



2025 Wellness Program

The 2025 Wellness Program requirements must be completed and turned into Nurse Stephanie between **11/1/24 & 10/31/25**.

Spouses who are on Will-Burt's insurance plan must complete the same requirements listed below in order to receive the wellness credit.

Completion of the 2025 Wellness Program provides credit against the 2026 surcharge. 2025 surcharge is \$70 bi-weekly (\$1820 per year).

All completed wellness items must be turned into Nurse Stephanie to receive credit. Medical records are not automatically sent to the nurse, nor does she have access to any of these records. It is YOUR responsibility to turn in any and all proof of completed items.

Contact Nurse Stephanie at: wbnurse@willburt.com or 330-465-7997.

Stage 1

Annual Health Assessment (required yearly):

Physical/Wellness Visit (covered 100% if in network)

Labs/Biometrics (must pass 3 out of 5):

BMI: ≤ 30

Waist Circumference: Men: $\leq 40"$; Women: $\leq 35"$

Total Cholesterol: ≤ 200

Triglycerides: ≤ 200

Fasting Glucose: ≤ 100

HbA1c: 4-5.6%

BP: $\leq 140/90$

If you are unable to pass the above values, you can provide one of the following to pass:

Proof of improvement of failed value(s)

Proof of your medical provider monitoring failed value(s)

Proof of current medication to treat failed value(s)

You do not need to wait a year in between physicals for insurance to cover it at 100% (in network).

Stage 2

Preventative Behaviors (must complete 2):

Dental Exam/Cleaning

Vision Exam

PAP Test

* Mammogram (screening/diagnostic)

* Skin Cancer Screening

* Colonoscopy (screening/diagnostic)

Abdominal Aortic Aneurysm Screening

Bone Density Screening

Prostate Exam

Lung Cancer Screening

** Labs/Biometric Improvements

** Intentional weight loss of 10 lbs. or more

Vaccines/Boosters:

Influenza (Flu); Shingles; COVID-19; RSV;

Pneumovax 23®; Prevnar 20®

(* Covered at 100% if in network)

(** Must provide proof of improvements/weight loss)

Stage 3

Wellness Behaviors (must complete 3):

Blood/Blood Product Donation (offsite-we will not be hosting an onsite blood drive in 2025)

Complete an organized Race or Walk

Participate in an Adult Sports League

Attend Will-Burt's Health Fair

Coach Little League/Youth Team

Youth Mentoring/Teaching (OHuddle, Big Brother/Big Sister Organization, etc.)

Completing job-related education/certificates/trainings

Volunteering for a non-profit organization/school (on personal time)

Attend a Will-Burt Financial Education Meeting

Complete a Will-Burt Fitness Challenge or Walk

*** Wellness Presentation/Quiz (must complete 2)

*** Newsletter/Quiz (must complete 4)

*** Wellness Presentations/Newsletters can be found online at:

<https://about.acrisure.com/britton-gallagher-associates-inc-willburtwellness>

New Hire Adjustments:

Employees hired January 1st—June 30th are required to complete the entire program.

Employees hired July 1st—August 31st are required to complete the Annual Health Assessment, Labs/Biometrics, and 1 Wellness Behavior.

Employees hired September 1st—October 31st are exempt from completing the current year's program.

Working together for healthy lifestyles, early detection, and adopting preventative behaviors to help keep insurance rates affordable.



NOTICE REGARDING WELLNESS PROGRAM

The Will-Burt Wellness Program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program, you will be asked to complete a medical exam with your Physician.

Employees who choose to participate and complete the wellness program requirements will receive a bi-weekly premium credit listed on the first page of the 2024 Wellness Program document. If you are unable to participate in any of the health-related activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Acrisure Wellness at BGWellness@BrittonGallagher.com.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Will-Burt may use aggregate information it collects to design a program based on identified health risks in the workplace, The Will-Burt Wellness Program will never disclose any of your personal information to anyone besides Acrisure Wellness. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. The only entity that will receive your personally identifiable health information is Acrisure Wellness, in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Acrisure Wellness at BGWellness@BrittonGallagher.com.