



## 2019 Rewards Program – New Hires and Newly Enrolled Employees

### New Hires:

Employees hired between July 1, 2018 and June 30, 2019 can earn a one-time lump sum credit of \$500 toward their 2019 medical plan premiums, if they complete the requirements below by 9/30/19. If their spouse is also enrolled in the MLH medical plan, they can earn an additional \$500 credit if they register their own account and complete the same requirements. Completing these requirements will also earn each of them a \$30 per pay medical plan credit for the 2020 benefit plan year.

### Newly Enrolled Employees / spouses:

- Employees whose benefits enrollment status changed from non-enrolled to enrolled between September 1, 2018 and August 31, 2019 are also eligible for a \$500 lump sum credit in 2019.
  - Employee transitioned from non-benefits eligible position to benefits eligible
  - Employee enrolls in medical coverage due to spouse losing coverage or other qualified status changes
  - Spouses added during open enrollment (November) for first time, who were not enrolled in prior year
  - Spouse added mid-year due to marriage or spouse lost coverage

**Note:** If you are currently receiving the \$30 per pay medical plan credit, you are not eligible for the \$500 lump sum credit for 2019.

### Requirements:

- Register your account and complete the Health Assessment questionnaire on the new Making Life Healthy portal, after June 3, 2019
- Record on the new portal a Preventive Care visit with your Primary Care Physician (PCP) within the past two years (since 10/1/17). This can be completed on the new portal after July 1<sup>st</sup>.
- Complete a Biometric Screening and score in the Healthy Range (see back page)
  - NOTE: Those who do not score in the healthy range on all results must complete a “Healthy Activity” in order to qualify for Rewards (see back page for list of Healthy Activities).
  - Screening results will not be imported into your portal account until July 1<sup>st</sup>.

### Rewards:

If complete above requirements by 9/30/19, employee and spouse can EACH earn a one-time lump sum retro credit of \$500, payable in November, 2019, in addition to the medical plan credit for 2020.

## Healthy Range for Biometric Screening Results:

Blood Pressure:	< 140 (Systolic)	AND	< 90 (Diastolic)
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Glucose:	Fasting	< 110
	Random	< 160

BMI:	< 30	
OR		
Waist Circumference:	< 40 (Men)	< 35 (Women)

**Healthy Activities** - If biometrics do not meet healthy range above, complete at least one activity below to earn Reward.

**Care Coordination** – For those with complex chronic conditions. Provided by DVACO (Delaware Valley Accountable Care Organization). Call 610-225-6277

**Condition Management Health Coaching** – Health Coaching for those with a health condition or diagnosis such as diabetes, heart disease, asthma, etc. Provided by DVACO Health Coaches. Call 610-225-6277

**Health Coaching for Lifestyle Improvement** – Health Coaching for fitness, healthy eating, stress reduction, etc. Coaching services provided by **ActiveHealth**. Call 855-202-3999

**Weight Management Program** – For those who want to lose weight; options include **MLH Medical Weight Mgt.** (<http://www.mlhbenefitsexpress.org/weight-management.html>), Health Coaching through Active Health (855-202-3999), DVACO Health Coaching; Weight Watchers, Nutrisystem, RD visits, etc. Record at least 3 visits on the Rewards Center.

**Achieve 5% weight loss** as measured by year over year biometric results. This will be calculated automatically, once the 2019 Biometric screening results are imported.

**Tobacco Cessation** – For those who certified as “Plan to Quit” on their Benefits Enrollment. Programs include “SMOKEFree” offered by MLH Community Health (email Barb Siso at [sisob@mlhs.org](mailto:sisob@mlhs.org)), or Health coaching by **ActiveHealth** Call 855-202-3999

**Fitness Center participation** – Self-report that you have completed 40 visits at a health club between June 1 and Sept 30, 2019. NOTE – Audits may be completed to verify participation.

### **Fitness Tracking:**

- Record 40 days of at least 30 minutes of physical activity on the portal between June 1<sup>st</sup> and September 30<sup>th</sup>, 2019, or sync a device to record at least 7500 steps/day for 40 days.