



FY24 HEALTHY@HARRIS REWARDS PROGRAM FAQs

PARTICIPATE 9/1/21 THROUGH 8/31/22 • REWARDS EFFECTIVE 3/1/23 (FY24)

QUESTIONS:

REWARDS PROGRAM OVERVIEW AND SYSTEM

1. [WHAT IS THE HARRIS HEALTH SYSTEM FY24 HEALTHY@HARRIS REWARDS PROGRAM?](#)
2. [WHEN DOES THE PROGRAM BEGIN?](#)
3. [WHAT ARE THE REQUIREMENTS AND HOW DO I EARN MY PREMIUM DISCOUNT?](#)
4. [WHAT IS MYCIGNA.COM?](#)
5. [CAN MY SPOUSE PARTICIPATE?](#)
6. [WHAT IF I'M A NEW EMPLOYEE OR NEWLY BENEFITTED EMPLOYEE?](#)

ANNUAL PHYSICAL EXAM AND HEALTH ASSESSMENT – MUST COMPLETE

1. [WHAT DO I NEED TO DO TO RECEIVE THE 500 WELLNESS POINTS FOR THE MANDATORY START-UP GOALS?](#)
2. [CAN I EARN ADDITIONAL WELLNESS POINTS BASED ON MY BIOMETRIC VALUES?](#)

GOALS AND ACTIVITIES – CIGNA PROGRAMS

1. [WHAT OTHER TYPES OF ACTIVITIES CAN I COMPLETE TO EARN WELLNESS POINTS?](#)
2. [WHAT TYPES OF PREVENTIVE GOALS CAN I COMPLETE TO EARN WELLNESS POINTS?](#)
3. [CAN I EARN WELLNESS POINTS FOR THE CIGNA COACHING PROGRAMS?](#)
4. [WHAT IS THE CIGNA HEALTHY PREGNANCY, HEALTHY BABY PROGRAM AND HOW DO I EARN WELLNESS POINTS?](#)
5. [WHAT ARE CIGNA APPS AND ACTIVITIES?](#)

ADDITIONAL PROGRAMS

1. [WHAT ADDITIONAL PROGRAMS ARE AVAILABLE TO ME TO EARN WELLNESS POINTS?](#)

HEALTHY@HARRIS, GO PLATINUM

1. [GIFT CARD REWARDS](#)

ANSWERS:

REWARDS PROGRAM OVERVIEW AND SYSTEM

1. **WHAT IS THE HARRIS HEALTH SYSTEM FY24 HEALTHY@HARRIS REWARDS PROGRAM?**
 - The FY24 Healthy@Harris Rewards Program is a way to make your journey to wellness even more rewarding for you. It's all a part of caring for yourself so you can care for others. Employees and spouses on the Harris Health medical plan can meet the requirements to earn a discounted medical premium rate of \$1,200 for the year (for the



3/1/23-2/29/24 benefit period; or FY24 plan year). If you're not enrolled on a Harris Health medical plan, and you are a full-time or part-time employee, you can earn a \$25 Amazon eGift Card by completing the requirements by August 31, 2022!

- **PLEASE NOTE:** 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.
- 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 or \$25 Amazon e-gift card:
 - ✓ Step 1: Complete an Annual Physical exam with Biometric lab values with your primary care physician (250 Wellness Points)
 - ✓ Step 2: Complete the [MyCigna](#) online Health Assessment (250 Wellness Points)
 - ✓ Step 3: Earn at least 500 additional Wellness Points through programs and activities (1,000 total Wellness Points)
- The premium discount will be effective March 1, 2023 through February 29, 2024.
- This is an ongoing program that will allow you to complete activities throughout a 12 month period. All activities completed between September 1, 2021 and August 31, 2022 count for the FY24 Wellness Rewards Program.
- You can view your progress and Wellness Points total at any time by logging in to www.mycigna.com and selecting the "Wellness & Rewards Program" tab.

2. WHEN DOES THE PROGRAM BEGIN?

- The program will run from September 1, 2021- August 31, 2022.

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

- Employees and covered spouses are each 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 Wellness Points)
 - ✓ Step 2: Complete the [MyCigna](#) online Health Assessment (250 Wellness Points)
 - ✓ Step 3: Earn at least 500 additional Wellness Points through programs and activities (1,000 total Wellness Points)
- Wellness 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. The premium discount will be effective March 1, 2023 through February 29, 2024.
- Full-time and part-time employees not on a Harris Health medical plan can earn a \$25 Amazon eGift Card by completing the requirements by August 31, 2022.

4. WHAT IS MYCIGNA.COM?

- Mycigna.com is Cigna's online wellness platform that will track all of your activities and Wellness Points.



- ✓ Login to your mycigna.com account. From the home page, click on “wellness” at the top. Under “Wellness” select “Wellness and Rewards Program”.
- You will then be able to see the full details of the FY24 Healthy@Harris Rewards Program. This includes the program requirements, time period for completion, and all available goals and activities.
 - ✓ Instructions:
 1. Go to [Mycigna.com](https://mycigna.com).
 2. Under “Wellness” select “Wellness and Rewards Program”
 3. Scroll Down and look for “**Rewards Spotlight.**”
 4. Scroll further down to “**View all Rewards**” to see all program activities and resources.
- Each time you complete a qualifying goal or activity listed on the Mycigna.com page, Wellness 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.
- Wellness Points will be reflected on your Mycigna.com page upon completion of qualifying activities. [Click here to verify your total premium reward Wellness Points on MyCigna.](#)
- **Note:** Some activities may require processing time, so a lag could occur between your completion date and the date that Wellness Points are accumulated toward the overall goal on your Mycigna.com page.

5. CAN MY SPOUSE PARTICIPATE?

- Spouses who are covered under the HarrisHealth medical plan are eligible to participate and will have their own access to Mycigna.com.
- If you have a covered spouse on the HarrisHealth 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, 2023 through February 29, 2024.
- If your spouse is covered under the HarrisHealth medical plan, they will need to have their own MyCigna account. If they do not already have a MyCigna account, go to www.mycigna.com and click “Register” at the bottom. Your spouse can use the information on his/her medical insurance ID card to create an account. Spouses can also download the MyCigna app.

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

- **Those who are hired or become benefits eligible between September 1, 2021 and April 30, 2022**, have until August 31, 2022, 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 Wellness Points) to maintain the discounted premium for the current plan year (FY23 March 1, 2022-February 28, 2023) as well as for the FY24 plan year (beginning March 1, 2023 through February 29, 2024). If you don't complete the



requirements by the deadline, your premiums will increase effective March 1, 2023 through February 29, 2024.

- If you have a covered spouse on the HarrisHealth 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 March 1, 2023 through February 29, 2024.
- **Full-time and part-time employees who are not on a Harris Health medical plan** must complete the 3 requirements by August 31, 2022 to earn a \$25 Amazon eGift Card regardless of date of hire/benefits eligibility.
- If you are a full-time or part-time employee and not on the HarrisHealth Medical plan, you will need to create a MyCigna account. Go to www.mycigna.com and click “Register Now” at the bottom. Enter all personal details to match the information that was submitted for enrollment and click next to continue. Select option 2 as the “Subscriber” and enter your SSN and zip code. Participants can also download the MyCigna app.
- **Those hired or who become benefits eligible on or between May 1, 2022, and August 31, 2022**, 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 (FY23; March 1, 2022-February 28, 2023) as well as for the FY24 plan year (beginning March 1, 2023 through February 29, 2024). If you do not complete the requirements by the deadline, your premiums will increase the first paycheck following the deadline and be in effect through February 29, 2024. Please note participants will still need to complete the requirements for the FY25 FY24 Healthy@Harris Rewards Program beginning September 1, 2022 and ending on August 31, 2023. The 120 days deadline does not apply to employees who are not on a Harris Health medical plan.
 - ✓ If you have a covered spouse on the HarrisHealth 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 29, 2024. Please note participants will still need to complete the requirements for the FY25 FY24 Healthy@Harris Rewards Program beginning September 1, 2022 and ending on August 31, 2023.
 - ✓ If you do not choose to enroll in a HarrisHealth medical plan, and you are a full-time or part-time employee, you can still participate in the Healthy@Harris Rewards Program to earn a \$25 Amazon eGift Card. You must complete the annual physical with lab work and the online health assessment by the 120-day deadline to be eligible for the \$25 Amazon eGift Card.
- Participants hired on or after September 1, 2022 should ensure understanding of FY25 FY24 Healthy@Harris Rewards Program qualifications and ensure completion prior to August 31, 2023 for the FY25 Healthy@Harris Premium Rewards.
- For questions, please contact Crystal Cunningham at 346-426-1812 (office), 346-302-4248 (mobile) or via email at HarrisHealth@cigna.com.



FY24 HEALTHY@HARRIS REWARDS PROGRAM OVERVIEW

FY24 Healthy@Harris Rewards Program (Complete Actions & Earn Wellness Points)	Fiscal Year (Premium Rewards Effective)
FY22 Healthy@Harris Rewards Program September 1, 2019 through August 31, 2020	Fiscal Year 22 (FY22) March 1, 2021 through February 28, 2022
FY23 Healthy@Harris Rewards Program September 1, 2020 through August 31, 2021	Fiscal Year 23 (FY23) March 1, 2022 through February 28, 2023
FY24 Healthy@Harris Rewards Program September 1, 2021 through August 31, 2022	Fiscal Year 24 (FY24) March 1, 2023 through February 29, 2024
FY25 Healthy@Harris Rewards Program September 1, 2022 through August 31, 2023	Fiscal Year 25 (FY25) March 1, 2024 through February 28, 2025

ANNUAL PHYSICAL EXAM AND HEALTH ASSESSMENT – MUST COMPLETE

1. WHAT DO I NEED TO DO TO RECEIVE THE 500 WELLNESS 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 Wellness Points)
 - ✓ You will receive 250 Wellness Points for completing the annual physical exam when the insurance claim from your doctor’s appointment is processed by Cigna or your completed wellness screening form is submitted to Cigna. Please note there could be a 90 day lag time from date of service to Wellness 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, 2023 through February 29, 2024.
 - ✓ 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 9/1/2021-8/31/2022 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, and 99397) and diagnosis codes (Z00.0, Z00.00, Z00.01, Z00.8).



- ✓ **WELLNESS SCREENING FORM:** We strongly encourage participants to use the Wellness Screening Form (available at www.mycigna.com) to receive credit for their annual physical and in-range biometric values. Make sure to have your physician fill out the form completely and submit to Cigna using the instructions listed on the form. Participants will also receive an additional 50 Wellness Points for submitting their Wellness Screening Form. By completing the wellness screening form, it also ensures that all your biometric data is available for wellness program eligibility in programs such as Livongo DPP and Wondr (formerly Naturally Slim). NOTE: We recommend that you submit the form directly to Cigna and keep a copy for your records. We hope this provides another alternative to ensure you get credited with completion of your physical as quickly as possible and also reduces any issues affiliated with coding and claims.
- 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 Wellness Points)
 - ✓ Your verified biometric values will be automatically submitted to Cigna if you use a Cigna preferred lab (Lab Corp, Quest, and Kelsey-Seybold 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, 2023 through February 29, 2024.

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

- Verified biometric values can help you achieve additional Wellness 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-Seybold Facility), OR by submitting a Wellness Screening Form. The Wellness Screening Form is available to download at www.mycigna.com.
 - ✓ 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 877.916.5406. If a preferred lab is used, some results will automatically be verified through the Cigna claims system. Please note, to get additional Wellness 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 Wellness 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 cholesterol ratio.



- 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 cholesterol ratio 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.
- **Wellness Screening Form:** Participants will receive 50 Wellness Points for completing and submitting the Wellness Screening Form. This form can be downloaded at www.mycigna.com. By completing the wellness screening form, it also ensures that all your biometric data is available for wellness program eligibility in programs such as Livongo DPP and Wondr™ Weight Management Program.
- 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 Wellness 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 Wellness Points required to receive the medical premium discount.

GOALS AND ACTIVITIES – CIGNA PROGRAMS

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

- You can earn Wellness Points by completing various preventive goals, such as: an annual well woman exam, or age-appropriate exams and screenings such as mammograms, prostate screenings, cervical cancer screenings or a colon cancer screenings. You will receive Wellness Points on your Mycigna.com page for completing these exams once the claim is processed by Cigna.
 - ✓ You will receive 100 Wellness 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 Wellness Points showing up on myCigna.com.
 - ✓ Only preventive screenings completed between 9/1/2021-8/31/2022 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 Wellness Points for a dental or vision exam.
 - i. If you receive a vision exam, the data will automatically be loaded into Mycigna.com upon completion of the exam.
 - ii. If you receive a 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 FY24 Wellness Rewards Program document for a complete list of activities and premium point values.

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



- You can earn Wellness 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 colon cancer screenings. Wellness 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, cervical cancer screenings, colonoscopies, mammograms and prostate cancer screenings will equate to 100 Wellness Points each and will be verified via the Cigna claims system. Once the claim is processed, Wellness Points will be reflected in the system.
- Please check with your doctor to see if you need the preventive screenings listed and how often.
- Wellness Points will only be awarded for exams coded as “preventive”. If you receive an exam, such as a mammogram or colon cancer screening, that is associated with a diagnosis, you will not be eligible for Wellness Points. Discuss with your doctor to confirm what type of screening you will be having.
- Vision exams are worth 100 Wellness Points. Upon completion of the exam, employees will receive 100 Wellness Points once it’s loaded into Mycigna.com.
- Dental exams are worth 100 Wellness Points. Employees are required to self-report the date of their exam in Mycigna.com upon completion of the exam to receive the Wellness Points.

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

- You can earn Wellness Points by completing a Cigna online program if you have out-of-range biometric values. You will receive 100 Wellness 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 Wellness 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. Wellness Points will be awarded for these programs upon completion.

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



- Employees or covered spouses who are pregnant can earn Wellness Points by participating in the Cigna “Healthy Pregnancy, Healthy Baby” program.
- Wellness 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 Wellness Points. Individuals who join in the 2nd trimester and complete the program through delivery will receive 200 Wellness Points.
- The program involves speaking with a Cigna maternity nurse on a monthly basis and concludes with one post-delivery call.
- Wellness Points are awarded once the final post-delivery call is complete. **Note: the post-delivery call must be complete by 8/31/2022 in order for the Wellness Points to apply to the current year campaign. If the post-delivery call occurs after 8/31/2022, Wellness Points will still be awarded, but will apply toward the following premium reward program that will launch on 9/1/2022 (rates for 3/1/2024-2/28/2025).**

5. WHAT ARE CIGNA APPS AND ACTIVITIES?

- Cigna Apps and Activities are a fun way to get connected to earn Wellness 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 stars for tracking your steps, weight, nutrition, sleep, glucose and blood pressure.
- Cigna Apps and Activities awards Stars for healthy behaviors tracked. You can earn up to 5 Stars per week. Once you reach 20 Stars on Cigna Apps and Activities, you receive 100 Wellness Points. On average, it takes around 4 weeks to earn 20 Stars on Cigna Apps and Activities Wellness Points, which then rewards 100 Wellness Points for the FY24 Wellness Rewards Program.
- 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 WELLNESS POINTS?

- In addition to the annual physical exam, health assessment, verified biometric values, and Cigna programs, you can also earn Wellness Points by participating in certain Harris Health programs and other vendor partner 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 go.livongo.com/HarrisHealth or call 800-945-4355. Registration Code:



HARRISHEALTH. To earn 200 Wellness Points, you must enroll in Livongo and activate your new cellular meter by 8/31/22.

- ✓ **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 Wellness Points each month in which they test a minimum of four times per month. Please follow your doctor's advice for when and how often you should test your glucose.
- ✓ **Livongo Hypertension Management Program – Enroll and Complete the Drive to Five within the First Two Weeks:** The Livongo Hypertension Management Program is available to employees and covered spouses who have High Blood Pressure and are currently enrolled in the Harris Health Medical Plan. Participants who register will receive a connected blood pressure monitor that automatically uploads your data to the Livongo mobile app, where you can see your readings, get tips and access coaches on your terms. The Livongo Hypertension Management Program offers you a convenient way to manage your blood pressure and offers coaching on nutrition and dietary needs. Participants with hypertension can earn 200 Wellness Points for enrolling in and completing the Livongo Drive to Five program. The Livongo Drive to Five program means that you must complete 5 blood pressure checks within the first two weeks of receiving the blood pressure machine to establish your baseline. Register at go.livongo.com/HarrisHealth or call 800-945-4355. Registration Code: HARRISHEALTH. To earn 200 Wellness Points, you must enroll in Livongo and complete the Drive to Five by 8/31/22.
- ✓ **Livongo Hypertension Management Program – Monthly Blood Pressure Testing:** The Livongo Hypertension Management Program offers you a convenient way to manage your blood pressure with a connected blood pressure monitor and a convenient mobile app. The Livongo Hypertension Management Program offers access to coaching 24/7 allowing you to consult nutritionist and dietitians for any advice. You must check your blood pressure a minimum of four times a month in order to earn 50 Wellness Points for that month. Please follow your doctor's advice for when and how often you should monitor your blood pressure.
- ✓ **Livongo Diabetes Prevention Program (DPP):** The Livongo Diabetes Prevention Program is available to all active employees and spouses as well as pre-65 retirees who meet eligibility requirements and are on the Harris Health Medical Plan. Participants receive tools and coaching support to help lose weight, keep it off, and develop long-term healthier habits. This is a year-long program and participants can earn 50 Wellness Points per lesson completed. Register at go.livongo.com/HarrisHealth or call 800-945-4355. Registration Code: HARRISHEALTH.
 - Please note you can only receive credit for one Livongo DPP lesson per day. If you complete more than one Livongo DPP lesson on the same date, you will only receive 50 Wellness Points for that date.
- ✓ **Livongo Diabetes Prevention Program Monthly Monitoring:** The Livongo Diabetes Prevention Program helps make living healthy and managing weight easier, with a smart scale, guidance on healthy habits, and personalized health



coaching. Participants must check their weight a minimum of four times a month in order to earn 50 Wellness Points for that month.

- ✓ **Wondr™ Weight Management Program Session Completion:** Wondr™ is a year-long digital program that helps you lose weight and improve your overall health. As you lose weight, you'll experience increased energy and better mental and physical health. Eligibility based on health criteria. Participants earn 50 Wellness Points per session completed. There are weekly sessions for the entire program year. [Register at www.wondrhealth.com/harrishealth](http://www.wondrhealth.com/harrishealth).
 - Please note you can only receive credit for one Wondr™ session per day. If you complete more than one Wondr™ session on the same date, you will only receive 50 Wellness Points for that date.
- ✓ **Employee Wellness Classes:** Participants can earn 50 Wellness Points per Employee Wellness class completed including Well Powered Living, Healthy Telecommuting, Ergonomics classes and more.
 - Please note you can only receive credit for one Employee Wellness Class per day in this category. If you attend more than one Employee Wellness Class on the same date, you will only receive 50 Wellness Points for that date.
- ✓ **Online Wellness Challenges:** Online wellness challenges are offered throughout the year to encourage healthy living, comradery and friendly competition.
 - Fitbit challenges are offered each quarter. Challenges can be individual and/or team based. Participants must have a Fitbit device and be a part of the Harris Health Fitbit group to participate. Complete a Fitbit challenge and earn 50 Wellness Points.
 - Other Challenges: Each challenge focuses on a different element of wellness, including fitness, healthy eating, and stress management. Challenges can be individual and/or team based but participants must have a wearable device. Complete an online wellness challenge and earn 50 Wellness 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 Wellness Points per seminar. Each seminar is delivered by a wellness expert, clinical professional or physician. A variety of topics are available throughout the year and they are available in different modalities (in-person, online, or recorded).
 - Please note you can only receive credit for one Healthy Knowledge Seminar per day. If you attend more than one Healthy Knowledge Seminar on the same date, you will only receive 50 Wellness Points for that date. Seminars and webinars are provided by the EAP, Kelsey-Seybold, Livongo and more.
- ✓ **Employee Wellness Workshops:** Join us for these informative and interactive workshops and earn 50 Wellness Points per workshop. Each workshop is delivered by a wellness expert and designed to improve healthy lifestyle behaviors. Workshops are offered monthly.



- Please note you can only receive credit for one Employee Wellness Workshop per day.
- ✓ **Healthy@Harris Special Event:** Employee Wellness holds multiple special events throughout the year. Participate in a special event and earn 100 Wellness Points. Examples include Field Day, Relaxathons, Poker Walks, HESS Corporate 5K Run, American Heart Walk, Texas MS 150, Texas Medical Center Run and much more.
 - Please note you can only receive credit for one Healthy@Harris Special Event per day.
- ✓ **Explore & Learn Booth:** Participate in these monthly interactive educational sessions where you can explore & learn about important health and wellness topics. Participate and earn 5 Wellness Points.
 - Please note you can only receive credit for one Explore and Learn Booth or Laser Coaching session per day.
- ✓ **Laser Coaching:** Laser Coaching is a quick 15-minute motivational session you can do one on one or with a partner. Our Employee Wellness team can help you set and achieve your personalized health and wellness goals. Topics our coaches can help with include: exercise, postural assessment and correction, healthy eating, office space setup, time management, habit creation, stretching, meditation, sleep and stress management.
 - Participate by completing the Explore and Learn activity or Laser Coaching Session and earn 5 Wellness Points.
- ✓ **Group Exercise Classes:** Employee Wellness offers a variety of group exercise classes including Zumba, Yoga and more. Group Exercise Classes are free to employee and spouses 18 years and older. Participants earn 20 Wellness Points for each group exercise class or recreational sports game they participate in per day.
 - Please note you can only receive credit for one fitness class or recreational sports game per day.
- ✓ **Recreational Sports:** Employee Wellness offers a variety of recreational sports leagues including flag football, volleyball, basketball, softball, sand volleyball, soccer and kickball. Recreational sports are free to employees, spouses and children 18 years and older. Earn 20 Wellness Points for each recreational sports game you participate in.
 - Please note you can only receive credit for one group exercise class or recreational sports game per day.
- ✓ **Achieve $\geq 10,000$ steps with your Fitbit per day:** Participants who achieve $\geq 10,000$ steps a day with their Fitbit can earn 20 Wellness Points for each day. The U.S. Department of Health and Human Services recommends that all healthy adults get at least 150 minutes a week of moderate-intensity aerobic activity, or 75 minutes a week of vigorous-intensity aerobic activity. A wearable device, such as a Fitbit, that tracks the steps you take each day allows you to monitor your activity level. In general, walking 10,000 steps a day is the equivalent of about 150 minutes of activity a week. There are numerous health benefits of achieving 10,000 steps per day.



- Please note you can only receive credit for achieving 10,000 or more steps per day. You must have a Fitbit device and be a member of the [Harris Health Fitbit Group](#) to be eligible for Fitbit Wellness Points.
- ✓ **Annual employee wellness survey:** Complete the annual employee wellness program satisfaction survey and earn 50 Wellness Points. The survey is conducted in April each year and helps us get a pulse on the culture within Harris Health System. Your input is valuable to ensure we're providing programs and resources to assist you in maintaining or improving your health and well-being.
 - Please note you can only receive credit for completing one Employee Wellness survey per program year.
- ✓ **Submit the Wellness Screening form to Cigna:** Have your physician fill out Wellness Screening Form (available for download at www.mycigna.com). Submitting a wellness screening form ensures you receive credit for your annual physical and labs. It also ensures that all your biometric data is available for eligibility in programs such as Livongo DPP and Wondr™. You will receive 50 Wellness Points once Cigna receives and processes your completed form. NOTE: We recommend that you submit the form directly to Cigna and keep a copy for your records.
 - Please note you can only receive credit for one wellness screening form per program year.
- ✓ **Complete an HbA1c test with the onsite health coach:** Complete an HbA1c screening with the Cigna Onsite Health Coach. The HbA1C test gives you a picture of your average blood glucose (blood sugar) control for the past 2 to 3 months. The results give you and your diabetes care team a good idea of how well your diabetes treatment plan is working.
 - Please note you can only receive credit for four onsite HbA1c tests per program year.



HEALTHY@HARRIS, GO PLATINUM

When you start to combine healthy habits, the results can transform you. We hope you're building a good wellness foundation through Healthy@Harris and seeing differences that ignite a drive within you to keep going and reach for your own personal goals.

In addition to the FY24 Healthy@Harris 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 REWARDS PROGRAM 9/1/21 – 8/31/22

<p>BRONZE</p> <ul style="list-style-type: none">• Complete 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)
<p>GOLD</p> <ul style="list-style-type: none">• Complete Bronze level and earn a total of 3,000 premium points• Earn Bronze level reward plus a \$50 Amazon eGift Card net of taxes*
<p>PLATINUM</p> <ul style="list-style-type: none">• Complete Bronze level and earn a total of 4,000 premium points• Earns Bronze, Gold level reward plus a \$100 Amazon eGift Card net of taxes* and special recognition

Amazon eGift Cards are rewarded on a monthly basis and distributed by our vendor partner to your Harris Health email address. eGift cards 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 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 346-426-1812 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.