



HEALTHY@HARRIS PREMIUM REWARDS PROGRAM FAQ

PARTICIPATE 9/1/17 THROUGH 8/31/18 • REWARDS EFFECTIVE 3/1/19 (FY20)

REWARDS PROGRAM OVERVIEW AND SYSTEM

1. WHAT IS THE HARRIS HEALTHY@HARRIS PREMIUM REWARDS PROGRAM?

- The Healthy@Harris Premium Rewards Program outlines the new set of requirements for receiving the fully discounted medical premium rate of \$1,200 for the year (for the 3/1/19 benefit period; or plan year). Employees and spouses who are enrolled in a Harris Health medical plan can participate in the program to earn Wellness Premium points for various health activities and actions.
- **NEW FOR FY20:** 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 requirements, then the premium rewards will be \$50 per month. Premium rewards are effective March 1, 2019.
- Each participant is required to complete the following steps in order to receive the \$1,200 annual premium discount on the Harris Health medical plan:
 - ✓ Step 1: Complete an Annual Physical exam with Biometric lab values with your primary care physician (250 Premium Points)
 - ✓ Step 2: Complete the [MyCigna](#) online Health Assessment (250 Premium Points)
 - ✓ Step 3: Earn at least 500 additional points through programs and activities (1,000 total Premium Points)
- The premium discount will be effective March 1, 2019.
- The program will be an ongoing program that will allow you to complete activities throughout a 12 month period.
- You can view your progress and Premium Points total at any time by logging in to www.mycigna.com and selecting the “My Health” tab.

2. WHEN DOES THE PROGRAM BEGIN?

- The program will run from September 1, 2017- August 31, 2018.

3. WHAT ARE THE REQUIREMENTS AND HOW DO I EARN MY PREMIUM DISCOUNT?

- To be eligible for the \$1,200 savings on your medical premium discount, employees and covered spouses are each required to earn 1,000 Wellness Premium Points by completing various qualifying activities. Points will be accumulated and tracked in Cigna’s online platform, Mycigna.com. All qualifying activities and corresponding point values will be listed on Mycigna.com.
- Each participant is required to complete the following steps in order to receive the \$1,200 annual premium discount on the Harris Health medical plan:
 - ✓ Step 1: Complete an Annual Physical exam with Biometric lab values with your primary care physician (250 Premium Points)



- ✓ Step 2: Complete the MyCigna online Health Assessment (250 Premium Points)
- ✓ Step 3: Earn at least 500 additional points through programs and activities (1,000 total Premium Points)
- The premium discount will be effective March 1, 2019.

4. WHAT IS MYCIGNA.COM?

- Mycigna.com is Cigna's online wellness platform that will track all of your activities and Wellness Premium Points.
- You can access [Mycigna.com](https://mycigna.com) by logging into your mycigna.com account and clicking on the "My Health" tab in the upper left corner.
- You will then be able to see the full details of the Healthy@Harris Premium Rewards Program. This includes the program requirements, time period for completion, and all available goals and activities.
 - ✓ Instructions:
 1. Log in to your mycigna.com
 2. Click on "My Health" tab
 3. Click on "**View My Incentive Details**" (See "My Recent Activity")
 4. Scroll Down; click on "**Start Earning Premium Points**" (Scroll through all program activities to see additional information beside the items you have completed)
- Each time you complete a qualifying goal or activity listed on the Mycigna.com page, Premium Points will accumulate into your account. Mycigna.com will alert you if information is required to receive credit for a specific goal, and recommend alternatives if you are unable to meet certain goals.
- Premium Points will be reflected on your Mycigna.com page upon completion of qualifying activities. Note: some activities may require processing time, so a lag could occur between your completion date and the date points are accumulated toward the overall goal on your Mycigna.com page.

5. CAN MY SPOUSE PARTICIPATE?

- **NEW FOR FY20:** 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 requirements, then the premium rewards will be \$50 per month. Premium rewards are effective March 1, 2019.
- Spouses who are covered under the Harris Health medical plan are eligible to participate and will have their own access to Mycigna.com.

6. WHAT IF I'M A NEW EMPLOYEE OR NEWLY BENEFITTED EMPLOYEE?

- Those who are hired or become benefits eligible between September 1, 2017 and April 30, 2018, have until Aug. 31, 2018, to complete the three steps (1. Complete the annual physical exam with lab work; 2. Complete the [MyCigna](https://mycigna.com) Health Assessment and 3. Earn a minimum of 1,000 premium points) to maintain the discounted premium for the current plan year (FY19; March 1, 2018-February 28, 2019) as well as for the FY20 plan year (beginning March 1, 2019 through February 28, 2020). If you don't complete the



requirements by the deadline, your premiums will increase effective with the November 2, 2018 paycheck through February 28, 2020.

- ✓ If you have a covered spouse on the Harris Health medical plan, both you and your spouse must complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. Premium rewards are effective beginning with the November 2, 2018 paycheck through February 28, 2020.
- Those hired or who become benefits eligible on or between May 1, 2018, and August 31, 2018, have 120 days from benefit eligibility date to complete the annual physical exam with lab work and complete the [MyCigna](#) Health Assessment to maintain the discounted premium for the current plan year (FY19; March 1, 2018-February 28, 2019) as well as for the FY20 plan year (beginning March 1, 2019 through February 28, 2020). If you don't complete the requirements by the deadline, your premiums will increase the first paycheck following the deadline and be in effect through February 28, 2020. Please note participants will still need to complete the requirements for the FY21 Healthy@Harris Premium Rewards program beginning September 1, 2018 and ending on August 31, 2019.
 - ✓ If you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the annual physical with lab work and the online health assessment by the 120-day deadline to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. If you and your covered spouse do not complete the requirements by the deadline, your premiums will increase the first paycheck following the deadline and be in effect through February 28, 2020. Please note participants will still need to complete the requirements for the FY21 Healthy@Harris Premium Rewards program beginning September 1, 2018 and ending on August 31, 2019.
- Start-up goals:
 1. Complete an annual physical exam with biometric lab values
 2. Complete the [MyCigna](#) online Health Assessment
- Participants hired on or after September 1, 2018 should ensure understanding of FY21 Healthy@Harris Premium Rewards Program qualifications and ensure completion prior to August 31, 2019 for the FY21 Healthy@Harris Premium Rewards.
- For questions, please contact Crystal Cunningham at 713.566.4391(office), 346.302.4248(mobile) or via email at Crystal.Cunningham@cigna.com.



HEALTHY@HARRIS PREMIUM REWARDS PROGRAM OVERVIEW

Healthy@Harris Premium Rewards Program (Complete Actions & Earn Points)	Fiscal Year (Premium Effective)
FY19 Healthy@Harris Rewards Program September 1, 2016 through August 31, 2017	Fiscal Year 19 (FY19) March 1, 2018 through February 28, 2019
FY20 Healthy@Harris Rewards Program September 1, 2017 through August 31, 2018	Fiscal Year 20 (FY20) March 1, 2019 through February 28, 2020
FY21 Healthy@Harris Rewards Program September 1, 2018 through August 31, 2019	Fiscal Year 21 (FY21) March 1, 2020 through February 28, 2021

ANNUAL PHYSICAL EXAM AND HEALTH ASSESSMENT – MUST COMPLETE

1. WHAT DO I NEED TO DO TO RECEIVE THE 500 POINTS FOR THE MANDATORY START-UP GOALS?

- You are required to receive an annual physical exam with your doctor including verified biometric values to receive credit toward the premium discount. (250 Premium Points)
 - ✓ You will receive 250 points for completing the annual physical exam when the insurance claim from your doctor's appointment is processed by Cigna. Please note there could be a 90 day lag time from date of service to points showing up on myCigna.com.
 - ✓ Remember, 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 requirements, then the premium rewards will be \$50 per month. Premium rewards are effective March 1, 2019.
 - ✓ Annual physicals and affiliated lab work are covered at 100% (no cost to you) under all of the Harris Health medical plan options.
 - ✓ Only annual physical exams and lab work completed between 9/1/2017-8/31/2018 will count toward the program.
 - ✓ Only annual physical exams will count for this requirement. You will not receive credit for the annual physical exam if you attend a different type of doctor's visit, such as well woman, disease management, prenatal, or sick visit. You can receive credit for other types of preventive exams in Step 3, but only annual physical exams will count for Step 1.
 - ✓ The annual physical exam requires any combination of **one of each** of the following procedure codes (99385, 99386, 99387, 99395, 99396, 99397) and diagnosis codes (Z00.0, Z00.00, Z00.01, Z00.8).
- Once you receive your lab results from your annual physical, you are required to complete the [MyCigna](#) online Health Assessment with biometric values on **mycigna.com**. (250 Premium Points)
 - ✓ Your verified biometric values will be automatically submitted to Cigna if you use a Cigna preferred lab (Lab Corp, Quest, Kelsey Facility) or by submitting a



completed Wellness Screening Form located on mycigna.com. You still need to enter them into the health assessment.

- ✓ Remember, 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 requirements, then the premium rewards will be \$50 per month. Premium rewards are effective March 1, 2019.

2. CAN I EARN ADDITIONAL POINTS BASED ON MY BIOMETRIC VALUES?

- Verified biometric values can help you achieve additional Premium Points if they are in a healthy range. Biometric values are verified if a preferred lab is used during your annual physical (Lab Corp, Quest or a Kelsey Facility), OR by submitting a Wellness Screening Form.
 - ✓ Please note that your personal physician may have personalized biometric ranges for you based on your health status and health risks.
- You can download the Wellness Screening Form through your mycigna.com page. Your physician can complete and sign the form with your biometric values. You can then upload the form into the Mycigna.com system or fax to 1877.916.5201. If a preferred lab is used, some results will automatically be verified through the Cigna claims system. Please note, to get additional Premium Points for blood pressure and waist circumference, you must use the Wellness Screening Form. Blood pressure and waist circumference will not be collected by any of the preferred labs.
- You will receive 100 Premium Points for each of the following biometric values that are considered in a healthy range according to national guidelines: waist circumference, blood pressure, blood glucose, LDL cholesterol, and total cholesterol.
- Waist circumference and blood pressure can only be verified by using the Wellness Screening Form. You will be required to submit this form in order to receive credit for in-range values for waist circumference and blood pressure.
- Blood glucose, LDL and total cholesterol can be verified through the Cigna claims system if you use a Cigna preferred lab (Lab Corp, Quest, or Kelsey-Seybold facility), or via the Wellness Screening Form.
- An employee or spouse who completes the annual physical exam, the Cigna online health assessment, AND has all five verified biometric values in range would earn the required 1,000 Premium Points with no further action necessary for the Healthy@Harris Premium Rewards. Employees or spouses who complete the annual physical exam with verified biometric values and online health assessment but DO NOT have biometric values in range will need to complete additional activities to reach the goal of 1,000 Premium Points required to receive the medical premium discount.

GOALS AND ACTIVITIES – CIGNA PROGRAMS

1. WHAT OTHER TYPES OF ACTIVITIES CAN I COMPLETE TO EARN PREMIUM POINTS?

- You can earn premium points by completing various preventive goals, such as: an annual well woman exam, or age-appropriate exams such as mammograms or a colonoscopy.



You will receive points on your Mycigna.com page for completing these exams once the claim is processed by Cigna.

- ✓ You will receive 100 premium points for completing a preventive goal when the insurance claim from your doctor's appointment is processed by Cigna. Please note there could be a 90 day lag time from date of service to points showing up on myCigna.com.
- ✓ Only preventive screenings completed between 9/1/2017-8/31/2018 will count toward the program.
- ✓ Please check with your doctor to see if you need the preventive screenings listed and how often.
- You can also receive points for a dental or vision exam. If you receive a vision or dental exam, you will self-report the date of your exam on your Mycigna.com page upon completion of the exam.
- You can also complete Cigna programs such as coaching, fitness tracking, challenges, or a Healthy Pregnancy program. Please see the FY20 Premium Rewards Program document for a complete list of activities and premium point values.

2. WHAT TYPES OF PREVENTIVE GOALS CAN I COMPLETE TO EARN PREMIUM POINTS?

- You can earn points by receiving other preventive care services throughout the year.
- These include annual well woman visits, cancer screenings, and age- and gender-appropriate exams, such as mammogram, prostate cancer screenings and colonoscopies. Points can also be earned for annual dental and vision exams.
- The US Preventive Services Task Force (USPSTF) recommends screening mammography for women, with or without clinical breast examination, every 1 to 2 years for women age 40 years and older. The USPSTF recommends screening for colorectal cancer starting at age 50 years and continuing until age 75 years.
- Well women visits, colonoscopies, mammograms and prostate cancer screenings will equate to 100 points each and will be verified via the Cigna claims system. Once the claim is processed, points will be reflected in the system.
- Please check with your doctor to see if you need the preventive screenings listed and how often.
- Points will only be awarded for exams coded as "preventive". If you receive an exam, such as a mammogram or colonoscopy, that is associated with a diagnosis, you will not be eligible for points. Discuss with your doctor to confirm what type of screening you will be having.
- Dental and vision exams are each worth 100 points, but employees are required to self-report the date of their exam in Mycigna.com upon completion of the exam to receive the points.

3. CAN I EARN POINTS FOR THE CIGNA COACHING PROGRAMS?

- You can earn points by completing a Cigna online program if you have out-of-range biometric values. You will receive 100 points for completing each online coaching program that is used as a reasonable alternative standard for out-of-range biometric values.



- Telephonic coaching is available to all participants to work on improving lifestyle habits and manage chronic conditions.
- You can also complete the coaching programs by working in-person with the Cigna onsite health coach. The onsite health coach is located at Ben Taub General Hospital, HR suite.
- You will receive 200 premium points for making progress towards a goal with telephonic or onsite health coaching.
- Lifestyle management coaching programs such as stress, tobacco or weight loss are preset programs that may take up to 12 weeks to complete. Premium points will be awarded for these programs upon completion.

4. WHAT IS THE CIGNA HEALTHY PREGNANCY, HEALTHY BABY PROGRAM AND HOW DO I EARN PREMIUM POINTS?

- Employees or covered spouses who are pregnant can earn premium points by participating in the Cigna “Healthy Pregnancy, Healthy Baby” program.
- Premium points earned are dependent upon joining the program in the 1st or 2nd trimester. Individuals who join in the 1st trimester and complete the program through delivery will receive 400 points. Individuals who join in the 2nd trimester and complete the program through delivery will receive 200 points.
- The program involves speaking with a Cigna maternity nurse on a monthly basis and concludes with one post-delivery call.
- Points are awarded once the final post-delivery call is complete. **Note: the post-delivery call must be complete by 8/31/2018 in order for the points to apply to the current year campaign. If the post-delivery call occurs after 8/31/2018, points will still be awarded, but will apply toward the following year premium incentive program that will launch on 9/1/2018 (rates for 3/1/2020).**

5. WHAT ARE CIGNA APPS AND ACTIVITIES?

- Cigna Apps and Activities are a fun way to get connected to earn points through Cigna’s online portal, Health Matters. You can sync health devices such as Fitbits or Jawbones and apps with the system to track your activity and challenge yourself. Earn points for tracking your steps, weight, nutrition, sleep, glucose and blood pressure.
- Cigna Apps and Activities have their own points system. The points awarded within the Cigna Apps and Activities portal convert to Premium Points at the following rate: 1,000 Apps and Activities points is equal to 100 Premium Points. On average, it takes around 6 weeks to earn 1,000 Cigna Apps and Activities points, which would convert to 100 Premium Points.
- You can connect to Apps and Activities directly through the Mycigna.com platform.

ADDITIONAL PROGRAMS

1. WHAT ADDITIONAL PROGRAMS ARE AVAILABLE TO ME TO EARN PREMIUM POINTS?

- In addition to the annual physical exam, health assessment, verified biometric values, and Cigna programs, you can also earn points by participating in certain Harris Health



programs and other vendor programs. These programs will also be tracked in Cigna's Mycigna.com platform.

- The following programs are available:
 - ✓ **Livongo Diabetes Management Program - Enroll and Activate Your Meter:**
Livongo includes a high-tech cellular meter that provides you with real-time, personalized insights and testing strips. In addition, expert coaches (CDEs) are available 24 hours a day to answer questions and help you optimize the lifestyle factors that will greatly affect your condition. Livongo is available to employees and covered spouses who have Diabetes and are currently enrolled in the Harris Health Medical Plan. Register at register.livongo.com/HARRISHEALTH. Registration Code: HARRISHEALTH. To earn 200 Premium Points, you must enroll in Livongo and activate your new cellular meter by 8/31/18.
 - ✓ **Livongo Diabetes Management Program - Weekly Glucose Testing:**
Employees and spouses who have diabetes and are enrolled on the Harris Health medical plan can earn 50 Premium Points each month in which they test a minimum of once a week for the entire month. Please follow your doctor's advice for when and how often you should test your glucose.
 - ✓ **Naturally Slim Weight Management Program Completion (Foundations):**
Naturally Slim is a completely voluntary online and mobile program that helps you lose weight and improve your overall health. As you lose weight, you'll decrease your risk for diabetes, heart disease, cancer and more. Eligibility based on health criteria. Participants must complete a minimum of 8 out of 10 sessions in Naturally Slim Foundations to earn 500 Premium Points.
 - ✓ **Wellness Classes.** Participants can earn Premium Points by participating in the Harris Health classes sponsored by the Employee Wellness Program. You can earn 50 Premium Points per class for the following Wellness Programs:
 - Naturally Slim (NS4You and NS4Life)*
 - Prevent T2-Diabetes Prevention Program*
 - Diabetes Education Class (CHC)*
 - Asthma Education Class (CHC)*
 - Childbirth Class (CHC)*
 - Becoming a Mom Class (LBJ)*
 - Well Powered Living Class*

Please note you can only receive credit for one class per day, i.e., if you attend more than one class on the same date, you will only receive 50 Premium Points for that date.
 - ✓ **Online Wellness Challenges:** Online wellness challenges are offered throughout the year to encourage healthy living, comradery and friendly competition. Each challenge focuses on a different element of wellness, including fitness, healthy eating, and stress management. Challenges can be individual and/or team based. Complete an online wellness challenge and earn 250 Premium Points. Each online challenge will have different requirements for completion. These requirements will be communicated for each challenge.



- ✓ **Healthy Knowledge Seminars:** Join us for these informative and interactive presentations and earn 50 Premium Points per seminar. Each seminar is delivered by a wellness expert, clinical professional or physician. A variety of topics are available throughout the year.
- ✓ **Healthy@Harris Special Event:** Employee Wellness holds multiple special events throughout the year. Participate in a special event and earn 100 Premium Points.
- ✓ **Explore & Learn Booth:** Stop by and participate in these monthly interactive educational sessions where you can explore & learn about important health and wellness topics. Participate and earn 5 Premium Points.
- ✓ **Group Exercise Classes or Recreational Sports Games:** Employee Wellness offers a variety of fitness classes and recreational sports leagues. Classes and recreational sports are free to employees, spouses and children 18 years and older. Earn 5 Premium Points for each fitness class or game you participate in. Please note you can only receive credit for one class or game per day, i.e., if you attend more than one class on the same date, you will only receive 5 Premium Points for that date.
- ✓ **Annual employee wellness survey:** Complete the annual employee wellness program satisfaction survey and earn 50 Premium Points. Your input is valuable to ensure we're providing programs and resources to assist you in maintaining or improving your health and well-being.

HEALTHY@HARRIS, GO PLATINUM

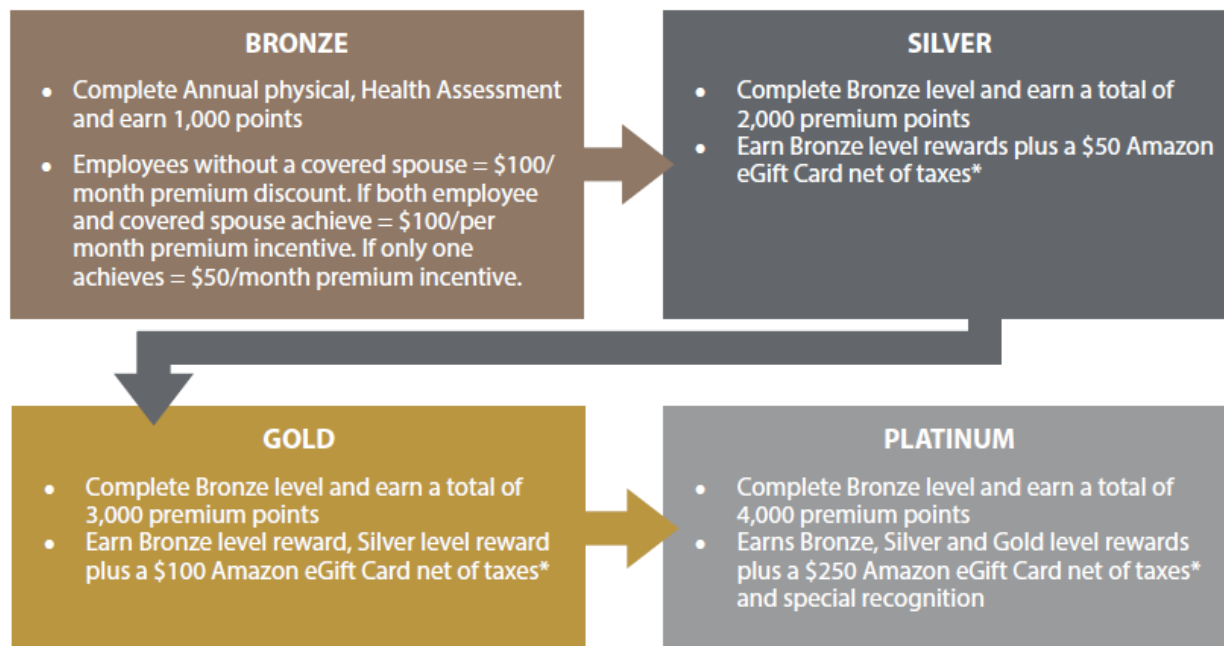
Make this year your best ever by taking the wheel on your wellness journey. Our families, patients and community are counting on us to be at our best and lead by example! Remember, you hold the power to elevate your health, well-being and personal impact through prevention and healthy habits.

Healthy@Harris – our collection of health and wellness programs – can help you reach your personal wellness goals.

This year we have increased our commitment to your health by adding new programs and resources as well as rewards for participation and achieving outcomes. In addition to the Healthy@Harris Premium Rewards program listed on the previous pages, you have the ability to 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 PREMIUM REWARDS PROGRAM 9/1/17 – 8/31/18



Gift cards will only be rewarded on a monthly basis. Amazon eGift Cards will be distributed by our vendor partner SVM Cards and sent to your Harris Health email address.

***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 exam 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: mycigna.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 incentives under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Crystal Cunningham at 713.566.4391 or 346.302.4248 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.