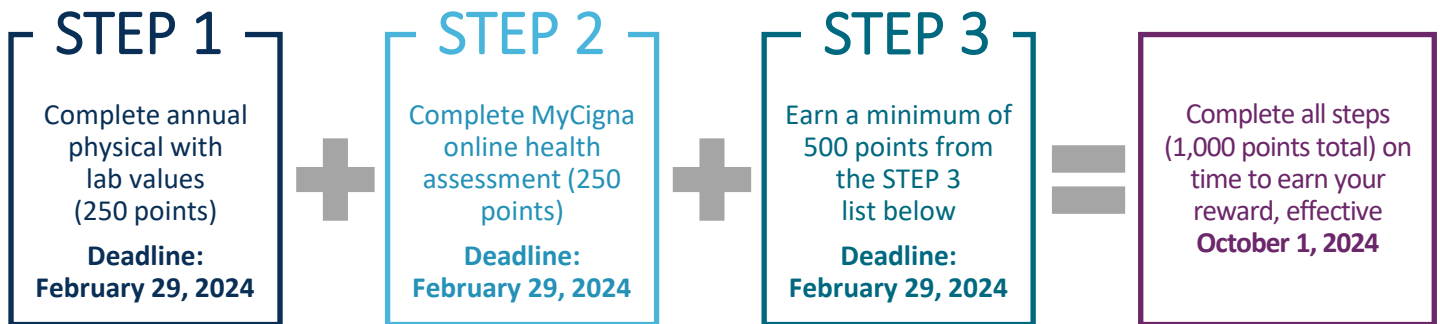


2023 Healthy@Harris Rewards Program

Participate 3/1/23 through 2/29/24; Rewards Effective 10/1/24

The Healthy@Harris Rewards Program is available for ALL active full-time and part-time employees! Our new program year will run from March through February to align with our new fiscal and benefit plan year which begins in October.

- Medical plan participants will earn a \$100 per month discount on the cost of their medical premiums effective **October 1, 2024**. If you have a covered spouse on the Harris Health Medical Plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program, then the premium reward will be \$50 per month.
- If you're not enrolled in a Harris Health medical plan, and you're a full-time or part-time employee, you earn a \$25 Amazon eGift Card!



★ = Activities available for medical plan participants only

STEP 1– Complete an annual physical with lab values (REQUIRED)	Points
Complete an Annual Physical with Biometric Values (3/1/23 –2/29/24)	250 Premium Points
Submit a Completed Wellness Screening Form to Cigna (Optional; located on my.cigna.com or the Healthy@Harris website/rewards)	50 Premium Points
Your verified biometric values can help you achieve additional Premium Points (shown in Step 3) by using a Cigna preferred lab (LabCorp, Quest, Kelsey Facility and more) or by submitting a Wellness Screening Form with biometric values, available on my.cigna.com .	
STEP 2 – Complete online health assessment (REQUIRED)	Points
Complete the MyCigna Health Assessment (3/1/23 –2/29/24)	250 Points
STEP 3 – Complete Any Combination for 500 Total Additional Points	Points
Achieve Health Goals (complete 3/1/23 – 2/29/24)	
NOTE: Your self-reported biometric values in the Health Assessment will not earn you any Wellness Points for the below goals.	
Achieve a healthy waist size of 35 in. (women) or 40 in. (men), or less	100 Points - if biometric is in range
Achieve a healthy blood pressure level of ≤ 120/80	100 Points - if biometric is in range
* To earn points for the above biometric values you must submit the Wellness Screening Form located on my.cigna.com	
Achieve a fasting blood glucose (blood sugar) level of < 100	100 Points - if biometric is in range
Achieve a healthy cholesterol ratio of ≤ 4.4 female/5.0 male	100 Points - if biometric is in range
*To earn points for the above biometric values you may have lab done at an in-network lab such as LabCorp, Quest, Kelsey or submit the Wellness Screening Form located on my.cigna.com .	
NOTE: Alternative activities are available if you are unable to meet the biometric values above.	
Preventive Goals (complete 3/1/23 – 2/29/24)	
★ Complete an Annual OB/GYN Exam (Females > 18) *	100 Points
★ Complete a Cervical Cancer Screening (Females > 18) *	100 Points
★ Complete a Mammogram (Recommended at ≥ Age 40)*	100 Points
★ Complete a Colon Cancer Screening (Recommended at Age 50 to Age 75)*	100 Points

★ Complete a Prostate Screening (Males >18)*	100 Points
Complete a Dental Exam (self-reported goal)	100 Points
Complete a Vision Exam	100 Points
* Check with your doctor to see if you need the screenings and how often.	
Cigna Health Coaching by Phone (complete 3/1/23 – 2/29/24)	
★ Make progress toward a goal to overcome a health problem (Note: Chronic condition only)	200 Points
Get help improving my lifestyle habits (Tobacco, Weight, or Stress)	200 Points (per program)
Talk to a coach or visit the Ben Taub onsite coach to progress toward a health goal	200 Points
Cigna Online Health Coaching (complete 3/1/23 – 2/29/24)	
★ Condition Management (Diabetes, Asthma, COPD, Heart Disease, Heart Failure)	100 Points (per program)
Healthy Living Programs (complete 3/1/23 – 2/29/24)	
★ Livongo Diabetes Management Program - Enrollment and Activation (Must enroll and activate your meter)	200 Points
★ Livongo Diabetes Management Program - Glucose Testing (Must test a minimum of four times per month)	50 Points (per month)
★ Livongo Hypertension Management Program (Must enroll and complete the Drive to Five (5 blood pressure checks within the first two weeks of receiving the device)	200 Points
★ Livongo Hypertension Management Program - Monthly Monitoring (Must check your blood pressure 4 times per month)	50 Points (per month)
★ Livongo Diabetes Prevention Program Lesson Completion (Year-long program; 50 points awarded per each lesson completed)	50 Points (per lesson/per day)
★ Livongo Diabetes Prevention Program- Monthly Monitoring (Must weigh in 4 times per month)	50 Points (per month)
★ Wondr™ Weight Management Session Completion (Year-long program; 50 points awarded per each session completed)	50 Points (per session/per day)
Complete an HbA1c Screening with the Cigna Onsite Health Coach (50 points each; offered quarterly)	50 Points (per onsite HbA1c screening)
★ Cigna Healthy Pregnancy, Healthy Baby Program Required to join in 1 st or 2 nd trimester, points awarded upon delivery Note: if delivery occurs after 2/28 points will apply toward the following year	400 Points (1 st trimester enrolled) 200 Points (2 nd trimester enrolled)
Social Health and Wellness (complete 3/1/23 – 2/29/24)	
Get connected! Have fun and earn rewards on Apps & Activities. Earn points for tracking your steps, weight, nutrition, sleep, glucose and blood pressure. Device integration is available. Earn 20 Cigna stars in order to earn 100 points.	20 Cigna Stars = 100 Points
Employee Wellness Programs, Events & Activities (complete 3/1/23 – 2/29/24)	
Complete an Employee Wellness Class* (50 points awarded per class)	50 Points (per class/per day)
Complete a Wellness Challenge	50 Points (per challenge)
Complete a Healthy Knowledge Seminar*	50 Points (per seminar/per day)
Complete an Employee Wellness Workshop*	50 Points (per workshop/per day)
Attend a Healthy@Harris Special Event (will be announced)	100 Points (per event)
Participate in an Explore & Learn Booth	5 Points (per booth/per day)
Complete a Laser Coaching Session, Fidelity one-on-one consultation, Ask Fidelity session, Ergonomic assessment or Postural analysis **	25 Points (per session/per day)
Participate in a group Exercise Class**	20 Points (per class/per day)
Participate in a Recreational Sports Program**	20 Points (per game/per day)
Achieve \geq 10,000 Fitbit steps a day	20 Points
Complete the annual Employee Wellness Survey	50 Points
*You can only receive credit for one Employee Wellness class, Healthy Knowledge Seminar, and Employee Wellness Workshop per day. **Please note you can only receive credit for one per day.	

HEALTHY@HARRIS, GO PLATINUM

When you get a good momentum going toward your health goals, it's rewarding to go the extra mile!

In addition to the Healthy@Harris Rewards program listed on the previous pages, you can earn additional gift cards for being actively engaged in your health and well-being. See the chart below for details on how to earn extra rewards.

HEALTHY@HARRIS REWARDS PROGRAM 3/1/23 – 2/29/24

BRONZE

- Complete an Annual Physical, Health Assessment and earn a total of 1,000 points
- Earn applicable premium reward discount if on a Harris Health medical plan or a \$25 Amazon eGift card net of taxes* if you're not on a Harris Health medical plan (Full-time and part-time Harris Health employees only)

GOLD

- Complete Bronze level and earn a total of 3,000 points
- Earn Bronze level reward plus a \$50 Amazon eGift Card net of taxes*

PLATINUM

- Complete Bronze level and earn a total of 4,000 points
- Earn Bronze, Gold level reward plus a \$100 Amazon eGift Card net of taxes* and special recognition

Gift cards are distributed at the end of each month, and all requirements must be listed as completed in your MyCigna account at the time of distribution. Once you become eligible for a gift card, you will receive an email notification from Employee Wellness. The e-gift card(s) are sent from no-reply@hawkmarketplace.com.

*Applicable federal, state, and local tax withholding will occur. A minimum tax rate of 32.65% is to be anticipated and may be adjusted accordingly as the law demands.

A preventive physical enables you and your physician to identify any areas where you may wish to improve your health and well-being. Your medical information and results from the annual physical will not be shared with Harris Health. Harris Health will only be given aggregate population health data for the sole purpose of developing, implementing, and evaluating the wellness program, participation, and incentive information as necessary to comply with IRS regulations. Otherwise, all personal medical information will be protected under the HIPAA Privacy Rule. If you wish to view a copy of the Cigna privacy notice, please visit my.cigna.com.

Harris Health is committed to helping you achieve your best health. Incentives for participating in a wellness program are available to all eligible employees. If you think you might be unable to meet a standard for an incentive under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Crystal Cunningham at 346.302.4248 or via email at HarrisHealth@cigna.com and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.