

# HEALTHY LIVING REWARD LEVELS AND POINTS



January 1, 2016 – November 30, 2016 Incentive Plan

## How to Earn Rewards

Complete a biometric screening, so you can know your important health numbers, and decide how many points you want to earn through the actions you take. There are a variety of opportunities to participate in while getting healthier in the process!

Refer to the Bronze, Silver, and Gold Reward Levels below for more details. To learn about all of the ways you can earn points, turn to page 3 or log in to Healthyroads and view the Incentives tab (top tool bar) > Plan Summary. As you complete activities on the Healthyroads® website or with your Healthyroads Coach®, your incentives history will automatically update.

Also note, Southern States will add the value of your Healthyroads Visa® Prepaid Card or check and any cash rewards earned by your spouse as income to your W-2 earnings for the current calendar year, and your location will pay any applicable taxes required on your reward amount.



## HEALTHY LIVING REWARD LEVELS

<p><b>Action Items:</b></p> <ul style="list-style-type: none"> <li>• Complete Biometric Screening</li> <li>• Earn 100 Healthy Living Points</li> </ul>	<p><b>You'll Earn:</b></p> <ul style="list-style-type: none"> <li>• <b>\$50</b> Visa Prepaid Card/Check</li> <li>• <b>2 Hours</b> Wellness Time Off</li> </ul>	<b>BRONZE</b>
<p><b>Action Items:</b></p> <ul style="list-style-type: none"> <li>• Complete Biometric Screening</li> <li>• Earn 200 Healthy Living Points</li> </ul>	<p><b>You'll Earn:</b></p> <ul style="list-style-type: none"> <li>• <b>\$100</b> Visa Prepaid Card/Check</li> <li>• <b>2 hours</b> Wellness Time Off</li> <li>• <b>\$150</b> Medical Premium Credit</li> </ul>	<b>SILVER</b>
<p><b>Action Items:</b></p> <ul style="list-style-type: none"> <li>• Complete Biometric Screening</li> <li>• Earn 300 Healthy Living Points</li> </ul>	<p><b>You'll Earn:</b></p> <ul style="list-style-type: none"> <li>• <b>\$100</b> Visa Prepaid Card/Check</li> <li>• <b>2 hours</b> Wellness Time Off</li> <li>• <b>\$250</b> Medical Premium Credit</li> </ul>	<b>GOLD</b>

### IMPORTANT DATES:

Your biometric screening needs to be completed between 11/01/15 - 10/31/16 (to allow time for processing); however, you have until 11/30/16 to earn 100 - 300 points

### FOR SPOUSES:

Remember, medical plan spouses can earn all of the same rewards (with the exception of Wellness Time Off)!

Your employer is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all participating employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Becky Drayton (804.218.1589 or becky.drayton@sscoop.com) and she will work with you (and, if you wish, with your doctor) to find an alternative with the same reward that is right for you in light of your health status.

## ADDITIONAL HEALTHY LIVING REWARDS

	You'll Earn:	Action Items:
<b>2 Hours WTO for Each Designated Challenge Completed (employees only)</b>	Earn up to 6 additional Wellness Time Off hours	
<b>Quarterly Prize Drawings Sponsored by Southern States (employees only)</b>	April = 5 - \$250 winners	Must <b>complete your Biometric Screening by 3/31/16</b>
	July = 5 - \$250 winners	Must reach <b>Bronze Level by 6/30/16</b>
	October = 5 - \$250 winners	Must reach <b>Silver Level by 9/30/16</b>
	December = 5 - \$1,000 winners	Must reach <b>Gold Level by 11/30/16</b>
<b>Monthly Step It Up Prize Drawings Sponsored by Southern States (employees and spouses who use an activity tracker registered with the Healthyroads Connected!® program)</b>  <b>The more you do, the more chances you have to win!</b>	5 - \$20 gift card winners	Must reach 100,000+ steps during the previous month
	5 - \$30 gift card winners	Must reach 200,000+ steps during the previous month
	5 - \$50 gift card winners	Must reach 300,000+ steps for the previous month
<b>Million Steps Club</b>	Healthy Living gear	Must join the club and reach 1 million steps by 11/30/16





Activity:	Point Value:	Max Allowed in 2016:	Notes:
<b>Personal Health Assessment</b>	15	15	Complete this 15 - 20 minute assessment to learn more about your exercise, nutrition, stress management, and other habits
<b>Blood Pressure</b> Less than 120/80 mmHg (low risk) OR Less than 139/89 mmHg (moderate risk)	25	25	Healthy value - automatically updates from biometric screening results
<b>BMI</b> 18.5 - 29.9	25	25	Healthy value - automatically updates from biometric screening results
<b>HDL Cholesterol</b> Greater than 40 mg/dL (male) Greater than 50 mg/dL (female)	25	25	Healthy value - automatically updates from biometric screening results
<b>Fasting Glucose</b> Less than 100 mg/dL	25	25	Healthy value - automatically updates from biometric screening results
<b>Tobacco-Free Pledge</b> (attestation)	25	25	Healthy value - go to your "Incentives Summary" to complete this
<b>Preventive Screening</b>	25	150	Data feeds from Anthem, Delta Dental, and VSP will provide credit for screenings such as a vision exam, dental cleaning, etc. (full list on page 4)
<b>Healthroads Connected!</b> 100,000 activity units per month 200,000 activity units per month 300,000 activity units per month	15 25 35	300	Make sure you register your Fitbit® tracker or other activity tracker with the Healthroads Connected! program on Healthroads.com, or use the Healthroads CheckIn!® app to earn points for your activity!
<b>Lifestyle Coaching</b> 4 phone-based sessions	100	300	Points awarded when a set of 4 phone-based sessions is completed
<b>Healthroads and SSC Health Challenges</b>	50	150	Challenge yourself to improve your health habits—a new challenge starts in January, June, and September
<b>Community Service/Volunteer</b>	5	30	You can answer this question monthly: Did you participate in a community service event this month equaling one or more hours?



## About Each Healthy Living Points Activity:

**Preventive Screenings:** Getting routine preventive care is an important way for you and your health care provider to get a clear picture of where you are, and it enhances the chances of finding out about issues early in the game. Depending on your age and gender, your doctor may recommend one or more of the screenings below. If you are part of a Southern States Anthem Plan, VSP (vision) Plan, and/or Delta Dental plan, your participation in these important screenings will be captured through data file feeds so you do not need to worry about sending in a completion form. (Yahoo, less work for you!). On the other hand, if you are not part of one of these plans and want to get credit for a preventive screening you completed, you can have your health care provider sign off on your completion using the Health Care Provider form. Points will typically be awarded 4 times a year: February (for screenings November 2015 - January 2016), May (for February - April 2016), August (for May - July 2016), and November (for August - October 2016).

### Here's a list of screenings that will be awarded Healthy Living points:

- Annual wellness/preventive care exam
- Dental cleaning
- Vision exam
- Cervical cancer screening
- Skin cancer screening
- Colorectal cancer screening
- Breast cancer screening
- Bone density test for osteoporosis
- Prostate cancer screening
- Pregnancy glucose test
- Future Moms engagement
- Condition Care engagement

**Healthroads Connected!** Since movement has such a HUGE impact on our health, we want to help YOU get out there and create an active life. Make sure to register your activity tracker with the Healthroads Connected! program so you can use it to participate in challenges, earn points, earn prize drawing entries, and join the Million Steps Club (starting in the spring of 2016).

**Lifestyle Coaching:** Work with a Healthroads Coach over the phone to gather the information and motivation you need to change your everyday habits and reduce the risks of serious health conditions. Enroll on [Healthroads.com](http://Healthroads.com) or call 1.877.330.2746.

**Health Challenge (Healthroads or SSC):** These challenges allow you to practice nutrition, exercise, or stress management habits for 8 - 12 weeks at a time. Three challenges will be offered in 2015 (either 2 Healthroads and 1 SSC, or 2 SSC and 1 Healthroads, depending on programming needs). Bonus: 2 hours WTO will be awarded each time you complete a designated health challenge. Also, participating spouses on an SSC medical plan and employees are eligible to win one of 20 available \$20 gift cards sponsored by Southern States for each challenge!

**Community Service/Volunteer Question:** Helping others is beneficial for your mental and emotional health; therefore, you'll have the opportunity to answer one question a month when you log in to your incentive plan on [www.healthroads.com](http://www.healthroads.com) to earn 30 additional Healthy Living points. That question is: Did you participate in a volunteer/community service event this month equaling one or more hours?



Visit the Incentives page on [Healthroads.com](http://Healthroads.com) to learn more!

Healthroads may use and/or provide participation information to your plan sponsor/employer or its contracted entities that administer your plan for incentive fulfillment purposes. Healthroads may also use this information to provide you with other services on behalf of your plan sponsor/employer. Your participation serves as your consent for Healthroads to use and/or provide this information as stated above.

Incentives may be taxable income that you are responsible to report.

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