)
 - Complete a workshop on the wellness portal at www.bluewellnessla.com
 - Meet any measureable goals at your quarterly assessments (weight, waist, blood pressure)
- *If you feel like you participate in a wellness activity that qualifies, see Shanda Crosby in HR for approval.



METABOLIC RISK REDUCTION PROGRAM

Monthly high-risk coaching at your location or one nearby!

SB Wellness Group Coaches will be on-site each month to walk you through the Break the Cycle program and coach you one-on-one to help you make significant lifestyle behavior changes, set realistic goals and answer your health and wellness questions.

If you have three or more risk factors for metabolic syndrome at your health fair, you will need to complete at least four of the eight coaching visits.

Having Metabolic Syndrome significantly increases a person's risk for cardiovascular disease and diabetes. You will find out what your level of risk is, if any, at your 2018 health fair!

FOR INSURED EMPLOYEES ONLY:

Although participation is totally voluntary, if you choose not to participate, your health insurance premium will increase by \$20 per pay period.