

Overview

The level of individual consumes health care has an effect on the plans overall health care spend. To encourage the reduction of individual consumption it is important to offer a wellness program that provides education, encourages activity and promotes outcomes.

History of Program

- 2005-2007
 - offered telephonic coaching, online tools and resources, worksite challenges
- 2008
 - added premium discount
 - Completion of health risk assessment and two wellness challenges
- 2009
 - added biometric screening options
 - Completion of biometric screening, online health risk assessment and three wellness challenges
- 2010
 - added tobacco free requirement and moved to points based system
 - Completion of biometric screening, online health risk assessment and earn 10 points
- 2011 to current
 - Completion of biometric screening, online health risk assessment and earn 40 points per year

Objectives and Philosophy

- Provide targeted programs to focus on:
 1. weight management,
 2. smoking cessation
 3. fitness and exercise
- Ensure the program drives long term individual commitment to wellness, not just participation
- Shift the program from activity based to outcome based design
- Focus on five design categories for each program: 1) Tailor incentives and rewards, 2) Reduce time barriers, 3) Two way communication, 4) Goal setting, 5) Provide ongoing support

Current Wellness Program Goals

1. Increase Participation
 - a. Program enrollment
 - b. Biometric Testing Events
2. Outcomes Based Awareness
3. Drive Weight Loss
4. Increase Physical Activity

Wellness Program Design

Includes two key components:

1) Medical Premium Credit

Team Members can save up to \$600 and families can save up to \$900 if they actively participate in the program and earn required points.

2) Health and Wellness Website and Programs

The myuhc.com website provides comprehensive tools and programs to help you live a healthy lifestyle including online health assessment, telephonic coaching, online coaching programs, health improvement plans and tools, and smoking cessation programs. We supplement UCH's programs with onsite exercise and weight loss programs at some of our offices; creating independent and customizable workout options for all.