

Healthy@Harris Rewards for ALL Active FT and PT Employees

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! The program year will run from March 1, 2023 through February 29, 2024 with rewards effective October 1, 2024, the new fiscal and benefit plan year.

- 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 Points
Submit a Completed Wellness Screening Form to Cigna (Optional; located on mycigna.com or the Healthy@Harris website/rewards)		50 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 mycigna.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 mycigna.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 labs done at an in-network lab such as LabCorp, Quest, Kelsey or submit the Wellness Screening Form located on mycigna.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.		

(continued on next page)

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 2/29 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 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 ≥ 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 or employee wellness workshop per day. **Please note you can only receive credit for one per day.	

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: 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 346.302.4248 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.

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	GOLD	PLATINUM
<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> Complete Bronze level and earn a total of 3,000 points Earn Bronze level reward plus a \$50 Amazon eGift Card net of taxes* 	<ul style="list-style-type: none"> 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

Amazon eGift Cards will only be 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.

ALL HEALTHY@HARRIS PROGRAMS AND CONTACTS

Don't forget, Healthy@Harris offers a wealth of resources and programs! You can find more information about all of the programs listed below, plus helpful flyers and forms, on our Healthy@Harris Employee Wellness Internet Website. Go to <https://www.harrishealth.org/employee-wellness>. From the intranet home page, click on the **Healthy@Harris** tile.

PROGRAM	DESCRIPTION	CONTACT INFORMATION
Choose Healthier	Look for the Choose Healthier Logo to help you find healthier choices in the Harris Health cafeterias and vending machines. You can also use your Harris Health Reward Points to purchase Choose Healthier vouchers from the Harris Health Rewards Program Redemption site.	harrishealthrecognition.com
Cigna Active and Fit Direct	Get a discounted membership at participating fitness centers.	Cigna: mycigna.com
Cigna Apps and Activities	Explore the top health devices and apps to help you stay motivated and challenge yourself. Earn Cigna stars for tracking your steps, weight, nutrition, sleep, glucose and blood pressure. Device integration available.	Cigna: mycigna.com
★ Cigna Behavioral Health	Dedicated support for behavioral health conditions such as Autism, Bipolar disorder, mood and anxiety disorder, eating disorders, substance use, and depression. Counselors are available to help you take control of your health, mind and body.	Cigna: 800-244-6224
★ Cigna Healthy Pregnancy, Healthy Baby Program	Healthy Pregnancy telephonic health coaching program open to employees and covered spouses. Participants are required to join in their 1st or 2nd trimester.	Cigna: 800-244-6224
Cigna Healthy Rewards	Get discounts on health programs and services such as weight management, nutrition, fitness, mind-body, vision, hearing, alternative medicine, wellness and healthy products.	Cigna: mycigna.com
Cigna Telephonic Health Coaching	Participants receive health coaching over the phone regarding chronic health conditions (medical plan participants only) or lifestyle habits (tobacco, weight, stress).	Cigna: 855-246-1873
★ Cigna Online Health Coaching	Participants participate in online coaching for health condition management (Diabetes, Asthma, COPD, Heart Disease, Heart Failure) or healthy lifestyle habits (tobacco, weight, stress).	Cigna: mycigna.com
Cigna Onsite Health Coach	The Cigna onsite health coach, located at Ben Taub hospital, helps you take strategic steps to improve your health, quality of life and manage chronic conditions through personalized face-to-face coaching.	Latecia Murphy, M Ed, RN, BSN, CHES HR Suite, Ben Taub Hospital Office: 713-873-6407; Work cell: 281-723-5225 Latecia.Murphy@evernorth.com Latecia.Murphy@harrishealth.org
Employee Assistance Program (EAP)	The EAP offers free counseling sessions, work-life services, financial and legal services as well as the My Assistance Program website with resources.	FEI: 800-638-3327 myassistanceprogram.com/fei (username: hhsEAP)
Employee Wellness Classes	Participants will gain the knowledge and skills to make healthy and sustainable lifestyle changes and approve overall well-being.	Employee Wellness: 346-426-1597 employeehealth@harrishealth.org
Employee Wellness Workshops	Wellness Workshops cover various health and well-being topics including mindfulness, healthy boundaries, mental toughness and more. These are held onsite at Harris Health facilities, virtually or on demand through Saba.	Employee Wellness: 346-426-1597 employeehealth@harrishealth.org
Explore & Learn Booths	Educational interactions where participants explore and learn about important health and wellness topics.	Employee Wellness: 346-426-1597 employeehealth@harrishealth.org

ALL HEALTHY@HARRIS PROGRAMS AND CONTACTS, CONTINUED

PROGRAM	DESCRIPTION	CONTACT INFORMATION
Fitbit Discount and Subsidy	Harris Health employees (and spouses on the Harris Health medical plan) have access to discounted pricing on one (1) Fitbit device of their choice. To get started, visit fitbit.com/welcome/harrishealthsystem . When prompted, enter your Employee ID plus HHS as the unique promo code below to access the store. For example: 123456HHS. For spouses enrolled in the Harris Health Medical Plan, please use the Employee's ID, plus SP, followed by HHS. For example, 123456SPHHS.	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org harrishealth.org/employee-wellness/Pages/Get-Fit-.aspx
Fitbit Friends & Family Discount	Harris Health friends and family have access to discounted Fitbit products To get started, enter your Employee ID plus HHSFF as the unique promo code to access the store. For example, 123456HHSFF. Each promo code can be used on up to 5 purchases. (Once the promo code has been used for 5 purchases, it will no longer be active.)	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org harrishealth.org/employee-wellness/Pages/Get-Fit-.aspx
Fitness Center	The LBJ Fitness Center is available for Harris Health System Employees and Medical Staff Services partners at LBJ Hospital. The Fournace Fitness Center is available to all Harris Health Employees. To receive gym access, please submit the online liability waiver and fitness center rules acknowledgement (https://www.surveymonkey.com/r/KF6XQZB). Please note that it could take up to one week for your information to be processed.	Employee Wellness 346-426-1597 employeeewellness@harrishealth.org
★ Free Diabetic and Hypertension Medications	Employees and spouses on the Harris Health medical plan who meet the Livongo diabetes and/or hypertension monthly testing requirements are eligible for free medications beginning on the 15th of the following month. Eligibility will be determined and adjusted on a monthly basis.	Employee Wellness 346-426-1597 employeeewellness@harrishealth.org
Group Fitness Classes	Employee Wellness offers a variety of exercise classes, including Yoga, walking and more. These are free to employees, spouses and children (18+).	Employee Wellness 346-426-1597 employeeewellness@harrishealth.org
★ HbA1c Testing	Free quarterly HbA1c testing (4 per year) for employees and spouses engaged in the Livongo Diabetes Management Program.	Latecia Murphy, M Ed, RN, BSN, CHES HR Suite, Ben Taub Hospital Office: 713-873-6407; Work cell: 281-723-5225 Latecia.Murphy@evernorth.com Latecia.Murphy@harrishealth.org
Healthy@Harris Special Events	Employee Wellness holds multiple special events throughout the year such as Field Day, Relaxathons, runs, walks and much more.	Employee Wellness 346-426-1597 employeeewellness@harrishealth.org
Health Assessment	Visit MyCigna.com to complete the health assessment. The lifestyle questionnaire along with your biometric assessments will provide you with a comprehensive picture of your current health status along with recommendations for personal improvement.	MyCigna.com
Healthy Cooking Classes	A variety of healthy cooking classes are provided throughout the year with the goal of teaching participants the importance of healthy eating, what it means and developing healthy cooking skills.	Employee Wellness 346-426-1597 employeeewellness@harrishealth.org
Healthy Knowledge Seminars	Seminars and webinars cover various wellness topics, including healthy eating, exercise and stress management. These are held onsite at Harris Health facilities, via webinar or through Saba.	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org
★ Livongo Diabetes Management Program	Diabetes management program for eligible employees and spouses on the Harris Health medical plan. Participants receive a free connected meter, unlimited strips at no cost, and support from coaches when you need it.	To Register: go.livongo.com/HARRISHEALTH or call 800-945-4355 Registration Code: HARRISHEALTH
★ Livongo Diabetes Prevention Program (DPP)	Diabetes Prevention Program (DPP) for eligible employees and spouses 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.	To Register: go.livongo.com/HARRISHEALTH or call 800-945-4355 Registration Code: HARRISHEALTH
★ Livongo Hypertension Management Program	Hypertension management program for eligible employees and spouses on the Harris Health medical plan. Participants receive a free blood pressure monitor and cuff and support from coaches when you need it.	To Register: go.livongo.com/HARRISHEALTH or call 800-945-4355 Registration Code: HARRISHEALTH
Online Wellness Challenges	Online wellness challenges focus on healthy lifestyle behaviors (nutrition, fitness, stress, etc.). Challenges can be individual and/or team based.	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org
★ Onsite Cigna Nurse	The Cigna onsite nurse, located at Ben Taub hospital, helps you take strategic steps to improve your health, quality of life and manage chronic conditions through personalized face-to-face coaching.	Latecia Murphy, M Ed, RN, BSN, CHES HR Suite, Ben Taub Hospital Office: 713-873-6407; Work cell: 281-723-5225 Latecia.Murphy@evernorth.com Latecia.Murphy@harrishealth.org
Recreational Sports Teams	Employee Wellness offers sports teams for flag football, softball, soccer, volleyball, sand volleyball, kickball and basketball. These are free to employees, spouses, and children (18+).	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org
Well Powered Living Classes	A series of classes for those who are ready to fine tune their lifestyle to achieve maximum performance in all areas of their life. The focus will be on building a lifestyle based on scientific findings about energy management and maximizing human potential.	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org
★ Wondr™	Online weight loss program available for eligible employees and spouses on the Harris Health medical plan. This program helps you learn how to lose weight and keep it off while still eating your favorite foods.	Employee Wellness: 346-426-1597 employeeewellness@harrishealth.org wondrhealth.com/harrishealthinfo@wondrhealth.com

★ = Resources available for medical plan participants only