



## Healthy@Harris Wellness Champion Role Description

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| <b>Purpose</b>  | <p>The Healthy@Harris Wellness Champion Program helps to foster employee ownership in the pursuit of positive organizational health and to encourage employees to lead by example in promoting health enhancement activities throughout all facilities of Harris Health. This will ultimately create a flourishing culture.</p>   |
| <b>Meetings</b> | <p>Wellness Champions meet virtually for 30 minutes each month. A phone line may be required for audio.</p> <p>The Wellness Champion monthly meetings are recorded and made available after. Champions will be required to review the meeting by the end of the following month to receive credit.</p> <p>Members are required to attend at least 2 out of 3 meetings per program quarter*.</p>   |
| <b>Terms</b>    | <p>*See quarter dates defined below.</p> <p>Champions will serve for the upcoming Healthy@Harris Rewards Program year, which begins on March 1, 2026 and ends on February 28, 2027.</p> <p>In addition to attending 2/3 meetings per quarter, Champions are required to complete at least 1 activity per month, (3 per quarter) to be eligible for Recognition Points. Champions who do not successfully meet the performance criteria within that quarter will not be eligible for the quarterly Recognition Points.</p> |

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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: [www.mycigna.com](http://www.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 our designated Cigna Customer Service Representative at 346-302-4248 or via email at [HarrisHealth@cigna.com](mailto: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.



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|--------------------------------|--|
|                                | <p>Champions are expected to complete a quarterly performance scorecard indicating how they met the responsibilities for each quarter.</p> <p><b>Healthy@Harris Rewards Program Quarters</b></p> <ul style="list-style-type: none"> <li>• <b>Quarter 1:</b> March 1, 2026 – May 31, 2026</li> <li>• <b>Quarter 2:</b> June 1, 2026 – August 31, 2026</li> <li>• <b>Quarter 3:</b> September 1, 2026 – November 30, 2026</li> <li>• <b>Quarter 4:</b> December 1, 2026 – February 28, 2027</li> </ul>         |
| <p><b>Qualifications</b></p>   | <ul style="list-style-type: none"> <li>▪ Desire to promote a culture of health and wellness.</li> <li>▪ Commitment to the success of the Healthy@Harris program.</li> <li>▪ Available to meet at least once a month for 30 minutes.</li> <li>▪ Available to perform at least one wellness promotion activity each month as indicated on the performance scorecard.</li> <li>▪ Ability to engage up to 200 employees at your designated location(s)</li> </ul>  |
| <p><b>Responsibilities</b></p> | <ul style="list-style-type: none"> <li>▪ Promote Employee Wellness activities to various departments.</li> <li>▪ Serve as a resource for employees who have questions about Employee Wellness activities and events.</li> <li>▪ Provide feedback to Employee Wellness and report any feedback from co-workers.</li> <li>▪ Coordinate and host onsite Employee Wellness activities as needed.</li> <li>▪ Facilitate new opportunities for Employee Wellness integration into hospital initiatives.</li> </ul> |
| <p><b>Rewards</b></p>          | <p>All Wellness Champions who meet performance criteria will be recognized quarterly with 2,500 Recognition Points in Recognition Connection.</p>  |

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Applicants agree to be a Wellness Champion from March 1, 2026 through February 28, 2027, and to fulfill the wellness champion expectations to the best of their ability. This is a volunteer position, and Wellness Champions promote health and wellness to employees both within and outside of their departments.

**Applications are due Friday, February 13, 2026**

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